

THE GUILD REPORTER

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

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HEARST DROPS CHAIN PARLEY

Bad Faith in Election Laid to Hearst Balks at Centering On Strike Peace

The general management of the King Features Syndicate, Inc., misrepresented to the Labor Board the number of persons eligible to vote in the July, 1938, Guild election and slipped in several top executives including the general business manager, the ANG charged last week on the basis of evidence brought out in a National Labor

Relations Board certification hearing. Evidence of the misrepresentation was contained in a letter written by Joseph V. Connolly, president of the syndicate and general manager of Hearst Newspapers, which was introduced in the hearing.

As a result the Guild's present petition for a complaint against the com-

pany on the basis of fostering a company union will be amended by Attorney A. J. Isserman to include the charge of interference in an employee election.

The election, conducted by the Board on a consent basis, was lost by the Guild by a margin of 34 out of 630 voters stated to be eligible. (Cont. on page 7)

Balks at Centering On Strike Peace

The Hearst general management on Nov. 1 informed the ANG that its projected national conference with the Guild "would be futile" unless the Guild withdrew its insistence on discussing a settlement of the Chicago strike at the conference.

The ANG, by vote of the International Executive Board and of the Hearst Chain Advisory Council, had held that the settlement must be point one in the conference. The conference was proposed by Harvey J. Kelly, Hearst labor counsel, with a view to establishing harmonious industrial relations between the ANG and the Hearst newspapers.

Charges Technicality

Kelly informed Executive Vice President Milton Kaufman of the management's position in a letter after reading in THE GUILD REPORTER the IEB's position. Kelly argued that the Chicago strike was a "purely local" difficulty and should be handled locally.

Kaufman replied that this was a technicality which "is questionable and hence raises a question as to the motive which prompted its inclusion." His letter cited evidences of the general management's participation in the Chicago negotiations and pointed out that "there is nothing today which stands more conspicuously in the way of harmony between the Hearst Newspapers and the American Newspaper Guild than the Chicago strike against the Herald-American."

The exchange of letters was continuing as THE GUILD REPORTER went to press (summaries on page 4). Kaufman had put to Kelly specific questions on whether the general management agreed with the local management's recently expressed view that there was no hope of settling the strike, and whether the local management refused to permit the general management to take steps that might lead to a settlement. As Kelly's (Continued on Page Four)

New Talks Set for AP, UP Contracts

Bargaining with the two major wire services, the Associated Press and United Press, was about to get under in New York as the AP last fortnight ended a long delay by submitting a set of proposals for the New York bureau employees, and the UP set Nov. 15 to discuss renewal of its contract with the Guild.

The AP, through its treasurer, L. F. Curtis, submitted to the Guild detailed proposals which, he said, he hopes "will serve as the basis" for negotiations. The submission came after Labor Board officials had made it clear that the controversy over AP demands for control of certain news in "17," Guild unit shop paper, was not properly in the realm of contract bargaining. Unless the AP resumed negotiations, it would be in violation of the NLRA, the management was told.

Ask UP Conditions

The AP's contract proposals are based principally on the United Press contract which expires Dec. 26. The Guild will base its bargaining position on a comprehensive program adopted at a meeting Oct. 29 at ANG headquarters of AP and UP Guild unit representatives from the large wire service centers of the country. The delegates also laid plans for a sweeping organizing campaign aimed to bring every eligible AP and UP employee into the Guild.

Meanwhile, a two weeks drive (Continued on Page Seven)

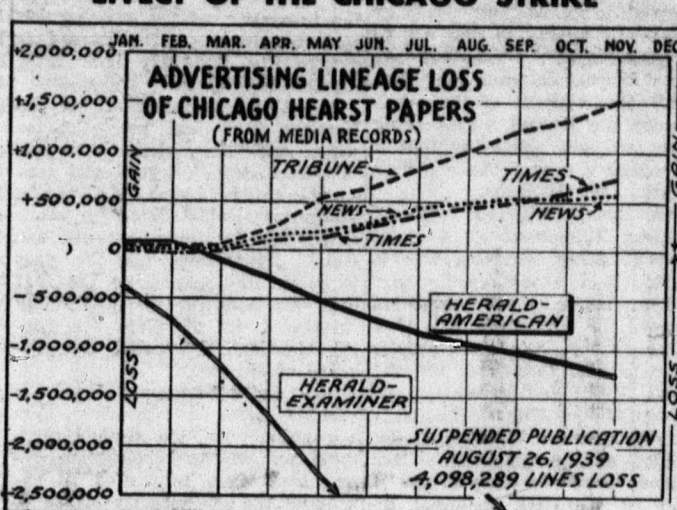
Lynn Striker Wins City Council Seat

LYNN, Mass.—Just as the Lynn Guild's strike was settled, Edwin H. Cahill, one of the strikers, and another CIO union member were elected to the Lynn City Council in an election which showed the increasing interest of labor in local politics.

Cahill was chosen one of four councilmen-at-large. He was active on several committees and also on the committee which negotiated with the Item for eight months prior to the strike.

The other CIO member elected was M. Henry Wall, of the United Electrical, Radio and Machine Workers of America, Local 201. Wall was one of the most active supporters of the strike.

EFFECT OF THE CHICAGO STRIKE



Lynn Wins! — Chicago Wants Hearst Fined — L.A. Upsets Writ

LYNN — A contract guaranteeing a year's security for Daily Evening Item editorial employees who have been on strike four months, and an agreement to submit to arbitration demands which the management had previously refused to consider brought an end to the strike on Nov. 6.

Worn down by advertising and circulation losses, the management abandoned the fight it has been waging for the New England Publishers' Association against the Guild since July 12. Harry Linscott, attorney for the Item, signed the agreement in the office of Mayor J. Fred Manning of Lynn following several conferences with Fred Myers, executive vice president of the New England Guild District; Vincent P. O'Brien, chair- (Continued on Page Four)

CHICAGO — The Chicago Hearst management on Nov. 10 was ordered to stand trial for contempt on charges of violating an injunction obtained by the Guild prohibiting further violence against its strikers.

The order for trial was entered by Superior Court Judge John J. Lupe at the end of a fortnight in which the management tried new moves to fight off the effects of the 11-months strike on advertising and circulation. It has begun picketing Guild pickets and distributing hundreds of thousands of handbills proclaiming, "There is No Strike on the Herald-American."

Pickets Were Attacked

The contempt citation grows out of an attack upon Guild pickets Roy Bradley and Robert Terrell at the Hearst plant by Frank Marron, scab reporter and former football player, aided and abetted by Larry Kelly, president of the Hearst company union, Editorial Associates, which was chartered by the AFL as a strike-breaking move.

Kurt Salomon, attorney for the Herald-American, argued against the contempt petition on the technical grounds that the assault took place previous to the filing of a bond by the company following issuance of the Guild injunction. He was overruled. The injunction is said to be unprecedented in labor history.

Lost 110,000 Lines

As the strike goes on, two non-descript bearing sandwich signs dog at the heels of each Guild picket at the Hearst plant. Their boards of blue with yellow lettering also say that "There is No (Continued on Page Three)

LOS ANGELES — The Guild scored smashing victories on several fronts as its strike on the suburban Huntington Park Bulletin swung into its ninth week. These were the developments:

1. Appellate Court action upset a temporary injunction restraining picketing and nullified fines totalling \$600 assessed against twelve strikers and Guildsmen.
2. Attempts to get big advertisers back into the Bulletin failed.
3. Petitions were circulated by Democratic Clubs, CIO leaders, Workers Alliance, and other groups seeking 50,000 names demanding that the Bulletin settle the strike and sign a contract.
4. A parade in support of the strike demonstrated the greatest (Continued on Page Six)

4-Year-Old 'Association' Is Abandoned for Guild

MILWAUKEE — After four years of experience in an "independent" association, employees of the Milwaukee Sentinel (Hearst) outside circulation department in rapid fire order last fortnight organized themselves into a Guild division and won an NLRB consent election. The vote was Guild, 57; no union, 25. Three employees did not vote.

Plans to bargain for a supplement to the existing Guild contract got under way immediately.

The association which ostensibly had represented the employees during the four-year period failed to assert itself during the campaign and election. Formal organization

was completed on Nov. 7, with Albert Mayer elected as chairman, Ted Moberg as secretary and Max Smith controller of the division. The election was held on Nov. 10. The Guild obtained a waiver of jurisdictional claim from the AFL truck drivers' union.

Guild minded circulation men at the Sentinel called their first formal meeting Oct. 30, which was addressed by Willard Axelson, striking Herald-American circulation man from Chicago. All at the meeting, representing nearly 50 per cent of their department, signed application cards. A subsequent meeting was attended by H. Rich- (Continued on Page Seven)

Guild's Jackpot—It Saves Two Jobs and Takes Boss's

SAN FRANCISCO — Two discharged Guildsmen regained their jobs, while the Guild committee-man who helped persuade the management to reinstate them was hired to supplant the classified ad department manager who fired them.

This was the unexpected successful outcome of a Guild grievance against the San Francisco Chronicle. The grievance arose when Al Morrison, recently appointed Chronicle classified ad manager, dismissed Salesmen Walter Peterson and Albert Kessler. A Guild committee succeeded in having Peterson reinstated (GUILD

REPORTER, Nov. 1), but Chronicle General Manager Paul Smith refused to reinstate Kessler, who was fired for alleged "impertinence." Smith changed his mind, however, when practically all the clients on Kessler's territory wrote to the Chronicle management praising his ability and courtesy as a salesman.

Smith then hired Guildsman James K. Carden, member of the grievance committee and himself a classified ad salesman for the Call-Bulletin, to supplant Morrison. Climax to the reversal of situations—Morrison, who was shifted back to the display ad staff, has applied for Guild membership!

'War Clauses' Won In Three Pacts

Newspaper Information Service, World-Telegram and San Jose Agreements Have Feature; Pact on NIS Brings Raises for All Members Involved

The "war clause" which guarantees the jobs of Guild members who may be called upon to volunteer to serve in the country's forces in the event of armed conflict is assuming the nature of a standard feature in Guild contracts.

In three agreements signed during the past fortnight—renewals on Newspaper Information Service, World-Telegram and San Jose Agreements, and the first signed contract on the Mercury-Herald, of San Jose, Cal.—the war clause was included.

All in NIS Raised
Also, the NIS contract provides wage increases to every employee covered by the contract, the lowest being \$1.50 a week, none of the others being less than \$2.50, a number at \$5 and at least five (of a total of 23 employees covered) get \$7.50 a week increase. These boosts bring pay into line with established schedules for reporters in the capital.

Quick agreement on contract terms came when the unit, after rejecting five inadequate proposals, unanimously voted, in view of the heavy executive salaries, to insist on wage demands. Although the unit was able to gain these general wage increases, it was unable to get removal of what has become known as the Scripps-Howard privilege clause, which has been cut out of many other contracts. It provides that nothing in the agreement "shall be construed to impair or invade the right of the employer... to dismiss an employee for cause." Actually, the clause is aimed to impair the right of the Guild to question a dismissal.

\$25,000 Raises on W-T
Negotiations on the World-Telegram dragged for six months with the management delaying for three months on such matters as fixing dates for conferences. These were usually requested for times when observers would find it difficult to be present. The Guild tried to bring the paper's pay levels up to a par with Hearst but failed. However, the wage increases won amount to about \$25,000 a year.

The San Jose Guild signed its first contract with the Mercury-Herald where heretofore only bulletin board agreements had been in effect.

Among important negotiations just about to begin are those with the Hearst papers in Detroit and Boston. These will be for renewals of contracts.

CHICAGO PHOTO CONTEST
CHICAGO—The Chicago Guild's first annual prize photographic exhibition is being held, Nov. 15-25, at the Chicago Artists Union gallery.

PACT HIGHLIGHTS

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

NEW YORK WORLD-TELEGRAM (SCRIPPS-HOWARD): Renewal industrial contract, covering about 450 employees. Wage improvements in lower brackets benefited about 250, average increase about \$2. Severance clause improved to provide dismissal payment in lump sum instead of in weekly dole, and payment on death to estate rather than dependents of employee. "No strikebreaking" clause provides employees shall not be asked to work in another department or newspaper where employees are on strike. War clause similar to one in Hearst contracts provides job protection for employees serving in U.S. war.

NEWSPAPER INFORMATION SERVICE (SCRIPPS-HOWARD): Washington: Renewal contract, covering 23 employees, with wage increases ranging from \$1.50 to \$7.50 for each. Research and staff writers with five years' experience get \$50 minimum, bringing their pay into line with established scales for reporters at capital. First year minimum in research and staff writer classification received biggest boost, from \$30 to \$40; five year scale lifted from \$42.50 to \$50. Business machine operators went from \$37.50 to \$40 and chief clerk from \$55 to \$60. War clause protects jobs and provides indemnity on death in U.S. service.

SAN JOSE (CAL.) MERCURY-HERALD: Provides new contract. Resumption of 5-day 40-hour week, a four week increase in severance pay, seniority recognition in dismissals, preferential hiring and \$10 raise for men with five years' experience. Lower wage scale brackets also raised. Also contains war clause as in other contracts.

Detroit Free Press Concedes Our Unit

DETROIT—The Detroit Guild last week opened negotiations with the Detroit Free Press for a first contract covering editorial, advertising, inside circulation, business office and miscellaneous employees. A bulletin board statement, covering editorial employees only, has been in effect at the paper for two years.

Negotiations follow certification by the National Labor Board in probably the shortest representation proceedings on record. Only 12 days elapsed between the hearing and the certification.

Paper Suddenly Concedes
The management, which for two years has resisted Guild attempts to obtain a contract, suddenly reversed its position at the hearing and conceded that the Guild represented a majority of the employees.

The Guild refused to withdraw its petition for legal certification, however, the management joined in a motion, asking for certification after Guild Secretary Katherine Lynch testified that a majority had designated the Guild as bargaining agent.

Signing of a contract with the Free Press would bring two of Detroit's three papers under Guild agreement. The Detroit Times (Herald) unit, which a year ago won certification as an industrial unit, is now preparing demands for its second year's contract. The renewal talks will open late this month. The third paper in the city is the Detroit News, where organization has not been completed.

Job Security in Phila.—Paper Offers a Clause
PHILADELPHIA—A battle for an improved job security clause on the Philadelphia Inquirer and for the protection of the existing job security clause on the Record is progressing favorably here from the Guild viewpoint.

The Guild, starting out on the Inquirer from last year's clause which said "there shall be no dismissals except for good and reasonable cause," demanded a specific guarantee against firing for economic except by agreement with the Guild. Discussions for the past three months turned up the fact that the Inquirer was particularly interested in allowing for "re-organization of the staff" for purposes of efficiency.

The Guild thereupon sought a specific provision covering that emergency provision. On the Record's part, employees of the bookkeeping department were interested in extending the job security clause to cover the introduction of machines.

Management Proposals
The latest clause offered by the management and not yet acted upon by the unit is as follows:

(a) There shall be no dismissals except for good and reasonable cause.

(b) No employee shall be dismissed for reasons of economy except upon the occurrence of an emergency making such economy necessary. No employee shall be dismissed because of reorganization of the staff.

(c) Where the introduction of changes in present methods of operation either by machines or otherwise, in order to gain substantially greater operating efficiency, does not fall within the scope of the emergency situation, if not agreed upon by the Guild and the Employer, shall be submitted to arbitration.

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Decatur Paper Hit By NLRB

The National Labor Board has ordered publishers of the Decatur (Ill.) Herald and Review to cease interfering with the right of their employees to self-organization and bargaining with representatives of their own choosing.

The decision is an aftermath of the Guild's editorial department strike against the paper called on July 10, 1937.

The Guild charged that the company had refused to bargain in good faith and, when the strike ended, had refused to reinstate the employees, because they were alleged to have assaulted "a fellow worker who returned to work before the strike was ended."

The NLRB held that the company was not guilty of discrimination in refusing to reinstate the employees, because they were alleged to have assaulted "a fellow worker who returned to work before the strike was ended."

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Sale Near, Block Unit Fights For Jobs

NEWARK—As negotiations for the sale of the Star-Eagle, Paul Block evening daily, went forward last week, the Guild unit gave notice that it would oppose any loss of jobs resulting from sale or suspension. The unit also asked the Guild to confer with the mechanical unit leaders on a plan of action.

Check on rumors of the contemplated sale, which reached print on several occasions, revealed that S. I. Newhouse, long an opponent of the Guild and new owner of papers in Syracuse, Long Island, Staten Island and Newark, was the leading bidder against a group of Star-Eagle executives.

Newhouse's plan was said to involve changing the name of the Star-Eagle to the Evening Ledger and publishing it from the same plant with his Newark Ledger (morning).

A further report that Block was planning to pay his editorial and commercial staff severance pay under the Guild contract in case of either sale or "suspension" of the paper, was confirmed by Block himself to a Guild committee.

Confirmation of this latter report was convincing proof that Newhouse was buying the paper, if he had not already bought it, according to Nathan Goldberg, news editor of the Guild-Reporter, who represented the ANG at the unit meeting which voted to resist job destruction in the transfer.

He outlined the pattern Newhouse follows in enlarging his growing newspaper chain by buying run-down properties and reorganizing them for operation at the expense of labor. He recalled that in Long Island, the Flushing Journal was suddenly suspended in April, 1938, and Guild members given severance pay. Announcement of the suspension was vague, and Newhouse denied "buying" the paper, saying he was paying to have it "closed down." About three weeks later the Long Island Star suspended publication.

A staff meeting called by the retiring management was taken over by Newhouse, who told the employees that he was prepared to resume publication whereas the present management was unable to do so. Resumption, he said, was up to the employees, particularly the Guild members. He passed out individual contracts, giving the employees three days in which to make up their minds, on pain of losing the paper and their jobs.

Negotiated 9 Days
The New York Guild began negotiations. These continued for nine days, while both the Journal and Star remained closed, with Newhouse advertising charges in the trade papers that the Guild was keeping employees out of work and killing the papers. Eventually a compromise agreement was signed, and the merged Star-Journal began publishing.

Goldberg warned that part of this tactic would make its appearance in Newark: the Star-Eagle would be "closed down," employees paid off, Guild contract abrogated, and then Newhouse would appear and offer to open up a Newark Evening Ledger if the employees, "particularly Guild members," are "reasonable." The result would be wholesale destruction of jobs, he said, as an outcome of what he termed "convinced" between Block and Newhouse.

When the unit heard that Block was planning to pay dismissal indemnity, a Guild committee called on the publisher. Block told the committee the paper was for sale but that the deal had not been closed and confirmed the report that both Newhouse and the Star-Eagle executives had made offers for it. He intimated that Newhouse had made the more attractive offer.

COURT CITES HEARST FOR VIOLENCE

Trial Is Ordered For Contempt on Guild Motion

(Continued from Page One)

STRIKE—"Every department on the paper is working."

The daily Herald-American lost more than 110,000 copies since last July. The loss was more than 15 per cent. In the same period all other Chicago newspapers showed large gains, the Times scoring more than 20 per cent.

As the war fever abated Chicago papers suffered a slump from the circulation peaks reached in September. The Herald-American, which had climbed to almost 295,000, came down to 247,000 in early November.

Cases Crowded Court
The coming contempt case is one of the many Hearst injunction matters which crowded other cases off the calendar of Judge LaPe. Another hearing in the injunction has kept Master-in-Chancery Benjamin Cohen busy for weeks.

Cohen in taking testimony in the contempt trial of the American and Chicago Newspaper Guilds and individual Guildsmen accused of violating the management injunction, prohibiting, among other activities the "intimidation or coercion" of advertisers. Examination of a dozen advertisers who filed affidavits in support of the management's petition revealed a striking lack of substantiation for the injunction's issuance on grounds of intimidation or coercion. The advertisers testified after ANG Vice President Harry Wohl, a strike leader, had been on the witness stand for two days, reciting the history of the Guild and the strike and its causes.

Hearst Took a Hand
Justin Korman, president of the Komis Pur Co., told William Randolph Hearst had journeyed from California to Chicago to give Komis his views on the strike and urge that he continue advertising in the strike papers.

"Were there any demonstrations?" Komis was later asked.

"Yes," he answered. "Various men, sometimes vociferously, sometimes quietly passed out literature while shouting 'Komis scabs for Hearst! Don't go in.' Arguments developed in front of the store, some with the police. It was embarrassing to us."

John H. Gutenkoff, special service guard for Sears Roebuck told of a sound truck circulating near the Sears store.

Q—Tell me what it said.

A—The announcer said that white collar employees of the Herald-American were on strike; that they were not working.

Q—Did they say that they were not working?

A—They did.

Q—Did they say that Hearst papers were edited by imported strikebreakers?

A—They said that they were.

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Attack on Pickets Violated Our Injunction

Don't READ the HERALD-AMERICAN Unfair to the NEWSPAPER GUILD on STRIKE

(Continued from Page One)

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Women Answer Chi Clothes Appeal

The Guild Auxiliary is working to answer the Chicago strike committee's appeal for warm clothing to protect the strikers from the cold.

(Continued from Page One)

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Justin Korman, president of the Komis Pur Co., told William Randolph Hearst had journeyed from California to Chicago to give Komis his views on the strike and urge that he continue advertising in the strike papers.

"Were there any demonstrations?" Komis was later asked.

"Yes," he answered. "Various men, sometimes vociferously, sometimes quietly passed out literature while shouting 'Komis scabs for Hearst! Don't go in.' Arguments developed in front of the store, some with the police. It was embarrassing to us."

John H. Gutenkoff, special service guard for Sears Roebuck told of a sound truck circulating near the Sears store.

Q—Tell me what it said.

A—The announcer said that white collar employees of the Herald-American were on strike; that they were not working.

Q—Did they say that they were not working?

A—They did.

Q—Did they say that Hearst papers were edited by imported strikebreakers?

A—They said that they were.

Q—Did they say that they were not working?

A—They did.

Q—Did they say that they were not working?

A—They did.

Q—Did they say that they were not working?

A—They did.

Q—Did they say that they were not working?

A—They did.

Chain Parley Snagged

(Continued from Page One)

answer was, "No," to both questions, Kaufman asked whether the resumption of negotiations would be assisted if either or both he and Kelly went to Chicago. Kelly's answer had not arrived at press time.

The idea of the conference arose during negotiations on the New York Mirror last summer, when Kelly pointed out that some issues should be settled on a national basis. The local management later put off the unit's demand for the Guild shop with the statement that it should await national settlement. Kaufman forwarded copies of the exchange of letters with Kelly to the Guild with the statement that it should await national settlement.

Declaring the management's position untenable, he said:

In fact it casts doubt on the integrity of the general management's invitation made several months ago to discuss any subject which might tend to produce a stable and harmonious relationship . . .

Call for Action

All local Guilds with Hearst units and all Hearst units, in our opinion, should make emphatic representations to their local management. It is up to all of us now to discover whether there was any genuineness in the general management's proposal for a conference . . .

Of course, the strike . . . can go on and on. It can go on at least until the Herald-American reaches the same stage that forced the Herald-Examiner out of business. It is fast approaching that stage. But this is not our desire or purpose.

Let each Hearst unit and each local Guild find out from its local publisher whether it is the purpose of the general management to perpetuate the conflict in Chicago.

Lynn Strike Won; Pact Secures Job

(Continued from Page One)

man of the line unit; James E. Nolan, president of the Lynn Guild, and officials of the United Electrical, Radio and Machine Workers Union.

Maye Is Arbitrator

If a Guild committee cannot come to agreement with E. W. Lawson, item business manager, on Guild shop, 5-day 40-hour week and wage provisions after ten days of conference the matter will be submitted to arbitration with Maye or Manning as chairman of the arbitration board. Under an oral agreement, all strikebreakers were fired.

Evidence that the most bitter and prolonged fight waged in this section against the New England Publishers' Association was a complete victory, was the absence of Frank E. Phillips, executive secretary of the organization, at the strike's end. Phillips stalled the Guild along in negotiations over a period of ten months and his refusal to grant standard Guild demands or submit the matter to arbitration brought on the strike. He was dismissed as an item negotiator a few weeks ago.

Continued support from the 7,000 members of the UERW in the General Electric plant was a factor in winning the strike. Officers and members of the union aided Guildsmen in passing out handbills and in bringing pressure on advertisers. The union also printed the fair and unfair lists prepared by the strikers in the Electrical Union News, a weekly publication having a large circulation in this section.

Others Aided Guild

The Guild also received valuable support from locals of the United Shoe Workers of America and the

THE KAUFMAN-KELLY EXCHANGE

Below, in condensed form, is the exchange of letters between Harvey J. Kelly, Hearst labor adviser, and Executive Vice President Kaufman over the Hearst management's change of attitude on the national conference with the ANG.

Nov. 1, 1939.

Dear Mr. Kaufman: I shall be unable to complete plans looking toward the proposed National Conference until the scope of that conference will have been mutually defined. Obviously, until that time, it would be futile to attempt a conference.

The . . . Management is concerned over a statement about the Chicago Guild strike in the Oct. 15 issue of the GUILD REPORTER, which I quote in part:

"It is the considered opinion of the IEB . . . This strike must be settled satisfactorily either before the conferences are held or in these very conferences."

I feel that we must decline to participate in the proposed National Conference unless the Chicago difficulty, which is purely local, is omitted entirely from discussions . . .

It was neither contemplated nor proposed that the National Conference would have authority to settle local matters. . . . All that was contemplated or proposed, was discussion looking towards mutual accord upon such industrial relations policy matters as are capable of uniform application. . . .

Earlier Letter

Referring to the Chicago local situation, I can only repeat that part of my letter to you of Oct. 19, where I state:

Since my return from the West, I have gained a very definite understanding that the Chicago Guild has a local committee with authority to act in its behalf. I have, also, a very definite understanding that the Publishers' committee in Chicago has the authority and responsibility to act in behalf of the newspaper. I have no such authority. . . .

Cordially,

HARVEY J. KELLY.

Nov. 2, 1939.

Dear Mr. Kelly: THE GUILD REPORTER correctly informed you of the position of the IEB. In fact, the Hearst Chain Guild Advisory Council has assumed the position that settlement of the Chicago strike be point number one on the agenda of discussions . . . and a premise for these discussions.

On Aug. 31, 1939, the general management invited the Guild to explore with it the possibility of establishing harmonious relations.

I quote: "The general management of Hearst Newspapers is willing at all times to discuss through one or more representatives with the Executive Board of the ANG, any and all subjects (which Guild representatives are authorized to discuss, and) which might contribute to harmonious industrial relations between the units of our respective organizations."

Your invitation specifies any and all subjects contributing to harmony. This is as it should be. Peace and harmony do not rest on technicalities, you will agree. Conflicts, too, are created or perpetuated by means of technicalities. Hence, the issue rests on whether or not the Hearst Newspapers desire harmonious relations with the American Newspaper Guild. . . .

The Main Obstacle

It is in the practical interest of achieving this harmony that the Chicago Guild strike be honorably settled. . . .

National Leather Workers of America. . . . Strikers who returned to work Tuesday, Nov. 7, were James E. Nolan, Herbert L. Schon, Vincent P. O'Brien, Miss Laura A. Thrill, Joseph Coburn, Charles B. McGhee, Albert A. Paahby, Richard A. Smith, Miss Martine O. Bergeron, Edward H. Cahill, John E. Beckwith, Daniel L. Moriarty, Walter Vaughan, and Philip W. Sweeney.

settled. There is nothing today which stands more conspicuously in the way of harmony between the Hearst Newspapers and the American Newspaper Guild than the Chicago strike against the Herald-American. What then is the meaning of the invitation to discuss harmonious relations if the largest strike of the American Newspaper Guild against one of the largest newspapers of the Hearst chain continues as it has for eleven months?

It is true as you state that a publisher's committee in Chicago has been appointed to seek a settlement of the strike. On Oct. 24, 1939, Mr. Edward G. Woods, counsel for the Chicago Hearst newspaper, addressed a letter to the Chicago Guild in which he set this forth. . . . After outlining the difficulties he sees in the way of settlement, Mr. Woods concludes his letter with the statement that he "could see no hope of a settlement of the strike resulting from resumed negotiations."

Motive Questioned

Your letter of Nov. 1 states that the technicality which bars the strike from any national discussion is that "the Chicago difficulty . . . is purely local." We have no desire to score on technicalities. But we are not unmindful that the technicality is questionable and hence raises a question as to the motive which prompted its intrusion. . . .

Frankly, we are convinced that a dispute over technicalities will contribute more to war than to peace, and we are reluctant to explore further your statement that the Chicago difficulty is purely local. . . .

Clearly, the issue is whether the Hearst Newspapers is as desirous of seeking to establish harmonious relationship . . . as it avows in its invitation to us. We are ready to believe that the general management is sincere in this desire and willingly will reconsider . . . May

we look forward to the conferences as planned?

Yours very truly,
MILTON KAUFMAN.

Nov. 3, 1939.

Dear Mr. Kaufman: Replying to your letter of Nov. 2 . . . I am not being technical when I tell you that no one but the local Chicago Publishers' Committee possesses authority in that connection. I am just stating a fact, and I am sure you will recognize the futility of conferences which would embrace discussion of a point on which the conferees are not empowered to act.

Calls Us Technical

I share your dislike of technicalities. . . . It seems to me the Guild is a bit technical if it attempts to justify its present position by citing a single paragraph of my letter of Aug. 31. The tenor of the entire correspondence and conferences bearing upon the subject makes it perfectly clear that purely local matters, such as the Chicago strike, would not be proper subjects for contemplated general conference. . . .

I assure you that we are sincere in our desire to probe the possibilities of promoting and perpetuating peaceful relations. Will yourself and colleagues not make it feasible to proceed with plans for the conference as originally contemplated?

Very truly yours,

HARVEY J. KELLY.

Nov. 4, 1939.

Dear Mr. Kelly: I have your letter of Nov. 3. I feel, regretfully, that it clears up several questions which were either implied or stated in my letter of Nov. 2, and which have not been answered.

1. Can there be any genuine approach or achievement of harmony between the units of our respective organizations?

UNFAIR ADS

The following national advertisers' products are being advertised in the Chicago Herald-American despite our strike. You can help by writing to them.

AUTOMOBILES

Buick, Flint, Mich.
Chevrolet—Campbell-Ewald Co., General Motors Bldg., Detroit.
Hudson—Detroit, Mich.
Plymouth Motor Co.—10060 Mt. Elliott Ave., Detroit—W. Romaine.

CHAIN STORES

A&P—420 Lexington Ave., New York.
Montgomery Ward—519 W. Chicago Ave., Chicago.
National Tea—1000 Crosby St., Chicago.
Sears Roebuck—Homan and Arlington, Chicago.
Walgreen Drugs—744 E. Bowen, Chicago.
Jewell Tea Co.—Barrington, Ill.

CLOTHING

Lane Bryant—101 N. Wabash Ave., Chicago.
M. L. Rothschild—State and Jackson, Chicago.

DRUGS

Bromo Seltzer—Emerson Drug Co., Entaw & Lombard Sts., Baltimore.
Doan's Pills—Foster-Milburn Co., Buffalo.

LIQUORS

Fleischman Distilling Corp., Peckskill, N. Y.
Mission Bell Wines—Attn. Mr. E. Arkelian. Firestone Adv. Agency—230 W. 41st St., N. Y.
National Distillers—120 Broadway, New York.
Schenley Distillers—20 E. 40th St., New York.
Schieffelin & Co., 16 Cooper Sq., New York.

TOBACCO

Camels—E. J. Reynolds Tobacco Co., Winston Salem, N. C.
Chesterfields—Jaggett & Meyers Tobacco Co., 212 Fifth Ave., N. Y.
Old Golds, Sensations—P. Lorillard Co., 119 W. 40th St., New York.
White Owl, General Cigar Co.—119 W. 40th St., New York.

MISCELLANEOUS

Climoline Cleanser—Canton, Ohio.
Household Finance Co.—919 N. Michigan, Chicago.
Lever Bros. Products—Cambridge, Mass.
Proctor & Gamble Mfg. Co., products—Cincinnati.
Confidential Cas. & Assur. Co.—Chicago

FOODS

Dole's Pineapple Juice—Hawalian Pineapple Co., 215 Market St., San Francisco.
Heinz "57" Varieties—1062 Progress St., Pittsburgh.
Kellogg's Brands Co.—Battle Creek, Mich.
Pepsi-Cola—Long Island City, N. Y.
Salada Tea—H. W. Stevens Adv. Agency, 224 Washington St., Boston.

GAS AND OIL

Sinclair Refining Co., 135 S. LaSalle St., Chicago.
Standard Oil Co.—910 S. Michigan Ave., Chicago.

THE 'OKIES' ARE OUR PEOPLE, SAYS LABOR

Guild Efforts Help Migratory Workers Struggle—They Are Now Organizing

By PATRICIA KILLORAN
Member, Los Angeles Guild; Executive Secretary, Committee to Aid Agricultural Workers.

LOS ANGELES—The Los Angeles Guild, and for that matter the California CIO, has broadened its activities to include a problem important to the success of industrial unionism—namely, the plight of California's 250,000 agricultural workers.

Even before John Steinbeck's great novel, "The Grapes of Wrath," told the story of the "Okies," Los Angeles Guildsmen knew that 80-cent cotton in the San Joaquin Valley (which means an average wage of less than \$2 a day) was a threat to their pay standard. They realized that they themselves aren't safe when a group of part-time field workers can be thrown into jail for six months for violating an unconstitutional anti-picketing ordinance while on strike. They learned long ago that the Associated Farmers' cry for "freedom of the highways" meant merely that they intended, by striking at the inland teamsters, to break the back of labor on the waterfront—the bulwark and vanguard of labor on the Pacific Coast.

California's Basic Industry So it is that the entire Guild sits up and takes notice when a speaker hits the floor with a resolution having to do with migratory agricultural workers, those impoverished dust bowl refugees who cultivate and harvest the crops which make agriculture California's chief industry, an industry upon which 50 per cent of all other industry in the state also depends directly or indirectly.

These realizations didn't come to the Guildsmen in a day or a month. Many people and circumstances revealed to them the news behind the news of all these curtailments upon their rights as citizens.

Let's take the story chronologically. In October, 1938, there was a strike in the fruitful San Joaquin Valley. Five hundred workers refused to pick "six-bit cotton"—35 cents a hundred pounds. (Try picking 100 pounds of cotton some day; see how long it takes you, how much it takes out of you, and how much you could earn in a day, if you could stick it out.) They had been invaded into the area by Associated Farmers' promises of 90 cents a 100 pounds which, at that, was 10 cents less than the wage paid three years previously.

Collected Clothing United Cannery, Agricultural, Packing and Allied Workers of America, a CIO union, was called upon for aid after the field workers had struck spontaneously. The union appealed to the Los Angeles Guild Auxiliary to collect clothing for the destitute strikers. Dorothy Connolly, wife of the ANG vice president and CIO state president, took charge of a drive which produced truckloads of food and clothing for the people in the valley.

At the same time, the newly formed Committee to Aid Agricultural Organization called a conference in Bakersfield. Four or five carloads of Guildsmen attended, many of whom for the first time visited a migratory camp. They saw the conditions so poignantly described in Steinbeck's epic novel.

Among the Guildsmen were Karl Schlichter, now chairman of the Hollywood Citizen-News unit, his wife Betty, now president of the Los Angeles Auxiliary, and the writer. These three never got to a single session of the conference. Instead they drove from government camp to private camp, taking pictures and interviewing



ONE AMERICAN FAMILY: Knocked about and kept footloose by Associated Farmer vigilantes the 250,000 migratory workers in California, potentially a key group in the State's labor picture, are now getting a helping hand in organizing from the California CIO. Los Angeles Guildsmen helped focus attention on the problem of "America's refugees" and last Christmas the Hollywood Citizen-News unit in cooperation with the John Steinbeck Committee organized a mammoth Christmas party for them. The family above was among the 12,000 children and parents present. The photographer was Karl Schlichter, Citizen-News unit chairman, who won first prize with it in the Western Photo Show.

family after family who told again and again the same stories: of being "traced out," "dusted out," "blown out," in Texas, Oklahoma or Arkansas.

Associated Farmers' View

Then they interviewed Bill Camp, head of Associated Farmers in Kern County, who gave them his group's program: to wipe out the "communist" federal government camps; to build more private camps; "if times get good," where migrant families would live all year round and "be traced around among the other growers from crop to crop"; to build more county camps (controlled by Associated Farmers through county supervisors) for "transients." "You can't shake them too good, because they'd settle down for the rest of their lives."

Out of this visit grew a gigantic "Christmas for One-third of the Nation" party at the Shafter Government Camp near Bakersfield, sponsored jointly by the Citizen-News unit of the Guild and the John Steinbeck Committee, with the whole Los Angeles Guild and numerous other organizations participating. Here on the day before Christmas, 12,000 migratory children and their parents, sheltered within two huge circus tents, listened to a coast-to-coast broadcast with a million dollars' worth of Hollywood talent—Bob Hope, Dick Powell, Edward G. Robinson, Herbert Marshall, Mervyn Douglas, Helen Gahagan, Anne Shirley, Edward Arnold and others—on the bill.

A Party the Nation Heard

They saw WPA vaudeville and animal acts, ate 250 pounds of meat in man-sized sandwiches, drank 250 gallons of milk, got toys, candy and other gifts. But more important, the community, the state, the nation saw, heard and learned of the migrant problem.

Then came the publication of Steinbeck's novel. In the meantime, the writer had become executive secretary of the John Steinbeck Committee, which later became the Committee to Aid Agricultural Workers. Karl Schlichter had won first prize in the Western Photo Show with a documentary "Migratory Workers—Our American Refugees" and another "first" with one of the series, "One American Family." And Carey McWilliams, attorney for the Los Angeles Guild until his recent appointment as state immigration and housing commissioner, had put

in the hands of his publishers and again the same stories: of being "traced out," "dusted out," "blown out," in Texas, Oklahoma or Arkansas.

Angels Guildsmen have been able to do is the circulating of petitions which call upon the California Legislature to oppose any move to discontinue or suspend the Farm Security Administration, which has

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PLAYING SANTA CLAUS—at the Christmas party for 12,000 migratory children and their parents at a government camp is good for the soul-but hard on the feet. Santa is Philip M. ("Slim") Connolly, ANG vice president, of Los Angeles.

book. In the meantime, the Guild has broadened its activities to help the cause of the farm and food workers. Since early summer, the Los Angeles Industrial Union Council has been on the air with a daily program of news and commentary: "Our Daily Bread," subtitled "The Living Newspaper of the Air." Mixed, baked and served up by Guild members for the CIO Council, the program packs straight-hitting punches into 15 minutes over KFOK.

A timely example of what Los

Angels Guildsmen have been able to do is the circulating of petitions which call upon the California Legislature to oppose any move to discontinue or suspend the Farm Security Administration, which has

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L.A. Upsets Writ in Strike

(Continued from Page One)

solidarity between AFL and CIO unions in Los Angeles history. The Guild's court victory broke down efforts by Publisher Max Ward to outlaw all picketing. Superior Judge Emmett Wilson rescinded a temporary order restraining the Guild from picketing, when the Appellate Court notified him that it was preparing such an order. This action voided the \$500 in fines levied against the twelve Guildmen for violation of Judge Wilson's temporary order.

Another Order Unleashed

Meanwhile, the Guild was advised that the permanent injunction picketing had not been legally drawn up and served, and thus was of no use to Publisher Ward. The Guild's victory in the courts followed a vain attempt by Ward to draw market advertisers back into the struck paper. All market ads have been withdrawn under pressure of the Guild boycott. The paper has been only a six-page affair for weeks, containing a few small ads, whereas before the strike it ran from 24 to 26 pages.

The regular Saturday night strike parades include a brass band by the AFL American Federation of Musicians, Hollywood dancers, costumed members of the AFL American Guild of Musical Artists, clothing workers, longshoremen, AFL carpenters, motion picture painters, clerks, jewelry workers, photo-engravers, textile workers, auto workers, furniture workers, electrical workers, warehousemen, cannery workers, rubber workers, architects and technicians.

The strike began Sept. 9 after intimidation, and firing of four Guildmen.

The Rest of the Labor Front

UNIONS FACE NEW SPLIT IN NLRB ON BARGAINING UNIT RULE

Sharper and wider grow the differences among the members of the National Labor Relations Board on a question of fundamental importance to the Guild and the entire labor movement, when and under what conditions a particular group of workers constitutes an appropriate collective bargaining unit.

The latest case emphasizing the clash finds the three members of the Board pointing in three different directions and it brings out clearly the basic differences between Chairman J. Warren Madden and Member William M. Leiserson (Guild Reporter, Oct. 15), who was appointed to the Board last spring reportedly as President Roosevelt's "trouble shooter." Because of the revelation of points of view and because of the capital that will undoubtedly be made by congressional opponents of the act, the case is being widely studied.

It was brought by the Printing Pressmen, who sought certification as bargaining agent for pressroom employees of the Milton Bradley Co., toy manufacturers, of Springfield, Mass. The question was whether the pressmen in this plant should remain as part of the plant-wide unit organized by the International Union of Printings and Novelty Workers (CIO), or should vote separately—whether they wished to be represented by the Printing Pressmen or the Playthings Union had had a contract in 1937 and 1938, which had expired.

Leiserson voted against the Pressmen's petition, arguing not that industrial unionism in this instance was more desirable than craft action, but solely that this is the way it is done under Railway Labor Act procedure. Leiserson was formerly established chairman of the National Mediation Board, which

Science Runs Afloat The Newsprint Monopoly

PIONEERS OF PLenty. The story of chemistry. By Christy Burke. Bobbs-Merrill, New York, 1939. \$3.

Reviewed by ROBERT L. PERRY. Pioneers of Plenty, the work of Christy Burke, Guildman formerly with the Detroit Free Press, is one that every member of the ANG will find instructive for the researcher's attitude he applies to reporting and more specifically for the revelation he makes of the attitude of publishers at large toward the high cost of newsprint.

Are publishers, even when they scream about the cost of white paper, really interested in a cheap source of newsprint, or are they merely echoing one of the stock arguments of the American Newspaper Publishers Association against better pay for their staffs?

The Story of Dr. Herty

Burke lets the story of Dr. Charles Holmes Herty speak for itself. Dr. Herty, the Savannah chemist who was known around the world for his contribution to conservation, through revolutionizing the turpentine industry early in the century, lived through a second complete career of popularizing industrial chemistry following our seizure of the German chemical formulas in the World War, and finally at the age of 60 launched a third career.

It is this third career that pertains to newsprint. Dr. Herty lived another 10 years—long enough to complete the research that proved his argument, that we have in the quick growing slash pine of the South a source of cheap newsprint that is the match in quality of that produced from the slower growing spruce whose source-frontier has been pushed north out of the United States into Canada and the Scandinavian countries.

Powerful northern publishers, it developed, were not interested in Herty's proof that slash-pine could alleviate the distress they stimulate

when they bring up the price of newsprint.

When Herty sought backing to establish a newsprint industry in the South, the publishers of the North were not interested. The answer—they had too heavy a financial stake in Canadian newsprint sources.

Herty lived to see his findings applied, however, in a new paper industry in his native Georgia, and this season, a year after he died (July 17, 1938) at the age of 70 independent Southern publishers established their own newsprint industry at Herty, Tex., named for him.

This is only a phase in the story of chemistry, but it's a sample of the meat there is in the book, for Burke has covered the movement from its inception with the launching of the Farm Chemurgic Council in May, 1935.

BOOKS BY GUILDSMEN

Current literary ventures of Guildsmen include:

"Dixie Demagogues," by Frank Rhylicek and Allan A. Michie, contains our Southern politicians, including "Cactus Jack" Garner. Rhylicek, formerly with the New York Daily News, is now with Jay Franklin Carter, also a Washington Guildman.

"America's Chance of Peace," by Blair Bolles and Duncan Altkman, weighs America's chances of staying out of the European conflict. Bolles is a reporter on the Evening Star. Doubleday, Doran, \$1.

"The Third Term Issue: Hot Potato of American Politics," by Willis Thornton, member of the Cleveland Guild and feature writer for NEA Service. Thornton surveys the third-term issue in our political history since the adoption of the Constitution. Greenberg, \$1.

PAY YOUR DUES AND ASSESSMENTS

to rely more on what the parties to a contract have agreed to.

Our enemies are at work, the year 1940 will be crucial for labor, not only in economic matters but also with respect to social security and labor legislation.

It is now evident that the groundwork is being laid for repressive, anti-labor, anti-social legislation. Our organization must be in a position to meet every issue and to challenge every adversary. We must carry on in the best interest of our membership in particular and labor in general.

The question of whether a union has a right to raise a fund for such purposes was promptly raised in heated editorials in the Scripps-Howard papers, which portrayed the levy as "taxation without representation." Without mentioning the fact that the assessment was levied by executive board action—as is customary in most unions—the editorials made free use of John L. Lewis' name, implying that he was assessor and collector of the fund, by wage checks.

Federated Press reports that this moral indignation failed to stir much excitement about the charges made by the mine companies against the employees' pay envelopes for use of tools and equipment, washrooms, and for doctors, hospitals, burial, churches, preachers, camp rent, light, heat and water, and other items. The check-off for these items amounts to between 22 and 31 per cent of the miners' earnings.

In West Virginia, Virginia, Kentucky and parts of Tennessee, the operators check off \$3,500,000 a year for medical services which

Charge Oil Firm Wrecked Own Line

TULSA, Okla.—Charges that J. C. Denton, vice president of the Mid-Continent Petroleum Corporation, hired guns to "encourage" the dynamiting of his company's pipe lines were made in a Labor Board complaint issued on behalf of striking Oil Workers International Union members by Elmer Davis, regional NLRB attorney. Employees of the company have been on strike for almost a year.

The complaint said that Denton and his subordinates hired men to force union members to violence, and failing in this, arranged to dynamite their own property and blame the union. The dynamiting was last winter. Davis left for a vacation several hours before the complaint was issued.

Boston Gridiron Set for Nov. 24

BOSTON.—The second annual gridiron show and ball of the Boston Guild will be held in the Hotel Statler, Nov. 24. Tickets are priced at \$3 per couple.

The show will offer stimulating entertainment and other features. This year Popl Mami, Simone Simon, Ethel Merman, Bert Lahr and Maxwell Anderson will be in Boston during the week of the ball and the show committee is confident of securing their attendance.

The Drama Club of the Lynn Guild will handle the acting roles of the entertainment program. The show will also feature the Cabaret TAC Male Quartet, whose dancing and vocal acts have won acclaim of New York critics.

WILLIAM B. CAHN, secretary-treasurer of the Bridgeport (Conn.) Guild, was elected to the state executive committee of the Connecticut Industrial Union Council. He succeeds ALFRED L. FAUST, also of the Bridgeport Guild.

The Auxiliaries Cleveland Organizes Plans Work

CLEVELAND.—Wives of Cleveland Guild members, who have been meeting for the purpose of forming an auxiliary group, too formal action at a meeting on Oct. 27 to apply to the ANG for charter.

Officers of the group are Mrs. E. L. Kene, president; and Mrs. Raymond Bruner, secretary. The group is taking charge of the next Guild party, to be held Dec. 2. Mrs. Raymond De Crane is in charge.

Addressed by Kirby

James Kirby, former president of the Cleveland Guild, addressed the meeting, pointing out the ways in which an enthusiastic auxiliary could strengthen the Guild.

PHILA. AIDS STRIKE

PHILADELPHIA.—"Current Labor Problems" was the topic under discussion at the last meeting of the Philadelphia-Candian Auxiliary. Samuel Caplan, a WPA teacher, led the group. Plans were made to discuss "M" Day and its probable effect upon the labor movement.

Members of the Auxiliary have picketed Sears and Roebuck, telling the story of the Chicago strike by carrying sandwich signs and distributing pamphlets. For many members it was their first time on the picket line.

Sign 'Free Riders'—Kaufman

Executive Vice President Milton Kaufman has requested Editor & Publisher to correct a statement, headed "Guild Executive Cites Change in Union Policy," appearing on page 14 of the Nov. 4 issue, which did not accurately record the remarks made by Kaufman in a speech before the San Diego Newspaper Guild. The story purported to state his views on the question of individuals benefiting by Guild contracts without becoming members, and that of pressing for the organization of associate members.

Kaufman said in a letter to editor Arthur S. Robb:

"The burden of my talk was that the time had arrived for a renewal and widespread organizing drive in newspapers within the Guild's field. I said this program was based on the belief that improved standards of communication and employment conditions had been established contractually in most of the major cities of the country, and that there were too many newspapermen and women working either under Guild contract or enjoying the results of Guild negotiations who were not members of the Guild, and hence were free riders.

Urged Organization Drive. I said in effect that a failure now on our part to conduct a concerted organization drive would tend to cultivate further the idea that it was perfectly proper to accept the benefits and advantages produced by Guild efforts without assuming the obligations and duties of Guild membership.

I said, facetiously, merely to drive this point home, that it would be a swell idea if we could contrive a way, for the present, of depriving non-members of certain benefits.

I did not say that newspapermen who have not joined the Guild have the right to be free agents, nor did I say anything like it. I did not indulge in any discussion of the abstract 'rights' of newspaper workers, for such discussion leads often to other phrases like the 'right to work' when there is a strike. I referred to some groups of advertising department employees who had declined to join the Guild, and I said that we should refrain from seeking to establish minimum salaries for such groups until they were persuaded to change their minds and joined the Guild.

When someone at the meeting asked me whether the San Diego Guild should launch a drive to organize associate members, I replied that the chief energy of the Guild should be directed first toward completing the organization of unorganized employed newspapermen and women. I said finally that we should be careful to avoid creating any illusions among associate membership over the prospects of getting jobs on newspapers. There are many thousands of unemployed experienced newspapermen and women who have been unable to find work in their chosen field, I remarked.

Drop 'Association' To Vote for Guild

(Continued from Page One) and Seller, ANG representative, and Tony Bernard, striking Chicago photographer; and additional members were signed up. Seller will return to Milwaukee to assist further with the work.

Outside circulation men of the Sentinel have an average working experience on the paper of about 10 years. Most of them are family men, many of them owning or paying their own homes. They work 10 hours in seven days and there is a spread of almost \$30 a week in the pay for the same type of work.

The independent association which was able to gain a few minor concessions for its members, has helped when it tried to adjust major problems.

KFS Got 'Ringers' Into Guild Election

Discovery Leads to New Charge in NLRB Case

(Continued from Page One)

The Guild is now seeking an election for International News Photos, which is one unit of the Hearst syndicate. The other units are International News Service, King Features, and Central Press Association. It was in the hearing on this petition that the misrepresentation was brought out. It showed that the following executives voted in the 1938 election:

Bradley Kelly, vice president of KFS, Inc.

George T. Hargreaves, general business manager and a member of the board of directors.

William S. Brode, central regional director for INS.

William Lieberman, head of the KFS mailing department.

Louis Allwell, superintendent of bureaus for INS.

The bombshell exploded when John J. Carmody, the NLRB field examiner who had supervised the 1938 election, told the witness stand and produced the Connolly letter. It was Connolly's reply to a communication from Carmody in which the latter had advised the management of a number of challenges made by the Guild to names appearing on the company's payroll list as submitted to the board.

"Feared" Office Boy Control. Connolly's letter agreed to the indignity of INS Sales Director Walter E. Moss, Executive Assistant Edward M. Gundy and INP Director Harold B. Baker, but continued:

"I most certainly must insist that all office boys enjoy the right to vote. Otherwise, the vote would be a mockery in which office boys would have more to say about our working conditions than responsible employees.

Concerning Kelly, Connolly wrote that he "occupies his time selling motion pictures as much as selling news photos." He stated "there is only one executive in the News Photos and that is Mr. Baker." Allwell, wrote Connolly, "is an assistant," and has positively no authority.

Laughs Off Challenges. Connolly insisted that all bureau managers have the right to vote and said that Brode, who for years had been known as INS Central Regional Director with headquarters in Chicago, "is a salesman."

Regarding the Guild's challenge of Lieberman's name, Connolly wrote:

"Calling William Lieberman an executive mat manager is a laugh. He is a shipping clerk and has no executive authority of any kind.

In conferences held by Carmody

AT FRONT



From the Western Front in France, William W. Chaplin, former chairman of the King Features Syndicate unit of the Guild and war correspondent for INS, has sent greetings to his fellow-Guildsmen. His duties overseas have not kept him from thinking about the work of the unit, as he showed in his suggestion in his letter to the shop paper, KFS Guildman.

with management and Guild representatives prior to the election, Connolly had declared Hargreaves was no longer a company executive, it was recalled by Guild representatives who participated in these meetings. Yet in the present hearing, Hargreaves himself testified on the witness stand that he is a member of the KFS corporation's board of directors as well as its general business manager.

"Clerk" With Staff of 30. Corporation executives also testified that Kelly has joint authority with Baker in INP. Lieberman, the "shipping clerk," was identified this time as being in charge of the mailing department, which employs some 30 workers.

On direct examination, Isserman, representing the Guild, asked Field Examiner Carmody whether he would have permitted Kelly to vote, had he known Kelly was a corporation vice president. Carmody replied: "Under the terms of the Wagner Labor Law, no." He testified similarly regarding Hargreaves, Goode and Kelly, adding:

"They (the company) were obliged to tell me if there was anyone on that list who was not eligible to vote. I gave them the opportunity. . . . The Guild objected to some names and I notified the company, giving the Guild's reasons. The responsibility for too many names tested with the company inasmuch as it was a consent election.

Both the Guild and the Board were constrained at that time to accept the management's word concerning the non-executive status of persons challenged since they had no way of proving otherwise.

IS YOUR GUILD ON THIS LIST?

The top 30 Guilds in proportion of members in good standing as of Sept. 1 are listed below. The group in first place has 100 per cent paid up.

1ST PLACE (tie)	11TH PLACE (tie)	26TH PLACE (tie)
Great Falls, Mont.	New Western	Battle Creek, Mich.
Monroe, La.	Indianapolis	Twin Cities, Minn.
Reading, Pa.	Sacramento Valley, Calif.	23RD PLACE
Waterbury, Conn.	Indianapolis	Philadelphia and Camden
5TH PLACE	San Diego	24TH PLACE
Richmond, Va.	Wilkes-Barre	Stockton, Calif.
6TH PLACE (tie)	El Paso	25TH PLACE
Jacksonville, Fla.	12TH PLACE	Hawaii
Portland, Me.	13TH PLACE	26TH PLACE (tie)
8TH PLACE	14TH PLACE	Bridgeport, Conn.
Norwalk, Conn.	15TH PLACE	Springfield, Mass.
9TH PLACE	16TH PLACE	27TH PLACE
Salinas-Neeches (Beaumont, Tex.)	17TH PLACE	Los Angeles
10TH PLACE	18TH PLACE	28TH PLACE (tie)
Memphis	19TH PLACE	Houston
	20TH PLACE	Seattle

Letters To the Editor

HAM AN' EGGS

SAN FRANCISCO.

Editor, THE GUILD REPORTER:

This is a warning to local Guilds on what happens when they blindly associate themselves in labor-political programs.

Members of the ANG throughout the country have doubtless been written witty paragraphs about the Ham an' Eggs proposition which California denounced. Did those writers know that the San Francisco-Oakland Guild endorsed and urged its membership to vote for Ham an' Eggs?

Calls It Racket. Probably not one-tenth per cent of the membership did so vote, but all the other members of that Guild have endorsed it. As every member knew, the scheme was a racket, promoted by an ex-convict, a bankruptcy banker, a man indicted on ten counts for embezzlement, and a few others to directly graft pennies from old people and possibly become dictators over California. Yet the San Francisco-Oakland Guild urged its members to vote for it.

The reason is, that a year ago, a deal was made between labor politicians opposing the anti-picketing proposition and the Ham an' Eggs to trade votes. That is, to defeat the anti-picketing law, labor committed itself to the support of a measure which would have given a virtually unknown man, who is surrounded by crooks, authority to prevent any strike in California. We won the anti-picketing fight, and now advise our membership to vote for an anti-strike law!

Many Against Plan. Every organization of intelligent persons in the State, every honest man, from Upton Sinclair's Doctor Townsend to all the economists of every college and university in the State—all except the members of the Newspaper Guild and Labor Non-Partisan League—have opposed this vicious and fantastic measure.

It is too late now for the members of the San Francisco-Oakland Guild to remove the disgrace inflicted on us by our blind obedience to the disolute bargain made between the politicians of the Labor Non-Partisan League and the racketeers of Ham an' Eggs. But this shameful deal must be a warning to all Guilds in the future.

ARTHUR PRICE.

NEW YORK.

Editor, THE GUILD REPORTER:

I found the "challenge" of Cedric Belfrage . . . to my remarks . . . on the Russian trades unions astonishing in that anyone at this late date should advance as authoritative the work of Sidney and Beatrice Webb on "Soviet Communism: A New Civilization." For numerous well-posted critics have pointed out that the Webbs' book is an unvarnished re-write of official Soviet hand-outs.

Permit me to refer . . . to the Encyclopedia of Social Sciences . . . which is often cited as a source even by Communist Party writers. Judgments in support of my contentions will be found in the article "The Labor Movement," by Prof. John R. Commons, and in "Trade Unions: Russia," by Dr. Waldemar Koch. Koch's brilliant analysis boils down to what I wrote in the REPORTER: Russian trade unions are the equivalent of American company unions, with the difference that opposition in the Russian unions means conviction to the government—a criminal offense.

ALFRED LUNDENBERG.

CHALMERS M. ROBERTS, formerly with the Toledo News Bee, has returned from a year in the Orient to join the Washington News. FREDERICK B. OPPER, who was also formerly with the News Bee and who wants to the Orient with Roberts, has joined the United Press, Shanghai office.

New Rights Asked by Associates

Paul Yager, of the New York University Heights Daily News, was elected chairman of the New York Guild associate unit at a meeting Nov. 6. Carl Randau, president of the New York Guild, and Jack Ryan, New York organizer, addressed more than 100 associate members and students of the Columbia Graduate School of Journalism who attended.

Lillian Rosovsky, retiring chairman of the unit, read a memorandum, to be placed before the executive committee of the New York Guild, and the IEB, on the status of associate members after graduation. The memorandum, which was accepted unanimously, said, in part:

At the last Convention of the ANG in San Francisco, changes in the constitution proposed by the IEB constitutional committee and adopted by the Convention, included the "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 memorandum, drawn up by the New York Associate Membership Coordinating Committee, suggested that associate members, upon graduation, be given the right to participate in Guild forums, general membership meetings, and picket lines; receive THE GUILD REPORTER; be eligible for recommendation for jobs when available; and be invited to participate in all business of the associate unit. A second recommendation stated that all associate members be shifted to an unexpired status upon graduation.

Randau Urges Enrollments. After declaring that working newspapermen and student journalists have similar problems to face, Randau said, "since you have chosen journalism as your life work you should join a union that is working to better the conditions and eliminate the problems in the industry. In time you will face these same conditions. Just as you learn about headline writing and reporting in school, I suggest, you join the Guild and learn about conditions and problems in the industry."

Ryan said that "the Guild, by working to increase the wages and lessen the hours of work for the men and women in the industry, is increasing the number of employment opportunities for associates."

Elected to office with Yager were Joe Werbach, member of the National Organizing Committee and managing editor of the Brooklyn College Vanguard, as vice-chairman; Sara Rubin, news editor of the Hunter College Bulletin, secretary; Irene Neer, Hunter College Bulletin, treasurer; and Bert Briller, managing editor of the City College Campus, editor of the associate membership shop paper, The Guild Associate.

M. F.

New Cards Ready For Associates

New membership cards for associate members have been printed and are being distributed. The new type of dues stamp will be available shortly.

The face of the card provides, in addition to the spaces for indication of the member's unit and the Guild local's name, place for the name of the associate's college, and the expiration date of his membership. The reverse side has space for two semi-annual dues stamps at 75 cents each.

THE GUILD REPORTER

Copyright, 1939, by the American Newspaper Guild



Editor: Clyde Beale
News Editor:
Nathan L. Goldberg

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

GUILD REPORTER deadlines: 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.

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Executive Vice President: Milton Kaufman
Secretary-Treasurer: Victor Pasche
American Newspaper Guild International Headquarters

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November 15, 1939

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This Is Worth Discussing

HOW can the newspaper editorial worker exercise his social responsibility in his daily work? What stand should we as an organization take to enable him to exercise it?

That we have brought some improvement in journalism has been admitted, in effect, by our severest critic, the editor of *Editor & Publisher*. We think we could show, too, that we have helped to give the public at least a clearer understanding of the press than it had before the Guild came. But as an organization we have taken no positive step designed, as the ANG is enjoined to do in our Constitution, "to guarantee, as far as it is able, constant honesty in the news, to raise the standards of journalism and ethics of the industry."

Now comes criticism for the absence of such action. Robert Cantwell, contributing editor of *Time* and a Guild member, writing on journalism in the anniversary issue of the *New Republic*, says:

"If the Newspaper Guild has given newspapermen a sense of organization, it has failed to give them a sense of individual possibilities and responsibilities, or to communicate from one man to another a clear evaluation of his paper in the huge organization of the press, a clear evaluation of his role in it, a sense of the ways of action open to him or a program on which he can act."

Let's discuss this question in the columns of *THE GUILD REPORTER* and shake down our ideas about it. Is it time for the Guild to adopt a "program?" If so, what should it be?

Let the older members who have felt something lacking in this direction throw in their ideas. Let the commercial members say what kind of program they could support.

Organizations like the ANPA and the American Society of Newspaper Editors can pass codes of glittering generalities and, having no collective responsibility, get by with doing nothing about them. We cannot and we do not want to.

Let the letters fly.

We Become a Menace

WHEN the publishers used to say that the Guild would mean the end of freedom of the press, we didn't believe them. Now we are not so sure. For, look at some of the attacks that have been made on it in the very highest places since the Guild was organized:

In Cleveland, attorneys for the News asked the Labor Board to suppress the Guild bulletin covering its hearings. The control of the News reaches back to the president of the American Newspaper Publishers Association, John S. McCarrens. The News' attorneys, Baker, Hostetler & Patterson, are also attorneys for Scripps-Howard.

In New York, Hearst attorneys made the same effort against the Guild's *King Features Bulletin*.

The Associated Press stopped contract negotiations for a time by insisting that it share in the control of "17" the Guild's shop paper.

In Chicago, the Hearst attorney tried to get a contempt citation against the *Daily Record*, a labor paper, because of an editorial which supported the Guild.

And in a Gannett paper case in Albany the renowned Elisha Hanson, attorney for the ANPA, questioned every member of the staff on the witness stand until he learned which one had written a certain article in *THE GUILD REPORTER*.

Apparently the way to kill the freedom of the press is for someone else to try to use it.

A Paper Forgets 'Freedom'

CLEVELAND — Forgetting its own protestations in behalf of the "free press" the Cleveland News last week fought to prevent the Guild from publishing a daily bulletin to News employees on the progress of an NLRB hearing.

Before Trial Examiner Joseph L. Maguire, the News sought a contempt citation against the Guild. The citation was requested by Attorney Sidney Jackson, of the law firm of Baker, Hostetler and Patterson, which is counsel for the three Cleveland newspapers and which also represents Scripps-Howard and the United Press. Examiner Maguire read the bulletin issued by the Guild and then refused to grant the company's plea.

This Paper is 'Different' On the final day, Jackson tried to introduce all the Guild bulletins as exhibits in the case but the examiner, finding nothing wrong with them, rejected the motion.

The hearing, a simple representation case, lasted six days because the company claimed that the News was different from other newspapers on the alleged ground that the editorial and commercial departments were much more separated on the News than on other publications.

The Guild witnesses testified that 124 employees in the editorial and business office departments of the News had signed Guild application cards and petitions, a clear majority of the proposed unit.

The hearing was prolonged a day because the company lawyer vainly sought to provoke a jurisdictional dispute between the Guild and the AFL, a tactic which failed

Jay Allen Weighs Journalism Today

Jay Allen, former European correspondent, is giving a 15-weeks' course on the state of journalism at the New School for Social Research, New York. The series began on Nov. 7.

The course is intended for consumers of news, not would-be journalists, and represents an inquiry into the kinds of services rendered by the press at present, and to censorship, pressure, propaganda, and the totalitarian radio and press.

because during the last few months there has been complete labor unity in Cleveland and a ban on jurisdictional disputes.

Tried a Subpoena The Guild excluded from the claimed unit employees in the maintenance department, some of the outside circulation men and several employees in the garage when representatives of AFL unions intervened.

Finally, Jackson, bent on provoking a jurisdictional dispute, subpoenaed a representative of the AFL to testify that certain office workers at the News were eligible for STBAU. The AFL business agent appeared under protest, testifying that he had no quarrel with the Guild.

The company relied on a loyalty petition which was circulated throughout the business office last spring amid charges by the Guild that employees were coerced into signing it. However, the company did not have the sponsors testify. The Cleveland News is owned by the Forest City Publishing Co. and is a sister subsidiary of the Cleveland Plain Dealer, whose chief, John S. McCarrens, is president of the ANPA.

Counsel for the Guild is Milton B. Schweid, assisted by ANG Vice President I. L. Kenen.

Grievance Plans Set Up To Police S. F. City-Wide Pact

SAN FRANCISCO — Grievance committee procedure, a trade union function that becomes more vital to a union with its growth in membership and contracts, has been formalized in a set of working rules adopted by the membership of the San Francisco-Oakland Guild.

The rules will guide the enforcement of the Guild's city-wide, Guild shop contract covering approximately 1,200 workers in five dailies. They establish not only procedure for the handling of grievances, but insure the democratic election of Guild and unit grievance committees with adequate representation from all departments, and provide rules for the removal for cause of members and officers of the city-wide grievance committee.

Duties Are Broad

In addition to the handling of grievances, committee members are charged with the duty of enforcing the contract, circulating Guild publications and, generally, stimulating interest in the union.

Here is the procedure for handling grievances:

1. When a grievance arises, aggrieved union member or members shall report the matter immediately to the department committee. He shall take the matter up with the management officer involved.
2. If no satisfactory settlement results, the department committee shall consult the Chief Committeeman, who shall call the other plant committeemen into conference. If the plant committee determines that a grievance exists, it shall then inform the management officer immediately involved of their decision.
3. If no settlement results, the plant committee shall then take the matter up with the superior management officers of the plant. If, after going as high as the publisher, the committee is still of the opinion that a genuine grievance exists and no settlement has been obtained, the

plant committee shall then call upon the Grievance Committee for assistance.

4. The GC, if unable to solve the problem, shall refer it to the Executive Committee.

5. The officers of the GC shall make regular reports to the Executive Committee.

6. There shall be no fixed terms for officers and members of the GC. Vacancies on the GC shall be filled by election by the Executive Committee.

7. Members and officers of the GC shall be removed for cause in the following manner: Any member or officer of the GC has been derelict in duty shall make a report, verbally or in writing, at any regular meeting of the GC.

The GC shall, at its next regular meeting, hold an informal hearing at which both sides of the case shall be presented. The GC, upon completion of the hearing, shall by majority vote make recommendations to the Executive Committee. The Executive Committee may accept or reject these recommendations, provided, however, that it also hold a hearing at which each side shall present its case informally. Decision of the Executive Committee to vacate a membership or officership in the GC shall be by majority vote.

8. In the event charges involved in the application of Rule 9 are of sufficiently serious nature, trial procedure of the ANG Constitution may be supplementarily invoked after the question of membership on the GC has been disposed of.

9. These rules may be modified or amended at any general membership meeting of the SFONG.

10. All actions of the Executive Committee under these rules shall be subject to appeal to and approval of the general membership of the SFONG, subject to the Constitution and By-Laws.

Organize Vertically At Start!

(From ANG headquarters correspondence.)

QUESTION: At a provisional Guild organization meeting of editorial workers in our city, some members raised objections to commercial organization, saying that it was not feasible at this time and would seriously delay the consolidation of gains obtained when the publisher learned we were organizing. One member proposed a plan to seek an immediate charter for the present membership, seek basic recognition from the publisher by proposing a "status quo" contract, and move on from there. This proposal was voted down. Is our position sound?

ANSWER: We believe that considerable experience in similar situations fully confirms the position taken by your majority, namely that the thing to do is to go ahead and carry on a drive to organize all departments on all papers in town, and then embark upon a Guild program of bargaining after a solid organization has been established, and a charter obtained.

How to Consolidate

If Guild organization is to be effective in getting benefits for you, it is important that your members be solidly in the Guild and familiarized with successful Guild methods.

We agree heartily that it is important that you consolidate the gains already made, but experience has shown over and over again that the best way, or rather the real way, to effect this consolidation is by organizing to the fullest extent possible. That is what will convince the publisher that you are there to stay, make him realize that attacks are futile, and place you in a position not merely to protect the conditions you have, but to go on from there and get improvements in line with Guild standards generally.

We are Industrial

As to the question whether the IEB would grant a charter on the basis of present organization, without any effort having been made to enroll commercial employees, we think we can say quite definitely that the Board would not grant a charter on that basis, since the Board has ruled that way repeatedly in other cases. The point is that for the past two years the ANG has been, not an editorial union, but a union covering the editorial and commercial departments, in fact all newspaper employees not properly belonging to established newspaper craft unions.

Insistence by the Board that to qualify for a charter a group must aim its organization without distinction at all eligible departments is simply application of established Guild policy. However, we want to make it clear that there can never be any conflict between ANG policy and the interests of any group seeking to organize. The fact is that experience has shown over and over again that insuring industrial organization from the start is protecting the best interests of the group which is organizing.

We think that the question of the type of contract to be sought, and when to seek it, is something that could well go over until after you have completed organization and have had a chance to study other Guild contracts and methods. We do not know of anything in Guild experience that would justify the belief that it would be helpful to seek a contract merely preserving existing conditions. You can do that merely by organizing, and without tying your hands for a whole year to continuation of conditions which presumably are below Guild standards.

The publisher would undoubtedly take such a request as a sign of weakness. Getting it would not offer much of an inducement to other newspaper workers in your vicinity to join the Guild.