

# THE GUILD REPORTER

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

Published the 1st and 15th of Each Month at Guild Headquarters, 14 Pearl Street, New York

Vol. VIII—No. 15

Reentered as second class matter May 27, 1940,  
at New York Post Office under act of Aug. 24, 1912

NEW YORK, N. Y., JULY 15, 1941

Single Copy 10¢; Yearly \$2.00

## Times Election Set for July 23

Complete disappearance of the "American Newspaper Writers Association," much vaunted AFL union for "writers and editors only" which has opposed the Guild in the New York Times plant, climaxed a final effort by the writers' group to further delay an election among the Times editorial employees last week.

The election, with 587 employees voting to determine whether the Guild will represent the largest editorial staff in the country, will be held July 23. Returns from mail ballots of the Times' editorial staff in Washington, D. C., Chicago and San Francisco, in addition to 28 employees in military camps and another dozen on leaves of absence, will delay counting of the ballots for another 10 days.

### SOUGHT REOPENING

The "American Newspaper Writers Association's" final capitulation followed a vain effort to delay the election following an NLRB decision granting the right of all editorial employees to be represented in one collective bargaining unit. The association had contended that only those who "write, edit or gather" news should comprise a collective bargaining unit, excluding librarians, artists and many "clerks" who at The Times are really apprentice reporters.

Appealing from the Board's decision, the association filed a 19-page motion to reopen the entire hearing and take new testimony, and asked Mrs. Elinore Herrick, regional director of the NLRB in

## You Have to Believe It

Irving Haberman, PM photographer, was snapping shots of a strike riot in the Bronx. A police car roared down on him.

Haberman jumped to safety, but the coppers ran smack over his case of plates and bulbs, smashing them all over the street.

And then—the cops pinched Haberman for littering the streets!

Court disposition is pending.



## Official List of Candidates for Election ANG Referendum Election, Sept. 24-Oct. 16, 1941

### For President

Donal M. Sullivan, Boston

Milton Murray, Detroit

### For Executive Vice President

Milton Kaufman, New York

Sam Eubanks, San Francisco-Oakland

### For Secretary-Treasurer

Victor Pasche, Newark

William Rodgers, Washington

### For Vice President, Region I (East)

James Whittaker, New York

Walter Engels, New York

### For Vice President, Region II (South)

Frank Laro, San Antonio

Harry Martin, Memphis

### For Vice President, Region III (Midwest)

Rollin Everett, Cincinnati

Kenneth B. Crouse, Twin Cities

### For Vice President, Region IV (West)

William Brodie, San Diego

James V. Farmer, Seattle

### For Vice President, Region V (Canada)

Ralph Foster, Toronto (unopposed)

### For Vice Presidents-at-Large (Five to be elected)

Agnes Fahy, Newark

Louis P. Ade, Northwestern Indiana

Julius Klyman, St. Louis

Edward Allen, Boston

Donald Pinkston, Sioux City

James Francis Crow, Los Angeles

Alexander Kendrick, Philadelphia

Jules Schick, Philadelphia

Walter Burson, Pittsburgh

Joseph M. Walsh, Wilkes-Barre

## Election Campaign Gets Off Slowly

Committees that will run the first ANG referendum election campaign for the two rival slates are off to a slow start—or else both groups were operating last week in executive session.

Wilbur Bade, Twin Cities Guild president, apparently was operating as chairman of the anti-administration campaign committee, but the group made no public announcement of its organization. Supporters of the present administration were engaged in nation-wide consultation, by mail, about plans for presentation of their case to the membership.

## Guild Hits Again at Mrs. Herrick

New charges of anti-Guild bias against Mrs. Elinore M. Herrick, New York regional director of the NLRB, were filed by the Guild last week in Washington as the New York Guild emerged victorious from a court encounter directly affecting all locals having contracts with an arbitration clause.

The charges against Mrs. Herrick, twice before formally accused of prejudice against the Guild, grew out of actions of her regional office in a dispute between the New York Guild and the Long Island Press, Newspaper Enterprises, Inc., the Newark Morning Ledger, the Staten Island Advance, and Samuel I. Newhouse. Newhouse was one of the Guild's earliest enemies among publishers.

### SOUGHT INJUNCTION

Charges of unfair labor practices in a case concerning four Guildsmen were made by the Guild against the defendants, and the NLRB scheduled a hearing for June 23.

Before that date, Newspaper Enterprises, Inc., in a move which, if successful, would have been a blow to every Guild unit with a contract specifying arbitration of disputes, brought

(Continued on Page Five)

## Pittsburgh Wins Guild Shop and Big Pay Increase

PITTSBURGH—Faced with an overwhelming strike vote, the management of the Paul Block Post-Gazette late on the night of July 14 granted a modified Guild shop and pay raises totaling more than \$30,000 a year.

Every one of the 140 employees will receive at least a 5 per cent raise and many in the lower income brackets will get pay increases of 10 per cent and more. In higher wage levels every minimum was raised.

Benefits of the two-year contract were made retroactive to April, and it may be reopened for wages and hours a year from that date.

The strike vote, taken Saturday night in the William Penn Hotel at one of the biggest meetings in



WHIPPLE

the unit's history, came after more than three months of negotiations with the Block paper's management, which stubbornly said "no" to unit insistence on full union recognition, and limited wage offers to a 5 per

cent boost. Bargaining was guided by Charles Whipple, ANG resident organizer. Walter Burson, president of the Pittsburgh Guild, is Post-Gazette credit manager.

The determined action erased once and for all professed management belief that editorial and commercial members of the unit were not militant in their support of "demand No. 1," the Guild shop.

### MANAGEMENT ERRED

"I do not believe," General Manager O. J. Keller said repeatedly in bargaining sessions, "that the unit members will insist on the Guild shop."

The walkout ballot, authorizing the local's executive committee to call the Post-Gazette strike "when it feels it necessary to do so," was followed at once by mobilization of strike forces in committee divisions.

The Guild, backed solidly by the CIO-Steel City Industrial Union Council, which voted a boycott by its 100,000 members against the Post-Gazette and its advertisers if the strike is called, was ready to man picket lines in the event further negotiations with the management for a peaceful settlement failed.

### OTHER UNIONS AID

The showdown stage was reached in full Guild collaboration with the CIO-AFL Pittsburgh Newspaper Union Council, representatives of which were observers at recent negotiating sessions, and ANG resources in the crisis were pledged by Executive Vice President Milton Kaufman.

At the strike meeting Resident ANG Organizer Charles Whipple presented a detailed report by the Guild negotiating committee reciting the history of the three-month sessions and pointing out the unit had thrice rejected any contract without a Guild shop, and a month ago had threatened

(Continued on Page Four)

## San Jose Works on Contract

SAN JOSE, Calif.—The San Jose Guild, presenting the strongest front in its history, is in the midst of negotiating its first plant-wide contract with the Mercury Herald. Previous contracts covered only the editorial department.

The negotiations come on the heels of intensive reorganization of the paper by E. J. Demson, new general manager and former Cleveland attorney. The Guild is fresh from successful settlement of a long list of grievances resulting from the reorganization.

Negotiation sessions have been featured by a large turnout of newly-organized business office personnel, who are presenting a militant front. A few of these people were cut as high as \$75 per month under the reorganization. They had no contract to protect them.

Chief Negotiator is Charles L. (Tad) Irvine, veteran executive secretary of the San Francisco-Oakland Guild. Others on the committee are Steve Murdock, San Jose Guild President; Stub Stollery, Jimmy Glynn, Walter Johnson, Emma Chittick, Charles Olson and Lew Murray. Bob Greenock, Chicago strike veteran, has aided Irvine.

### PRICES TO RISE

WASHINGTON (FP)—Living costs are bound to increase in the coming months, Administrator Leon Henderson of the Office of Price Administration and Civilian Supply said at his first press conference since becoming price czar.

## Diapers and Defense...

The man from the diaper service calls at our house every week, and the last time he brought the pants for our pride and joy he informed us the price was up 15 per cent.

Not too specifically, he managed to connect diapers with defense and presented a small pamphlet backing up his contention.

"Anyhow," he added, "we all got a raise out of this 15 per cent increase."

The pride and joy's mother said she felt better about that, and began to wonder if draftmen would be eating psblum soon.—From "17," AP Shoppaper.



## Court Ruling Hits 40-Hour Week

The Fifth U.S. Circuit Court of Appeals last month struck a blow at the Wage and Hour Act, especially as it applies to newspapers, which Wage-Hour Administrator Philip B. Fleming said will, if allowed to stand, "destroy" the 40-hour week section of the act.

Ruling on an appeal by the Wage-Hour Administration from a lower court decision in a complaint brought by the administration against the Dallas News, the Appellate Court held that a trick method of computing hourly wages, concocted by the News with the uncooled single intent of avoiding an increase of its payroll by payment of the overtime rate required by the Wage-Hour Act, is legal.

## Guild In NLRB Victory

NEW HAVEN—A 100 per cent victory for the New Haven Guild over Publisher John Day Jackson was contained in the official report of Samuel H. Jaffee, National Labor Relations Board trial examiner who presided over a Labor Board hearing here two months ago.

The trial examiner, who conducted a four-day hearing on charges filed by the Guild soon after its organization in May, 1940, cited the fact that although the publisher and his agents were accused of unfair labor practices they failed to take the witness stand and refuse the charges. "Respondents' silence is persuasive that any evidence they had was unfavorable."

The examiner recommended that the Labor Board order the publisher and his agents to "cease and desist" from interference with the Guild and to post bulletin board notices in both The Register and Journal-Courier plants.

Also recommended was the grant of a \$7.50 weekly pay increase withheld from Gladys M. Solomon, after being offered, because of Guild activity, and the payment of that raise back to April 6, 1940.

Soon after the formation of the Guild, the report found, Roger Connolly, Register managing editor, told Ray Kidduff, later provisional Guild president, that "broken heads" would be the result. Connolly was further reported as declaring that it was his desire to "discourage" the Guild. Others cited for anti-Guild activity were Jackson, Connolly, Arthur J. Sloane, Journal-Courier managing editor.

Compliance with the recommendations would be mandatory within 20 days unless exceptions were filed with the Labor Board. Jackson announced that such exceptions would be filed.

Christopher W. Hoeny, who was the Labor Board attorney, who presented the case.

### UNEMPLOYED?

Register immediately with the Guild Placement Service.

## CORRECTIONS

The Guild Reporter pulled more than its share of boners in the July 1 issue. We can only explain that we were rushed a mile in getting the paper in the mails four days after the convention closed. Our errors, and corrections:

1. The name of Walter Burson, credit manager of the Pittsburgh Post-Gazette and Pittsburgh Guild president, was omitted from the list of candidates for vice president on the pro-administration slate, and we reversed the order of two other names. A complete and correct list of candidates is printed in this issue.

2. In making up, we unfortunately killed an important part of the lead convention story after it had been set in type. The killed section told of a proposal reportedly made during the long

Thursday night session of the convention, that President Donal M. Sullivan appoint a "commission" (a "little Dies committee" some delegates called it) to investigate the charges that Milton Kaufman has been or is a member of the Communist Party. The proposal never was made as a motion in order. A roll call vote sustained the chair's ruling, 88 to 89, that the motion was not in order at the time it was made.

3. There were transposed lines in Dave James' letter home and the text of the Organization Committee report, which made for hard reading.

4. The prelude to Dave James' letter home said he is president of the Tacoma Guild. He is a former president. Paul Russell is the present holder of the office. Apologies all the way round.



## Ford Contract Effects Grow Nation-Wide

DETROIT—(FP)—When 20,000 Ford workers after fierce discussion ratified the revolutionary UAW-CIO contract with the Ford Motor Co., at the Fair Grounds June 22, they put in effect an agreement that is already beginning to shake the entire automotive industry. That means not only the auto industry, but aircraft, farm implement, rubber, glass, cement and steel.

The three principal earthquakes latent in the contract are:

1. Ford's signed pledge to meet any wages paid by a competitor. Since Ford is not only an assembler of cars but a producer of parts and materials for his cars like tires, windshields, steel parts and almost everything else, that pledge will rattle the existing wage structure in all those divisions throughout the country. Ford is also a maker of tractors and aircraft, of coke and benzol.

2. Ford's request to put the UAW union label on his cars applies pressure to all other manufacturers for the mass market to do the same. It also gives the Ford by union-made and, if possible, union-labeled. The Ford influence on suppliers, hitherto heavily anti-union, will now be in full reverse and all for union wage scales and conditions.

3. The voluntary extension by Ford of the Rouge-Lincoln contract to all Ford parts and assembly plants in the entire country spells the doom of AFL hopes to stage a comeback in the auto industry. The CIO has become undisputed master of the situation among all makers and in practically all their plants. Loss by the UAW-AFL of its Kansas City Chevrolet plant to the CIO in a labor board election June 18, the strongest remaining hold and Homer Martin's former local, was symptomatic.

The union-shop provision, especially in the little rural communities where Ford had built many parts plants, will be another jolt to old-fashioned American employer notions.

Why Ford signed such a far-reaching contract has started many theories, among them the statement of his counsel that the UAW-CIO top leadership had shown itself conservative. A plausible theory might be found implicit in the fact that Ford used to sell 55 per cent of all cars made in this country but in recent years was barely able to dispose of 20 per cent and was slipping down to the position of being "just another independent."

He expects the union label to help his sales.

## Smith Praises Guild's Work

Vigorous criticism of recent trends in rulings of the National Labor Relations Board and praise for the Guild and its general policies were voiced to delegates at the Detroit convention by Edwin S. Smith, oldest member of the NLRB in point of service, whom the convention asked President Roosevelt to reappoint when his term expires in August. Smith has often been a dissenting minority on the three-man Labor Board since President Roosevelt replaced Warren Madden, former chairman, with Dr. Harry A. Mills.

"In the field of union activity, the Newspaper Guild, though young, has made its voice effectively felt in many ways," Smith said. "Particularly in these troublous times, its consistent and persistent defense of our civil liberties seems to me a contribution of great importance to the national scene."

"There is a certain recklessness in the air, voiced even in the highest quarters, which appears to assume that civil liberties and other indicia of our democracy can be laid aside or greatly curtailed in the interest of national defense only to be conveniently rehabilitated later on."

"I do not read the history of recent times in quite so pleasant and optimistic a fashion."

### TREND TO FASCISM

"In this country, as in every other modern industrial country, the forces which are making for curtailment of democracy are strong. They are deeply based on the growing monopolization of industry and the economic and political consequences that flow therefrom. Fascism, unless its growth can be checked in the final evil flower of such a state of affairs, Fascism can only be checked by a determined cultivation of our economic and political life. It does no good to ward off fascist aggression from the outside if democracy ceases to function within our borders."

"It is to the credit of the Newspaper Guild that it recognizes this truth and stands undaunted in its determination to hold fast to our democratic traditions at a time when so many powerful and persuasive voices would lead the people astray."

### EXPLAINS DISSENTS

Smith criticized the Board of which he is a member chiefly for its tendency of late to break units of employees into sub-units along craft lines. Citing and praising Guild organizational policies, he said that we must conform—that we must conform to all costs to the definition of what constitutes patriotism laid down by them.

"We can conform," said Pasche, "and do everything that the word means. We can float with what we believe to be the tide... give up our independent minds, our independent judgment, join in a frightened plea of our patriotism, as defined by our employers."

"There is another alternative: we can stand our ground in the tradition that has made the Guild strong; we can have the moral courage to insist on looking facts squarely in the face and drawing honest conclusions. I submit that the extent to which we take the latter alternative will be the measure of how faithfully we carry out our duty as members of the American Newspaper Guild."

## Pasche Asks for Facing Of Facts

Declaring that the American Newspaper Guild this year faces an emergency unlike any other in Guild history, Secretary Treasurer Victor Pasche urged the entire Guild, in his annual address to the recent convention, to "look facts squarely in the face and draw honest conclusions."

Pasche described the current year as "a period of fear—of dangers without the country and dangers within the country, of dangers without the union and dangers within the union." From the many real dangers and the fears they generate, he said, comes the greatest danger of all—that reason may give way to hysteria, and enemies of both the country and the union take advantage of the weakness.

Hiding true aims behind cries for "defense," Pasche said, many of the big employers, many government agencies, and a large part of the press and the radio have "teamed up" to "challenge—or perhaps a more accurate word would be to swamp—some freedoms which are vital to us as American citizens and which are of particular concern to us as union men and as newspapermen."

### FREEDOMS VITAL

"I refer to the freedom to examine the facts and present them as we see them, the freedom of inquiry, freedom to question, to doubt, to dissent."

This intellectual freedom, Pasche said, is being snowed under by the avalanche of "catchwords, slogans, innuendos and irrelevances" which daily are used to confuse vital situations. As an example, the Secretary-Treasurer said:

"We find that if 20,000 loggers in the Pacific Northwest vote almost unanimously to go on strike with the approval of their leadership, but with the disapproval of the Defense Mobilization Board, by fiat of a press dispatch it becomes a 'wildcat' strike. On the other hand, if 30 people gather in a room and vote a coast-wide no-strike agreement, that is the height of democracy, whether the locals like it or not."

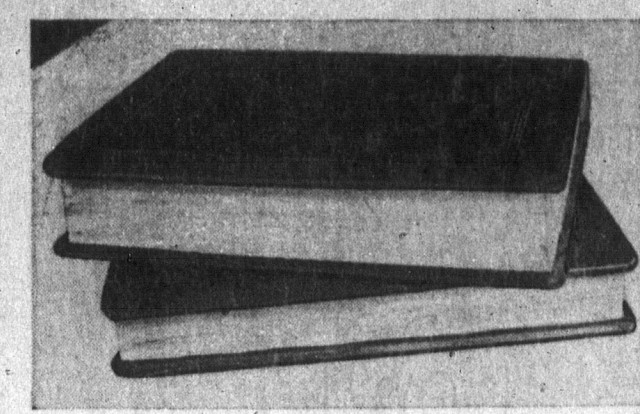
### CRIES TO CONFORM

From this type of smear of people exercising their civil rights, Pasche said, is being created "a fear of what some people choose to call 'public opinion'; at what perhaps might more accurately be described as the Gallup poll, but which is really a teaming up of national, state and municipal governmental agencies, of most big employers, including our own, of the press and the radio, and—fortunately, I believe—of a minority of labor leaders who say that we must conform—that we must conform to all costs to the definition of what constitutes patriotism laid down by them."

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## GOING TO PRESS



The full stenographic transcript of the Detroit convention, so voluminous that the stenographer bound it in two volumes, as shown, is being printed in book form, paper bound. Guild members may buy copies, by month's end, at \$1 each. The typescript, above, has 738 pages. Printed book probably will run about 350 pages.

## NLRB Doesn't Like Its Own Medicine

WASHINGTON—(FP)—There is a good deal of behind the scenes chuckling here, tempered with some alarm, at the current negotiations between the National Labor Relations Board and the National Labor Relations Board Union, composed of the board's employees.

The board's employees are finding their management as tough to deal with as any management whose activities they have surveyed during the course of their official duties. The labor board may have presented the management with a proposed contract and the management has responded by presenting a counter-proposal.

On June 14, the union, with the help of an outside attorney, began bargaining with the board. It complained of anti-union activities on the part of some of the supervisors and charged that in four recent appointments to legal positions paying \$3,200 the existing union contract had been violated.

## Fly Fears for U. S. Morale

WASHINGTON—As Guildsman Frank Rybick of the New York Post's Washington bureau pointed out in a recent Guild Reporter article, U.S. censorship is following new paths in this war.

Latest subtlety in censorship was revealed at an extremely advertised meeting of wire service, newspaper, and radio newsmen in Washington July 10 at which James Fly, chairman of the Federal Communications Commission, who called the conference, urged them to minimize the ex-

As his reason for so requesting, Fly said that if American hopes for a Red defeat of Hitler are encouraged, a defeat of the Russians would damage American morale.

The newspaper PM, reporting the conference, said "the conference newsmen agreed in principle."

### DOWELL LEAVES POST FOR RADIO JOB

CINCINNATI—William Dowell, for six years city editor of the Cincinnati Post, on June 9 joined the news department of Crosley radio stations, WLW-WSAI.

Dowell, a Guild member, on May 12 was dismissed by The Post, without being given chance to remain on the paper in another capacity. The Cincinnati Guild staged an immediate protest, admitting the right of an editor to choose his city editor but holding Dowell had demonstrated he was a competent newspaperman and there was no justification for his complete dismissal.

The Post management opposed the claim, but finally Dowell was invited to return as a rewrite man at the same salary he received as city editor.

Instead, he took his vacation and at its conclusion reported his new connection with the radio stations.

### MINNESOTA COUNCIL BEING PLANNED

TWIN CITIES—Negotiations are under way between the Lake Superior Guild and Twin Cities Guild to form a Minnesota District council. Purpose would be to coordinate contract negotiations data, inasmuch as the Railroad interests own the St. Paul and Duluth papers.

### INJURED MEMPHIS DELEGATES RECOVERED

MEMPHIS—All members of the Memphis convention delegation, injured in an automobile accident on their way home immediately after the convention, are recovered and have returned to work.

### ANG FINDS JOBS!

If unemployed, register now.

## Sullivan Calls for Broun Spirit

Warning the Guild that 1941 is "a year which is, by all odds, the most unfavorable in our union history," ANG President Donal M. Sullivan urged, in the traditional opening address of the annual convention, that the entire Guild unite to carry on the torch lighted by Heywood Brodin, abjure "hysteria and prejudice and unfair attack," and fight for the free labor movement "which stands alike as a bulwark against the would-be tyrants here and the tyrants who threaten us from across the waters."

Sullivan's speech was both a review of the administration and activities of the Guild during the last year and a conjecture of what the future holds. Opportunities for organization which are inherent in the current rise in business activity, he told the convention delegates, are overshadowed by "the constant threat of destruction of the rights of labor by those who would use national emergency and national defense as a cloak for their eternal passion for union-busting."

### GOOD GUILD YEAR

Despite the adverse atmosphere of the times, he said, the Guild has experienced a good year.

"From the facts shown in the report of the International Executive Board, I would urge, it can be said that the union has been well administered—that the results, given the circumstances under which we have labored, have been excellent," he continued.

"We have shown a gain in solid dues-paying membership, steady and strong, though less meteoric than in better times. Our collective bargaining record has continued to be a model of what previously 'unorganizable' workers in the so-called white collar trades can do."

"We have made general progress in securing wage increases. We have had our set-backs, providentially few. We have had our victories. Most notable, of course, was the outstanding victory on United Press."

"The Guild Reporter, under a new editor selected this year, has improved both in content and in appearance."

### BIG DEFENSE FUND

"Today, for the first time, we have a really strong defense fund, a protection for all members, from coast to coast."

"Despite a rupture here and there, we have been generally successful in preserving good relations with the rest of the labor movement. In the legislative field, we have sought to do our part under the leadership of CIO in protecting the rights of our members and those of other unions against an attack which has always been with us but which was stepped up to blistering proportions during the current year."

Summarizing his review, President Sullivan said that he believed that the union has been well administered.

### DISSENSION CONTINUES

"And yet we find," he said, "as we have in other years, that there

### CHAIRMAN

Let us remember that we shall sign our death warrants as Guildsmen, as unionists, and as free American citizens if we do not stand up to retain the power which gives us strength—the right to strike."

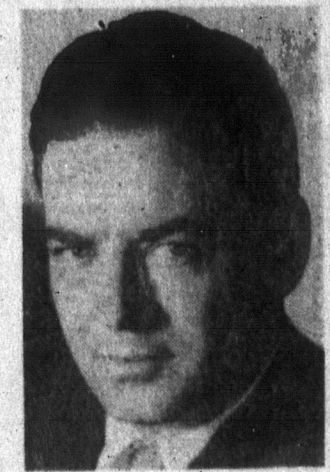
### ARMY AND CCC PAPERS' STAFFS JOIN GUILD

WASHINGTON—Another shop was brought into the Guild fold June 30, when the Washington Guild executive committee approved membership applications of a bloc of employees of the weekly papers, Happy Days, circulated among CCC camps, and Army Times, with military circulation.

Publisher Melvin Ryder was loath to negotiate when notified. Dillard Stokes, who was designated as a subcommittee to establish the unit, promptly petitioned the NLRB for certification of the Guild as bargaining agent.

### SOMEONE DRAFTED?

Give a fellow Guildsman a break. Wire ANG Placement Service.



SULLIVAN

is disaffection, that there is attack on the administration of the Guild, that there is again the demand from a section of the Guild for reform and purge. The quality of some of this opposition is so furious as to prompt the query, how come?"

Sullivan supplied his own answer.

"I may be unduly suspicious. But I have the trace of a notion, just a trace, that some of the emphasis on some of the actions which some may consider not to have been perfect—is not unconnected with the plans of some of those here to influence the decisions of this convention."

### CONDEMNNS SABOTAGE

Of national defense, he said: "I have been opposed, remain opposed, and will continue to be opposed to any organization seeking to use organized labor, to obstruct defense production, now or in the future, whether such organization be political, corporate, or religious."

"The Guild's position in the present emergency was stated in our last convention. We stood then for the protection of this nation and for preparation for national defense. So we stand now."

Against the "domestic fascists," he warned, Guildsmen need the support of all labor. He echoed CIO President Philip Murray's condemnation of use of troops in "private industrial disputes" and concluded:

"Let us remember that we shall sign our death warrants as Guildsmen, as unionists, and as free American citizens if we do not stand up to retain the power which gives us strength—the right to strike."

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## *Detroit Action on Legislation*

World War I. Yet the excess profits legislation covering the present emergency is not as severe as was similar legislation at time of the first World War. The present law imposes no heavy burden on the great industrialists of the nation but does put a heavy burden on the small wage earner—a burden which

\_\_\_\_\_



## ISSERMAN SPEAKS

### CIO Affiliation

Whereas, Edwin S. Smith of the National Labor Relations Board has faithfully served the people

Dudley, who entered the army as a selectee, now is at Fort Niagara, assigned to the 1213th Service Unit, which operates the draft reception center there.

Therefore we repeat the resolution made by the Memorial Convention, that the Guild "oppose all measures which genuinely defend the United States of America and its democratic institutions," and "for that reason condemn as dangerous and harmful the use of the term, 'defense,' to cloak proposals aimed at the destruc-

In addition to opposing legislation that is harmful to organized working men and women, and intelligent support of any reasonable legislation is recommended. There is a great need for the prohibition of discrimination,

CARL E. JOHNSON  
ARTHUR ROBINSON  
CHARLES J. BAUM  
LOUIS P. ADE  
V. CARNEY IRVIN  
GEORGE R. MADT  
HERMAN G. NELSON  
SAM B. EUBANKS  
SAMSON BERRY  
RAY J. KUHN.

be to convince Guild members and officers of the local  
their power to spread the auxiliary movement," it said.

**ALL WAAGING news for the GUILD Reporter should be mailed to Mrs. Ida Engstrom, 6717 Greenspring Ave., Baltimore. The news should be mailed to reach Baltimore at least two days before GUILD Reporter deadlines, and the pictures at least three days, to allow for coordination of material.**



# Employer Relations Report

This report was adopted unanimously by Detroit Convention.

## WAGE INCREASES AND COST OF LIVING

### Minimum Wage Standards

This phase of the subject is discussed first because of the danger that it may be overlooked because of preoccupation with the urgent matter of wage increases to meet the rising cost of living. As one of the ANG's most important basic objectives, minimums should not be neglected, and the committee recommends that locals continue to strengthen their minimum standards in contract renewals. The period of employment to be covered by minimums should be governed by local conditions, but the committee suggests that three years and five years be regarded as desirable lower and upper limits.

### Improving the Basic Wage Structure

As with the previous phase, this one is put forward at the beginning so that it will not be overlooked. The ANG's objective is not merely to maintain the present status of wage and living standards, not merely to offset rises in the cost of living, but also to raise the general level of the newspaper wage structure, thereby raising the basic standard of living of its members. Requests for wage increases, therefore, should not be limited to an amount barely sufficient to offset higher living costs.

### Cost-of-Living Arguments

For the first time the Guild is confronted with the problems of a period of skyrocketing living costs. This new situation demands a new technique, particularly in avoiding the pitfalls inherent in arguments based on the cost of living.

As to the general approach, local conditions should govern the decision as to whether a Guild shall ask a percentage increase as in the current Duluth negotiations, or a flat sum. Local conditions also should govern the amount.

Demands for wage increases based on the cost of living should be sufficient to cover not only price rises up to the time of negotiation, but also future rises.

As to the cost-of-living evidence, obviously the first task is research. The committee recommends that all negotiators familiarize themselves with the excellent compilation of facts and arguments entitled, "Wages, War and Living Costs," prepared by the newly established Research Department of the ANG.

Frequently Guild negotiators find themselves confounded by statistics presented by publishers. A favorite publisher's source is the Department of Labor Bureau of Statistics. This bureau's index figure rarely has any connection with the local conditions under discussion. It becomes necessary for local Guilds to find local sources and in some cases resort to direct investigation of local conditions.

In seeking data on cost of living do not forget the hidden factors. To quote the Research Bureau's work: "The index cannot properly reflect cost increases due to cheapening of quality and this process is now very definitely under way."

Another hidden factor might be the continued sale of a package of a given size at the same price, but containing a smaller amount of material.

A most effective method of dealing in the conference room is to single out a concrete example of increased prices and/or lower quality. In a recent negotiation one unit observer brought an egg, another a lamb chop, and still another a pound of butter. Each time the publisher representative referred to the highly irrelevant cost of living index figure of the Department of Labor, he would be reminded that the lamb chop on the table before him, the pound of butter, the egg, cost so much this year as against a smaller sum last year. In this connection advertisements of food markets, year to year, are a reasonably good source of material.

Employers should not be permitted to classify wage increases based on the cost of living as war bonuses or emergency raises, regarding the old pay level as the basic standard to which they intend some day to return. There should be no understanding that wage raises are temporary, or even an appearance of such understanding.

### RESEARCH IN LOCALS

In view of the apparent necessity and value for complete and constructive research into the day-to-day necessities of life in relation to collective bargaining and the subsequent health of the American Newspaper Guild, the committee recommends the following to local Guilds wherever such procedure is possible.

1. That local officers consider establishment of a research sub-committee prior to annual contract negotiations to study all available factors concerning cost of living (existing and anticipated price increases or trends in food, clothing, rent, etc.) and wage structure changes over improvements as a result thereof. That such a finished report, exceedingly valuable in collective bargaining, be made available to the local negotiator or negotiating committee as well as to the ANG research department for inclusion in a possible composite report to be compiled by national headquarters. It should be noted here that local research committees could very well study the recent brief submitted by the Pittsburgh Guild and follow the general form of that report, although not in such a comprehensive manner.

It must also be noted that such a local research report is not absolute—there are always discrepancies in "paper" arguments, such as making an average income out of \$25 per week workers and \$6,000 per year employees, or the difference in costs of living between the \$40 per week man and the \$100 per week man. The local research committee should compile its report from

existing or untapped average statistics, usually available through state, municipal or county governments, or by local business foundations.

2. The committee also recommends that locals should order the sub-committee suggested above to confer or communicate with state or local government statistical bureaus already established and urge continuance or inauguration of adequate, properly prepared "family budgets" for workers to cover different cities or communities and to provide a reference point for studying the fluctuations in a living costs index and which also would be the means whereby one city could compare living costs, etc., with another in the same state or locality. Local research committee will find that most states and cities have bureaus already in operation with such information on hand, or that departments have been created either through state or other university sources or through federal departments.

3. It is the opinion of the committee that the ANG research department is a necessary adjunct to the normal functions of the American Newspaper Guild and that local research committees should keep in constant touch with the director of the national research department. It is suggested that local committees, before launching their own investigations, consult with the ANG research director and request any information already available in their respective areas. This will tend to eliminate over-lapping of inquiries and definitely save both time and effort.

It is also recommended that local research committees notify the national research director of any sources of information of value to research reports. For example, a "Visiting Housekeepers" bulletin which circulates in Detroit, giving data on prices, products, etc.

Generally speaking, therefore, the committee on employer relations feels strongly that the strength and development of collective bargaining depends to a great degree upon the ability of negotiators or negotiating committees to have factual information perpetually at their fingertips, to have a thorough picture of living conditions and price trends always at hand.

The limitations of apprentices, or beginners, is a basic union necessity, since by it men already embarked on a newspaper career can obtain preference over those untrained in the work and more able to select from among the fields of work available.

### APPRENTICES AND LIMITATIONS

There has been a growing tendency among employers in Guild contract shops to hire youths at basic minimums rather than experienced newspaper men who because of that experience would be classified within higher income brackets. If this tendency is not limited, Guildsmen who lose employment will with difficulty regain it, Guildsmen now employed will be restricted in advancing from smaller newspapers to larger ones, and from inferior positions in one plant to better ones in another.

Since the individual bargaining position of Guildsmen now earning more than minimum wages depends largely upon job tenure, which is closely linked with policy on apprenticeships, it follows that this tendency to hire beginners in preference to experienced men actually will hurt the bargaining position of Guildsmen now employed. It would seem in fact to harm the profession itself and the standard of journalism since such a condition if it became serious—and it presently threatens to become so—might tend to debase the ambitions of men who felt that they were unable except by sheer chance to climb to the heights of their career.

The limitation of beginners will solve this problem. The committee feels that the limitation clause should be obtained in every Guild contract in the nation and had best be on a percentage basis, that is, restricting beginners to a minor percentage of those working on a given paper. It should be provided, of course, that none presently working on the staff would be discharged to obtain this percentage.

### ONE YEAR CONTRACTS

This committee desires to reiterate the policies of the committee of previous years in urging one year contract duration. In view of the unsettled economic situation these days, and the probable more unsettled economic conditions to come, we point out that it is certainly to our advantage to maintain the present one year duration. It is the opinion of the committee that two years, or longer a period contracts, even though they may contain provisions for re-opening of wage scale, are to be avoided. We also feel that it is best to seek improvements yearly instead of accepting weak features for a two year period and having to tolerate weak provision for more than one year.

Local Guilds are urged to seek advice of attorneys in their own localities on the phraseology of severance clauses, because of several dangers to rights of severance discovered in a re-examination of severance clauses and because of the actual ruling by a court in one case that even a standard severance clause did not hold. From this decision it becomes apparent that all severance clauses should be re-examined.

Every effort should be made to indicate severance as an employee's equity and if possible to establish vested interest in it, in order to give the employee greater protection when papers are sold, or fall into bankruptcy, and to protect his rights fully over periods of contract expiration and strikes.

It is suggested that Guilds seek to have severance built up as a reserve by management, as an added measure for clarifying legally the distinct, individual, and unencumbered claim of each employee to his severance pay.

In building up the claim on severance as an equity or vested interest of the individual employee, it is obvious that Guilds must continue to seek severance

clauses without any of the so-called "management protection" provisions.

The committee again urges the importance of accompanying death benefit and retirement provisions in severance clauses.

In studying the many requests from locals throughout the country to maintain the gains in our military service clause, and keeping in mind the fact that despite the flag-waving patriotism of managements there is a definite campaign to lessen protection for Guildsmen in the services, the committee unanimously recommends a vigorous national policy of strong military service clauses and unanimously passed a resolution asked by the Los Angeles local for the deletion of the word "not" in the second sentence of the model contract clause to make it read, "The period of such absence shall be considered service time with the publisher in computing severance pay."

The committee points out that many locals have obtained this provision in contracts and a model contract clause weaker than many clauses in existence is no longer a model.

In the matter of pensions, which the research department of ANG and many locals have been studying, the committee recommends that the IEB immediately appoint a committee of three to come in within three months with reports on the best possible pension plan for employees to be included in the Guild bargaining program. The committee wishes to point out that one of the major obstacles encountered in organizing paternalistic papers is a pension plan in which the publisher contributes substantially.

### COLLECTIVE BARGAINING

This committee deplores the use of "secret agreements" which are revealed in the chain papers committee report. It considers such actions to be injurious to the bargaining power of the ANG as a whole, since such concealments of benefits obtained by Guild bargaining effort weaken the bargaining position of other Guilds. We recommend that the constitution committee take appropriate action to provide for discipline of locals which engage in such practices.

As an inducement to management to step up the speed of negotiations the committee reaffirms that Guilds should insist on retroactive pay clauses whenever negotiations extend beyond the expiration date of the old contract.

It is the feeling of the Employer Relations Committee that it should be the declared policy of the American Newspaper Guild to favor consolidated negotiations on chain-wide, city-wide and region-wide bases wherever the units severally involved may agree by majority vote that this course will be beneficial and practicable.

In no case, however, should such consolidated negotiations be undertaken without approval of the IEB. And before consideration of consolidated negotiations, organization of the entire Guild jurisdiction in all plants involved should be substantially completed.

This committee suggests a re-examination of local grievance committee machinery, a reiteration of the 1940 suggestion that such committees follow practice of recording and filing with their own headquarters all grievances, but emphasizes full discipline in enforcing contracts through grievance committees. While the method of operation may vary from Guild to Guild, this committee feels that there is a definite need for addition.

(Continued on Page Eleven)

## THE GUILD REPORTER

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Editor:



Fred Myers

"... 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, 9th of the month; news and ads, 10th; news bulletins, 12th. Issue of the 1st—Letters and features, 23rd; news and ads, 24th; news bulletins, 27th.

Acceptance for mailing at the special rates of postage provided for in the Act of February 26, 1925.

### ANG International Officers

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**George Wilson**, Box 327, Kentfield, Calif. **Don Pinkston**, 823 Jones St., Sioux City, Iowa  
**Morris Watson**, 444 W. 20th St., New York **Edwin W. Scott**, 14967 Strathmore, Detroit, Mich.

#### International Representatives:

**Morgan Hull**, **H. Richard Seller**, **John Dunn**

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