

The GUILD REPORTER

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Victory In Strike Promises New Pacts

ST. PAUL, Minn.—Ten Guildsmen at the newspaper-owned radio station WTCN swung the support of the combined CIO-AF of L labor movement behind them last week in a successful six-day strike which won the first Guild contract in the Twin Cities.

The victory had a marked effect on organizational drives on the local papers, and quickened current negotiations with the management.

Raises Total \$5,200

The contract, embracing announcers, continuity writers and clerks, brings them salary raises totaling \$5,200 a year, the 5-day 40-hour week, dismissal indemnity to 12 weeks, sick leave and vacations with pay, and a struck work clause. Minimum salaries range to \$215 a month. The strike climaxed nine months of fruitless negotiations with the publishers of the St. Paul Dispatch and Pioneer Press and Minneapolis Tribune.

The settlement was negotiated by Gordon Roth of the Tribune unit, and Joseph Van Nordstrand and Ralph Helstein, CIO regional director and attorney, respectively, with Publishers F. E. Murphy of the Tribune and Leo Owens of the Dispatch. John J. Biddison is local president.

Refusal of the station engineers, members of the AF of L International Brotherhood of Electrical Workers, to go through the picket line was one of the major factors in the winning of the strike. The CIO unions and other groups quickly rallied behind the fight, supplementing the local Guild's day and night picket line, which at times reached 500. The strike was called on Sept. 3 and the workers returned on Sept. 9.

Advertisers Cooperate

Advertisers responded readily to the Guild's appeals. Beverage, auto and food accounts were withdrawn the first day of the strike.

The Guild has enrolled members on radio stations that have a close newspaper tie-up where the membership of such employees would put them in a strong position for bargaining and add to the Guild's strength. In the long run it believes the policy of industrial unionism must be followed in this as in other industries, so far as it can be done without precipitating jurisdictional disputes.

Hull Visits Locals In Middle West

ANG Representative Morgan Hull is on a trip in the Middle West that will bring him to several Guilds in that area. He expected to be in Chicago last week-end, making his headquarters there until Sept. 23, and visiting Detroit and Milwaukee. He will then make stops of several days in Madison about Sept. 25; in Rockford, Ill., about Sept. 28, and in Columbus about Oct. 5.

He will go to Pittsburgh for a general meeting on Oct. 9, making his headquarters there for two weeks and possibly taking trips to Wilkes-Barre, Pa., and New York.

COAST GUILD AIDED NEW DEAL VICTORIES

Majority of Labor's Candidates Won in Hot California Primaries

SAN FRANCISCO—Nomination of Guild-endorsed John F. Shelley, AF of L labor council president, as Democratic candidate for state senator highlighted the primary here that saw New Dealers generally victorious.

Backed by Labor's Non-Partisan League, Shelley won the nomination by a 36,000 vote plurality despite the AF of L Political League endorsement of his Republican

opponent. Numerous AF of L unions had repudiated this endorsement which was engineered by AF of L State Secretary E. D. Vandeleur, bitter CIO opponent.

Several Guildsmen took an active part in the campaign for Labor's Non-Partisan League candidates. Guildsman George Wilson, president of the CIO council, made several radio speeches on behalf of Cul-

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'Professional' Status for Members Hit

In view of efforts that have been made to secure the "exemption" of newspaper men from the provisions of the wages and hours law on the ground that they are employed in a "professional capacity," Secretary-Treasurer Pasche last week wrote Administrator Elmer F. Andrews asking for assurance of a hearing if there were any doubt about the inclusion of newspaper editorial and other employees under the terms of the act.

Pasche stated the ANG's view that the alleged ground for exclusion was "without substance," and pointed to the trade union protection which the Guild had established by contracts over the working conditions of the employees in question.

While conditions established through Guild bargaining are generally greatly superior to the standards in the act, a few Guild members should receive additional improvements under it. An adverse ruling would be disadvantageous to them as well as to the many still unorganized and would create an undesirable precedent.

Tribune Unit Organized In Chicago

CHICAGO—For the first time since organization was begun at the Chicago Tribune, the Guild has taken on official status on the paper. Guild members employed by the Tribune held their first meeting and organized a unit.

Guildsmen from the editorial and commercial departments were represented. Virginia Gardner, Tribune reporter for nine years, was elected unit chairman. Thomas Gorman, veteran employee in the business survey department, was chosen controller-secretary.

In her speech of acceptance, Chairman Gardner said:

"Inevitability is on our side. When the Guild was born, they said we'd never have any Tribune members. When we did get members, they said we would never organize a unit. After tonight, they'll say we'll never get a contract. We will refute that, too."

Gorman, who has been with the Tribune for 13 years, also emphasized the necessity of deflating the "it can't happen here" myth. Organization plans were approved by the new unit.

Superiority of Guild to AFL Contracts Demonstrated in Paper Suspensions

The contrast between the protection and benefits provided in Guild contracts and in AF of L or company union contracts never stood out so sharply as in the folding of the Scripps-Howard Akron Times-Press on Aug. 28.

Of the total amount of dismissal indemnities of \$60,000 paid to the 300 employees, \$21,000 went to the 65 Guild members in the editorial and advertising departments, some of them receiving the maximum of 24 weeks' pay. Business office employees, working under an AF of L contract which made no provision for severance pay, received a maximum of two weeks' salary.

Advertising Men Covered

The 10 advertising men joined the Guild in a body on Jan. 1, then learned that they were supposed to be covered by the contract signed with the Times-Press and the AF of L Stenographers, Typists, Bookkeepers and Assistants. After seeking Labor Board protection, the advertisingmen won the right to Guild's editorial contract was extended to cover them.

Another concrete example of the

value of Guild protection is offered in the contrast of the amount of severance pay paid in Akron and the amount paid when the Times-Press' sister paper, the Toledo News-Bee, was suspended earlier in August. Here editorial, advertising and business office employees were covered by the Guild contract. Approximately the same number of employees, 300, were on the payroll, but the amount of indemnity paid when the paper closed was nearly \$20,000 higher—between \$75,000 and \$80,000. Members of the AF of L mechanical unions received two weeks' pay.

Green for Dual Unions

It was just about a year ago, during the referendum, that President William Green announced the AF of L would begin a concerted drive to organize federal locals as dual unions in the Guild's jurisdiction.

Today the AF of L has one contract covering editorial employees on the Los Angeles Examiner; one covering classified advertising employees on the San Francisco Examiner, and one covering business office and advertising department employees on the Pittsburgh Press

60 Jobs Go in Cut On Hearst Service

CLEVELAND—Central Press, a department of Hearst's King Features Syndicate, last Friday reduced its staff to a skeleton crew, firing 60 of the 85 employees. Fifteen editorial and business department employees, under Guild contract, lost their jobs, and five more will go next week. Dismissal indemnities paid under the Guild contract signed last June ranged to \$1,400.

A total of only eight employees will remain in the bureau as a result of the management decision. Two employees are being retained in each department, and seniority governed their selection. The dismissal indemnities paid to Guild members were based on total service with Central Press, including the time worked prior to the Hearst acquisition of the property in 1930.

Southern Guilds Form Council

MEMPHIS, Tenn.—A council of Southern Guilds with the primary aim of strengthening and extending organization in the area was established here at a Labor Day conference of representatives of nine locals. The Guilds participating in the conference were Birmingham, Cincinnati, Chattanooga, Knoxville, Houston, Nashville, Oklahoma City, Washington, and Memphis.

The council's purposes were stated in the following resolution, which was unanimously adopted:

"To promote the interests of all newspaper employees in the South eligible for Guild membership, with special emphasis on strengthening existing Guilds and extending organization as much as possible, it is proposed:

That a levy of 5 cents per capita per month based on members in good standing be contributed to the support of the South-

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Scripps Units to Press for Security

MEMPHIS, Tenn.—Groundwork for concerted action to strengthen the job security provisions of Scripps-Howard contracts was laid at a meeting of the National Scripps-Howard Guild Advisory Committee here on Sept. 4. Twelve Scripps-Howard cities were represented at the meeting, which was also attended by a group of ANG International officers.

The committee planned to meet again in January, and recommended that delegates come instructed "as to the precise attitude of their units on security in general and as to what united action shall be taken to establish the Guild shop on all Scripps-Howard papers." Another major recommendation was that Guild counsel inquire into the legal status of agreements in cities, where the chain scrapped papers and discharged all contract obligations through severance pay. A third suggested an investigation of the chain's finances for the information of locals in advance of bargaining due next Spring.

Suspensions Stressed

In the reports of delegates, special emphasis was placed on Akron and Toledo, where the scrapping of Scripps-Howard papers has thrown more than 150 Guild members out of work. Indemnities to Guildsmen in the two cities totalled about \$60,000, but the meeting pointed out that this affords only temporary relief, without a real solution to the problem of unemployment.

It was brought out that up until the very hour of announcement of the sale suspension of the Akron Times-Press, the editor and his immediate superior insisted that the paper was not to be sold.

After its meeting, the committee had an informal session with John H. Sorrels, executive editor of Scripps-Howard papers and publisher of the Memphis Commercial Appeal, during which Sorrels expressed his opinions on management relations with the Guild.

The following statement was unanimously adopted by the committee:

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Guild Wins Fight To Reopen Talks

J. Noel Macy, head of the Macy chain of papers in Westchester County, New York, agreed last week before NLRB Field Examiner Frederic Cromwell to resume negotiations at once. First negotiations were to be held at 1 p. m. Saturday in Macy's office in Yonkers. Macy had stalled for more than a year and a half.

Charges were filed with the NLRB accusing Macy of failing to bargain in good faith after he steadfastly refused to discuss any item in the contract until the Guild waived the Guild shop clause. Last week Macy capitulated completely and agreed to discuss all points in the contract, including the Guild shop. Morris Iushewitz represented the Guild in the Labor Board conference.

N.Y. Opens Co-op in Medicine

After 18 months' preliminary work, the first cooperative health association of New York City will soon begin operations. Two plans of medical service, one for a general practitioner's work at \$16 a year and the other for both medical and surgical work at \$24, are provided. In addition, each family must belong to the Cooperative Health Association, for which the annual fee is \$2.

Plan "A," with a rate of \$16 for the first member of the family plus \$12 for each additional member, will include within its scope limited diagnostic, x-ray and laboratory work. Plan "B" will make available complete physicians' services, including both general practitioners, surgical care and that of other specialists, as well as complete x-ray, laboratory and other diagnostic work. The cost of Plan "B" will be \$24 for the first member of the family, and \$20 for each additional person.

Standards Are High. Professor Charles A. Marlies of the College of the City of New York is president of the association. Under the two plans, members of the association would have free choice of physicians from a panel of doctors who have organized themselves into the Cooperative Medical Group of New York. Any doctor may qualify if he is a member of the county medical society, a graduate of a Class A medical school, and a staff member of an approved hospital, with a record of two years' internship in an approved hospital.

Selection of physicians from the qualified list will be made by a medical advisory committee composed of outstanding physicians. Dr. Kincaid Roberts is chairman. If the American Medical Association takes the same attitude in New York that organized medicine has adopted elsewhere toward cooperatives, the new association may expect trouble.

Hollywood Puts On Its Big Newspaper Drive

\$500,000 Goes for Advertising—Plus Free Space

Hollywood's \$1,000,000 "Movies Are Your Best Entertainment" campaign got under way this month amid considerable speculation in newspaper circles over how much the papers will have to contribute in free space and how much will be paid matter. The campaign was announced last month, a day after the federal government's action against eight film corporations on charges of anti-trust law violations, but movie industry spokesmen vigorously deny any intention or hope of influencing the newspapers.

Half of the \$1,000,000 is being spent on advertising in newspapers, which have long been the bulwark in any movie exploitation. The remainder will defray the cost of contests and other exploitation, but no medium will be used for advertising other than the papers. The campaign schedule includes a series of institutional ads which, local exhibitors are told, their newspapers should be glad to run free "as an editorial feature."

Not a Bribe. In an interview with Arthur Robb in the Aug. 20 Editor & Publisher, Howard Dietz of MGM, chairman of the campaign committee, assured newspapers that the industry was "not interested in bribing newspapers to say pleasant things about movies. We want publicity, of course, for the campaign, but we are not going to put pressure on newspapers to get it. . . . The legal questions involved in the government's action cannot be solved by public opinion, and we don't intend to waste any part of our advertising either in attempting to influence the public or ability to invite press support for our arguments."

In contrast to this statement, was a release in the trade by Paul Dietz, campaign coordinator under Dietz. This was issued on



The Movies Want This Run as a 'Free Editorial Feature'

Aug. 23 and read:

Every exhibitor is assured that he can approach newspapers on the publicity ideas recommended in the press book with the assurance that he will obtain a ready audience and sympathetic ear. Complete cooperation has been pledged by the national press and the publicity material . . . is of a nature that will be welcomed by editors.

The ad series which exhibitors are offered with the suggestion that they be given to newspapers for use free as "editorial features," are on five 4-column mats soliciting America to go to the movies and

leave its troubles outside. Reads one:

There is nothing like a change of scenery and a good laugh to put you in trim to fight life's battles. That's why creators of entertainment stand high among doctors of economic ills . . . they know that what America needs NOW is a good big laugh!

The series is described in Gulick's release as "particularly significant" since it follows the institutional advertising lead "taken by several great newspapers." It is suggested that the series be "newspaper contribution to the success of the drive."

But Film Moguls Deny They Seek Papers' Favors

Tide, the advertising publication, discusses the drive's timeliness as follows:

For some little time a united campaign has been idly brewing. It came to a boil just 24 hours after czar Will H. Hays . . . had trumpeted the need for every business to step up its advertising, more especially the need of a concerted advertising campaign for the motion picture industry. Significantly, the Hays call to arms sounded the day after the U. S. Government cracked down against major motion picture corporations for alleged violations of the Sherman Act. . . . What the industry anxiously hopes for from the drive is a 20 per cent hike in box office receipts. Figured on an estimated average weekly gross of \$15,000, 000 for the U. S., that would tote up to a neat \$3,000,000 weekly return on the \$1,000,000 investment.

New York Post Drops Art Critic

The New York Post has added another department to those lopped off in its current economy wave. The last to go is the art section, headed by Jerome Klein.

Klein has served as art critic of the Post for three years. He has been New York art correspondent for the Baltimore Sun, the old Chicago Post and other papers, has contributed numerous articles to magazines, and is the author of "Modern Masters," a book on modern French painting. Among the universities in which his work has appeared are those of the Museum of Modern Art and the Pennsylvania Museum. Klein taught art for eight years at Columbia University before entering newspaper work, and spent several years in Europe on an art fellowship from Harvard.

GUILD REVIEWS STERN'S MOVES IN INDIVIDUAL LOANS

Because of the extraordinary situation on the New York Post, where Publisher J. David Stern obtained from the Guild members as individuals loans of 10 per cent of each one's wages for an indefinite period, under his threat to close the paper and his success in obtaining such loans first from all the members of AF of L unions, the New York executive committee submitted a statement to the representative assembly on Thursday night, which was accepted after a two-hour debate.

The statement was amended by the executive committee, declaring that the Guild will not permit the individual loan arrangement to "jeopardize efforts to fight pay cuts in any form whatsoever." The report cited the day-by-day events that led up to the signing of the loan by individual members of the Post unit—there is a Guild shop contract—after most of the other 706 employees in the building had done so. The loan became effective on Sept. 1.

The Post is one of the Stern chain of three papers, in New York, Philadelphia and Camden, N. J.

Learned of Move Indirectly. The Guild officers began hearing about Stern's activities with the mechanical union members on Aug. 24, the report relates. The Guild office notified the Philadelphia Guild, where Stern was raising the question of a pay cut. The next day, Friday, the Guild learned that virtually all Typographical Union men had signed a loan agreement, also that "almost all the other AF of L mechanical union men, photographers, pressmen, etc., and the members of the Independent News-papers and Mail Deliverers' Union had similarly signed. In the commercial department, where Guild

organization has been hampered by the discharge of Guild leaders, those earning \$50 a week and more had been cut from 10 to 20 per cent. The others were presented with the loan agreement."

The same afternoon Stern issued a call for a staff meeting on the following Monday at 5 p. m. A unit officer sought a copy of the loan agreement, but this was refused. An emergency meeting of the unit was called for Monday at 4:30.

On Monday afternoon at 2, a long-recessed Guild conference with Stern was held on economy fringes. Stern took the Guild's views under advisement and then raised the subject of the loan, stating that all the heads of the mechanical unions had agreed with him that the matter was one for the individual choice of each employee, and asking Milton Kaufman, Guild executive secretary, whether the Guild took the same view. Kaufman said the matter was too important for one officer to decide and agreed to confer with the unit and the executive committee.

The brief Guild meeting that afternoon adopted a resolution asking all members to neither accept nor reject the agreement when submitted by Stern as the unit would need time to study it. At the staff meeting Stern told the members that the fate of the Post now depended on the editorial staff going along with the rest of the employees. When he was informed of the unit resolution, he said the editorial employees would have to decide within 48 hours, and urged an immediate Guild meeting. The executives then left the room, and the staff met as a Guild unit and decided to seek advice of Guild counsel.

The next day the Guild execu-

tive committee adopted the following resolution:

Since Mr. Stern has asked an officer of the Guild his opinion of whether the proposal comes within the purview of the Guild, that this be left to the Guild. RESOLVED, that Mr. Stern's uniform proposal to all employees, directly affecting compensation, is a subject of collective bargaining. Therefore, this matter should be handled as is the custom and law of the Guild through the local Executive Committee as prescribed by the Constitution of the American Newspaper Guild.

In line with this ruling, and in deference to Mr. Stern's request that the matter be expedited, the Executive Committee of the Guild hereby informs the publisher of its readiness to discuss the proposal at his convenience.

The statement continues: Also on that morning Jonathan Eddy, Executive Vice President of the American Newspaper Guild, conferred by telephone with John L. Lewis, Eddy explained the attitude of the local Guild, with which he was in agreement, as outlined in the resolution. He said that since the matter involved all Guild members, the loan should be a subject for union negotiation rather than for individual dealing with each employee by management. Lewis also was informed that the AF of L craft unions in the plant had already accepted the loan on an individual basis and that the Guild was the only group holding out.

Lewis suggested that Eddy confer with Stern. Eddy then telephoned Stern for an appointment, which was set for 3 o'clock. Stern insisted at this conference that the loan go through without any intervention by the Guild. He charged that the attitude of the Guild in contrast to the attitude of the lead-

ers of all the AF of L unions was an example of alleged Guild effort to victimize and persecute the publisher of the Post. The upshot was that Stern flatly refused to negotiate the loan when Eddy threatened to report this to Lewis, who emphasized that the action of the craft unions in the plant, by virtue of the attitude taken by their officers, put the Guild, a CIO union, in an isolated position.

As a result of these developments, Kaufman, in reporting to the unit at the 5 o'clock meeting, stated that he would recommend to the executive committee that it reconsider its stand. The unit urged members to accept the loan and set up a staff committee of five to seek improvements in the provisions of the loan.

On Wednesday, virtually all available editorial employees signed the loan agreements with the stipulation that the terms were subject to possible change as a result of conferences between the staff committee of five and Stern.

"Agreements" Strengthened. When the pay checks were issued on Friday, it developed that the attitude taken by their officers, put the Guild, a CIO union, in an isolated position. As a result of these developments, Kaufman, in reporting to the unit at the 5 o'clock meeting, stated that he would recommend to the executive committee that it reconsider its stand. The unit urged members to accept the loan and set up a staff committee of five to seek improvements in the provisions of the loan.

Essentially, the loan agreement provides for the deduction of a loan of 10 per cent of each employee's salary, to bear 2 per cent interest. A committee of seven employees,

representing the major departments of the plant, has "access to the statements and books of the company in determining whether my (Stern's) deposits and those of other employees shall cease when the company shall begin repayment." Should an employee resign, he will not be repaid until the others are repaid, the loan is repayable, with interest, upon discharge.

The Guild's attitude was governed by the following major considerations: 1. The Guild was hampered by the deadline set by Stern and the stampede atmosphere which it created within the staff. 2. The Guild was seriously handicapped from the start by the action already taken by the overwhelming majority of employees in the craft unions. There are approximately 850 employees. The editorial and art department staffs total 120.

3. Because the other unions, with one exception, were AF of L unions, there was immediately created the regrettable issue of AF of L versus the CIO.

4. The absence of adequate machinery for cooperation between the unions affected placed the Guild, which sought to clarify the question through responsible democratic discussion, in the false light of willfully refusing to cooperate. The Post situation shows the need for closer cooperation between Guilds, and between unions in the newspaper industry. The Executive Committee therefore recommends for renewed consideration:

a. Steps to establish adequate machinery among unions in our industry so that there can be effective cooperation in common problems; pending the formation of any formal body, it is urged that a way be opened for informal consultation between brother unions.

b. Greater attention to chain paper coordination.

English Employers Prefer Peace—And Get It

Acceptance of Unionism, Not Restrictive Legislation Limits Strikes in England, the President's Commission Reports—Neither Side Has Any Use for the Scab

Below is a condensation of the report of President Roosevelt's Commission on Industrial Relations, which studied labor in Great Britain and Sweden this Summer. The report on Sweden will be issued later.

In Great Britain, employers in the major industries are generally members of industry-wide associations, which negotiate collective agreements with labor unions, or with groups or associations of unions.

A number of Trade Boards, composed of representatives of employers, workers and the public, have been created under the Trade Board Acts with the power and duty of fixing minimum wages, determining normal working hours, and fixing overtime rates in trades where the wage standards are low and where organization of employers and workers is ineffectual.

Labor union development in Great Britain has been gradual over a long period of time. It began at least as far back as the repeal of the combination laws in 1825. At the end of 1936 there were in existence in Great Britain and Ireland 1,041 trade unions with a stated membership of 5,908,000 representing roughly one-third of the workers estimated as eligible for union membership. The Trades Union Congress affiliates most of these unions in a large confederation.

EMPLOYER GROUPS HAD UNION-BUSTING ORIGIN

The formation in Great Britain, first locally and then on an industry-wide basis, of employers associations for dealing with labor matters, has also covered a long period of time. They were initiated in response to, and originally to combat, the growth of unions. Subsequently, after periods of more or less severe conflict, they entered into collective agreements with the unions—a development which was already well under way in the Nineties and continued steadily thereafter, reaching substantially its present form and scope by the end of 1921.

The employers associations and the unions have long since become an integral part of a collective bargaining system in which they respect one another and mutually attribute real value to the agreements and to the relations that have been built up between them. In Great Britain the expression "collective agreement" does not mean an agreement between a single employer and his workers, or even an agreement between a single employer and a union. It means an agreement negotiated collectively by representatives of a group or association of employers (commonly an industry-wide association), and representatives of a union or a group or association of unions.

The idea of compulsory statutory arbitration of industrial disputes is opposed. This opposition, following experiments in the early industrial era, goes back at least as far as the Report of the Royal Commission on Trade Unions in 1869. The Whitley Committee Report of 1918 said: "The experience of compulsory arbitration during the war period has shown that it is not a successful method of avoiding disputes and in normal times it would undoubtedly prove even less successful."

BOTH SIDES ARE OPPOSED TO COMPULSORY ARBITRATION

Repeatedly union and employer representatives who conferred with us expressed their opinion quite definitely against compulsory arbitration, whether imposed by statute or, so far as basic terms of employment are concerned, by collective agreements. In addition to the desire of both sides to retain the right of direct action as a last resort, they believe that provision for compulsory arbitration at the end weakens the utility of preliminary conferences, since the parties tend to rely on the final arbitration.

Moreover, though some collective agreements bind the parties in advance to abide by arbitration in the case of local disputes and grievances, provisions of that sort appear to be rather infrequent; and sometimes it will be found that though the term "arbitration" is used and the parties have agreed to resort to it, there is an express stipulation that the "arbitration" award shall not be binding, though it is usually accepted.

For the settlement of jurisdictional dis-

putes some of the National Federations of Unions, in industries where the disputes are most likely to occur, have created their own internal agencies of settlement. In addition, since 1920, under the Standing Orders of the Trades Union Congress, the General Council of the Congress has had power to summon any contending unions to appear before a Dispute Committee of the General Council—the Committee being composed of members having no connection with the unions involved in the controversy.

The Disputes Committee decides the case, and in case of non-compliance the General Council may suspend the offending union until the next annual Congress, the Congress having final authority to deal with the case whether by way of re-admission, further suspension, or exclusion from membership. Furthermore, if a given situation becomes sufficiently serious a Court of Inquiry may be appointed by the Ministry of Labor to investigate the matter. These methods have been generally, but not entirely, successful in avoiding stoppages of work from jurisdictional disputes.

Several principles have been laid down (by the Trades Congress) for avoiding organizational disputes, (one) of the most important of which is: "that under no circumstances should a union accept members from any other union which is engaged in a trade dispute."

In Great Britain the term "trade union" is not limited in its meaning to labor activities. It embraces combinations of employers as well as combinations of workers to regulate the relations between employers and workers.

From a state of affairs in which trade unions (whether of employers or of workers) had no legal status, and their activities were banned by law, the English law has been brought by a series of acts to a state in which trade unions not only have a recognized legal status but have been given immunity from any charge of restraint of trade, and with respect to their activities in contemplation or furtherance of a trade dispute, from any action for civil or criminal conspiracy or for any tortious act. Of course the courts are not thereby closed to appropriate legal action against individual wrong-doers, and, although a trade union as such cannot be sued for a tortious act, its trustees may be sued for an act touching or concerning the property of the union, provided it is not an act done in contemplation or furtherance of a trade dispute.

THE COURTS NEVER TESTED THAT OBNOXIOUS 1927 ACT

The practical effect of all these statutes is that agreements between employers associations and labor unions or associations of unions rest upon good faith rather than upon legal enforceability. The statutory immunity of trade unions from suit for acts done in contemplation or furtherance of a trade dispute is denied only in the case of illegal strikes or lockouts, as defined in the Trade Disputes and Trade Union Act of 1927; i. e., a strike or lockout having an object other than or in addition to the furtherance of a trade dispute within the industry in which the strikers are engaged and designed or calculated to coerce the government, either directly or by inflicting hardship upon the community.

The Act, according to consensus of opinion, was intended to prevent a repetition of the general strike of 1926 and it fully "delegalizes" everything done in support of such a strike. But for ordinary industrial strikes the immunity of trade unions is preserved.

These provisions of the act have not been interpreted in courts of record, and there is a great latitude for interpretation in the provisions prohibiting sympathetic strikes which are (1) not "within the trade or industry" and (2) are "designed or calculated to coerce the government either directly or by inflicting hardship upon the community." How the courts will construe the italicized words, if cases should be presented, no one can venture to say. Among the persons who met with us, opinions differed as to whether or not this uncertainty had been a deterrent to sympathetic strikes. In the years 1922,

1924 and 1925 there were 43 sympathetic strikes, involving a total of 71,000 workers; and in the years 1934, 1935 and 1936 there were 39 sympathetic strikes, involving a total of 120,000. No concrete examples were brought to our attention of unions which, desiring to engage in sympathetic strike action, refrained from doing so for fear of what the courts might hold.

For the most part the conduct of strikes has been accompanied, at least since collective bargaining became generally accepted, by relatively little violence or provocation. In the case of strikes involving at the outset enough workers to make a continued operation of a plant impractical, employers almost invariably shut down their plants and do not attempt to operate until the controversy has been settled by negotiation. Several reasons for this practice were given us. In the first place, in the strongly organized industries it is difficult to obtain replacements, but even where organization is not extensive there is a general feeling among workers and employers that "the job belongs to the man" and that it is not right for men to take, or to be asked to take, the jobs of their fellows.

EMPLOYERS DON'T ASK WORKERS TO SCAB

It follows from these policies that discrimination against strikers and their leaders, if not wholly eliminated, is reduced to insignificance. In the case of strikes involving only a portion of a plant, the plant may be operated with the men who remain at work, but they are not usually asked by the employer to do the work of the men on strike; order is generally preserved and men are not forcibly prevented by picket lines from going to or coming from their work.

All of these statements are subject to qualifications in exceptional instances, particularly where the community may consist chiefly of workers and their families engaged in the industry where the trouble has occurred. But it is certainly true that violence on the part of the workers, and provocative tactics on the part of the employers, have not for a long time played any significant part in industrial disturbances, and that the reliance for the maintenance of industrial peace in Great Britain is placed on the settlement of all issues and differences by the voluntary, collective bargaining methods already described.

To most of the union officials, and to the employers and their representatives with whom we met, we put the question whether and to what extent the act of 1927 has affected relations, and the answer was that it had not made any difference in the processes of collective bargaining which had substantially all been established prior to the passage of the legislation.

The British Labor Party was created by trade union action (although membership in the party is open to citizens generally) and close relationship has always been maintained between the Party and the trade union movement, represented by the Trades Union Congress. The law does not place any restrictions upon the pursuit of political objects by trade unions, but has been restricted in the application of the funds of a trade union to certain political objects.

In 1910 the expenditure of funds for political objects was declared by a decision of the House of Lords to be beyond the powers of a trade union. This decision was followed by the Trade Union Act of 1913, which legalized such expenditures provided that the furtherance of political objects had been approved by majority vote of the union members present at a meeting, and provided further that any members could by a written notice to his union ("contracting-out") relieve himself of all obligation to contribute.

The Act of 1927 substituted for the "contracting-out" proviso the "contracting-in" proviso, which means that a member must sign and file with the trade union a written notice of his willingness to make a political contribution. We were informed that this proviso was aimed to weaken the Labor party. The Act of 1927 has undoubtedly reduced its revenues from the unions through the unions. The Act of 1927 is resented by the Labor

party, which is pledged to the repeal of the Act.

The Act of 1871 prohibits the registration of trade unions under the Company Act; in other words, they cannot be incorporated. Voluntary registration of trade unions was provided for under the Trade Union Act of 1871.

The principal benefit of registration is that it enables a trade union to carry on its affairs through a board of trustees that has continuing existence; and the most considerable further benefit is a limited exemption from taxation of its benefit funds. The major obligation of a registered union is to file with the Registrar an annual account of its general funds, every trade union must account (as well as its political funds, for which whether registered or not); and the most important further obligation is to file with the Registrar a copy of its rules, which must state the name and objects of the union and the provisions for benefits, fines and forfeitures and for amending the rules; and which must include provisions for appointment and removal of trustees and officers, for the investment of funds, for an annual audit, and for inspection of its books and names of members, by every person having an interest in its funds.

BRITISH LABOR'S GAINS EVOLVED FROM STRUGGLE

The Registrar has no power to require any particular form of organization, or to supervise the conduct of a trade union.

The historical evolution of collective bargaining in Great Britain may be traced in the pages of Government reports. A report "on the strikes and lock-outs of 1888," presented in 1889 to both Houses of Parliament, states that in Great Britain, "the forcing industry closed shop agreements, on a larger scale and more pertinaciously fought out" than elsewhere, and that "here the fighting organizations of masters and men have been most highly developed."

It appears from the report that this period of struggle began at least as far back as the first quarter of the century, after the repeal of the combination laws in 1825. By the time the report was made, however, the attempt to suppress unions and strikes by force of law had been abandoned. The report notes that the day had long since passed when it was regarded to argue at length as to the legality of a strike, or as to whether such a step on the part of the workers was at all justifiable; and that masters and workmen were at liberty to form organizations for all kinds of trade purposes.

Except among the seamen and firemen in the shipping industry closed shop agreements are exceptional, and do not appear to be seriously sought for. Nevertheless we were told by both union and employer representatives that in some industries there is virtually a closed shop. In practice, as distinguished from one by contract, the employers preferring to engage union men and in some instances, at the request of the union, suggesting to particular individuals that they should join.

SOCIAL SECURITY ADVANCE A HARMONIZING FACTOR

We were informed by many workers and employers that the social legislation enacted during the present century, had improved conditions in Great Britain, and had created an atmosphere in which harmonious employer and worker relations could be developed. How great or little this effect has been we do not attempt to say. The most important social legislation deals with unemployment insurance, old age insurance, medical aid with sick leave compensation, and improved housing.

The cooperative movement should also be mentioned as a factor in decreasing the cost of the necessities of life, especially to the workers. There are now almost 8,000,000 members of the retail cooperative societies with sales of over \$1,000,000,000 per year.

The report was signed by the following: Gerard Swope, president of General Electric; Charles E. Hook, president of the National Association of Manufacturers; Henry I. Harrison, former president of the U. S. Chamber of Commerce; William H. Chalmers, assistant U. S. Labor Commissioner at Geneva; William H. Davis, attorney; and Mrs. E. H. Swope, New York regional Social Security Board director; Marian Dickerman, principal at Todhunter School, New York; Dean Lloyd K. Garrison of Wisconsin U. Law School, and Robert J. Watt of the AF of L.

S-H Units Press for Security

(Continued from Page One)

The sudden and unexpected sale of certain Scripps-Howard properties in the last few weeks has thrown large numbers of newspaper workers out of employment. Severance pay cares for them only temporarily and the general condition of the newspaper market makes their opportunities for reemployment slight.

Probes Asked
We recommend investigation by Counsel for the Guild of the Legal Status of Contracts in cities where Scripps-Howard has sold papers to rival publishers and then felt free to discharge all contract obligations through severance pay.

Under present conditions, all Scripps-Howard employees suffer from a sense of insecurity. The series of economy lay-offs accentuates this insecurity and cannot be permitted to go unopposed. Such a situation should not and cannot be permitted to persist.

Therefore, this Scripps-Howard Council at which 12 Guilds from widespread sections of the country are represented, stresses the necessity for a concerted future action to strengthen general security provisions so that they will not alone consist of first aid security, but will be of a more permanent nature.

Such provisions can only be obtained by chain-wide action among Scripps-Howard Guilds in approaching contract negotiations supplemented by action by the International Guild.

Guild Shop Action
It is further recommended that this Advisory Council set up a committee to investigate the Scripps-Howard financial setup to make a later report to this council on the same, and to lay general plans and recommendations before all Scripps-Howard units before the resumption of negotiations in the Spring.

This council wishes to stress that a basis of Guild security is the Guild shop and to recommend that an educational campaign stressing its necessity be made by all units in collaboration with the International Union.

It is further recommended that this Council meet in January and that delegates come to it instructed as to the present attitudes of their units on security in general and as to what united action shall be taken to establish the Guild shop on all Scripps-Howard papers.

In his discussion with the committee, Sorrels said that he was prepared to answer questions informally but was not speaking officially for the Scripps-Howard general management.

We're Here to Stay
He made an exception in the case of a question by Executive Vice President Eddy to which he replied that his personal opposition to the Guild shop was also the opinion of the general management.

He stated, however, that it was his opinion, as well as that of the general management, that "the Guild is here to stay" and that the management assumed that contractual relations would continue permanently.

Sorrels laughed with the delegates when Chairman James P. Kirby remarked that the former's statement on Guild permanency constituted "ratification of Guild Convention decisions."

Again speaking informally and not for the management, Sorrels discussed recent suspensions of Scripps-Howard newspapers, and said that they did not indicate an unfavorable financial situation on the chain and that expansions were possible.

After more informal discussion of details, Sorrels expressed his appreciation of the opportunity to meet the assembled Guild officers and Scripps-Howard delegates. He had suggested an old-fashioned southern barbecue for the committee, but this was precluded by limitations of time. The Memphis Guild in turn invited Sorrels to a buffet

CIO Reviews a Year of Growth; Number of Affiliates Reaches 43

WASHINGTON—Leaders of the Committee for Industrial Organization, reviewing the year's progress last week, pointed with satisfaction to gains on a score of fronts in the CIO march towards complete organization of the nation's unorganized workers.

In a twelve-month period largely occupied by a major depression, the CIO was able not only to keep its ranks together, but to keep wage rates from falling appreciably, to win new organizing victories and to show its power at the polls in a number of city and state voting tests.

As Chairman John L. Lewis pointed out, the "CIO is committed to a broader policy for promoting a sound economic balance in our country. It stands for a fairer sharing in the national economic income by both farmers and industrial workers. It seeks to mobilize labor that its power may be effectively exercised to that end."

New Unions Join
During these last twelve months, several new organizations have been formed by the CIO or have affiliated with it.

One of the most important of these is the United Furniture Workers which was established after a unity conference in Washington last November.

That meeting brought together representatives of AF of L, inde-

pendent and CIO local unions, and out of it came a unified organization which has led a number of successful strikes, gained many contracts and made considerable progress towards its goal of 100 per cent organization of the furniture industry.

Another comparatively new member of the CIO official family is the Utility Workers' Organizing Committee, inaugurated not long after the furniture union came into being. Working steadily among workers in the power and light industry, it has developed a great deal of strength in several key regions throughout the country.

The Quarry Workers' International Union, an AF of L organization which shared with other CIO unions for many years a keen resistance to attempted raids by craft unions, also joined the CIO during the past year.

Together with such other newcomers as the United Fishermen's Union of the Pacific and the Farm Equipment Workers' Organizing Committee, these union groups have brought the number of CIO affiliates up to 43.

Other Union's Records

But, while a considerable share of the CIO's activities have been directed towards helping these new groups, the unions which have been affiliated with the CIO a

longer time have made enviable records.

The Steel Workers' Organizing Committee, perhaps the best known of the CIO's baby giants, renewed its contract with the U. S. Steel Corporation early in March, and then proceeded to sign new agreements with practically every other corporation with which previous contracts had existed.

The Textile Workers' Organizing Committee—led by another CIO vice chairman, Sidney Hillman of the Amalgamated Clothing Workers—has made a noticeable dent in what has come to be one of America's most exploited industries.

The CIO maritime unions took huge strides forward during the year.

On the East Coast and Gulf the National Maritime Union proved itself the champion of the seamen, while on the Pacific the International Longshoremen and Warehousemen's Union has resisted all attempts of labor-hating employers and the AF of L top leadership to split its ranks.

The gains of these and of other CIO unions in the clothing, garment, rubber, oil, automobile, radio and machine, cannery, fur, and glass industries—in fact, in every sector of American industrial life—had resulted in better conditions for millions of Americans and their families.

The Mail Bag

United Electrical, Radio and Machine Workers of America, 262 Fulton St., Brooklyn, N. Y.

Gentlemen:
On August 22, about 800 employees of the Aerovox Corporation, Brooklyn, went out on strike against the company's demands for a 10 per cent wage cut and longer hours.

The ranks of the strikers are solid. The Aerovox local of the Federation of Architects, Engineers, Chemists and Technicians have given us their whole-hearted support by refusing to work on production or break in scabs. They have also voted 10 per cent of their salary earned during the period of the strike, and to assist the strikers in every way possible—on the picket line, moral support, etc.

For this, the management has laid off practically all the technical and supervisory employees, and they have joined our ranks.

To our knowledge, this is the first time in the history of the labor movement that a union of technical men and women has supported to this extent a union of production workers.

We are forming a citizens' committee to aid the workers. We would appreciate any cooperation you can give us in publicizing our strike.

ESTHER GOLDSTEIN,
Chairman.

San Joaquin County Industrial Union Council
209 E. Channel St.,
Stockton, Cal.

Dear Sirs and Brothers:
The San Joaquin County Industrial Union Council has established a Union Label Committee for the purpose of obtaining and promoting the Union Labels. . . . We would appreciate receiving . . . any information regarding your Union Label. . . .

FRANK JARWORSKI,
Chairman,
Union Label Committee.

Committee for the Tour of
The Chinese Youth Delegation
12 West 22nd St.,
New York City.

Dear . . .
You are probably aware . . . that the American Youth Congress at its recent Brea conference voted to conduct a nationwide campaign for China aid this fall. . . .

As an initial step the American Youth Congress is planning to conduct a good-will tour of the Chinese delegation to the World Youth Congress. . . .

You may not know that a group of American students has just finished a good-will tour of China and is returning along with members of the Chinese delegation to the World Youth Congress. In a sense, then, our tour of the Chinese group is reciprocating for the splendid reception given the American student delegation in China. . . .

If you have not yet sent a representative to the Committee planning the tour, we would very much appreciate your doing so. . . . Also a letter to your local organizations . . . urging them to cooperate . . . the greatness of the need in China deserves our utmost efforts.

MARIE REED,
Director.

ELECTED UNION HEAD

Clara Mitchell, general organizer of the CIO Department Store Employees Union which has won closed shop contracts with Hearn and other New York department stores and has organized many fine and fine stores, has been elected president of the union.

A post card has been received by the GUILD REPORTER from Philadelphia relating an incident in a local city room. It is not possible to publish material from unidentified sources, although the identity of the writer may be withheld from publication upon the writer's request.

The Free Press

There was a cold water drenching for the anti-labor, anti-New Deal Press in the report of President Roosevelt's commission on labor relations in Great Britain. As ammunition for labor baiting or a prop for the amend-the-Wagner-Act advocates, the report, in a major subject of news for this country, was a dud. This created an editorial problem of the first magnitude. A survey of a sampling of the nation's newspapers indicated that the majority of them met the problem by relegating the story to the back pages, if not entirely skipping it. At the same time, the distortive twist was applied in one way or another.

The outstanding difficulty for the papers lay in the fact that the report emphasized that British labor relations were peaceful because collective bargaining is an accepted practice to employers of Great Britain. They recognize unions and take their bargaining as a matter of course. They don't use gas and guns. These revelations—not new to readers of labor papers—placed the daily press on a spot, particularly so in view of the huzzas and confident prediction of Wagner Act amendment that greeted announcement of the appointment of the commission last June. All this was predicated on statements and intimations that Great Britain, through legislative magic, had put labor in place and brought industrial peace to the land.

New They Pipe Down
The front-page thunder that greeted the mere announcement, however, became a back-page wheeze when the real news, the commission's report, was released. In point of space alone, the manner with which the papers swallowed their pill of disappointment presented an amazing story in journalistic divergence. The New York Times carried a story and the rest in full, with a layout of pictures, for a total of 360 inches; the New York Herald Tribune 36 inches; the Detroit Free Press 32 inches; the New York World-Telegram 28 inches; New York Sun 21 inches; Chicago Herald & Examiner 7 inches; and San Francisco Chronicle 4 1/2 inches.

Of the papers and wire services scanned, Scripps-Howard's World-Telegram and the United Press rose most shamelessly to the occasion. "Report Points Way to NLRB Changes," said the headline of a report which pointed to nothing of the kind. It was "believed almost certain" that some new legislation would be proposed as a result of the report, said the UP story on page 1, before the World-Telegram wheeled off and dropped the story out of the sports editions.

AP Had Different View
This treatment contrasted sharply with the Sun's presentation of the Associated Press story on page 36, headed, "President Sees British Labor Peace as Goal." Said this story: "There is NO indication that these studies might form a basis for possible revision of the Wagner Labor Relations Act at the next session of Congress." (Emphasis ours.—Ed. G. R.)

The Times, which played up the announcement of the commission's appointment with a top page 1, two-column head on June 3, dropped the story of the report to a single column at the fold of page 1, a hard spot to find. Against a background of press demands for amendment of the Wagner Act to stimulate British law, the Times headline struck a familiar note which is easily misleading. It said: "British Labor Plan Praised in Survey." If the Times did not recognize the story's importance by page 1 position, that recognition came anyhow in its devotion of two full pages to the text of the report.

This department gives the prize to the Herald Tribune for the best in headline distortion. It was "wasting its time" in hunting days to the Guild Reporter. Heywood Brown, the Committee for Industrial Organization, the Dies Committee, and the Senate and House of Representatives.

was attributed to the universal acceptance of collective bargaining, the building up of a VOLUNTARY system of arbitration and the existence of strong unions and employer organizations. . . . (Emphasis ours.—Ed. G. R.) The Herald Tribune apparently didn't like the story, giving it a page 4 spot.

San Francisco Surprise
Labor conscious San Francisco was treated to a mild surprise when it picked up its Sept. 3 issue of the "liberal" Chronicle. The paper had changed its long-held editorial dress radically, telling its readers in a page 1 box that the new "streamline presentation shows the relationship of events in the United States, abroad, in the city." The labor populace must have been mildly surprised when it found that the Chronicle had streamlined the commission's report down to 4 1/2 inches of type. This was on page 2, in Royce Brier's column, "This World Today." It was a highly editorialized item stressing that John L. Lewis had opposed appointment of the commission because he felt that British unions were "dupes" of employers.

Hearst's Herald & Examiner in Chicago went 2 1/2 inches better than the Chronicle, but almost half of the space was taken for the headline, and the story (on page 22) told practically nothing. Room was left for this sentence: "The document was regarded as significant inasmuch as it may be employed by the president as the basis for changes in the Wagner labor relations act."

F.D.R.'s CONCEPTION
In a letter of congratulations to the new publisher of the Brooklyn

Editor Morrow Informs Us Of His Scripps Relations

DENVER, COLO.
I have just read in the GUILD REPORTER an article relating to the consolidation of the Akron Times-Press with the Akron Beacon-Journal. In it there is a statement that Akron labor believes that Walter Morrow was kicked upstairs in order to make way for an editor of more conservative inclinations.

In fairness to the general management of the Scripps-Howard newspapers I should like to say that in the years I served as a Scripps-Howard editor I was criticized only once for an editorial. That criticism was a mild suggestion that I had been more passionate than necessary in condemning capital punishment. There was no quarrel about my position on the issue.

Letters of Endorsement
Checking through my files I find an amazing number of letters and telegrams from Robert P. Scripps, W. W. Hawkins, G. B. Parker and John Sorrels warmly endorsing and praising some of the most forthright labor editorials that I wrote. At no time was there any interference.

I share with the many fine men and women whose unselfish and devoted service made this type of journalism possible the deepest regret that an institution with a fine and liberal tradition has passed as the result of economic factors that made it impossible for the city of Akron to underwrite two high grade newspapers.

WALTER MORROW.

The British Labor Report Gave It a Grand Headache, So . . .

If the Papers Gave AFL 'Splits' the Same Play . . .

By LEN DE CAUX
Editor, CIO News

Nothing seems to distress weary Willie Green so much as a good sound labor victory.

His petty spitefulness would attract little attention, except that it fits in neatly with the wider campaign of reaction against progressive labor, against the Wagner act, and against the whole New Deal.

Every one of Green's repetitious attacks on the Labor Board is treated as front page news in the reactionary press, along with the not dissimilar attacks of the Chambers of Commerce and manufacturers' associations which reflect more directly the publishers' viewpoint.

Another form of press reaction to CIO advances is intensification of the "internal dissension" campaign.

Dissension within the AF of L is all but ignored. But any difference of opinion within the CIO is regularly magnified into every kind of a "split."

The latest phase of this campaign started in so-called liberal papers, which assumed to tell the workers who their representatives should be and to call for purge and housecleanings against the victims of their slanders.

The outspokenly reactionary press soon took up the hue and cry. And now nearly every union election or policy debate is editorialized and misinterpreted to suit the propaganda of these self-appointed die-hard dividers; and its vaguely defined columns are aflame with it.

Rare is the AF of L state or city body that secures unanimity; and defections are common, though little noticed in the present campaign. But when one or two locals withdrew from the Los Angeles CIO council, the New York Times magnified it, with a lengthy front-page story, the proportions of a major revolt.

And when international officials and most of the locals repudiated

(N. Y.) Eagle, President Roosevelt last week took occasion to read the press of the nation a lecture on journalistic ethics. The letter was unsolicited. Frank D. Schroth, who purchased control of the Eagle on Aug. 1, reproduced it across four columns on page 1 of his paper. The letter read:

I congratulate you upon the great opportunity for constructive service which becomes yours as publisher of The Brooklyn Daily Eagle. It is an opportunity which carries with it a grave responsibility, for in these fateful times there is vital need for a strong, fearless and free press.

By a free press I mean a press which is untrammelled by prejudice and unfettered by sectional bias, which will serve no cause but that of truth and which will recognize no master but justice. I think you have in The Brooklyn Eagle a happy medium through which to exemplify the highest ideals of American journalism. The paper has had a long history and has commanded the services of men of character and insight and vision. It has chronicled great events in our national life which have been a part of the broader life of the world at large.

As it has its own history and has witnessed so many changes

LETTERS

WIDER CIRCULATION

WILKES-BARRE, PA.
Editor, THE GUILD REPORTER:
The GUILD REPORTER is damned interesting. Reporters—via movies, etc.—are also allegedly interesting. Anyway, John Citizen thinks so. So why not send extra copies of the paper into the areas where the Guild has locals? I mean to top libraries, school libraries, etc. They would get a good reading public, eliminate some "benevolent-labor-loves-public" ideas about publishers, and whenever a local is a "split," crack the ground to hundreds who would more readily understand our tales of woe.

MICHAEL KOLESAR.

PAY YOUR DUES AND ASSESSMENTS!

this damp squib rebellion, the Times refrained from printing one word of the rebuttal. Nor was any story carried on the representative tators of union policy from outside.

The August New York Times has caught by crusading fervor of this united and enthusiastic state convention of CIO unions that followed in Los Angeles.

Similar self-restraint was shown by the Times in denying space to CIO replies to the Dies committee, though it devoted columns upon columns to every absurd detail of John P. Frey's fairy stories about the CIO unions.

When the CIO won its great victory in Harlan County, the Times had the story on the 15th page, while Green's jealous comment was given a two-column front-page story the next day.

Now the same paper seems to be becoming frantic at the prospect of restored unity in the United Automobile Workers. Minor expressions of disagreement with the CIO peace proposals rates front-page headlines, with several columns giving every "whereas" while hardly one of the scores of expressions of approval rates even a line of mention at the tail of such stories.

If so happens that the AF of L is "torn with dissension" over its own business, it is the business of the AF of L, not the business of the AF of L's acquisition of a job in the Filene department store.

Young Roosevelt, although starting at the bottom of the ladder, will not be a stocky long. His work is part of the Filene process of training a future advertising man in all departments of the store work. In addition to assignments in various departments learning the business, he will be expected to attend classes in store administration after hours.

John's ultimate ambition is to be an advertising man. He likes to write copy, he has confessed, and his handling of his pre-wedding publicity demonstrated that he has a modest and winning manner in the field of "public relations."

In joining Filene's, John associates himself with one of Boston's well-known stores, with branches in several suburbs and summer resort towns in Massachusetts, specializing in men's, women's and children's clothing.

Stern Aide Makes 'New Low' Offer

PHILADELPHIA—Luther Harr, treasurer of the J. David Stern newspapers, astonished a Guild committee negotiating a Camden (N. J.) Courier-Post contract by offering to show business data to a committee of employees, but not to the Philadelphia-Camden Guild negotiating committee.

Coming on top of firings and wage cut proposals on the other two Stern papers, the New York Post and the Philadelphia Record, this attempt to disassociate the unit from the local Guild threatened to delay further the long-drawn out editorial department negotiations.

The Stern management on this paper refuses to go higher than a \$35 top minimum, which the executive council of the local Guild has refused to accept on the ground that it endangers the higher minimums established by the Guild in Philadelphia and in cities the size of Camden.

Harr also insisted that severance pay shall not be granted to Stern's Camden employees when dismissed for "flagrant misconduct," although the contract obtained by his Philadelphia employs makes no mention of such a condition.

PAY YOUR DUES AND ASSESSMENTS!

The Guild Reporter

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

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Facts for Employers

IF American employers expected to get some poison for the Labor Relations Act out of the President's commission's survey of employer-labor relations in Great Britain, the commission's report disappointed them. For facts are facts. The biggest fact reported by the commission is that in England employers accept collective bargaining with workers. While it is regrettable to have to send a commission to England to learn what could have been found in any library, nevertheless, the investigation and report do bring to public attention several interesting and significant points.

First, as to the bearing of British law and practice on the Wagner-Labor Relations Act. The sole purpose and effect of the Wagner Act is to compel U.S. employers to recognize their employees' collective bargaining rights. The commission shows that employers' recognition of those rights in Great Britain has brought industrial peace and been a good thing for employers. On the other hand, when, half a century ago, British employers refused to deal with unions and fought them with violence (as U.S. employers do today), there were strikes and bloodshed. The commission uses a sledgehammer to make the point that British employers today favor strong unions. Therefore its report is not only an argument for the Wagner Act but a warning to U.S. employers to stop fighting it.

As to amendments. Everything in this report argues against such amendments to the Wagner Act as have been proposed by U.S. employers and, shockingly enough, by the executive council of the AF of L. Consider what the commission says about two or three of the chief points in the British Trades Disputes Act of 1927.

Mass picketing. The Act forbids not mass picketing but picketing which "intimidates" workers. If anybody thinks U.S. employers need more weapons against coercive picketing, what with criminal laws, police and tear gas, he must be the same guy that proposes to shoot the unemployed.

Sympathetic strikes. The British 1927 act bars sympathetic strikes which are not "within the trade or industry" and are "designed or calculated to coerce the government either directly or by inflicting hardship upon the community." Since passage of the act more workers have engaged in sympathetic strikes than before, and what the act means has not yet been interpreted in the courts. The reason, the commission finds, is that the government has not dared try to enforce it.

Unit for collective bargaining. The AF of L is trying to change the Wagner Act so that bargaining will be restricted to a single craft. In Great Britain employers' bargaining is not only frequently with industrial unions, but the favored and most successful agreements are those which employers' associations and unions sign for an entire industry instead of a single plant.

What British unionists would think of the present behavior of AF of L officials in this country is made clear in this report. American labor is familiar with the AF of L officials' practice of rushing to sign a contract with an employer whose plant is being organized by the CIO, even providing him with AF of L workmen when his CIO employees strike. In Great Britain, even employers have no use for scabs. As for the Trades

Union Congress, it has laid down an inviolable rule in organizational disputes: "under no circumstances should a union accept members from any other union which is engaged in a trades dispute."

This report ought to help scotch attempts to tamper with the Wagner Act. Dope stories from Washington last week indicated that President Roosevelt is going to stand by the Act.

But the report is not all gold. The kind of peace and stability that the commission cheered so heartily in Great Britain needs further analysis. A labor movement which has fallen into a rut and stopped fighting for substantial improvements in wages and hours may be good for employers but is not good for labor. There are labor movements in certain countries that have won the right of collective bargaining but are lethargically accepting a low standard of living. Because the commission left that important point unsaid, its report may give support to a dangerous ideal. Labor's goal is not peace alone, for there can be no peace for workers while there is not a decent standard of living.

Lesson from E&P

IN its editorial requiem over the death of the Akron Times-Press (through sale by Scripps-Howard) Editor & Publisher with rare perspicacity discovers in the course of a column of type that the major immediate result of newspaper scrapping is "in the job market." This "is the demoralizing and thoroughly unpleasant picture that faces you."

What to do about it? E&P has this answer: A majority of these newspapers (killed in the last two years or so) could have been kept alive and possibly restored to prosperity by determined measures of cooperation between management and employees. . . . now difficult, if not impossible, under Guild principles." But now . . . "labor unions have studied history to little purpose if they believe that demands for shorter hours and higher pay can be sustained against a rising flood of skilled and unemployed technicians."

Clumsy and evasive of the facts as it is, all this is an eloquent sermon on job security. Here the publishers' organ points out to us clearly that unemployment is not only a demoralizing and unpleasant evil in itself, but it is a competitive factor as well which tends to depress pay and lengthen hours of work.

What to do about it? Our answer is different from E&P's, in that it casts aside the specious argument of editorial and business department pay cuts. We gave up being the fall guys some years ago.

Our answer is to strive today, more than ever, for job security clauses in our contracts, in order not to further enlarge the "rising flood of skilled and unemployed technicians" that threatens our wage levels. Our job is to achieve shorter working hours, for the skilled and EMPLOYED technicians, in order to make place for the UNEMPLOYED. Our job is to fight for the victims of ruthless newspaper killings, to enlarge the number of jobs on other papers, to insist for more and better jobs on WPA.

This is a positive, forward-looking program that meets the realities of current economic conditions.

The People's Voice

From an address by President Roosevelt, made on the occasion of the third anniversary of the Social Security Act.

AS the nation has developed, the hazards of life have become more complex. . . . Where heretofore men had turned to neighbors for help and advice, they now turn to their government.

Now this is interesting to consider. The first to turn to government, the first to receive protection from government, were not the poor and lowly, but the rich and strong. Beginning in the Nineteenth Century the United States passed protective laws designed, in the main, to give security to property owners, to industrialists, to merchants and to bankers. . . .

Taking a generous view of the situation, I think it was not that government deliberately ignored the working man but that the working man was not sufficiently articulate to make his needs and his problems known. The powerful in industry and commerce had powerful voices . . . whenever they saw their possessions threatened, they raised their voices in appeals for government protection.

It was not until workers became more articulate through organization that protective labor legislation was passed.

Long before the economic blight of the depression descended on the nation, millions of our people were living in wastelands of want and fear. . . . Men and women, still strong, still young, were drained of self-confidence and self-respect.

The millions of today want, and have a right to, the same security their forefathers sought—the assurance that with health and the willingness to work they will find a place for themselves in the social and economic system of the time. . . . Government must now step in and help them lay the foundation stones, just as government in the past has helped to lay the foundation of business and industry.

What we are doing is good. But it is not good enough. To be truly national, a social security program must include all those who need its protection . . . this must be set right, and it will be.

Of COURSE It Isn't Really That!

A Cliche Expert Lets Fly Some Shots at the Guild

(With Apologies to Frank Sullivan.)

MR. ARBUTHNOT: No, sir! Nobody is going to make me join a labor union unless I want to.

Q. Are you against the Newspaper Guild, Mr. Arbuthnot?

A. I'm not for it or against it.

Q. You mean you have an open mind?

A. That's it. I'm just not the kind that goes in for causes. I don't see how a reporter can fall for anything, hook, line and sinker. Of course, I may appear cynical to you—

Q. Now come, Mr. Arbuthnot, I'd never thought of you that way.

A. Well, I'm a selfish man. I'm looking out for No. 1.

Q. You mean?

A. I mean, the Guild's all right for those fellows who work for other newspapers, like the Hearst papers, but we don't need it.

Q. O, I see. The Morning Call has everything any Guild shop has, except a contract.

A. Yes. We've got the five-day week—had it ever since the Morning Bugle put it in. Now I'm not saying the Guild hasn't already helped us, in a way. But the management will always be a jump ahead. We don't need the Guild. Another thing—

Q. Yes?

A. Well, it's this—You can imagine the look on the General's face if he learned I'd joined the Guild.

Q. Really?

A. Of course that's not my main reason. If you want to know why most of us fellows don't join, it's John L. Lewis.

Q. It's not the General, then.

A. No, it's this Communist-Fascist, Lewis. You know, this paper is decidedly down on Lewis.

Q. Really!

A. Now if the Guild were still AF of L—

Q. You were for it then—

A. Yes. I didn't go in, but I was sympathetic. I can't imagine why a bunch of newspaper men would go CIO, though. So long as it was an association—I don't like that word "union"—of editorial men, I was for it, but I certainly don't want to sit down and get chummy with an advertising solicitor and an auditor and some circulation slugger and then have them tell me what to do.

Q. You're against it, then?

A. Well, this is what I think: I'm all for improving working conditions. But everybody knows there's a bunch of Jews running the Guild. I don't want to give my money to a bunch of Jews to further their own racket.

Q. Yes, yes, go on.

A. Take a bunch of smart-aleck little Jewish organizers—

Q. But, Mr. Arbuthnot, there's only one organizer here, and he's an Irishman.

A. Well, I don't want a bunch of Catholics running my business, either.

Q. Anything else?

A. Yes, a real newspaper man—

Q. —doesn't need the Guild to help him along?

A. Exactly. If I'm not good enough to hold down a job on my own power, I don't want the Guild to pull me up by the bootstraps.

Q. You don't like labor unions, I take it?

A. I like them in their place. Now don't misunderstand me. I'm a liberal. Always was a liberal, even back in college, when it meant something to be a liberal.

Q. O, I see now.

A. I'm in favor of some of the things the Guild is for, but I don't like the way they're tryin' to do it.

Q. A good many are joining on the Call.

A. O, a few. The office dopes. You take the real newspaper men—

Q. Those whose character you like?

A. The top salaried guys, I mean—you don't find them rushing to the Guild.

Q. No?

A. A few weeks ago the office gave us a chance to buy Call stock. I did.

Q. That ought to make a difference.

A. Yes. Of course only a few of us were given the chance.

Q. A nice bunch?

A. Well, not as indiscriminate as the Guild's membership. They take in anybody! What I say is, there's a danger line. First thing you know, labor unions will be telling business how many people they have to hire, and then a depression will come along, they can't fire any one, and the company will go bankrupt.

Q. But—

A. I've been on the Call nine years, and I'm making sixty-five, and if I can just hang on, I may be in line for the city desk. You never know. There are a lot of men who have prior right, but I've seen plenty of them fired just when they thought they were going to get it.

Q. And so—

A. There are a good many ahead of me, but I've got a chance. They're often skipped over, or fired.

Q. Well, anything else, Mr. Arbuthnot? You're depressing me.

A. Confidentially, this is the situation. I'm expecting a raise myself. A few of the men have gotten them, quietly, you know, for loyal service. I wasn't supposed to hear about it, but I did. Mine may come any day now. So naturally I want to steer clear of any Guild stuff—right now.