

THE GUILD REPORTER

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

Published the 1st and 15th of Each Month at Guild Headquarters, 1560 Broadway, New York.

Vol. VI—No. 18 Reentered as second class matter Oct. 22, 1926,
at New York Post Office under act of March 3, 1879

NEW YORK, N. Y., SEPTEMBER 1, 1939

Single Copy 10¢; Yearly \$2.00

FARM STRIKERS JOIN WITH LABOR

*Unity Brings Quick Victory for
Dairymen; Incomes Gain 43%*

Farm-labor unity passed from the realm of the hypothetical into actuality in New York state on Aug. 14, when a joint conference in the office of State CIO President Alan Haywood prepared a plan of action which proved of material aid in last week's milk strike victory. Victory, within nine days, brought the dairymen a 43 per cent boost in income. For this a large measure of credit to labor was given by Farm Union President Archie Wright.

Present at the joint conference were representatives of 15 CIO international unions including the ANG, the Dairy Farmers Union, the Consumer-Farmer Milk Cooperative and the American Labor Party. Unable to exist on the prices paid them, producers in the New York milk shed were about to go on strike, the Farmers Union representatives told the

(Continued on Page 2)

Organization Of AP Is Key Objective

SAN FRANCISCO—Accepting its Wire Service Committee's view that the organization of all the Associated Press' 1,100 eligible employees and getting them under contract would undermine the Guild resistance of the AP's 1,400 member papers, the 1939 Convention adopted a program making AP organization and consolidation the key to ANG wire service activities, in coordination with campaigns on the United Press and International News Service.

Watson Gives Basis

The Convention Committee prepared its program against the background and proposals brought in by Chairman Morris Watson of the IEB Wire Service Committee, who reviewed the history of Guild relations with the three major wire services. Watson's report characterized the labor policies pursued by the services as belonging in the "social dark ages" and this was held to be especially true of the Associated Press. He related the long, and thus far futile fight to force the Associated Press to bargain in good faith; the rise of the company union on the Hearst wire and feature services, and discussed the need for United Press employees to hold and strengthen disciplined organization in order to improve the terms of their Guild contract, or even obtain

(Continued on Page Five)

Newark Settles Lockout on Weekly

NEWARK—Settlement of the Orange Transcript lockout was effected last fortnight with the payment of \$447 in severance to five discharged employees, the placing of the five on a preferential rehiring list and agreement on the part of Publisher Charles E. Moreau to improved conditions in the editorial department.

Picketing and other lockout activities were begun July 10 after the dismissal of six of seven Guild members on the paper. Due to the change of the paper from daily to weekly publication, the Guild did not ask for reinstatement. The only member not given preferential rehiring had been employed but two months.

ITU Calls For More Unity Talk With Us

BULLETIN

FORT WORTH, Tex.—The International Typographical Union Convention on Aug. 25 adopted a resolution instructing its Executive Council to arrange further meetings with the American Newspaper Guild Executive Board, to continue discussion of common jurisdictional problems.

FORT WORTH, Tex.—The ANG's desire to avoid intrusion on the jurisdiction of the International Typographical Union was reaffirmed by Executive Vice President Milton Kaufman before the 83rd annual Convention of the ITU here on Aug. 22.

Kaufman in his address reviewed the relations between the two unions, and the steps taken to establish a firm unity on an international basis in conferences of the ITU and ANG boards that opened last May, and through the establishment of local councils composed of printing trade union and Guild officers.

Action Awaited

Final action on resolutions had not yet been taken by the delegates as the GUILD REPORTER went to press, but the Convention had before it a statement by ITU President Claude M. Baker that further conferences between the two boards "are probable," and a resolution instructing the ITU Executive Council to arrange further meetings. A statement expressing the conviction that any differences between the two unions "can be settled in a satisfactory manner" appeared in a report to the Convention by Francis G. Barrett, ITU first vice president. The resolution on ITU-ANG meetings was introduced by Dan Nack of Chicago and Henry J. Oettinger of Waukegan, Ill.

We Want Unity

Kaufman told the Convention that the ANG "is completely op-

(Continued on Page Two)

Publisher Wouldn't Talk; Strike Wins 'Shop' Pact

LOS ANGELES—The nine members of the Guild unit on Southwest Topics, a neighborhood semi-weekly, walked out on strike on Aug. 14 over the publisher's refusal to bargain and seven days later returned to work under an industrial Guild shop contract.

The contract provided for the discharge of all strikebreakers, full pay for the duration of the strike, preferential hiring for Guildsmen, 5-day 40-hour week, two weeks' vacation, sick leave, and severance at two weeks' pay for each year of service up to a maximum of 16 weeks, unqualified except for "proven financial dishonesty." Wages and other conditions were to be negotiated and added to the contract by Sept. 1.

The quick victory was attributed to a united community support. Longshoremen, Workers Alliance members, office workers and newsboys were picketing mainstays, with members of the Amalgamated Clothing Workers, Packinghouse Workers and Screen Actors unions

and "Ham and Eggs" clubs in reserve. The strikers, under the leadership of Unit-Chairman William Rice, an advertising salesman, distributed strike papers to every home in the community.

Large retail markets advertising in Southwest Topics had promised to force a settlement by Aug. 23 or remove their advertising. A highlight in the strike activities was a Saturday night parade with a sound truck, cow girls, and Guild Secretary John Cohee's strike song, sung to the tune of the Beer Barrel Polka.

During the strike the Los Angeles Allied Printing Trade Council circularized advertisers with a letter declaring the plant was "fair." In 1937 the same council had written the Hearst management a letter declaring that it would regard the signing of a contract by the Herald-Express here with the CIO Guild as an "unfriendly act." Council officers were later taken to task by the membership of their unions.

McCormick Hoped And Hoped in Vain

MINNEAPOLIS—Colonel Robert McCormick, publisher of the Chicago Tribune, made long distance calls to two executives on Minneapolis newspapers, the day after the Minneapolis Journal suspended publication following its sale to the Minneapolis Star.

Colonel McCormick asked if unreasonable and excessive demands of the Guild forced the Journal to fold. Both executives told the colonel all three Minneapolis papers were covered by the same Guild contract, that their relations with the Guild were friendly and the Guild had nothing to do with the Journal folding.

Competitor of Struck Paper Enlarges Pact

LYNN, Mass.—As the Item unit entered the seventh week of its strike for a Guild contract, the Lynn local on Aug. 23 signed a model Guild shop contract with the Telegram-News, covering the full editorial and commercial jurisdiction on the struck paper's competitor.

The first such contract in New England, it extends Guild benefits from the editorial to the commercial departments. Included are a ban upon firing except for gross misconduct, preferential hiring, limitation of apprentices, a struck work clause, the 5-day 40-hour week which the Item refuses to grant, severance pay at the rate of two weeks a year up to 15 weeks, and other standard clauses for which the Item employees are striking. Top wage minimums are \$45 in the editorial and \$41 in commercial departments. The contract goes into effect on Oct. 29, when the editorial agreement expires.

Meanwhile, increased inroads were being made in the circulation and advertising of the struck Item. Last fortnight the Lynn City Council voted to withhold municipal advertising from newspapers involved in labor difficulties. A survey by an accountant shows circulation off 40 per cent. On Aug. 22 the Item carried less than 200 inches of advertising, the smallest showing by a Lynn paper in more than 10 years.

Supported by practically every union in this area, the strikers staged an hour-and-one-half parade which wound through the city on Aug. 19.

ANG Session Paves Way For Weekly Guild Reporter

SAN FRANCISCO—Return of the GUILD REPORTER to weekly publication frequency, the time for the change to be left to the International Executive Board, was directed by the 1939 Convention in its adoption of the report of the Publication Committee.

The Committee also discussed the need of more local Guild papers, recommending that the GUILD REPORTER establish a bureau, encourage and serve local publications, that annual awards be made to the best, and that the 1940 Convention hold an exhibit of local papers. The Committee further rec-

Chicago Talks Hit Balk on Wages

CHICAGO—Although negotiations continue almost daily in an effort to settle the strike against Hearst's American and Herald & Examiner, it becomes increasingly apparent that the management and the strikers are still far apart on what constitutes a satisfactory settlement.

Management concession that reinstatement of all strikers and effective protection against discrimination are inherent in the settlement leaves remaining in disagreement the issue of back pay for the strikers and the following contract points: Wage minimums, vacations, severance pay, auto mileage, and expenses and other incidentals.

Hearst Wants AFL-Level

Deadlocked on the wage issue, both Guild negotiators and management representatives remain firm. The management insists that the strikers receive no better pay than is provided by the AFL company union contracts "negotiated" during the strike.

The discussions revealed that company union contract minimums are so low that the average salaries of strikers, particularly in the commercial department are better than most of those minimums. Although very many commercial department strikers' salaries were around \$20 weekly, the company union scales would provide them with no increase.

Printing Trades Aid

Negotiations, which had dragged through three weeks, began to make progress after leading officers of the five printing trades unions in the Hearst plant made peace gestures to both the Guild and the management. Going first to the Guild, then to the Hearst management, and finally returning to the

(Continued on Page Three)

Hearst Reinstates 2 With \$5,200 Pay

SEATTLE—Mrs. Ruth Givan and Helen Hoover, Post-Intelligencer (Hearst) classified advertising employees who were fired for Guild activity in July, 1937, have been reinstated with full back pay by Publisher Boettiger upon order of the National Labor Board.

The pay amounts to \$5,200, Mrs. Givan receiving \$4,100 and Miss Hoover \$1,100.

ANG Session Paves Way For Weekly Guild Reporter

ommended that the IEB prepare pamphlets on organization, trade union theory, and the Guild's place in the labor movement, and that a loose-leaf collective bargaining manual be started.

Other Reports

The Committee's report discussed the GUILD REPORTER problem in the light of the report made by Editor Clyde Beals, which covered it in details. The Convention also had before it the report of the Finance Committee, which urged the continued improvement of the Guild's financial condition in order to re-

(Continued on Page Seven)

Kaufman Addresses ITU Session

(Continued from Page One)

posed to any policy which will lead to disunity of the labor movement." He quoted from the ANG Convention report at San Francisco instructing the IEB to continue its discussions with the Typographical Union, which said:

"The American Newspaper Guild will cooperate with the International Typographical Union in the latter's exercise of its traditional jurisdiction over the composing room, and stand ready to take constructive steps toward the ever-increasing labor unity in the newspaper industry."

Kaufman continued:

"The discussions which our Convention asked be continued refer to the joint meeting of the Executive Council of the ITU and the International Executive Board of the Guild, which was held in May of this year. The subject was one involving chiefly composing room helpers and copyholders in a limited number of cities who have long been employed as such in composing rooms under typographical union contracts. We have accepted these persons into membership because for years they have sought elsewhere in vain to obtain through union membership the fruits of collective bargaining."

A Two-fold Principle

In our discussions we have tried to be guided by a two-fold principle: first, that it is undesirable to negotiate bona fide employees out of their jobs; second, that the right of union membership is a right to be extended to every bona fide employee. The American Newspaper Guild recognizes without qualification the jurisdiction of the ITU over the newspaper composing room, including proofreading and the mailing room, and its right to protect and preserve that jurisdiction. The Guild holds that this recognition is in no way contradictory to the principle to which the ANG is committed."

The difference in approach as between the ITU and the Guild has already been summed up in a way that can hardly be improved upon. It was President Baker who said that while the ITU views jurisdiction from the standpoint of the work covered, the Guild views it from the standpoint of the people covered. But whether it is work done by people, or people who do certain work, I am completely confident of the possibility of reconciling these two approaches. Indeed we are more than ready to help realize this possibility."

The Method Lauded

I do believe, brother trade unionists, that the method established by your union and ours for the settlement of differences, however minor, is an important contribution to that prime necessity of the American labor movement today—labor unity and solidarity. Despite separate affiliations, the International Typographical Union and the American Newspaper Guild have achieved, and will continue to achieve, I trust, a harmony of purpose constituting a real fraternity of labor that goes far beyond any one house of labor. No more effective way can be found to labor unity as a whole than in the conspicuous cooperation that has been built in city after city between locals of our international unions."

In expressing the Guild's gratitude at President Baker's Convention invitations to ANG officials, Kaufman remarked that "it is a particular pleasure for one of the youngest unions to address one of the oldest when the membership of both is engaged for the most part by the same employers in the same industry."

But we have more than this in common (he said). The Guild has often, in its six years, regarded with pride the democratic fashion in which its entire membership collaborates in the operation of its affairs, the democracy within each local, the democracy in relations between the locals and the international,

PACT HIGHLIGHTS

Below are the main features of the new contracts and renewals signed by Guild locals during the past fortnight.

HAMMOND (Ind.) TIMES: Renewal of editorial and display advertising departments. Raises 20 employees' pay \$5,000, bringing top minimums to \$47.50 for rewrite and desk, \$40 for photographers and reporters, \$62.50 for city editor, \$47.50 for outside salesmen, \$27.50 for clerks, \$25 for office boys. Provides 5-40 week, with time and one-half, in cash for overtime after first two hours at straight time; two weeks' notice to Guild before dismissal; unlimited severance pay of one week for every 40 weeks' service; graduated vacation reaching three weeks after 13 years; graduated sick leave, with full pay from one month for less than three years' service to five months after 15 years, and struck work clause.

PORTLAND (Me.) PRESS-HERALD, EVENING EXPRESS and SUNDAY TELEGRAM: Renewal covering 150 editorial, commercial and maintenance department and proof and mailing room employees. Terms, retroactive to June 1, reduced experience requirement for top wage minimums from five years to three years. Increases severance pay to total 24 weeks for 12 years' service, contrasted with 13 weeks for 11 years' service last year; extended sick leave to four weeks for three years' service; provides 5-cent mileage, plus \$50 on Jan. 1 for employees who used cars 5,000 miles; 5-40 week with Wage-Hour Act standards for overtime. Contains struck work clause and other standard Guild provisions.

KANSAS CITY (Mo.) JOURNAL: New contract covering editorial department and establishing Guild shop for present Guild members and all future employees. Wage schedules to be negotiated later, but immediate raises between \$10 and \$30 go into effect for 12 of 45 employees. Paper's financial condition blocked immediate institution of 5-day 40-hour week, contract providing 6-day 44-hour week, retroactive to 5-day 40-hour week by Aug. 1, 1940. Provides time and one-half for overtime, maximum severance of three weeks' pay, standard vacation, sick leave, other clauses, and the democratic necessity imposed upon Guild officers and representatives to carry out and be guided by the decisions of membership bodies.

Some Kidding Us

Sometimes we have been good-naturedly kidded and told that we grow older and we know better. We know that, in the same building, in the same composing room, there is a union which is 59 years old, which has a membership four times ours, which has a book of laws ten times fatter than ours, and which has a democracy within the organization that grows sturdier with the years. We are proud of the fact that in our industry to be found not only one of the oldest unions in the United States, but one of the most advanced examples of trade union democracy—the International Typographical Union.

Kaufman reviewed the Guild's growth in terms of contracts signed, pointing out that the increase, in agreements during the past year "has been brought about not by the willing cooperation of publishers, but rather through the increasing strength of our organization and the devotion of the membership to the true ideals of trade unionism." He added:

"We have demonstrated the possession of qualities of endurance both in the conference room and on the picket line. Had we not displayed these qualities, the American Newspaper Guild would not have survived as an adequate organization. Many publishers, like other employers, learn slowly. What you taught them in your formative years, without the aid of enlightened New Deal legislation such as we have today, we have had to teach them all over again. It is a pity, and a terrific economic waste that publishers have not yet, as a whole, accepted what your own International Allied Printing Trades Association declared over 2 years ago: 'It is recognized that the Newspaper Guild is a bona fide union of newspaper writers and deserving of all proper support.'"

We Don't Like Strikes

Newspaper workers do not like to strike. But they also want a union, a union that will afford them the peace of mind that comes with a reasonable amount of economic security. Hence when every resource of persuasion and reason has failed, we have been forced to strike to protect the Guild against destruction. Completely aware that the membership of other unions in a plant will be affected, it has been our policy, and practice to inform and counsel in advance with the local printing trades unions, and especially with local typographical unions."

Contracts Spread Gains on 7 Papers

(Continued from Page One)

tending the Guild shop and improved conditions from the editorial departments to all Guild eligible departments. (story on page 1), and with Guy P. Gannett's three papers in Portland, Me., covering the full industrial jurisdiction: (summary above).

WALTER HASKELL MARSHALL, one of the organizers and first president of the Jacksonville Guild, and HELEN WILSON BROWN, society editor and a charter member of the Jacksonville Journal unit, were married Aug. 19 in New York. Marshall recently left the Journal to become associated with the Publishers Autocaster Service of New York.

Contracts Spread Gains on 7 Papers

(Continued from Page One)

tending the Guild shop and improved conditions from the editorial departments to all Guild eligible departments. (story on page 1), and with Guy P. Gannett's three papers in Portland, Me., covering the full industrial jurisdiction: (summary above).

Contracts Spread Gains on 7 Papers

(Continued from Page One)

tending the Guild shop and improved conditions from the editorial departments to all Guild eligible departments. (story on page 1), and with Guy P. Gannett's three papers in Portland, Me., covering the full industrial jurisdiction: (summary above).

Labor Aids Farmers in Strike

(Continued from Page One)

The presence of the farm delegation in New York City was no accident. When the State Legislature adjourned early this summer, legislative representatives of the CIO had met in Albany to take stock of the severe mauling labor had received in the session. Learning of the presence in Albany of the farm union president, Haywood invited him to address the conference and at a later meeting a farmer-labor get-together was scheduled in New York City for Aug. 14. The meeting was to discuss in general terms the necessity for joint action in New York. In the meanwhile, conditions had become so bad that the farmers set Aug. 15 as the date for a strike against the milk trust.

When the conference assembled in the New York CIO office, the delegates were faced with a specific situation, a strike the next day. The farm delegates told that, they were receiving less than the cost

of production for their milk. Most of the farmers were compelled to work as hired hands to eke out a bare subsistence. Organization was spreading rapidly, but many farmers were afraid to join the union. But the delegates felt confident that the strike would spread and that they would win. They needed help in organizing, in the handling of publicity, and above all, they needed money.

Delegates from the unions, consumer groups and the American Labor Party, quickly pledged their aid. With little discussion, save for details, resolutions pledged financial contributions and created a joint committee to plan strategy with the farmers. At the same time the conference decided to appeal to the AFL unions to join in the fight. One thousand dollars was pledged by delegates from the CIO unions, but within three days their contributions exceeded that sum. The ANG set \$50 as its contribution and President Brown sent a warm wire of support to the farmers, after Delegate Morris Iushewitz had reported at headquarters.

The Chicago Strike

Kaufman reported to the Convention also on the nine-months-old Chicago strike, saying that the local Typographical Union took a position of "benevolent neutrality" despite the fact that the Hearst management "produced out of a hat, 29 jurisdictional disputes."

WALTER HASKELL MARSHALL, one of the organizers and first president of the Jacksonville Guild, and HELEN WILSON BROWN, society editor and a charter member of the Jacksonville Journal unit, were married Aug. 19 in New York. Marshall recently left the Journal to become associated with the Publishers Autocaster Service of New York.

Contracts Spread Gains on 7 Papers

(Continued from Page One)

tending the Guild shop and improved conditions from the editorial departments to all Guild eligible departments. (story on page 1), and with Guy P. Gannett's three papers in Portland, Me., covering the full industrial jurisdiction: (summary above).

Contracts Spread Gains on 7 Papers

(Continued from Page One)

tending the Guild shop and improved conditions from the editorial departments to all Guild eligible departments. (story on page 1), and with Guy P. Gannett's three papers in Portland, Me., covering the full industrial jurisdiction: (summary above).

Contracts Spread Gains on 7 Papers

(Continued from Page One)

tending the Guild shop and improved conditions from the editorial departments to all Guild eligible departments. (story on page 1), and with Guy P. Gannett's three papers in Portland, Me., covering the full industrial jurisdiction: (summary above).

Contracts Spread Gains on 7 Papers

(Continued from Page One)

tending the Guild shop and improved conditions from the editorial departments to all Guild eligible departments. (story on page 1), and with Guy P. Gannett's three papers in Portland, Me., covering the full industrial jurisdiction: (summary above).

Armour Workers Need Our Help

Armour and Company stalls on the request of the Packinghouse Workers Organizing Committee for collective bargaining despite the union's designation as sole bargaining agent, reports John Brophy, CIO director. The union represents 17,000 workers in 15 Armour plants.

ANG President Brown has complied with Brophy's request to all CIO affiliates to send communications or resolutions to R. H. Cabell, president of Armour and Company, Union Stock Yards, Chicago, urging that the company negotiate for a contract, and not force a strike in an industry which would affect many thousands of farmers, retailers and consumers. Guild locals are urged to run communications to Cabell, sending copies to the Packinghouse Workers Organizing Committee, 205 West Wacker Drive, Chicago.

Heading the Guild negotiations staff has been Milton Kaufman, newly-elected ANG executive vice president. Kaufman spent ten days here before going to Texas to attend the ITU convention. Secretary-Treasurer Pasche sat in on negotiations for a day last week. Pasche was en route to New York from the Convention and his vacation.

The negotiators spent almost a week debating the single issue of reinstatement of all strikers, including all those whose firings precipitated the strike. It was with much reluctance that the management finally yielded on this fundamental issue.

Jobs "Wiped Out"

When the Hearst representatives gave in on this issue, they declared that because they had eliminated all circulation branch managers' jobs on the Herald & Examiner when that newspaper was turned over to the Official Carriers Association several months ago, 77 of the returning strikers would have no jobs. It would be necessary, they contended, to find jobs for these men in other departments, at a cost of \$150,000 yearly to the payroll.

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Talks in Chicago Hit Balk on Wages

Hearst Holds Out For AFL Pay Levels

(Continued from Page One)

Guild, these printing trades leaders declared that the American Federation of Labor wanted peace and didn't want to put any obstacles into the path of a settlement. This broke down the management contention that it was unable to grant the Guild improvements over the AFL contract in the editorial and commercial departments because the AFL would object.

ANG Officers Sit In

Heading the Guild negotiations staff has been Milton Kaufman, newly-elected ANG executive vice president. Kaufman spent ten days here before going to Texas to attend the ITU convention. Secretary-Treasurer Pasche sat in on negotiations for a day last week. Pasche was en route to New York from the Convention and his vacation.

The negotiators spent almost a week debating the single issue of reinstatement of all strikers, including all those whose firings precipitated the strike. It was with much reluctance that the management finally yielded on this fundamental issue.

Jobs "Wiped Out"

When the Hearst representatives gave in on this issue, they declared that because they had eliminated all circulation branch managers' jobs on the Herald & Examiner when that newspaper was turned over to the Official Carriers Association several months ago, 77 of the returning strikers would have no jobs. It would be necessary, they contended, to find jobs for these men in other departments, at a cost of \$150,000 yearly to the payroll.

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Pressure Continues

Paralleling the negotiations has been a mounting intensification of strike activities on all fronts. In the advertising pressure area, the committee climaxed its drive against unfair advertisers with a grand total of 91 withdrawals in two days. Among those to yield

Believe It Or Not This Is a Chicago Strike Picture



In his home-made diving equipment, Eddie Schretter, striking Chicago Hearst office boy, goes down into Lake Michigan to hunt for outboard motor knocked from Guild sound boat and sunk by hoodlums cruising on lake. At pump is Frank Monaghan, striking circulation branch manager. Other man is Mike Ryan, N.M.U. member in charge of Guild's strike admiralty division and skipper of sound boat.

were two of the most persistent advertisers. Special targets of a two-week campaign directing complete man power of the strike against them, these firms pledged to remain out of the papers until the strike was settled. Forty-nine other advertisers then vouchsafed pledges of neutrality, as did 42 classified advertisers.

By Aug. 21, one thousand national and local advertisers had withdrawn nearly 5,000,000 lines of advertising from the struck papers. The approximate revenue loss is \$2,000,000.

Sears, Roebuck & Co. tops the list among unfair advertisers. On Aug. 19, Sears' largest store was the scene of a huge demonstration. A large demonstration was scheduled in Brooklyn for August 26.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago American and Herald & Examiner despite our strike. These advertisements are thus helping Hearst in his attack on the Guild. You can help by writing to them.

Local Votes Walkout Over Pay

SIoux CITY—The Sioux City Guild voted to strike at the call of its executive committee, at a meeting on Aug. 13 which followed the refusal by the city's two publishers to increase wages above the low levels prevailing here.

The local empowered the executive committee to call a strike on either or both the Tribune and Journal, owned separately, in order to force a new contract with higher wages, the 5-day 40-hour week, severance pay and a full Guild shop.

U.S. Conciliator Called

A day after the vote was taken, Frank Weng, U. S. Labor Department conciliator, came here at the request of the Guild in an effort to avert a walkout.

The membership was aroused when the two publishers, seemingly by mutual agreement, offered the Guild the 5-day 40-hour week and then revealed that they expected to cut wages in a circulation classification on the Journal to a level existing on the Tribune. When the Guild refused to accept the cut, the 5-day 40-hour week offer was withdrawn. The Guild seeks particularly to abolish the sweatshop wage level of women circulation workers, who get \$12 and \$13 a week.

U.S. Conciliator Called

A day after the vote was taken, Frank Weng, U. S. Labor Department conciliator, came here at the request of the Guild in an effort to avert a walkout.

U.S. Conciliator Called

A day after the vote was taken, Frank Weng, U. S. Labor Department conciliator, came here at the request of the Guild in an effort to avert a walkout.

U.S. Conciliator Called

A day after the vote was taken, Frank Weng, U. S. Labor Department conciliator, came here at the request of the Guild in an effort to avert a walkout.

U.S. Conciliator Called

A day after

ANG TO PUBLISH LABOR PRESS PAMPHLET

Booklets To Go To Unions

SAN FRANCISCO—Publication of a 9,000-word pamphlet on "The Labor Paper" was authorized by the 1939 Convention in its adoption of the report of the Labor Press Committee which was created by action of the Toronto Convention last year. The Committee recommended distribution of about 2,000 copies to national and international unions and others.

The pamphlet, which was prepared by the Committee, contains eight chapters covering in detail the subject of the labor paper's possible service to the labor movement, and of the problems costs involved in setting one up. The chapters cover a wide range, providing among other details, a model budget for a weekly paper staffed by five persons.

Committee Was Broad

The Labor Press Committee is composed of Clyde Beals, editor of the *Guilford Reporter*, chairman; Miriam Allen DeFord, San Francisco; Len DeCaux, editor of the *CIO News*, Washington; Joseph Corbett, Seattle; Katherine Lynch, Detroit; Glenn R. Dodd, Houston; ANG Vice President Philip M. Connelly, Los Angeles; Ted Cox, Cleveland; Donald Pinkston, Sioux City; Cameron MacKenzie, People's Press, New York; and Saul Mills, Morris Iushevitz and Richard O. Boyer, New York.

Cooperating with the Committee on the pamphlet were Dr. Alfred McClung Lee, New York, author of "The Daily Newspaper in America"; Alexander L. Crosby, Marc Stone and Jule Seibel of the *Federated Press*, New York; and Lyle Dowling and Nathan Goldberg, New York.

The International Executive Board at its Aug. 4 meeting directed Executive Vice President Milton Kaufman to designate a Labor Press Committee in the New York region to act on the recommendations made by the Convention report.

Below is the Committee report.

This committee was set up by the International Executive Board in response to a report adopted by the Toronto Convention calling for efforts by the Guild along three lines: first, to assist in making local community labor-sponsored papers as good as possible, second, to improve working standards on the labor press; and third, to correlate available information on the labor press.

The committee discussed various ways in which it could move along these lines and decided on two steps, which are embodied in recommendations in this report.

Useful to Guildsmen

First, it decided to write a pamphlet on "The Labor Paper," giving a bird's eye view of the ways in which the labor paper can serve the labor movement, and of the problems, costs, and main considerations involved in setting one up. The pamphlet would serve two purposes. First, it would help clarify these questions for union executives wishing to consider the starting of a paper, and second, it would be available to Guild members who saw an opportunity for starting a labor paper and wanted some material that could be handed to union officials to help obtain their backing. The pamphlet might also help present editors to win union boards to a program of expanding the scope of their papers.

The pamphlet has been written and is presented as a part of this report. Besides arguing for more and better organized labor papers, and for a broad labor and political news coverage in union papers, the pamphlet also points to the very extensive but little known cooperation of the commercial dailies

ANG Defense Fund Operations

Below is the statement of operations of the ANG International Defense Fund for the fiscal year June 1, 1938, to May 31, 1939. The statement shows a net gain for the year of \$10,732.89.

REVENUE		Expenses	
GUILD ASSESSMENTS		GUILDS	
January 4, February 1 and		Individuals	457.25
February 8, 1937	\$ 9.00	Other Organizations	54.81
April 8, 1937	27.00		116.37
April 19, 1937	45.00		\$3,527.29
September 16, 1937	142.50		
September 24, 1937	235.50		
October 8, 1937	358.75		
January 31, 1938	894.00		
December 12, 1938	5,168.25		
December 31, 1938	4,739.00		
January 15, 1939	4,633.50		
January 31, 1939	4,423.50		
February 15, 1939	4,191.85		
February 28, 1939	3,956.00		
March 15, 1939	3,402.25		
March 31, 1939	2,949.30		
April 15, 1939	1,868.00		
April 30, 1939	1,424.45		
May 15, 1939	499.00		
May 31, 1939	249.00		
June 15, 1939	7.00		
June 30, 1939	4.00		
July 15, 1939	.50		
July 30, 1939	.50		
	\$39,138.45		
CONTRIBUTIONS		Total Revenue	
Guilds, Wage Increases	\$2,898.86		\$42,665.74
		EXPENSES	
		STRIKE EXPENSES	
		Chicago—Chicago Herald & Examiner and Evening American	
		\$30,228.50	
		Wilkes-Barre—Evening News, Sunday Independent, Times Leader and Record	
		1,290.50	
		Hollywood—Hollywood Citizen-News	
		250.00	
		Bayonne, N. J.—Bayonne Times	
		100.00	
		Schenectady, N. Y.—Sun-Long Branch, N. J.—Daily Record	
		10.00	
		\$31,929.00	
		OTHER EXPENSES	
		Bank Charges	
		\$3.85	
		Total Expenses	
		\$31,932.85	
		Net Gain for the Fiscal Year Ended May 31, 1939	
		\$10,732.89	

ANG Budget, September to November

Below is the ANG budget for September, October and November, adopted by the International Executive Board at San Francisco on Aug. 4. The appropriation compares with the budget of \$27,581.02 for the previous quarter. The statement of operations for the previous quarter will be published when it becomes available after the next Board meeting.

HEADQUARTERS:		Miscellaneous Office Exp.	
Salaries	\$6,058.00		125.00
Overtime	300.00		1,616.50
Rent	325.00		\$17,779.50
Headquarters Traveling			
Expenses	750.00		
IEB Meeting Expense	2,000.00		
Telephone	500.00		
Postage	400.00		
Auditor	150.00		
Stationery, Printing and Supplies	600.00		
Insurance—bonding and general	26.00		
Per Capita to Affiliated Organizations:			
CIO	1,800.00		
FTU	135.00		
Sound Truck Insurance	44.00		
Legal Expenses	600.00		
Furniture and Fixtures	400.00		
Contributions	500.00		
Taxes	450.00		
		TOTAL	
		\$26,206.30	
		PAYMENT ON ACCOUNT OF DEBITS:	
		Payment to CIO on account of 1938	
		1,500.00	
		GRAND TOTAL	
		\$27,706.30	

in cutting costs through regional purchasing of supplies, and in obtaining advertising by joint promotion literature. Many of these methods, the pamphlet points out, would substantially aid the labor press by introducing important economies, such as in the purchase of paper and other supplies, and in making possible a much greater sale of advertising space.

Cost and Distribution

While, therefore, the pamphlet is mainly intended to assist the organization of new papers, or the reorganization of old union organs, the committee's hope is that some chapters may also assist the editors of existing papers in the matters of economizing and increasing the revenue.

RECOMMENDATION 1. The committee believes that the pamphlet could be printed at a cost of around \$800 for about 2,000 copies, and our first recommendation is that the International Executive Board have it printed at the earliest practical moment. We would recommend that it be distributed free to all national and international unions, and to such other bodies and individuals as the Board decides, and sold elsewhere at a small charge.

The inquiries of the committee disclosed that the labor press generally engages in few of the cooperative methods designed to economize on costs and to increase revenues through advertising. In view of the great amount of cooperation long since undertaken in many fields by the commercial press, it is evident much could be

accomplished in strengthening the labor press if these methods were generally adopted. Further, recent gatherings of labor editors, both that held by members of this committee available at headquarters, and that held earlier by the CIO News at the CIO Convention at Pittsburgh, have demonstrated a strong desire on the part of many

such editors to come together to discuss their common problems, and to hear expert discussions of the technical aspects of publication.

The Guild is in a key position to bring about such conferences. The Committee therefore makes:

RECOMMENDATION 2. That the IEB set up a Labor Press Committee in the New York region to:

1. Try to bring about the establishment of cooperative methods among the labor papers on as wide a basis as feasible, and draw up a report of the results for the guidance of similar enterprises in other regions.

Institutes Planned

B. Undertake the holding of labor press institutes, at which labor editors can meet for a few days to discuss and hear lectures by experts on publication and editorial problems. Reports on the results of such institutes should be drawn up to disseminate the information brought out at them and to facilitate the holding of similar institutes in other sections.

The facilities of the Guild Reporter office should be made available to assist in these projects, and the IEB should appropriate such funds as it deems advisable.

Convention Committee members acting on the labor press report and submitting it to the Convention were: Donald Pinkston, Sioux City (chairman); Glenn R. Dodd, Houston; S. A. Barker, El Paso, and J. S. Blawie, Tri-City (Albany-Schenectady-Troy).

session

increases

IEB Talks

Prepared to meet five times yearly instead of quarterly as heretofore, the International Executive Board will hold its next session on Sept. 30 and Oct. 1. The five annual meetings, directed by a constitutional amendment adopted by the San Francisco Convention, will be in addition to the two meetings held immediately before and after each Convention.

The next meeting will be held in New York, unless Executive Vice President Kaufman designates another city. Meeting at San Francisco on Aug. 4 following the Convention, the new IEB set the Sept. 30—Oct. 1 dates. It was noted that they fall shortly before the CIO Convention on Oct. 10 in San Francisco, and the Board planned to discuss the Convention issues and elect delegates at the forthcoming meeting.

Session Increases IEB Talks

Prepared to meet five times yearly instead of quarterly as heretofore, the International Executive Board will hold its next session on Sept. 30 and Oct. 1. The five annual meetings, directed by a constitutional amendment adopted by the San Francisco Convention, will be in addition to the two meetings held immediately before and after each Convention.

The next meeting will be held in New York, unless Executive Vice President Kaufman designates another city. Meeting at San Francisco on Aug. 4 following the Convention, the new IEB set the Sept. 30—Oct. 1 dates. It was noted that they fall shortly before the CIO Convention on Oct. 10 in San Francisco, and the Board planned to discuss the Convention issues and elect delegates at the forthcoming meeting.

COMMITTEES NAMED

The IEB named as members of the Contracts and Labor Relations Committee Executive Vice President Kaufman, Vice President Watson, Secretary-Treasurer Pasche, Editor Beals and News Editor Goldberg. Kaufman is to be chairman of both committees.

The Contracts Committee, directed to carry out the functions of the IEB Employer Relations Committee pending the next meeting of the Board, must have a quorum of at least two, one of whom shall be an officer. ANG representatives will sit with the committee when they are at headquarters.

GUILD REPORTER:

Salaries \$2,311.00
Clerical Overtime 50.00
Printing 1,550.00
Incidentals 150.00
Addressing and Mailing 960.00
Miscellaneous 150.00
TOTAL \$3,661.00

PAYMENT ON ACCOUNT OF DEBITS:

Payment to CIO on account of 1938 1,500.00

GRAND TOTAL \$27,706.30

AMENDMENTS TO RULES

With two Amendments the new Board continued in effect the present rules guiding its operation.

Amendments provide that copies of minutes of constitutional committees of the Board be sent to the Board members after the meetings are held, and that the executive vice president, in keeping Board members advised as to the organizational situation throughout the country, include a digest of ANG representatives' reports at least twice a month. The representatives will report weekly to the executive vice president.

Officers' report, as far as possible, are to be made in writing, and transmitted to the Board members in advance of regular meetings.

Motions carried unanimously.

ORGANIZING FUND GRANTS

Upon the request of Executive Secretary Don Stevens of the Chicago local, the IEB granted \$173.50 for an organizing drive at Chicago. The sum of \$250 was voted for special expenses in connection with wire service organization, to be expended by the Wire Service Committee. In line with Convention action, the Finance Committee was authorized to pay up to \$25 a month to the Northern California Guild District, for organization purposes, with the provision that it be matched with at least an equal sum by the San Francisco-Oakland Guild.

Motions adopted unanimously.

PAY YOUR DUES AND ASSESSMENTS!

the capacity of outside salesman (as such terms are defined and limited by regulations of the administrator).

If Congress had thought that these reporters, copy readers and other editorial employees were professionals it could very easily have excluded them. It did not do that. It left to the administrator the responsibility of defining "professionals." We wrestled with that problem, which wasn't as easy as it may seem, and after taking counsel with representatives of both employees and employers we evolved a definition which, we believe, is soundly based in law and in fact.

The regulation states that the term "employee employed in a bona fide professional capacity" means any employee who is customarily and regularly employed in work predominantly intellectual and varied in character as opposed to routine, manual, manual, mechanical, or physical work, and requiring the constant exercise of discretion and judgment both as to the manner and time of performance, as opposed to work subject to active direction and supervision, and of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, and based upon educational training in a specially organized body of knowledge as distinguished from a general academic education and from training in the performance of routine physical processes in accordance with a previously indicated or

THE ANG'S EXECUTIVE BOARD FOR 1939-40



Above are the members of the ANG International Executive Board, photographed in San Francisco at their first meeting after their election by the 1939 Convention. Seated, from the left: Vice Presidents Julius H. Klyman

of St. Louis, I. L. Kenen of Cleveland, Secretary-Treasurer Victor Pasche, Vice President Donald M. Sullivan of Boston, President Heywood Brown, Executive Vice President Milton Kaufman, Vice President Robert T. Camost

of Seattle; standing, from left: Vice Presidents William J. Farson of Philadelphia, Morris Watson of New York, Harry Wohl of Chicago, Philip Connolly of Los Angeles, Roger Irwin of Toronto, Harry Martin of Memphis.

Andrews Finds We Like Cash Above By-Lines

From a Speech By ELMER F. ANDREWS Wage and Hour Administrator Before the ANG Convention, San Francisco

It has been argued by some that editorial employees are professional workers, and therefore are exempt from the benefits of the (Wages and Hours) Act under Section 13 (a) (1), which excludes any "employee employed in a bona fide executive, administrative, professional, or local retailing capacity, or in

These remarks were made after Mr. Andrews had completed his scheduled speech over the NBC radio network.

the capacity of outside salesman (as such terms are defined and limited by regulations of the administrator).

If Congress had thought that these reporters, copy readers and other editorial employees were professionals it could very easily have excluded them. It did not do that. It left to the administrator the responsibility of defining "professionals." We wrestled with that problem, which wasn't as easy as it may seem, and after taking counsel with representatives of both employees and employers we evolved a definition which, we believe, is soundly based in law and in fact.

The regulation states that the term "employee employed in a bona fide professional capacity" means any employee who is customarily and regularly employed in work predominantly intellectual and varied in character as opposed to routine, manual, manual, mechanical, or physical work, and requiring the constant exercise of discretion and judgment both as to the manner and time of performance, as opposed to work subject to active direction and supervision, and of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, and based upon educational training in a specially organized body of knowledge as distinguished from a general academic education and from training in the performance of routine physical processes in accordance with a previously indicated or

standardized formula, plan or procedure, and who does no substantial amount of work of the same nature as that performed by non-exempt employees of the employer.

You will notice that there are five conditions in the definition, and every one of them must be met before the employee can be classified as a professional.

How does the definition apply to newspaper workers? Without taking up the application of each of these conditions to newspaper men, it seems to me that many, if not most, of the employees engaged in reporting and editorial work will not satisfy at least one or two of the conditions. Thus, the copy-reader is under the constant supervision of the head of the desk, and

SESSION CALLS FOR AP DRIVE AS KEY OBJECTIVE

(Continued from Page One)

its renewal. The report emphasized that responsibility for organization lies in the main with the local Guilds.

Views Agree

The Convention Wire Service Committee agreed with the views expressed in Watson's report. Its own report supplemented the other with specific recommendations. The Convention Committee report is printed below, in slightly condensed form.

This Committee believes that the American Newspaper Guild in the coming twelve months can best consolidate the gains of the past six years by an intensive nationwide drive to organize workers on the three major wire services.

The Committee further believes that the Associated Press should be the focus of the proposed drive and that the Convention should declare national organization of the Associated Press to be a principal objective of the Guild in the coming year.

All evidence indicates that the Associated Press, the United Press and International News Service are tending to become agencies for obstructing the development of the Guild on every important front in the United States.

Of the three, the Associated Press has most vigorously and suc-

cessfully fought the Guild. Because of its cooperative character, because of its long record of anti-labor activity and because it is the most famous, the oldest, the largest and the wealthiest news service in the United States, the Associated Press is the key to solid, successful organization in the field of press associations.

This Committee is of the opinion that organization of the 1,100 eligible employees of the Associated Press and the signing of a national contract or a series of local contracts will effectively undermine the anti-Guild position of the AP's 1,400 member papers.

It should be remembered that the member papers are the Associated Press, that their anti-labor policies are its anti-labor policies, and that when the AP is forced to sign with the Guild a tremendous wedge will have been driven into the anti-Guild resistance of every member paper.

Campaigns on the United Press and International News Service, coordinated with that on the Associated Press, will enable UP Guildsmen to improve their national contract when negotiations for renewal start this fall and will give support to INS Guildsmen for a successful fight against the Hearst-organized company union now active there.

To carry these campaigns to suc-

the sports editor and other department heads generally are under the supervision of the managing editor.

Also, I do not believe the ordinary newspaper worker must meet the test of training in a specially organized body of knowledge as distinguished from a general academic education. We have searched the literature of journalism pretty carefully and we do not find much agreement, even among publishers and editors, on the value of training in a specially organized body of knowledge.

It has been argued, however, that even conceding that newspaper men generally are not professionals according to any reasonable test, a great many of them may nevertheless be excluded from the benefits of the law on the ground that they are executives—such as city editors, assistant city editors, telegraph editors, sports editors, automobile editors, real estate editors, moving picture editors, and so on.

Well, we also have defined the term executive. We hold that "an employee employed in a bona fide executive capacity" means any employee whose primary duty is the management of the establishment, or a customarily recognized department thereof, in which he is employed, and who customarily and regularly directs the work of other employees therein, and who has the authority to hire and fire other employees or whose suggestions and recommendations as to the hiring and firing and as to the advancement or promotion or any other change of status of other employees will be given particular weight, and who customarily and regularly exercises discretionary powers, and who does no substantial amount of work of the same nature as that performed by non-exempt employees of the employer, and who is compensated for his services at not less than \$30 a week.

Here six conditions must be met. Types of editorial organization and

distribution of authority vary considerably from city to city, and even from plant to plant in a given city. I am informed that in some instances the publisher alone does the hiring and firing. In others the editor does it. In some city rooms various department heads—the city editor, the Sunday editor, the sports editor, and so on—have unlimited control over certain members of the personnel. Yet, our information is to the effect that even most sports editors do a substantial amount of work of the same nature as their subordinates.

The American Newspaper Guild, in negotiating collective bargaining contracts, has jealously and wisely, it seems to me, sought to restrict the number of its members to be classified as executives and on that ground excluded from the benefits of the contract. Apparently Guildsmen suspect a tendency on the part of some newspaper proprietors to pay off in the form of titles, as well as in by-lines, in lieu of cash,

and distribution shall be the responsibility of national headquarters staff of ANG.

Regional Committees

4. In line with the suggestion of Morris Watson, regional organizing committees, patterned on the Wire Service Organizing Committee for the Eastern Seaboard shall be established for the Pacific Coast and Rocky Mountain region, the Central and Southwestern region, and the Great Lakes region. The ANG will bear the necessary expenses of these committees.

5. The ANG shall conduct a survey of Guild sentiment, present Guild strength throughout the wire services to determine the exact nature of the organizing problems to be solved.

6. National co-ordinating committees shall be established on each wire service. These committees shall be responsible for handling each organization's grievances, supplying news to shop papers and consulting on all problems of a national nature peculiar to each service. Such committees would cooperate with the general regional committees.

3. National shop papers shall be established on the three wire services, to be published at the most frequent interval feasible. News stories for these papers shall be the responsibility of the individual wire service, but the publication

Committee members were William Patterson (AP), New York (chairman); Francis McCarthy (UP), San Francisco; and Maurice Raiser (AP), San Francisco.

MODEL CODE FOR LOCAL GUILD OPERATION

Below are the model local by-laws adopted by the 1939 Convention. The articles printed here are NOT mandatory for locals, but designed for their guidance. Omitted from this issue is Article IX, on discipline, which was published in the Aug. 15 Guild Reporter. This article, transferring disciplinary procedure from the ANG Constitution to local by-laws, is mandatory for all locals.

The [name] Newspaper Guild shall be governed by the Constitution of the American Newspaper Guild, its policies adopted in International Convention, and the following by-laws, which are supplementary thereto.

ARTICLE I

Structure

Section 1. The membership meeting of the Local shall be the supreme authority of the Local. Section 2. Between general meetings of the Local, its governing body shall be the Executive Committee, which shall administer its affairs, but it shall make no decision permanently establishing the general policies of the Local.

Section 3. Shop units shall exercise only those functions and powers specifically granted by the ANG Constitution and those by-laws.

ARTICLE II

Membership Meetings

Section 1. Regular meetings of the membership shall be held [times each year], at the specified time and place to be set by the Executive Committee. The annual meeting shall be held in January.

Section 2. The Secretary shall give not less than five days' notice by mail to the membership in advance of every meeting, except that in an emergency the Executive Committee may call a special meeting on two days' notice. No motion to reverse or review previous decisions of the membership or Executive Committee shall be acted upon unless it shall have been contained in the notice of the meeting. The Secretary shall include in the meeting notice any motion from [number] or more members of an intention to move for such a review or reversal.

Section 3. A special membership meeting shall be called by the Secretary on instructions of the Executive Committee, or on a written petition signed by not fewer than [figure] per cent of the membership in good standing at the time of the filing of the petition, or a representative unit (or units) properly voted at a quorum meeting of the unit (or units).

Section 4. At any special meeting the presence of 15 per cent (vary downward for bigger Guilds) of the membership in good standing shall constitute a quorum. At a regular meeting, those present shall constitute a quorum.

ARTICLE III

Executive Committee

Section 1. The Executive Committee shall consist of the elected Local officers, and unit delegates at the rate of one delegate from each unit and one additional delegate for every [figure] members of the unit in good standing or major fraction thereof. In the application of this Section, the number of members in good standing in any unit shall be examined on the 15th day of January, April, July and October, and the number of unit delegates adjusted accordingly. Where the number of delegates to which a unit is entitled is increased, the unit shall fill the vacancy in the usual manner, and where the number is decreased, the unit shall decide which delegate or delegates shall be dropped.

Section 2. The Executive Committee shall meet within two weeks after the annual membership meeting and every [period] thereafter.

Section 3. Special meetings of the Executive Committee shall be called by the Chair or by the Secretary upon written request of three members.

Section 4. A quorum at any meeting of the Executive Committee shall consist of not less than [number] members.

Section 5. The Executive Committee shall supervise the handling of all Local funds except for payments of a strictly routine nature. Checks shall be valid only when signed by the Treasurer and one other officer.

ARTICLE IV

Duties of Officers

Section 1. The Executive Committee shall have general direction of all Local officers.

Section 2. The President shall preside at all membership meetings and at meetings of the Executive Committee and he shall supervise other officers in the exercise of their respective duties. He shall sign all membership cards.

Section 3. The Vice President shall perform the duties of the President in the absence of that officer.

Section 4. The Secretary shall be the custodian of the Local's records other than financial, shall conduct routine correspondence of the Local other than financial, and such other correspondence as may be directed by the Executive Committee and the Local; shall keep accurate minutes of membership meetings and meetings of the Executive Committee.

Section 5. The Treasurer shall be the custodian of all funds of the local under the direction of the Executive Committee, except that no authorization shall be required for routine office expenses, and routine transmission of International funds to the ANG. He shall report on the local's finances at all regular meetings of the local and whenever called upon by the Executive Committee or the local desires. The Treasurer shall keep complete and accurate records of the membership, their addresses, and dues standing. He shall be responsible for the application in the local of the financial provisions of the ANG Constitution and of these by-laws, acting through unit treasurers in the case of members of units, and shall issue to unit treasurers membership cards for persons admitted to membership, as well as dues and assessment stamps, and other routine supplies, required for their work. He shall be bonded in a sum to be set annually by the Executive Committee.

ARTICLE V

Elections

Section 1. The officers of the local shall be elected annually at the annual meeting. Balloting shall be by [figure] per cent of the membership in good standing at the time of the filing of the petition, or a representative unit (or units) properly voted at a quorum meeting of the unit (or units).

Section 2. Nomination of officers shall be made from the floor at the regular membership meeting in December and each nomination shall require a second. No nomination shall be made after that meeting, except that in the event of withdrawal of all candidates for a post before

the annual election the post shall be filled by nomination and election from the floor at the annual meeting, in the manner hereinafter provided for the filling of vacancies. Within five days after the regular December meeting, the Secretary shall communicate to the membership a list of the qualified candidates.

Section 3. In the event that at the time of the annual election there is only one candidate for any one post, his name shall be left off the ballot and he shall be declared elected without vote. In the event there are more than two candidates a majority of those voting shall be required to elect.

Section 4. All officers shall take office at the annual meeting and shall hold office until the next annual meeting.

Section 5. Delegates and alternates to the International Convention of the ANG shall be nominated from the floor and elected at the regular membership meeting in April which shall also determine the number to be elected. In the event that the number of candidates exceeds the number of delegates and alternates to be elected the meeting may defer the election and make provision for a special election by ballot cast in person on not less than ten days notice to the membership. The number of delegates to the International Convention of the ANG shall be determined by the Executive Committee.

Section 6. Vacancies in the post of Local officers or delegates shall be filled by the Executive Committee. The Executive Committee shall have their necessary expenses to the Convention paid by the Local.

Section 7. During any period when collective bargaining involving a unit is pending, no member of a unit may discuss collective conditions of employment or matters relating to collective bargaining with his employer or representatives of the employer.

Section 8. The Local may, by vote of a membership meeting, levy an assessment of not more than [figure] per member. Notice of the proposed assessment shall be contained in the

notice of the meeting at which it is proposed such action be taken.

Section 9. All monies collected on behalf of or in the name of the Local, except those collected for the ANG, or another branch of the ANG, shall be the property of the Local.

ARTICLE VII

Membership

Section 1. An applicant for membership shall submit his application to the Executive Committee of his Local and final action upon any application shall be by the Executive Committee, subject to appeal as provided in the ANG Constitution.

Section 2. Good standing requirements of the ANG Constitution in respect to dues shall apply equally to initiation fee payments under Article X, Section 2 of these by-laws.

Section 3. Reinstatement fees shall be set by the Local Executive Committee.

ARTICLE VIII

Collective Bargaining

Section 1. Negotiators in collective bargaining on behalf of the Local or any of its units shall be selected by the Executive Committee. The negotiations shall be open to members of the unit.

Section 2. Any agreement arrived at in negotiations shall be submitted to the membership by ballot, and all members shall be given fifteen days notice in advance of any referendum by mail.

ARTICLE XII

Official Organ

Section 1. The official organ of the Local shall be the [name of paper] which shall be published at least [publication frequency] under supervision of the Executive Committee. The Executive Committee shall appoint a committee or staff to edit the [name].

Section 2. The [name] shall be distributed to the entire membership, free of charge. Whenever notice of the membership is required by these by-laws, publication on Page 1 of the [name] shall constitute compliance.

ARTICLE XIII

Amendments

Section 1. These by-laws may be amended by a membership meeting upon submission of the proposed amendment by the Executive Committee on its own motion or by petition signed by not less than 20 per cent of the membership in good standing. Such proposed amendment shall be mailed to the membership not less than ten days prior to the meeting, with notice of the time and place of the meeting.

Section 2. The Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

The report continued: "In the sphere of education and organization, which constitute the Guild Reporter's primary function, the paper has accomplished much, though in many instances under trying conditions. Not only has the Guild Reporter brought information to the membership on the shortcomings of the commercial press, but it has effectively served to acquaint Guildmen with the broad economic and political issues facing us as trade unionists."

Section 3. The policy of local Guilds having correspondents who shall send material to the Guild Reporter be continued and strengthened. This should insure a wide and representative coverage of news in the GUILD REPORTER.

Section 4. The Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

Section 5. Each unit shall file promptly after each unit meeting a copy of the minutes of the unit meeting with the Local Secretary.

ARTICLE IX

Governing Discipline

Section 1. These by-laws shall be interpreted by the Executive Committee subject to appeal to the membership meeting, to the IEB and the next International Convention of the ANG. Questions of procedure not covered by the ANG Constitution, Committee decisions or these by-laws shall be governed by Roberts Rules of Order.

ARTICLE X

Dues and Assessments

Section 1. Dues shall be paid monthly and graduated in accordance with the wages of members in the local (as determined in schedule for employed members).

Section 2. For unemployed members they shall be [figure] (e.g. 10 cents) per month. For associate members they shall be [figure] per year.

Section 3. Each applicant admitted to membership shall pay an initiation fee of [figure] (e.g. \$2.00) of which \$1 shall be paid before the applicant receives his membership card, and the balance within one month of admission. These by-laws, except that new members who are unemployed may pay \$1 and defer payment of the balance until such time as they are employed, when they shall have one month in which to complete payment.

Section 4. Unit election disputes shall be decided by the Executive Committee. Unit election disputes shall be decided by the Executive Committee.

Section 5. Each unit shall file promptly after each unit meeting a copy of the minutes of the unit meeting with the Local Secretary.

ARTICLE XI

Referendum

Section 1. Any matter to be decided by the Local may be submitted to a referendum of the membership by either the Local or the Executive Committee and shall be submitted to such a referendum upon a petition signed by not less than 20 per cent of the membership in good standing at the time of the filing of the petition.

ARTICLE XII

Referendum

Section 1. Any matter to be decided by the Local may be submitted to a referendum of the membership by either the Local or the Executive Committee and shall be submitted to such a referendum upon a petition signed by not less than 20 per cent of the membership in good standing at the time of the filing of the petition.

ARTICLE XIII

Amendments

Section 1. These by-laws may be amended by a membership meeting upon submission of the proposed amendment by the Executive Committee on its own motion or by petition signed by not less than 20 per cent of the membership in good standing. Such proposed amendment shall be mailed to the membership not less than ten days prior to the meeting, with notice of the time and place of the meeting.

ARTICLE XIV

Interpretation

Section 1. These by-laws shall be interpreted by the Executive Committee subject to appeal to the membership meeting, to the IEB and the next International Convention of the ANG. Questions of procedure not covered by the ANG Constitution, Committee decisions or these by-laws shall be governed by Roberts Rules of Order.

Weekly Reporter Ordered

(Continued from Page One) store the weekly GUILD REPORTER on a permanent basis, and add two organizers to the staff. Other committees expressed the desire for more space in the paper for certain types of Guild news.

The Publications Committee endorsed the editor's report and made the following recommendations:

1. That the GUILD REPORTER once again become a weekly publication, the time for the change to occur being left to the discretion of the International Executive Board. The committee hopes that this may be possible within a few months.

2. That the GUILD REPORTER enlarge its coverage of economic and political news, supplementing and correcting commercial press reports.

3. That the GUILD REPORTER publish material which will interest and assist a broad range of members and locals to overcome the problems and difficulties of collective bargaining; also information of general interest about the industry.

4. That the GUILD REPORTER publish material to bring about greater discussion of technical problems relative to the problems of local Guild operation, and more news of local activities.

5. That the "Free Press Department," and consumer news be completely restored to the GUILD REPORTER.

6. In furtherance of our policy of industrial organization, that greater and more frequent emphasis be given to the problems of the advertising, circulation, and business departments.

7. That the policy of local Guilds having correspondents who shall send material to the GUILD REPORTER be continued and strengthened. This should insure a wide and representative coverage of news in the GUILD REPORTER.

8. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

9. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

10. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

11. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

12. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

13. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

14. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

15. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

16. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

17. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

18. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

19. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

20. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

21. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

22. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

23. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

24. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

25. That the Committee's report remarked on the "monumental changes" on the labor front throughout the nation since the Toronto Convention, and on the fact that the trade union paper is one of labor's bulwarks against the trend of reaction. The Guild Reporter was held to have done an "outstanding job in the field of labor journalism" despite such handicaps as semi-monthly publication.

THE GUILD AUXILIARY'S OFFICERS



The American Newspaper Guild Auxiliary, holding its first convention when the ANG convened at San Francisco, elected these officers. Here they are pictured at their first board session after their election. From left to right: Mrs. Blanche Farson, Philadelphia, second vice president; Mrs. Eunice Dolan, Chicago, first vice president; Mrs. Katherine McGrath, Chicago, president; Mrs. Marion Camozzi, Seattle, secretary-treasurer; and Mrs. Ruth Erickson, San Francisco, third vice president.

Convention Maps Plan For Chain Coordination

Here is the report of the Chain Paper Committee adopted by the 1939 Convention.

The Chain Paper Committee believes that the greatest need in furthering the collective bargaining efforts of Guild units of all chain newspapers is that of effecting the closest and most efficient cooperation between the units.

During the past year or so machinery has been in existence for this exchange of information. Although this machinery was there, it was not used as effectively as it should have been.

Your committee finds that some units failed to do their part by sending information on their negotiations to international headquarters so that it may be relayed to all units concerned.

Theoretically, in the past, local officers were supposed to send pertinent information on the progress of their negotiations to the international office, where it would be collated and transmitted to other units in the chain. The failure of certain units to cooperate, however, has left the international office, and consequently all other chain units, in complete darkness as to the progress of negotiations in many cities.

We therefore recommend that four coordinators be named, one in the East, one in the middle West and in the South, and one in the Far West. These men will assume charge of and responsibility for the collection and dissemination of negotiational information.

The coordinators, being relatively close to the scene of their respective regional negotiations, will be able to prod lax units into activity. The Committee finds that chain units, especially in the smaller Guilds, desire to have a list of arguments for and against important points, as they are advanced over the conference table, sent out in the chain papers bulletins.

These bulletins should also contain news of when agreement is reached on any point in each negotiation and a list of improvements achieved in the renewal of contracts.

Joint Bulletins. It is our belief that joint bulletins covering developments in Hearst, Scripps-Howard, and Block papers, rather than separate bulletins should be prepared. If negotiational material is of interest and value to papers in one chain, it holds the same interest and value for papers of the other chains. It was felt that papers in chains other than the three mentioned herein are not yet prepared to take part in this plan.

The Committee nominates the following coordinators and asks that this Convention confirm their appointment: Amos Landman, New York, from the East; Edward C. Decker, Indianapolis, Middle West; Gordon Turrentine, Houston, from the South; and Russell Hodges, Los Angeles, from the Coast. In the event of the inability of one of these brothers to serve, we suggest that the executive vice president be authorized to appoint a substitute from the same region to serve in his stead.

We suggest that the eastern coordinator maintain close contact with the international office, assist in the preparation of bulletins, and see to it that the burden of maintaining the bulletin service does not fall completely on the shoulders of one man at the international office.

The Committee considered certain phases of chain negotiations. Now that our brothers in San Francisco and Milwaukee have won modified Guild shop contracts, we recommend that all chain units wage an unrelenting fight for this most important contract feature.

We are amazed at the number of chain units which have contracts covering but one department, and we urge that all chain units strive for the broadest vertical contracts.

It is our feeling that the chain councils have served a useful purpose, and should continue to meet as often as is possible.

Committee members were: Amos Landman, New York (chairman); James McFadden, San Francisco; Russell Hodges, Los Angeles; W. A. Copeland, Memphis; Arthur Force, Newark; G. W. Kingbury, Cincinnati; Edward C. Decker, Indianapolis; Ray Weiner, Buffalo; Gordon Turrentine, Houston; Lester Heins, Toledo; Gene Cervi, Denver; S. A. Barker, El Paso.

CIO CONvenes OCT. 10. WASHINGTON—The call for the second annual Convention of the Congress of Industrial Organizations, to be held at San Francisco starting Oct. 10, has been issued by President Lewis and Secretary Carey. The CIO Executive Board will convene there on Oct. 5.

CEDRIC PARKER, Guildman who is president of the Madison (Wisc.) CIO Industrial Union Council, suffered a fractured hip in a fall from a horse last fortnight.

ASSOCIATE MEMBERS GET ORGANIZATION PLAN

Here, in slightly condensed form, is the report of the Committee on Education and Associate Membership, adopted by the 1939 Convention.

ASSOCIATE MEMBERSHIP. The meetings of this Committee were attended by associate members representing New York, Ohio University and San Francisco, who presented the problems faced by associate members in organizing units and in drawing up some program for these units already organized. While it is recognized by the associate members and the Guild that organization must primarily be undertaken by students themselves, this Committee believes that it is possible for the ANG and Guild locals to assist them without incurring any great financial expenditures or putting too much of a burden on the time of local and national officers. We therefore make the following recommendations:

1. That all locals cooperate with existing associate membership units to give them a real part in Guild activities. We would recommend, for example, that the associate membership be represented on every committee of the local wherever possible.

2. That a national committee of associate members be appointed by the IEB to coordinate

and direct activities and organization of associate members in the U. S. We further recommend that the five associate members present at the Convention, namely: Lillian Rosovsky, George Whitman and Joseph Wertheim of New York, Mel Fluke of Ohio University and Fred Vast of the University of California be designated by the IEB to serve on such a committee for the coming year.

3. That the IEB designate someone in the national office to act as counselor to the Associate Membership Committee. (The IEB on Aug. 4 named News Editor Goldberg of the Guild Reporter as counselor.)

It should be clearly understood that any expenses of the committee are not to be defrayed by the ANG except in the case of mailing sent to associate members by the ANG at the discretion of its counselor to the committee. We specifically recommend, however, that the ANG undertake to finance a brochure on associate membership to be prepared by the student committee and subject to the approval of the counselor to the committee.

4. That the GUILD REPORTER devote space every month to news of the associate members.

This committee has discussed the question of whether Guild bulletins should be issued to associate members. In view of the fact that

they receive the same membership cards as regular Guild members, we recommend that the regular Guild bulletins be given them as well.

The changes in the Constitution in regard to associate members have been studied, and are recommended for adoption. The changes include the forming of associate units of the locals subject to by-laws and regulations of the local, and termination of the rights of associate membership when the associate member ceases to be eligible, with the privilege, if his dues are fully paid up to the time of ineligibility, of becoming a full Guild member when eligible without the necessity of paying an initiation fee.

The second meeting of the committee was attended by Mr. Jack Wright, Field Representative of the Federal Committee on Apprenticeship of the U. S. Department of Labor. He gave this committee information on the work done in other unions, in cooperation with the government and employer groups to set up a standard of pay and work for apprentice groups and to regulate schools and government vocational schools. This committee feels that there are certain aspects of the Department of Labor plan which might prove valuable to the Guild. While it is

not prepared to report it favorably without further study, it does recommend that this Convention instruct the IEB to authorize a meeting with representatives of the Department of Labor.

EDUCATION. This committee concurs in the IEB decision that the awarding of annual Guild prizes by the ANG to members for newspaper work is impractical. It does, however, recommend to the attention of locals the awards established by the Cleveland local, particularly in regard to awards given to associate members on college newspapers.

FORUMS. This committee calls attention to the successful operation of the New York, Cleveland and San Diego Forums, and recommends their possibilities to other locals.

SHOP PAPERS. This committee has discussed the importance of unit shop papers both as a means of educating Guild members and of organizing non-Guild employees. We feel that we cannot emphasize this importance too strongly, and urge that all locals pay special attention to shop papers.

Committee members were: Anna Goldborough, New York (chairman); Ralph Platt, Cleveland; and Fred Wilson, San Diego.

IS YOUR GUILD ON THIS LIST?

Do People Believe What the Papers Say?

Fortune Takes a Poll and Gets a 'Most Painful Set of Answers'

THE late Marlen Pew once complained in his Editor & Publisher column that people seemed to be losing faith in the press. That was in 1934 or thereabouts, but how much longer ago it seems! A lot of starch has been taken out of the press since old Marlen uttered that prophetic comment. The American people gave it a stinging rebuke in the 1936 national elections. They have gone sour on the Hearst papers and the Hearst empire seems to be tottering. By their cynicism toward advertising in newspapers they have caused serious alarm among advertising managers. How far the people's loss of faith has gone is now grimly detailed in the August issue of Fortune.

Fortune publishes a poll of the population, made for Time, Inc., by Elmo Roper, on its attitude toward the press. In general, the survey shows that most people believe the newspapers are unfair and prejudiced. Most of them are more likely to believe what they hear on the radio than what they read in the papers. There was one question in the poll that is of particular interest to Guild members. The question:

Do you think a reporter's impartiality is apt to be affected by—	Yes	In some cases	No	Don't know
Membership in a newspaper union	34.6%	1.4%	31.3%	32.7%
Fear of displeasing his boss	55.6	2.7	20.9	20.8

Fortune comments that apparently people are inclined to blame management much more than reporters for newspapers' shortcomings. But there are many other angles. What, for instance, becomes of management's most frequent argument against the Guild shop: that it will make readers lose confidence in a paper's impartiality. As between the open shop (where a reporter sometimes dare not call his soul his own) and the Guild shop (where a reporter can afford to have a little independence), the Guild shop apparently wins hands down as an inducer of confidence among readers, for well over half believe that a newspaper's impartiality is damaged by reporters' fears, while only a little more than a third believe it is damaged by union membership. Note that these figures do not represent facts (for the 20.9 per cent who believe a reporter is permitted to write a story that displeases his boss surely are not well informed) but the public's opinion.

Here are some of the other questions:

From which one source do you get most of your news about what is going on?

	Total	Pros- perous	Upper Middle Class	Lower Middle Class	Poor	Negro
Newspapers	63.8%	70.7%	70%	63.6%	58.1%	51.6%
Radio	25.4	17.8	21	26.8	31.3	28.3
Friends	3.4	1.1	1.2	2.5	4.8	12.2
Both	3.1	4.0	3.5	3.1	2.7	1.4
Magazines	2.3	4.5	2.7	1.9	1.3	3.1
All other	1.3	1.2	1.1	1.5	1.0	1.5
Don't know	.7	.7	.5	.6	.8	1.9

In other words, the poorer people are, the more likely they are to rely on radio rather than newspapers for news. Is it because because they believe they do not get a fair break in the press?

More astounding is the answer to the question:

If you heard conflicting versions of the same story from these sources, which would you be most likely to believe?	
A radio press bulletin	22.7%
A radio commentator	17.6
An authority you heard speak	13
An editorial in a newspaper	12.4%
A news item in a newspaper	11.1
A columnist in a newspaper	3.4
Depends on paper, writer, speaker	11.6
Don't know	8.2

Says Fortune: "There, perhaps, is the most painful set of answers that the press must swallow from its public." Further light on the public's attitude toward the reliability of the press is shed by the fact that for interpretation of news they prefer radio commentators over newspaper editorials by a wide margin, that only three people out of five believe newspaper headlines are usually truthful and only one in four believes news stories are almost always accurate. Getting down to the nub of the matter, here is what they believe about the nature of newspaper's bias:

In general, do you think the papers you read have been too friendly or too antagonistic—

	Too friendly	Too antagonistic	Neither	Don't know
Toward people of wealth	27.2%	8.1%	46.6%	18.1%
Toward labor	9.2	18.5	48.2	24.1
Toward President Roosevelt	12.9	23.1	48.2	15.8
Toward Communists	18.5	9.4	37.6	34.5
Toward Nazis and Fascists	18.4	8.4	37.4	35.8

When the votes are broken down by economic groups, Fortune finds that "the well to do, often the most critical of the press, here are the most complacent. . . . But with the poor, we find the first clear-cut grievances voiced by income groups." Even among the rich there is a recognition that the press favors the wealthy, 18.1 per cent voting that the press is too friendly to them while only 13.6 per cent think it is too antagonistic, or a net blame of about 5 per cent. But among the poor there is "a balance of net blame upon the press thus: too friendly to the wealthy, 25.6 per cent; too hostile toward labor, 16 per cent; too hostile toward Roosevelt, 14.5 per cent."

When it comes to deciding whether the press is free, most people are confused about the distinction between freedom and integrity of the press. About 63 per cent believe newspapers and magazines have been free to print anything they please, short of libel or obscenity. But when the people who did not believe the press was free were asked what prevented the press from printing what it pleased, they answered thus:

Newspaper owners	22.9%
Politicians	19.6
Capitalists	15.7

THE GUILD REPORTER

Copyright, 1939, by the American Newspaper Guild



"... 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.

Editor: Clyde Beals
News Editor:
Nathan L. Goldberg

GUILD REPORTER deadlines: Issue of the 15th—Letters and features, 7th of the month; news and ads, 8th; news bulletins, 9th. Issue of the 1st—Letters and features, 22nd; news and ads, 23rd; news bulletins, 24th.

ANG International Officers

President	Executive Vice President	Secretary-Treasurer
Heywood Brown	Milton Kaufman	Victor Pascho
American Newspaper Guild International Headquarters		
International Vice Presidents:		
Donald M. Sullivan, 883 Memorial Dr., Cambridge, Mass.	Morris Watson, ANG Headquarters	
Harry Martin, 1971 Union Ave., Memphis, Tenn.	William J. Farson, 2221 E. Washington Lane, Philadelphia, Pa.	
Julius H. Klyman, 626 Forest Court, Clayton, Mo.	Philip M. Connelly, 216 Third St., Manhattan Beach, Los Angeles, Cal.	
Robert T. Camozzi, 1718 Minor Ave., Seattle, Wash.	I. L. Kenen, 17412 Winslow Rd., Shaker Heights, O.	
Roger Irwin, 97 Oriole Parkway, Toronto, Can.	Harry Wohl, 840 George St., Chicago, Ill.	
International Representatives		
Morgan Hull	H. Richard Seller	
International Headquarters: 1560 Broadway, New York, N. Y.		

September 1, 1939

119

Vol. VI—No. 18

Government	12.5
Advertisers	11.3
Other	7.7
Don't know	10.3

The people who said that newspaper owners prevented their papers from printing items evidently meant not that they interfered with freedom of the press but that they interfered with its integrity.

"One of the most significant aspects" of the survey, said Fortune, was the marked difference in attitude of people in different sections of the country. The people of the Pacific Coast were much more critical and mistrustful of their papers than those in other sections. Fortune concluded that most of this mistrust was in the areas served by San Francisco and Los Angeles newspapers. It went on to explain:

"With occasional deviations by the [San Francisco] News, you will find those papers singing approximately the same political tune—uniformly anti-New Deal. . . . Last fall all the important California papers, except the San Francisco News, the Los Angeles Daily News and the McClatchy papers, supported Republican candidates for Governor and Senator; supported the anti-picketing measure Proposition No. 1, and opposed the 'Ham and Eggs' pension plan. What happened? California elected its first Democratic Governor in forty years; a Democratic Senator, rejected Proposition No. 1, also rejected 'Ham and Eggs'."

"In Los Angeles the Times is more reactionary than any of the San Francisco papers, comparable only to the Chicago Tribune in its Republican fury. . . . Altogether the California press offers a lesson that the U. S. press can take to heart. It seems clear that where there is little variety in point of view readers become restless. Perhaps the public, not unjustly, measures freedom by disagreement."

Letters to the Editor

COUGHLIN DEFENDED

KANSAS CITY, MO.

Editor, THE GUILD REPORTER:

I cannot let go by without a protest the resolution passed at the San Francisco Convention charging that Father Coughlin "has persistently and increasingly of late attacked progressive organized labor and been a fountain-head of Fascism in the United States through repeated anti-Semitic utterances."

Father Coughlin has been fighting the cause of the laboring man for years and I cannot picture him "assailing progressive Catholic worker groups." I would like to see the proof on this.

As to his being a "fountain-head of Fascism" I know that this charge is untrue for I have heard him repeatedly denounce Fascism. He also denounces Communists of all races and religions, but he is not anti-Semitic which means persecution of Jews because they are Jews.

BERNARD J. McDONALD.

HITS POLITICAL ACTION

NEW YORK.

Editor, THE GUILD REPORTER:

Permit me as a member of the Guild to voice my opposition to the instructions given the New York delegates to the ANG Convention. I refer specifically to the motions committing our delegates to support Roosevelt for a third term,

and to support for the administration's pro-war "neutrality" bill.

You must understand, however, that my opposition to these measures is not that of either a Republican or a conservative Democrat, for I believe I am far more advanced in my political theories than Mr. Roosevelt. I should rather say that my opposition is based upon the premise that our union is an economic organization and as such must be as broad as possible, excluding no one for his political beliefs whether he be a Democrat, Republican, Socialist, Communist, Unionist, or Socialist Laborite.

If therefore, we commit ourselves to political activity distasteful to all our members who are not Democrats or Communists (they're 100% New Deal now), we can be sure that there will be many who will not continue to be part of an organization supporting political principles and policies contrary to their own. I am sure that I will not, unless the Guild will allow the formation of groups and clubs in behalf of the candidate of my own choosing. Only in the event of a national Labor Party would I consider the Guild justified in endorsing a candidate, but that will probably not happen by 1940.

HAROLD FLINCKER.

More letters on Convention issues will be published in the next issue.

Unions Lose Arbitration, Win Apology

PITTSBURGH—The "let-them-starve" technic of the American Newspaper Publishers Association has been upheld in Pittsburgh by an arbitration board selected last Fall to rule on the demand of nine AFL craft unions and the Pittsburgh Guild for pay for the duration of a nine-day suspension by the Press (Scripps-Howard) and the Sun-Telegraph (Hearst) in June, 1938. The papers closed down when an AFL office workers union struck.

Arbitration Chairman Malcolm McDonald, a county judge and nominee of the unions, voted with Publisher Representatives Frank G. Morrison and E. D. Becker to refuse payment of wages to the unions that had charged their members were the victims of a lockout—a lockout disguised as a shut-down that followed the general lines of ANPA procedure in meeting Guild strikes in Seattle, Duluth and Wilkes-Barre. The procedure was to close the plant in the hope that the non-striking unions would be "starved" into forcing the strikers into settlement on publisher terms. In each instance the stratagem failed.

Judge McDonald devoted a slice of his 69-page report to an "explanation" of his vote and protestations of his friendship for labor which was regarded by labor leaders as unusual in arbitration awards. McDonald is a Democrat and a friend of County Commissioner John Kane, who gets mention in the report. Kane is also Pennsylvania district president of the Pressmen's Union.

McDonald ruled that the period of non-operation was caused neither by a publisher lockout nor a joint union sympathetic strike. The publishers had charged a sympathetic strike when mechanical men failed to cross picket lines.

Drivers Win Point

Newspaper Delivery Drivers' No. 211 was the only one of the 10 unions to win a concession. The chairman awarded a day's pay to the drivers because evidence showed that members of that union had gone to a separate garage to obtain trucks and had not been permitted to remove them and that doors of the main Press garage had been locked the morning of June 17, when the AFL Federal Union placed pickets around the two plants after the managements had posted notices that the other unions contended was a virtual threat of a lockout.

In "explaining" his award the chairman said:

In final conclusion, may the chairman reiterate and emphasize that he is a friend of labor and believes implicitly in the cause of labor, and especially in the principle of collective bargaining.

A few paragraphs further on in the report, Judge McDonald explains as follows why he can not hold with a fellow Democrat:

The chairman of this Board of Arbitration regrets his inability to decide this case otherwise. He regrets that he cannot vote to award the amount claimed to all of these employees, because, personally, he would gladly give to John Kane, or to those whom he represents, even the Court House, if his conscience and judgment would allow him to do so.

The chairman of this Board of Arbitration has previously endeavored to make clear his genuine attitude toward the cause of labor. The chairman being himself in public life, and a public official, must at sometime respond to public opinion by submitting himself before the electorate, if he desires to continue in public life. This case has furnished him a wonderful opportunity to be a demagogue, but of all the titles which might be conferred upon the chairman of this Board of Arbitration, he most emphatically rejects that title, as any person knows the chairman's record with the cause of labor and who reads this report must agree.