

Newspaper guild, American (CIO).

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AMERICAN NEWSPAPER GUILD

FIFTH PRINTING
Cartoons by Chelmow

THE AMERICAN NEWSPAPER GUILD is a union for employes of all the non-mechanical departments of newspapers and related enterprises.

Employes in mechanical departments have enjoyed the benefits of unionization for more than a hundred years. The need for organization among newspaper "white collar" employes was brought home forcefully during the depression which began in 1929.

Unorganized employes found themselves powerless in the face of widespread wage cuts and dismissals—plagues which did not afflict those who were represented by unions. Even when the craft unions accepted wage cuts, after full negotiations between management and the unions, the cuts were only a fraction of those inflicted on the unorganized.

Reporters, working long and irregular hours for low pay, without holidays, vacations or overtime, soon became aware that the workers in the "back room," toward whom they had maintained an air of superiority, were getting a great deal more pay for a much shorter work week, and had greater security, because of the strength of their union.

In August of 1933 an unemployed reporter referred to these facts in a letter to Heywood Broun, beloved columnist on the New York World-Telegram, nationally famous as a champion of the cause of the "little guy" and the "under dog."

Broun replied in his column, in part: "The fact that newspaper editors and owners are genial folk should hardly stand in the way of the organization of a newspaper writers' union.

There should be one. Beginning at nine o'clock on the morning of October 1, I am going to do the best I can to help in getting one up."

In December, delegates from 21 cities in 10 states and the District of Columbia met in Washington and formed the American Newspaper Guild. Broun was elected president, a position he held until his death in 1939.

Early negotiations with publishers resulted mainly in "gentlemen's agreements," which were subject to misunderstanding and misinterpretation. The employe always came out on the short end when there was a difference of opinion—it was he who lost the pay raise, who had to work the extra hours, whose grievance went uncorrected.

The answer was to reduce agreements to written contracts, as the craft unions had been doing for decades. Some early contracts were obtained with little trouble, others were won only after long argument, sometimes strikes. Many of the nation's most powerful publishers, who have long since entered into Guild contracts, at first declared undying opposition to the idea of any agreement covering the wages and working conditions of their employes.

As they gained in experience, reporters and editors began to lose the false dignity which had permitted them to work longer for less money than other newspaper union members and still count themselves "superior."



The gap between the "professionals" in the Guild and the "workers" in the back room closed. In 1936 the Guild voted, in a national membership referendum, to constitute itself as a labor union and to affiliate with the American Federation of Labor.

During the following year several unions within the AFL formed the Committee for Industrial Organization and, unable to obtain official AFL sanction for organizing along industrial lines, broke away from the parent group to form the Congress of Industrial Organizations. The Guild joined this group and its action was ratified by a membership referendum.

The Guild's real growth as a potent force on behalf of newspaper people dates from 1937, the year in which it joined the CIO and extended its jurisdiction to departments other than editorial. It now has more than 25,000 members, working under the terms of some 220 contracts with newspapers, wire services, news and feature magazines and related enterprises.

Under Guild contract are newspapers issuing about half of the nation's total daily circulation, all the major wire services, all the major news magazines, most of the principal picture and feature magazines. Guild contracts set the pace, in wages, hours, security and working conditions, for the entire industry.

GUILD CONTRACTS

A Guild contract is a written agreement covering wages, hours and working conditions.

It covers everybody for whom the Guild has been recognized by the employer as bargaining agent, regardless of whether he individually is a member of the Guild.

Guild contracts set minimum standards. The minimum wage levels are based on experience, but limit nobody's salary. Nothing in the contract prevents the employe from earning more, or the publisher from paying more than the minimums set forth, or from establishing better working conditions than are agreed upon.

The Guild contract forbids pay cuts. It guarantees that you will get time-and-a-half pay if you work more than eight hours a day or 40 hours a week, or any time on a holiday.

Many contracts contain a guarantee of higher pay for night work. All of them guarantee paid vacations, at least two weeks a year, and paid sick leave. They provide you with minimum expense and mileage allowances.

If you already enjoy all these advantages without Guild membership, remember that only a Guild contract guarantees that this desirable relationship will be continued. The contract provides a guarantee against a change of mind by existing management and safeguards your rights under a change of management.

The contract also protects you against being fired without just cause, and contains your guarantee of severance pay.

It protects your personal integrity, if you write for publication, by stating that your by-line may not be used without your consent.

The contract provides for a "standing committee" of the Guild to take up grievances and other matters of mutual interest with the employer—an equitable and effective means of ironing out the "kinks" which arise from time to time in any organization. Among other advantages of such a committee is the fact that it relieves the individual employe of the embarrassment of personally prosecuting his grievance if he does not



wish to do so—it insures him adequate and militant counsel when he needs it.

The contract guarantees against discrimination on the job because of race or sex. It protects the employees' right to other activities outside of working hours.

The contract is negotiated with representatives of the employer by a committee chosen by the Guild members who will work under it. These negotiators are supplied with aid and advice based on years of experience throughout the country.

It is both the right and the duty of every Guild member to sit in on and observe the negotiating sessions. The committee reports back to the membership regularly and the entire contract must be approved by the members before it can go into effect.

Usually contracts run for one year and are then renegotiated. Read a Guild contract. See for yourself.

GUILD WAGES

In 1933, before formation of the Guild, surveys showed that the median wage for reporters with from five to ten years' experience was \$30.21. There was no regulation of hours. Overtime was unheard of.

Employees in commercial departments were even more grossly underpaid, many being at or near bare subsistence levels.

Newspaper work used to be something you did because it was interesting work. When you wanted to make a living you had to get into something else. Now, thanks to the Guild, newspaper work pays wages more in keeping with its importance to the community and the qualifications it demands. Now the lowest paid jobs in the business draw more money than most reporters got in 1933.

The lowest paid classifications now receive more money than most reporters got in 1933. Under Guild contracts there are no more "\$15-a-week clerks."

The Guild sets the pace for the industry. Even those who are not members and are not covered by Guild contracts receive

some benefits because of the effect of Guild agreements on the general wage structure, but the rule is: "The stronger the Guild, the higher the wages."

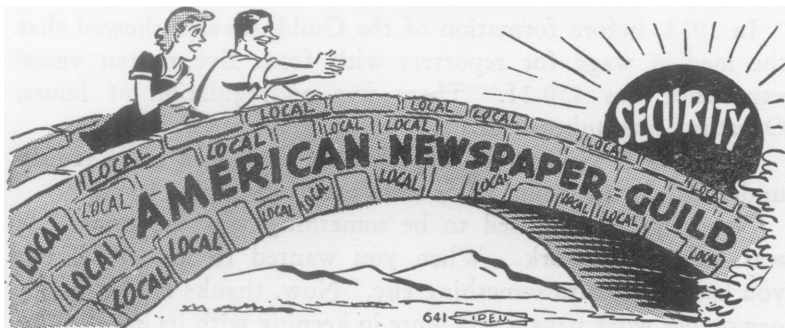
Guild policy is to negotiate a contract with the publisher providing schedules of minimum wages, with provision that employes demonstrating ability beyond the minimum will receive wages above the minimum.

Nothing in a Guild contract limits the amount which can be paid. Salaries above the minimums are expected and are always paid, regardless of how high the "minimums" are set.

JOB SECURITY

"There shall be no discharge except for just and sufficient cause."

This is one of the most important clauses in the typical Guild contract. It gives your grievance committee the full right to



protest any discharge. The publisher must satisfy the grievance committee that the firing was for cause—the burden of proof is on the employer. This clause prevents unjust dismissals, or firings on trumped-up charges.

In addition, the clause usually provides that an employe shall receive two weeks' notice of his impending discharge.

Conditions in the newspaper industry before the Guild were chaotic. Veteran newspapermen with wives and families, scrap-

ing along on tiny wages, often were fired with no notice and with no reason. There was no court of appeals. There was no organization to which the victim could take his case. The only way that other employes could aid was to threaten to strike, at the risk of being fired themselves.

With the job security clause in the Guild contract, an orderly procedure is established for the discussion of contested discharges. The clause does not interfere with the publisher's right to discharge for obvious reasons such as incompetence, repeated drunkenness or gross neglect of duty. It gives the Guild the right to inquire into his reasons for firing an employe and to present counter-evidence to refute his reasons.

No publisher can fire a competent employe, under Guild contract where this clause exists, without being prepared to prove that the discharge was just and necessary.

The Guild constitution says: The purpose of the American Newspaper Guild shall be to advance the economic interests of its members and to raise the standards of journalism and the ethics of the industry.

One of the best ways the Guild has found to raise the standards of the industry is to participate in the establishment of stable, competent staffs. The job security clause protects the staff. Its existence provides an added incentive to the publisher to hire the most competent persons he can find.

SEVERANCE PAY

Under Guild contracts, if you get fired you receive severance pay usually equal to at least one week's pay for every six months that you have been with your employer. Some contracts call for more, and some give you severance pay whether you are fired or resign.

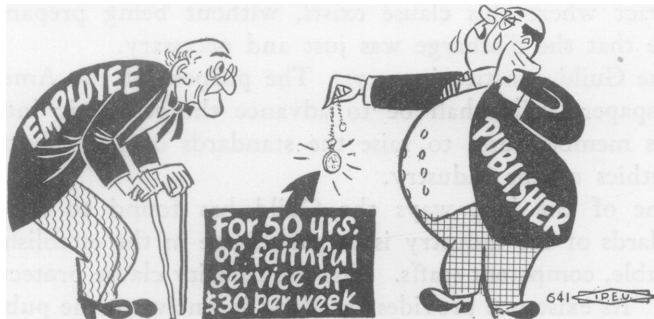
This gives you a nest-egg to live on while you are finding another job, or, if you have found one or are ready to retire, you can take with you a sizable sum of money to add to your savings. Furthermore, your boss, knowing he must pay to dismiss you, thinks twice before he does so.

The Guild pioneered severance pay. It was the first union in the newspaper industry to incorporate this principle in a contract.

When the Guild started, the newspaper industry was infamous for its capricious firings. Where the Guild is established, this is no longer true.

Veterans, in most instances, are given severance pay credit for the entire time they spent in service, so that if they are fired after their return, they receive as much severance as if they had never been away at all.

Severance is also paid to an employee's estate or beneficiaries if he dies while still on the payroll, and sick leave cannot be deducted from severance pay.



We say: You have an equity in your job. Your value to the publisher increases every year you stay on the job. If he chooses to fire you he agrees to buy your equity.

The Guild has as its goal universal severance pay of at least three weeks per year of employment, on discharge or resignation, as well as an adequate universal pension system.

THE GUILD SHOP

The Guild does not negotiate closed shop agreements. The closed shop means that a person must be a member of the union before he can be hired.

The Guild Shop clause, found in most Guild contracts, enables

the employer to hire whomever he pleases, with a provision that the employe must join the union within a reasonable length of time after he is hired.

The Guild shop from the union's point of view provides a guarantee that the union itself will be secure, as well as the individual member. It means that all who benefit from the Guild's efforts participate in making its decisions, have the right to vote in the selection of its officers, and pay their small share toward its upkeep.

From the publisher's point of view, the Guild shop means a mature and responsible union with which to conduct negotiations. The publisher knows that every employe is a Guild member and therefore every employe has had a part in framing the Guild proposals with which he is presented. He knows that persons of all shades of opinion have an equal voice in the Guild, and that therefore management of Guild affairs in his shop cannot fall into the hands of a small, "unreasonable" group.

The Guild shop may be accompanied by a dues check-off. This means that the publisher's payroll department deducts from your pay check your monthly dues, which are set by your local Guild, plus any assessments which may have been levied for emergency purposes (See page 10).

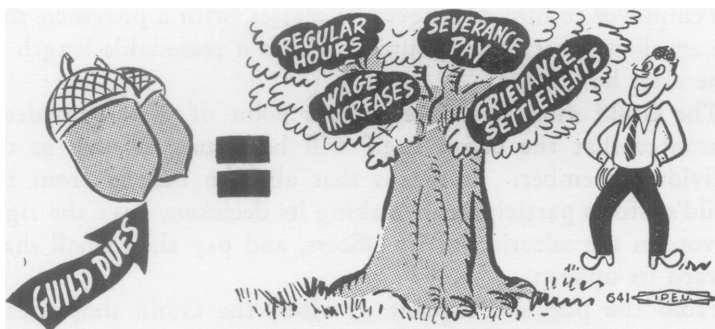
GUILD FINANCES

The Guild is not in business to make money. But it must have money with which to operate.

The money comes from the members and is used for their benefit.

New members must pay an initiation fee. The exact amount is determined by the local and is usually \$1 or \$2. The constitution provides that no local may charge more than \$10.

Monthly dues are determined by each local and vary according to the salary earned, ranging up from \$1.50 a month, with the lowest paid members paying the lowest dues. Most members



pay between \$2 and \$3 a month. The Guild constitution forbids the setting of dues above \$10 per month.

From time to time, the convention or the International Executive Board may levy a 50 cent assessment on every member making over \$25 a week. Assessments are levied for extraordinary purposes only, and in past years have averaged \$2 a year.

The total amounts collected are divided between the locals and the international office. The local treasury is used to finance local expenses. The international treasury is used to pay for organizing, research, and service to the locals, as well as 5 cents a month per capita to the CIO.

The Guild maintains a defense fund used to help finance strikes and unusual emergencies.

WHO RUNS THE GUILD?

You do.

The Guild is a thoroughly democratic union. Every member has an equal voice in setting its policies and electing its officers.

Guild policy is set at the annual convention, by delegates who are elected in their locals.

At the convention, each local, however small, is entitled to at least one vote. The total number of votes cast by each local is in proportion to the number of members in that local.

All convention decisions are made by majority vote. This

principle prevails throughout the Guild, from the International Executive Board, which acts for the whole Guild between conventions, to the locals and the units within the locals.

There is no proxy voting in the Guild.

The Guild has no secrets from its membership. Conventions are open to the public and the proceedings are published in full. Any Guild member may attend any meeting of the International Executive Board. Any member may attend local membership meetings.

Guild finances, likewise, are completely "above-board." Its books are audited regularly and the audit is published in the "Guild Reporter" (See page 15). Its officers are bonded.

Elections of international officers and members of the International Executive Board are by referendum of the entire membership. The term of office is two years. Officers also may be deposed by referendum.

You may resign from the Guild upon satisfying your local that you have convincing reason, and you are issued an honorable withdrawal card if you leave the industry.

You have the right of appeal to the International Executive Board and the Guild convention if a local ruling fails to bring satisfactory settlement of an issue affecting your interests.

You have the assurance that Guild membership is barred, by the constitution, to persons "whose interests lie with the employer as against the employe."

The Guild constitution embodies Guild policy. It insures free and democratic operation at all levels. The best way to find out in detail how the Guild operates is to read the constitution for yourself.

THE GUILD LOCAL

A Guild local is made up of all the Guild members within one city or specified area.

The local is chartered by the International Executive Board on payment of a \$5 charter fee.

The local is composed of units. A unit is made up of all members who work for the same employer or shop.

Under the Guild constitution, each local has a president, a secretary, and a treasurer. Units also have officers. The officers are rank-and-file members serving in their spare time.

The local officers are elected by referendum of the entire local. Unit officers are elected by referendum of the unit.

The governing body of the local, usually known as the Executive Board, is composed of representatives elected from the units. The local officers sit with the executive committee and handle the administrative affairs of the local, between membership meetings.

The membership meeting is the supreme authority of the local. Under the constitution, locals are required to have at least four membership meetings every year. Most locals have one every month.

The local is responsible for admitting members, setting dues rates, collecting dues, handling contract negotiations and grievances for its units, and organizing the unorganized. In all of this it has the active advice and assistance of the national office and of the Guild's paid staff of representatives.

Each local has its own by-laws, but the Guild constitution governs, guaranteeing that the democratic principles established by the convention are carried out in every local, large and small.



The marks of a good local are these: It holds regular membership meetings. It sends its full quota of delegates to national conventions. Its members take an active and vocal part in its affairs. It is constantly growing, constantly improving its contracts and organizing new units. It publishes a local paper. It sees that its members are made aware of all the problems facing labor and the Guild.

THE GUILD AND THE RIGHT TO STRIKE

The Guild is a labor union. It measures up in all respects to the best standards set by even the sharpest critics of organized labor. It jealously sustains its democratic processes, its freedom of expression by the rank-and-file, its publication of fullest details of its financial operations, its open-to-all negotiation procedure and its independence from subversive influences.

But it is a labor union. That means that while it subscribes fully to the principles of free collective bargaining, and while it will seek every peaceable means of arriving at a settlement of issues between the Guild and newspaper managements, it unreservedly retains to itself the right to use the strike as an economic weapon.

Strikes are expensive. They block production. They cause direct economic losses to the union and to management. In brief, nobody *likes* to go on strike.

But the need for going on strike is in inverse ratio to the ability and willingness of the union to make use of this weapon; and in the case of the Guild the strike, as a last resort, is unflinchingly used after all other means have failed. And today the Guild is in better position than ever to carry a strike, once entered upon, to a successful conclusion.

The right to strike is a silent partner in the conduct of every negotiating session with a publisher. It balances in part, for the Guild, the economic bargaining strength of the publisher—a strength which is overwhelmingly in favor of the publisher in

any dealings save with a *bona fide* nationally-organized and nationally-backed union.

The right to strike is a powerful factor in holding the respect of a publisher for the Guild. The right to strike, whether exercised or not, is the real reason for the settlement of many an issue over which fruitless wrangling might otherwise occur. The right to strike leads to signed contracts and to their enforcement day by day.

The right to strike is the right of the Guild to its very existence as a labor organization.

POLITICAL ACTION

The Guild, in its comparatively short history, has won many gains for its members—higher wages, shorter and better regulated hours, improved working conditions.

The Guild, in company with other unions, for years has realized that winning benefits is only half the battle. They also must be protected.

A decade of hard won gains can be lost overnight through adverse legislation—legislation which powerful interests perennially seek to put over. Unions must guard the political front as well as the economic front.

In 1946, the ANG Convention declared: "The American Newspaper Guild joins the other unions of CIO in strongly urging a ceaseless campaign of political action as the right and duty of every citizen, in order that the democratic processes of our nation may be used to assure security, abundance, and freedom for all Americans, and to guarantee enduring peace for the enjoyment of these things."

The Guild recommends and encourages full voluntary participation by Guild locals in political action. No one can be told how to vote; but the public can be, and should be, told the truth about candidates and issues and, above all, urged to vote. "The bigger the vote, the cleaner the government."

THE GUILD REPORTER

The Guild Reporter is a tabloid-size newspaper published twice a month and sent free to every member.

Under the constitution it must "promote in every legitimate way the policies of the Guild."

It is the Guildsman's newspaper. It covers news of units, locals, International Executive Board meetings, conventions, and everything in between. It carries pictures, cartoons, news and special stories of interest to people who work for a living. It has regular signed columns from Washington, commenting on



national news developments. From time to time it runs special features written by Guild members giving the background facts on events of national significance. It publishes the quarterly audit of Guild finances.

One of its most widely read features is the letters-to-the-editor section in which any Guild member in good standing can express himself on any topic, provided he follows the dictates of good taste and avoids libel.

Its editor is appointed by the International Executive Board, which also sets his salary.

WHERE IS THE GUILD?

The American Newspaper Guild has contracts covering the employes of one or more newspapers or wire services in each of the following cities:

Akron	Duluth	Mankato	St. Louis
Albany	El Paso	Massillon	St. Paul
Allentown	Elizabeth	Memphis	Salem
Atlanta	Erie	Miami	Salt Lake City
Atlantic City	Eugene	Milwaukee	San Antonio
Austin	Fort Worth	Minneapolis	San Diego
Baltimore	Gary	Montgomery	San Francisco
Battle Creek	Grand Rapids	Muskegon	San Jose
Bay City	Great Falls	New Brunswick	San Mateo
Beacon, N. Y.	Hammond	New Orleans	San Pedro
Beaumont	Harrisburg	New York	Scranton
Biddeford	Hartford	Newark	Seattle
Birmingham	Helena	Newburgh, N. Y.	Sheboygan
Bismarck	Hollywood	Norfolk	Sioux City
Boise	Houston	Oakland	Sioux Falls
Boston	Huntington Park	Oklahoma City	Spokane
Bridgeport	Indianapolis	Olympia	Springfield, Ill.
Brockton	Jacksonville	Omaha	Springfield, Ohio
Buffalo	Jersey City	Oroville, Calif.	Stockton
Charleston	Joliet	Pawtucket	Superior
Charlotte	Kansas City	Philadelphia	Syracuse
Chattanooga	Kingston	Phoenix	Tacoma
Chester	Knoxville	Pierre	Terre Haute
Cheyenne	Lansing	Pittsburgh	Toledo
Chicago	Lawrence, Mass.	Plainfield	Trenton
Cincinnati	Lima	Portland, Me.	Utica
Cleveland	Lincoln	Portland, Oreg.	Vallejo
Columbus	Lodi, Calif.	Pueblo	Washington
Covington	Long Beach	Raleigh	Wilkes-Barre
Cumberland	Long Branch	Reno	Winona
Dallas	Los Angeles	Richmond	Woonsocket
Dayton	Louisville	Rochester, Minn.	York
Denver	Lynn	Rochester, N. Y.	Youngstown
Des Moines	Madison	Rockford	
Detroit	Manchester	Sacramento	

THE PURPOSE OF THE ANG

-to advance the economic interests of its members.**
-to guarantee, as far as it is able, constant honesty in the news.**
-to raise the standards of journalism and ethics in the industry.**
-to foster friendly cooperation with all other workers.**
-to promote industrial unionism in the newspaper industry.**

—ANG Constitution (Article I)

"No eligible person shall be barred from membership or penalized by reason of sex, race, or religious or political convictions, or because of anything he writes for publication."

—ANG Constitution (Article II)

AMERICAN NEWSPAPER GUILD, CIO

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