

THE GUILD REPORTER

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

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'For Members Only'

We Take Over Page One for a Heart-to-Heart Talk With You
On Why We Guildsmen Have to Push Organizing - - - Now

By and large most Guild members so far have obtained their benefits with a minimum cost in energy. Only a very small proportion—about 5 per cent—have ever had to go out on strike. Our demands have been so reasonable and so obviously just that we have had only to show our strong interest in them and the publishers gave way. There have been delaying actions and considerable sniping from the flanks, but once a local Guild has become determined, its fight has usually been won.

That, except for the sniping, is fair enough. We are all better off: that is the main fact.

But it must be plain to everybody that we are leveling off. New contracts are being signed

only very slowly; few new members are coming in. This means that the delaying actions are having their effect. Like well-drilled soldiers the publishers have held their line, and made us deploy into full battle formation and then given a little and done it over again so many times that they have slowed us down.



It's Good to Enjoy the Fair Weather, But—

That—not the slower speed but the sign of approaching a standstill—is serious. We can't afford it. We can avoid it in one way—by organizing. And that is why we are putting the problem squarely up to you, fellow Guild member. As we said in the last issue, the experience of the Guild officers and organizers is that you are not yet convinced of the urgency of the task.

There is no new and startling fact to be trotted out here which will suddenly send anyone running to organize. But the known facts are so compelling that we think they will move everyone.

If any member were asked what he would like to see most of all we think he would not say a bigger pay check or shorter hours or a guarantee of bigger dismissal indemnity. We think he would say that, while keeping the Guild so as to make these improvements one by one, he would like to see an end to the strain in his relations with his department heads. He would like to see the relations settle down to a basis of mutual respect, the management not watching constantly to build a record against him, and he feeling the old enthusiasm for doing a good job.

That is not too much to hope for. Just such a condition has developed in Australia. An editor from that country visiting here a few years ago told Editor & Publisher of his surprise at the antagonism of managements to unionism. In Australia, he said, union men were promoted right on up to managerial posts; the managements there have no thought of finding ways of breaking up the union.

The fundamental reason why such an atmosphere prevails there is because the publishers accept the union.

How can we bring the publishers here to accept the Guild as fully?

Not by standing still when we are, as today,

less than one-third organized. So long as that low state of organization continues the temptation to the publishers to try to eliminate us must be almost irresistible.

That would be true in any ordinary time, but this is far from an ordinary time.

We all know the imminent threat to the Wagner Act and the Labor Board; to the wages and hours act. On top of these is the national wave of anti-alien legislation which, if put over, will open new legalized ways for the police to break up picket lines. In the states new laws to hamstring the unions are being passed under the tattered banner of "industrial peace."

These developments reflect themselves in our immediate experience, in the number of our Labor Board cases languishing for want of a decision, in more daring intimidation by antagonistic publishers who, as Frank E. Gannett has just done in Rochester, attempt to put us in the wrong with the public by inviting us to take disputes to the board.

In our own industry we have special troubles. Apparently many publishers have discovered that they can make more money in other fields, or that they can solidify their position and avoid the headaches of competition by merging their properties with others.

At a time like this, the fact that we are less than one-third organized will be to too many publishers the complete incentive for trying to get rid of the Guild, by one means or another. Only the more public-spirited will adhere to non-interference and maintain a strict regard for merit as against boot-licking.

Under these circumstances we are getting farther away from the normal relationship we all want. Under these circumstances to think that we are only standing still when we are not growing is an illusion. Actually we are waiting for the ground to fall out from under us in this place or that, as fall out from under us it will if we wait. To achieve an employer-employee relationship based on mutual respect, we need a practically complete organization in all the larger cities; we must have better than 50 per cent of our field organized.

And how are we to go on making improvements in our contracts if we do not complete the work of organizing all the papers in our cities? Our rapid progress so far has been due largely to the fact that different Guilds here and there have pioneered in obtaining new contract features. Other Guilds have quickly followed suit, adding new points of their own, and so the gains have become more or less standard throughout the country.

However, as Executive Vice President Kaufman pointed out in a summary of the recent headquarters organizing conference, "as the spon-

taneous growth in membership slows up—and it has—the greater, naturally is the number of renewals. Substantial improvements in renewals become more and more difficult while major papers in the city are still unorganized. Example after example can be cited to show the drag of unorganized papers on renewal negotiations, particularly where the renewal is repeated more than once."

In other words, unless we complete the organizing in our cities we can expect little but minor adjustments in future contracts. The members in the lower pay brackets who could stand substantial hikes must see their hopes grow thin; so must older members for whom the minimum have never reached high enough.

There is an important psychological factor in organizing, which we must think of right now. As Kaufman expressed it, "The longer a local exists partially organized, the harder and wider grows the wall between the unorganized and Guild members, a wall which eventually would become a serious danger and impediment to the continued existence of the Guild as a true representative of the needs and interests of all newspaper people."

In other words, there is no time like the present.

The experience of the International representatives and officers who have been working on organizing is that where the membership really wants to organize it can. The experiences of the members in one city make the most convincing stories for the non-members. When we really put our heads together and decide that our number 1 assignment is to bring them in, we can think of a dozen ways of drawing them into social activities, reaching them through friends, passing on the Guild news when we meet them in the course of work.

Yet to organize today is going to take more planned work than we have had to undertake in organizing before.

Today there is no fanfare nor is there likely to be any. But there is one huge advantage which we have today over the situation when we first set out to organize; we have tried a union, we can prove in black and white that it works. We have seen the good results that come where we are completely organized throughout all our departments. We can even prove in black and white that we are helping the other fellow and that he should come in and add to the general strength.

Are you convinced that we must organize our unorganized papers and departments immediately? If so, will you support your local officers in getting a campaign started? And give some thought to ways of reaching your own unorganized acquaintances?

You will find that the Guild has established respect and considerable confidence; that the main need is to overcome the ordinary inertia of the unorganized.

You start. That will be the drive!



Don't Let the Ground Fall Out From Under You

Big News Inside - - -

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Crawford Defends Guild Shop

WASHINGTON—The American Newspaper Guild opposes any amendment to the Wagner Act that would forbid Guild-shop contracts in editorial departments because it would be discriminatory legislation which would undermine standards established by the Guild, Kenneth G. Crawford, International Guild president, told the House Labor Committee Feb. 22.

Crawford appeared before the committee two days after Oliver Holden, executive director of the American Press Society, went before the committee and argued that the "closed shop" violated the freedom of speech amendment to the Constitution. Crawford said that "closed shop" was a misnomer and explained the Guild shop. He continued:

"We have 60 Guild-shop contracts now and I defy anyone to find a bona fide instance of their use to color the news or to discriminate against any newspaper man because of his opinions."

Sir of Disposition

Progress Report

Win Raises In Boston Contract

Salary raises averaging \$2.50 were obtained for employees in 27 out of 40 classifications on the BOSTON Record-American (Hearst) in a new contract which was signed with the Guild Feb. 24.

The agreement also obtained \$1,500 in merit raises and pay-cut reductions.

Improvements were made in the severance indemnity, job security and other standard clauses. A night work differential of 10 per cent was obtained as well as time and a half in cash for all overtime over 42 hours.

The contract covers commercial departments and is much superior in many respects to the agreement which an AFL union has covering the editorial department.

RAISES IN MILWAUKEE

A four-month contract raising salaries a total of \$10,000 for 58 outside circulation employees was signed Feb. 15 between the MILWAUKEE Guild and the Milwaukee Sentinel (Hearst).

The contract will expire simultaneously with the editorial contract, the circulation men having rejected a 12 or 15-month contract, which would have meant larger raises but a different expiration date (GUILD REPORTER Feb. 15). It is expected that a better agreement can be negotiated in June on the unified basis.

The contract contains individual raises ranging from \$6 to \$10 a week. The work week is shortened from seven days to six days, 40 hours. Security clauses of the editorial contract were carried over.

Negotiations began in December after John G. Schott, regional NLRB director, had waited a month before certifying the bargaining agency although the circulating men had voted 87 to 25 for the Guild.

Local negotiators were assisted at several stages by H. Richard Keller, International representative.

OBSERVERS AN ISSUE

Continued refusal of the management of the COLUMBUS Citizen, Scripps-Howard, to meet the Guild negotiating committee at night so there might be observers, has been met by the unit with no intention to the management that all Citizen Guild members would assemble in the Citizen building the night of Feb. 28 to observe negotiations.

The management refused to say whether it would meet with the negotiating committee that night, Editor Robert S. Brown insisting that the presence of observers at such sessions was unknown to him. The resolution for a night meeting was approved by the best attended unit meeting in years.

RICHMOND OPENS TALKS

The first contract negotiations ever conducted by the RICHMOND (V.A.) Guild are underway for the Times-Dispatch unit. A contract covering editorial department employees is sought.

Conducting the negotiations are three Guildsmen from the News Leader unit, Roy Flannagan, Earl Fats and Robert Wilson. Observers are William C. Bourne, president of the Guild; Jack Morris, O. G. Moore and James Latimer.

CORRECTION

The Guild has requested that an erroneous impression that Ralph Burkholder, editor of the INDIANAPOLIS Times, was responsible for an eight-month delay in negotiations of a recent signed contract, be corrected in THE GUILD REPORTER. The error was due to misinformation received by sending the story to THE REPORTER. Reorganization of the Times editorial division was responsible for a part of the delay.

ANG Budget, March to May

This budget was adopted by the IEB Feb. 3.

HEADQUARTERS:	Taxes	560.00
Salaries	Miscellaneous office	150.00
Clerical overtime	expenses	1,500.00
Rent	Miscellaneous	17,815.00
Headquarters traveling		
Expenses	ORGANIZATION:	
IEB meeting expenses	Salaries	\$2,352.00
(one meeting)	Organizers' expenses	2,000.00
Telephone	Wire service special	250.00
Postage	organizing expenses	250.00
Auditor	Miscellaneous organizing	200.00
Stationery, printing and	expenses	4,902.00
supplies:		
Office	ST. LOUIS REPORTER:	
Postage, stamps, forms, etc.	Salaries	\$2,688.50
Organizational printing	Clerical overtime	50.00
Insurance—	Printing, addressing and	2,266.50
bonding and general	mailing	150.00
Insurance—sound truck	Engraving and pictures	150.00
Per Capita to affiliated	Incidentals	150.00
organizations:	Miscellaneous	5,465.00
CIO	TOTAL	\$28,082.50
FII	Reserve for 1940 Convention	1,000.00
Legal expenses	GRAND TOTAL	\$29,082.50
Parasite and fixtures		
Contributions		

Board Again Asks Smith to Hear Guild Facts on NLRB Cases

The American Newspaper Guild will renew its request to the Congressional Committee investigating the National Labor Relations Board for an opportunity to make a statement of the facts in a number of cases in which the Guild's name was brought before the committee by its counsel.

This action was decided on by the International Executive Board at the Feb. 3-4 meeting. Action came on a proposal by Vice President Morris Watson to take some action condemning the committee as a device for wrecking the NLRB.

A proposal by Sullivan that a resolution be drafted was opposed by Pasche on the ground that something more effective should be done, and by Crawford on the ground that liberals should be wary of discrediting Congressional investigations and that the Smith Committee had adhered fairly well to orderly procedure.

The proposal to renew the Guild's request to state the facts was made by Kaufman, supported by Pasche, on the ground that this would be the best possible refutation of unfair accusations. Crawford felt that this was better but not good enough because he believed it would serve to give fresh publicity to wild references made to the Guild before the committee.

The motion was carried with 11 ayes and 10 nays. The motion was carried with 11 ayes and 10 nays.

CRAWFORD AS DELEGATE. Crawford was authorized by the Board, on recommendation of Watson as coordinator of legislative matters, to attend the fourth annual conference of the American Committee for the Protection of the Foreign Born as an official delegate; and to either attend or appoint some member of the Washington Guild to attend as a fraternal delegate the National Citizenship Institute of the American Youth Congress.

ANG'S OFFICER STRUCTURE. Because of a statement in a mimeographed letter circulated widely in the recent Guild election campaign to the effect that it was agreed in all quarters that the ANG officer structure should be changed at the forthcoming convention to provide for a paid president, the IEB discussed the question of calling for membership discussion of such a change through THE GUILD REPORTER.

The question was raised by Kaufman, who said the statement was inaccurate. He had concluded, however, he said, that for the Board to single out this question as one

Other actions of the Feb. 3-4 meeting of the International Executive Board were covered in the Feb. 15 GUILD REPORTER.

ANG Sessions Will Open July 8

July 8 has been selected by Milton Kaufman, executive vice-president, as the opening day of the 1940 American Newspaper Guild convention in Memphis.

This date was decided upon the recommendation of Vice-President Harry Martin of Memphis after the proposed dates of June 17 or 24 were found to be impossible the first because no Memphis hotel would be available, and the second because of a conflict with the Republican convention.

Kaufman had been authorized to select a date by the International Executive Board at its February meeting.

ST. LOUIS IN NEW OFFICE. ST. LOUIS—The St. Louis Guild has taken an office in the Title Guaranty Building, 1006 Chestnut St., a location in the downtown area where the workers of the city's four units are employed. In adjoining offices are the state and city CIO industrial union offices and the district office of the electrical and radio, steel, packing house, auto, wholesale and retail international unions.

When Low in SPIRITS... Call MURRAY Hill 6-6726-7-8. Choice Imported & Domestic WINES and LIQUORS. HARRY FOX, Inc. 664 THIRD AVENUE. Between 42nd & 43rd Sts.

The Old Market House BAR and GRILL. STEAKS, CHOPS & DINING, DANCING SEA FOOD. ENTERTAINMENT Catering to Parties. 100 Market St. (at South St.) - RE-3-7722. Dora Wagner. Sammel Lobowitz. 100% Union.

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ALDRICH & MYERS RINGS Directed by OTTO L. PREMINGER. JOHN BARRYMORE "MY DEAR CHILDREN" RELASCO THEATRE 440 St. N. of W. Way. Eves. 8:30. Mats. Wed. & Sat. 2:30.

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JOHN'S TAVERN 4-4861 JOHN J. AKEARS, Prop. 30 Washington Street New York City

THE RAIN HOUSE 398 WATER STREET W. GRAFF

GRAND OPENING SALE! MEYERS MEN'S WEAR Standard Brands of Haberdashery at Low Prices Originators of NON-WRINKABLE TIES "The Talk of the Town" 833 3rd Ave. - At 41st St.

GUILD MEETS ATTACK ON WAGE-HOUR LAW

Applicability of Act to Newspapers Shown in Isserman's Brief Filed With Federal Administrator

Faced with growing pressure by publishers on Congress and the Administration for the removal of workers in Guild departments of newspapers from the jurisdiction of the Fair Labor Standards ("Wages and Hours") Act, the American Newspaper Guild this week filed with the Wages and Hours Division a memorandum arguing against any change of that kind.

The memorandum was filed at this time in view of reports from Washington that many employer organizations are seeking to induce the new administrator, Col. Philip Fleming, to make new interpretations which would eliminate many categories of workers from the scope of the act, particularly newspaper white collar workers and all paper receiving average pay of \$150 a month or more. The situation is made worse by the threat of amendments in Congress, Republican Democrat, having introduced some destructive amendments. L. A. B. O. R.'s Non-Partisan League has sounded a warning and many unions are preparing to fight.

The Guild's memorandum was prepared by A. J. Isserman, Guild counsel, who noted that considerable assistance in the preparation of the research material was given by the late Nathan L. Goldberg, then assistant editor of the Guild Reporter. The brief, 101 pages long, consists of a close analysis of most of the questions that have caused confusion concerning the appropriateness of applying the act to editorial and commercial department workers on papers. Mainly the questions are those put forward by the American Newspaper Publishers Association brief which seeks to exclude practically all workers in Guild departments.

Wants Us All Excluded. The ANPA memorandum argues for this exclusion under Section 13 (s) 1, which allows the administrator to exclude professional workers, persons in a "bona fide administrative capacity" — which the ANPA would have meant all employees in administrative departments — and others, and under Section 13 (a) 2, which excludes employees of "service establishments" of an intrastate character; and in the ground that the Act is unwarrantable as regards the part of the industry. The ANPA also questions the constitutionality of applying the act to newspapers.

Although the ANPA memorandum also represents 11 other publishers' associations, and thus is a statement in behalf of most of the organized publishers, many papers have lived up to the wage-hour act standards either under Guild pressure or voluntarily.

Doing a "Service". The ANPA memorandum attempted to prove that newspapers are "service establishments" by contending that "The business of a newspaper is not primarily to manufacture or produce or sell goods in commerce, but to sell service to the reader."

On this point, Isserman recalls a famous statement by Roy Howard when the Scripps-Howard chain entered the Denver field. "We are coming to Denver to sell advertising at a rate profitable to those who buy it."

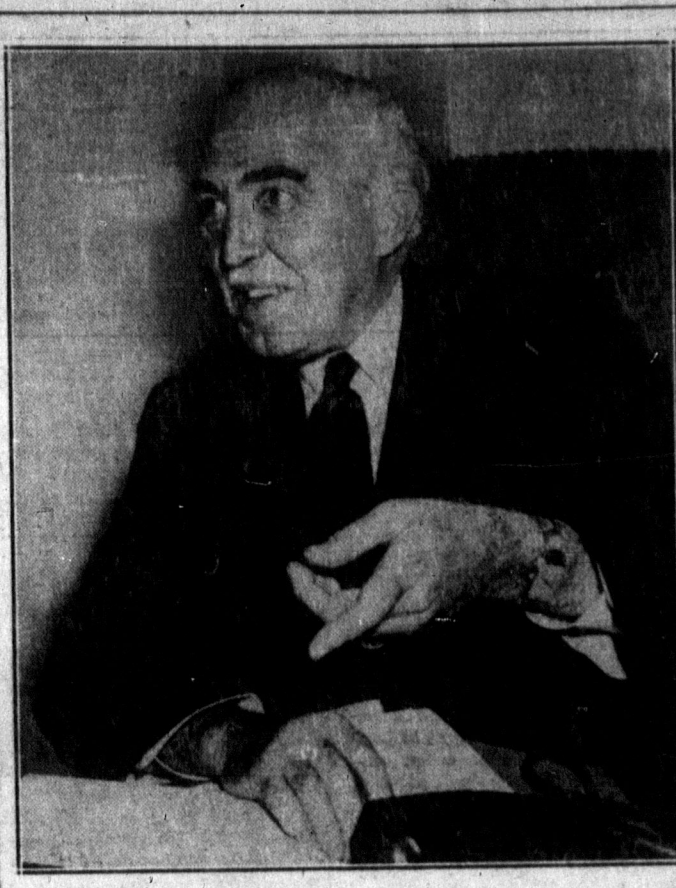
Isserman continues: "No one can quarrel with these legitimate aims. A private business corporation exists naturally to make profits. In the newspaper industry, however, this motive is minimized or concealed by a constant emphasis on the role of newspapers as public servants."

A Billion Dollar "Service". "The industry today with its 40,000,000 daily customers does over \$1,000,000,000 worth of business annually. It is estimated that the advertising revenue in 1939 was approximately \$507,000,000."

Radio City Music Hall 50th St. & 6th Ave. - Doors Open 10:15 a.m. Sold Over Second Week ARE LINCOLN IN ILLINOIS On Great Stage! "CURTAIN TALK" produced by Russell Markert. Symphony Orchestra. 1st Matinee State Reserved Circle 5-6000

PARAMOUNT 4-1111 IN PERSON JACKIE COOPER BETTY FIELD MIDNITE SCREEN SHOWS

SEVENTEEN 4-1111 IN PERSON JACKIE COOPER BETTY FIELD MIDNITE SCREEN SHOWS



COL. PHILIP FLEMING

had become so dependent on wire service (interstate and world-wide) news that... if they are prohibited from publishing it, or its use is refused them, their character is destroyed and they would soon become worthless."

"Newspaper chains and their component parts are engaged in interstate commerce. These chains involve centralized control of editorial, business and labor policies; newspapers and radio stations in various states."

Newspapers perform a great deal of service for national advertisers, Isserman added, citing a random issue of the Newark (N. J.) Evening News, that for Feb. 13, 1940, in which 13.3 per cent of the total space in the paper was devoted to interstate advertising. The publishers' brief itself, Isserman points out, in claiming that 90 per cent of newspaper circulation is in interstate commerce, admits in effect that 10 per cent is in interstate commerce.

While Post Office Cost. Isserman says, "this figure bulks large when considered in terms of number of newspapers. The total daily circulation of English language newspapers printed in this country is 39,670,882. Of this amount approximately 3,900,000 newspapers are transmitted in interstate commerce every day and over 27,000,000 a week. This enormous interstate traffic is reflected somewhat in the recent report by Postmaster General Farley that the United States government must subsidize to cover the cost of delivering daily newspapers and periodicals is approximately \$87,000,000."

"It is also apparent," Isserman declares, "that while in a broad sense all businesses perform a service, Congress did not intend their exclusion. If it had it would have added them to the long list of exclusions, which includes, as far as the newspaper industry is concerned, only one small class of newspapers (weeklies and semi-weeklies of less than 5,000 circulation)."

Discussing "Professionals". In dealing with the effort to have editorial workers excluded as "professionals" Isserman takes the wage-hour division's definition of a professional as one who has a job "requiring exercise of discretion and judgment both as to the manner and time of performance of their duties in a specially organized body of knowledge as distinguished from a general academic education."

"Today newspaper men do not come and go as they please," Isserman says, "Hours are regulated, some times by time-clocks... But the principal aspect in the work of the newspaperman which takes him out of the scope of the division's definition is that dealing with education..."

The Untrained Men. "Many of the important men on the editorial staff of the newspaper industry have had no special training whatsoever except that gained by experience after they become newspapermen. These include William Randolph Hearst and Roy Howard, heads of the two largest chain newspaper systems."

Arthur Hays Sulzberger, publisher of the New York Times who was an educator, Kent Cooper, general manager of the Associated Press who was a business department executive; O. K. Boward, famous managing editor of the St. Louis Post-Dispatch who had no formal education beyond grammar school, and Walter Winchell who left school at 13, are others in this category.

publishers... of all employees who are collectively engaged in purely administrative branches of a business as distinguished from those... in production is warranted neither by the statute nor by the administration's definition promulgated under it. If Congress had desired to exempt all employees in executive or administrative departments it could have said so."

Watson Case Cited. In meeting the publishers' constitutional points, based chiefly on the old freedom of press cry, Isserman stresses the fact that "the applicability of this kind of law (wage-hour) was affirmed by the Supreme Court in the Watson case (against the Associated Press) where it said: 'The business of the Associated Press is not immune from regulation because it is an agency of the press.'... The Associated Press decision firmly settled the applicability of general social laws to the newspaper industry."

Much has been made by the publishers' organizations of the financial burden that the wage-hour law would impose on newspapers but Isserman shows that the law "by and large has created no special problems for the newspaper industry which are incapable of solution."

"The ANPA memorandum admitted that the wage provisions would have comparatively small effect upon the industry, particularly in that portion organized by the Guild," Isserman says.

Difficulties Overruled. "There has been considerable agitation lately, however, over the hour limitation of the act, particularly with reference to the overtime provisions. It must be said that this outcry arises not so much from any inherent difficulty of complying with the law, but rather out of a desire to avoid the increased payroll expense. Both the expense and the alleged difficulties have been much overrated."

"An Editor & Publisher survey of the newspaper industry for 1940 did not deem the law worthy of mention although a considerable portion was devoted to labor problems," the memorandum points out.

"Problems arising under the law can be and have been settled through collective bargaining when there is reasonable willingness on the part of the publishers to do so."

Amendments Opposed. The memorandum concludes with the Guild's opinion on amendments to the law which have been proposed to Congress. One of these would exclude any employer who wanted a monthly salary of \$200. Another would exclude any employee guaranteed a monthly salary in excess of that required by the act and who does not work more than 160 hours per month. Still another would exclude any employee who is guaranteed \$150 a month and who is not required to work any specified minimum number of hours weekly. There is one that would exempt white collar workers employed at a straight salary and given vacations with pay.

Isserman comments: "None of these amendments strengthens the act in any way. None of them springs from any desire to make the law more effective. All of them weaken the law, lessen the protection it extends and exclude from the law's operation millions of employees without rhyme or reason."

On the proposals to exclude employees earning above a certain salary, Isserman quoted Elmer Andrews, former administrator of the wage-hour division.

"Our studies," Andrews said, "indicate that employees in the salary classification from \$150 to \$200 a month have as much need for protection against long hours as any other class of workers. Furthermore, if this class of workers may be worked long hours without overtime compensation, the purpose of the bill to spread employment in this group will be defeated."

The exemption sought by the

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THE INDUSTRY -- Radio Spurs Newspaper Reading, Survey Shows; America's First Newspaper Woman a Crusader

Newspaper publishers and others who have been worrying and sometimes shouting about the presence of radio in the news reading habits of the nation may take comfort from results of a survey by the School of Public and International Affairs of Princeton University which shows that broadcasting actually stimulates reading.

"There would seem to be less and less likelihood . . . that radio will replace reading," declares Edwin Miller in an article in the Feb. 19 issue of the New Republic which analyzes the results of the Princeton research.

The survey, according to Miller, shows that 70 per cent of the owners of 45,000,000 radio sets in the United States listen to news broadcasts more or less regularly.

"Newspapers Preferred" "But though at all times news listening is at least as widespread as news reading, the essential point of the . . . Princeton survey is that the greater the interest in news, the greater is the preference for the newspaper over the radio news."

The habitual non-readers grow less satisfied with radio. They develop into newspaper readers . . .

"As a result there is developing a division of function; the radio brings the news . . . in capsule form and the newspaper fills it out in detail."

The Princeton interviewers also found a reason why the radio is probably not displacing the printed word.

"The reason is that, for those who happen to be reading, news reading is a more efficient process than listening," Miller says. "You can concentrate on reading more than listening, was a statement frequently met by the survey's interviewers. And, 'Listening is easier but you can get more out of reading.' That is the common sense view . . ."

The reading-minded person, who listens to a program that requires any thought, is apt to feel frustrated; he isn't getting as much as he should out of it."

Radio listening, Miller says, is given by the people who are interviewed for preferring radio listening to reading may give publishers a key to how they can attract them.

"One reason frequently given, according to Miller, is 'You don't have to choose which word you want to read, as you do when you listen. Not only make their newspapers more attractive but find way of making it easier for Mr. Average Citizen to pick his way through the mass of daily news."

But Not Bankrupt

A newspaper—the Moon-Journal—suspended publication in Battle Creek, Mich., last month because, in its opinion the Battle Creek field should be monopolized by the rival, the Enquirer and News.

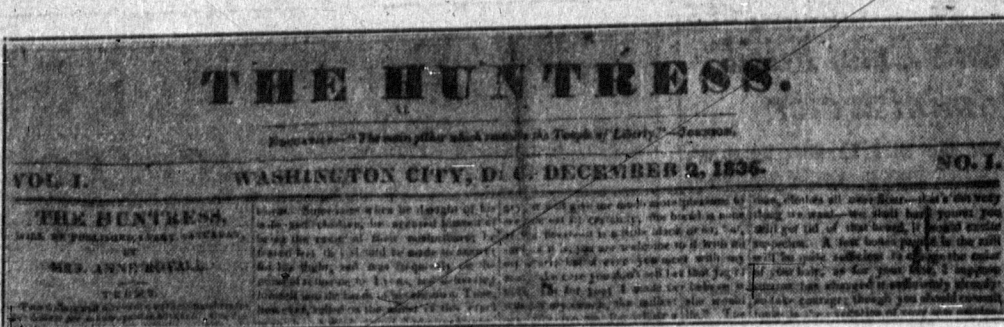
In folding the Moon-Journal said it would meet the full severance requirements of the contract it had with the Guild, promising to pay dismissal indemnities of from \$50 to \$700. The indemnities due Guildmen, under the local contract, ranged from \$350 to \$700.

The statement of Publisher George B. Doolittle announcing the suspension related the usual story of "excessive" federal and state taxes, increased cost of paper, and conditionally increasing labor costs, causing the newspaper and then added:

"However, it is not being forced out of business. Its publishers have merely reached the conclusion that the local field is not capable of supporting two newspapers on an adequate basis."

Reports \$500,000 Paid

Apparently the suspension was prompted for Doolittle and the owners of the Moon-Journal. The conservative Detroit News estimated the daily price at \$500,000 which is no small sum for a newspaper in a city of 33,770 population. Publisher Doolittle became editor of the Enquirer and News.



A photograph of the first issue of Anne Royall's newspaper after its name had been changed to "The Huntress." This copy was furnished the Guild Reporter by the Library of Congress.

The Battle Creek Typographical Union in a report to its international officers blamed "mismanagement" for the suspension, while the Battle Creek Guild reported that an auditor's report for 1939 is said to have shown a net profit for the Moon-Journal.

Two of the six Guildmen on the Moon-Journal have obtained work in other cities but the others are still unemployed. The only editorial department employee receiving job on the Enquirer and News were those who had refused to join the Guild. Fifty-four other employees were affected by the suspension, and the Guild's contract was responsible for severance indemnity being paid to all of them although the agreement covered only the editorial department.

The Battle Creek Guild is now engaged in an organizing campaign to expand its membership on the Enquirer and News. In addition to a monthly "Reporter," it is also issuing a series of bulletins explaining the advantages of the Guild.

"America's first great newspaper woman" was a daughter of the frontier who did not learn to read until she was in her twenties.

Born in obscure footnotes of Mrs. James, who examined 8000

RADICAL MAKE-UP AS ONE EXPERT SEES IT

By LYLE DOWLING

The appearance on Feb. 4 of New York Post with its new format, designed at what is reported to have been considerable expense by Norman Bel Geddes, raises questions which are of interest to newspapermen outside the circulation field of the Post itself. It is not possible to touch on all, or even most, of these questions here, not to settle any of them once and for all. But perhaps a few words on some of the matters will lead to more interesting discussion by newspapermen generally.

The new Post is undeniably a great improvement over the old Post as to format. But it is also a spectacular example of the provincialism of New York City publishing generally, to me, for one in that the labors of the mountain at 75 West Street should have preceded with so much fanfare a mouse that is, to say the least, not a very important mouse.

Neither the Post, on this occasion, nor the World—Telegraph when it took on its new paint job some time ago, has been its way clear to give credit to Gilbert Parrar, an experienced and widely-known designer of newspapers, for the initiation of principles on which they lean.

With the exception of but a few minor techniques, the new format of the Post is concocted almost entirely of systems and inventions first put forth, as far as I know, by Mr. Parrar—and that some years ago. A glance at the Los Angeles Times, one of Mr. Parrar's earliest and best works, dating back three or four years, would settle any doubts on this matter.

Be that as it may—and I do not for a moment suggest that Mr. Parrar would not be the first to appreciate and acknowledge the

work of Mr. Parrar—it is safe to say that New York City publishers have been lagging badly behind the rest of the nation in the field of design.

A second interesting question is the probable effect of better format and generally activity in the field of newspaper design on employment in the newspaper business. The new dress of the Post and the speculation centering around the forthcoming day, "P.M." which Mr. Ralph M. Ingersoll is preparing for the public, tend, in my opinion, to set other publishers to searching for ways to maintain their circulation positions, and often has a healthy effect—if temporary—on editorial department employment.

The ITU, however, and the Guild need not be quite so enthusiastic. While just as much care may be put forth in the writing of "dusky left" headlines, headlines of this type can be written and set considerably faster than the kind of headline which has both a maximum and minimum count.

Those who view newspaper publishing as purely a business enterprise, a process of selling so many papers to so many readers and so

documents in the "pursuit" of Anne, has completed nine chapters of a biography of the pioneer editor-reporter.

Born Anne Newport in Baltimore in 1779, Anne was taken by her family in 1772 to the wilderness of western Pennsylvania. After the Revolutionary War, the family moved to western Virginia where Anne met and married Capt. William Royall, Revolutionary War officer and devotee of Voltaire.

Captain Royall educated her and gave her an appreciation and understanding of history, particularly the French revolution, which he supported.

When Captain Royall died in 1812, Anne had her first encounter with injustice and special privilege. Although the captain left her his entire estate, his aristocratic relatives set out to break the will and with the help of the courts, which their set controlled, did so but only after 11 years of litigation.

Friend of Jackson's

Anne set out for Washington in 1823 to seek a widow's pension, and according to Mrs. James, became America's first hitch-hiker, begging rides on stage coaches and private vehicles.

Her husband's reputation made for her influential friends in Washington, including John Quincy Adams, and Andrew Jackson. But it did not take this outspoken frontierswoman long to make equally powerful enemies, so that

she was forced to leave the city in 1824 when she was almost 85 years old and too feeble to continue. She died in October of the same year.

It is my view, however, that newspaper publishing is rapidly ceasing to be a business enterprise and rapidly becoming what is primarily a political, that is to say propaganda, enterprise—and to the extent this may be true, the superiority of product has little to do with the survival of a given newspaper.

A third matter, and again a technical one, is the system used by the Post (new style) in "classification" of news. The fact that among the classifications is one called "General" is a sign that the newspaper is not extricated itself from the main dilemma, for "General" is the word for what no one has been able to classify. In the edition of Feb. 5, for example, the plans for the presidential convention of the Democratic Party are classed as "National." While the invitation by Mrs. Roosevelt asking senators and representatives to meet officials of the American Youth Congress is "General." But

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Lyle Dowling, who writes the accompanying article, is a former executive editor of the Brooklyn Eagle and is now publicity director for the United Electrical, Radio and Machine Workers' union, CIO.

Other comments on this and other new variations in newspaper design will be welcome.

Two decades elapsed before she received her pension.

She turned to writing travel books to make a living and by 1823 had written 11 of them covering every section of the United States and every major city. She interviewed every prominent person but also in every town or city she went into, she always made it a point to interview "ditch diggers, storekeepers, housewives and servants as well." Mrs. James says that her research shows that Anne was the first reporter ever to use the direct interview method.

An ardent believer in democracy, Anne was an advanced progressive for her day and she was never backward about fighting or writing for the causes in which she believed. In a day when trade unions were virtually "outlawed," she supported them and went even further than that to espouse a workingman's party during the Administration of Martin Van Buren.

The chief object of her wrath during the administration of Jackson was a clerical party which wished to set up a religious oligarchy to rule the United States. Her tactics were not always polite and her language less so and as a result she was brought into court by this group on a charge of being "common scold." She was found guilty, but due to Jackson's influence was fined only \$10.

Her newspaper was begun when she was 63 years old. She first called it the Paul Pry for an Ohio river steamboat but later changed the name to the Huntress. Most of the Washington newspapers of that day were story, devoted most of their columns to official pronouncements and rewrites of London newspapers. Anne's paper was an innovation. It was lively, given to general news and blistering editorials on a world of subjects.

She continued to publish the Huntress every week until June, 1854 when she was almost 85 years old and too feeble to continue. She died in October of the same year.

Named for River Boat

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LETTERS TO THE EDITOR

FEARS WAR'S EFFECTS

CHICAGO.

Editor, THE GUILD REPORTER: I was . . . interested in the debate on . . . political action which the board engaged in at its Feb. 8-4 meeting. . .

I particularly liked Ken Crawford's singleness of purpose in keeping his attention on organizing. However, when Crawford states that the stage is set for organizing by "avoiding" political action at this time, I must disagree.

There is a potent force in political affairs today which may well upset the organizing apparatus, not only of the A.F. of L., but of the entire CIO. . .

That force is the European war. If the United States should become involved in European war in the near future, organization of men and women into unions would instantly stop. I think few people will argue this point. . .

It took 20 years for Americans to discover that the last World War was fought over economic interests, and not for the world for democracy. Some of us are skeptical earlier about this one.

Those of us who feel this way think that the time to turn our attention away from domestic problems, is now. However, for the people of this country to do this, while the Administration and Congress' attention remains on international affairs, can only result in frustration for the people.

John L. Lewis has said, and the CIO Legislative Committee has said, "The United States must not become involved in foreign wars." Now, if that is the opinion of Lewis, alone, then I think Brother I. L. Kenen is right—"Lewis has cracked the whip." But if that is the opinion of the membership of the various CIO unions, as ex-

pressed in their own resolutions, then I think it is a contribution to public opinion from an appreciable section of the American public.

If the American people, today, were assured that the United States would not become involved in foreign wars then I think we could all truly say that the stage was set for a great organizing campaign. . .

If membership and leaders of the CIO unions feel that John L. Lewis is at present more sensitive to domestic needs than a Mr. Roosevelt who slashed appropriations for WPA, NYA, CCC, and Farm Aid in his suggested budget, and who raises no voice against attacks on the NLRB and the Wagner and Hours Act, then it is the duty of these people to say so.

Only such an attention of our public servants be turned to help solve. Only such can we be assured of a democratically elected government which will enable us to go forward with organizing activity.

BILL ALLEN.

NOT EAGLE BROWN

Editor, THE GUILD REPORTER: It may conceivably interest some people to know that the Bernard Brown whose letter appeared in THE GUILD REPORTER of Feb. 15 is not the Bernard Brown who was formerly employed by the Brooklyn Eagle and the Brooklyn Times Union. Brown No. 2 is alive, reasonably well, employed as a rewrite man by the Long Island Star-Journal, but never was intrigued by the possibilities of an Alaskan newspaper career, even though it might not be a bad idea.

BERNARD BROWN (No. 2).

LIKES PAMPHLET

New York.

Editor, THE GUILD REPORTER: May 1 congratulate the American Newspaper Guild and the Labor Press Committee on the excellent pamphlet, "The Labor Paper," recently published. This important field has long been neglected, and I hope this first pamphlet will not be the last.

I have made "The Labor Paper" required reading for my classes in labor journalism at the Writers' School of the League of American Writers.

IRA HENRY FREEMAN, NEW YORK TIMES UNIT.

GUILDMEN WIN 11 OF 14 PHOTO PRIZES

Eleven of the 14 prize winners in the fifth annual exhibition of the Press Photographers Association in New York are members of the Guild.

The greatest number of awards were won by Joseph Costa Jr. of the Daily News unit who received a second and third in the spot news class and a second and third in the pictorial division.

Guildmen who won awards are: Harold (Harry) Harris, Associated Press, first in spot news class with a picture of a Nazi-rick in New York; Anthony Camarano, AP, first in sports class with a shot of Tony Galento flooring Joe Louis; Alan Fisher, World-Telegram, first in pictorial class with a shot of Thomas Edison at a sailing ship; Jesse Strait, Mirror, first in feature class; Arthur Sasse, International News, first in the newly created magic-eye class with a shot of Thomas Edison; Sam Andre, Journal-American, second in magic eye; Matthew Black, Journal-American, third in magic eye; Murray Becker, AP, second in sports; Thomas P. P. Boyd in sports; Al Willard, Daily News, honorable mention in spot news.

MEMPHIS — New committees were announced by Mrs. Bill Tyus, president of the regular meeting Feb. 13. Mrs. Tyus, who presided in the absence of Mrs. Harry Martin, president, named the following:

Membership, Mrs. John Hutchison; Mrs. Virgil Pulling, Mrs. Tyus; ways and means, Mrs. David Bloom; Mrs. Robert Gray, Mrs. St. John Waddell; publicity, Mrs. regular meeting Feb. 12.

SEATTLE REORGANIZES

SEATTLE—Standing committees have been reorganized by the newly elected executive committee of the Seattle Auxiliary.

The executive committee comprises Mrs. Beatrice Lynch, president; Mrs. Jean Ashford, vice-president; Mrs. Elizabeth Smith, secretary; Mrs. Carrie Mortenson, treasurer; Mrs. Marion Camoski and Mrs. Eyla Houge.

SALEM HAS PARTIES

SALEM, Mass.—A bridge and whist party for raising money was held Feb. 28 at the home of Mrs. Tony Romano. A cake auction also was conducted. The party was a part of the auxiliary's program of having a social event every month. Flowers will be sent to members who are ill. It was decided at the regular meeting Feb. 12.

PHILADELPHIA—A minimum of \$10 a month for the Chicago Heaviest strikers was pledged by the Philadelphia-Garden auxiliary at its last regular meeting.

In addition, the auxiliary has sent a package of warm clothing and cod liver oil for strikers and their children.

A "Night in Monte Carlo" party was staged in the Stephen Girard Hotel Feb. 29 to raise money for the strikers. A party Jan. 29 for the same purpose was a success.

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THE GUILD REPORTER

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Editor: Clyde Beals
Assistant Editor:
John Dunn

"... 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.

ANG International Officers

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

International Vice Presidents:

Donal M. Sullivan, 983 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, Room 300, 212 W. Third St., Los Angeles, Cal.
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Roger Irwin, 107 Oriole Parkway, Toronto, Can.	Harry Wohl, 2646 N. Mildred Ave., Chicago, Ill.

International Representatives

Morgan Hull H. Richard Seller Fred Myers

International Headquarters, 14 Pearl Street, New York, N. Y.

March 1, 1940

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Vol. VII—No. 6

The Wage-Hour Fight

THE American Newspaper Guild through its contracts with publishers, has established conditions much superior to the requirements of the Fair Labor Standards Act. Yet the Guild has filed with the Wage and Hour administrator a brief opposing any amendments to the act which would eliminate white collar newspaper workers from its provisions.

There are several good reasons for doing so.

The Guild is the only effective organization among the editorial and commercial department workers on news papers and as such, it is concerned with the welfare of the unorganized as well as the organized.

As a part of the labor movement, the Guild must oppose any amendments that might open the door to eventual destruction of the act which is much more important to many of our fellow unions.

The present attack on the wage-hour law is a part of a general campaign against social legislation, more important to us, such as the Wagner Act, that is coming to a head in Washington.

Some of our own members are not yet protected by contract and in some cases where they are, the contract clauses tie the hours and overtime to the law.

The placing of newspaper workers beyond the pale of the law would create one more hurdle for us to overcome in future negotiations.

The act helps to spread employment. This is important not only because more jobs are needed for our unemployed but unemployment is an ever-present menace to the salary and hour standards of the employed.

All of this adds up to the fact that the spectre of insecurity, low wages and long hours still hovers over us and millions of other wage-earners in this country and to protect ourselves, we can not afford to give an inch on either the economic or legislative front.

BOOM IS FADING

WASHINGTON (FP) — Government policies on national purchasing power are still the most important factor in the economic picture, The Economic Outlook, monthly CIO survey, says.

"The analysis shows very clearly that the current reductions in WPA and those planned for the future are completely out of line with the needs of the unemployed," the survey said.

"The reductions which have taken place within the last year due to the 1940 appropriation have had no relation to the need and were based upon the presumption of reemployment which was clearly not in the cards. Nothing less than a level of employment of 3,000,000 on WPA would begin to meet the needs of the unemployed. It is stupid to say otherwise."

Present policies of curtailing the government's contribution to purchasing power, defined as "... the amount of money the Federal gov-

ernment puts into circulation each month above and beyond the amount it takes in in taxes and other income," will result in a sharp drop in the consumers' expenditures, the survey contends.

Added to this is the continued presence of 10,000,000 unemployed and a coming drop in production of steel and autos, a combination that makes the immediate economic future unpromising, it declares.

Four principal depressing factors are listed in addition to the major one of federal "economy," as follows:

- 1—"A substantial" fall in steel production to come during the first quarter of 1940.
- 2—"Sharp declines in production and employment" in the automobile industry said to be "coming soon," and which will further affect steel.
- 3—"A continuing decline" in orders for basic raw materials.
- 4—"Failure of private investment to pick up."

Participation of the New York Guild in an organizational committee made up of CIO and AFL unions in the printing industry was recommended to the representative assembly by the New York executive committee.

The committee was proposed by Elmer Brown, president of Typographical Union No. 6 to include all five unions in the AFL Allied Printing Trades Council, the Guild, the CIO Book and Magazine Guild, the CIO United Electrical, Radio and Machine Workers, and the AFL Brotherhood of Electrical Workers.

Nat Einhorn, executive secretary of the New York Guild, took part in the discussions which led to the adoption of a formal constitution. Ratification and affiliation is now up to the nine individual unions involved. The "Big Six" type union already has affiliated.

Arthur Spillane, an organizer for "Big Six", is temporary chairman of the committee which will elect permanent officers March 11. The group will be formally known as the "Joint Organizational Committee of the Printing Industry in New York City and vicinity."

The first hint of such an organization was given by Brown in a speech to the Guild representative assembly last October.

Complete unionization of unorganized workers in all printing and publishing plants in the city and vicinity will be the main objective of the new group which precludes any jurisdictional disputes. The committee in no way encroaches upon the authority of the Allied Printing Trades Council. It follows much the same pattern as the newspaper union council in Pittsburgh which serves as a clearing house for information and for co-operation in winning higher standards for all the unions.

Boston Council Is Urged

BOSTON—A joint committee for closer co-operation on mutual problems has been proposed to the Typographical Union here by the executive committee of the Boston Guild.

Relations between the printers and the Guild in Boston have been excellent and the joint committee would extend a condition already existing.

Pittsburgh Council Elects

PITTSBURGH—The Pittsburgh Newspaper Unions' Council has been organized on a permanent basis with delegates of 15 AFL unions and one CIO union electing officers.

Joseph F. Hagan, of the Pressmen's Union, was elected president; John A. Feigel, of Typographical Union No. 7, vice president; Thomas C. Langdon, American Newspaper Guild, secretary-treasurer.

The executive committee will include, in addition to the officers, Joseph Sharkey, of the Stereotypers' Union; Charles Miller, of the Operating Engineers' Union; Mark Emmons, of the Mailers' Union and J. Francis Smith, of the Building Service Union. The trustees will be Joseph E. Senay, of the Electricians' Union; Stephen R. Woods of the AFL Business Office Union and E. R. Billeter, of the Branch Managers' Union.

The organization, which adopted the name of the Pittsburgh Newspaper Unions' Council, gave final approval to a constitution that had been revised to meet objections of the International Typographical and International Stereotypers' Unions. This constitution assures each union of local and international autonomy and sets up the council as a central clearing house for newspaper labor problems as they affect the industry in general.

The council has operated on a temporary basis for nearly a year and half and has been headed by Hagan and Langdon. It is a direct outgrowth of a loose-knit committee that was formed hastily in June of 1938 to meet a crisis occasioned by the dispute of the AFL Office Workers' Union with the Press (Scripps-Howard) and the Sun-

Telegraph (Hearst). This dispute brought what the peaceful unions charged was a lockout.

No Rush to Oust ITU

The AFL executive council's order to state and local central bodies to suspend delegates of the International Typographical Union because of the union's refusal to pay the one-cent monthly anti-CIO assessment has not met with unanimous obedience.

From here and there come reports of refusal by central bodies to oust the printers. In many cases where the printers have been ousted it has been with reluctance, and in San Francisco 200 other delegates marched out of the Labor Council meeting in protest.

Meanwhile, President Claude M. Baker, ITU president, says, his union will "go its own way until there is a healing of the breach in the general labor movement."

Typical of the central bodies who defied the executive council order was the Houston, Tex., Central Trades and Labor Council which deferred action for an indefinite period. The Jamestown, N. Y. Central Labor Council was more defiant. It refused to unseat the ITU delegates and called on the executive council to reconsider its order.

In St. Louis, Mo., the Central Trades Council denounced William Green but the suspension order was passed because "Green will lift our charter if we don't."

Most embarrassed by the order was Reuben Soderstrom, president of the Illinois Federation of Labor and an ITU member. Soderstrom, however, thought fast and rushed to join the Chicago Editorial Association which happens to be the company union of strike-breakers on the Chicago Herald-Examiner where the Guild has had a strike for 15 months.

'Liberty' for Henry

The CIO United Auto Workers' efforts to bring unionism to the automobile plants of Henry Ford have reached the Federal courts where Ford is resisting National Labor Relations Board orders to stop anti-labor practices.

In one of the court cases, involving Ford's distribution to his employees of anti-union literature, the automobile magnate will have as one defender the American Civil Liberties Union, according to Roger Baldwin, national director.

In a speech at Philadelphia on Feb. 16, Baldwin said the ACLU would file an appeal in Federal court from an NLRB order against the Ford Motor Co. plant at Somerville, Mass., which the ACLU considers abrogation of Ford's freedom of speech.

Free Speech Qualified

"We are at the moment preparing to go into the courts to contest the NLRB's shutting the mouth of Henry Ford," Baldwin is quoted by the United Press as saying, "In this case he did not threaten to fire anybody for joining a labor union, but merely criticized the union."

The NLRB holds that its order against Ford's coercion is not a violation of the first amendment to the constitution.

"Freedom of speech is a qualified, not an absolute right," the NLRB order states, "The labor act requires the employer to refrain from acts that interfere with, restrain, or coerce employees in the exercise of their right to self-organization and collective bargaining."

"The guarantee of such rights to employees indeed would be wholly ineffective if the employer under the guise of exercising his constitutional right of free speech were free to coerce employees into refraining from the rights vouchsafed them in the labor act."

Even Whispers Coerce
Readers of Baldwin's statement recalled Heywood Brown's famous remark on freedom of speech for

Printing Industry Unions Forming Council in N. Y.

employers in an affidavit filed March 19, 1935, in the Newark Ledger strike injunction case. Brown said:

"... A proprietor or editor does not have to commit himself to a bold statement in order to terrify his staff. He merely has to hint and let it be known that belonging to the Guild is bad business. That is sufficient to inform all of the members of the staff that the attitude of the publisher is not friendly and that they organize at great risk."

\$500,000 'Suckers'

SAN FRANCISCO—The Industrial Association of San Francisco, which is now defunct after many years of combatting labor organization, was a "sucker" for spending a half million dollars on undercover agents in unions, Paul Eliel, a former association employee, told the LaFollette Civil Liberties Committee here.

Eliel was one of the last witnesses to testify as the committee completed its hearings on the Pacific Coast. Under examination by Senator Elbert Thomas, Eliel said "that such tactics (labor spying) antagonized workers more than the slight value of the information warranted."

Before closing the West Coast hearing, the Senate committee learned that the Industrial Association saved the life of the Associated Farmers by pouring thousands of dollars into the latter's treasury in 1934 when it only had 45 members. More than \$17,000 was turned over to the Associated Farmers by the association in 1934 and 1935.

John Forbes, first president of the association, told the committee that the purpose of the organization was "to maintain the open shop in San Francisco". Money was raised chiefly through donations of such industrial firms as Standard Oil, Pacific Gas Electric, banks and others, Forbes said. A total of \$1,187,403 was raised between 1934 and 1938, he testified.

The Rev. G-Man?

ERIE, Pa. (FP)—Rev. William J. H. Boetcker, columnist of the Erie Times, has posed as a federal agent in an attempt to intimidate union members, the Federal Bureau of Investigation has been informed by the Erie County Labor Press.

Boetcker in a letter to a CIO union official intimated that he was serving both the Department of Justice and the Dies committee, Wade Shortleff, Press editor, charged. In another case, Shortleff said, the columnist had warned a CIO member seeking citizenship that he might land in prison if he didn't leave the union.

Boetcker's attempt last fall to organize a vigilante movement during a SWOC strike here was also recalled by the Press who said that he had issued a 7,000-word statement attacking labor leaders and calling for a "purge".

John J. Mead Jr., editor of the Times, said he was "not aware of any anti-labor activities of Boetcker. His column is ordinarily inoffensive and not subversive."

Boetcker's answer to the charges was: "I am for labor but I am sorry for the CIO. They are in the hands of racketeers and unscrupulous leaders."

'Till Their Ears Hurt

Three weeks of "picketing" by telephone won a strike for 115 members of the United Office & Professional Workers against the Credit Clearing House Inc. of New York. Union shop, wage increases, vacations and sick leave were included in the settlement.

The union estimates that 95,000 calls were made by trade unionists to the struck company, demanding that they settle the strike.

The company does practically all of its business by telephone.