

The GUILD REPORTER

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

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COAST FIGHT HANGS ON TALKS

ANG Gains Told IEB; Broun Will Run Again

As the industrialized form of the ANG came fully into existence last week with the induction into the International Executive Board of the two new vice presidents representing commercial departments, the Board heard official reports of a general Guild advance in bargaining and enrollment following the recent strike victories.

The two new vice presidents, William J. Farson of Philadelphia, a member of the Inquirer advertising department, and Robert T. Camozzi of Seattle, a member of the circulation department of the Post-Intelligencer, took their seats after formal certification of their election. The Board met at headquarters on March 26 and 27.

The Guild's general advance was reported by Executive Vice President Jonathan Eddy to be occurring all over the country. This advance, noticeable in more favorable contract provisions and in a sharp rise in the curve of Guild growth and general activity, has followed and been facilitated by the recent succession of strike victories, he said.

A membership of 15,301 has now been reached by the ANG, Secretary-Treasurer Victor Pasche reported, and under the stimulus of present bargaining successes its growth is continuing at a rapid rate. Editorial department membership now totals 13,007 and that in the commercial departments, 2,294. These figures are inadequate in picturing the situation, he emphasized, however, because of the usual lag in forwarding new names from unit to local and to International headquarters.

These announcements shared the (Continued on Page Three)

WILKES-BARRE CASE 'COLLUSION' SEEN 'Company Union' Move Is Balked; Guild to Cite Tie-Up Before NLRB

WILKES-BARRE, Pa.—Attempts to extend the "jurisdiction" of an alleged company union to the Wilkes-Barre Record editorial and circulation departments collapsed last week, leaving evidence of collusion which the Guild plans to use before the National Labor Board in its fight to clean the "union" entirely out of the plant.

The organization, the Wilkes-Barre Record Employees' Association, obtained a preliminary injunction on March 24 from County Judge Valentine, naming the Record as defendant and restraining the paper from dealing with the Guild under the Guild shop contract won in the strike last fall. On March 30 President Judge McLean modified the injunction. This disestablished the association in the editorial and circulation departments and left it functioning only in the advertising and business offices, where it originally sprang up last year. NLRB action is pending in the Guild's case against the association in the latter two departments. Guild Attorney Francis J. Murray charged that Valentine

violated state laws in issuing the injunction.

Immediately following Judge McLean's action, the Guild served notice upon the Record to require nine non-member circulation employees to become Guild members within five days.

The association's application for an injunction, while naming the Record defendant, actually has the paper's consent. The decree of restraint bore Judge Valentine's penned notation, "defendant not objecting." The Record, in a show of helplessness, printed columns of news on the litigation, and a two-column editorial declaring that it was the victim of "groups of employees fighting among themselves."

Guildsmen Win 5 of 9 Fellowships

Five Guildsmen are among the nine American newspapermen who last week were awarded Nieman fellowships for a year's study at Harvard University.

The Guildsmen are Irving Dilliard, St. Louis Post-Dispatch editorial writer; Louis M. Lyons, Boston Globe reporter; Wesley Fuller, Boston Herald reporter; Edwin A. Lahey, Chicago Daily (Continued on Page Three)

Local Halts Invasion by Sluggers

CHICAGO—With gunmen and sluggers ranged on the other side, the Chicago Guild in a dramatic struggle against a combined attack from representatives of the Teamsters' Union and of the management of the Herald & Examiner, Evening American and Daily & Evening Times, won the opening rounds of a fight resulting from the desire of circulation department workers to join the Guild.

S. E. Thomason, president of the Chicago Publishers' Association, and publisher of the Times, who declared recently that he would fight "with every means at my command" against Guild organization of commercial workers, was the apparent leader in the campaign. (Continued on Page Two)

Hearst Pay Cut Move Rescinded

ALBANY, N. Y.—Publisher Fris of the Hearst Times-Union last week retracted a warning that economy firings were imminent in the editorial department and pledged that there would be none "except in a business catastrophe." He made the statement at a conference attended by the entire unit membership as observers. Answering a unit ultimatum on job security, Fris said that the editorial budget had been expanded to remove the need for Times-Union dismissals and to provide higher pay on the Knickerbocker-News. A contract was near signing.

247-16 Strike Vote Brings Concessions

San Francisco Publishers Association Continues Parley as Guild Calls Second Membership Session

SAN FRANCISCO—Five bay area newspapers still faced the possibility of the largest walkout in Guild history late last week. Following a 247-to-16 vote on March 27 authorizing the negotiating committee to call the membership out on strike, the San Francisco-Oakland Publishers' Association began to retreat slowly before Guild negotiators, but there was still major disagreement in all-day conferences Thursday. Another conference was planned for Friday, and another big membership meeting was scheduled for Sunday, April 3, to hear the results of the week's efforts.

The final management concession at GUILD REPORTER deadline was the 5-day 40-hour week for business office and inside classified advertising departments, now on a 6-day week. The publishers' association was concentrating its opposition on the Guild shop clause demand, indicating more willingness to discuss the other basic points with a view to reaching agreement.

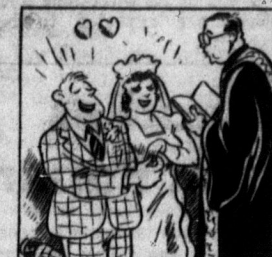
Harvey J. Kelly, Hearst labor relations counsellor, arrived by airplane from New York last week, after the strike vote was announced. Hearst has the largest stake in the situation. Three of the papers, the San Francisco Call-Bulletin and Examiner and the Oakland Post-Enquirer are Hearst properties. The News is Scripps-Howard, and the Chronicle is locally owned.

The new negotiations developed after the combined units of the five newspapers had rejected by their strike vote "compromise" offers by the publishers which represented no material change from their earlier arbitrary position.

The strike vote came at a widely advertised morning meeting on MARCH 27. Bulletins carrying in large lettering the message "STRIKE VOTE" had previously appeared upon the bulletin boards of every newspaper involved. Every union throughout the San Francisco Bay section had been advised of the probable (Continued on Page Five)

Ding, Dong! Ding, Dong!

NEWARK, N. J.—Realtors, furniture merchants, automobile salesmen, wedding ring manufacturers and baby carriage specialists, please note.



Some Guildsmen on the Star-Eagle staff got to musing the other day on what had happened to this member and that and the first thing you know, up popped a whole set of vital statistics.

It seems the year during which the Guild contract has been in effect has brought bumper crops of marriages and babies!

Nobody has been found who will stand up and deliver either a prognostication or a theory, but here are the facts:

In the year before the Guild contract was signed, two staff members got married. Since the signing six have got married and three more will be within a few months.

In the year before the contract, there were two new babies—and one of them was the managing editor's. In the year since, two staff men have become fathers, and two others expect to be shortly. (And we won't mention the rumors.) Also, a fifth staff man adopted a son.

And eight men have bought new cars in the last year.

As we say, the Guild officers won't say a word. They put their thumbs in their vests and look benign.

But the Guild contract brought pay increases, \$50 minimums and some promise of security. And what bright sociologist will discuss the effects of a 5-day-40-hour week? Maybe the Guild's wild men are going to end up pillars of their communities!



BUILDING: Better Strike Financing Vital to Guild Victories

By JONATHAN EDDY

AS this is written, it is still uncertain whether the Northern California Newspaper Guild is going out on strike. But, whether or not the biggest strike in Guild history is under way, the subject I want to discuss has a strong bearing on the future of the Guild. The subject is strike financing.

Of course, everyone is in hopes that it will be possible to avoid a strike on the West Coast. Also, everyone realizes that a strike may be unavoidable, and that if a strike is forced, it is essential that it be won. Whether or not the situation in San Francisco and Oakland has, by the time this gets into print, actually developed into a strike, we should take this question of strike financing more seriously than we do. For, if the test is not in San Francisco, it will come sooner or later somewhere else. We have won plenty of strikes lately, yes; but, my point is, we could win them a lot easier if we had better methods of strike financing. Also, I think, we would have fewer strikes.

It seems that Guild strikes follow one of two sharply divergent lines insofar as financial aspects are concerned. Either they draw us so far into debt that we are unable to reap the full advantage of strike victory; or they cost practically nothing at all. In fact, (Continued on Page Four)

Scripps Attacks Dismissal Pay

Guild Rejects Management Proposal to Make Indemnity Payments in Weekly Installments and Stop Them When Employe Obtains New Job.

CLEVELAND—What was regarded by the Cleveland Guild as the most serious threat to dismissal pay schedules already established here and in other Scripps-Howard contracts was offered to the negotiating committee by the management of the Cleveland Press last week.

A. T. Burch, editor, and S. S. Wallace, business manager, offered the negotiating committee a new version of dismissal pay.

The management would agree to pay indemnities, but not in a lump sum in cash. Instead, it would agree to pay dismissal pay, up to the limitation imposed by the contract, in weekly payments, the payments to cease when the dismissed employe obtains a new job.

The negotiating committee rejected the proposal. The committee pointed out that such a system would seriously jeopardize the employe's opportunity of obtaining new employment by keeping him in town where openings necessarily are limited by the number of newspapers, and that, were he lucky enough to obtain new employment readily, he would be penalized for his enterprise and energy by forfeiting the difference between what he already had collected in dismissal pay and the maximum amount due him for his years of service.

The negotiating committee emphatically notified the management that the proposal was unequivocally rejected by the committee; that the Press Unit would be equally emphatic in its rejection, and that neither the Cleveland Guild nor the American Newspaper Guild would accept such modification of severance pay schedules already in effect.

Stick to Single Pact. The negotiating committee reverted to its original insistence of a single contract to cover editorial and business office employees, with identical provisions covering dismissal and working conditions, but with different pay schedules covering the various classifications.

Burch told the committee that if it insisted upon the same dismissal schedule for both, the present schedule of a maximum of 24 weeks would have to be revised downward and that editorial employees would have to "reschedule themselves" to a compromise of their present dismissal schedules.

The committee indicated it would go to the local Labor Board for the second time, if necessary, to support its position for one contract for the whole unit.

Burch proposed that if the committee would drop its request for the Guild shop, the management would agree to the single contract proposal. The committee reminded Burch and Wallace that the World-Telegram management already had conceded the single contract.

Guild Shop Pact Reaches Wage Talk on Bronx Paper

Bargaining with the Bronx Home News on behalf of more than 40 editorial workers reached the minimum wage stage last week, with all other points of a Guild shop contract tentatively agreed upon.

The latest conference with Managing Editor Harry Goodwin and Publisher James O'Flaherty resulted in agreement to improve upon the original severance pay schedule and reduction in the management demands for exemption under the Guild shop clause from seven sub-executives to two.

The management's wage scale proposal providing for a \$50 top minimum as opposed to the Guild's scale with a \$70 top is still under discussion. The unit has approved the \$50 top minimum but has demanded upward revision of the lower brackets in each category plus a 10 per cent increase for all not affected by the minimum.

Staffs Win Pay For Election Night

SIoux CITY, Ia.—This year, for the first time in the history of the newspaper industry here, the newspaper staffs are paying overtime for extra work on election night.

Under an oral agreement reached with the Guild last summer, the Journal is paying straight time. At the Tribune, where no hour agreement was made, the editorial staff working election night receives an additional day's pay. Heretofore, the Journal paid one dollar for long hours put in by circulation department workers obtaining results at the polls. The Tribune paid nothing for this work. This year, with circulation employees on both newspapers in the Guild, the two sheets divided the polls and each is paying \$2 to the poll workers.

TOLEDO TO BARGAIN

TOLEDO—The Toledo Guild is soon to begin negotiations for a new contract with the News-Bee (Scripps-Howard) to replace the present editorial agreement and certain sections of the commercial agreement expiring May 15.

The editorial contract, one of the best among the many negotiated last spring on Scripps-Howard papers, expires in its entirety May 15. A business office contract, covering all commercial department workers, was signed in February. Sections dealing with wages run until May 15, 1939, while hours and certain other conditions will be negotiated with the new editorial contract and become a part of it.

CINCINNATI ENROLLS

CINCINNATI—A six-month campaign to organize the display advertising department of the Cincinnati Post has ended in victory for the Guild.

Three of the five commercial departments now have majorities in the Guild. President Robert Stevens announced. The Cincinnati Guild, which recently voted overwhelmingly to reopen its contract with The Post, has notified Editor Carl D. Groat of its intentions and negotiations are expected to be opened shortly.

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Chicago Checks Slugger Invasion

Circulation Department Employees Stick to Guild in Face of Publisher Drive to Force Them Into AFOU Union; Sluggers, Gunmen Dominate Meetings.

(Continued from Page One)

The drive was to force circulation branch managers into the AFOU local of Newspaper Drivers, Chauffeurs and Handlers Union. That union today is under the same leadership which in 1929 was denounced by Chicago publishers as racketeers who threatened the publishers' lives during negotiations.

The union, until several weeks ago, had rejected the membership applications of the branch managers. The managers do not drive vehicles at their work. Soon after the Guild victory on the Hearst papers here, these employees began joining the Guild.

Meetings Maneuvered. With a branch managers' meeting called by the Guild for March 27, the teamster local suddenly called a meeting of the same men on the three papers for Saturday, March 26. The Guild thereupon advanced its meeting to March 25 and, despite pressure, 150 showed up and enthusiastically "went Guild."

More than 200 of the men were herded to the teamsters' meeting the following night; many were led to the hall by their division managers. The place was packed with known sluggers and the doors were locked.

Pointedly shaking hands with the teamster leaders, the division executives made speeches exhorting the employees to sign applications as a newspaper mailer and is still a member of that union. Soon after the Guild was organized in Sioux City in the spring of 1937, he joined. He has aided in negotiations and worked with the Guild in organizing a mailers' union here after the mailers were many years without organization.

Sturgeon is a former school board member and was backed by parent-teacher associations and teachers as well as labor. He is 36 years old.

Loopp attributes his success largely to the consolidation of the labor vote. He said: "I feel it was a political error on the part of my opponent to attack labor."

D. A. Murphy, incumbent commissioner of parks and public property, retained his office. Murphy also had the support of labor. He is a member of the railroad craft organization.

Sturgeon is a past president and past secretary of the local Trades and Labor Council. He once worked

About 40 men who previously had signed Guild cards, signed up with the teamsters, reporting later that they did so to get out of the place and its skull-busting atmosphere. The following morning they were told by their superiors at work that the management had a complete record of those who signed and didn't sign.

Stand by Guild. On March 27 and March 30, the circulation men, with increasing representation from the Herald & Examiner and Times, and with the American men almost 100 per cent, attended Guild meetings and paid up dues and initiation fees. In preparation for Labor Board action, many affidavits were taken from those who attended the teamster meeting.

All in all, a strong majority of the approximately 200 home delivery branch managers of the two Hearst papers have joined and are sticking by the Guild. The attack, however, slowed up circulation department organization on the Times. Simultaneously, Publisher Thomson succeeded in crippling the editorial department drive for a contract. In the face of an open management campaign against the Guild, the unit voted 40 to 34 to cancel bargaining. The Times posted a wage-raise policy statement shortly after Hearst's American and Herald & Examiner signed contracts earlier this year.

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Guildsmen To Study At Harvard

(Continued on Page Three)

News reporter, and Frank S. Hopkins, Baltimore Sun reporter.

The other winners are Osborn Zuber, Birmingham News editorial writer; John McL. Clark, Washington (D. C.) Post editorial writer; Hilary H. Lyons, Jr., Mobile (Ala.) Press Register editorial writer; Edwin J. Paxton, Jr., Paducah (Ky.) Sun-Democrat editorial writer and associate editor.

Competing for the fellowships were 312 newspapermen representing 195 newspapers in 44 states. The fellowships were established under the terms of the Lattin W. Nieman and Agnes Wahl Nieman fund, of approximately \$1,000,000, given to Harvard "to promote and elevate the standards of journalism in the United States and educate persons deemed specially qualified for journalism."

The winners will study at Harvard during the academic year beginning next September. In addition to the courses they will select, the men will discuss together from time to time problems confronting journalism in the United States today. Outstanding newspapermen will come to the university at intervals to meet with them.

The committee in charge of selecting the fellowship winners consists of three members of the Harvard Board of Overseers: John Stuart Bryan, publisher of the Richmond, Va., News Leader, and president of the College of William and Mary; Ellery Sedgwick, of Boston, editor of the Atlantic Monthly magazine, and Walter Lippmann, New York Herald-Tribune columnist.

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GUILDSMEN WIN NIEMAN FELLOWSHIPS



Wesley Fuller



Louis M. Lyons



Frank S. Hopkins



Irving Dillard

Here are thumbnail sketches of the Guildsmen who won the Nieman fellowships:

IRVING DILLARD, 33 years old, has served as member of the executive committee, vice-president and acting president of the St. Louis Guild and is now a member of the executive committee. Charter member of Post-Dispatch Unit.

Editorial writer for Post-Dispatch since 1930. Born in Collinsville, Ill., and began newspaper work on Collinsville weekly while in high school. Became local correspondent for Post-Dispatch in his senior year. Joined Post-Dispatch staff in 1929.

Contributor to Dictionary of American Biography, Encyclopedia of the Social Sciences and various magazines, including Harper's. National president of Alpha Kappa Lambda and national vice-president of Sigma Delta Chi. Member of Phi Beta Kappa. He will study the social sciences at Harvard.

LOUIS M. LYONS, 40, served as vice-president of Boston Guild and of Boston Globe Unit. Member of negotiating committee that developed present Globe contract, initial contract on the Globe, and is serving as observer in present negotiations. Guild member of Joint Board under Guild contract. He is a graduate of Massachusetts Agricultural College.

He has been a reporter on the Globe since 1919. Assignments included return of Lindbergh from flight to Paris, Hauptmann trial, and inaugurations of three presidents. He will study history, political science and law.

EDWIN A. LAHEY, 36, reporter on Chicago Daily News. Joined the Guild in May, 1937. Studied at University of Chicago and University of Illinois and has been in newspaper work eleven years. Specialized recently in coverage of la-

bor developments throughout the Middle West. He will study economics, history and political science.

FRANK S. HOPKINS, 30, reporter on the Baltimore Sun for two years. Worked on Minneapolis Star in 1930-31 and on Richmond Times Dispatch in 1933-36. Charter member of Richmond Guild.

Studied at William and Mary College and Columbia University. He has been doing graduate work at Johns Hopkins University since he joined the Sun staff. Member of Phi Beta Kappa. He will study political and social science.

WESLEY FULLER, 25, reporter on the Boston Herald. Joined the Guild in 1934. He has been in newspaper work since his graduation from Harvard in 1934. Specialized in science writing. Covered the science program at the Harvard Tercentenary celebration. Plans to study science.

Chief attention of the Board was devoted to questions affecting the budget. Although obliged to economize closely and seeking to pare every possible item, the Board decided to respond to urgent appeals of Guilds in three sections for financial assistance in organizing. Twenty dollars weekly was voted for the New England Council to help maintain Fred Myers as organizer, on the motion of Watson seconded by Miss Ballantine. The vote was unanimous.

Assistance of \$20 weekly was voted to R. A. C. Ballantine, president of the Montreal Guild, to help him carry on his fight for reinstatement. Moved by Ballantine and seconded by Ashcraft and carried unanimously.

The Board also voted to furnish \$25 a week to the Chicago Guild for organizational assistance. In arriving at this decision the Board discussed a proposal to appoint Don Stevens full-time ANG representative to be stationed in Chicago, where he has been for a year and a half. Stevens was formerly on the CIO payroll, having been retained on it with Vice President Watson, wire service negotiator, when the Board dropped all but two CIO representatives last December in response to the CIO's economy order. Stevens was dropped later when the CIO ordered the list cut down to one. Previously, as a result of a visit by Eddy, the Chicago Guild had indicated its willingness to assume a share of the organizational expenses, and Stevens was retained. He has now become Chicago executive secretary.

Brown's Announcement. The proposal to put Stevens on the ANG payroll, contingent upon Chicago paying half his salary, was moved by Miss Ballantine with Mickelsen seconding, and was lost. Ashcraft, Ballantine and Mickelsen voted for, and Eddy, Pasche, Homan, Farson, Ballantine, Watson and Camozzi against the motion. Brown's motion.

Other actions of the Board will be reported in the following issue. Additional reports of Board actions in this issue on page 4.

Pay Cut Movement Fizzles

WATERBURY, Conn.—Pay slashes of 10 per cent for employes of the Democrat evidently have been defeated. Latest word to reach the Guild is that the International Typographical Union has advised the Democrat printers that the pay cut is illegal under the contract, even if on a voluntary basis. The Guild had refused to take the cut.

The management made its plea for the voluntary cuts on the basis that the Democrat was in serious financial straits.

Weekly payroll of the Democrat before the cuts were proposed was \$2,900. According to Guild calculations, \$2,000 is divided among 62 employes, and the balance, \$900, goes to six persons—the publisher, business manager and four relatives of the publisher.

Some members of this group of six do work for which non-relatives are paid less than \$90 a week. One member of the group does no work at all.

members of the Board, Brown and Klyman, who had participated in the earlier discussions but left before the issue came to a vote, had indicated their general positions. Brown stated that he felt the question was a Convention matter, and it was in this connection that he announced his intention of running again, adding that he wished to put himself on the record as standing with Eddy and Pasche. Klyman was for putting Stevens on the ANG payroll.

When this motion was lost, the motion to extend \$25 a week to Chicago as organizational assistance was put by Watson with Camozzi seconding, and was carried. Those voting for were Eddy, Pasche, Homan, Farson, Ballantine, Watson and Camozzi; those against, Ashcraft and Mickelsen.

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1938 SPEEDGUN

The 1938 Mendelsohn Speedguns have new efficiency and new features. Model C has permanent lens board bracket, allows lens board to be raised or lowered without getting out of "focus"—full chrome plating—internal coil improvements for even greater efficiency.

Universal Speedgun has new metal cable release—can be used direct in back shutter release button of Super 8s B and B and B and B cameras. Send for free literature showing latest in Speedgun equipment.

S. MENDELSON

H. E. B. TOLD OF A. N. G.'S ORGANIZING PROCESS

Administrative Review

Executive Vice President Discusses ANG Problems in Board Report

The strike picture, our collective bargaining program, and new problems arising in the field of organization were among matters dealt with in detail by Executive Vice President Eddy in his report to the quarterly meeting of the International Executive Board last week. The industrial program of ANG affected the Guild strongly in these and other spheres, he held.

The report, in part, was as follows:

The action of the last Board meeting in lodging in the officers at headquarters, as executive officers, the entire administrative responsibility for periods between Board meetings leads me to make this report as executive vice president so that the Board may have before it at this quarterly meeting a well-rounded picture of the state of the Guild, its activities and problems. Although we have tried to keep the members informed as well as possible, matters, mostly of an administrative nature, have come up for decisions and these, too, must be given adequate report.

The report divides itself naturally into consideration of the condition of the Guild, administration, and policy. It is a pleasure to place the condition of the Guild at the first of these, because, unquestionably the position of this organization has become many times more favorable since our meeting last December.

At that time, we were in the thick of a situation which was testing our ability to survive as never before. It will not be necessary here to expand upon the fact that the worst effects of the Convention called by the publishers last summer to combat the program mapped out by ANG at St. Louis were then being felt. On the strike front, we were at grips with the publishers at Brooklyn and Seattle and Bayonne, where the issue revolved around the right of the Guild to organize new groups of employees. However, it is probably no exaggeration to state that we were fighting for our right to exist, since, had we been defeated in the program which we had undertaken it would have meant a reversal of Guild status and gains all along the line.

THE STRIKE VICTORIES

The effect of the strike victories was marked throughout the Guild. Publishers who had been waiting to see whether the Guild was going to get stronger or weaker before seriously bargaining with it had their answer. Also, local Guilds which had hesitated to demand their collective bargaining rights at a time when to do so might precipitate critical local situations, now knew that the Guild was prepared to back them to the hilt if necessary. The result of our victories on the strike front was to precipitate a general Guild advance all over the country, reflected in more favorable contract provisions and in a sharp rise in the curve of Guild growth and general activity.

The history and background of the Guild make it more than likely that, even today, organization of Guilds will have its inception within the editorial group rather than in another group. (Not that this is always the case.) Our policy should certainly not be confined to a mechanical refusal to issue charters under such circumstances. However, it is my opinion that if the international officers, particularly those at headquarters, go out of our way to impress newly organizing groups with the advantages and necessity of representation from all departments, there will be very few instances of charter applications coming solely from one department in the future.

NEW GUILDS

In connection with new Guilds, this fact also may be pertinent:

Less frequently than in the past are groups seeking recognition today representative of a 100% enrollment even in the editorial department. In the past, as all Board members will remember, it was far from uncommon that a nearly 100 per cent organized group came to ANG for a charter. Today, it is more likely that charter applications will come originally from a restricted group, restricted even to the point where it includes only a fraction of one department—or possibly fractions of departments.

This is, of course, accountable to intimidation by certain publishers. Where, before, the Wagner Law or the forthright stand of the Federal Administration removed from the newly organized the fear of discrimination, the more recent attitude of the publishers has served to accentuate that fear. This necessarily means that we will have to charter smaller groups originally than in the past in comparable instances. While this is offset largely by inclusion now of additional groups of workers, the fact remains that we are less likely today to start out with 100 per cent enrollment than in the past, and the job of organization is therefore considerably more arduous than often it was in the past. Moreover, there is this additional difference: that newly organized groups today expect immediately to proceed with collective bargaining, whereas in the past there generally ensued a long period of consolidation between the time of chartering and the inception of collective bargaining.

These two circumstances—fractional enrollments caused by intimidation and the immediate demand for collective bargaining by groups totally without experience, cause the demands on the International office to be particularly heavy today. Unable in most instances to give these new local the benefits of the assistance of an experienced organizer and negotiator, these situations are handled as well as may be by an increasingly comprehensive service on contracts and statistics. There seems to be no prospect that the near future will give ANG the finances that would enable us to proceed otherwise.

BUILDING: Better Strike Financing Vital to Guild Victories

By JONATHAN EDDY

In the recent period, two or three Guild strikes ended in a profit! Why cannot we run all of our strikes on the "profit" basis? Well, the strikes that did not result in near-bankruptcy were the short ones. And the short ones were generally the ones where the overwhelming bulk of the men and women concerned were absolutely determined to strike no matter who told them how broke the Guild was and how little assistance they could expect from outside. Such advice was, of course, given in such cases, and the result was usually that Guilds in this particular sort of situation prepared for their strikes over considerable periods of time.

But, no matter how long the preparation, the fact remains that, with several hundred people involved, the cost mounts up into (to us) startling figures. No matter how startling, they are figures that the Guild must still be able to face and to cope with if we are to continue our steady forward march. In fact, it is my earnest belief that if it were not for the hope of some publishers that the Guild would be unable to meet the financial problem, we would have very few more strikes.

In other words, if we could settle definitely the financial problems attendant upon large Guild strikes, if we could establish definitely our ability to meet the financial problems entailed, the sort of publisher or publishers' association that likes to force such strikes would be far more reasonable in dealing with the Guild—from which it follows that such strikes would no longer be forced upon us. It is, of course, the old story of preventing war by preparing for war.

One lost strike could undo a great part of the progress and men and Guildwomen who have marched the picket line in recent years. Therefore, until we can work out a more satisfactory method of general strike financing, let us all get behind the one we have behind any that we are forced to accept between now and the next Convention. This is a very cheap insurance to maintain the gains we have won up to this point and will give us a chance to consolidate our position so as to weather the worst the "recession" may bring.

COLLECTIVE BARGAINING

Problems in connection with collective bargaining are becoming more difficult rather than simpler, as more departments come into the picture. The various phases of collective bargaining, with special reference to scales for the new departments and their coordination with existing contracts or contracts that are coming up for renewal will be dealt with in a separate report, as will the situation on the various chains, especially Scripps-Howard and Hearst. A strong drive for completion of chain organization should be pressed between now and next summer. Although our largest membership enrollment is from the chains, it may also be said that the largest reservoir of new membership and new strength, which can be easily reached, can also be found on the chains.

The financial situation of the Hearst papers, as well as the recent move towards reorganization under a trusteeship, make it doubly incumbent upon us to be alert and aggressive in completing organization in this sphere. Organization of a chain paper usually is quickly followed by improved conditions on other papers in a city where a chain paper operates. In some respects the problems and possibilities in connection with chain newspapers are duplicated on the wire services, where, for a period of months, we have now been making special efforts. A separate report will also deal with wire service ORGANIZERS.

Within a few days after the last Board meeting had decided to retain Seller and Hull on the ANG payroll, two events occurred having an immediate bearing upon our present financial position which by local Guilds which were not favored with such assistance. I believe the Board will want to try to work out an arrangement suited to our present financial position which will be agreeable to all those concerned. This is no easy undertaking but it can probably be accomplished, at least so as to serve satisfactorily for the next few weeks, which is what is most needed.

Although the splitting of expenses for a given individual has

We Become Industrial

Pasche Tells Board New Jurisdiction Is Firmly Rooted in Growing Membership

Secretary-Treasurer Pasche reported on the state of organization and on the present tactics of the publishers in his report to the Board. After citing the present enrollment and the rapid growth under the stimulus of recent bargaining successes he continued:

In almost all the bigger city locals, and in a rapidly increasing number of locals in smaller towns, our widened jurisdiction has been definitely established in the form of active membership, and our policy of applied industrial unionism is no longer a matter of debate.

Of course, we are still meeting with resistance to its application on the part of the membership in some cities, but this resistance has decreased steadily and increasingly as the effectiveness of the policy has been established by successful strikes, such as Wilkes-Barre, Brooklyn and Seattle. At the same time, it is evident that we have only just begun the real enrollment of new eligibles.

About the time of the last Board meeting, we noted that the fury of the publishers' attack on our industrial union policy was spending itself, because of our readiness to fight back. That has been largely confirmed, and publishers have

given rise to some unpleasant situations and misunderstandings, the alternative might cause complaints by local Guilds which were not favored with such assistance. I believe the Board will want to try to work out an arrangement suited to our present financial position which will be agreeable to all those concerned. This is no easy undertaking but it can probably be accomplished, at least so as to serve satisfactorily for the next few weeks, which is what is most needed.

P-I Witness Boomerangs On Paper

SEATTLE—Flying from San Francisco to aid the Post-Intelligencer as a "surprise" witness in the paper's defense of the fringe of three Guild leaders before a National Labor Relations Board hearing here, Guy Daniel, classified advertising manager of the San Francisco Examiner, proved a boomerang last week.

Called to the stand to bolster the defense claim of "inefficiency" in the discharge of Mrs. Ruth Givan, classified telephone supervisor, Daniel contradicted testimony of Russell Young, P-I classified manager, and declared that faults in the telephone sales room were not the Guild leader's fault. He was called to the P-I in 1936 to reorganize the department.

Despite the strength of the Guild case, however, the hearing ended with the paper standing pat and declining to make a settlement.

Publisher John Boettiger also took the stand to reveal that he had made only a "slight investigation" when the Guild protested against a company broadcast to malign the Guild and the CIO. The hearing, longest on record here, closed after 21 days. In it the Guild was seeking reinstatement of Mrs. Givan; Helen Hoover, classified advertising solicitor fired with Mrs. Givan after their protest over the formation of a company union, and Ray Griffiths, circulation district manager, fired at the same time. The Guild also seeks establishment of the right to represent employees of all white collar departments on an industrial basis.

West Coast Strike Hangs on Parleys

247-16 Walkout Vote Brings Concessions from San Francisco Publishers Association; Talks Go On as Guild Prepares for Membership Session.

(Continued from Page One)

Speakers and handbill messages informed the members of the newspaper mechanical unions. The other newspaper unions are following the Guild's efforts closely and all had representatives at the March 27 meeting.

Taken by secret ballot at the special meeting attended by about 500 members, the vote represented the action of 90 per cent of those in good standing in the units involved. Not a single member spoke against the recommendation of the executive council of the Guild for the strike vote. Even as the time for the vote neared, the publishers modified their position in several points in dispute, remaining adamant, however, on other basic proposals.

Since the opening of the negotiations prior to the first of the year, they had flatly refused to agree to one contract covering all departments. They had insisted on separate agreements for the editorial, classified advertising and business office departments. At a conference March 25 they reversed their position by stating that they would be willing to sign one contract covering all departments.

The publishers had previously refused to concede more than two weeks' dismissal pay for commercial departments and insisted that the dismissal schedule for editorial employees be based on a schedule of one week's pay for every year of service up to 26 weeks' pay, so qualified as to make it possible for them to refuse paying such indemnities if the discharges were

Months of Waiting, Then This—

STRIKE VOTE

BECAUSE THE PUBLISHERS HAVE REFUSED TO MEET BASIC DEMANDS THE WEST COAST GUILD OF THE NORTHERN CALIFORNIA NEWSPAPER GUILD HAS ORDERED A STRIKE VOTE TO BE TAKEN AT A

SPECIAL MEMBERSHIP MEETING
SUNDAY MARCH 27 - 10 A.M.
149 MASON ST. SECOND FLOOR

Calling for The Strike Vote



for "wilful breach or gross misconduct." On March 25 they met the Guild's demands on dismissal pay which call for one week's pay for every 30 weeks of service up to a maximum of 26 weeks' pay, with no qualifications regarding the cause of discharge. They agreed to the same schedule for all commercial departments, with the exception that dismissal pay not be thereby reduce his salary. Despite previous refusal of the publishers to write into the agreement any language covering staff reductions, they offered the following language: "The publisher shall be the sole judge of the number of employees required and shall select and designate the number of employees and prescribe their duties. However, there shall be no reduction of personnel solely as a result of the signing of this agreement."

The publishers still refused to offer any counter-proposal on the clause referring to the right to refuse to handle work to or from a struck department or wire service. Their attitude is the same regarding the Guild's request that refusal to pass through a picket line at the plant of the publisher shall not be a violation of the agreement.

After the call for the strike they modified their position on the question of limitation of beginning and submitted a counter-proposal that not more than 10 per cent of the staff be composed of employees with less than one year's experience. No agreement was reached on retroactive dismissal pay for negotiations. They have also refused preferential hiring for the same employees. No settlement has been reached over employees who, the Guild claims, were discharged because

ACTION IN THE WEST: Strike Call--Guild Session



—Photos by Guildman Joe Marrow

N. Y. Files Hearst Complaint

Charges that the management of Hearst's Journal-American is interfering with organization and attempting to obstruct collective bargaining have been filed with the National Labor Relations Board by the New York Guild. The complaint resulted from the activity by certain executives in the classified advertising department. A conference was to be held last Friday in the NLRB offices preliminary to Board decision on the question of issuing a complaint. Action on the complaint will be apart from the Labor plan will be held to decide Board hearing to be held to decide which employees of the paper are eligible to vote in an election on Guild jurisdiction.

WAIT MIRROR PROPOSAL

Forewarned by the statement that the management will not be surprised if the Guild does "not jump at our first offer," New York Guild negotiators this week were awaiting the New York Mirror's (Hearst) counter-proposals. The negotiating committee spent two weeks in a detailed discussion of the Guild's contract proposals, during which Harvey Kelly, Hearst labor adviser, refused to commit himself on any point. The bargaining is for editorial and commercial departments.

PAUL SIFTON, former newspaperman, was named executive director of the division of placement and unemployment insurance of the New York state department of labor last week. He formerly worked with the United Press in Kansas City, Chicago, New York and Washington and was on the staff of the old New York World.

of Guild membership. The Guild is seeking their reinstatement. With the strike vote in the offing, Guild committees contacted representatives of the other unions in the newspaper industry. A meeting of forty union representatives was held in Guild headquarters at which Guild Executive Secretary Irvine reviewed the negotiations. Subsequently meetings of the following unions were addressed by Guild speakers: Bookbinders, news vendors, stereotypers, mailers, and typographical. Unions in Oakland were also contacted.

The Guild Reporter

Copyright, 1938, by the American Newspaper Guild



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 Richard O. Boyer

"... 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.

ANG International Officers

President Heywood Brown	Executive Vice-Presidents Jonathan Eddy
Secretary-Treasurer Victor Pascho	

American Newspaper Guild International Headquarters
International Vice-Presidents:

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April 4, 1938 Vol. V—No. 17

SUPPORT SAN FRANCISCO!

Once again the Guild spotlight focuses on San Francisco!

It was just a little over a year ago that the Northern California Newspaper Guild advanced the prospects of the whole ANG by its series of agreements, setting standards on all the papers in the city.

Again today, San Francisco moves forward. Strategically placed because of its powerful labor movement, and strong in its own right because of its industrial enrollment, it is set to fight in the front-line trenches. This time it is establishing security for its members.

Whether it is forced to strike or not, the power of the whole ANG is with the NCNG.

Certainly that power should be reflected in the prompt payment by the membership of assessments for the defense fund now past due.

The spotlight focuses on San Francisco but its beams spread over the whole ANG!

Mr. Know-Nothing

THAT sage, Mark Sullivan, so frequently begins his syndicated pieces with the statement that he knows nothing about his subject except what he read in the newspapers, or that he knows nothing about it at all, that one automatically begins reading him at the second paragraph. So, in case you missed Mr. Sullivan's opening statement in his March 29 column, it read, "Of the incident here described I know nothing except what is contained in the newspaper dispatch," etc. Then our commentator proceeds to attack the LaFollette civil liberties committee. Mr. Sullivan objects to the alleged treatment—about which he read in a newspaper—accorded by the committee to the Rev. John H. Stanton, the clergyman who headed the Johnstown Citizens' Committee, whose activities last summer broke one of the steel strikes. Mr. Sullivan noted particularly that Mr. Stanton was quoted as having taken exception to the sneers and jeers of reporters covering the hearing.

Like Mr. Sullivan, we don't know much either, but we are not quite ready to accept the Rev. Mr. Stanton's efforts to vent his spleen as proof that the reporters sneered at him.

Mr. Sullivan's information came from the Philadelphia Record, which he notes, "is what is called a 'Guild shop.' That is, all the writers who have been with it six months are required to join the Newspaper Guild." Now, what is Mr. Sullivan trying to prove: That the Record, being a "Guild shop," is unfair to the strikebreaking clergyman? The dispatch he quotes would tend to prove, on the contrary, that the paper is trying to be objective, even at the expense of alleging bad manners on the part of the reporters. Or is Mr. Sullivan himself throwing out a confused sneer in the hope that it will smear Guild member reporters?

We are not conceding that the reporters sneered at Stanton; we doubt that they did. The Philadelphia Record didn't say they were sneering, it was Stanton who said so. Newspapermen are human. They laugh when there is something to laugh at. Since

Mr. Sullivan admittedly doesn't know anything about it, he couldn't possibly know how discomfited and intemperate the Rev. Mr. Stanton might have become under pressure of the LaFollette committee's questioning, especially when it went into the matter of the thousands of dollars contributed to the Johnstown committee by corporations, and the handing over of \$35,450 of it to the ex-convict-bootlegger Mayor Shields of Johnstown, the chief instrument in breaking the strike. Mr. Stanton may easily have been funny.

The venerable Mr. Sullivan is a type and his writings are characteristically mendacious. They are widely syndicated, and his statements unfortunately bear an aura of sincerity to the casual reader. Also, the papers that carry Sullivan's column are the ones reporting little or nothing of the present work of the LaFollette committee. They are only interested in smearing it. The New York Herald Tribune, for example, headlines Sullivan's column: "LaFollette Committee's Tactics Held Suggestive of OGPU Trials"

Lobbyist Green

THE Senate Committee on Education and Labor held a hearing the other day on Senator Wagner's bill which seeks to guarantee collective bargaining for labor with firms under Federal contract or benefiting from government loans or grants. William Green, president of the AF of L, and John P. Frey, president of the AF of L's Metal Trades Department, both appeared in "support" of the bill. They favored the measure, but they had an objection, according to the New York Times report. The objection was to the section of the bill seeking to give the National Labor Relations Board power to force cancellation of government contracts, loans or grants if the benefiting firm violated the National Labor Relations Act. The AF of L spokesmen said that in such a case, everybody should go to court and thrash the matter out.

Now, Green and Frey well know, as do all others, that such an amendment would emasculate the measure—a union could be dismembered and scattered by the time the courts adjudicated a case. So their "support" of the bill is as well meaning as that fellow's support of labor unions who says, "I love unions, but they should be incorporated, should never strike, etc."

Really, employers don't longer need a Washington lobby; and the New York Herald Tribune is quick to recognize this. On the same day that the report of the Green-Frey appearance is printed, that paper said editorially that Mr. Green's protest is in line with an earlier sentiment he voiced. This, as repeated by the Herald Tribune, was Green's declaration in Chicago that "capital and labor have a common cause to protect against autocratic usurpation of power over their destiny by governmental agency." Meaning that the Wagner Act, which more than any other governmental agency has encouraged and protected the growth of unions in this country, is not to Mr. Green's liking. Nor is it to the employers'.

E.&P. Appeals to Our Better Natures

WITH that fine objectivity which has always characterized its utterances concerning the Guild, Editor & Publisher recommends editorially in its March 26 issue that the Guild abandon "job security" clauses in its contracts in order that publishers may exercise the freedom of the press in discharging employees and slashing salaries.

Perhaps we should heed the advice, although to be sure it would mean disbanding the Guild since any provision in any contract provides in the last analysis for "job security." It would also mean newspapermen walking the streets looking for work, it would mean desperate wives and underfed children. Yet what is this compared with the woes of a publisher who cannot retrench, according to Editor & Publisher, save by slashing salaries? "Taxes, rent, power, interest—all are fixed costs and nearly immovable," says Editor & Publisher before pointing out that your pay, and of course your life, is the only thing upon which a publisher can economize.

In the light of this courageous stand—we hope that the Chicago Tribune and Hearst don't withdraw their advertising as a result—we feel that we should re-examine our entire position in opposition to Editor & Publisher's advice to the Guild over the last four years. Can it be that it showed the same disinterested sympathy for newspaper employees when it denounced industrial organization, affiliation with the CIO, and the Guild shop? Can it be that we were wrong when we considered it merely a lobby in print for the publishers?

Every newspaper worker must draw his own conclusion from the facts and we feel that the editorial in question may help him arrive at a decision. Editor & Publisher says that it deplores pay cuts and dismissals, that the very thought of them wrings its editorial heart. But we must be realistic, it says. After all it looks very much like pay will have to be cut, that jobs must be lost. The price of newsprint can't be cut. "Taxes are a fixed proportion of operating costs," the editorial states. "Payrolls are generally higher than they were a year ago." (Tsk, tsk! Maybe the Guild is responsible for that!) So it looks like the baby will have to go without its milk, and mama without her shoes because Editor & Publisher says that such things "are lesser evils than the destruction of newspapers through contractual inability to set their houses in order."

Yet don't be too gloomy. Mama can have her shoes and papa can have his job and the publisher can still have a profitable newspaper. There needn't be pay cuts, there needn't be layoffs. There may have to be a decrease in dividends paid to stockholders but that won't take the milk from the baby. Editor & Publisher shows

ANSWERS to the Guild Shop Question

Magazine Unit Shop Paper Offers a Parable on the Arguments Against Clause

Reprinted from the Shop Paper of the Unit of Time, Inc.

ONCE upon a time a traveler arrived in a country that looked good to him. In its fields waved golden grain, in its pastures browsed fat kine, in its buckets bubbled brown beer. Desiring to live in this fair country, the traveler besought the proprietor to admit him. The proprietor said there were certain conditions. All inhabitants of this land were required to work 40 hours a week. "O.K." said the traveler. Secundum, the workers in this country were required to wear yellow hats, blue blouses and corduroy pants. "O.K." said the traveler. It was also the rule that anyone who failed to produce 500 bushels of grain a year was expelled from the country. "O.K." said the traveler. In addition each inhabitant was required to raise 100 bushels a year as a contribution to the proprietor. "Fine, I will be glad to accept your conditions," said the traveler.

QUIXOTIC ARGUMENT

At this point a representative of the workers spoke up. "Welcome to our company," said he. "We have taken steps to make you happy here. We have made an agreement with the proprietor that you shall not be required to work more than 40 hours a week and that you shall be guaranteed enough to eat while you live in this country. Of course, that requires teamwork and it will be necessary that you contribute one bushel of grain a year to maintain our organization."

"What?" exclaimed the traveler. "This is coercion!... Never!" And he stalked away, refusing to enter the country.

UNION'S STAFF OF LIFE

Like the man in the parable, much of the argument about the Guild shop seems to us Quixotic and unreal. As a practical matter, what does the Guild shop mean to the union? It is the union's staff of life. True, the good union is the one whose members want to belong to it. And nine out of ten employees will join voluntarily in any case, unless they are deterred by timidity, a union that improves their working conditions. But the tenth may try to take a free ride, or may fail to understand that his interests lie with the organization. Also, some workers, as the union attains its objectives and grows older, tend to forget that the preservation of the union is necessary to maintain what it has won, to begrudge the little support they are called upon to give it. These are facts that unions have been taught to face. And so necessity has created, in the Guild's case, the Guild shop, which permits the employer to hire whom he pleases so long as the new employee joins the Guild. The Guild shop is insurance against nearsightedness and hardening of the arteries.

IT'S EVIDENCE OF GOOD FAITH

But there is another reason for the Guild shop. It was best stated by Irving Brant, St. Louis Star-Times editor of the editorial page, in the GUILD REPORTER recently. He said he would advise an anti-union publisher: "If you intend to concede as little as possible in collective bargaining, and work under cover to disrupt the Guild after you have recognized it, you had better not accept the Guild shop, because you will be unable to carry out your plans." The Guild shop removes the incentive and the opportunity for an employer to get rid of the Guild by firing Guild members.

Now it is true that the management of Time, Inc., has practiced no discrimination against Guild members. But to say that Time, Inc., should therefore be exempted from the Guild shop is like saying that because Time does not violate the fire regulations it should be exempted from them. If the Guild shop is a desirable and necessary provision, it should be the settled and normal basis of the relationship between all publishers and their employees.

A MEASURE OF ASSURANCE

That the Guild has proved its value in Time there is by now no doubt. It has demonstrably improved the pay, the hours and the general working conditions of the employees. It has also been of service to the management in making a more closely-knit, mutually-respecting organization. It is worth keeping, both to the employees and management, and the best way to assure that it will be protected is the Guild shop. Because the Time management has been unusually enlightened in its dealings with the Guild, it should not be frightened by the bugaboos raised by some anti-Guild publishers against the Guild shop. Relations between management and the Guild can never be completely stabilized until they include the Guild shop, and the time to stabilize them is now.

us the way out.

"The Guild organizers," says the editorial, "recall 1932 and 1933 when the unionized crafts of newspapers lost pay and situations to a far lesser extent than the then unorganized editorial and business office forces. The idea now is that if the latter organize, they too will be protected by contract against pay cuts and dismissals for economy."

The italics and the idea are our own. Only through organization, through solidarity, through union can we "be protected by contract against pay cuts and dismissals for economy." Only through organization can wages attain the same firm quality that is now reserved for the price of newsprint.