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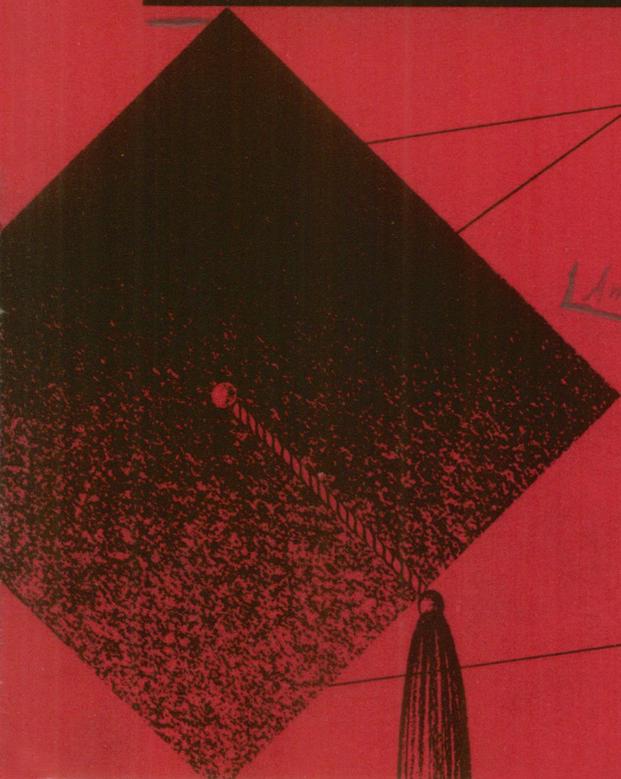
THE AMERICAN NEWSPAPER
 Affiliated with the Society of Industrial Engineers

19 Local Guild Name
AMERICAN NEWSPAPER GUILD
 Local President Telephone

CARD NO. ISSUED

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American Newspaper Guild

major oil companies for possible anti-trust violations was proposed by Senator Olin D. Johnson, Democrat, of South Carolina, today being cause, he said, there's apparently "a squeeze play going on to hurt the small, independent dealers."

"It looks like the big oil companies are holding oil off the market so the people will be scared and they can run prices up," Mr. Johnston told reporters.

"If the big companies are doing this—as indicated in my state * * * prosecutions are in order."

Mr. Johnston said he would introduce tomorrow a resolution posing the oil investigation, he said, in the name of justice is check distribution and stores.

Shipment to Greece

The South Carolina Senate investigation demand can date Small Business Sunday delving into the domestic oil shortage problem testimony that Greece about 7,000 barrels a third of her requirement United States Military order the American foreign Gram.

Senator Kenneth S. Wherry, Republican of Nebraska, the subcommittee, has the necessity for those ship domestic users are 1 of oil.

"In reality," Mr. Wherry said, "the small business man is getting a priority over the big business man in America. To him," he added,

THE AMERICAN NEWSPAPER GUILD

Affiliated with the Congress of Industrial Organizations



Local Guild

Name of Member

Sam Martin

Local President

International President

CARD NO. ISSUED 19



and foreign crude petroleum in this country totaled 222,777,000 barrels on Dec. 27, a net decrease of 144,000 barrels for the week.

The Senate Small Business Committee got its information about oil exports from Col. G. H. Vogel, executive officer of the Army-Navy Petroleum Board.

Military Supply Defended

The 7,000 barrels being supplied Greece, he testified, are included in the over-all military requirements

that a Committee had been summoned to give new names to all thoroughbreds now bearing the names of royalty.]

Twenty-six-year-old Michael, Queen Mother Helen and the rest of the royal entourage arrived in an eight-car special train that left Rumania two days ago. Michael seemed surprised by the cheers he received, but he did not smile as he walked towards a waiting automobile.

The party was met at the station by Michael's uncle, Prince Nicolas, and an aunt, the Duchess of Aosta. No official representative of the Swiss Government was present. The party then drove to the exclusive lake-side hotel where Michael stayed last month with his mother and Princess Anne.

Maj. Jacques Vergotti, a member of Michael's staff, said that Michael's plans were "very indefinite," but added that the "Rumanian Government has given the King the possibility to return to Rumania with part of his entourage."

Harvard Man a Labor U

DETROIT, Jan. 5—Selena of Boston was named impartial umpire under agreement between the General Motors Corporation and the CIO Unit Workers. He is on the Harvard University and has served as chairman of the national office of the National Labor Board at Boston.

ceeds Ralph T. Seward, signed to accept an arbitration segment in the steel industry.

Investigate the security pay and rapid advancement United States Coast Guard. Means open to men 17 to 20. For full info

Union Gets Deer Hunt

MEADVILLE, Pa., Jan. CIO employees of the Palm cot Tool Company will have a new paid holiday opening day of the Pennsylvania deer season. Last Dec. 1 the 100 employees, member CIO United Steelworkers, for the woods to get their plant had to close do Robert W. Palmer, president firm, decided to make the a formal one. Shucks, he with a gleam in his eye, to go, too."

Union Gets Deer Hunt

from Radcliffe College, Dr. Doctor of Philosophy degree the University of Munich medical degree from Tufts School. She is director Lahey Clinic's department trerentology.

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ewspaper work isn't what it used to be — and thousands of newspaper workers are thankful for that.

It used to mean long and irregular hours, under poor working conditions, with no assurance that you'd have a job beyond the next payday, and that payday not much to look forward to.

When the excitement and the romance of the business was no longer enough, and you wanted something to take home every week in the pay envelope, you had to get out of the newspaper business to find it.

That was before the days of the American Newspaper Guild. Now, as we said, newspaper work isn't what it used to be.

The excitement and the interest and the thrills and the fun are all still there, but there's something else besides. Newspaper men and women now get fairly decent wages in most places, they work regular and reasonable hours, they have job security and they have a feeling of living for something more than just today's deadline — and they are better workmen for it.

The American Newspaper Guild, a union for people who work

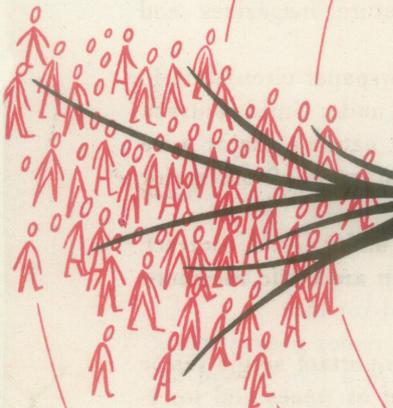
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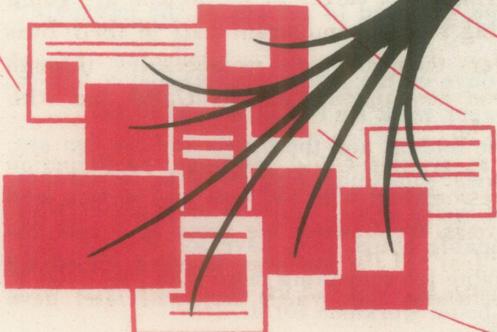
INSTITUTE OF
INDUSTRIAL RELATIONS



100 locals



25,000 members



220 contracts



for newspapers — in the editorial department, the front office, the advertising department, in circulation — has left and is leaving its mark on the newspaper industry.

The five-day, 40-hour week, the eight hour day, time and a half for overtime, vacations, sick leave, severance pay, equitable handling of grievances, protection against unjust firings — these are some of the major improvements brought about by the Guild through its contracts with employers.

More than 25,000 working newspaper men and women constitute the membership of the Guild. They are in about 100 local organizations (“locals”), from Maine to California, from Washington to Florida. They work under some 220 contracts with newspapers, wire services, news and feature magazines and related enterprises.

Approximately half of the total daily newspaper circulation in the U. S. is issued by newspapers which are under Guild contract. Also under Guild contract are all of the nation’s major wire services, all of the major news magazines, most of the major picture and feature magazines.

Most of the biggest and best papers are under Guild contract. Most of the best newspaper men and women are Guild members.

associate members

The Guild sets the pace. It is the most important single factor in the newspaper industry for improvement of wages and working conditions and maintaining an equitable and balanced relationship between employers and employes in its field.

Since students preparing for a career in journalism are going to find the Guild playing such an important part in their lives later on, the Guild offers them associate memberships, through which they may become acquainted with the Guild and with working newspaper people.

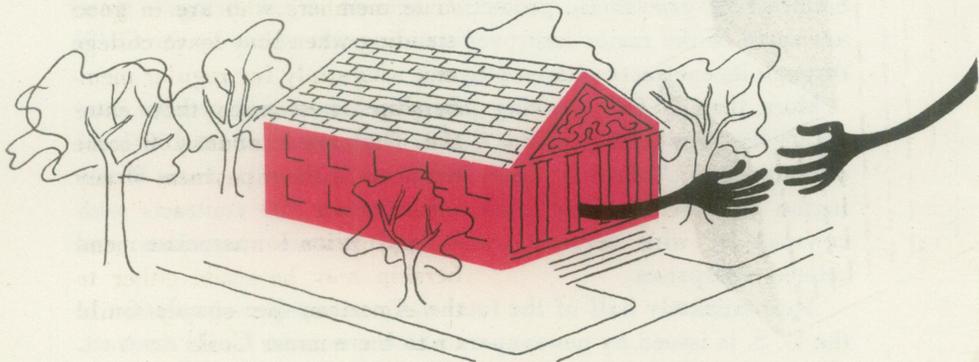
Through attendance at regular Guild meetings, participation in Guild activities and association with the men and women who constitute the nation’s press, the students are given an invaluable opportunity to get the “feel” of the business, to learn something of the problems and attitudes with which they will later have to deal in their daily jobs.

Personal contact with those who know at first hand the latest



employment trends in the industry will also prove valuable to the students in planning their careers. Professional advice from Guild members with practical experience will be found helpful.

Many Guild locals plan seminars and special classes for associate units to supplement college training. There are also

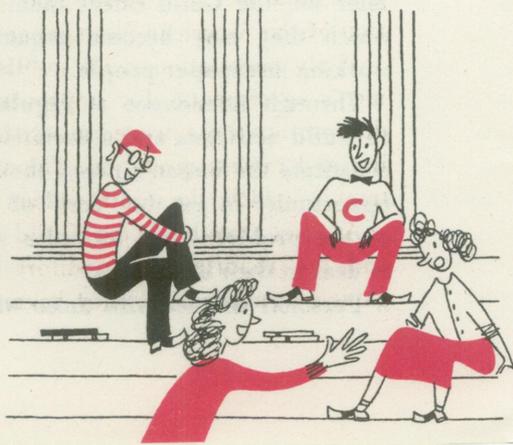


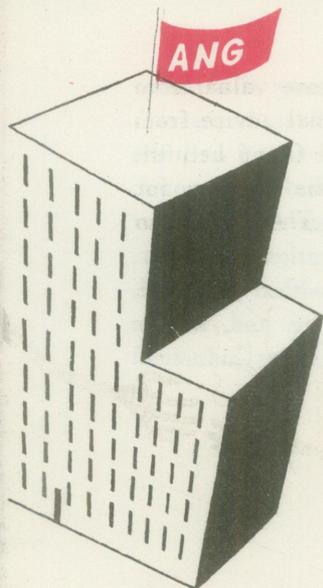
mock negotiating and grievance sessions to show how the Guild operates. Associate units are encouraged in the planning of activities which will prove of benefit to the students in later years.

The Guild constitution declares eligible for associate membership: "students of accredited colleges majoring in journalism, or associated with college news publications, and teachers of journalism in such colleges, or students preparing for journalism as a career."

Associate members regularly receive *The Guild Reporter*, bi-monthly official organ of the American Newspaper Guild, which gives them a picture of what is going on in the newspaper world.

They may attend regular meetings of Guild units and locals, as well as other functions of such organizations. Several associate members attending the same college or university may form an "associate unit" of the local with which they are affiliated and carry out programs of their own devising, as well as others linked to activities of the local.





Associate member dues are set by the locals, but are usually \$3 per year or \$1.50 per semester. There is no initiation fee and there are no assessments. Associate members who are in good standing when they leave college and who apply for regular membership as soon as they enter the newspaper industry become members without payment of any initiation fee.

Application for associate membership may be made either to the American Newspaper Guild or to the nearest local.

history

The Guild was formed late in 1933, with Heywood Broun, famed columnist for the old New York World — later the World-Telegram — as its first president and founder.

Broun, long known as a champion of the “little guy”, had proposed formation of “a newspaper writers’ union” as a means of combatting depression borne wage cuts and wide-spread firings among the unorganized editorial department employees.

Several independent associations of newswriters had sprung up in various cities in response to the need for greater protection against arbitrary, unilateral action by publishers. In December of 1933, delegates from 21 cities in 10 states and the District of Columbia met in Washington and completed formal organization of the American Newspaper Guild.

Early negotiations with publishers resulted mainly in “gentlemen’s agreements” for improvement of wages and working conditions; but these proved unsatisfactory because of misunderstanding and misinterpretation. The answer was found in written contracts — which the craft unions had been executing for years.

As the growth of the Guild resulted in improved standards and the reporters and editors who made up its membership gained in experience, they 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 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



"professionals"

"workers"

lines, broke away from the parent group to form the Congress of Industrial Organizations.

The Guild joined this group and extended its jurisdiction to departments other than editorial. Its real growth as a potent force on behalf of newspaper people dates from this step.

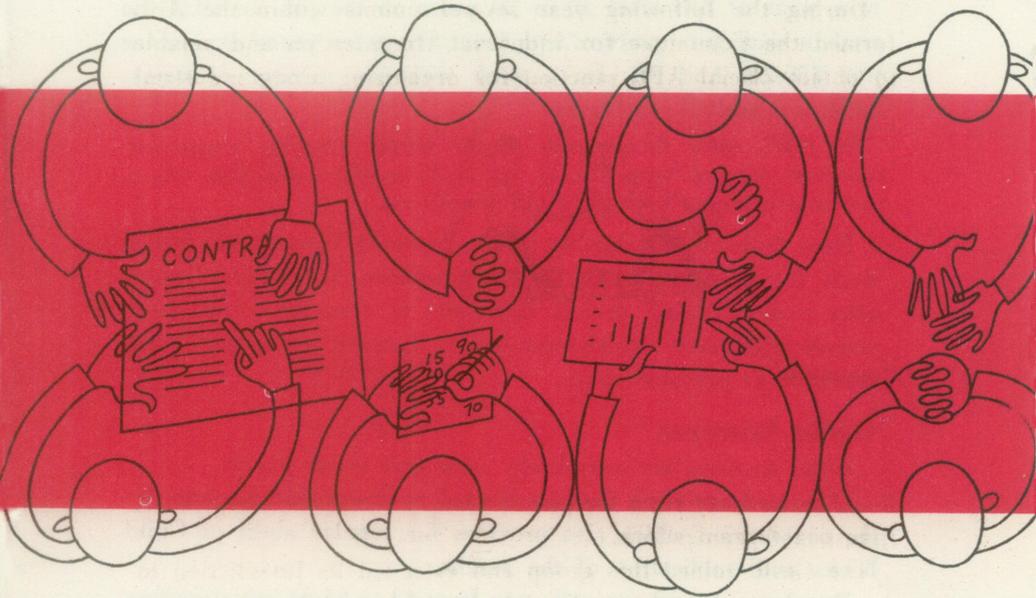
the contract

A Guild contract is a written agreement between the Guild and the management setting the minimum wages, the hours and the working conditions for employes in Guild jurisdiction.

It is arrived at through negotiations between representatives of the Guild on one hand and the management or its representatives on the other. Some negotiations take a long time, others are completed in short order; some are marked by considerable clash of opposing opinion, most of them are conducted in a spirit of give and take, with both sides pretty well satisfied at the conclusion.

Some of the principal clauses to be found in Guild contracts are the following:

Schedules of minimum wages for each job classification and for each degree of experience in that classification; with provision for employes to negotiate whatever wages they can beyond these minimums in return for special talents, abilities or experi-



ence. Pay cuts are forbidden during the life of the contract, usually one year.

Provision for the five-day, 40-hour week, the working day of not more than eight hours within nine consecutive hours; overtime pay at time-and-a-half for any work over the eight hours, or over the 40 in a week, or for work on holidays, etc.; additional pay for work done at night.

Severance pay depending upon length of service, averaging about two weeks' pay for each year of service.

Guarantees against unjust and whimsical firings, provision for orderly consideration of proposed action against employes and hearings of grievances.

Annual paid vacations of two to four weeks; six or more paid holidays; sick leave with pay; retirement and insurance plans.

wages

In pre-Guild days it was the custom for newspapers to hire beginning reporters and other similar employes for merely nominal wages. Many papers "permitted" them to work for several weeks or longer for nothing, "just for the experience".

If a reporter was considered very good, he might look forward to a wage of \$35 after 10 or 20 years on the job. In 1933 the median wage for reporters with from five to ten years' experience was \$30.21. And this for a week with any number of hours, under any and all conditions.

In 1937, after three years of the Guild, starting wages for reporters ranged from \$11.54 to \$25.38 weekly—and this was a vast improvement over the 1933 conditions.

Now, however, the starting rate is generally from \$30 to \$51 a week for reporters, with further provision for regular raises after a short "trial" period. Beginners in even the lowest paid classifications now receive more money than did most experienced reporters in pre-Guild days.

Guild finances

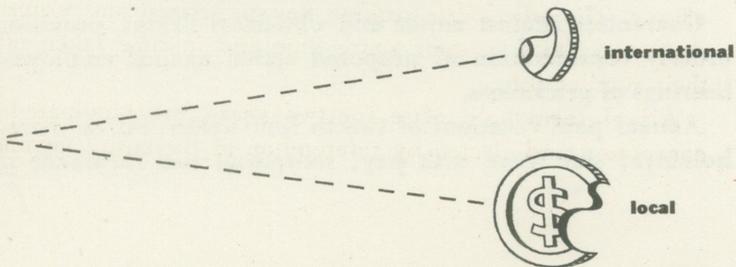
Guild finances are completely open and above board.

Dues and initiation fees are limited to reasonable amounts by the constitution which also provides for regular audit of Guild books and publication of the results.

Regular members generally pay from \$2 to \$5 in initiation fees and the constitution prohibits charging more than \$10. Associate members pay no initiation fee.

Regular members generally pay from \$1.50 to \$5 per month in dues — depending upon the amount they earn. The constitution prohibits charging more than \$10 per month. Associate members pay a flat \$1.50 per semester, or \$3 per year.

Part of the dues go to the international in the form of a monthly per-capita payment, the rest stays in the local treasury.



International funds are used to provide legal, research, organizing and general service to the locals, to maintain contact with other unions and organizations and to publish the bi-monthly official organ of the Guild, The Guild Reporter.

Local funds are used only on the instruction of the local members and the Guild constitution provides for strict accounting to the members of these funds.

Quarterly audits of the international treasury are published in The Guild Reporter, with an annual audit submitted to each convention. The handling of all Guild funds is under strict regulation and there are no secrets from the membership.

Guild operation

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

Guild policy is set at the annual convention, by delegates elected by the various locals which make up the American Newspaper Guild.

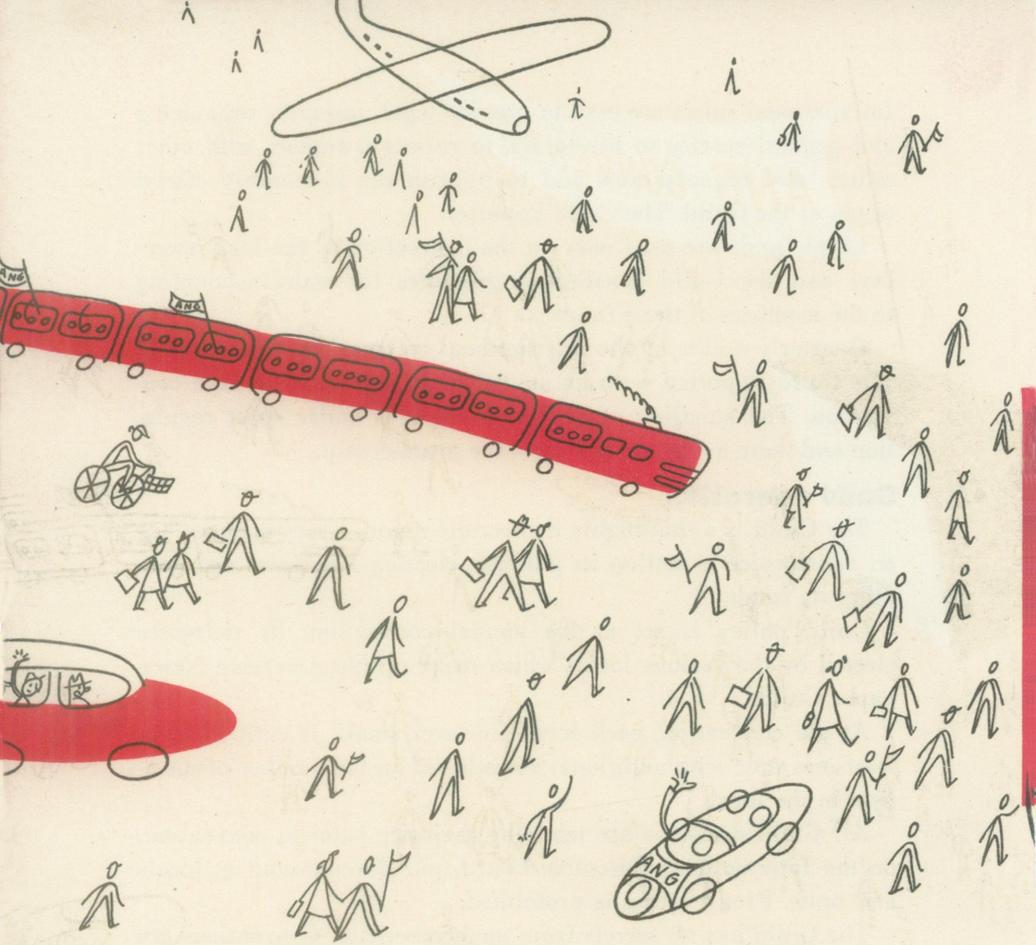
At the convention, each local, however small, is entitled to at least one vote, with additional votes based on the number of members in the local.

All Guild decisions are made by majority vote—in convention, on the International Executive Board, in referenda and in locals and units. Proxy voting is prohibited.

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 or of any local.

The governing body of the Guild in between annual conventions is the International Executive Board, consisting of the president, executive vice president, secretary-treasurer, five regional vice presidents and five vice presidents at large. Of these, only the executive vice president and the secretary-treasurer are paid officers. The others are working newspapermen and women, who serve the Guild in their spare time and in time taken off from their regular jobs.

All of them hold office for two years, are nominated at the convention and elected by referendum of the entire membership.

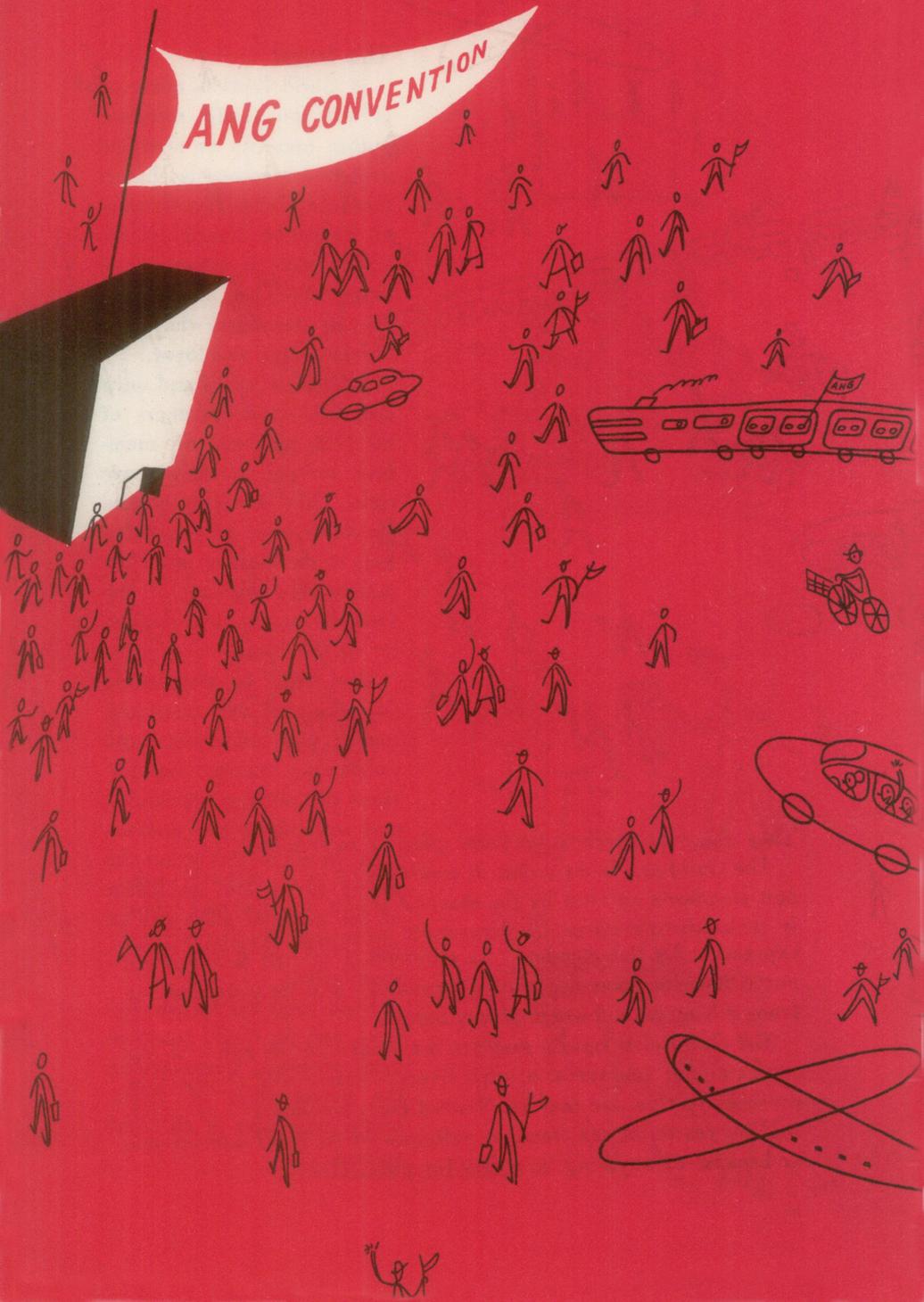


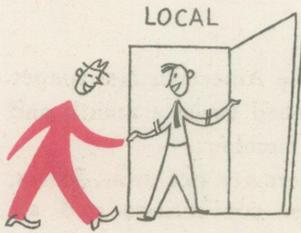
They also may be removed from office by referendum.

The Guild is a labor union. It measures up in all respects to the best standards set even by the sharpest critics of organized labor. It jealously maintains its democratic processes, its freedom of expression by the members, its publication of full financial reports, its wide-open negotiation procedure and its independence from subversive influences of any nature.

The Guild also rigidly respects the letter and the spirit of our constitutional guarantees of civil liberties. The Guild constitution provides that no one may 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 CONVENTION





the local

A Guild local is made up of all the Guild members within one city or specified area and receives its charter from the Guild's International Executive Board (IEB).

The local is composed of units, which are made up of all the members who work for the same employer.

Officers of locals and units are, like most members of the IEB, rank and file members serving in their spare time. They are also elected by referendum of the members of the local or unit. The membership meeting of the local is the supreme authority of the local.

The local is responsible for admitting new members, setting and collecting dues, conducting contract negotiations and settling grievances, 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 the preservation of democratic principles in all local actions.

The Guild Reporter

The Guild Reporter, official organ of the American Newspaper Guild, is a tabloid-size newspaper published twice a month and sent free to every member and associate member.

It is the Guildsman's newspaper. It covers news of units, locals, International Executive Board meetings, conventions and all things pertaining to the Guild.

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, and carries many special articles 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, and is responsible to, the International Executive Board. Those who write its stories and articles are all working newspaper men and women.



political action

Trade Unions are the only major force which has consistently brought about improvement in the pay and working conditions of those who work for wages.

These improvements, in which Guild members have participated to a great degree, were won through the strength of the entire labor movement and will be maintained only through the strength of the entire labor movement.

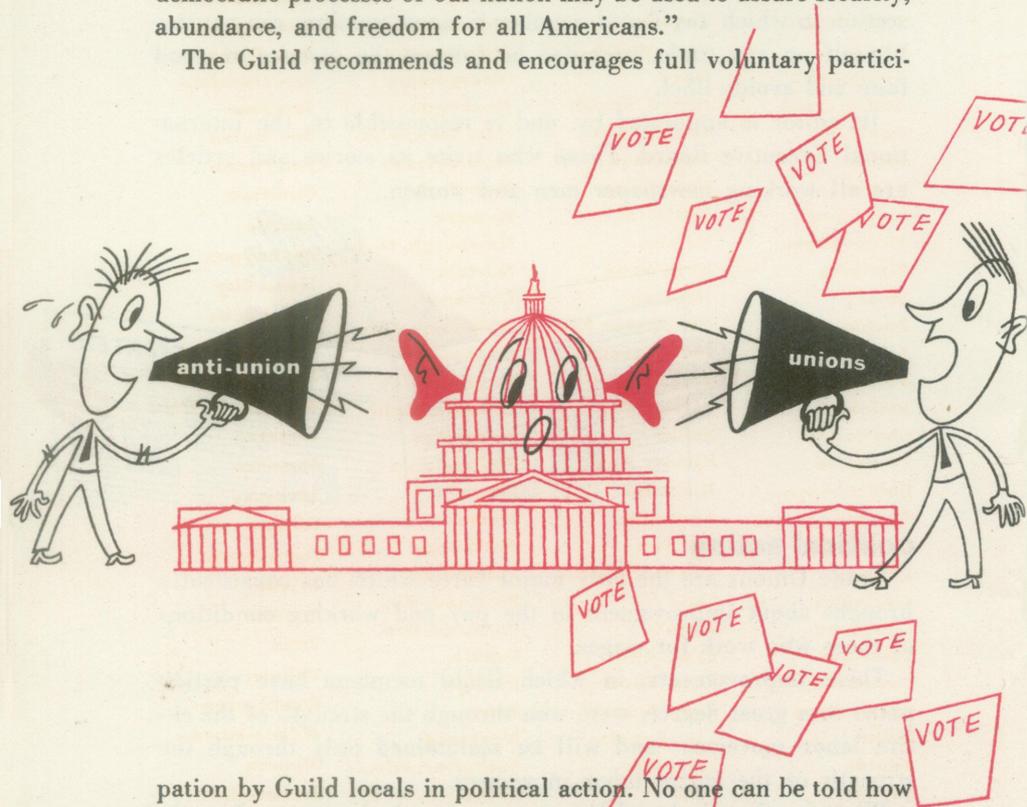
Whenever hostile legislation is passed with the intent of weakening labor unions (such as the Taft-Hartley act and many simi-

lar state laws), the living standards of union members—including all Guild members—are threatened.

All of the forces in the nation which are opposed to trade unionism and its objectives maintain continuous pressure on Congress and the state legislatures to do their bidding and they ceaselessly try to get into these bodies representatives of their own choosing.

Recognizing that political action is a 52-week proposition for all employer groups and all anti-union forces, and that counter political action is the only effective defense which unions have, the Guild has strongly urged “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.”

The Guild recommends and encourages full voluntary partici-



pation 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.

where is the Guild?

The American Newspaper Guild has contracts covering the employees 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, Ore.	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)*

STONES | WASHINGTON, JAN. 3 1914 | THE BUREAU OF MINES MEADVILLE | IT WAS ANNOUNCED IN BUCKHART |

American Newspaper Guild

Affiliated with the Congress of Industrial Organizations

99 University Place

New York 3, N. Y.

design and drawings by Ruth Robbins



