

MEN WHO MAKE TRIBUNE MAKE IT A LIFE CAREER

By Philip Kinsley

THE recent retirement of Dr. W. A. Evans, for 23 years health editor of The Chicago Tribune, who went on the pension roll at his own request, has resulted in a survey of the time records of employees in all departments, revealing a story of human interest and of social and industrial significance.

While new employees are being added to the pay roll every year, the survey shows that only 4 per cent of the Tribune personnel have been on the staff less than one year and that 77.2 per cent have records of 5 years or longer. Those who have made a life job of serving The Tribune are among the most valued employees in each department, leading in editorial, mechanical, and business development.

There are nineteen men, including the chief of the engraving department, the chief of the rotogravure etching plant, the chief and the night foreman of the composing room, and the managing editor, who have seen 40 years' or more service with this institution. Forty-three per cent of all employees have been here 10 years or longer, and 98 per cent 15 years or longer.

In addition, a study of the movement of the 2,288 employees during the depression period shows that they have had steady work. At the end of 1932 the number of employees was only 10 per cent smaller than at the peak in 1929, and since 1932 all but about 1 per cent have returned.

Color Increases Jobs

The increased use of color has aided materially in bolstering employment in all the mechanical departments during the last few years. Each color page that is printed means that men who otherwise would have been unemployed are added to the pay roll. In the Ben Day department, where artists are employed in preparing plates for color reproduction, the increased use of color has increased the number of regular employees approximately 100 per cent.

In the engraving department an increase of approximately 30 per cent in the number of regular men has been made by the work of etching the metal plates, mounting them on bases, and making complete color proofs for the daily and Sunday paper. In the stereotype department the casts of color pages must be made, routed, and nicked. This has brought about an increase of about 10 per cent in the number of employees. In the pressroom one more man is used per press and one additional press is required whenever color is printed in the paper. This represents an increase of 30 per cent over the number of men employed for a run without color. In addition, one crew of men is employed during the day for registering the plates on the presses and preparing the presses for color printing.

Forty-four in Retirement

When the time comes for stepping into retirement, another interesting chapter is opened. There are at present 44 on The Tribune's pension roll, scattered all the way from California to New Jersey, turning to music, flowers, gardening, reading, traveling, finding new interest in their days of quietude. The postman takes care of them every month with a check from The Tribune.

The greatest stability is found in the composing room, where the dean of Tribune employees, Edward G. Dorman, who completed 59 years of continuous service last March, may be found at work any morning. He came to The Tribune in 1875, as a journeyman printer, from Vermont.

Five years later, in 1880, Charles E. Winter and George Kinnear came to the composing room, and they are still there. Frank Snow arrived in 1883, following the trade of his father, the late Joseph C.

Snow, for many years head of the ad room. Frank began as an apprentice and played ball on the Tribune nine. Now he pastes up the slips of proof from which the compositors are paid.

Pat Shea has seen the coming of the new-fangled machines, such as linotypes, which it was feared would displace more than half the printers of the country. That was the time when printers were tourists of the road. Now they have gentlemen's jobs in what has been called "the art preservative of all arts." The force of Tribune compositors is larger today than ever before in its history.

Mr. Shea sets the type for the big heads in the paper. Sometimes he has to inform the editors upstairs that type is not made of rubber. He wears a battered straw hat the year round while at work.

H. J. Mintrup, called by his colleagues "Old Cap Mint," was a professional ball player.



Edward S. Beck, managing editor: 1893.



Leo Loewenberg, superintendent of the composing room: 1893.

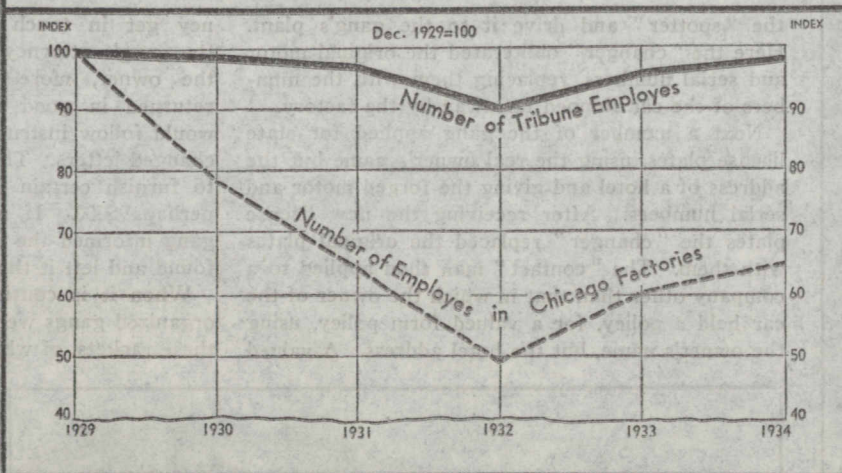
or in Texas before he joined the staff in 1890. Ralph McGraw came the same year. Both are working still, McGraw operating what is called a "ring" machine, which corrects mistakes sent down by the editorial and proofreading rooms.

A Veteran of '91

Jerry Randall, night foreman of the ad room in the composing department, handles all the advertising copy that appears in the paper and is regarded as one of the most valuable men on the paper. He came in 1891. The copy comes in with a rush during a short period, and he gets it out among 50 men, knowing where each piece is all the time.

Tribune Employees According to Years of Service			
Men	Women	Now on N.Y.	Years of Service
1	..	..	59
2	..	..	54
1	..	..	51
1	..	..	49
1	..	..	46
2	..	..	44
1	..	..	43
5	..	..	42
1	..	..	41
1	..	..	40
2	..	..	39
1	..	..	38
1	..	..	36
2	..	..	35
7	..	..	34
6	..	..	33
8	..	..	32
4	..	..	31
6	..	..	30
12	..	..	29
9	..	..	28
16	1	1	27
8	..	..	26
12	..	..	25
13	2	..	24
16	..	..	23
34	1	1	22
19	1	1	21
30	2	..	20
29	..	..	19
30	..	..	18
38	3	1	17
51	9	1	16
72	4	1	15
97	21	..	14
86	10	1	13
86	10	1	12
85	18	..	11
125	18	..	10
129	22	1	9
158	28	..	8
115	14	1	7
102	16	..	6
162	..	..	5
96	13	..	4
91	11	..	3
49	14	..	2
121	32	..	1
85	10	..	Less than 1 year
1,991	297	10	Total.....2,298

Trend of Employment in Chicago Factories and in the Chicago Tribune Company 1929-1934



Ulysses C. Rank, an 1892 veteran, is called the father of the Tribune syndicate, making up, with three other men, 3,000 mats a week of cartoons, comics, and special features which go out to syndicate papers.

Joseph C. Larson, assistant on Sunday sections, and George Nelis, assistant in the proofroom, came in 1892. L. J. Young, who came to work here in 1895, has the job of examining all classified ads and

Michigan. For two years, 1894 to 1896, he was on another Chicago paper, returning to The Tribune April 1, 1896. He was named as managing editor in 1910, after 15 years as reporter, copy reader, city editor, and night editor. His actual service on The Tribune comprises 39 years.

The news of the world flows over his desk every night and emerges in orderly fashion for the linotype men below. The complex-



Robert Longmore, superintendent of the stereo-type department: 1898. Louis Racicot, chief of the engraving department: 1887. Edward G. Dorman, composing room, dean of employees: 1875.



Edward Maher, superintendent of the black press room: 1900.

seeing that no objectionable matter appears. Hugh Hawkins, an 1896 veteran, handles the Sunday classified ads and is more familiar with this department than anyone else. He learned his trade in this office.

In the center of the huge composing room, amid a wilderness of machinery, sits a man with a clear head. His voice is gentle, but his orders are obeyed with alacrity. He knows what everybody is doing and where everything is. He is responsible for getting out the paper on time, which, the circulation department will tell you, is the most important thing in the world, for trains and trucks do not wait for anyone. This man is Leo Loewenberg, The Tribune's composition chief, who came to the paper in 1893 and who succeeded Thomas Sullivan in 1906 in this job. Mr. Sullivan, who died in 1932, had been foreman for more than a third of a century and worked for The Tribune for 67 years.

Sees New Age Develop

Mr. Loewenberg was lured to Chicago during the World's Columbian Exposition. He was a green country lad who learned his trade in the hand-set days on a weekly newspaper at Washington, Mo. Once in Chicago, he got a job as substitute on The Tribune and never went back to the country. The whole modern development of the printing art and the complex modern newspaper plant has passed under his eyes. He sits there as its master every night.

Edward S. Beck, managing editor; Louis Racicot, chief of the engraving department; Theodore Schultz, chief of the rotogravure etching plant, and Maurice Tierney, of the national advertising department, are the only ones outside the composing room who began work on the paper 40 years or more ago.

Mr. Beck joined the staff March 4, 1893, coming from his father's newspaper, the Holton (Kas.) Recorder, and from the University of

ities of men and society rather than machines are his problem.

Mr. Racicot, who began as an apprentice with the baby Tribune engraving department on Christmas day, 1887, has kept pace with the rapid development of this art and the coming of color. The engraving department has grown from two to ninety-four men, and the rotogravure department is a branch by itself with twenty-eight men. He is in charge of both. His chief of the rotogravure etching

is Theodore Schultz, who dates back to 1892. J. M. Hough, an assistant superintendent in the etching room, has worked there since 1904, and W. J. Barrett, another assistant, dates 1909. F. E. Ott, a finisher, came in 1900.

In the black press room, a place of thundering machines and inky men with paper caps, we find Edward Maher, the superintendent, ending his thirty-fourth year on the job there. He started work as a pressman in the old building occupied by The Tribune at Madison and Dearborn streets and was made foreman in 1903.

George Kreuger came to work as a helper in 1901. When the move was made to Madison and Dearborn, and all new Hoe presses were installed, he was in charge of one of the presses. A few years later he went to the color press, and in 1914 he was made assistant foreman.

G. Koriath, second assistant foreman, came to the pressroom in 1912. He operated a press in the

TOTAL EMPLOYMENT OFF ONLY 1% FROM 1929; 77% ON ROLLS 5 YEARS

old building until 1920, when the move was made to the new plant across the river. He was made assistant foreman in 1925.

Ray Carlton, now a pressman, came to work for The Tribune as an electrician in 1901. W. Strasberg, pressman and relief foreman, came on in 1912.

In the Ontario street press department we find Ralph Waggett, the superintendent, dating back to 1912. Henry

Mau, superintendent of maintenance, has been with The Tribune for 34 years, and Otto Hinderland of that department 33 years.

In the advertising department the service record is held by Maurice Tierney, clerk and censor of medical ads, who came to work in 1894. C. A. Cullum of classified ads came in 1904, Margaret Murray in 1907; J. P. Wallace, who has charge of messengers, in 1901.

W. E. Donahue, manager of the advertising department, joined the staff in 1910. D. F. McMahon, who has charge of local advertising, in 1908. C. S. Benham, who has charge of national advertising, came in 1910. Arthur Gurken, assistant to Mr. Donahue, in 1908.

The ink plant is in charge of John Yetter, a veteran of 1899.

The accounting department dates after the turn of the century. D. M. Deininger, auditor and controller, came to The Tribune in 1913. Fred C. Weber, cashier, came in 1906; Albert Bierma, paymaster, in 1910; Fred Maas, adjuster, in 1912; C. S. Hogarth, credit man, in 1913.

W. E. Macfarlane, business manager, came to The Tribune in 1907.

Veterans of Circulation

The circulation department also fails to show any employees who began their service during the last century. The oldest is William Madden, 1900. Louis Rose, manager of the department, who began his career selling newspapers on Madison street, came to The Tribune in 1910. S. N. Hershorn, assistant manager, came the same year. John Herbeck, now chief clerk for city circulation, came as an office boy that same year, as well as Frank Doleshek, now in charge of the street edition circulation. Frank J. Crawford arrived in 1904, Herman Noffs in 1906. Seventeen other members of this department also have served twenty years or longer.

The woman employee entitled to wear most service stripes is Anna Garrow, chief of the switchboard operators, who came to The Tribune in 1905.

In the stereotype department Robert Longmore, superintendent, holds the record with 1898. George F. Gunason, assistant superintendent, came in 1902.

In the building department there are two employees of 30 years' service each. These are Louis C. Moss and Eric Hallberg. Holmes Onderdonk, came in 1906; Herbert A. Kiddell, assistant manager, in 1907. There are seven others here of more than 20 years' service. Robert M. Morrison, chief engineer, came in 1908. He is the only man in Chicago who manufactures Scott's baggies. He also has the distinction of having made and driven his own auto in 1901.

Fred von der Horst, who has had charge of the receiving department since 1908, came to The Tribune in 1907 as foreman of the paper room. His department of 60 men receives all supplies, but the big job

is getting the paper from trains and boats into warehouse and plant. They receive on the average of 1,900 tons a week. From the Tribune paper boats, which deliver paper from the mills, the great rolls are lifted by crane to a gravity railroad and sent 600 feet to portable elevators. An elaborate and ingenious gravity system of chutes has been invented by Mr. von der Horst to take the paper from the trucks at the plant door to the reel room. Through the Illinois street door the paper

is sent down three floors by chutes, turning a right angle on the way. No power is used. The record for boat unloading is six rolls a minute, or 3,180 tons in 13 hours and 15 minutes.

The mailing room has one employee who has served more than 20 years, Frank Buelow.

Editorial 20-Year Men

In the news and editorial department there are 22 employees of more than 20 years' service. These include Harvey Woodruff, who joined the staff in 1908; Arthur Sears Henning, who began his re-

"In larger towns there is an idea that it is a fine thing to have mail delivered at the door, but it also is a pleasant pastime to go for the mail and to see most of the population engaged in the same task. There are other important things to do; there are the goldfish to feed, the catbirds to reward for their opera, the roses to pick, the lemon lilies to thin. At worst one can write a few verses to send to a friend, or commit the solemnity of calling on a newcomer. For it is undeniable that we still pay afternoon calls in Tryon. And always there are teas, such leisure-



Among the younger generation are the fifty-five want ad takers, of whom these are three—Carlita Broughton: 1928; Norma De Baugh: 1928; Martha Jane Hart: 1934.

porting career in 1899; John T. McCutcheon, 1903; Edward B. Fullerton, telegraph editor, 1903; Parke Browne, political writer, 1904; O. A. Mather, financial desk, 1906; Tiffany Blake, chief editorial writer, 1908; Clifford S. Raymond, editorial writer, 1898; James O'Donnell Bennett, 1914; Perley Boone, chief of the New York bureau, 1911; Antoinette Donnelly, 1912; Al Chase, real estate editor, 1912; E. H. Ackerman, editorial art, 1901; Philip Hampson, financial, 1913; Fanny Butcher, book reviewer, 1913; W. B. Foley, copy desk, 1914; Cyrus Foy, 1914.

While there are more than forty second-generation employees on the staff, all in the younger group, there is only one of the third-generation. This is Col. Robert R. McCormick, editor, who came to The Tribune as treasurer on Feb. 15, 1909. His grandfather, Joseph Medill, was founder of The Tribune. His mother, the late Mrs. Katharine Medill McCormick, was an active director for many years. On March 11, 1911, Col. McCormick was elected president and treasurer of the company.

Genevieve L. Burke, secretary to Colonel McCormick, came to The Tribune in 1910. The New York Daily News has ten employees who have been transferred there from The Tribune after years of service here.

Retired Tell Stories
Among those on the retired list the names of Elia W. Peattie, former literary critic; John Kelley, former police reporter; and the Rev. W. B. Norton, former religious editor, are perhaps the most interesting in point of memories.

Mrs. Peattie, who lives in "Dunwandrin," Tryon, N. C., has written recently to the editor of the Little Trib the story of her days.

"Living in a small, progressive town," she writes, "offers constant opportunities for public service. Almost everywhere here works for the town, to make it more efficient, attractive, and delightful. We are always doing something benevolent or decorative. I dare say the feminine spirit predominates, and that might not suit some people, but we have some fine and capable men here."

"Even one who distinctly remembers the death of Lincoln finds plenty of both public and domestic nature to occupy her. She may not play golf, or swim in Lake Lanier, or dance at the country club, but she can have friends about her fire of a winter evening or in the garden in the summer moonlight, or she can get her hooked rug frame beside the radio and listen to the broadcast from the Chicago station on the Drake hotel.

ly, genial, informal affairs as you in the city will find it hard to imagine."

Mrs. Peattie published three years ago a book of poems, "Songs from a Southern Garden." She also has written a one-act drama, "The Great Delusion." Her other writings are numerous.

Writes Two Books

Dr. Norton writes that he has regained health and now can walk five miles a day without inconvenience. He has read, since his retirement, every play, sonnet, and poem written by Shakespeare, and attended a course of lectures. He also is reading religion, history, and philosophy. He published two books, "Church and Newspaper" and "Facing the Golden West." He and Mrs. Norton celebrated their fiftieth wedding anniversary in 1931.

John Kelley is living in the old home town of Erie, Pa.

"It was in Erie," he writes, "that I took up newspaper work before going to Chicago. When I arrived in Chicago in December, 1888, it was the tail end of the plug-hatted era of journalism. Two or three city editors and a half dozen reporters still wore the tall dicers, among the latter being Ed Stone and Jack Lane.

"There were six morning and three evening papers in Chicago when I invaded the field in search of a job. Before I left Erie it was announced in the public prints that Mr. John Kelley would soon go to Chicago to accept a lucrative position on one of the leading dailies there.

"After six or seven weeks I caught on at the Globe, a morning sheet which was a meal ticket to a good many budding reporters. Among others I recall as a member of the staff Theodore Dreiser, whose weekly stipend was \$12, the same as mine. Finding I had a predilection for reporting crime news, the Globe put me on night police, which line I followed 40 years. More than half of those years I worked for The Tribune, which I joined in 1908. James Keeley, with whom I had done night police, was managing editor, and E. S. (Teddy) Beck was city editor."

In describing what he has been doing in Erie, Mr. Kelley writes:

"Well, to begin with, I'm eating three squares a day (thanks to the Tribune pension, which comes regularly). And I'm getting as much real happiness out of life as any dweller on Easy street. 'Man wants but little here below, nor wants that little long.'"

"The first year I came down from Chicago the missus and I accompanied friends on a trip to Watkins Glen, Niagara Falls, and other scenic resorts. It was the first time I had ever seen the falls, and I agreed with the English tourist who, viewing them through his monocle, observed, 'Deuced clever, by Jove!'"



Anna Garrow, chief of switchboard operators: 1905.