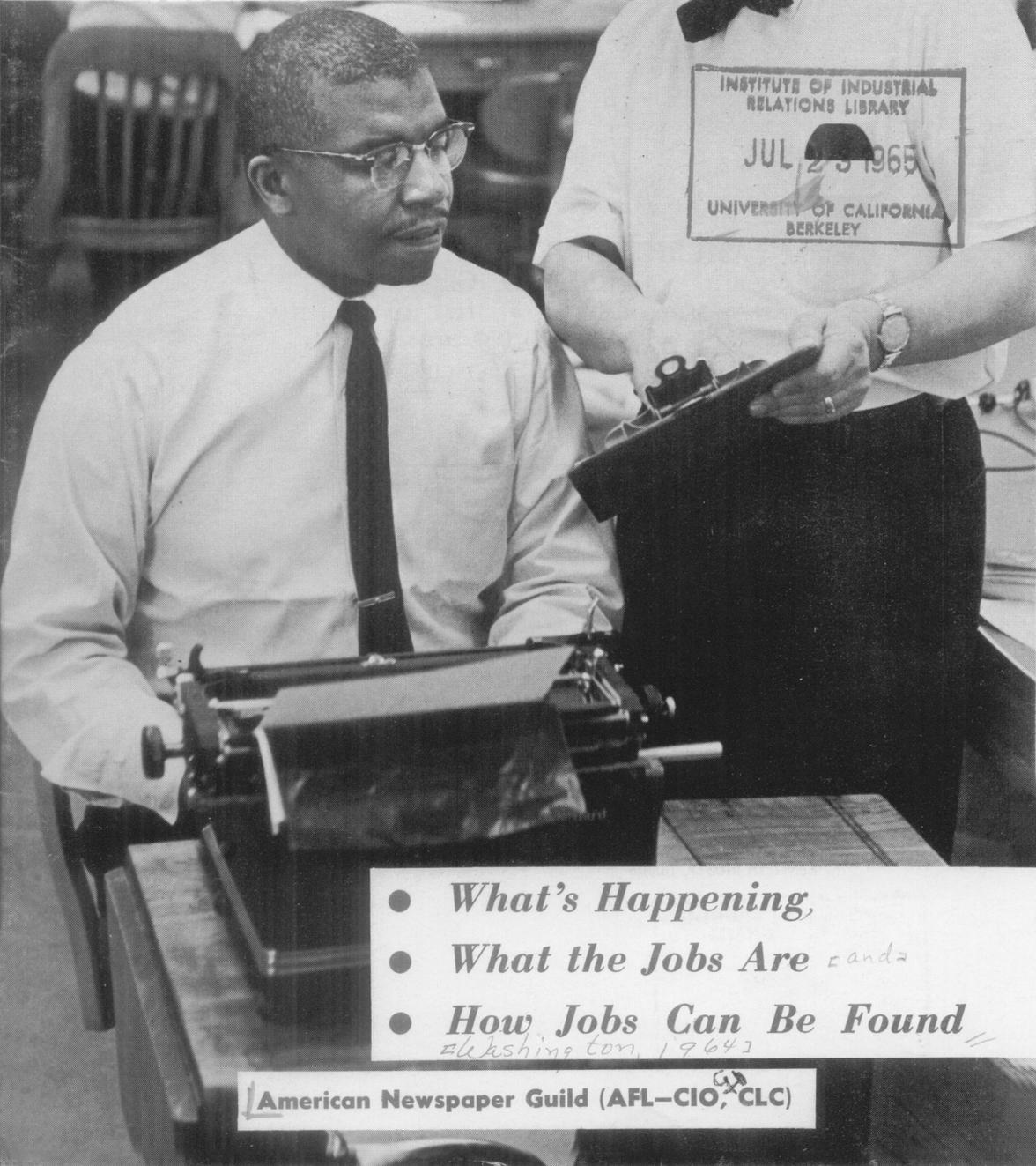


Negroes ✓

Careers

For Negroes

On Newspapers:



- *What's Happening*
- *What the Jobs Are* [and]
- *How Jobs Can Be Found*  
[Washington, 1964]

American Newspaper Guild (AFL-CIO, CLC)

# AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

Philip Murray Building • 1126 16th Street N.W.  
Washington, D.C. 20036

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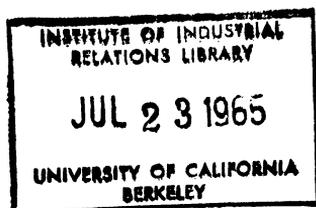
1964



Our newspapers, which daily report the rising winds of the fight for equal rights of minority groups, must now take a first hand active part in that fight as it affects the hiring, promotion, and upgrading of newspaper employes . . .

In order to improve the circumstances of an increasing number of minority-group people, who are now turned aside as "unqualified" for employment and promotion, we seek . . . a realistic, down-to-earth meaningful program, which will include not merely the hiring of those now qualified without discrimination as to race, age, sex, creed, color, national origin or ancestry, but also efforts through apprenticeship training and other means to improve and upgrade their qualifications.

Human Rights Report  
American Newspaper Guild Convention  
Philadelphia, July 8 to 12, 1963





**N**EWSPAPER jobs in the United States are opening to Negroes for the first time.

A few years ago, most newspapers had no Negroes on their staffs.

Today, many newspapers have Negroes on their staffs.

In a number of cities where Negroes first were hired some years ago—New York, Detroit, Philadelphia, Toledo and St. Louis, for example—employment has expanded substantially.

Even before the enactment of the Civil Rights Act of 1964, more and more newspapers were prepared to hire Negroes, especially in the larger cities, and some already were actively looking for applicants.

Now the equal employment provisions of the Civil Rights Act will be opening new opportunities to Negroes in the newspaper industry as well as other industries.

Legislation or not, however, full equality of employment opportunity is not likely to be realized overnight.

Congress passed a law, not a miracle.

But there are opportunities for Negroes in the newspaper industry today that didn't exist a few short years ago. New opportunities. Better opportunities. Career opportunities.

The National Urban League believes it could find jobs for Negroes on most metropolitan newspapers if only they would apply.

It's not surprising that until now few Negroes have seriously considered careers on newspapers.

The doors have been virtually closed for too long.

But the doors are opening. If young Negroes will present themselves at those doors, the opportunities available to them will grow larger and larger.

We of the American Newspaper Guild—32,000 newspaper workers in the United States and Canada—are proud of our industry. We believe that newspaper work is good work.

We believe that a newspaper's basic product is truth. We believe that a newspaper is an essential form of communication which can never be replaced, that it is the way in which the most information is distributed in the most permanent form to the most people.

We believe that a newspaper performs a service. Most of us find great satisfaction in performing this service, and feel we can perform no other.

And we of the American Newspaper Guild wish to say to young Negroes:

We hope you will consider making newspaper work your career. We cannot ourselves guarantee you a job, but we will help you in every way we can. We would like to have you working with us. We would welcome you.

### ***Kinds of Jobs***

**A**S a labor union, the American Newspaper Guild has contracts with most of the large, and many of the small, daily newspapers in the United States.

When the Guild speaks of newspaper work, it can speak with authority only for those newspaper departments it covers by its contracts: the editorial, advertising, business, circulation, maintenance and related departments.

Other unions, including the printing trade unions, represent the other newspaper departments.

But in the Guild departments there are many jobs. They include such diverse positions as reporters, circulation district managers, advertising salesmen, promotion writers and researchers, clerks, accountants, bookkeepers and stenographers, photographers and artists.

The Guild long has believed that all jobs should be open to all persons, regardless of race, color, creed, age or sex.

A famous reporter, Robert J. Casey, once wrote a book about his newspaper work which he called "Such Interesting People." Some newspaper jobs—reporter, photographer, circulation manager and advertising salesman for example—are to a large extent outside jobs which do involve meeting people.

Others, such as copyreaders (who edit news stories and write headlines), artists (who prepare art work for advertising and the news pages), and advertising layout men (who design ads and position them in the paper), are inside jobs.

Many newspaper jobs are similar to the same positions in other industries. This is especially true of business office jobs.

It would be impossible to describe here all the different jobs on a newspaper. But three basic newspaper jobs, the principal jobs in their departments, should be outlined.

**THE REPORTER**—A newspaper columnist once drew up a list of occupations in which people actually enjoyed their work. He headed the list with his own job—newspaper reporting.

For this is indeed a job people like to do. Most reporters enjoy the fact that they do meet such interesting people, that they are a part of and write about the important events of their day. They are the daily historians of these events. They write, and the same day they see their work in print. For the most part they find their jobs exciting, and satisfying, and they are proud of their work.

As the man who gathers the news and writes it, the reporter holds the basic job in the editorial department. Perhaps he is assigned to a specific beat, such as police news, courts, labor, city government, politics. Or perhaps he is on general assignment, covering whatever event the city editor feels is important. He—or she—may cover women's news or sports. He will interview people, cover public events, investigate, research, report. He may cover his stories in person, or by telephone, but however he gets his stories he must be able to write them quickly, accurately, interestingly.

The young reporter who expects to start his career by covering Capitol Hill or serving as a foreign correspondent should think twice. It simply is not done in this way. Every reporter gets his chance to

cover exciting stories, but he also finds himself spending a lot of time on what he considers downright dull assignments. Everyone gets his turn at writing routine obituaries and weather stories.

Nobody ever got rich on reporter's pay. Under Guild contracts—which set minimum salaries that newspapers must pay their employes, but permit papers to pay more to employes who show special merit—the average minimum salary for experienced reporters (after five or six years of newspaper work) is about \$140 a week. On a paper in a large city the beginning reporter will start at between \$80 and \$100 a week, and advance in five years to something like \$150 to \$180 weekly—or more if he receives merit pay. This is still less than the same reporter might receive in advertising, public relations or television, and that he receives as much as he does is due solely to the efforts of the Guild. In smaller cities the pay is often much lower.

A reporter is generally expected to have a college degree, either in journalism or liberal arts. In either case he will be expected to take a considerable amount of history, political science and English literature.

All in all, reporting is a job for a person with curiosity and imagination. It will also help to have persistence, accuracy, sociability, objectivity, stamina and a large measure of skepticism.

**THE ADVERTISING SALESMAN**—The newspaper industry—and it is a truly profitable industry—receives most of its revenue from advertising.

The display advertising salesman is a key man, therefore, in bringing money in to the newspaper.

His job involves not only selling, but also creative original thinking in helping his clients—local merchants and service enterprises—develop advertising campaigns.

The classified advertising salesman needs much the same creative sales talent, and frequently the display salesman gets his start in the classified department.

In addition to the outside advertising sales force, most newspapers maintain a corps of classified advertising solicitors who sell exclusively over the telephone. They are generally women.

Guild contract minimums for display salesmen are generally more or less in line with those of reporters. They go as high as \$178, and the average is in the neighborhood of \$140 weekly for experienced salesmen. Some salesmen earn considerably more than the minimum. Contract minimums for classified outside salesmen generally range from \$110

## *Police to Politics*

William A. Brower has covered everything from police to politics for the Toledo Blade.

Brower is pictured on the cover of this pamphlet. Standing with him is another Blade reporter, American Newspaper Guild Vice President Kenneth E. Rieger.

He has been on the Blade staff since 1947, and since 1957 has been a rewriter. That is, he receives information from other reporters on the telephone, and writes the stories. And in the last seven years he has handled most of the major stories which have come in this way.

On Friday and Saturday nights he is acting city editor for the Saturday and Sunday morning issues of the Blade.

A series he wrote in 1951—"Fifteen Million Americans"—was submitted for the Heywood Broun and Pulitzer awards, and another in 1956 on Negro voting habits was entered in the Broun competition.

Brower had a number of jobs on Negro newspapers, including two years as editor-manager of the Philadelphia Afro-American.

He has been active in the Toledo Newspaper Guild, represented it at the 1962 Guild convention.

to \$120, although some are as high as \$159. Minimums for classified telephone solicitors generally range from \$85 to \$100, and go as high as \$120. Some newspapers pay their salesmen commissions on their sales in addition to their salaries.

A high school education is essential for a newspaper advertising salesman. A college education is not generally needed, but a person with a broad educational background will be more likely to advance.

**THE CIRCULATION DISTRICT MANAGER**—The newspaper is nothing, of course, unless it gets into the hands of the reader. And this is the responsibility of the circulation district manager.

Generally a newspaper will divide its circulation area into a number of districts, either for street sales or for home delivery. And generally

it puts one man in charge of deliveries, collections and sales efforts for each district.

Typically a district manager is responsible for selecting, organizing and training of carriers and street sales boys; supervision of collections and deliveries; conduct of sales meetings, and handling of money. Sometimes they obtain new subscriptions, deliver missed papers, collect unpaid accounts, keep circulation records, and conduct promotion campaigns.

A district manager is expected to have a high school education. He must be able to keep financial records.

But the important qualification, of course, is that he must be able to get along with people. The circulation man must have the ability to handle people, a capacity to assume responsibility, and a very strong inner drive to get the job done. The Guild believes that pay for



circulation district managers should be the same as that for reporters and display advertising salesmen. The fact is, however, that while in some cases the Guild has been able to bargain equal salaries for the three jobs, circulation men generally receive less than the other two. Depending on the size of the city, contract minimums range from \$100 to \$150 a week, with an average of around \$130.

### *Part of His Beat*

Clarence Hunter, now a reporter for the Washington Star, says that neither in Washington nor in Gary, Indiana, where he covered education, labor and Republican politics for the Post-Tribune, did he have job or staff difficulties.

"In fact," he says, "a Gary plant which manufactured Rambler auto bodies had to change a luncheon attended by George Romney, then Rambler president, from a country club to a downtown hotel because the country club learned I was assigned to cover it and it would not serve Negroes.

"The club prevailed upon the publisher to take me off the assignment, but he said the plant and the United Auto Workers were part of my beat and I would attend the luncheon."

Hunter is a general assignment reporter for the Star, covering Washington city news. He covers, for example, District of Columbia elections.

Hunter wrote the first story on the March on Washington. Although he does not specialize in civil rights stories, he covered the March from beginning to end.

The one-time sergeant of Marines went to Gary from an associate editorship of Ebony magazine. Earlier he was a reporter and editor for the Norfolk Journal and Guide.

He is a journalism graduate of New York University.

Since 1955 he has been a member of the American Newspaper Guild. He is shown on the opposite page receiving the Gary Newspaper Guild's Page One Award for Guild Service in 1959. He was a member of the Washington Newspaper Guild executive committee. In 1957 and 1959 he was chairman of the Human Rights Subcommittee of the American Newspaper Guild convention.

## **Job Prospects**

**A**S we have seen, in recent years the doors to these and many other newspaper jobs in Guild departments have been opening to Negroes for the first time, and now, with the Passage of the new Civil Rights Act, they are opening even wider.

But if opportunities for Negroes in the newspaper industry are increasing, the present employment situation in the industry still leaves much to be desired.

For example, in the summer of 1964 when the Civil Rights Act went into effect,\* this was the situation:

- Many newspapers still had no Negroes on their payrolls except in low-skilled jobs.

- Employment of Negroes in newsrooms, where it existed at all, was still largely on a token basis. In such cities as Chicago, Pittsburgh, Minneapolis and Providence, metropolitan newspapers (other than the Negro press) might have one or two Negroes each on their staffs. Some papers in New York, Philadelphia and Washington had one or two more (although other papers in these cities had yet to hire their first Negro). But in almost no case did a newsroom contain more than three or four Negroes, often out of a staff of more than 100.

- In seeking information from its locals, from civil rights organizations, and from Negroes known to be employed in the jobs, the Guild could find the names of but 45 Negroes working as reporters, copyreaders, photographers or deskmen on metropolitan daily newspapers in the United States. There were unquestionably more. *But the most generous estimates put total Negro employment in these jobs at 100, out of a total employment estimated by the U.S. Bureau of the Census at 50,000.*

- While information on employment of Negroes in newspaper business offices is harder to obtain, it seemed apparent that there were even fewer Negroes in the advertising departments than in editorial departments.

\* The equal employment opportunity requirements of the law are effective July, 1965. Meanwhile, however, the Equal Employment Opportunity Commission created by the law may receive complaints of job discrimination and seek voluntary compliance.

But, at the same time, there already were encouraging signs of better things to come.

For example:

- Two Philadelphia papers had stepped up their hiring of Negroes. Two Baltimore papers for the first time had Negroes in jobs other than their maintenance departments.
- One St. Louis paper had added eight Negroes in various editorial department and business office jobs in the space of a year.
- In San Francisco and Oakland, Negroes had been hired for the first time for three reporter jobs and one photographer job.
- A Detroit paper, which for many years had but one Negro on its staff, now had Negro copy boys, clerks, librarians and advertising staff members.
- The director of the Newspaper Fund, an organization actively recruiting young people for newspaper work, said he believes most editors now want to hire Negroes.

Guild members strike the Chicago Daily Defender, a Negro newspaper, in April, 1961.



### *Next Question*

**I**F newspapers now want to hire Negroes, as the Newspaper Fund reports, why haven't more of them done so?

Most of them will tell you that it's because they haven't been able to find "qualified" persons to hire, but few of them have taken the trouble to actively recruit Negro applicants.

In short, they apparently are still not persuaded that the employment of Negroes is worth any special effort on their part.

Negroes themselves, together with civil rights and other interested organizations, like the Guild, must convince these newspapers of these simple facts:

1. Negroes who have been hired by "white" newspapers, while relatively few in number, have a distinguished record.
2. Negroes can, however, be thoroughly "qualified" for newspaper employment without being prospective Pulitzer Prize winners or million-dollar salesmen.
3. Newspapers have encountered little or no difficulty resulting from employment of Negroes, either with other employes or the public.
4. Negroes want newspaper jobs and are available for them.

There is ample evidence to support these facts, some of which is presented in the case histories which follow.

### *This is a problem?*

Collins George, music critic at the Detroit Free Press, reports that only once, to his knowledge, has an incident occurred concerning his race during his employment. A photographer objected to going on an assignment with him.



"Of course you don't have to take any more assignments with him," the photographer was told. "Just hand in your resignation."

George finishes the story: "He didn't resign, of course, and we have since become good friends."

## *One Management View*

John H. Kauffmann, business manager of the Washington Star, told the District of Columbia Committee on Equal Employment Opportunity in 1963 that "resistance to integration on the part of employes, while present, has not been a major problem."

"We had a very small department of three people," Kauffmann told the committee. "An elderly lady, who was not very well educated, was in charge of the department. She had two young people working under her. When we brought Negroes in under her, she immediately resigned. I just let her go and did not even bother with it because she did not say why she had resigned. It seemed rather apparent, and I just let her go, replacing her. And it has been very happy since then. There has been a little grumbling from time to time, originally in our classification section, where the girls take ads over the telephone, but that has completely disappeared now. There is a feeling of goodwill throughout the building."

## *. . . And Another*

Joseph Paull, assistant managing editor of the Washington Post, told the Lincoln University Headliner Banquet in 1963:

"On rare occasions we have heard someone say he was surprised to find a Negro reporter covering an all-white function. But if there has been a complaint, I have not heard it. . . . In our own shop, we have a feeling of pride in having encouraged amicable race relations by doing a good job of reporting and writing. There have been no internal incidents of discord. Our Negro co-employes are our colleagues and our friends."

One of the Post's Negro reporters, Dorothy Gilliam, bears this out. She says she runs into no problems of importance in covering stories. She also comments: "My rapport here is good so I can beef if I think I'm getting a raw deal, as all reporters do."

Mrs. Gilliam is pictured on the back cover. Another Post reporter, Jesse Lewis, Jr., is shown on page 1.

## *A Performance of Merit:*

# Carl Rowan

In 1949 the Minneapolis Tribune added a Negro to its news staff.

His assignment to the copy desk—an inside-the-plant job—gave the Tribune management a good opportunity to observe the newsman's work and his relations with other employees. Both were good, and he soon was given a job as reporter.

Carl Rowan, a member of the Twin Cities Newspaper Guild, was a reporter for the Tribune for 11 years. He covered many of the major news events of the decade, such as the visit of Nikita Khrushchev to the United States, the Hungarian and the Suez crises in the United Nations, the U.N. debates over the U-2, school desegregation troubles in Little Rock, and the African-Asian conference in Bandung, Indonesia.

He is the author of several books, including "South of Freedom" and "Go South to Sorrow," which describe conditions in the South.

Among the awards he has received are three from Sigma Delta Chi, the professional journalism society; the Sidney Hillman Award "for best newspaper reporting in the nation during 1951;" the Junior Chamber of Commerce Award as one of the nation's ten outstanding



young men of 1954; and an award from the National Urban League.

In 1961 he was named Deputy Assistant Secretary of State for Public Affairs, and in 1962 he became Ambassador to Finland.

Early in 1964 he was named to the top governmental information post, Director of the United States Information Agency.

And what does his former management on the Tribune say about his employment?

“Carl Rowan’s success speaks for itself—and his employment on the staff of the Minneapolis Tribune was not a difficult task for the editors involved,” says Bower Hawthorne, executive news editor of the Star and Tribune.

“Rowan was hired on merit and he performed on merit—with results that have been very gratifying to us. . . . We hired a good man and he did good work.”

## *A Newspaper Pro:*

# Ted Poston

The Guild asked Ted Poston, a reporter for the New York Post and one of the Guild's oldest and most distinguished members, to describe his experiences as one of the first Negroes ever hired on a metropolitan daily. This is his reply:

I was born in Hopkinsville, Ky. on July 4, 1906. Finished local schools and Tenn. A. & I. University in Nashville before coming here in 1928. Worked a year as a Pullman porter before getting my first newspaper job—unpaid New York columnist for The Pittsburgh Courier, a Negro weekly, in 1929. Went to The New York Amsterdam News the next year as \$20 a week reporter. With Henry Lee Moon, a fellow reporter, organized Amsterdam News unit of the New York Newspaper Guild in May, 1934. We struck the Amsterdam—probably the first strike of Negro white collar workers against a Negro employer—in October, 1935, and won first contract after 11 weeks. Contained clause that no Guild member could be fired for 3 months after signing of contract. So, bright and early on the 90th day, Moon and I were bounced, lost our case in arbitration and wound up on the WPA Writers Project in 1936.

I applied to the New York Post (and Moon to the New York Times) for a reporting job in early 1937. Both of us were permitted to submit occasional pieces for space rates (I got 50 cents an inch). But soon after that a rising young racket buster named Tom Dewey broke up the Harlem policy racket and arrested Tammany leader



Jimmy Hines as its protector. I wrote so damned much background and sidebar stuff on Jimmy Hines and the policy racket that City Editor Walter Lister decided that it might be cheaper to put me on general assignment and he did.

My first three years with The Post were rather routine. I was not assigned just to stories involving Negroes, although Lister made no bones of using my background in the Negro community to evaluate the play of stories concerning Negroes.

In Sept., 1940, I got a three-months leave to go down to Washing-

ton as an "information specialist" (press agent) for the late Sidney Hillman in the old National Defense Advisory Commission. I remained there for a full five years, working successively for Paul McNutt in the War Manpower Commission, Donald Nelson of the Office of Production Management, and finally as a deputy director of the Office of War Information under Elmer Davis—assigned to the White House as an assistant first to Jonathan Daniels and finally to David Niles. I came back to *The Post* on Sept. 27, 1945—five years to the day that I left on a three-months leave.

I have been here ever since and have served variously as a specialist on veterans affairs, narcotics, housing, municipal politics, rent, policy rackets and anything else that might come across the desk.

In the intervening period, I have won about two dozen awards, half of them national. The latter include the Heywood Broun Memorial Award of the ANG, the Irving Geist Award of the New York Newspaper Guild, the George Polk Memorial Award of L. I. University (twice), the Lincoln University School of Journalism Award (twice), the Omega Psi Phi Fraternity Award, the NAACP Victory Award, etc.

Ironically, I never found being a Negro a disadvantage in working for a daily; conversely it was often an advantage. I once asked former Mayor William O'Dwyer why he gave me an exclusive the first time I interviewed him, and he laughed and recalled: "Ted, I figured that if a Negro was working for a daily paper, he'd have to be pretty good, so I decided to get you in my corner from the start."

Of course there are minor difficulties sometimes in covering major crime stories in the South, but even that can be turned to advantage. Most white reporters on such cases have little or no contact with the Negro community and must depend on the Negro reporter for that insight. As a result, the Negro reporter often finds 25 or 30 guys trading information with him in return for the single story he gives them.

There are amusing moments even down home however. I'll never forget the Alabama sheriff who asked me once if I worked "for one of them nigra papers or a white paper up north?" His jaw dropped when I said, "Well, sheriff, I don't rightly know. I understand that down here one drop of Negro blood makes one a Negro. Well, I'm the one drop of Negro blood on the New York Post, so what does that make it?"

Seriously though, I was surprised and rather gratified on my return to the office to find two letters praising my coverage of the Beckwith trial in Jackson, Miss. One was from Circuit Court Judge Leon F. Hendrick, who presided over the trial, and the other was from Hinds County District Attorney Bill Waller, who prosecuted Beckwith.

## *Many Others, Too*

Nearly everyone knows of Carl Rowan. Many know of Ted Poston.

Other Negroes may not have made quite the impression that Rowan did, just as few whites can equal Rowan's record. Few newsmen can rival Ted Poston for experience.

But many Negroes have distinguished records. For example:

Dale Wright, formerly of the New York World-Telegram and Sun, who won the 1961 Heywood Broun Award of the American Newspaper Guild and some seven other major honors for his series based on his experiences as a migrant worker.

John Thomas of the Philadelphia Inquirer, who won the \$500 Big Story Award on the television show of that name.

Laymond Robinson, who covers the New York Legislature for the New York Times.

Hilbert Black, who is chief police reporter for the Cleveland Press.

George Brown, who until recently was night city editor of the Denver Post, as well as a Colorado state senator. He has recently gone into government service.

Five Negro newspapermen have been Nieman Fellows, and received the opportunity to study at Harvard University. They are Fletcher Martin, now with the U.S. Information Agency; William Gordon of the Negro Atlanta World; Simeon Booker, now head of the Washington bureau of Ebony, Jet, etc., and author of "Black Man's America"; Arch Parson, now of the press section of the Democratic National Committee; and William Worthy of the Afro-American Newspapers.

## *What Does “Qualified” Mean?*

Through the years, many editors have protested that although they are willing to hire Negroes, they are unable to find “qualified” ones.

It might be well to consider the comments of Clarence Hunter on this subject:

“I hope that those who do the hiring on the newspapers, wire services and the magazines, too, will realize that they hire a good many individuals of other races whose only ‘qualification’ is that they are not Negro. The important thing is . . . that there is only one Carl Rowan, Laymond Robinson, Ted Poston, James Rhea or Collins George just as there is only one James Reston, Arthur Krock, Keyes Beech or Mary McGrory.

“I have had conversations with editors who claimed they were looking for a Negro reporter, but they always seemed to expect such a staff addition to bring a Pulitzer Prize with him. It’s tragic to see a Negro denied the opportunity to earn a living as a reporter, deskman or advertising salesman simply because someone decides he is not ‘qualified’ when whites hold the same jobs despite the fact they are no better qualified by training, experience or interest.

“I recall one gentleman who had the highest of praise for my work with the Post-Tribune in Gary, Ind. He admired my clips, but became somewhat hesitant when I couldn’t claim the authorship of a book or an article in one of the slick magazines.

“During the dinner conversation I learned that neither he nor a member of his staff had written a book or sold a piece to anything resembling a magazine. But such an accomplishment was part of the ‘qualification’ a Negro would have to possess before he could join the staff.”

## *Seeking a Newspaper Job*

**O**NE can break into newspaper work in a variety of ways. On many newspapers, a would-be reporter starts as a copy boy. This is a relatively simple job, basically that of a messenger. But it is a foot in the newsroom door, and often is a good job to give the potential reporter an idea of how a newspaper operates. (You may find that your fellow copy boys have college degrees. So you needn't be hesitant about starting in a relatively lowly position.)

### *How the Guild Helped*

As a journalism student at Long Island University, Alfred T. Hendricks found a part-time job with Frontpage, newspaper of the New York Newspaper Guild.

And when he was graduated in 1956, the Guild helped find Hendricks a job as copyboy on the New York Post.

After a year as a copyboy, Hendricks was promoted to general assignment reporter. He also covered the police and court beats. He now works on rewrite.

Many reporters begin on small papers, then advance to larger ones. But until the enactment of the Civil Rights Act, at least, smaller papers were noticeably less likely to hire Negroes than the larger metropolitan dailies.

If you are a journalism school graduate, certainly the school ought to be a help in finding a job for you. And even if you didn't study journalism, why not let a nearby journalism school know of your desire for a job? They just might know of an opening.

Hiring in the newsroom is almost always done by the managing editor, although occasionally the city editor, sports editor or copy desk chief may be the man to see. It may also be necessary to go through the newspaper's personnel department.

Although there is no rule which says so, circulation district man-

## *Up the Ladder*

“Early in my college career,” says Theodore Jones, “I knew I wanted to be a newspaperman and that the Times was my goal.”

And he achieved this goal. He is a reporter for the New York Times.

At the moment he is on a special assignment covering activities of the Negro communities in New York, including civil rights as well as cultural and civic activities. He also writes features on outstanding individuals in the community and a little politics.

He was graduated from City College of New York in 1955, and in 1958 received a masters degree from Columbia School of Journalism. He started his newspaper career as a columnist for the New York Amsterdam News, and also wrote for the New York Age and Citizen-Call.

While still studying, he began working for the Times as a messenger, later as an office boy, copyboy, news clerk, news assistant on the picture desk, radio script writer for Station WQXR, owned by the Times. In June, 1960, he became a general assignment reporter. Later he served as a police reporter and worked on the city-state beat, covering various agencies, and covered housing court.

He is a member of the New York Newspaper Guild.

agers are generally former newspaper carrier boys. So if you want to be a circulation man that is a natural place to start. A newsboy should see his own district manager, who will give him advice.

There are other jobs, such as that of circulation driver, which may lead into the job of district manager.

The man who will make the final decision on your hiring as a district manager will probably be the circulation manager or one of his assistants, although undoubtedly you will have to go through the personnel department. If you believe you are qualified to apply directly as a district manager, your application probably should go to the circulation manager.

In the advertising department, the advertising director or manager is the man to see, although again you probably will have to go through

the personnel department. If you have been to college, the university placement office probably can help you establish a contact.

If you have not had college training, you might find an entry through the dispatch (or advertising service) department. Your duties here will be rather simple, principally those of a messenger. But you will have a good opportunity to learn the workings of a newspaper, the processes through which advertising is handled, and something of printing processes. All of this will stand you in good stead when you become a salesman.

Almost certainly you will go into the classified advertising department, possibly with a stint at selling by telephone for a few months, before you go into the display department.

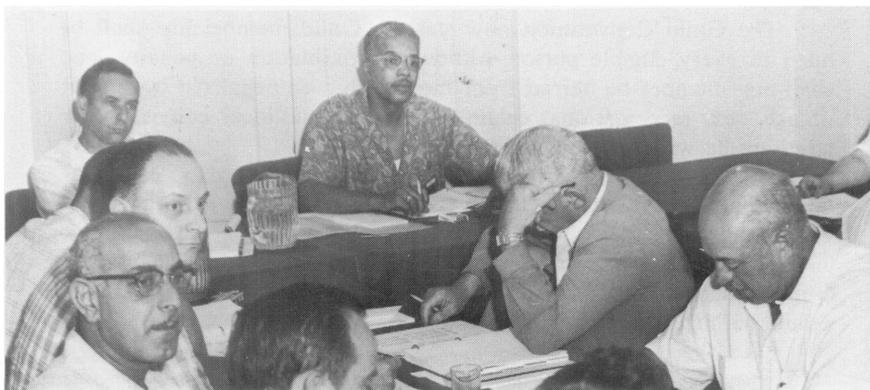
### ***Help from the Newspaper Guild***

**A**NY potential newspaper employe should know something of the American Newspaper Guild—not only what it can do to help him, but what it has already done for thousands of other newspapermen and the newspaper industry.

The Guild, founded in 1933 as an editorial department union, now has 32,000 members at some 180 newspapers, the major news services, and the principal news magazines. In smaller cities, Guild locals frequently still represent only the editorial departments of the newspaper; in larger cities, the Guild generally covers all newspaper employes who are not represented by the printing trades and other craft unions.

The Guild has worked a revolution in the wages and working conditions of newspaper employes.

Orrin Evans, then telegraph editor of the Chester Times and now on the staff of the Philadelphia Bulletin, chaired the Finance Committee of the Guild convention in 1958.



Before the Guild was established, one out of five reporters in the United States earned less than \$20 a week, and the average pay was less than \$30. It took the average reporter 20 years to reach \$38 a week. Most commercial department employes' salaries were even lower. Firings were frequent and arbitrary, made without giving the employe notice and without regard for length of service. Hours were long and irregular, with no overtime pay. Many newspaper employes received no vacation or paid holidays.

The Guild has changed this. It has established reasonable wages—even if they are not yet as high as the Guild believes they should be. It has established a regular work week, paid overtime, security from unjust firings, paid vacations and holidays. It has, in short, permitted newspaper workers to live in self-respect and with pride in their work.

Negro newspaper employes have almost always joined the Guild and participated in it enthusiastically when their paper has been organized. Carl Rowan, Ted Poston, Simeon Booker, William Brower, and Collins George, for example, have all recognized the Guild as an organization which has their interests at heart.

The American Newspaper Guild is interested in the professional standards of the industry in which its members work, as well as in economic conditions. And the Guild is deeply interested in helping equal employment opportunity in the newspaper industry become a reality as quickly as possible.

## *The Heywood Broun Clause*

As long as it has been in existence, the American Newspaper Guild has seen that there was no racial discrimination in its membership.

The Guild Constitution now states: "Guild membership shall be open to every eligible person without discrimination or penalty, nor shall any member be barred from membership or penalized by reason of age, sex, race, national origin, religious or political conviction or anything he writes for publication."

This wording is practically unchanged from that originally adopted at the 1935 convention in Cleveland, two years after the Guild was founded.

The clause is known as the Heywood Broun clause, because the Guild's founder and first president was eager from the start that it should be included in the Constitution.

## *Why Carl Rowan is a Guildsman*

"I am delighted to have this opportunity to join you officers and members of the American Newspaper Guild in what I know is part of a continuing effort to raise the status of the American press," Carl Rowan told the American Newspaper Guild Convention in Buffalo in 1962.

"That is, to raise it by raising the status of those who do the most honorable business of the press—that is, the gathering, the writing and the dissemination of information to the American public.

"I have been a long-time member of the American Newspaper Guild, fundamentally for one reason, and that is because of my belief that as long as those who work as reporters, as photographers and so forth for the American press are receiving second-class pay, we are going to have second-class reports in news columns and second-class newspapers."

At its 1963 convention the American Newspaper Guild called for a "realistic, down-to-earth meaningful program [of] hiring . . . without discrimination as to age, sex, creed, color, national origin or ancestry." (See the title page.) Guild locals have echoed this call.

Declarations of this sort are important. They remove any question that the union forms a stumbling block to equal employment.

But it is also clear that declarations are not enough in themselves. So many Guild locals have, through their human rights committees, gone directly to their managements urging the hiring of Negroes.

So a Guild local can be a good base for assistance. The Guild might be able to help directly in getting a job. In any case it will be likely to know the attitude of the newspaper management and just what the situation is with respect to vacancies.

Many Guild contracts contain prohibitions against discrimination. The contract at the St. Louis Post-Dispatch, for example, states that: "There shall be no dismissal or discrimination against any employe because of his race, creed or color. . . ." Other clauses prohibit racial discrimination in hiring. In any case, if an applicant believes he has been discriminated against, the Guild wants to hear about it.

The Guild human rights program calls for increased participation by locals in career days and other personal contacts which might en-

courage young Negroes to go into newspaper work. The Guild will also be working with the National Urban League, which has developed a "Skills Bank" of "skilled Negro and other minority group workers for American business, government, industry, labor and educational manpower needs."

The Guild believes it can be of help in stimulating employment of Negroes by acting as a liaison between potential employes and employers.

The Guild's Human Rights Department is, therefore, maintaining a file of information on Negro candidates for newspaper jobs. Editors or publishers who have job vacancies, or Guild locals which know of vacancies, may write the Human Rights Department to make the initial contact.

(The Guild is a labor union and not an employment agency. It is not in a position to screen candidates or pass judgment on their capabili-

The Guild has locals or branches of locals in the following cities:  
NEW ENGLAND: Bridgeport, Conn.; Boston, Brockton, Haverhill, Lynn, Malden, Medford, Salem, and Waltham, Mass.; Portland, Maine; Manchester, N.H.; Pawtucket, Providence, and Woonsocket, R.I.

MIDDLE ATLANTIC: Wilmington, Del.; Baltimore and Cumberland, Md.; Albany, Buffalo, Kingston, Newburgh-Beacon, New York, Niagara Falls, Tonawanda, Rochester, and Utica, N.Y.; Elizabeth, Jersey City, New Brunswick, Paterson, Perth Amboy, and Plainfield, N.J.; Allentown, Chester, Erie, Harrisburg, Hazleton, Philadelphia, Pittsburgh, Scranton, Wilkes-Barre and York, Pa.

SOUTH: Florence, Ala.; Washington, D.C.; Covington, Ky.; Greensboro, N.C.; Chattanooga, Knoxville and Memphis, Tenn.; El Paso, Houston and San Antonio, Texas; Richmond and Norfolk, Va.

MIDDLE WEST: Gary, Hammond, Indianapolis and Terre Haute, Indiana; Chicago, East St. Louis, Elgin, Joliet, Peoria, Rockford, and Waukegan, Ill.; Sioux City, Iowa; Battle Creek, Bay City, Detroit, Lansing, and Muskegon, Mich.; Duluth, Minneapolis and St. Paul, Minn.; St. Louis, Mo.; Akron, Cincinnati, Cleveland, Columbus, Lima, Massillon, Toledo and Youngstown, Ohio; Kenosha, Madison, Milwaukee and Sheboygan, Wis.

FAR WEST: Bakersfield, Garden Grove, Hollywood, Huntington Park, Long Beach, Los Angeles, Napa, Oakland, Richmond, Sacramento, San Diego, San Francisco, San Jose, San Mateo, San Pedro, Santa Rosa, Stockton, and Vallejo, Calif.; Denver and Pueblo, Colo.; Honolulu and Hilo, Hawaii; Great Falls, Mont.; Eugene and Portland, Ore.; Seattle and Tacoma, Wash.

PUERTO RICO: San Juan.

CANADA: Brantford, Montreal, New Westminster, Ottawa, Toronto, Vancouver and Victoria.

The Guild also has a Wire Service local, with headquarters in New York, and a Canadian Wire Service local, with headquarters in Toronto.

ty. Nor does the Guild have control over hiring in the newspaper industry. Unlike some other unions, it does not act as a "hiring hall." People join the Guild after newspapers have hired them, not before.

(But the Guild can encourage newspapers to hire without regard to race or color. And it always can pass along to newspapers the information it has received on candidates.)

Candidates for jobs are invited to send their names, and a resume of their education and experience, to the Human Rights Department, American Newspaper Guild, 1126 16th Street NW, Washington, D.C. 20036. Only persons presently available, or who will be available within a few months, should write.

The Guild marched on August 28, 1963 . . .







*Won't you march with us?*

**T**HE pay isn't the highest. The jobs are far from perfect.  
But newspaper work is basically good work, and we like it.  
We think you would, too.

