Newspaper profits boom through first half of '74

First-half performances by most newspaper companies point to another heady profit year for the industry.

Despite soaring newsprint prices and a generally depressed economy, newspapers have thus far registered advances over even their strong profit gains of 1973.

The Lee E. Dirks Division of Delafield Childs Inc., the investment firm, reports that the after-tax profits of 14 publicly held newspaper firms rose an average of 10.4 percent in the first half of 1974.

Dirks said that recent increases in advertising and circulation rates that were designed to overcome the newsprint problem have met with relatively little resistance from advertisers and readers.

"No doubt, the ability of newspaper companies to pass along cost increases to advertisers and readers has helped their performance this year," Dirks said. "In fact . . . many newspapers this fall are raising their rates by substantial amounts for the second time this year."

Dirks also reported that newspaper stocks have held steady in the first eight months of this year while average stock prices have plunged.

Another positive assessment of newspaper stocks as investments comes from Merrill, Lynch, Pierce, Fenner and Smith Inc., which noted in an industry report that its index of seven newspaper-publishing stocks has performed better than most market averages since the end of 1973.

"We continue to regard the newspaper industry as an attractive area of investment for both intermediate and long-term growth," the investment firm said. "Most publicly held newspaper-publishing companies have exhibited above-average growth records for the past five years, and we expect that trend to continue in the foreseeable future."

Lee Hills, chairman and chief executive officer of the newly merged Knight-Ridder chain, expressed confidence in the industry at a meeting of financial analysts early this summer.

"Many of us in the newspaper business have viewed our industry as more

(Continued on Page 7)

THE GUILD REPORTER

OFFICIAL ORGAN OF THE NEWSPAPER GUILD (AFL-CIO,CLC)

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Philadelphia pact raises top by $31

Philadelphia, Pa. — A 13½-month contract that will raise key top minimums $31.50 was won at Knight's Philadelphia Inquirer and Daily News early Sept. 23 as Guild members waited at strike headquarters, refusing to go to work.

The settlement came 45 minutes after a 6 a.m. strike deadline. The unit's 887 members were directed not to enter the plant, but no picket lines were posted.

The agreement increases the top minimum for reporters and ad salespersons 10.1 percent, to $342.94. General increases range from $13.50 to $34, with the highest amount going to those earning $380 or more.

Among five upgradings is one that will raise the top for photo printers $106.50 to key-level parity. Another will bring inside telephone representatives closer to parity, raising their top $39.15, to $247.94.

As part of the settlement, Knight is withdrawing a National Labor Relations Board petition seeking the exclusion of 133 employes as supervisors. The Guild agreed to exclude five—two retail-advertising managers, the assistant classified phone-room supervisor and the Inquirer national editor and executive sports editor.

The Inquirer also agreed to drop a $150,000 damage suit filed against the Guild as a result of Guild members' honoring Teamsters' and Machinists' picket lines during brief strikes in July. Instead, the claim will be submitted to arbitration.

Strike headquarters had been set up and a 24-hour information service put in operation under the direction of International Representative Harry McCormick. With Guild members poised to picket, the company sent word at 5 a.m. that it was prepared to submit a final offer.

The negotiating committee rejected it and sent Local Administrative Officer William M. Brown back to bargain improvements. Brown returned with an additional $3.50 at the key top-minimum level and a reduced

(Continued on Page 6)



Meet the press secretary

Ron Nessen, former Wire Service Guild member who is President Ford's new press secretary, tells reporters the credo under which he will operate after being introduced by Ford, right. "I am a Ron but not a Ziegler," he said. (Story on Page 3.)

70 strike in Puerto Rico, shut two printing-supply plants

Hato Rey, P.R.—The Puerto Rico Guild struck two jointly owned printing-supply plants Sept. 23 in quest of an initial contract. Both were shut down.

Picket lines went up at the Research Products Inc. plant here and at the Printing Development Inc. plant in Rio Piedras after negotiations broke down Sept. 20.

The two plants had reopened only Sept. 3 after closing down in July in the midst of negotiations. Research Products shut down July 9 and Printing Development July 22, charging employe slowdowns.

The Guild filed unfair-labor-practice charges against the two companies, bringing them back to the bargaining table and finally into production.

The Guild won representation elections among 45 employes at Research Products and 24 at Printing Development last spring.

The companies took the position at an unemployment-compensation hearing in August that the slowdown they said was taking place constituted a strike. They reopened after Alfredo Gonzalez, Jr., the Guild's executive secretary, agreed to put in writing a statement that there was no strike.

But the failure of five bargaining sessions during the week of Sept. 15 quickly produced one. It was completely effective; supervisors went into the plant to take their personal possessions and went home.

The Puerto Rico Labor Department was attempting to arrange a new bargaining session for late in the strike's first week.

The principal issues are wages, sick leave and severance pay, Gonzales said.

Employes presently receive $2.40 an hour. The Guild is asking for $3 now and 25-cent increases at six-month intervals, to $4.25 in the final stage of a three-year contract. The companies have offered $2.78 now, $3 in the second year and $3.30 in the third.

The companies have refused to agree to severance pay and to a Guild demand that unused sick leave be applied to vacations at the end of each year.

Padia joins IR staff for drive

Anna M. Padia, secretary of the Pacific Northwest Guild, has been appointed an international representative to help press TNG's special two-year organizing program.

Her appointment by TNG President Charles A. Perlik, Jr., is the third to be made under the new organizing program authorized by the Guild's 1974 Convention. Perlik said he hopes to announce a fourth appointment before the end of September.

The appointments of Hannah Jo Rayl, former chairman of the Cleveland Guild's Canton Repository Unit, and George C. Randol, chairman of the Sacramento Guild's new Fresno Bee Unit, were announced earlier this month.

Padia joined the staff Sept. 23 and was immediately assigned to a major organizing drive in the advertising department of the Minneapolis Star and Tribune.

The convention authorized the equivalent of six new IRs to conduct the sustained organizing program. Perlik said TNG plans, for the time being, to use the remaining authorization in the form of "concentrated assignments" of temporary staff personnel in specific organizing situations.

He said the Guild's experience at the Detroit News, where the Guild won a new 300-member

(Continued on Page 6)

Reporter top goes up $76 in 2-year Vancouver pact

Vancouver, B.C.—The reporter top minimum is increased $76.50, to $256.50, over two years in a new Guild contract at the North Shore Citizen, Canada's largest-circulation weekly.

The average annual increase of $38.25 is among the largest to be negotiated in any Guild contract over the past several years.

The Vancouver-New Westminster Guild also won employes of the Citizen a fifth week's vacation, after 15 years' service, a dental plan and a five-cent increase in the mileage allowance, raised to 18 cents.

In addition to the increases in minimums, employes will receive a quarterly cost-of-living increase of one cent an hour for each .3-percent rise in the Consumer Price Index starting next August.

The top minimum for display sales is increased $49.50, to $214.50. But salespersons are guaranteed a combined weekly

(Continued on Page 6)

Guild leads in Little Rock; challenges cloud outcome

Little Rock, Ark.—The Guild held a 29-to-27 lead after votes were counted in a representation election at the Arkansas Gazette Sept. 13, but six challenged ballots left the outcome in doubt.

Five of the challenges were by the National Labor Relations Board agent and one by the Guild. International Representative Richard J. Ramsey said at least three of the challenged voters were Guild supporters, enough to assure victory.

The election was conducted among the Gazette's editorial employes.

Managing Editor Robert R. Douglas, in a letter to employes on the day of the election, served notice that the company would refuse to bargain with the Guild if it won the election pending a court determination of the unit's scope.

The Gazette had demanded the exclusion of its editorial writers and a cartoonist. It attempted unsuccessfully to challenge the first editorial writer who cast his ballot.

Those challenged by the NLRB were the sports-news editor, the sports editor's son, a Washington-bureau writer and two head librarians, one fired early in the organizing drive and her successor. The Guild is contesting the dismissal in an NLRB proceed-

(Continued on Page 6)

Crocker attends parley sparking African news union

Langata, Kenya — Journalists from 14 African nations voted unanimously, at a seminar arranged by the International Federation of Journalists, in favor of forming an all-African journalists' union.

The seminar, at which TNG was represented by Secretary-Treasurer Robert M. Crocker, was the second in a series of three. The first, attended for the Guild by Phillip M. Kadis, chairman of the Washington-Baltimore Guild's Star-News Unit, was held last November in Yamoussoukro, Ivory Coast, for French-speaking Africans. A third will be held soon in North Africa, primarily for Arabic-speaking groups.

Following the series, a pan-African meeting will be held in Kinshasa, Zaire, starting Nov. 18, with the aim of creating the all-African union, or federation.

The meetings, including the attendance of Kadis and Crocker, have been financed entirely by the African-American Labor Center, an arm of the AFL-CIO.

The seminar here for English-speaking Africans was held from Aug. 26 through 31.

Dr. Theo Bogaerts, general secretary of the IFJ, opened the sessions and served as general chairman. Other non-African speakers, in addition to Crocker, included Regula Renschler of Switzerland, a journalist who has specialized in African affairs, and Carl Hernlund, general secretary of the Swedish Union of Journalists. Each gave a paper on the history or practice of journalism in the industrialized countries.

Crocker said the format of the meeting was not unlike that of a Guild district-council meeting, although longer.



Guild Reporter photo by Robert M. Crocker

At African seminar

At the head table during the International Federation of Journalists' seminar in Kenya are, from left, Constantine Owuor, chairman of the Kenya Union of Journalists; IFJ General Secretary Theo Bogaerts, and Carl Hernlund, general secretary of the Swedish Union of Journalists.

At the final session, which Crocker said resembled in its attention to details a TNG convention committee's report-drafting work, the conferees adopted a resolution of support for the creation of an African journalists' union in the spirit of the memorandum adopted by the Yamoussoukro seminar.

That memorandum, adopted after long debate, proclaimed the new union's goals to be "to establish a framework for cooperation and to safeguard professional ethics." It upheld the principle of freedom of the press and called for improvement of working conditions, the widening of access to sources of information and the development of African communications systems and schools of journalism.

Comments from participants in the Langata conference emphasized these needs. One conferee reported that he was one of only two trained journalists in his country. Others reported various degrees of governmental control over the press of their countries, ranging from general oversight to a point approaching day-by-day censorship.

The Langata conferees echoed the concern expressed in Yamoussoukro that the information media of Africa should assist in the economic development of their countries and that uninhibited press freedom, American style, might destroy the often delicate fabric of newly realized independence.

They showed a will to resist undue restrictions, however, in a resolution introduced by the six Nigerian delegates and adopted unanimously, calling upon the Nigerian head of state, Gen. Yakubu Gowon, to "use his good offices to restore threatened press freedom to the country."

It expressed grave concern about statements by the inspector general of Nigerian police and subsequent police action in which press photographers were harrassed in their work. The resolution congratulated Kenya's "Nation" newspapers for an editorial on the same subject and appealed to other countries to help restore press freedom in Nigeria and other nations.

Minority-hiring spurred in Catholic News pact; 6% raises, cost-of-living hike gained at BNA

Provisions to spur the hiring of minority and women employes are included in a new three-year contract between the Washington-Baltimore Guild and the National Catholic News Service.

The news service is required to continue to actively recruit women and minority-group members, and hiring standards are not to exceed those required to perform the job. The contract commits the agency to hire and the Guild to admit to membership without discrimination.

The contract provides for increases totaling 21 percent over three years, in alternating three- and four-percent increases every six months. Additional increases equivalent to any increase over four percent in the cost of living are provided; the percentage increase will be calculated on the top minimum in each classification and added at all levels.

The top minimum for reporters is increased $66, to $288, that for departmental editors $83, to $380, and that for clerks $40, to $179.

Maternity leave is increased from at least three months, with three days paid, to at least six months, with five days paid. Paid leave of up to a half day every two weeks is granted for both emergencies and urgent personal business.

The Guild won a fifth week's vacation, after 25 years' service, and two additional paid holidays — the employe's birthday and another personal holiday.

Wage increases of six percent in each year of a two-year contract, plus a cost-of-living increase cutting in at five percent next March, have been won by the Washington-Baltimore Guild in a contract at the Bureau of National Affairs.

The first-year increase sends the top for the highest editorial classification, including assistant editors, up $18.84, to $357.95, while that for the highest technical classification, including computer programmers, goes up $16.89, to $321.65.

The contract contains widespread improvements in maternity and other leaves, extending sick leave to disability due to pregnancy and childbirth. Additional maternity leave of up to six months is provided, with employes having the option of collecting accrued vacation pay.

The company will pay insurance premiums during maternity and other leaves. Sick leave may be used for medical or dental appointments. Three days of paid personal leave annually are added, and bereavement leave is extended from three days to five in the death of a spouse or child.

The contract's no-discrimination clause is widened to include marital or parental status and political beliefs.

Severance pay is extended to all cases of termination of employment.

BNA, a labor-management reporting service that resisted a Guild shop through a prolonged strike in 1966, continues to accept only maintenance of membership. But a "union-rights" clause is broadened to provide several unusual provisions.

They include offices for the Guild, provided and furnished by BNA at both its plants, and compensation for shop stewards for time spent investigating and handling grievances.

In addition, the clause requires BNA to give new employes a copy of the contract, a Guild card and a checkoff authorization on their first day and to require them to attend a Guild orientation session on company time.

Negotiations are currently under way on a midcontract wage reopener.

$44 increase over 2 years gained for staff of AFT

Salary minimums are increased $2,300 a year, or $44.23 a week, in the first two years of a new Washington-Baltimore Guild contract covering staff members of the American Federation of Teachers. There will be a wage reopener in the third year.

The top minimum for department directors will go to $23,100, or $444.23 a week, and the top for assistant directors to $21,000, or $405.77 a week.

A dispute over an AFT demand for the exclusion of all 14 department and regional directors, which led to a Guild request for a National Labor Relations Board ruling early in the year, was settled by the exclusion of the eight directors who have assistants.

The old contract's maternity-leave clause is replaced by one providing parental leave, without distinction as to sex. One week is provided with pay and up to three years more without pay.

A new privilege-against-disclosure clause requires the AFT to pay legal expenses of employes who refuse to surrender materials or disclose knowledge related to news stories or advertising to government authorities and to indemnify them for any resulting monetary loss if the advice of AFT counsel is followed. (The AFT contract covers staff members of the union's official publication, among others.)

The AFT must also defend employes against legal action resulting from any activities carried out in accordance with union policy and to assume liability.

The contract provides wide-ranging health-and-welfare improvements, including a $25,000 accident-insurance policy, improved disability and life insurance and a $150 increase, to $350 per employe, in the AFT's annual welfare payments.

The AFT's maximum contribution to an academic- and professional-growth fund is increased $500, to $1,500, to finance the cost of tuition and materials.

Bereavement leave of five days is added, and theft insurance is increased from a maximum of $50 a year to $75.

Provisions barring discrimination in hiring or dismissal are broadened to include marital or parental status and political beliefs. And a clause barring the contracting-out of Guild work is added.

Business-office vote slated at Lynn Item

Lynn, Mass. — A National Labor Relations Board election will be held Sept. 30 on the Guild's petition to represent 10 business-office employes of the Lynn Item.

The Lynn Guild currently represents the Item's editorial and retail-advertising employes. International Representative Leo Ducharme has been assisting the organizing campaign.

Guild battles Lerner Unit head's firing

Chicago, Ill. — The Chicago Guild is fighting a two-front battle against the Lerner Newspapers' dismissal of Guild Unit Chairman Jerry Kohler.

An unfair-labor-practice charge has been filed with the National Labor Relations Board and arbitration procedures have been initiated.

The company, in dismissing Kohler, an investigative reporter, accused him of failing to fulfill assignments and disrupting office routine. The Guild charged he was dismissed because of his union activity.

The dismissal culminated a growing series of conflicts between the Guild and Lerner, which publishes a string of community newspapers. Confronted with escalating bargaining and grievance problems, the executive board has named a committee to deal with the Lerner situation.

Guild - management relations have been aggravated by such measures as the installation of time-clock procedures in the newsroom, a refusal to pay night and weekend differentials called for under the contract and a $100-a-month pay cut imposed on one employe. The failure to pay differentials is being arbitrated and the wage cut is in grievance proceedings.

Printed in U.S.A. 2nd-class postage paid in Washington, D.C., and additional mailing offices. Issued semimonthly, except monthly in Dec., July, at 1125 15th St. N.W., Wash., D.C. 20005. $6 a year.

Guild levels 3 charges against UPI

New York City — The Wire Service Guild filed unfair-labor-practice charges against United Press International Sept. 11, accusing it of refusing to implement salary minimums agreed on in contract negotiations and of discriminating against employes who participated in the 23-day UPI strike last spring.

UPI is insisting on a dual wage schedule for employes on step-ups—one for those hired after 1972 and a second for others. And it is deducting 23 days' experience credit from the service record of those who struck.

A third Guild charge accuses UPI of refusing to arbitrate grievances it doesn't choose to. The company maintains that since the wage dispute has prevented signing of the contract, the arbitration clause is not effective. But the Guild said the company had agreed in April to implement all provisions of the contract except the disputed wage terms.

The wage dispute arises from a dual schedule instituted in the previous contract settlement two years ago as a means of reducing the stepup schedule by a year. The company maintains the dual schedule is still in effect under the new contract, but the Guild said UPI made no mention of it in negotiations, offering only a single schedule.

The Guild says UPI's wage position constitutes bad-faith bargaining and its deduction of experience credit constitutes illegal discrimination for union activity. It is asking the NLRB to seek a court injunction to halt the unfair practices pending a final decision by the board.

Refusal to sign is charged in Woodbridge

Newark, N.J.—The North Jersey Guild has filed a charge accusing the Woodbridge News Tribune of refusing to sign a contract to which it had agreed.

The Guild said the company is insisting on a special wage rate for summer interns and on making a mileage-allowance escalator clause operate downward as well as upward. The company maintains both were part of its final offer; the Guild said that wasn't so.

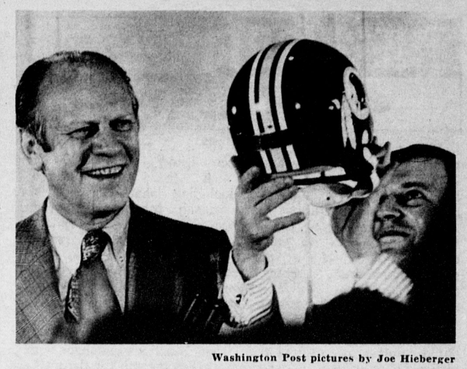
It took the case to the National Labor Relations Board after the company refused a Guild offer to accept the two changes in return for an additional Sept. 1 wage increase, an extra personal holiday and pay parity for proofreaders with the paper's librarian.

With the contract dispute going to the board, management agreed at the Guild's request to pay almost a year's retroactive wage increases. The increases, ranging from $9 to $15, were implemented unilaterally last March while bargaining was still in progress.

Correction

The term of a new Canadian Wire Service Guild contract with Canadian United Press International is 30 months rather than 29, as reported in the Sept. 13 Guild Reporter.





Washington Post pictures by Joe Hieberger

The President meets the president

President Ford, at left, swears in Ronald Sarro, a Washington-Baltimore Guild executive-board member, as president of the Washington Press Club, and, at right, receives a football helmet in return. Sarro, a former Guild unit chairman at the Washington Star-News, is the first male president of the club, formerly the Women's National Press Club. "I do solemnly swear to guard the Washington Press Club against all forms of chauvinism," Sarro pledged. Ford commended Sarro for the far-seeing title of his 1970 book, "Are You Safe from Burglars?", musing "I wonder how many people bought it—obviously, not enough." Sarro, after an inaugural speech parodying Ford's, told the President, "If I have stolen words from your speeches, pardon me . . . I mean, I beg your pardon . . . I mean, excuse me."

'Ron but not a Ziegler'

Ex-Guildsman is Ford's press secretary

Ron Nessen, NBC White House correspondent and a former Wire Service Guild member, is President Ford's new press secretary.

Nessen takes the hot spot vacated by the resignation of Jerald F. terHorst Sept. 8 in protest over Ford's pardon of President Nixon and its handling.

Nessen is the first Presidential press secretary with a Guild background since George Reedy served in the early days of President Johnson's Administration a decade ago. He was a member while working for United Press International's Washington bureau from 1956 to 1962.

Introduced by Ford in the White House press room, Nessen said that, unlike terHorst, he didn't think the press secretary always had to agree with the President.

But he said, "I will never knowingly lie to you, never knowingly mislead the White House press corps," adding that if he did, "you'd be justified in questioning my continuance in the job."

Nessen reported that he had "talked to people" in the White House about the sequence of events that led to terHorst's resignation and said, "I don't think it will happen again."

Nessen became NBC's White House correspondent when Ford moved in. He had covered Ford as Vice President, traveling in his entourage for 118,000 miles, and was host at a recent backyard party at which the President was honored by a group of correspondents who had covered him.

A graduate of American University in Washington, he worked for NBC in a number of capacities after leaving UPI. He was wounded by a hand grenade while covering the war in Vietnam and won the Overseas Press Club's George Polk Award for his coverage.

Nessen was one of nine reporters subpoenaed by Spiro Agnew before his resignation as Vice President to disclose the sources of stories on the Justice Department's investigation of Agnew's involvement in Maryland kickback scandals.

AFL-CIO is asked to spike AFTRA raid at AP Radio

TNG President Charles A. Perlik, Jr., has asked the AFL-CIO to implement its no-raiding provisions against a new move by the American Federation of Television and Radio Artists against the Wire Service Guild.

Perlik, in a letter to AFL-CIO President George Meany, accused AFTRA of attempting to organize employes of the newly established Associated Press Radio operation, for whom the Guild has just won a tentative agreement.

AFTRA only recently withdrew a petition to represent 24 employes of UPI Audio after an impartial AFL-CIO umpire found it guilty of violating the federation's no-raiding provisions.

AP Radio is scheduled to go on the air Oct. 1, operating out of Washington. Thus far, it has 17 employes and 173 subscribers. The radio employes will be incorporated into the Guild's AP contract, with the addition of special fee schedules for personnel doing voice broadcasts.

The fees for AP Radio employes range from $1 for live broadcasts of two minutes or less to $12.50 a half hour for live or taped broadcasts of more than 30 minutes. A separate schedule for both radio and other AP employes ranges from $4 for question-and-answer stints to $18 for a combination of voice reports and recorded news events.

The agreement also requires AP to pay a 15-percent "talent differential" to at least four members of the radio staff.

Washington automation contracts guarantee printers lifetime jobs

Six-year contracts that will allow the Washington Post and Star-News to automate without restriction were ratified by the papers' printers Sept. 22.

Paralleling in many respects the landmark printers' settlement in New York earlier this year, the agreement guarantees lifetime jobs for the Post's 640 fulltime printers and the Star-News's 380 fulltimers and 13 substitutes.

Both contracts provide a $5,000 bonus and 11 weeks' pay for all employes willing to retire immediately, within four months at the Star-News and six at the Post.

The settlement ended almost a year of turbulence at the two papers, particularly at the Post, where management charged printers with engaging in recurrent slowdowns as a result of the unresolved dispute over automation. The dispute reached crisis proportions with a three-day work stoppage last November.

The corner was turned in bargaining following the New York settlement, an 11-year agreement that gave the Times and Daily News freedom to automate in return for lifetime job guarantees and retirement incentives. A similar agreement at the New York Post was ratified Sept. 8.

The Times, News and Post have estimated that some 410 printers will retire or resign within the six months allowed under the incentive clauses negotiated in their contracts.

Sale of a 37-percent interest in the Star-News to Joe L. Allbritton, a Texas banker, had been delayed early in September when the prospective buyer said management's failure to consult him on the printers' settlement breached an agreement with him.

But the papers' stockholders approved the sale Sept. 24, and Allbritton was named president and chief executive officer.

Allbritton is expected to infuse new money into the Star-News, which outgoing President John H. Kauffman said is losing five million dollars a year.

Both the Post and Star-News plan to introduce cathode-ray-tube terminals on which reporters will type their stories for feeding into computers.

As part of the automation agreement, Post printers agreed to take 2.6 million dollars to write off a backlog of reproduction dating back to 1962. Each printer will receive $50.71 a month, to a maximum of $7,500. The Star-News, which had only a small backlog, did not negotiate any buy-out.

As an additional retirement incentive, printers will be able to retire at full pension at age 62 instead of 65. The $5,000 retirement incentive will decrease to $3,000 after the initial cut-off period and will drop $100 a month thereafter.

The terms include three weeks' paid "productivity leave" a year in addition to four weeks' vacation.

The terms were ratified by 391 to 77 at the Post and 170 to 7 at the Star-News. Most of the opposing votes at the Post were cast by substitute printers, who, while denied job guarantees, will have the right to move into guaranteed slots vacated by regulars who retire in the first six months.

Complaint issued in Bakersfield

Los Angeles, Calif.—The National Labor Relations Board's regional office has issued a complaint charging the Bakersfield Californian with unfair labor practices in its relations with the Bakersfield Guild.

The complaint stems from the Californian's refusal to continue holding grievance sessions on company time and its posting of a bulletin-board notice threatening to dismiss any employe who conducts union business or discussions during working hours.

Robert L. Jones, editor of the local's official publication, the Mumbler, said he has been told he can't distribute the paper on company time and members have been told they can't read it during working hours.

The NLRB charged the Californian with refusing to bargain and with coercing employes in the exercise of their rights.

THE SHORT OF IT

Robert R. Schwarz, executive editor of seven Chicago-area weeklies, wants reporters to be licensed and newspapers publicly funded to furnish the industry with "ethical standardization." Schwarz calls for examinations, including "character tests," for existing journalists and one-year internships for journalism graduates before they receive their licenses. . . . A Georgia grand jury has upheld the action of Atlanta police in planting a policewoman on the news staff of the Atlanta Voice, the state's largest black newspaper, in order to "enter liaison with a subject having known radical connections." . . . The Minnesota Press Council has found the Minneapolis Tribune guilty of "irresponsible journalism" for monitoring police radios so reporter Harley Sorensen could cover a ransom drop in the Eunice Kronholm kidnaping. Sorensen, a Guild member, denied that the Tribune's actions endangered the victim, charging that his paper had "taken the rap for the media, and unjustly so." . . . From a letter to the Washington Post by veteran Washington Guild member Ted F. Silvey on the resignation of Jerald F. terHorst as Presidential press secretary: "Mr. terHorst may have substantially moved up the profession of journalism—perhaps the highest step forward in this regard since Heywood Broun and his associates organized the American Newspaper Guild."

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MIT is conducting a study for the American Newspaper Publishers Assn. on cutting the traffic knot that has tied up newspaper delivery systems in city after city. Among the solutions under study is the possible use of helicopters. . . . The St. Louis Post-Dispatch is embroiled in a court battle with two independent contractors whom it terminated after they raised the price of its Saturday paper so high that all but a few subscribers canceled. The carriers don't want to deliver the Saturday paper and took their action under the umbrella of a Supreme Court decision that forbids publishers from dictating prices to truly independent contractors. . . . Dow Jones & Co., publisher of the Wall Street Journal, has agreed to post notices promising not to discriminate against employes who file grievances, the result of National Labor Relations Board charges filed by two employes of the AP-Dow Jones International News Service. The staffers obtained an NLRB complaint on their own, by-passing the Independent Assn. of Publishers' Employes, which represents Dow Jones employes. . . . Become a newspaper ad salesperson and live longer: Print and publishing ad personnel, with an average age of 66.6 years, enjoy greater longevity than any other advertising group, according to figures compiled by Advertising Age from its obituaries.

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More than three out of four North Jersey Guild members want their union to pursue voice-in-the-product goals in bargaining, a recent questionnaire shows. Even more—81 out of 96—think the Guild should have a chance to comment on new policies and the hiring of new supervisors. . . . State authorities have dropped charges against Richard L. Revenaugh, a former vice president of the San Francisco-Oakland Guild, who was arrested after refusing to leave a closed meeting of the California Public Utilities Commission. Revenaugh, who was lifted from his seat and marched out the door by state police after defying the PUC's closed-door policy, was accused of disrupting a "public meeting." . . . Richard P. Davis, former TNG international-affairs director, was president of the annual Baltimore City Fair Sept. 20 through 22. . . . Mariann Schick, daughter of David S. Schick, late Philadelphia Guild administrative officer, is following close in her father's footsteps. A recent law-school graduate, she has joined the National Labor Relations Board staff.

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The sale of the Alexandria (Va.) Gazette, which has been publishing with strikebreakers since a Guild strike last year, has been upheld by a federal judge against a challenge by a securities firm that owns 48 percent of the stock. The Gazette's sale to the Columbia (S.C.) State and Record was opposed by Mardel Securities Inc. of New York on the ground that minority stockholders were being "squeezed out." . . . Copley Newspapers has sold four Los Angeles-area dailies—in Burbank, Glendale, Alhambra and Monrovia—and nine area weeklies to the Morris Newspaper Corp. of Savannah. Copley Chairman Helen K. Copley said the papers were sold to raise capital to improve company papers in San Diego, Sacramento, South Bay and San Pedro, plus the Joliet Herald-News and five other dailies in Illinois. . . . Lord Thomson's latest acquisition: the Key West Citizen, his first in Florida and 48th in the United States. . . . Sale of the Hartford Times by Gannett is back in court. Gannett is suing to collect 1.3 million dollars it claims is owed for the purchase; its new owner, the New Haven Register, is demanding that Gannett take the paper back or pay it eight million dollars in damages, claiming that its circulation figures were falsified.

NLRB dismisses Bremerton charges

A National Labor Relations Board judge has found insufficient evidence to uphold the Pacific Northwest Guild's charge that the chairman of its organizing committee at the Bremerton Sun was fired for Guild activity.

Administrative Law Judge George Christensen recommended that the Guild's unfair-labor-practice charge be dismissed. He said there were grounds for "suspicion" that the firing of Richard Campbell last November was motivated by his Guild role but held that the evidence failed to establish that his handling of a controversial story was not the real cause of dismissal.

The Guild lost a representation election at the Sun in July by 35 to 21.

Saxbe hits AP firing of lensman who answered FBI questions

Montreal, Que. — "No newsman should be subject to retaliation by his employer for doing his duty as a citizen," U.S. Atty. Gen. William B. Saxbe told the Radio-Television News Directors Assn. Sept. 12 in criticizing the Associated Press's firing of photographer James Mone.

Mone, in answering FBI agents' questions about the situation inside Wounded Knee, S.D., during last year's Indian occupation, "was not an informer," Saxbe said, "he was simply a witness to certain events, and these events were what he was asked about."

Mone was suspended and then fired by the AP last April after testifying during the Wounded Knee trial that he passed information to FBI agents at a roadblock. A Wire Service Guild arbitration hearing on the dismissal is scheduled for Nov. 4 and 5.

"I believe that when a newsman is a first-hand observer to an alleged crime," Saxbe said, "he has a duty, like every other citizen, to tell authorities what he has seen.

"Just as a doctor has an obligation to answer questions about a crime he has seen in a hospital. Or a lawyer a crime he has seen in his office building. Or a clergyman a crime he has seen in his church."

"We will not tamper with freedom of the press or with the right of the press to pursue and report the news," the attorney general promised. "Neither do we seek or want any powers to snoop in reporters' notebooks and files nor to tamper with the confidentiality of their sources."

Saxbe said he had authorized only 15 subpoenas of newspersons since taking office eight months ago, and in most cases, he said, the subpoenas were requested by newspersons willing to cooperate.

Mone, who had applied to join the FBI in 1971, said he gave the agents only information that was generally aired by the media and did so only to establish a rapport with them.

Mone said he also passed on information about the number of FBI armored cars to the Indians inside Wounded Knee. But AP President Wes Gallagher, in dismissing him, said that only "adds to your involvement."

Mone reported that he has received messages of support from many newspersons around the country, some of whom said they had answered similar questions by authorities.

The Twin Cities Guild executive board, in a resolution on the case, criticized AP for failing to extend "due process" to Mone through a formal hearing before his dismissal.

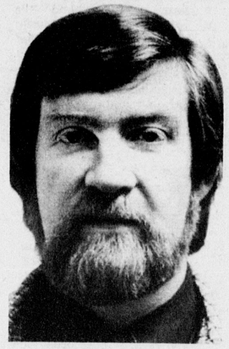
But it said it was not passing judgment on Mone's "guilt or innocence insofar as the alleged violation of professional ethics is concerned" and asserted that Guild members "have a responsibility to remain impartial observers of news events" and that it does not "condone the active participation of any member with any participant to a dispute."

In an analogous case, United Press International upheld the actions of a photographer who answered FBI questions about published pictures he had taken at Wounded Knee. The cameraman, Bruno Torres, identified three leaders of the American Indian Movement there and said he had seen automatic weapons and Molotov cocktails.

F. W. Lyon, UPI Newspictures vice president, said Torres, had followed UPI policy that any pictures distributed to subscribers are "in the public domain" and are "proper subjects for official inquiry."

Globe & Mail reporter to write Ottawa column

Hugh Winsor, Parliamentary correspondent for the Toronto Globe & Mail, will write a new "Dateline: Ottawa" column for the Guild Reporter starting this issue.



HUGH WINSOR

Winsor's column will appear on the editorial page every fourth issue, alternating with William J. Eaton's "Dateline: Washington" column.

"The new column is intended to provide U.S. Guild members with a Canadian point of view, one they infrequently get in the American press, and to give Canadian readers an informed Guild member's analysis of Canadian events," said GR Editor James M. Cesnik in announcing its debut.

Winsor's initial column (Page 8) deals with the developing controversy over the favored tax status enjoyed by the Canadian editions of Time and Reader's Digest.

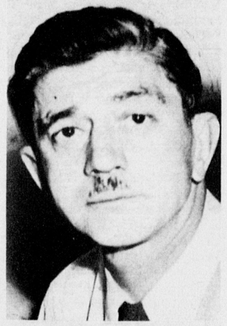
Winsor, a Toronto Guild member, holds a degree in political science from Queen's University in Kingston, Ont., and worked for Thomson's Oshawa Times five years before joining the now-defunct Toronto Telegram.

He spent three years in Tanzania teaching journalism to African students, writing at the same time for the Telegram and the Canadian Broadcasting Corp. He has been with the Globe & Mail since 1969, as an editorial writer, magazine writer and investigative reporter before being assigned to cover Parliament.

As an investigative reporter, he was part of a team that won the Globe & Mail the Governor General's Award for Public Service for stories on conflicts of interest.

Irving Fagan dies; was 1st to hold Philadelphia office

North Andover, Mass.—Irving K. Fagan, 76, the Philadelphia Guild's first administrative officer and a veteran labor-press editor, died here of a heart ailment Sept. 21 while visiting his daughter.



IRVING K. FAGAN

Fagan, a leader of the Guild's 1945-47 strike against the Philadelphia Record, became local administrative officer at the strike's end. He served for 10 years as secretary of the Philadelphia CIO Council.

A charter member of the Philadelphia Local, Fagan was active in organizing, negotiations and grievances and organized a Guild school in Philadelphia. He worked in a variety of desk and assistant-editors' jobs at the Record from 1928 until the strike.

After serving as local administrative officer, he came to Washington in 1949 as editor and manager of Labor Press Associates, a labor news service. In that capacity, he won the Sidney Hillman Award for outstanding labor reporting.

From 1954 to 1964, he was associate editor and then acting managing editor of the IUE News, official publication of the International Union of Electrical Workers. After his retirement he worked until 1967 as field secretary of the International Labor Press Assn.

A graduate of the Missouri University School of Journalism, Fagan worked on newspapers in Independence and St. Joseph, Mo., then moved to the Daily Oklahoman in Oklahoma City, where he became city editor. Before going to the Record he worked in various desk jobs at the old St. Louis Times and Washington Times-Herald and at the Philadelphia Daily News.

Toronto paper grants interim mileage hike

Toronto, Ont. — The Toronto Star has accepted a Guild proposal for a midterm increase in their contract's mileage allowance to compensate for soaring gasoline prices.

The allowance is being increased one cent, to 14 cents for casual use and 15 cents for required use.

A similar reopening on mileage is being sought at the Toronto Globe & Mail.

Justice seeks to splinter Salt Lake City monopoly

The Justice Department, continuing its case-by-case attack on newspaper ownership of broadcasting stations, asked the Federal Communications Commission early in September not to renew the Mormon Church's licenses for radio and television stations in Salt Lake City.

The department said that renewal of the licenses would "perpetuate the high degree of concentration in the dissemination of local news and advertising that now exists in Salt Lake City."

In addition to the KSL broadcasting stations, the church owns the Deseret News, one of the city's two dailies, as well as the joint agency that operates the business end of both the News and the second newspaper, the Salt Lake City Tribune, the city's leading cable TV system and 14 other cable systems nearby.

The Justice Department estimated that KSL and the newspaper agency control 81 percent of all advertising in the area.

The department cited the statement of a federal judge, who upheld the FCC's renewal of the Salt Lake City licenses in 1970 but said he was doing so only because the commission was reviewing the entire question of newspaper ownership of broadcast stations.

"Absent this single crucial fact," Judge Edward Tamm said, "I would find serious obstacles to affirming the commission's decision in this case."

The commission is still considering a proposal to bar newspapers from owning broadcasting stations in their home communities. It concluded 2½ days of hearings on the subject in July, but its decision is still being awaited.

FCC Chairman Richard E. Wiley served notice Sept. 18 that he opposes any blanket rule that would break up existing newspaper-broadcasting combinations but said it might be necessary to dissolve extreme media monopolies in perhaps a dozen cities.

"Where, for example, the only daily newspaper in a given community owns the only television station," he said, "I believe that divestiture may be necessary."

Wiley indicated that he also opposed the creation of any new crossownerships. While Wiley said he was speaking only for himself, FCC sources said a majority of the commission shares his views.

Ironically, Rosel H. Hyde, a former FCC chairman testifying as counsel for the Salt Lake City stations, urged the commission to deal with renewals on a case-by-case basis rather than by a general rule.

The Justice Department testified strongly for the rule. Barry Grossman, deputy chief of its Antitrust Division, rejected a suggestion by Wiley that the department would be better-advised to challenge media monopolies in court.

"Every time we sue somebody in a regulated industry, they scream that we should go to the regulatory commission," he replied. "And every time we go to the regulatory agency, they scream that we should be in court."

Arthur B. Hanson, general counsel of the American Newspaper Publishers Assn., maintained at the hearing that newspapers could not be prevented from owning broadcast stations because "newspapers are not a controlled medium."

A number of citizens' groups, including the National Black Media Coalition, supported the rule, which would require newspapers to divest themselves of stations in their marketing areas within five years. But broadcasters testified in heavy numbers against it.

The Justice Department, moving on another front, has urged the Senate to amend a House-passed bill that, among other things, would prevent the FCC from citing newspaper ownership as the sole reason for denying renewal of a broadcast license except by a general rule.

Contending that crossownership results in advertising rates 10 to 15 percent higher than in a competitive market, the department urged the FCC be required to dissolve local media monopolies and prohibit new ones.

The Senate Commerce Committee on Sept. 15 rejected the House bill, adopting one that contains no prohibition against denying renewals because of crossownership.

An amendment containing the prohibition was withdrawn when Sen. Philip A. Hart, Michigan Democrat, said such a provision would require referral to his Antitrust Subcommittee, killing the bill for the current session.

In court, the Justice Department has intervened in an appeal against the commission's renewal of licenses for the San Francisco Chronicle's KRON-FM and TV stations. It is asking the U.S. Court of Appeals in Washington to narrow the FCC's definition of a local market area used in upholding the KRON renewal.

Had the FCC limited its definition of competing media to newspapers and broadcast stations, it said, the Chronicle's share of advertising in the Bay Area might have been found to be three times greater than the FCC found it. And had the geographical market area been closer to "commercial reality," it said, the Chronicle's share would have been even greater.

The appeal is being pressed by Blanche Streeter, a former Guild member at the Chronicle, and Virginia Kihn, widow of a one-time KRON cameraman. It is being supported by the Committee for Open Media.

$28 increase bargained at York paper

York, Pa. — Across-the-board increases of $28 have been bargained by the Guild in a two-year contract at the York Dispatch.

The increases will raise the top minimum for reporters to $245.75, that for librarian to $226.25 and that for proofreaders to $213.75.

A new fair-employment clause forbids discrimination because of age, sex, race, creed, color, national origin or marital or parental status. Another provision guarantees equal pay for equal work.

An escalator clause will increase mileage payments a half cent for each five-cent increase in the price of regular gasoline following an initial one-cent increase to 12 cents for the first 300 miles a week and nine cents for all miles thereafter.

The Guild won a third personal holiday.

LOCAL ELECTIONS

Hampton Roads

President, **Gary J. Dalton**; vice president, **Cammy Sessa**; secretary, **William McAllister**; treasurer, **Mike Smith**.

Hawaii

President, **Stanley J. Souza**; vice president, **Mel Sakai**; secretary, **Aileen Lee**; treasurer, **C. Keith Haugen**.

San Antonio

President, **Arthur Mozegemba**; vice president, **Stryker McGuire**; secretary, **Jan Jarboe**; treasurer, **Lynda Sweet**.

San Diego

Treasurer, **Connie Sue Sheets** (interim election).

Twin Cities

President, **William E. Anstett**; editorial vice president, **Bernie Shellum**; commercial vice president, **James L. Babin**; secretary, **Spence Hollstadt**; treasurer, **George McCormick**; executive secretary, **John Carmichael**.

Vancouver-New Westminster

Vice president, **Edward McGurin** (interim election).

Wire Service

Secretary-treasurer, **R. Edward Grosswiler** (Grosswiler, 291; Randall H. Harber, 254). Interim election.



New facility

TNG Secretary-Treasurer Robert M. Crocker browses in new, combined Heywood Broun Library and board room at Guild headquarters. At left, portrait of Broun, the Guild's founder and first president; on wall at the rear is Broun's typewriter.

Columbia U. drops minorities program

New York City—With support by newspaper publishers and broadcasters drying up, Columbia University's Graduate School of Journalism is ending its seven-year-old minority-training program.

The program's demise was announced officially by Fred W. Friendly at graduation ceremonies in August for its last 29 students. The program has trained 223 employes—an estimated 15 to 20 percent of the minority newspersons now working in the U.S. media.

The Ford Foundation, which has contributed 1.5 million dollars over the past seven years, is withdrawing its support. So are the television networks. And newspaper publishers, whose support dropped off so badly several years ago that newspaper training was discontinued for a year, are also pulling out.

Most of the contributing publishers and broadcasters have their own minority-training programs, Friendly said, adding that, in any case, the program was never meant to continue indefinitely.

"It was a crash program," he said, "and you can't have a crash program except in a state of war, which is what I think we had in 1968-71."

Friendly's appraisal was the same as that of one black student, who put it more bluntly. "Let's face it," he said, "there ain't nobody throwing rocks any more."

Robert Maynard, Washington Post editorial writer who directed this year's program, said that by ending the project, "we are telling our minorities that the only way to get things done is by rioting."

"Not one of this summer's graduates could have been a journalist without the program," he said.

But Friendly disagrees with that contention.

"Any black as qualified as ours can get a full scholarship in any journalism school," he said. "Two-thirds of them had college degrees."

Friendly said money from future sponsors will go to a national fund to aid minority students at journalism schools throughout the country.

One of the reasons the program couldn't continue, he said, was because "it competed with our regular journalism program."

Minority students attending the regular graduate school pay $5,000 a year, he pointed out, and have no assurance of jobs on completing school, whereas those attending the minority-training program receive stipends and have been guaranteed media jobs afterwards.

"It would be as improper for us to continue the program indefinitely as for Harvard or Yale to have a second, one-year track for their law students," Friendly declared.

Three U.S. reporters beaten by Soviet plainclothesmen

Moscow, U.S.S.R.—Baltimore Sunpapers Guildsman Michael Parks and two other U.S. correspondents were beaten by Soviet plainclothesmen who broke up an unsanctioned outdoor art exhibit in a Moscow suburb Sept. 15.

Parks was hit in the stomach while a uniformed policeman looked on five feet away. Christopher S. Wren of the New York Times had his camera smashed into his face, chipping a tooth, and was punched repeatedly in the stomach while being held. Lynne Olson of the Associated Press was hit in the stomach and knocked down when she shouted at Wren's attackers to stop.

The U.S. Embassy lodged a protest with Soviet authorities over the beatings. The Sunpapers, Times and AP submitted protests of their own.

The correspondents were covering the smashing of an art show staged by nonconformist painters. Plainclothesmen dressed as workmen used bulldozers, trucks and water hoses to break up the exhibit and destroy the paintings. Four artists and a photographer were arrested for resisting the attack.

Dues top up by $2.50 in October

The Guild's Minimum Dues Schedule will be extended automatically under TNG's Constitution Oct. 1 from a top of $20 a month for members earning $395 a week or more to a top of $22.50 for those earning $445 or more.

The increase will affect only members whose regular weekly compensation is $400 or more, TNG Secretary-Treasurer Robert M. Crocker noted in a Sept. 17 letter to locals reminding them of the extension.

Under the extended Minimum Dues Schedule, dues for members earning $400 but less than $405 a week will be $20.25, a 25-cent-a-month increase, with the rate increasing 25 cents for each $5 earnings increase to the new top of $22.50.

Crocker noted that the extension is mandatory for all locals that have dues schedules equal to or approximating the Minimum Dues Schedule and that no local vote is necessary to implement it.

Many locals already have dues schedules higher than the minimum, and in those cases the constitutional increase in the upper range of the minimum schedule may not apply, he pointed out.

Crocker said the extension continues a progression started by the 1965 Convention "to recognize the rapidly increasing key minimums in most Guild contracts."

The increases go entirely to local treasuries and not to TNG.

Providence, Rochester vote to increase dues

Two Northeast Guild locals have voted to raise their dues.

Providence Guild members voted 91 to 65 in a July referendum to institute a schedule of two percent of weekly salary. The rate had previously been 1.65 percent.

A similar referendum in Rochester resulted in a 44-to-26 vote for a dues schedule of five percent of a week's salary per month.

The increase brings the Rochester schedule into line with TNG's Minimum Dues Schedule; it had previously been $5 a month for clerks, editorial assistants and librarians and $8 for others.

The Providence referendum reversed the result of a June ballot in which the increase was defeated, 82 to 58.

The Wire Service Guild membership voted 438 to 307 against increasing the local's dues schedule from five percent to six percent in a referendum ending Sept. 5.

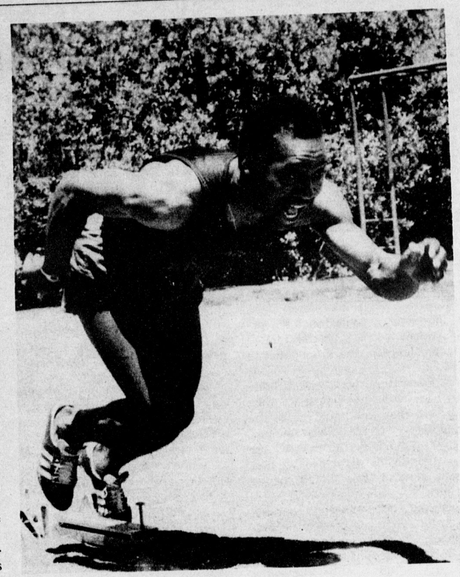
. . . Vancouver

(Continued from Page 1)

salary and commissions no less than those earned by reporters with comparable experience. The experience requirement for reaching the reporter top is increased from three years to four.

The top for classified sales is increased $32.60, to $144.60, as is that for receptionists and general clerks. The top for runners is up $23.28, to $120.28.

The dental plan, which will pay 50 percent of dental charges, will be set up within six months of contract signing. A new job-security provision requires consultation with the Guild before any economy cutbacks.



Leg man

Huel Washington, San Francisco Chronicle Guild member, is off and running. Washington, a reporter, won seven medals in the AAU Masters Track and Field Championships, placing first in the 440-meter race for runners 45 to 49 years old and in the long jump.

Key top raised $31.50 in Philadelphia pact

(Continued from Page 1)

term, and the committee voted reluctantly to recommend it. The membership ratified it Sept. 24.

Upgradings in addition to those for photo printers and telephone representatives will raise the top for ad censors $30.84, to $234.38, that for classified-ad control clerks $32.61, to $205.73, and that for copy boys and girls $20.57, to $149.12.

The Guild won an increase from $50,000 to $100,000 in flight and riot insurance and an increase in car allowances, from $5 a day and 13 cents a mile to $7 or 15 cents. If no agreement is reached after a 120-day period in which the Guild and Knight will attempt to bargain a new car-use agreement, the company will be required to furnish cars if it wants employes to use them.

The Guild won a clause providing leaves for employes who want to write a book or further their professional advancement.

Bias banned against gays

Philadelphia, Pa. — A clause barring discrimination because of "sexual preference" was negotiated by the Guild in its Inquirer and Daily News settlement for the first time in any Guild contract.

The clause was negotiated in the wake of a Detroit dispute in which the Guild is arbitrating the Michigan Catholic's action in dropping a column written by a homosexual (GR, Aug. 23).

The clause also adds discrimination because of marital or parental status to those forbidden under the contract. And the Inquirer and News are required to give the Guild information on the sexual and minority-group status of all new employes.

U.S. subsidy urged to cut back postage hikes for labor press

An annual subsidy to the U.S. Postal Service is needed to cut back increases that would raise postal rates for labor and other nonprofit papers, including the Guild Reporter, by 1100 percent over 10 years, a House Post Office subcommittee was told Sept. 25.

Kenneth Fiester of the International Labor Press Assn. said a subsidy of 20 percent of the service's operating costs would not be excessive "to preserve the widespread diffusion of diverse information and opinion" and assist in the survival of "an effective labor press."

"We have been hit with by far the heaviest proportionate increases and are least able to survive them," Fiester declared.

TNG's 1974 Convention urged Congress to adopt pending legislation that would provide a subsidy to help defray rate increases.

. . . Arkansas

(Continued from Page 1)

ing; a hearing is scheduled for Nov. 6.

The Guild challenged a historian who works for the Arkansas Gazette Foundation.

Assisting Ramsey in the organizing drive were William Davis of San Jose, a temporary international representative, and six Memphis Guild members—President Orville Hancock, Faye McCracken, organizing-committee chairman; Patricia Kissel, Charles Roper, Robert L. Wilson and Fred J. Griffith.

Padia appointed IR in organizing drive

(Continued from Page 1)

editorial unit in August, and in other organizing situations has shown that "response to the Guild appeal is maximized when we heavily and solidly staff an organizing campaign."

This experience, he said, has led to the conclusion that "we can best employ the convention authorization by adding less than a full complement of fulltime staff and consuming the rest of the financial commitment from our 'bench' strength, as the demands of a given project determine."

To help provide that "bench," Perlik said, TNG will hold a weeklong training institute in Washington Oct. 28 through Nov. 1 for new and prospective staff members. The institute will deal with organizing and bargaining problems.

A classified-advertising salesperson for the Seattle Post-Intelligencer, Padia is chairperson of the Pacific Northwest Guild's human-rights committee as well as local secretary. She is also a delegate to the King County Labor Council.

Padia helped plan the founding conference of the National Coalition of Labor Union Women early this year. She is a member of the Coalition's national coordinating council and is currently serving as chairperson of the Seattle Area Coalition of Labor Union Women Organizing Committee. She is also a member of the Washington State Labor Council's women's caucus.

Padia has a B.A. in speech communications from the University of Washington and worked as an interviewer and research librarian for the university's Institute of Sociological Research before joining the Post-Intelligencer. She is a trustee of the Pacific Northwest Labor History Conference.



ANNA M. PADIA

Toronto Guild drops Brantford petition

Toronto, Ont.—Staff turnover and the withdrawal of several members have prompted the Toronto Guild to withdraw a petition to represent seven classified-advertising employes of the Brantford Expositor.

The petition was filed in February 1973 but had not been acted on by the Ontario Labour Relations Board pending a determination of the unit.

D.C. lensman acquitted in photo finish

Geoffrey Gilbert, a Guild member at the Washington Star-News, was acquitted Sept. 6 of a disorderly conduct charge stemming from his efforts to take a picture during police arrest of a motorcyclist.

Superior Court Judge DeWitt S. Hyde cleared Gilbert after a three-day trial during which Gilbert testified that police had struck him with a nightstick, seized his cameras and exposed the film. Police said Gilbert had shoved one policeman and bitten another.

The newspaper's attorney, Francis L. Casey, Jr., characterized the case as a police attempt to deprive a newsman of his First Amendment rights by destroying photographic evidence of police brutality. But Hyde said there was no evidence of brutality to Gilbert.

The judge, while freeing Gilbert, said he couldn't find any fault with police except "errors of judgment." Police officers testified that they had only opened Gilbert's camera to ascertain whether it had been damaged.

Their action destroyed pictures of the motorcyclist's arrest and of Washington-Baltimore Guild awards ceremonies taken earlier June 14 for the Guild Reporter. Gilbert himself had received four awards at the ceremonies.

The U.S. price elevator

The following table shows the continuing rise in the U.S. Consumer Price Index over a 20-month period. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year, and the third, the cumulative percentage increase over December 1972.

	Index	Percentage over Same month prior year	December 1972
August 1973	135.1	7.5	6.1
September	135.5	7.4	6.4
October	136.6	7.9	7.3
November	137.6	8.4	8.1
December	138.5	8.8	8.8
January 1974	139.7	9.4	9.7
February	141.5	10.0	11.2
March	143.1	10.2	12.4
April	144.0	10.2	13.1
May	145.6	10.7	14.4
June	147.1	11.1	15.5
July	148.3	11.8	16.5
August	150.2	11.2	18.0

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

The law and labor

Retirement push is held age bias

By DAVID S. BARR
TNG Counsel

Mandatory retirement at age 65 is barred by a contract provision that bans age discrimination, arbitrator Myron Joseph rules in a case involving Magee-Women's Hospital, Pittsburgh, and Operating Engineers Local 95-95A.

In stating its case, the union noted that its agreement with the hospital included a new pension plan that had no mandatory retirement age.

Following recognition of the union as bargaining agent for the engineering and maintenance unit in 1972, the parties reached their first agreement on Aug. 17, 1972. The new agreement states that "neither the hospital nor the union shall discriminate for or against any employe or applicant for the employment covered by this agreement, on account of race, color, religious creed, national origin, sex or age."

The agreement also provides a pension-plan arrangement whereby the old pension plan would be discontinued and replaced by a new plan. No provision was included as to when employes would retire or at what age they would become eligible for the plan.

In March 1973, the hospital notified certain employes of its intention to retire them. The union objected, but the hospital pressed forward with its plans, whereupon the union filed a grievance challenging the hospital's right to insist on mandatory retirement of employes at age 65 regardless of the employe's ability to perform his or her work satisfactorily.

The hospital contended that it was merely continuing a previous practice of providing for mandatory retirement for all employes at age 65, subject to a year-by-year extension at the discretion of the hospital administration. The union was aware of this and agreed to it, the hospital administration claimed.

The union disagreed, stating that it never agreed to any policy of mandatory retirement and that its offer to incorporate such language after two years of the agreement never was accepted by management at the August 1972 meeting, when the parties reached their first collective-bargaining agreement for engineering and maintenance employes.

The arbitrator agrees that the mandatory policy existed prior to the agreement but finds that under the new pension agreement, it cannot be assumed that the retirement policy automatically remains unchanged.

Quality of experience ruled out as pay guide

New Brunswick, N.J.—A contract clause giving employes credit for prior experience doesn't allow the publisher to judge the quality of that experience in determining salary levels, an arbitrator has ruled in a case involving the New Brunswick Home News.

Arbitrator Benjamin Wolf upheld the North Jersey Guild's contention that reporter Virginia Gabrielle should receive credit for a year's experience as a copy-reader for the Orient Press, a South Korean wire service. Gabrielle will receive more than $1,200 in back pay from the News.

Wolf said the contract clause contained "no suggestion . . . that prior experience be of equal or acceptable quality," only that "one have the experience."

Wolf dismissed the publisher's argument that Gabrielle had accepted the absence of credit for her previous experience when she took the job.

"The obligation of the publisher to pay salaries according to experience is governed by its agreement with the Guild," he said, "and this obligation cannot be altered by a private agreement with a prospective employe."

On the other hand, Wolf denied the Guild's claim of experience credit for another Home News reporter, Bonny Levy, for the time she worked as an editorial clerk at the paper.

The contract defines experience as "time worked as a fulltime salaried employe in the editorial department of any daily, Sunday or weekly newspaper, or press association or magazine," but Wolf held that "experience by its very definition means related past activity."

Only a few weeks earlier another arbitrator, Stanley Aiges, handed down a similar ruling in an almost identical case involving eight promoted employes at the Woodbridge News Tribune.

Aiges held that in drafting the experience clause, the parties did not intend "to treat nonrelated experience" in the same way as comparable experience.

DAY BOOK

Southern District Council, TNG Regional Institute on Human Rights and Bargaining, Oct. 19, 20, Chattanooga Choo-Choo, Chattanooga.

Midwest District Council, TNG Regional Institute on Human Rights and Organizing, Oct. 26, 27, Radisson Hotel Downtown, Minneapolis.

TNG Staff-Training Seminar, Oct. 28-Nov. 1, TNG headquarters, Washington.

Great Lakes District Council, fall meeting, Nov. 2, 3, Hotel Pontchartrain, Detroit.

Eastern Canada-Canadian Wire Service Guild Servicing Program, local representatives meeting, Nov. 9, Quality Inn, Montreal.

International Executive Board, fall meeting, Nov. 11-14, Quality Inn, Montreal.

Western District Council, fall meeting, Nov. 16, 17, Hawaiian Regent Hotel, Honolulu.

TNG Wage Conference, Dec. 7, 8, Executive House, Washington.

42nd Annual TNG Convention, July 7-11, 1975, Denver Hilton Hotel, Denver.

Newspaper earnings boom through first half of 1974

(Continued from Page 1)

recession-resistant than most," he said. "1974 is giving us a chance to prove our point.

"We believe we will have a good year and that Knight will continue its earnings growth in the coming five years in roughly the same fashion as the past five years, a period which has seen average annual earnings growth at 15 percent."

For the first half of 1974, Knight Newspapers earned after-tax profits of $11,473,000, compared with $10,711,000 for the first half of 1973. Total revenues were $187,975,000, compared with $164,204,000 a year ago.

Ridder, meanwhile, fared slightly worse than in the first half of 1973 on higher revenues. For the six months ended June 30, after-tax profits were $6,344,000 on revenues of $88,290,000, compared with profits of $6,450,000 on revenues of $76,810,000 for the same period last year.

The New York Times Co. reported record earnings for the first half of 1974. After-tax profits were $11,528,000, compared with $9,741,000 for the first six months of 1973.

Booth Newspapers Inc. announced that first-half after-tax profits increased 20.9 percent to $5,192,000. Operating revenues were $75,977,000, or 13.6 percent ahead of those recorded in the same period in 1973.

For the first half of 1974, the Washington Post Co. earned $6,960,000, an 8.3-percent increase over its earnings of $6,424,000 in the same period of 1973. Revenues climbed 11.9 percent, to $134,105,000, over the $119,813,000 registered last year.

The Tribune Co. in Chicago also reported higher revenues and earnings in the first half of 1974. Profits increased $5,673,000, to $14,589,000, from $8,916,000 during the same period last year, while revenues increased 16 percent, to $330,333,000.

The Toronto Star reported operating profits of $6,955,000, for the nine months ended June 30, compared with $6,371,000 for the corresponding period last year. Total revenues for the nine-month period in 1974 were $85,251,000, compared with $71,246,000 in the 1973 period.

Lee Enterprises Inc. reported a 15.2-percent increase in profits, to $4,047,818, for the nine-month period ended June 30. Total revenues were $36,102,357, an increase of 6.5 percent over the same period last year.

For the first half of this year, the Gannett Co. reported after-tax profits of $14,700,901, compared with $13,247,660 in 1973. Revenues were $157,196,337, an increase of 4.4 percent over the same period last year.

Harte-Hanks Newspapers Inc. reported that after-tax profits for the first six months of 1974 reached $2,961,000, up 19 percent over the first half of 1973.

ComCorp of Cleveland reported growth in total revenues for the first six months, although its profits declined. Revenues were $3,025,617, up 11 percent, while profits were $99,458, compared to $127,060 a year ago.

In Canada, Southam Press Ltd. reported profits for the first six months of $10,425,000, up 17.6 percent over the same period a year ago. Revenue from operations increased 19.4 percent, to $103,625,000, over a year ago.

Multimedia Inc., owner of four newspapers in the South, reported a 13-percent increase in profits and revenues for the first half of 1974.

The Panax Corp. reported a decline in its after-tax profits despite all-time high revenues for the first half of 1974. Operating revenues totaled $13,451,701, compared to $12,066,467 in 1973.

Profits of $20,095 were recorded during the first half, compared to net earnings of $302,756, including a $104,282 gain on an investment sale, during the same period last year.



Community Press Features

'All I know, Harrison, is that I've been on the board 40 years and have yet to see an excess profit.'

'Dynamics' key to success

A person's internal "dynamics"—rather than factors such as age, sex, race, education and experience—determine whether he or she will succeed on the job, according to a study released by a Princeton, N.J., research firm.

The study, by Herbert and Jeanne Greenberg of the Marketing Survey and Research Corp., concludes that a re-examination of outmoded and ineffective hiring practices is needed.

"Pirating the experienced person from competition almost invariably results in the recirculating of mediocrity," the Greenbergs said. "Insisting that applicants be under 40, be married, have experience or a college degree does nothing but reduce the potential source of talent."

The Greenbergs, who are psychologists, found in a random sampling of management and sales employes in a variety of fields that ego-drive, empathy, growth potential, leadership ability, decision-making ability, the ability to delegate and the ability to work with details represent the most reliable factors in predicting job success.

From other studies they have done among nearly 300,000 job applicants in a dozen industries during the past 13 years, the Greenbergs have concluded that more than 80 percent of the U.S. population is misemployed.

On the basis of their findings in their most recent study, they said that when personality dynamics are matched with the requirements of a specific job, the employer can expect higher productivity and less turnover from the people he hires.

Among their conclusions:

- Women demonstrate better leadership ability than males and have a higher percentage of good decision-makers and delegators.
- Males hold the edge in detail ability.
- Older persons are statistically more responsible, better at delegating and far better at detail than younger ones.
- An essentially middle-class black group in the survey stands out particularly in empathy and detail ability and is somewhat superior in ability to delegate, decision-making and leadership.
- Whites rate better than blacks in terms of ego-drive.

Wire Service president urges women, minorities seek office

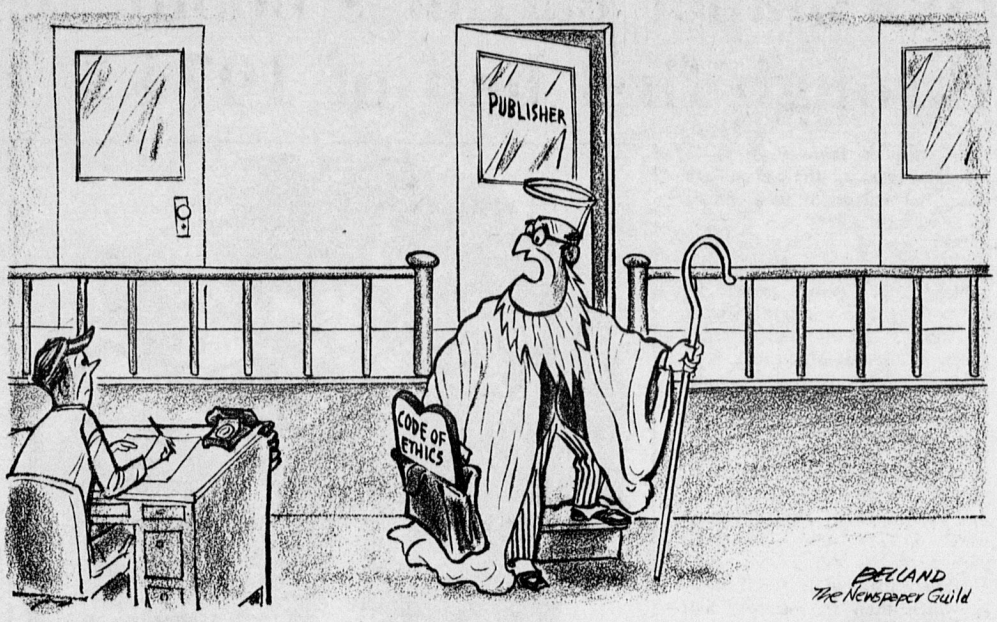
Wire Service Guild President Lyle Price is actively seeking to have women and minority-group members run for local and unit office.

In a letter to all units Sept. 12, Price urged women and minority members to file for election to the local's representative assembly and executive committee. And he voiced hope that some would run for offices at the unit level as "training grounds for higher office" in the local.

The Wire Service Local has been promoting women's and minority rights through suits, resolutions and grievances, he noted, and the local's new assistant administrator is a woman.

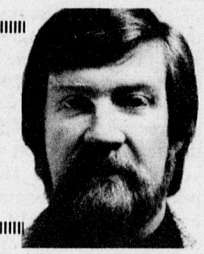
"On the other hand," he said, "the wires' being run by predominantly white males brings about the not-surprising situation that top WSG offices also are largely filled by white males."

'God? Who's playing God?'



DATELINE: OTTAWA

Storm warnings up in Canada for Time, Reader's Digest



By HUGH WINSOR, *Toronto Guild*

THE SPECIAL PLACE Time and Reader's Digest occupy in the Canadian communications industry is under critical review by Prime Minister Pierre Trudeau's Government.

The Time-Reader's Digest issue goes far beyond the concerns of journalism. It can be dealt with under the rubric of economic nationalism versus continentalism or under the title of cultural sovereignty and Canadian identity.

It is also a matter of foreign policy, since the status of Time and Reader's Digest over the past decade has provided one of the few documented examples of overt U.S. pressure on the Canadian Government.

There are indications that U.S. Ambassador William Porter has already made representations on Time's behalf, but it is an open question whether the Ford Administration is prepared to go to the lengths that some of its predecessors did.

Time and Reader's Digest call themselves Canadian magazines, and because of an exemption written into the Income Tax Act as the result of the heavy U.S. pressure, they are treated as Canadian magazines for tax purposes.

That means that firms advertising in their Canadian editions can claim a full income-tax deduction, as if the expenditure had been made in a genuinely Canadian magazine. This gives them the same advantage over indigenous publications that the subsidiary of a multinational manufacturing company enjoys over a domestic manufacturer.

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ALTHOUGH TIME and Reader's Digest include some Canadian material in their Canadian issues (Time's Canada section takes up six pages in a 76-page book) and print the editions here, the bulk of the editorial material is obtained free from parent corporations. But both magazines sell advertising in competition with Canadian magazines that must pay the whole cost of editorial material and production.

Between them, Time and Reader's Digest garnered 19.1 million dollars of the 38 million dollars in advertising placed in Canadian magazines (excluding weekend supplements and trade publications) last year.

There is little doubt that Time and Reader's Digest are economic parasites and their dominance of the magazine-advertising market is detrimental to indigenous magazines. However, the simple expedient of wiping out their favored tax treatment would not automatically mean there would be an additional 19 million dollars available for indigenous Canadian magazines.

Time and Reader's Digest are very attractive packages, especially to the advertiser. Both have large circulations in Canada, and advertisers can purchase this medium at a bargain-basement price, since the big costs are subsidized by their domestic U.S. editions. If Time and Reader's Digest were not available to Canadian advertisers, they might shift their expenditures into television or dailies.

An argument can be made that Time and Reader's Digest are journalistic parasites, as well, particularly Time. Its Canadian section all six pages of it, is written with the same slick professionalism that characterizes the rest of the magazine.

Other than an occasional feature, however, I can't remember Time ever breaking or developing a major Canadian story. It occasionally reviews a Canadian book or film in the Canadian section, but the whole of its feature sections reflects the interests, tastes and life style of its domestic market. Cultural imperialism is not too strong a word.

Of course, if the tax exemption is lifted, the U.S. domestic editions of Time and Reader's Digest will still be widely read in Canada, and some Canadian businesses may continue to advertise there.

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SOME CANADIAN commentators, especially Ottawa professors Isaiah Litvak and Christopher Maule, who have written a book, "Cultural Sovereignty: The Time and Reader's Digest Case in Canada," are concerned about the detrimental impact of Time's editorial positions on Canadian policies. They cite Time's hawkish pro-Taiwan stance at a time when Canada was developing relations with Peking, for instance.

Time's Luce-ness has changed, but a far more serious concern is that a genuine Canadian-controlled news magazine is not viable as long as Time's half-hearted, subsidized "Canadian" edition continues to have an unfair advantage.

If the situation were reversed and a Canadian magazine were providing subsidized material for a U.S. edition, it could be caught in the United States's antidumping laws. However, on two previous occasions, the Canadian Government has made noises in Time's direction and backed down after intense lobbying and the strong-arm tactics of the State Department.

Time and Reader's Digest have also had Canadian support from that section of the community that believes it is wrong to interfere with U.S. business in Canada, whatever its nature.

There are at least two reasons why the Canadian Government might respond differently this time. The first is that the influence of continentalists like House Leader Mitchell Sharp and C. M. Drury, Minister of Public Works and Science, has declined. Secondly, with energy taking on increasing importance, Canada is no longer so susceptible to U.S. economic clout.

Boston support up for servicing plan

Danvers, Mass.—The Boston Guild has decided to switch from a flat contribution to the New England Servicing-Organizing Program to a monthly per capita of $3, it was reported at a meeting of the program's board of representatives here Sept. 21.

The change will increase Boston's contribution, which has been $683.33 a month, by about $200, enabling TNG to reduce its subsidy from $800 a month to $600. Other participating locals—Portland, Manchester and Brockton—have been paying on a per-capita basis.

Representatives of New England locals met the next day to discuss co-ordinated bargaining with TNG Field Operations Director J. William Blatz.

Editorial

The publisher as God

Newspaper publishers, in a sudden outbreak of moral zeal, have been handing down what they are pleased to call codes of ethics.

No, gentle reader, not to guide their own conduct. They are not forswearing the sale of space for bait-and-switch ads, the coddling of sacred cows or the use of their newspapers to give favored treatment to their broadcasting stations. That will have to await another millenium.

Rather, they are promulgating "codes" to dictate the ethics of their employes, with the stated or implied threat of disciplinary action, up to and including dismissal, for those who transgress.

Ethics, as defined by Webster's, is "a system of moral practice." And if, as the popular saying puts it, morals cannot be legislated, they certainly cannot be imposed by fiat. Yet that, in a growing number of cases, is exactly what publishers are trying to do, without bothering even to consult—let alone bargain—with their employes' representative.

What publishers are handing down, actually, are not codes of ethics, which are matters of conscience, but work rules, to which employes must adhere not so much in peril of their souls as their bodies.

Most of these codes enshrine a strange double standard. They forbid, or at least discourage, employes from political involvement and from even serving in community organizations. (The mere act of voting or joining a PTA might be a transgression.) Yet most of the publishers who promulgate the codes will continue hip-deep in activity they would proscribe to their employes, serving as pillars of the community and not hestitating to let their Establishment connections influence handling of the news.

The Guild is no latecomer to journalistic ethics. The preamble to the TNG Constitution states as one of its purposes "to raise the standards of journalism and ethics of the industry." The Guild has had a code of ethics since its second convention, in 1934, and an updated one is scheduled for consideration at next year's convention.

Legal requirements aside, the Guild's credentials should be sufficient to give it a voice in drafting any code that management wants to elevate to the status of work rules. But management apparently doesn't agree.

A representative of Madison's Capital Times, at a National Labor Relations Board hearing on that paper's efforts to impose its code, maintained that it is not bargainable because it would not result directly in the loss of employment. Only indirectly?

Another company witness said the code should not be negotiated because employes have "vested interests" in free tickets and such. If bargaining is to be outlawed for all areas in which employes or employers have "vested interests," it would be interesting to see the remaining agenda.

One Guild member put it succinctly while testifying in the Madison case: "I resent your playing God and telling me what my ethics are and dropping them on my head."

That's the way the NLRB saw it when it issued a refusal-to-bargain complaint against the Capital Times.

Even the code of ethics handed down on Mt. Sinai was a set of moral, not legal, commandments. Newspaper publishers who want to go further than Jehovah will find they have to sit down and talk about it with Moses.

The Guild Reporter

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