

THE GUILD REPORTER

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

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SULLIVAN IS NEW PRESIDENT

Changes in the IEB Are Many As Administration Slate Wins; Kaufman and Pasche Top Poll

Donal M. Sullivan of Boston, for two years a member of the International Executive Board and identified as a supporter of the present administration, was elected president, Executive Vice President Milton Kaufman and Secretary-Treasurer Victor Pasche were re-elected, and all but one member of a slate of candidates backed by a pro-administration caucus were elected to the Board by the Guild's Seventh Annual Convention just held in Memphis. The Convention took place at the Peabody Hotel from July 8 to 12.

The one IEB member to be re-elected who was not on the pro-administration slate was Harry Martin of Memphis, who was unopposed. Another candidate, Harold Breard, a Monroe striker, had been nominated against him by administration supporters but withdrew when it developed that Martin had the solid backing of all the other locals in his region.

Crawford Defeated

Kaufman and Pasche, whose work and policies underwent much examination at the hands of Convention committees in the light of criticisms directed against them in the pre-convention statement signed by six of last year's Board members, led the pro-administration slate in the voting. Each received 85 1/5 votes to 43 4/5 for their rivals, with 19 votes being registered in each case as "not voting." Kaufman was opposed by Max Ways of Philadelphia, coordinator of the opposition movement, and Pasche by I. L. Kenen of Cleveland, former Board member.

Sullivan ran for president against Kenneth G. Crawford of Washington, former president, who decided in the middle of the Convention to be a candidate again and ran with the support of the Ways group and that led by Robert M. Buck of Washington.

One of the new Board members, Anthony Berardi, is the first photographer elected to the Board. The Convention also, after examination by its committees and much debate on the floor, approved a program for the year which evolved largely out of the recommendations and suggestions put forward by Kaufman and Pasche in their annual report (summarized in the July 1 REPORTER). The main steps in the program decided on were:

Enlargement of the organizing staff by the appointment of an additional International representative, and development of a system of "resident organizers" whose salaries will be paid by the International and expenses by the locals they are assisting.

Use of the Hearst peace formula as the starting point for a campaign to obtain full recognition of the Guild as the union in its departments on papers of other large chains.

A program of three assessments to be levied at two-month intervals starting this fall to build up the International Defense Fund. The assessments, it is estimated, will add a total of about \$12,000 to the fund.

Enlargement of the GUILD REPORTER to 12 pages on the present semi-monthly publication schedule when the ANG budget can be expanded without sacrifice of other essential needs.

The fighting over issues was hardly more clear-cut than the

pledges of unity made after the last election was done and the new president was in the chair. Sullivan first recognized Ways.

"Policies have been decided here and men have been elected," he said. "These men are our leaders. . . . The only way we can show that our opposition does not in the long run hurt the union is by being loyal, completely loyal, after we have been defeated."

Kenen joined him:

"I hope that now we can come together and work together for the best interests of the American Newspaper Guild. These aren't times in which to fight. . . . This is a pretty black year. Labor is under attack everywhere. . . . I urge all of you, everyone here, to work unitedly together during the next twelve months . . . to build a great trade union, one of the most progressive trade unions in the United States."

Twin Cities' Good Will

John J. Biddison of Twin Cities: "I want to speak for the Twin Cities delegation. . . . I can pledge you that we will give our officers all we have."

Jim Welch, St. Louis: "We fought pretty hard here and lost. I want to tell you that next year we are going to fight pretty damned hard for the people who are now in and win everything for them that they need, we hope."

Kaufman replied:

"I am most ready to accept the statements of all of those who have gone before, and I am quite ready to accept those statements as authority for mine, that if those pledges and our pledges, the pledges of the officers elected, are carried out, we shall have that guarantee of unity which we speak of. . . . The officers do pledge loyalty no longer to causes but to every local during the coming year. We offer our complete cooperation to all."

Nine Places Contested

In the elections, contests took place for nine of the 13 places on the Board and a contest was started for the tenth place but stopped before the race ended. Votes of around 80 were received by the winning candidates, while the opposing vote reached 66 2/3 at its highest in support of the retiring president, Crawford. In several cases, delegations from



DONAL M. SULLIVAN OF BOSTON
The New ANG President

BIOGRAPHICAL DETAILS ON PAGE 3.

several cities registered themselves as "not voting," reducing the strength of the rival candidates to the 40s and 50s.

Crawford's candidacy was one of two Convention surprises. The other was the change of Julius H. Klyman of St. Louis, a Board member who was one of the six signers of the pre-convention statement criticizing the present administration. He announced at an executive session of the Convention held on Tuesday afternoon and evening that he was now pro-administration. In the election contest he was unopposed.

Klyman said he changed his position because the growing reaction in the nation and world had convinced him that this was no time to change officers who, even their opponents admitted, were honest, able and sincere.

Martin, also a signer of the

statement, and whose local actively campaigned for his election as president, withdrew from that race in the middle of the week. Other members of the old Board who signed the statement were Harry Wohl of Chicago and Roger Irwin of Toronto, who did not run again, and William J. Farson of Philadelphia, who withdrew from his race.

The New Board—

Here is the complete membership of the new Board and a summary of the voting:

President: Donal M. Sullivan of Boston, 78 1/5; Kenneth G. Crawford of Washington, 65 1/5; 3 not voting. One vote was later added to Crawford's.

Executive Vice President: Milton Kaufman of New York, 85 1/5; Max Ways of Philadelphia, 43 4/5; 19 not voting.

Secretary-Treasurer: Victor Pasche of Newark, 85 1/5; I. L. Kenen of Cleveland, 43 4/5; 19 not voting.

Vice Presidents from regions: First region: Agnes Fahy of Newark, new member, 83 1/5; Joseph M. Walsh of Wilkes-Barre, Pa., 61 4/5; 2 not voting. Second region: Harry Martin of Memphis, elected by acclamation after withdrawal of Harold Breard, delegate of the striking Monroe local.

Third region: Don Pinkston of Sioux City, new member, 83 1/5; Kenneth B. Crouse of the Twin Cities, 58 5/6; 6 not voting.

Fourth region: George Wilson of San Francisco, new member, 78 7/10; Sam Eubanks of San Francisco, 64 3/10; 2 not voting.

Fifth region (Canada): Ralph Foster of Toronto, new member, elected by acclamation.

Vice Presidents at large: Philip M. Connelly of Los Angeles, incumbent, 83 11/55; James Farmer of Seattle, 43 14/55; 14 6/11 not voting.

Anthony Berardi of Chicago, new member, by acclamation. Morris Watson of New York,

incumbent, 75 1/5; Kenneth Clark of Kansas City, 62 4/5; 12 not voting.

Richard Henry of Denver, new member, declared elected when William J. Farson of Philadelphia withdrew in middle of the balloting.

Julius H. Klyman of St. Louis, re-elected without opposition but with three delegations registering negative votes against him.

Three Blocs Formed

The early caucusing at the outset of the Convention revealed that the opposition to the administration was divided into two groups, one centering around the Philadelphia and Cleveland delegations, led by Ways and Kenen, and the second led by Washington, the Twin Cities and Seattle. A pro-administration caucus was quickly started, which grew steadily until on the final morning when all three groups held last-minute meetings to consider compromise proposals, it attracted a majority of the delegates.

While the lines never remained intact, a rough approximation of the strength attained by the groups is seen in the votes for some of the officers. In the Kaufman-Ways and Pasche-Kenen races, Robert M. Buck of Washington announced that he could see no distinction between the candidates and was therefore not voting. In these races a total of 19 votes was announced as not voting, while Ways and Kenen each polled 43 4/5 as against 85 1/5 each for Kaufman and Pasche.

The line-ups between the groups took shape around a series of issues as the Convention went along. One of these issues developed on the first afternoon, Monday, before the Convention was hardly organized, on the question of a time for holding an executive session to air the recent internal controversies. The outgoing International Executive Board, meeting on the Saturday before the Convention opened, had recommended the holding of such a session and had proposed Tuesday afternoon. Later by a 6-5 vote it had recommended Wednesday afternoon. Secretary-Treasurer Pasche took the floor and moved that the Convention keep the original date. This motion precipitated extensive debate. Pasche urged that the criticisms (Continued on Page Two)

Hearst Chain Pact Wins Approval

With the Hearst peace formula approved during the week of July 8-15 by the IEB, the Hearst Chain Advisory Council as well as the Hearst board of directors, the Scripps-Howard Chain Advisory Council took steps at Memphis to approach that national management for negotiations on certain points, including Guild shop.

The Hearst plan was submitted to Hearst units immediately and the Los Angeles local was the first to vote for acceptance. Other units were expected to act shortly.

The Scripps-Howard Council has proposed that as soon as seven Scripps-Howard units and their locals agree, the IEB begin negotiations on a program adopted at Memphis. This asks for national agreement on:

Full Guild shop; severance pay standards; time and a half in cash for overtime; job security; a war and conscription clause and a transfer clause.

Guild Officers' Statement:

'Aware of Responsibility'

Statement by Donal M. Sullivan, Milton Kaufman and Victor Pasche:

Election by the Convention of a president and executive board committed to support of the past work of the administration places upon us a full measure of responsibility. We recognize this responsibility.

The resolution of differences, after thorough discussion and contest, offers, we believe, an unprecedented opportunity for unity. By this we mean unity around Convention policies.

It was a healthy Convention, even if it was a trying one for everyone. Its actions were decisive. We welcomed the declarations of loyalty to the elected leadership made by those opposing us in the contest. We, in turn, shall unequivocally cooperate with them and with every local of the American Newspaper Guild. We pledged then and we pledge now our complete adherence to the established policies of the American Newspaper Guild.

Memphis, Tenn, July 13, 1940.

Says CIO Rejects Suicidal 'Unity'

Haywood Tells Convention AFL Leaders' Refusal To Accept Industrial Unionism Prevents Peace In Labor; Declares Parleys Have Been Futile.

There can be no peace in the labor movement of America as long as the officialdom of the American Federation of Labor persists in its attempts to divide industrial workers into craft unions, Allan S. Haywood, national director of the Congress of Industrial Organizations, told the Seventh Annual Convention of the Guild at its Thursday afternoon session.

Haywood also commented on the battle that was raging within the Guild, declaring that after the Convention had decided the issues, the thing you have got to do is to leave the Convention as a unit, pulling for your union—nothing less.

"Suspended for Organizing"

Relating the experiences of the rubber, auto, steel and other industrial workers within the AFL, Haywood declared: "Keep in mind we were suspended from the American Federation of Labor for going out to organize. All we were doing was organizing rubber workers and putting them into already chartered American Federation of Labor unions. The same with iron workers. Then the 'house of lords' (Ed. Note: AFL executive council) met and decreed that was a foul crime, and told us to cease and desist on the threat of suspension. . . .

"Then they illegally suspended you, illegally without any law to back their act upon. The law was to the contrary. It took a certain number, three-fourths, I think it was, of the delegate body to suspend an international union. . . . They suspended the CIO unions and they then and there started the rift in the American labor movement. The reason they suspended you was because they knew they could not get the necessary number of votes with the CIO seated in the AFL in a convention to suspend the CIO. . . .

"A lot of people bemoaned about the so-called division, bewailed, held up their hands in horror. . . . This division at least enabled the CIO workers to go out and build a powerful union; it enabled the steel workers, the rubber workers, the electrical workers, the transport workers, and the maritime, and it has enabled the Guild to grow too. . . .

"I say to the AFL leaders that they cannot organize the mass production industries on a craft basis. Until this issue—the right to organize and maintain an organization without having it on a craft basis—is cleared up, there can be no sound peace in the labor movement. I do not want a peace that permits butchery and division to be practiced in dividing the workers into craft unions."

Citing the AFL's repeated protestations that they are willing to meet the CIO any time, Haywood said that in past conferences the AFL leaders have refused to make any concession to industrial unionism.

"They will not," he declared, "surrender their paper jurisdiction. If they really want peace in the labor movement, they will accept the proposal for everybody to get together now and thrash out their differences inside rather than wanting us to agree that we will not violate the paper jurisdiction of these crafts that do not fit into our modern industrial methods."

"And if anybody in the CIO does not want to go along with our policy on organizations, he is welcome to leave the CIO. We are not going to accept a peace that permits craft unions to destroy the CIO."

Haywood drew an analogy between the AFL-CIO battle and the American Revolution.

"Sometimes peace isn't a way the best thing to have. I say to you

that the colonists of this country wanted peace, but they chose to fight for principles. They created a new union from the British empire and they created a democratic form of government in these United States, one union of forty-eight states. So we are not too concerned with mere peace."

Paying tribute to the Guild's record as a trade union, Haywood asserted: "Regardless of any imperfections some of you may think you have—and I hope you never get perfect—the members of the Newspaper Guild have earned their way into the CIO. They have made their reputation. They have struggled. They have taken it on the chin. They are being baptized in all the things that go to make a real labor movement and real union men and women in that unit."

"You have made some real struggles which we never expected from white collar groups that we thought were too respectable for that kind of struggle. You won your struggles in a way that has commanded the respect of coal miners, auto workers, steel workers and others that have had to struggle for years and years. We were surprised at the caliber of the men and women in your union and who make up the army you now have."

"I say to you now that we are proud of the Newspaper Guild. You have got a real part to play in this movement of ours. Even now, in our various councils throughout the country, the Guild has its place in the sun. It gave impetus to our movement in general to advance it and protect it. . . .

"Remember, we're Haywood Brown here today he would have you leave united. The CIO will stand with you in all your struggles in the years to come. . . . We claim that in America it is good for Americans to have labor unions and strong labor movements. . . . The CIO is determined to go with you to the end of that road, no matter where the end takes us, in the preservation of the ideals that every one of you and every one of us cherish."

Three Guild strikers recently

went to Crossett, Ark., where more than 2,000 AFL sawmill and paper mill workers are on strike, and delivered hundreds of copies of the strikers' newspaper which carried pictures of the Crossett strike. The Guildsmen received a cordial welcome and were permitted to post their unfair list on the Crossett union's bulletin board.

The complaint alleges that the management discharged Harold Breard, Guild secretary, for union activities, refused to bargain collectively with the local and otherwise violated the Wagner Act.

Guildsmen expect the local federal court room to be packed because of the intense interest shown in the hearing by Monroe residents.

On July 1 local merchants were the guests of John D. Ewing, president of the two struck newspapers, at dinner at a hotel here. It was believed to be the first time that Ewing, who lives in Shreveport, had come to Monroe to become acquainted with merchants who supply his advertising.

Many merchants who attended the dinner expressed their sympathy for the strikers, "simply to see what John Ewing looks like."

Ewing spent the next day calling on the advertisers individually in an effort to persuade them to return their advertising to his newspapers. Thus far his success has been small.

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went to Crossett, Ark., where more than 2,000 AFL sawmill and paper mill workers are on strike, and delivered hundreds of copies of the strikers' newspaper which carried pictures of the Crossett strike. The Guildsmen received a cordial welcome and were permitted to post their unfair list on the Crossett union's bulletin board.

The complaint alleges that the management discharged Harold Breard, Guild secretary, for union activities, refused to bargain collectively with the local and otherwise violated the Wagner Act.

Guildsmen expect the local federal court room to be packed because of the intense interest shown in the hearing by Monroe residents.

On July 1 local merchants were the guests of John D. Ewing, president of the two struck newspapers, at dinner at a hotel here. It was believed to be the first time that Ewing, who lives in Shreveport, had come to Monroe to become acquainted with merchants who supply his advertising.

Many merchants who attended the dinner expressed their sympathy for the strikers, "simply to see what John Ewing looks like."

Ewing spent the next day calling on the advertisers individually in an effort to persuade them to return their advertising to his newspapers. Thus far his success has been small.

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Convention Votes Constructive Criticism of Paper, Rejects Minority Report Demanding Resignation of Editor and His Assistant.

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SUSTAINED ORGANIZING WORK PROPOSED

Five principal recommendations to "promote sound, nation-wide organization of the Guild" made by the Organization Committee were adopted by the Convention in approving the committee's report. These recommendations called for: Addition of an international representative; employment of resident organizers; a greater volume of organizational material in the GUILD REPORTER; dependence of larger locals on their own resources for handling routine bargaining and organizing; development by the locals of their own organizational literature.

Addition of an international representative and development of a plan for resident organizers had been recommended by the administrative officers in their report to the Convention.

A minority report was submitted which urged the IEB to consider giving the local or locals involved a "commanding voice" in the choice of resident organizers and that the organizers be under the control of the locals. It also recommended that the IEB consider hiring resident organizers before it hires another international representative.

The minority report was defeated after extensive debate.

Wants Local Control

"We believe," David Schick of Philadelphia, speaking for the minority, declared, "that the organizing personnel, whether IEB representative or resident organizer, should be under the control, direct control of the local Guild in which he works. The argument that the man's salary, if he is a resident organizer, is paid by the IEB and, therefore, he should be responsible to the IEB is fallacious. . . . The money comes from the dues of the members and the members should have the right to control at least the resident organizing staff. . . ."

Speaking on the question of control, George Markham, Boston, expressed the majority opinion that "it is obvious if this is to be a nationally administered program, with the whole problem of organizing considered on a national basis, the IEB is the one to decide where these men are going to be placed. The membership of the Guild all over the country is paying these men's salaries and the IEB is responsible to that membership. We want these men placed in localities where they will do the most good and that can't be done by local control."

Would Try Resident Plan

Fred U. Ross, Harrisburg, said that "in the minority report it is stressed that we must re-examine our whole position on organizing the unorganized. We have tried one method. I am not prepared to say whether it has failed or whether it hasn't, but just as in the field of government so in the field of trade unionism we learn by experimentation. I think it is time we used the resident organizer method and see how it works. I think we ought to put it into effect first, before we get another representative working out of New York."

Vice President Kaufman took the floor to say that "the need of an international representative grows out of a very simple fact. We are trying to develop a national organizing drive. It is perfectly reasonable and not dogmatic to expect that in that drive crises will develop—and we have had examples of it in the last four or five months—where help will be immediately required. A resident organizer is not a movable one in any real sense, and we could not send a resident organizer who might be somewhere in the South to a critical situation 500 miles away; hence we feel it perfectly reasonable to expect that we must expand the movable organizing staff."

Text of Report

Extension of organization will become increasingly important to the American Newspaper Guild in

Convention Adopts Plan for Adding International and Resident Organizers

the year to come as reaction heightens the resistance to normal union activity. The Guild cannot stand still. It must go forward. One of our principal objectives, as with other CIO internationals, must be the carrying of collective bargaining benefits to all newspaper workers in our jurisdiction.

Already those who spontaneously would join have done so. Our duty and our task now is not a sensational drive but a continuous, sustained, never-ceasing effort to organize and retain those who so far have not been brought into the union.

No Magic Formula

This campaign should place particular stress on work in key cities and areas yet only partially organized and in areas where small guilds are fighting for existence. There is no magic formula for increasing membership. That process is a slow, continuous struggle that is often discouraging. But success awaits if we build soundly.

We must recognize that the Guild is much stronger where it is organized on an industrial basis. Locals are urged to go after all departments at the same time, rather than confine their work to the editor.

Also it is more and more work that the Guild's progress must depend upon its own strength, through complete organization, rather than in dependence upon labor laws.

The problem of organizing wire services should be handled as an integral part of the general organizing campaign of the locals and not be considered a separate task of the International.

Recommendations Made

The IEB should give further study to the question of radio stations, and, meanwhile, the present policy of dealing with their organization should be continued.

Wire Service Report

GENERAL STATEMENT

A new approach to the essential problem of wire service organization must be made and prosecuted without delay. Organization of the wire services has, up to now, lagged behind the general tempo of organization elsewhere in the Guild. The general objective should be a nationally coordinated program undertaken by local Guilds wherever possible. Local Guilds must be educated on their primary responsibility for wire service organization, and the point must be brought home to wire service men that they have the same group interest as other newspaper workers in their and other communities.

SPECIFIC PROPOSALS

Specific proposals for organization machinery are:

1. (a) That the IEB add to the National Wire Service Committee four wire service employees, at least three of whom shall be designated from the three major press associations.

(b) That this committee be authorized to select its own chairman.

(c) That a Wire Service Ad-

visory Council composed of representatives of all press associations be set up, this council to meet on the call of the National Wire Service Committee.

(d) That all negotiations be conducted in consultation with the Advisory Council.

2. That each local be urged to establish a Wire Service Committee to be coordinated with the local organizing committee of the National Wire Service Committee.

3. That educational and organizational pamphlets be distributed through these channels under the direction of the National Committee.

4. That national shop papers be continued under the direction of the National Wire Service Committee with a greater exchange of news among these papers. That this GUILD REPORTER increase space given to wire service news.

5. That negotiating committees exchange minutes or transcripts of all meetings with the ANG headquarters acting as a clearing house.

6. That a special wire service organizing period be designated.

7. That all wire service units seek to establish contact with CIO Chapters for joint consultation, meetings and action on all

matters of mutual interest in line with general trade union practice.

8. That the formation of Grievance Committees be encouraged for all shops.

CONTRACTS

Until the time is feasible for Associated Press negotiations to be held nationally, we recommend the following:

1. That the Advisory Council draw up yearly model demands to be presented to local units; the units then to shape the demands to fit local conditions but in no event to be inconsistent with the terms of the model contract.

2. That every contract have a clause barring transfer without consent, providing payment of all transfer expenses, barring transfers with a reduction in pay or benefits, and barring dismissals except for good and sufficient cause.

3. That negotiating committees exchange minutes or transcripts of all meetings with the ANG headquarters acting as a clearing house.

4. That every effort be made to obtain simultaneous bargaining for Associated Press Bureaus for which the Guild is bargaining agent, as well as for other press associations.

Recommendation of the Wire Service Committee to the Employer Relations Committee: The Wire Service Committee recommends to

many of these benefits for newspapermen from the employer through Guild contracts.

In conclusion, the committee wishes to emphasize again the importance of enlisting the help of the entire membership in organizing work and the value of planning this to increase and consolidate gains.

Agnes Fahy, Newark, chairman; John Weiburg, New York; George F. Markham, Boston; Roger E. Spaulding, Rochester; Gerald Nash, Sacramento; Albert Manola, Knoxville; Frank Culwell, Sabine, Neches.

FOUR: That large locals of 300 or more members rely on their own personnel and resources to handle routine bargaining and organizing.

FIVE: That locals be impressed with the value of developing organizational literature of their own and supplement headquarters material. The importance of shop papers in getting new members and educating present membership should be stressed. So that these campaigns may obtain maximum effectiveness, locals should be urged to participate in exchange of such literature, sending enough copies to ANG headquarters so that the latter may be used as a clearing house. Assistance in this work should come from the International office and the latter should make available to locals organizational leaders like the highly successful one, "Nineteen Thousand Newspapermen."

Grievance Work Helps

The committee calls to the attention of the convention the value for organizing purposes of the use on such act chapters of grievance committees. These bring home to the unorganized, as well as Guild members, the benefits to be obtained from collective action.

Assistance of the printing trades union, by the local union and of social affairs have proved successful in getting an "entering wedge" into unorganized newspapers, and locals are urged to increase use of such tactics.

The IEB should make further serious study of special benefit programs, especially in the field of insurance, unemployment benefits, group health services such as set up by the Transport Workers Union in New York; sick and death benefits and other fraternal assurances. The committee calls attention, however, to the proved organizational value of obtaining

value of district councils and urges that resident organizers, wherever possible, set up and work with such councils.

THREE: That the GUILD REPORTER continue to be used for organizing purposes and carry a greater volume of organizational material and that locals be urged to send to the GUILD REPORTER information about their organization activities.

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BARGAINING PROGRAM CONSOLIDATED

Remains Basically Unchanged by Convention

(Employer Relations Report)

The Employer Relations Committee submits for convention approval a Consolidated Bargaining Program basically identical with that now in effect. Such modifications and additions as are here proposed are the result of your committee's review of the basic policy heretofore determined and from which we believe there should be no departure.

Your committee has incorporated in the 1940 proposed Consolidated Bargaining Program those contract elements which conform in all instances to advances already made in the jurisdiction of one or more locals.

These include:

ONE: Extended vacations, indicating that the concept of a standard of two weeks annually should be changed. Within the judgment of local negotiators the policy of advancing beyond this current minimum vacation period should be encouraged.

TWO: Compensation for holiday work. The committee recommends that future contracts make provision for special compensation for employees required to work on all recognized holidays and that this compensation be preferably by cash at not less than the local overtime scale.

THREE: National emergency clause. The committee believes that every contract is desirable, providing a degree of protection for the return to employment of those who may join the military service of the United States. It suggests, however, that locals give due consideration to the necessary limitation of protection which such a clause provides.

Under such conditions as the national emergency clause contemplates locals will find their membership, fully prepared to defend their contract benefits and to insist that there be no invasion of

the job security standards which the best Guild contracts have created.

SEVERANCE PAY

New emphasis on the basic principle of an employee's equity in his job is indicated by examination of contract experience in the past year. Your committee believes that the long-standing Collective Bargaining Program direction against qualifications of severance pay is in reality liquidation of the employee's equity in the job he holds upon employers or employees, the committee believes.

Local negotiators should reiterate at every opportunity the position that "severance pay" is not a "cushion for per-

sonal unemployment" or "an indemnity for dismissal."

It is from such false premises that the "management protection" clauses are reasoned. There can be no excuse for protection of the management from release of the money which has been, in effect, held in trust for the employee until the termination of his services. It should never be forgotten that the purpose of the contract clause on severance pay is primarily to state the principle of job equity and see only to establish an agreed basis for the liquidation of that equity.

The committee notes the gradual extension of the retirement provision in severance pay clauses and urges locals to consider this in drafting their contract proposals.

CITY-WIDE AND CHAIN BARGAINING

The committee particularly recommends to locals a study of the success of city-wide bargaining by the San Francisco-Oakland Guild, although it urges that other locals inform themselves directly on important special conditions in the San Francisco-Oakland situation before attempting to follow this pattern.

Before considering city-wide bargaining, organization of the entire Guild jurisdiction in all plants should be substantially completed and consolidated. In no case should city-wide bargaining be contemplated without consultation with the IEB.

Recent inauguration of chain bargaining in the Hearst chain and progress toward similar negotiations with Scripps-Howard introduce a new factor in Guild negotiating technique.

It is suggested that the IEB consider further national conferences among representatives of locals with chain paper units to coordinate the negotiation of local contracts with the national developments.

GUILD SHOP ENFORCEMENT

Strict enforcement of Guild shop contracts is recommended to all locals and correspondence among locals for the exchange of information on enforcement methods is suggested.

GRIEVANCES

The committee suggests that locals establish the practice of recording and filing in the local headquarters reports on grievances handled by unit or local committees. The committee believes such a grievance committee history will assist in the efficient enforcement of Guild contracts.

BARGAINING MANUALS

The committee urges that the IEB consider immediately further



The Employer Relations Committee: In Session, and too busy to smile. Around the table from the left: Sam Eubanks of San Francisco, Andrew Barrigan of Los Angeles, Jack Ryan of New York, Ed Meisburger of Kansas City, Chairman Ed Scott of Detroit, William Parson of Philadelphia, Paul Conaway of Macon, Louis Ade of Northwestern Indiana, International Representative Fred Myers and Dick Washburne of Los Angeles.

should be absolute uniformity in the work week and that the 40-hour absolute maximum should not be waived in any classifications.

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BARGAINING MANUALS

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Chain Negotiations Cited as Major Advance

Improvement of contract data service to the end that local negotiators will be fully and promptly informed of all contract changes.

LEGISLATIVE PROTECTION

The committee wishes to emphasize that good contracts are obtainable only through organizational strength and that we should studiously avoid creating among the membership the attitude that social legislation, such as the National Labor Relations Act and the Fair Labor Standards Act, for example, become substitutes for labor union action.

It is recognized that social legislation has served the purpose of stimulating union growth by destroying some of the obstacles to organization. It must be recognized now, however, that social legislation will not of itself perpetuate the hands of ruthless employers, be diverted from its original purpose and scope of social legislation is not, even in the slightest degree, a criticism of the Guild policy of fighting for those working people as a whole.

The committee calls to the attention of the legal committee of the ANG the importance of a hearing scheduled for July 25, 1940, in Washington, D. C., in the hearing branch of the Department of Labor. This hearing is for the purpose of redefining "executive" and other terms to describe employees exempt from minimum wage and maximum hour provisions of the Fair Labor Standards Act.

We urge that all Guilds and the legal committee be on the alert in regard to this and other hearings by governmental agencies, boards and other bodies concerning changes in the wage-hour and other labor laws. All notices of such hearings, coming to the attention of Guild members should be promptly referred to ANG headquarters for transmission to the IEB and to ANG local department.

Edwin W. Scott, Detroit, chairman; Alvin Revelt, Madison; Paul W. Conaway, Macon; Louis P. Ade, Northwestern Indiana; Sam Eubanks, San Francisco-Oakland; Dick Washburne and Andrew Barrigan of Los Angeles; Gerald Gottlieb and John F. Ryan, New York; Fred U. Ross, Harrisburg; Kenneth Rowe, Salem; William J. Parson, Philadelphia-Camden; Ed P. Meisburger, Kansas City; Melvin C. Payne, San Diego.

Also attached to the committee's report were the specific changes in the language of the Collective Bargaining Program and Convention Recommendations on Collective Bargaining, which were necessary to carry out the committee's proposals which are published above. The amended program and recommendations will appear in the annual ANG "Manual," which is now being prepared and will be distributed to the

Baker Candid on Conflicts

Declaring that differences between his union and the Guild have always been handled with a friendly attitude by both sides, Claude M. Baker, president of the International Typographical Union, made a frank statement to the Convention about past and potential conflicts between the two unions.

The ITU leader in an address on Tuesday praised the Guild for what it had achieved in its comparatively brief existence and asserted his belief that as the Guild grows older it will "do more to root out of journalism the things that shouldn't be there than any agency has ever done up to date."

Long an ITU Field

Baker made clear the attitude of his union towards the unorganized in newspaper composing rooms when he said:

"They (printers) resent any infringement, no matter how slight, on the part of any organization into the domain of the composing rooms. And I would suggest that you give very serious consideration to the avoidance of more difficulties than we must necessarily face in the coming years and to the thought as to whether or not it is advantageous to your organization that you accept into membership men doing work over which the ITU has, to the best of its ability, exercised jurisdiction for 50 or 75 or 100 years. Even though we may not have been able to organize these people, they are still our field of potential growth. I refer to proofreaders, particularly, copyholders and mailers. . . .

An Reclaiming Jurisdiction

"We are setting out to eliminate all so-called miscellaneous help in union composing rooms. They never were necessary, and they aren't necessary today. They came in largely during the last war and post-war period. When there was a scarcity of workmen, our people permitted persons who were not members of the organization to come into union composing rooms. . . . We are now going to attempt to reclaim the jurisdiction that we permitted to get away from us 20 or 25 years ago."

Baker expressed confidence that any future differences between the ITU and the Guild would be settled amicably.

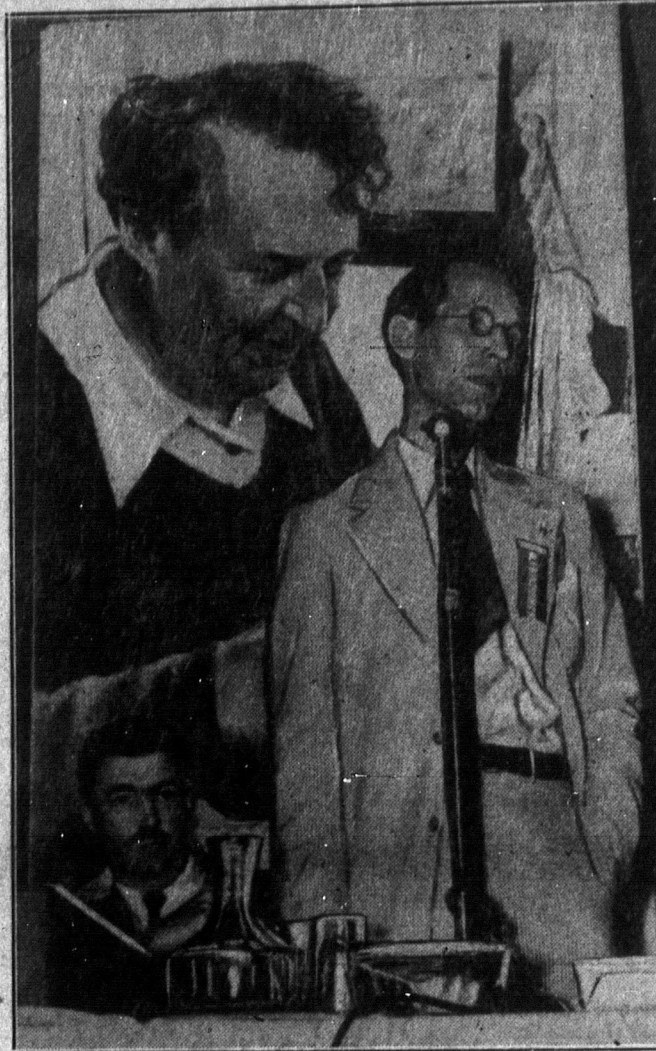
"I assure you in past differences," he said, "there have always existed a very friendly spirit and, I am confident on both sides, a desire to respect the rights of the other organization. That we haven't been able to work out satisfactorily all of the conflicts that have occurred and the potential conflicts can not be attributed to a lack of intent or desire on the part of the ITU, its membership and its officers to see your organization grow, prosper and become strong and more militant, and I am quite sure that there has been no desire on the part of the Guild in any way to infringe upon what we consider to be our domain."

Sees Situation Improving

"The air is clearer today than it was five years ago, and it is clearer than it was two years ago. I know that when you have finished this Convention, there will be less of possible differences, less probability of conflict between your organization and mine. We have got enough conflicts on the outside. We should devote all of our attention to external conflicts and do all possible to minimize internal conflicts."

Baker brought out that the ITU had frequently been asked to step into the Guild's field and organize newswriters. Recalling that the ITU still had two newswriters' locals although the jurisdiction had been abandoned after a referendum in 1922, he said:

"In each instance, we have said, 'No.' There is a legitimate organization of newswriters. There is where you belong. There may come



In the Spirit of Heywood Brown: And with an enlarged picture of the Guild's founder looking down upon him, Harold Breard of Monroe, tells the Convention the story of our first strike in the deep South. At his right is Kenneth G. Crawford who succeeded Brown as president. The Convention took up a collection of \$77.54 for the strikers, and because of the expense the Memphis Guild was undergoing for the entertaining, voted to pay \$1 a place at the annual banquet to enable the local to send a contribution. The collection just topped \$200 and Vice President Martin announced the local would make it \$225.

a time when we will all be one, but until such time does come there is no place in our ranks for people who legitimately belong in an organization which is dedicated to the organization of those who edit, gather and, to some extent, make the news."

Sees Aid to Journalism

In declaring that the Guild will eventually rid journalism of its worst abuses, Baker scoffed at the notion that being union men prejudiced reporters' handling of news.

"I don't believe," he asserted, "there is one iota of merit to the argument that because a man who writes, whether it be editorials, whether it be news, cannot and will not write objectively and honestly because he happens to carry in his hip pocket a union card."

"But if—if, I say—a man who has the responsibility of giving to me and those who are not in a position to see what transpires the world over, the nation over, a picture each day of what is developing, is susceptible to influence because of his associations, I would rather have him influenced by those whose ideal is the betterment of all people, and particularly those who work, than I would have him influenced by those whose only ideal is how much profit they can wring out of a workman."

No Danger Here

"I do not believe there is any danger to America, to journalism, to the industry, to free press or free speech because those who have to work for a living strive to get a little better living and a little greater security."

"Not that there might not be an isolated instance of distorted or colored news; but for every distortion of news and for every coloring of opinion that any one can cite to me today because there is a Newspaper Guild, I can cite ten of them 20 or 30 years ago before the name American Newspaper Guild was coined."

Sees Ethical Advance

"But I am rather of the opinion that as your organization grows

older, and as your membership comes to accept responsibility and discipline . . . that you, yourselves, through your organization, will do more to root out of journalism the things that shouldn't be in there than any agency has ever done up to date. You will have to do it. . . .

"I think when you do that, you will have contributed a great deal to the American labor movement, and I think the American labor movement will acknowledge the fact that such an organization as this, made up of those who have an opportunity to do and know more things than has the man whose activities are confined to purely mechanical tasks, will do much to guide organized labor."

Build Harmony, Committee Urges

Asks Locals to Go Beyond Formal Affiliations to Strengthen Ties With Union Movement; Gives Guidance on Handling Jurisdictional Conflicts.

As in previous years, the American Newspaper Guild's relationship with other newspaper unions was the subject of primary consideration by the committee. With the growth of the Guild and rise of conditions that threaten all labor, the committee felt impelled to give equal consideration to the relationship of the American Newspaper Guild to all unions.

Conflict over jurisdiction, real and alleged, according to the knowledge of the committee and reports from delegates representing local Guilds from many sections of the country, has increased in the past year, and involved not only the Guild and the Typographical Union but also the Guild and the Teamsters, the Guild and the Pressmen, the Guild and the Photo-Engravers Union, and the Guild and the Mailers Union, a division of the ITU.

From a study of these disputes, the committee arrived at the following recommendations:

ONE: That no Guild seek or foster jurisdictional disputes through indiscriminate organization of workers in the established jurisdiction of other unions.

TWO: That no Guild is to limit or belie the known industrial character of the Guild through failure to attempt to organize workers legitimately within the Guild's sphere.

THREE: That no workers and the conditions they might achieve under the Guild be sacrificed to mere jurisdictional claims that do not include actual organization of the workers involved and adequate collective bargaining representation for them.

FOUR: That as far as feasible, the question not only of jurisdiction but also of general relations between the Guild and the various unions mentioned, be settled or ameliorated by action between the national officers of the Guild and the national officers of the other unions.

This last is important not only for obvious reasons but also because in some instances a jurisdictional dispute and controversy of another type during strikes arise under employer pressure and require top-source action for their correction.

In the organization of employees

of radio stations, which is desirable, the committee recommends that no such activity be initiated by any Guild without full consultation and endorsement of the International Executive Board. The only departure of this recommendation from prevailing practice is the extension of the recommendation to include even those radio stations operated by a newspaper and from within the newspaper plant.

The committee recommends that wherever feasible invitation of representatives of the other newspaper unions and of non-newspaper unions, both CIO and AFL, to sit in with Guild representatives, either as assistants or observers, on negotiations with Guild employers. . . . In the case of projected mergers and consolidations where large numbers of Guild and craft union employees face loss of jobs, the committee strongly urges that local officers and members of the ANG cooperate thoroughly, so far as feasible under provisions of the ANG constitution, with officers and members of other unions of mechanical crafts. . . .

Year-round cordial relations with the other labor unions, particularly the other newspaper unions, is obviously advantageous. This means affiliation not only for purposes of friendship but mutual aid, with city industrial union councils and state industrial union councils. It means associations with the other union in mass meetings, conferences, etc., in which local labor movements unite for desirable ends. . . . It means extending laudable efforts at cooperation with the newspaper unions already in existence in the form of councils of newspaper unions. It even means such little things as attending ITU banquets, dances, etc. The committee wishes to call attention of the convention to the fine spade-work in the field of labor relations that has been done over the past two years by the Labor Press Committee, headed by Clyde Beals.

In the holding of two annual conferences of labor press representatives and in following up the work of the two conferences during the ensuing months, the Labor Press Committee has gone far in building up the American Newspaper Guild in the minds of the unions whose publicity and journal representatives attend the conferences, as a cooperative organization eager to and succeeding in placing its special abilities and capacity at their service. The Labor Press Committee also is to be commended for its success in improving the coverage of labor news by the labor press and its appearance.

We recommend that every assistance by local guilds be given the Labor Press Committee in obtaining greater attendance by AFL representatives. . . .

The committee also urges upon local guilds full support of the local labor newspapers, to assist in their production and coverage of labor news. This recommendation applies to AFL newspapers as well as CIO.

No consideration of labor relations can be effective or even complete without study of the split in the labor movement. The committee believes this the particular task of the Convention as a whole but urges on the delegates action or instruction to our national officers looking toward the unity of American Labor and/or peace.

David S. Schick, Philadelphia, Chairman; Ed Flynn, New York; Harold Breard, Monroe; T. Donald Shires, Cumberland; Glenn Murray, Los Angeles; June Blythe, Waukegan; George Wilson, San Francisco.

THE GUILD REPORTER

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

GUILD REPORTER headlines: 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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