

N.Y. Times buys biggest VDT system

New York City—The New York Times will soon begin installation of the largest electronic newsroom in the world, one that by mid-1977 will see its editorial employees writing and editing all the paper's news and features on 325 video display terminals, it announced Feb. 18.

That is just about twice the number of VDTs slated to be installed in the Chicago Sun-Times and Daily News's newsrooms, previously the largest system announced. The Chicago system will have about twice the number of VDTs as at the Baltimore Sunpapers and the Detroit News, the largest systems presently in use.

The Times's system will cost 3.5 million dollars and, according to its manufacturer, Harris Corp., will be the largest installation of computerized news-editing equipment in the world.

The first 48 VDTs are to be operational by May 1, the Times said.

(TNG conducted the second and third of its 1976 "Automation Updated" institutes on Feb. 14-15 and 21-22; story, page 3.)

Initially stories fed through the system will go to the Times's present typesetting computer which drives machines that produce punched paper tape that activates hot-metal linecasting machines, the Times reported.

Three months after the first VDTs are delivered, however, it said, Harris will also "install capability" for sending copy to the paper's photo-composing machines, which have been used

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Inflation boosts '-30-' to '-610-'

The "-30-" traditionally used to mark the end of newspaper reporters' copy (at least in the days before optical scanners and video-display typewriters) may have had its origin in the Guild's efforts in the 1930s to raise reporters' wages to \$30 a week, an item in the New York Guild's *Frontpage* suggests.

In a "looking back" column, *Frontpage* reports that Dudley Straus, chairman of its Medical Journals Unit, says that reporters began typing "-30-" at the bottom of every story to remind themselves, their coworkers and the publishers of the \$30 goal.

The Guild's wage goal presently is \$610 a week for reporters, photographers, ad salespeople, and key circulation and business-office workers.

-610-

Bay Area award nets \$25 at top

San Francisco, Calif.—Key top minimums at five Bay Area papers may be raised as much as \$25.84 a week under a one-year wage award issued by arbitrator Sam Kagel.

Increases of \$20.92, retroactive to Jan. 1, put them at \$388.75. And an additional \$4.92 increase on June 28 would raise the key top to \$393.67, but part of it may be diverted to buy vacation improvements.

The award stems from a wage and vacation reopener in the third year of the San Francisco-Oakland and San Jose Guilds' contracts with the San Francisco Chronicle, Examiner and Printing Co., the Oakland Tribune and the San Jose Mercury and News. The agreements provided binding arbitration before Kagel if the parties were unable to reach agreement on the reopener by Jan. 1.

No vacation improvements were included in the award, but Kagel said each local could decide if a diversion from wages to vacations will be made. He also said he will resolve any dispute with management on the amount to be deducted from the June increases to pay for desired vacation improvements.

The award covers employees represented by the printers', mailers', pressmen's, service employees', engravers', paper handlers' and Teamsters' unions as well as the Guild.

The key top minimum applies to reporters and photographers at all five papers and to advertising salespersons in San Francisco and San Jose; editorial and promotion department employees are covered by the Guild agreement in Oakland.

Top minimums for classified telephone salespersons in San Francisco and San Jose go up \$15.59, to \$265.80, retroactive to Jan. 1; those for telephone operators and stenographers in San Francisco and Oakland are in-

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AFL-CIO PRESIDENT GEORGE MEANY DISCUSSES POST STRIKE WITH REPORTERS
Federation's executive council called on Post to agree to arbitrate its dispute with pressmen

All in Great Falls get COPE Memo

Great Falls, Mont.—All 50 members of the Great Falls Guild are receiving the AFL-CIO Committee on Political Education's twice monthly newsletter—COPE Memo—for the 1976 election year, thanks to four members of the local.

The four split the cost of bulk subscriptions to the publication—\$2.50 per 10 subscriptions—for the local's members among them. The newsletter is mailed in bulk to the local and distributed to members at work.

NLRB backs papers' maternity-leave stand

The National Labor Relations Board has held that it was not illegal for the Wichita Eagle and Beacon to refuse to reopen bargaining on a maternity-leave clause after the Guild asked it to do so on grounds the clause violates the Equal Employment Opportunity Commission's sex-discrimination guidelines.

In doing so the board reversed a finding last June by one of its administrative law judges that the papers had violated federal labor law by refusing to the point of "impasse" to reconsider the clause in light of the EEOC's

sex guidelines.

It is illegal for a union or management to insist to "im-passe" on a provision that would force the other party to accede to violating federal law if it agreed to a contract containing the provision.

The Guild's charge, the NLRB regional director's complaint and the administrative law judge's finding were based on the company's insistence on a one-year service requirement for maternity leave while requiring no minimum service for other leaves

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Most return to Post as 2 settle

Most members of most unions at the Washington Post—including all but about two dozen Guild members—have returned to their jobs following ratification of new contracts by the mailers and photoengravers who struck the paper last October.

Few Post employees, except for the pressmen who struck the paper Oct. 1 and who the Post says it has permanently replaced, remain outside.

The Post, meanwhile, said it would have "no comment" on another appeal—this one by the AFL-CIO Executive Council on Feb. 23—that it agree to final and binding arbitration of its dispute with the pressmen.

It had previously rejected at least three such overtures: the first made personally by AFL-CIO President George Meany in a private meeting with publisher Katherine Graham when the strike was about two months old.

Mailer and mail-room-helper members of the ITU Mailers' Union began returning to work Feb. 16, the day after voting 129 to 58 and 46 to 9 to accept a "final" offer from the Post. They had

been on strike since Oct. 6.

Most of the 600 printer members of the Columbia Typographical Union, who had been honoring the mailers' picket lines under a "sister-union" clause in their contract, began returning to work the same day, as did some of the 150 to 200 Post Unit Guild members who were honoring picket lines.

Great Lakes condemns politics charges on Post

The Great Lakes District Council on Feb. 22 condemned efforts to attribute political motivation to the recent actions by TNG's International Executive Board on the Washington Post strike and said that a "calming of the atmosphere" is essential to achievement of the objectives contemplated by the IEB's decisions.

The council called on Guild members everywhere to work to that end while "those assigned to this task undertake to right

Members of the Post photo-engravers' chapel of the Washington local of the Graphic Arts International Union began returning to work Feb. 23, the day after members of their local voted approval of a new contract with the Post. The chapel members themselves had voted 25 to 9 to accept the pact on Feb. 17. They had

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and redress the Guild's role in the troubled labor scene at the Washington Post."

Four days previously the Cleveland Guild's executive board voted 25 to 12 to condemn the IEB's actions and called upon it to hold a special session to reconsider them.

The Providence Guild executive board voted on Feb. 18 to put the local's per-capita payments to TNG in escrow until it receives what it considers a

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Council asks 'calming' on Post charges

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"satisfactory explanation" of the IEB's actions.

And the San Francisco-Oakland Guild's representative assembly on Feb. 17 voted to send the Washington-Baltimore Guild both a \$250 contribution to its fund for members honoring the Post strike and a letter deploring the local's internal divisions and calling upon its leaders and members to put aside their differences over the strike.

Three weeks previously, after a motion to send \$250 to the Washington - Baltimore Guild failed on a 27-to-27 vote by the same SFONG body, delegates from the Examiner Unit had appealed for voluntary donations from unit members to be sent to Washington with a similar message.

The Great Lakes Council and Cleveland and Providence executive board actions grew out of two of several taken by the IEB during its spring meeting following petitions and appearances by groups of Post Unit members and the local (GR, Jan. 30). In those two actions the IEB, by votes of 9 to 6 and 10 to 5:

- Found charges of violating TNG's Constitution against Post Unit members for crossing picket lines were defective and said it would have "no alternative" but to invalidate those against any members who might be tried and convicted and who then appeal to the IEB.

- Authorized TNG President Charles A. Perlik, Jr., to designate the chief Guild negotiator in upcoming bargaining with the Post.

The Great Lakes Council's resolution on the Post strike said that understanding of "this difficult and complex matter" is being jeopardized by "strident rhetoric and language" on both sides.

"Particularly reprehensible is the effort to find political or partisan motivation in the board's decisions by some advocates of one point of view or the other, including members of the board, and the council specifically deplores and condemns such behaviour and pleads for its cessation," it said.

The council acted after hearing reports on the IEB's actions and



Photo by Dan Scott, Vancouver-New Westminster Guild

Tribute to a treasurer

George Milne, who retired Jan. 1 after 10 years as Vancouver-New Westminster Guild treasurer, enjoys a memento presented him in honor of his service to the Guild during 'George Milne Night' put on by the local. A Guild member 35 years, Milne will retire in April as an ad sales representative for the Vancouver Sun as well. Other gifts presented him included a year's dues in his golf club, a

camera, a plaque and a mock-front page of the Sun marking his retirement. Noted as a decidedly frugal treasurer, Milne also was comptroller of the Express, the daily published by Vancouver's newspaper unions during the 1970 shutdown of the Sun and Province. In 1968 he received the Percy Zimmerman Award, the local's highest for service. At right is Jim Young, local executive secretary.

the Post situation from Perlik and International Vice Presidents Dorothy M. Sain of Cleveland and Diane M. Woodstock of Madison at its winter meeting in Lansing. It was attended by delegates from 12 locals.

The resolution, moved by William Lee of Toledo, was adopted 15 to 11 by a show of hands after a motion to table by Robert Severance of Columbus was defeated 9 to 16.

Perlik told the council that, as the result of divisions within the Post Unit and between the unit and the local, when the IEB acted it was clear that the local's professional staff could not work effectively with the unit and, indeed, that there "was not going to be a Post Unit for very long unless the IEB took steps to salvage the situation."

He said that the IEB majority believed that, because of its size (fourth largest in TNG), prominence and impact on both bargaining and organizing elsewhere, the prospective loss of the Post Unit should not be taken lightly.

Noting that much of the controversy over the IEB's actions on the disciplinary charges against Post members turns on

the question, Perlik said he would like to lay to rest the "fiction" that there have been three separate strikes at the Post. Instead, he said, the decisions of first the mailers and then the photoengravers to join the strike clearly represented a "continuum of events, not a series of separate, unrelated actions," and that the IEB had been aware of this when it acted.

Woodstock, who was among the minority of the IEB who voted against both the appointment of a negotiator and the invalidation of the charges, explained that she had done so for several reasons and distributed copies of a report she wrote for Region 3 locals.

She said that she feared the board's actions would set back the prospects of "one union" in the newspaper industry and tarnish the image of the Guild, that she was concerned about TNG intervention in local affairs, and that she was not "totally convinced" that the charges were defective (or that there was only one strike) or that the board's actions would save the unit in any event.

But she said that was "not a

bad cause," and she denied that the IEB had voted along political lines as alleged by International Vice President Jim Robinson of Toronto in his report on the board's actions in the February issue of his local's publication, the New Lead.

"That's not true," she said. "It's unfair to both the majority and the minority."

Explaining her vote, Sain, who was in the majority, emphasized that the IEB, when asked to interpret TNG's Constitution, must put emotion aside and make its decisions solely on the facts. Having done that, she said, she felt the IEB had no alternative to arriving at the decision it did.

"Beyond that," she said, "I think we must do everything we can to salvage any situation like the one we are faced with today in Washington. As board members we have an obligation to represent the best interests of the entire membership," she said.

Robinson, also among the minority in the IEB votes on both questions, wrote in the New Lead that he fears the IEB action "seems to hold out rewards for Guild members who choose to scab in future strikes" and "seriously undermines the Guild's long-standing tradition of autonomy within locals."

He also wrote that the board voted "almost right down the line" according to what he called the "political structure" under which "at-large vice presidents achieve election," calling it "almost a prerequisite" that candidates for the six seats "have each others support at election time and, equally important, that they have the support of the international president."

Candidates for the seven regional vice presidencies, however, he maintained "usually run for election independently" since they "do not need endorsement or financial assistance to win" since their "territories are smaller."

Correction

The Washington - Baltimore Guild's IUE Unit contributed \$345 in a Christmas collection for Post Unit sympathy strikers.

Two settle, most return at the Post

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rejected a proposal on Feb. 9. The engravers struck Oct. 7.

Most of the Guild members who still were honoring the strike against the Post began returning to work following the engravers' action.

The mailers' and photoengravers' settlements left only the Machinists' Service Employees' and Operating Engineers' unions with open contracts at the Post.

About half the machinists had returned to work before the two settlements. Their contract is being arbitrated.

A Post representative said the company hoped to meet quickly with the engineers after the engravers' settlement.

All but a dozen of the papers' 75 service employees worked through much of the strike.

Most paper-handler members of International Printing & Graphic Communications Union, the same international the pressmen are affiliated with, agreed to a contract and returned to work before Christmas though the IP&GCU refused them permission to sign.

The electrical workers had ratified an agreement before the mailers and engravers settled and returned to work Feb. 18.

Among the Guild members who returned, or said they planned to return, to work at the Post following the two settlements is Tom Grubisich, elected president of the Washington-Baltimore Guild over TNG Vice President Warren E. Howard in January.

Grubisich, in announcing his intention to return to work March 1 to the local executive board on Feb. 24, stated that the interests of the local would be better served if he is where the majority of Post Unit members are during the challenge being mounted to Guild representation rights at the Post by a group calling itself the Washington Newspaper Union. If he were to stay out, he said, he would be effectively cut off from contact with Post Unit members.

The AFL-CIO Executive Council, in calling upon the Post to accept arbitration in the pressmen's dispute, said that "the Post's liberalism can't be expressed on its editorial pages in defense of human rights and then denied in its labor relations policies."

Meany, in announcing the council's action during its meeting in Bal Harbour, Fla., said "we hope in the long run the Post will be forced by public opinion to reconsider their position . . . we will do whatever we can to be helpful. We will keep the pressure on the Post and hope that somewhere down the line this business will change."

Three days before adopting its call to the Post, the council had denied a request by the IP&GCU, supported by TNG, that the Post be placed on the AFL-CIO's national "unfair" list.

Twenty-six striking Post pressmen occupied the corridor outside Meany's office in AFL-CIO headquarters in Washington from 12:30 p.m. to 7 p.m. the same day, stating that they were seeking more support for the strike from the AFL-CIO. They said they were going to stay there until Meany made a public statement of support. They were arrested and later released after being charged with unlawful entry for refusing to leave the building when it closed for the weekend.

Insurance reduces Post's losses

The Washington Post Co. has estimated that the strike against its Post newspaper reduced its fourth-quarter 1975 revenues by about eight million dollars.

After it collected \$600,000 in strike insurance and more than a million dollars in business-interruption insurance, the company said, the strike reduced its profits for the period by about \$800,000.

It also said wages and benefits it did not pay to strikers during the period totalled about \$6.5 million dollars, though it did not say how much it spent to bring pressmen from other cities or for other special arrangements undertaken to enable it to publish after the strike's first day.

It also reported—in connection with a year-end earnings and sales report issued Feb. 10—that the strike by Canadian paper

workers against Bowater Mersey Paper Co., in which it holds a 49 percent interest, reduced its profits by another \$700,000 during the year's last three months.

Despite the two strikes, however, the company said its fourth-quarter profits—\$5,540,000—were 2.8 percent greater than those in the same period of 1974.

It attributed the profits gains to improved performance by its broadcasting division and Newsweek magazine.

The company's profits for all of 1975 were \$12,042,000 on revenues of 309.3 million dollars. Its 1974 profits were \$14,441,000 on revenues of 286.6 million.

The year's lower results were attributed to declines in ad linage at both the Post and the Trenton Times combined with "major in-

creases in wages and newsprint cost." The Trenton paper, in fact, lost money last year, the Post reported. Pre-tax profits from both papers totalled 6.596 million, off from 10.746 million in 1974.

The strike and damage to the Post's presses accounted for about 4.6 million of an 11.7-million-line advertising decline for the paper in 1975 from 1974, the company reported.

The company also reported a substantial operating loss by its book division during 1975.

At the same time the Post released an itemized estimate of the cost of damage done to its presses by some pressmen as the strike began Oct. 1. It said damages totaled more than \$269,000: \$130,000 for parts and material, \$128,000 for labor and \$11,000 for newsprint destroyed.



Photo by Ken Winn, St. Louis Guild

325 years in the St. Louis Guild

Thirteen St. Louis Guild members receive 25-year-membership pins during the local's 1976 Page One Civic Award Dinner. They are, from left, standing: Anita James, James Drewes, Lorraine Earhart, Charles Gould (partially hidden by Local President Robert Hermann

handing a pin to Drewes), Martin Goldman, Joseph Gallagher, Betty Hennessey, Jeannette Ruddick, Roger Johnson, Hollis Nichole, Amour Krupnik, Adelle Pfeuger and Edward Rucker. Mary Kimbrough and Dorothy White also received their pins at the dinner.

Thirteen other 25-year-pin recipients did not attend. The 13 pictured jointly hold 325 years of Guild membership. All 28 who qualified for the pins this year account for a total of 700 years of membership. The Guild also gave its Civic Award during the dinner.

60 from 18 locals get automation update

Some 60 representatives of 18 locals attended TNG's second and third 1976 "Automation Updated" institutes in Albany Feb. 14 and 15 and Lansing Feb. 21 and 22.

Delegates to the Albany institute, sponsored by the Empire State District Council, visited the Times-Union and Knickerbocker News-Union-Star where they observed the use of optical scanning systems in editorial and classified and video display terminals in circulation.

They then participated in a panel discussion of Guild experience with such new systems led by TNG Administrative Operations Director Ellis T. Baker, Allen Hasbrouck of the Lehigh Valley Guild and Albany Guild President John Funicello.

A similar panel discussion highlighted the Lansing institute, sponsored by the Great Lakes District Council. Joining Baker on the panel there were William Lee of Toledo, Eldon Phillips of Cincinnati and Henri Wittenberg of Detroit who described Guild experience with scanning systems and VDTs in those cities.

Delegates also saw a film, "The New World of ITU," illustrating current and prospective developments in the electronic revolution in newspaper production.

At its business meeting, the Empire State Council scheduled its spring meeting for Hudson County June 5 and 6 and deferred election of officers until then.

The Great Lakes Council

elected Bill Buchanan of Erie as president to succeed Jack West of Buffalo. Buchanan defeated Don L. Bean of Cleveland in the only election contest.

Other officers elected were Raymond Voit of Columbus, secretary; William Lee of Toledo, treasurer; Henry Teutsch of Detroit, 1st vice president, and Eldon Phillips, 2nd vice president.

Western Council urges farm-labor-board funds

Sacramento, Calif.—Delegates to the Western District Council's meeting here Jan. 31-Feb. 1 called on the California legislature to "speedily provide funds" to reopen the state's Agriculture Labor Relations Board, closed when it ran out of money.

The ALRB was set up to supervise union-elections among the state's farm workers. Rural legislators stymied efforts to enact a 3.8-million-dollar emergency appropriation for the board. The state's corporate farmers charge the board is pro-labor.

The Western District Council said the ALRB has "made significant inroads in reducing labor unrest" and in bringing "labor peace" to the fields. These gains are being "severely threatened" by the legislature's failure to provide it funds.

The council also voted its "wholehearted support" for the

More institutes

An "Automation Updated" institute for Eastern Canada locals will be held in Ottawa March 6-7 in the National Press Club's Gallery. Delegates will visit the Ottawa Citizen plant.

The Western District Council institute, originally set for March 27-28 in San Jose, has been rescheduled as a single, day-long program on Saturday, March 27. Delegates will tour the San Jose Mercury and News plant.

Chester bargaining set following cancellation

Chester, Pa.—The Philadelphia Guild and the struck Chester Times were scheduled to hold their first bargaining session in nearly seven weeks on Feb. 26 as the strike by the Guild's unit at the paper entered its fourth month.

Bargaining that had been set for Feb. 13 was called off by the Times after telephone service to its plant was disrupted the night before.

Late in the evening of the 13th, Chester police officer George Johnson, 41, lost two fingers on his right hand and suffered injuries to his right side and part of his right heel when a pipe bomb exploded outside the Times building.

"About a dozen other people, including Daily Times security guards and striking Guild members, were in the general vicinity of the bomb," according to the Reporter of Delaware County," the Chester Unit's weekly strike paper.

TNG International Representative William Brown expressed "outrage" and "shock" over the bomb incident, which is being investigated by the Chester police and the FBI.

Police said phone service to the paper, seven other downtown buildings and about 150 homes was out for several hours after two cables were severed, Associated Press reported.

Bargaining broke off Jan. 12 when management refused to discuss other contract issues unless the Guild agreed that persons hired to replace its members be kept permanently and striking employees put on a rehire list following settlement.

The Times hired what it called "permanent replacements" shortly after the 80 members of the Chester Guild Unit walked off their jobs Nov. 24.

In its Feb. 16 edition, the Times charged that the bomb was intended to blow up the newspaper presses and was a message that Guild leaders intended to "destroy" the paper.

Brown said the Guild plans to file a second libel suit against the Times for the statements. The local filed a million-dollar libel suit against the paper in December for carrying stories accusing the Guild of threatening carriers and others.

The Times, meanwhile, filed a civil damages suit against the Guild claiming that it has interfered with the paper's production and distribution by threatening picket-line crossers and carriers. The suit's claim for actual damages indicates that the paper has been losing about \$100,000 a week during the strike. An unfair-labor-practice charge based on the same claims was dismissed by the National Labor Relations Board two months ago.

Meanwhile, at a membership meeting Feb. 16 the local voted unanimously to disburse \$6,200 in Guild funds to pay January and February hospital and medical insurance premiums for 75 strikers covered by the plan.

And on Feb. 20, members of the United Electrical Workers Union helped Chester Guild members collect \$1,800 from workers on three shifts at the Westinghouse plant in nearby Lester, Pa., Brown said.

Hatch resigns local post with Philadelphia Guild

Philadelphia, Pa.—Willard W. Hatch, administrative officer of the Philadelphia Guild since June 20, has resigned the position effective Feb. 29.

A TNG international representative for 3½ years before taking the Philadelphia position, Hatch said after his resignation was accepted Feb. 3 that he had decided to resign about five weeks earlier, but "had hoped to settle the Chester strike" before doing so.

The Philadelphia Inquirer quoted him as saying "philosophical differences" with members of the local executive committee were responsible for his decision.

Hatch said he decided to resign Feb. 3 after the Chester Unit voted "no confidence" in his leadership of their strike. Chief complaint was that he did not spend enough time in Chester, an

observer reported.

A previous motion to express "no confidence" in William M. Brown, TNG international representative assigned to the strike, was defeated decisively. Brown was the local's administrative officer nearly five years before resigning in fall, 1974.

The U.S. price elevator

The following table shows the steep ascent of the United States' Consumer Price Index over a 37-month period following a 0.4-point rise, to 166.7 in January. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

	Index*	Percentage over	
		Same month prior year	December 1972†
January, 1975	156.1	11.7	22.6
February	157.2	11.1	23.5
March	157.8	10.3	24.0
April	158.6	10.2	24.6
May	159.3	9.5	25.1
June	160.6	9.3	26.2
July	162.3	9.7	27.4
August	162.8	8.6	27.9
September	163.6	7.8	28.5
October	164.6	7.6	29.3
November	165.6	7.3	30.1
December	166.3	7.0	30.6
January, 1976	166.7	6.8	31.0

* 1967 = 100

† Index = 127.3

Administrative Officer Sought

The Central California Newspaper Guild is seeking applicants for its first administrative officer. Thorough knowledge of union-management relations and experience in negotiation and administration must be indicated in applications. Salary in the \$20K range, plus fringes. Resumes should be postmarked no later than March 15, 1976.

Central California Newspaper Guild

AO Committee

927 10th St.—Suite 314

Sacramento, Calif. 95814

'MANAGED LIKE THE CORNER GROCERY'

Newhouse: No. 1 profit maker

SAMUEL I. NEWHOUSE'S newspaper, magazine and broadcasting empire is run "with all the managerial finesse of a family-operated corner grocery" but ranks No. 1 in profits and No. 3 in sales in the U.S. communications industry, according to a profile of the man and his business by Business Week magazine.

The Newhouse empire's "combined annual revenues are close to 750 million dollars, which is exceeded only by Time, Inc. (estimated 1975 sales: 910 million dollars) and Los Angeles Times Mirror Co. (estimate: 800 million dollars)," the magazine reports.

"Its precise earnings are not publicly reported, since S. I. Newhouse owns all the voting stock," the magazine continues, but "industry sources assume . . . that Newhouse nets far more than either Time (1975 estimate 43.4 million) or the Times Mirror (1975 estimate: 46.9 million).

"Says a former Newhouse executive: 'S. I. has no grand publishing frills, no corporate overhead. He doesn't go for show. He is a careful operator who plays close to the vest'."

Newhouse owns 22 daily newspapers, five magazines, six television stations, four radio stations and 20 cable-TV stations. "Well over 15,000 people—he does not know the precise number—are on his payroll," Business Week reports.

His newspapers are located in 14 cities, have an average daily circulation of 2.9 million and account for about 75 percent of Newhouse revenues. Only the Knight-Ridder and Chicago Tribune-New York News chains are bigger, the magazine points out.

The key to his success, it states, "is that—with few exceptions—he has acquired highly profitable papers in prosperous, growing communities and has invested heavily to modernize production facilities.

"I'm not interested in buying funerals," he once said. A Wall Street publishing analyst notes: 'It does not take too much sophistication to run a paper, as long as you have the franchise or monopoly in strong markets'."

Cataloguing industry leaders' complaints about its growth since mid-1973 having been slowed by the recession, the effects of changing reading habits on big-city afternoon papers and rising costs, the magazine notes that Newhouse appears to have been affected less than other industry giants.

"For the year [1975] as a whole," the magazine reports, "the Newhouse papers suffered a 10 percent drop in earnings, almost 10 percent in circulation and nearly seven percent in advertising linage" while such public companies as Knight-Ridder, the New York Times Co. and the Washington Post Co. reported earnings off 18 to 49 percent in 1975's first nine months.

But just as Newhouse shuns the trappings of mod-

\$30 million nets 17% of Booth

Samuel I. Newhouse has paid 30 million dollars for a 17 percent interest in Booth Newspapers, Inc., publisher of Parade Magazine, the Sunday supplement, and eight daily and two weekly papers in Michigan, he announced Feb. 12.

A week later the Wall Street Journal reported that Newhouse had also expressed an interest in buying another eight percent of Booth's stock, this block from Cranbrook Foundation of Bloomfield, Mich.

Booth, however, moved to stop Newhouse's purchase of the eight percent by offering to buy the foundation's stock at a higher price than the \$36 a share (\$14,574,600 total) that Newhouse offered, the Wall Street Journal reported Feb. 26.

Newhouse's 17 percent purchase was from Whitcom Investment Co., sole shareholder of Whitney Communications Corp.

When Newhouse announced his purchase of the 17 percent he had said he didn't plan to seek any additional Booth stock and didn't seek representation on Booth's board of directors.

"In the past, however," the Wall Street Journal reported, Newhouse has built his publishing empire by "gaining a toehold in a company and gradually assuming controlling interest."

Business Week reported that Newhouse and his sons are continually seeking more newspapers to acquire.

It quoted a newspaper broker saying: "I've got irons in the fire for Newhouse all over and at all times. Some of them could take three months, some three to five years."

The financial performances of many of the large components of the U.S. communications industry are largely open books since stock in companies like Knight-Ridder, Gannett, Times-Mirror and Time, Inc., is publicly traded and they must periodically make accountings to their stockholders.

But some of the nation's large media conglomerates are still closely held and it is only rarely that the corporate veil is lifted a bit to provide a peek at the state of their financial health.

Two of the latter are the Hearst and Newhouse operations, the subject of recent profiles by business publications: Newhouse in the Jan. 26 issue of Business Week; Hearst in the Feb. 16 issue of Advertising Age.

ern business management, he eschews the industry's doom-sayers.

"Newspapers are still a growth industry," he told Business Week. "It depends on how entrenched TV is and how much growth there is in the local community."

Television, however, is only a "limited threat" for Newhouse, the magazine points out, since he owns stations in five of the cities in which he publishes newspapers: Syracuse, Birmingham, Harrisburg, Portland, Ore., and St. Louis.

Only four of Newhouse's 22 dailies are "unprofitable or marginally profitable," the magazine reports: the Long Island Press; Huntsville (Ala.) News, the Jersey City Journal and the Portland (Ore.) Journal. The Portland and Huntsville papers are the afternoon end of Newhouse-owned morning-afternoon combinations.

"No other major newspaper chain is as well positioned—mechanically and financially—as is Newhouse's to cope with the industry's challenges," Business Week states.

"Most of his newspapers have converted to cold-type composition, automated mailrooms and other new techniques. In Portland, he has installed one of the first offset presses to be used by a large metropolitan newspaper. 'They are more skillful in negotiating with unions on introducing labor-saving machines,' says an industry source, alluding to Newhouse's traditionally combative stance in labor relations," Business Week reports.

"Over the past decade, Newhouse has invested more than 175 million dollars in capital improvements, including new plants in New Orleans, Syracuse, Springfield, Mass., and Newark.

"An additional 26 million dollars was spent in 1970 for a 49 percent interest in a 200,000-ton newsprint plant in Catawba, S.C. (built in partnership with Bowaters Ltd.) which is capable of satisfying up to 40 percent of the chain's requirements."

"The papers pay prevailing market prices for Catawba's newsprint. So, says, S. I., 'the economic advantage is to me, not to the individual papers.'"

"He is using his newsprint profits to buy timberlands in Georgia, South Carolina and North Carolina and is searching for a West Coast newsprint mill to buy or for a partner to build a mill with him in that region," Business Week reports.

Newhouses' enterprises are debt free, it adds. Capital improvements are financed out of retained earnings and he is prepared to pay cash for any acquisitions, the magazine adds.

"In only two cases—Cleveland and New Orleans—has S. I. Newhouse borrowed to buy papers in recent decades," it points out.

"That was for maybe only a year or two," Newhouse told Business Week. "I don't want to strip us clean—or almost. We have plenty of capital. We don't have to raise any."

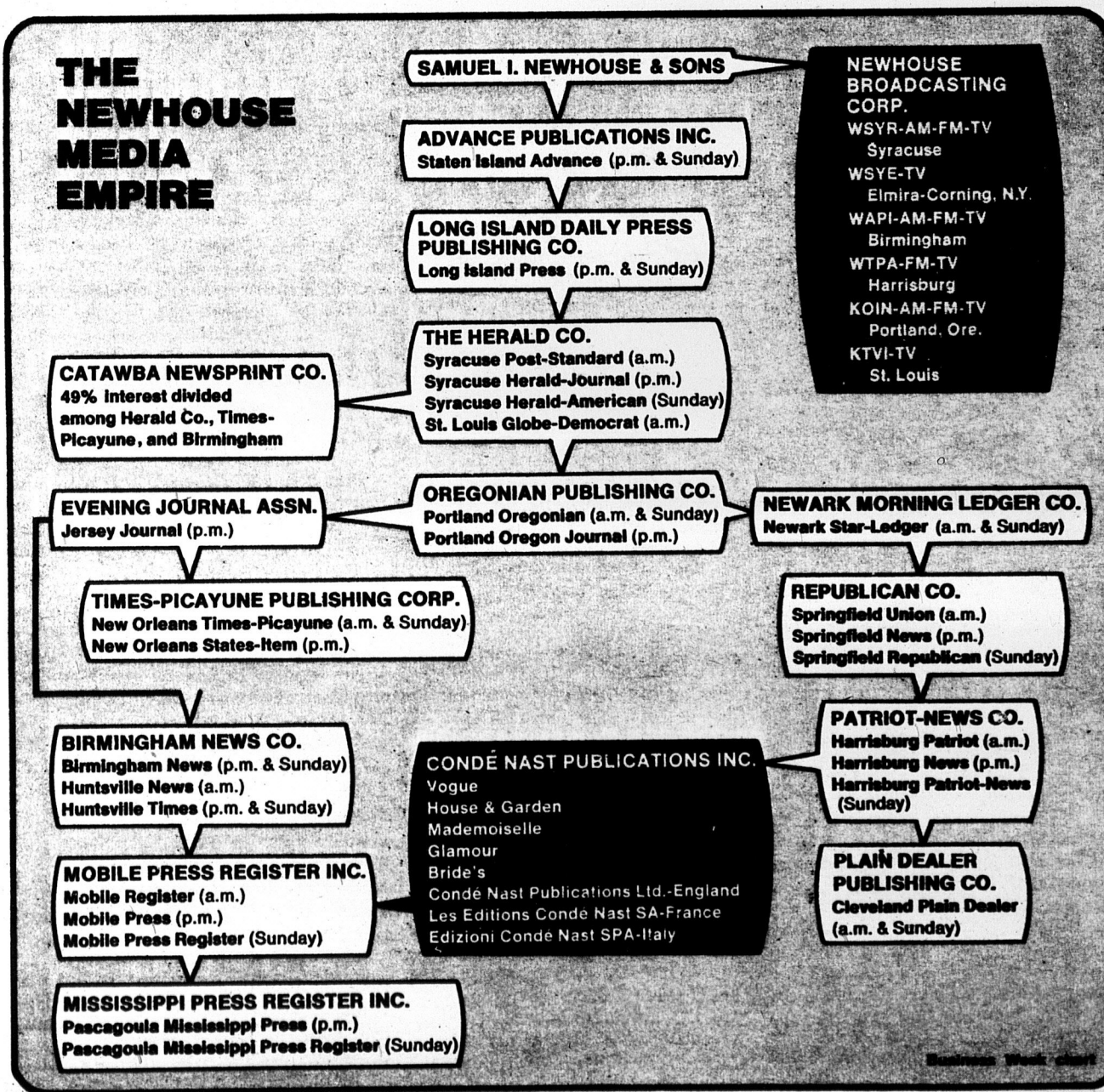
Tracing the growth of Newhouse's empire from his exposure to newspapering as 17-year-old manager of a foundering paper in Bayonne, N.J., Business Week says his "empire building" didn't begin in earnest until 1932 when he bought the paper now known as the Long Island Press.

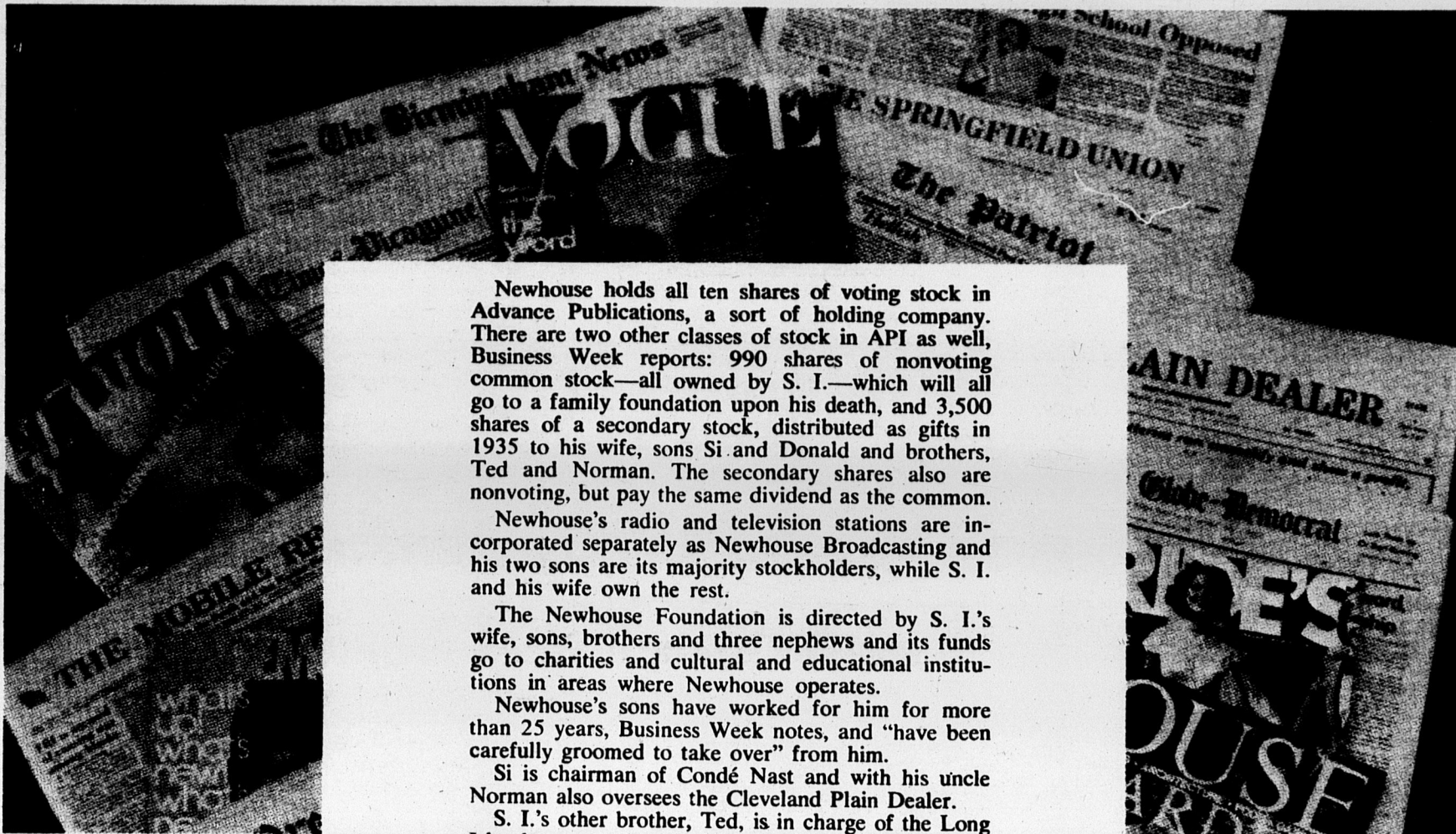
"Three years later, he moved into Newark. In 1939, as he puts it, 'I bought Syracuse.' By 1955 he had added papers in Jersey City, Harrisburg, Portland, St. Louis, Birmingham and Huntsville," it reports.

"As the acquisitions were made, Newhouse spread the ownership among his other properties . . . to minimize restrictions on the accumulation of surplus funds and thus reduce taxes.

"The result is a corporate labyrinth," the magazine states.

"Advance Publications, Inc., the Staten Island company, owns the Long Island Press, which in turn owns the Syracuse newspapers," it explains. "The Syracuse corporation owns Portland which in turn owns Jersey City. Portland also owns the Newark company and Newark owns Springfield, which in





Newhouse holds all ten shares of voting stock in Advance Publications, a sort of holding company. There are two other classes of stock in API as well, Business Week reports: 990 shares of nonvoting common stock—all owned by S. I.—which will all go to a family foundation upon his death, and 3,500 shares of a secondary stock, distributed as gifts in 1935 to his wife, sons Si and Donald and brothers, Ted and Norman. The secondary shares also are nonvoting, but pay the same dividend as the common.

Newhouse's radio and television stations are incorporated separately as Newhouse Broadcasting and his two sons are its majority stockholders, while S. I. and his wife own the rest.

The Newhouse Foundation is directed by S. I.'s wife, sons, brothers and three nephews and its funds go to charities and cultural and educational institutions in areas where Newhouse operates.

Newhouse's sons have worked for him for more than 25 years, Business Week notes, and "have been carefully groomed to take over" from him.

Si is chairman of Condé Nast and with his uncle Norman also oversees the Cleveland Plain Dealer.

S. I.'s other brother, Ted, is in charge of the Long Island paper and supervises those in Portland, Huntsville and Springfield and is the family's labor relations "expert."

Son Donald runs the Newark Star-Ledger and oversees the Syracuse and Jersey City papers and the radio-TV operations, based in Syracuse.

Newhouse's magazines, Business Week reports, are "now solidly in the black" after having been a money-losing company when Newhouse took them over in 1957. They did better than most magazines in 1975, the magazine reports while noting that "S. I. laments, however, that magazines are inherently less profitable than newspapers."

Newhouse's broadcast operation is regarded as one of the industry's most profitable, Business Week reports, and "probably compensated for much of the drop in Newhouse newspaper profits" in 1975.

"This is still very much a business of relatives," Si Newhouse told Business Week. At one time, the magazine notes, S. I. had 64 brothers, sons and in-laws on the payroll and, though there are "only 14 relatives around now," there is a "platoon of younger ones coming along."

Meanwhile, Business Week says, Newhouse's business operations promise to continue to be "a management consultant's nightmare" for the foreseeable future.

Newhouse maintains no corporate headquarters,

no regular office, "not even a set of files in his 12-room duplex apartment on Manhattan's Park Ave."

"My lawyers and accountants keep all the papers." He scorns systematic planning and budgeting, takes a dim view of titles and elaborate management control systems, it said.

"One reason why our operations are a little better is just that," he told the magazine.

Says son Si: "We are essentially a nonbureaucratic, decentralized, highly autonomous organization, with each unit acting very much on its own initiative, but with personal or indirect contact with the various members of the family."

"We don't believe in budgets and in preset profit goals for the organization as a whole or for the different components. We don't tie down different elements of our organization to formulas or limit their thinking to ground rules coming out of a center."

Newhouse told Business Week that the chief aim of his operation is an editor producing "a product that the reader continues to prefer," because "once we have that kind of a product and a good reaction from the reader, then there's no problem getting advertising."

"His heirs do not seem interested in discarding any of the elements in that operating strategy," the magazine concluded.

turn owns Harrisburg. The Harrisburg company owns both Condé Nast [Newhouse's magazines] and Cleveland. Birmingham, which is owned by Jersey City, shares ownership of the Mobile company with Condé Nast.

"The interest in the newsprint mill is divided among the Syracuse, New Orleans and Birmingham companies. All the equity, of course, traces back to Advance Publications and to S. I. Newhouse.

"The tax advantages become apparent as funds are shuttled from one company to another for plant and equipment expenditures," it reports. "Cash-rich companies lend funds at prevailing interest rates to subsidiaries unable to generate sufficient money internally. Thus, the Harrisburg company, always highly profitable, provided the resources to revive Condé Nast and in the process advantageously changed its own surplus funds position."

"Portland, which did not have substantial reserves when needed, borrowed 28 million dollars from Syracuse, its parent company, to buy offset presses and other new equipment."

"But funds are never shifted from subsidiaries to parent companies, to minimize dividends, which would have to be declared in such circumstances, and taxes."

'75 was Hearst's biggest year since WW II

New York City—The Hearst Corp., the communications conglomerate that has worked hard at keeping itself and its finances private while others in the business have been busily going public, made more money last year than in any since World War II.

And it sees 1976 as "a still bigger year," according to an interview with key Hearst executives by Advertising Age Executive Editor Fred Danzig.

Each of the corporation's major operations—newspapers, magazines, books and broadcasting—made major contributions to its 1975 performance and is expected to do the same this year, Danzig reported.

And while the four executives apparently did not go so far as to report just how large 1975's revenues and profits were, Danzig pointed out that Hearst operations had averaged more than 11 million dollars in profits on 350 million in revenues for ten consecutive years prior to the death in 1951 of William Randolph Hearst, the publishing empire's founder.

Those who at the time felt that without "W. R." the empire "would surely begin to fall apart," failed to reckon with the "management team" that took over in 1951, Danzig noted.

"Today Hearst Corp. continues to pile up profits even as yet another generation of hard-chargers moves into key positions," he said. "If anything, the new emphasis is more than ever on profit."

Danzig's interview was with four of those "hard-chargers": John R. Miller, president and chief executive officer since last March; Richard E. Deems, president of Hearst Magazines; Frank A. Bennack, Jr., the corporation's executive vice president since December and general manager of Hearst Newspapers, and Gilbert C. Maurer, executive vice president for operations of Hearst Magazines.

It was Miller who said of Hearst's 1975 performance: "It was the biggest year in revenues and profits since the war" and that "the 1976 forecast is for a still bigger year."

In 1975 Hearst's eight newspapers averaged 1.5 million daily circulation, Danzig reported, and "outperformed the newspaper industry's five percent ad-revenue gain" with ad sales "estimated at about 265 million dollars. In 1951, ten Hearst papers had ad revenues of 130 million dollars, just over half their estimated total gross of 250 million for the year, he noted.

And in national advertising, Hearst's newspapers in 1975 were "significantly ahead of the national trend," Bennack, former publisher of the San Antonio Light, told Danzig.

On the 1975 performance of individual Hearst papers Bennack said:

• "Boston [Herald American and Sunday Herald Advertiser] had the best year it's had in a long time."

Newhouse, Hearst and Guild

Guild contracts cover employees on six Newhouse and seven Hearst newspapers.

The Newhouse contracts are at his Long Island Press, Jersey Journal, Harrisburg Patriot and News, Cleveland Plain Dealer and St. Louis Globe-Democrat.

The Hearst contracts are at the Albany Times-Union and Knickerbocker News-Union-Star, the Boston Herald American and Herald Advertiser, the San Antonio Light, the San Francisco Examiner and the Seattle Post-Intelligencer.

It improved its share of circulation and advertising, improved things up and down the line in what is a huge 150 million dollar market."

• The Albany Times-Union and Knickerbocker News-Union-Star always show a "solid profit" and last year was no exception.

• The Los Angeles Herald-Examiner, which saw its circulation cut by a boycott after it was struck by the Guild in 1967 from 725,000 to less than 400,000, is "different," Danzig reported.

Hearst, however, is "forging a blueprint and will begin a recovery there," Bennack said.

• "The Light dominates the San Antonio circulation and advertising scene," Danzig said, and its publisher "reported a good 1975."

Hearst broadcasting operations—in San Juan, Baltimore, Milwaukee and Pittsburgh—"also reported a record year," Danzig said.

Revenue from Hearst magazines—Cosmopolitan, Good Housekeeping, Harper's Bazaar and Popular Mechanics are among them—"is now estimated at close to 95 million dollars," Danzig reported, up from 35 million in 1955.

Magazine division president Deems, noting that Hearst's dedication to special interest magazines has made the company a lot of money, said 1976 also "looks very strong, so far."

Ad pages for the year's first quarter are up an estimated 9.79 percent, to 1,995, Danzig reported, with only one publication, Motor Boating & Sailing, down.

Hearst's Avon Books had record-breaking sales in 1975, up 50 percent from 1974.

"The outlook, Mr. Miller and his associates believe, is bright," Danzig reported.

LOCAL ELECTIONS

Albany

John Funicello, president; Alan Alpern, 1st vice president; Paul Roe, 2nd vice president; R. Victor Stewart, secretary; Joann Crupi, treasurer.

Buffalo

Paul MacClennan, president (MacClennan, 192; Patrick Ryan, 85; William Ball, 39); Richard Roth, vice president; David Stout, secretary; Michael McKeating, treasurer (McKeating, 198; Joseph Wilhelm, 117).

Central California

Michael Otten, president; Gene Turner, vice president; Lanny Larson, secretary (Larson 107, John Peters 92); Steve Roberts, treasurer.

Chattanooga

Emily McDonald, president; Phillip Schmidt, vice president; Porter Blinks, secretary; Ruth Robinson, treasurer.

Cleveland

Mary T. Englert, president; Anthony M. Natale, 1st vice president (Natale 389, J. Stephen Hatch 206); Richard M. Peery, 2nd vice president; George A. Markell, 3rd vice president; Dolly Kaczor, 4th vice president; John D. Fairfield, treasurer.

Erie

Bill Buchanan, president (Buchanan 38, Charles McCormish 25); Robert Lawson, vice president (Lawson 45, William McKinney 18); Irene Reed, secretary-treasurer; Carol Przybyszewski, recording secretary.

Gary

Forbes Scott, president (Scott 35, Wallace M. Thrower, 24); James McGill, 1st vice president; John Mitchell, second vice president; J. Linn Allen, secretary; Larry A. Bretts, treasurer.

Harrisburg

Francis J. Fanucci, president; Donald Sarvey, 1st vice president; Dale Davenport, 2nd vice president; Gary O. Bradley, secretary; Rodney Felix, treasurer.

Hazleton

William Crooks, president; Joseph Falatko, vice president; Carl Christopher, secretary; Donald Barnes, treasurer.

IT SEEMS TO US

Cleveland leader favors constitutional amendment

CLEVELAND, OHIO

Editor:

Article XIX of TNG's Constitution seems to be in the limelight now that the IEB has made its decision concerning the Post picket line crossers. I, too, am in favor of an amendment; and, that is to delete the words in Article XIX, Sec. 2(c) "then as an alternative to proceeding under Art. XIX, Sec. 2(a)".

A unit certainly has the right to determine whether or not it will strike. In my opinion, it does not have the right to decide whether or not it will cross a picket line. In this respect I think our constitution works contrary to a principle of unionism. If a person elects to cross a picket line, let the onus be on the individual and not on the Guild.

I know this is like closing the barn door after the horse has run away—but the hog-wash excuses put forth by the working Post Unit makes me utterly sick inside, and I urge you to consider deletion of this phrase.

VIRGINIA O'SHEA

Immediate Past President
Cleveland Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Kenosha

Norman Bybee, president; Michelle Thompson, vice president; George Sovitsky, treasurer; Roger Wyosnick, secretary.

Lehigh Valley

Timothy G. Uhrich, president; Randy M. Kraft, vice president; Richard W. Johnson II, secretary (Johnson 22, John Koch 12); Robert M. Golden, treasurer.

Los Angeles

George B. Laine, president; James V. Cadill, 1st vice president; Linda L. Zink, secretary; Sal J. Perotta, treasurer; Ronald R. Schroyer, sgt.-at-arms.

Lynn

William F. Kettlinger, president; Mary-Alice King, vice president; Charles McDonald, secretary.

Madison

Diane M. Woodstock, president; James Freimuth, 1st vice president (Freimuth 10, Phil Haslanger 9); David Wagner, 2nd vice president; Phil Haslanger, treasurer.

Manchester

John F. Barker, president; Guy Nadeau, vice president; Louis Kuszek, treasurer; Louise E. Weber, secretary.

Memphis

Brown A. Flynn, president (Flynn 208, Larry Williams 145); Barbara Booth, 1st vice president (Booth 261, Robert Stewart 80); Jim Willis, 2nd vice president; Don Hopkins, 3rd vice president (Hopkins 170, Jerry Bevil 147); Faye McCracken, secretary-treasurer; Linda Turnmire, corresponding secretary.

Montreal

George Light, president (Light 276, Adrian Lunny 65, Roy Hyde 42); Noel Wright, 1st vice president (Wright 119, Terry Moore 102, Joe Gagnon 74, Roy Hyde 59, Malcolm Roberts 29); Fred Dunham, 2nd vice president (Dunham 170, Hubert Gendron 90, Dan Reid 43, Brian Cummings 39, Pierre Leduc 24, Gerry Davidson 22); Irene Dickson, secretary (Dickson 185, Jean Derewiankin 171); Ray Madden, treasurer (Madden 311, Hazel Simmons 71).

North Jersey

Ell Holtzman, president; George Dawson, 1st vice president; Gene Picker, 2nd vice president; Al Clerico, 3rd vice president; Jean-Rae Turner, recording secretary; Jack Lutton, corresponding secretary; Robert Johnson, treasurer.

Pacific Northwest

Shirley Caldwell, president (Caldwell 320, Richard Hardesty 204); Wayne Cahill, vice president (Cahill 216, John K. Smith 208); Judi Hunt, secretary (Hunt 289, Bob Lane 234); Gary Dodge, treasurer (Dodge 263, Lee Gidlof 226).

Philadelphia

Eugene B. Jones, president; Virginia Johnson, secretary; Frances Heffner, treasurer; Vincent Iezzi, Richard Aregood, Paul Jablow, Evelyn Barnshaw, Charles Lawrence, vice presidents (Iezzi, 378; Aregood, 299; Jablow, 295; Barnshaw, 246; Lawrence, 243; Frank Heick, 239; Robert Singer, 226; Stuart Bykofsky, 109).

Providence

Lee J. Dykas, president; Brian Jones, vice president; Frank Prosnitz, secretary; Mike Carey, treasurer.

San Diego

Richard Daniels, president; Rita Gillmon, vice president; Connie Sue Sheets, treasurer; Michele Davis, secretary.

San Jose

Bill Ernst, president; Frank Sweeny, vice president; Harriett Agar, secretary-treasurer; Betty Barnacle, recording secretary.

Food stamps still okay, strikers told

Guild strikers in Chester and Washington who might be receiving or considering applying for federal food stamps were cautioned Feb. 23 not to be dissuaded by President Ford's announcement of new regulations that would make it more difficult for strikers to receive them.

Ford's regulations would make it impossible for strikers to get food stamps at the start of a strike or lockout because a family's average income for the previous 90 days would be used to calculate eligibility, TNG Research & Information Director David J. Eisen wrote to the locals' leaders.

In addition, he pointed out, Ford's regulations would make the eligibility standards themselves more stringent by allowing

only families below the official poverty level to qualify. That level for a family of four presently is \$5,050 a year.

But, Eisen pointed out, "it will be at least two months" before Ford's regulations become effective, according to a representative of the Agriculture Dept.

The regulations are still being drafted, he explained. "And after that, they must be published in the Federal Register and left open to public comment for 30 days."

In the meanwhile, he said, Guild strikers remain eligible for food stamps regardless of the length of time they have been out.

Several members of Congress, which is in the process of writing legislation to reform the federal

food-stamp program, reacted angrily to Ford's announcement, with Sen. George McGovern, co-sponsor of a major reform bill, accusing him of a "blatant political move." Ford said he was tired of waiting for Congress to act.

Eisen sent Agriculture Dept. pamphlets for Guild members on strike in Washington and Chester to their locals Feb. 14. The pamphlets outline food-stamp eligibility requirements and procedures for applying for them.

NLRB backs publisher on leave stand

(Continued from Page 1)

tentatively agreed to in bargaining for an initial Guild contract.

The board, however, said that while the administrative law judge "apparently assumed that the clause is in fact illegal under EEOC guidelines . . . neither the actual legality of the clause . . . nor the manner in which it may allegedly conflict with the EEOC guidelines was litigated at the hearing or discussed by the administrative law judge.

"We are not prepared to say, on this record, that the clause at issue is illegal as a matter of law," the board said. "Nor are we prepared to speculate as to possible conflict between this clause and other provisions for leaves of absence which may have been agreed to by the parties, or exist as a matter of employer practice."

One of the EEOC guidelines says that it is unlawful under Title VII of the Civil Rights Act of 1964 "for an employer to discriminate between men and women with regard to fringe benefits" and includes "leave" in its definition of "fringe benefits."

Another EEOC guideline requires that pregnancy and childbirth disabilities be treated like other temporary disabilities from the standpoint of sick leave.

The board also dismissed an unfair-labor practice finding against the company for having unilaterally reduced the service requirement for eligibility for its group hospitalization plan.

The decision was handed down by a three-member panel of the NLRB: Howard Jenkins, Jr., John A. Penello and Peter D. Walther, the board's newest member.

MAD Council fetes Golden

Philadelphia, Pa. — The Middle-Atlantic District Council honored its outgoing president of 15 years, Robert Golden of the Lehigh Valley Guild, with a check for \$100 at its winter meeting here Feb. 7-8.

Golden, who did not seek reelection, pledged that he will use the sum "for a purpose that is in lasting memory of the council."

Francis J. Fanucci of Harrisburg was elected the council's new president; Vincint Iezzi of Philadelphia was elected vice president; Jean-Rae Turner of North Jersey was re-elected secretary, and Edward J. Schrode of Wilkes-Barre was re-elected treasurer.

The council also voted contributions of \$100 to the Washing-

ton-Baltimore Guild's Post Strike/Lockout Fund, \$50 to the same local's CWA Strike Fund and \$50 to the Chester Strike Fund.

... Bay Area

(Continued from Page 1)

creased \$12.85, to \$219.02, and the top minimum for stenographers in San Jose goes up \$13.95, to \$237.73.

Top minimum for copy clerks in San Jose is increased \$9.98 retroactive to Jan. 1, taking it to \$170.18, and that for copypersons in San Francisco and Oakland goes up \$9.38, to \$159.79.

The June increases from which the vacation diversion may be made range from \$2.21 for copypersons in San Francisco and Oakland, to \$4.92 for those in the key classifications at the five papers. The June increase for classified telephone salespersons in San Francisco and San Jose is \$3.67; that for telephone operators and stenographers in San Francisco and Oakland is \$3.02, and that for stenographers in San Jose is \$3.28.

Management's final offer before the reopener was submitted to arbitration was for increases of \$5 on Jan. 1 and \$3 on Dec. 31, 1976—the day the contracts expire.

The key top minimums were increased \$56.62 during the first two years of the agreements. The \$20.92 Jan. 1 increases for these jobs produces increases totalling \$77.54 to date in the three-year agreements.

... Times plan

(Continued from Page 1)

since last summer to produce all the Times's display ads.

Conversion to cold-type for news and features will take place in phases, however, the company said, starting this summer with some Sunday feature sections.

A new feature of the editing terminals to be installed at the Times will display editors' changes in copy on the screen in distinctive type styles, permitting a desk head to review others' work, Editor & Publisher reported.

The Times also is considering a 134-VDT typewriter system for its classified department, it said.



Swearing in Toledo

Charles Phillis, Toledo Typographical Union president, right, administers oaths of office to new officers and executive committee members of Toledo Guild during January Guild membership meeting. From left, John Day, Brady Abodeely, John Begener, Vice

President Thomas James, President Sidney Goldberg, Secretary William Lee, Carolyn Day, Treasurer Robert Daily, Robert Speck, Jeanette Hollingsworth, Howard Burkhardt, Cliff Roper, Marion Capriotti and Donald Ganss.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

\$185 TO \$475

Reporter-top avg. is \$303

The average newspaper reporter top minimum in effect Feb. 1 under Guild contracts in the United States, Canada and Puerto Rico was \$303.88 a week, a tabulation by TNG's Collective Bargaining Dept. shows.

Highest top minimum is provided by the Washington-Baltimore Guild's contract at the Washington Post—\$475 a week for reporters with four or more years' experience. Three other contracts also provide minimums of more than \$400: \$451.90 at the Washington Star, \$436.76 at the New York Times and \$408.48 at the New York Daily News.

Sixty-nine of the 134 contracts in the tabulation provide reporter top minimums of more than \$300 a week, while 64 of them provide more than the average of \$303.88.

At the other end of the spectrum, two contracts provide less than \$200 a week while 20 provide less than \$250 a week.

Following is the table listing reporter top minimums in effect on Feb. 1:

	Minimum	After		Minimum	After
Washington Post	\$475.00	4 yrs.	Sheboygan Press	300.65	4 yrs.
Washington Star	451.90	3 yrs.	Kenosha News	300.00	5½ yrs.
New York Times	436.76	2 yrs.	Elizabeth Daily Journal	298.60	4 yrs.
New York News	408.48	6 yrs.	Waukegan News-Sun	295.25	5 yrs.
St. Louis Post-Dispatch	390.05	5 yrs.	Monterey Peninsula Herald	295.00	6 yrs.
New York Post	379.81	4 yrs.	Youngstown Vindicator	294.50	5 yrs.
Chicago Sun-Times and News	378.13	5 yrs.	Erie News & Times	290.00	5 yrs.
St. Louis Globe-Democrat	376.55	5 yrs.	Memphis Commercial Appeal & Press-Scimitar	290.00	5 yrs.
Fresno Bee	371.33	6 yrs.	Lynn Item	289.50	4 yrs.
Modesto Bee	371.33	6 yrs.	Joliet Herald-News	289.00	4 yrs.
Sacramento Bee	371.33	6 yrs.	Jersey City: Jersey Journal	288.30	4 yrs.
Oakland Tribune	367.83	6 yrs.	Ottawa Citizen	288.10	5 yrs.
Richmond Independent and Berkeley Gazette	367.83	6 yrs.	Pawtucket Times	285.43	4 yrs.
San Francisco Chronicle and Examiner	367.83	6 yrs.	Malden News		
San Jose Mercury and News	367.83	6 yrs.	Medford Mercury and Melrose News	285.00	3 yrs.
San Mateo Times	367.83	6 yrs.	Norfolk Virginian-Pilot	285.00	4½ yrs.
Santa Rosa Press Democrat	367.83	6 yrs.	Portland Press Herald, Express & Telegram	281.00	4 yrs.
Stockton Record	367.83	6 yrs.	Winnipeg Tribune	281.00	4 yrs.
Vallejo Times-Herald	367.83	6 yrs.	Rockford Star & Register-Republic	281.00	5 yrs.
Denver Post	367.00	5 yrs.	Bay City Times	280.40	5 yrs.
Denver Rocky Mountain News	367.00	5 yrs.	Royal Oak Tribune	280.00	5 yrs.
Buffalo News	365.17	6 yrs.	Manchester Union Leader & New Hampshire News	279.00	3 yrs.
Minneapolis Star and Tribune	362.00	5 yrs.	Peoria Journal Star	274.00	5 yrs.
Detroit News	361.80	4 yrs.	Chattanooga Times	273.52	5 yrs.
Detroit Free Press	359.80	4 yrs.	Great Falls Tribune	273.00	5 yrs.
St. Paul Dispatch and Pioneer Press	359.00	5 yrs.	Duluth Herald and News-Tribune	272.00	5 yrs.
Sacramento Union	358.56	6 yrs.	Kingston Daily Freeman	270.85	4 yrs.
Buffalo Courier-Express	351.80	5 yrs.	Allentown Call and Chronicle	270.83	4 yrs.
Baltimore Sun and Evening Sun	348.00	4 yrs.	Rochester Democrat & Chronicle and Times-Union	270.55	4 yrs.
Long Beach Independent and Press-Telegram	347.86	5 yrs.	Fall River Herald-News	269.00	4 yrs.
Tacoma News Tribune and Ledger	346.10	5 yrs.	Battle Creek Enquirer & News	267.00	5 yrs.
Akron Beacon Journal	345.50	4 yrs.	Waltham News Tribune	264.00	3 yrs.
Gary Post-Tribune	345.08	5 yrs.	Woonsocket Call	263.00	5 yrs.
Philadelphia Inquirer and News	342.94	4 yrs.	Brantford Expositor	262.10	5 yrs.
Cleveland Plain Dealer	341.84	4 yrs.	Tonawanda News	260.55	4 yrs.
Cleveland Press	341.84	4 yrs.	Wayne Eagle	260.00	4 yrs.
Seattle Post-Intelligencer	341.50	5 yrs.	Knoxville News-Sentinel	259.80	4 yrs.
Seattle Times	341.50	5 yrs.	Pueblo Star-Journal and Chieftain	259.00	5 yrs.
Honolulu Advertiser	340.50	5 yrs.	Hilo: Hawaii Tribune-Herald	257.63	5 yrs.
Honolulu Star-Bulletin	340.50	5 yrs.	York Daily Record	257.50	5 yrs.
San Diego Union and Tribune	338.25	6 yrs.	Indianapolis Star	256.45	5 yrs.
Mt. Clemens	337.10	5 yrs.	Sudbury Star	256.00	6 yrs.
Macomb Daily	337.10	5 yrs.	Yakima Herald-Republic	255.00	4 yrs.
Providence Journal and Bulletin	331.50	4 yrs.	Woodbridge News Tribune	253.00	4 yrs.
Madison Capital Times	330.57	4 yrs.	Brockton Enterprise Times	251.80	4 yrs.
Montreal Star	330.00	5 yrs.	San Juan: El Mundo	250.00	5 yrs.
New Westminster Columbian	328.31	5 yrs.	San Juan Star	250.00	5 yrs.
Pontiac: Oakland Press	323.83	4 yrs.	Albany Times-Union and Knickerbocker News-Union-Star	250.00	6 yrs.
Toronto Star	322.00	5 yrs.	New Brunswick Home News	249.50	4 yrs.
Wilkes-Barre Times-Leader-News Record	321.75	4 yrs.	Salem (Mass.) News	247.44	4 yrs.
Pittsburgh Post-Gazette	320.00	4 yrs.	York Dispatch	245.75	4 yrs.
Vancouver Sun & Province	320.00	5 yrs.	Canton Repository	245.00	5 yrs.
Wilkes-Barre Sunday Independent	319.75	4 yrs.	Salem (Ore.) Statesman and Capital Journal	240.00	5 yrs.
East St. Louis: Metro-East Journal	318.00	5 yrs.	Huntington Park Signal	237.66	5 yrs.
Toronto Globe & Mail	*317.00	5 yrs.	Lowell Sun	236.70	4 yrs.
Victoria Colonist & Times	316.08	5 yrs.	Waterbury Republican and American	236.38	4 yrs.
Cincinnati & Ky. Post	316.00	4 yrs.	San Antonio Light	236.01	5 yrs.
Scranton Tribune & Scrantonian	315.64	3 yrs.	Utica Observer-Dispatch and Press	232.00	5 yrs.
Scranton Times	315.26	3 yrs.	Lexington Herald and Leader	225.00	4 yrs.
N.Y.: Long Island Press	314.03	3 yrs.	Haverhill Gazette	224.60	4 yrs.
Toledo Blade	313.23	4 yrs.	Sioux City Journal	222.75	4 yrs.
Columbus Citizen-Journal	313.00	5 yrs.	Oshawa Times	222.50	4½ yrs.
Eugene Register-Guard	311.75	5 yrs.	Hazleton Standard Speaker	219.71	5 yrs.
Chester: Delaware City Times	308.35	5 yrs.	Terre Haute Tribune and Star	215.00	5 yrs.
Harrisburg Patriot and News	306.00	4 yrs.	Massillon Independent	211.50	5 yrs.
Pottstown Mercury	303.86	5 yrs.	Coos Bay World	202.01	5 yrs.
Lansing State Journal	302.00	5 yrs.	Morgantown Dominion-Post	198.80	4 yrs.
Bakersfield Californian	301.12	5 yrs.	Monessen Valley Independent	185.00	5 yrs.

* Pending Anti-Inflation Review Board approval.

Newsprint strikes wind down

The strikes by Canadian paper workers, which at their height caused Canada's newsprint production to shrink by more than 65 percent and U.S. papers' newsprint inventories to dwindle, appear near an end with settlements in all but 12 of 46 pulp and paper mills in the East.

Of the dozen mills where some 5,200 Canadian Paper Workers Union members are still on strike, only three produce newsprint, a CPU spokesman said.

The strikes began last July in British Columbia when 13,000 members of the CPU and the Pulp, Paper and Woodworkers of Canada shut down 22 mills. The strike spread to Eastern Canada and at its peak some 25,000 workers were idled and Canada's normal daily newsprint production of 28,500 tons was shrunk to about 10,000 tons a day.

Canada exports about 90 percent of its output to the United States and U.S. consumers are beginning to feel the pinch as the nearly nine-months long strike winds down. Canadian shipments to the United States were off by 17.7 percent in 1975.

Average U.S. newsprint inventory slipped from a 70-days' supply in July to 43 days at the end of November, and, according to the Dirks' Report, appeared to have declined "to 30 to 35 days at year end and continued to fall in January."

Arbiter: no installment plan allowed for severance pay

New York City—Severance cannot be paid on the installment plan, an arbitrator has ruled in ordering a lump sum payment to a member of the New York Guild discharged by the Foreign Policy Association during an economic cutback.

Despite demands by the Guild that Edward Sprinkler be paid in a lump sum for 19 weeks of severance and 16 days of accumulated vacation when he was dismissed last September 5, FPA had set up a schedule under which payment was to be made bi-weekly.

"The very purpose of severance pay is to afford a terminated employee a substantial amount of money when he is dismissed," arbitrator Frank Brown said in ordering the company to pay Sprinkler a lump sum of \$2,375 in severance and accumulated vacation pay, plus six percent interest for loss of use of the money in the two months follow-

The New York Times reported less than a two-week supply, but expected that to rise to three weeks with the arrival of a shipment from Scandinavia.

Other companies also turned to the foreign newsprint market to bolster supplies and reportedly have paid up to \$300 a ton, Dirks, said. The domestic price at the strikes' start, ranged from \$260 per 30-pound ton in the East to \$280 in the West.

The first breakthrough in the Eastern Canada strikes came when CPU and the Irving Pulp & Paper Co., in St. John, N.B., reached agreement on a new two-year contract for a 23.8 percent wage hike the first year.

The Canadian Anti-Inflation Board, established in late 1975 to control wages, rejected the contract saying it violated federal guidelines which set increases at a maximum of 14 percent in the first year, 8½ percent in the second and 8 percent in the third.

In defiance of the board's ruling, the Irving Company increased wages according to terms of the agreement. The Anti-Inflation Board administrator issued an order Feb. 13 rolling back wages to 14 percent in the first year and fined the company \$125,000, according to a CPU spokesman who said the union would appeal that order to the cabinet.

ing his dismissal.

In ruling that the company's method of payment violated the Guild contract, Brown said that "a dismissed employee has the right to rely on the fact he will receive such payment in a lump sum" and that "the company cannot unilaterally elect any other method of payment, such as the installment method."

The company argued it was complying with Guild contract provisions by committing itself to pay severance and thus had the right to determine the method of payment since the contract is silent on that matter.

Other settlements generally follow the AIB's guidelines.

As a result of the settlements, the New York Times says it expects its newsprint deliveries to resume. The Times Co. has a 49 percent interest in the Gaspesia Pulp and Paper Company mill at Chandler, which is able to produce 215,000 tons of newsprint annually and last year provided the newspaper with more than 77,000 of the 265,000 tons it consumed.

Workers in British Columbia who have been working since late October under a government-imposed 90 day cooling off period, reached agreement on a new contract which provides wage hikes of 25 percent over two years.

Meanwhile, several newsprint producers have announced increases in the price of newsprint.

Last month Great Northern Nekoosa boosted newsprint by \$20 a ton making the U.S. price \$280 effective March 1; Kimberly-Clark is increasing 32 pound newsprint \$25 a ton effective April 1; and the International Paper company is raising 30 pound newsprint by \$25 a ton effective March 1, as is the Reed Paper Company.

The New Democratic party, meanwhile charged that employers tried to kill the strike and the CPU by stockpiling inventories and by entering a pact, signed in March of 1973 by the presidents of Abitibi, E. B. Eddy, Domtar and Rolland Paper Company, that stipulates that each would fill orders from the customers of struck mills and outlines a secret billing and delivery method for achieving this.

"The general concensus is that the pulp and paper companies have bargained in bad faith and have prolonged the strike unnecessarily," and NDP report said.

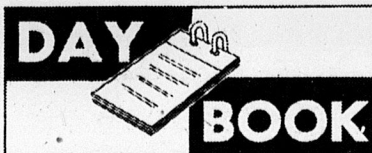
The CPU, formed but recently from former locals of the Paperworkers International Union, had no financial base and a minimal strike fund. "Its strength was in being able to shut down the entire paper industry for a short time," the NDP report said.



Photo by Gary Gillis, Central California Guild

Union-tie in Sacramento

Sacramento Union Guild Unit Chairperson Ed Horst sports the bow tie fashioned for him by artist Chuck Monroe after management questioned his arriving for work without a neck tie. The temperature had dipped to 30 degrees and Horst had donned a turtleneck shirt against the chill. Horst sells ads for the Union.



Eastern Canada Locals, TNG "Automation Updated" Institute, March 6-7, National Press Club Gallery, Ottawa.

Western District Council, TNG "Automation Updated" Institute, March 27, Holiday Inn, San Jose.

U.S. Northwest-Southwest Canada Locals, TNG "Automation Updated" Institute, April 3-4, Holiday Inn, Vancouver.

Southern District Council, spring meeting, April 24-25, St. Anthony Hotel, San Antonio.

International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.

Western District Council, spring meeting, May 1-2, Seattle.

Middle-Atlantic District Council, spring meeting, May 1-2, TNG "Automation Updated" Institute, Allentown.

TNG-GAIU 1976 Legislative-Political Conference, May 3-7, Washington.

Great Lakes District Council, spring meeting, May 22-23, Pittsburgh.

Empire State District Council, spring meeting, June 5-6, Jersey City.

43rd Annual TNG Convention, June 28-July 2, Shoreham Americana Hotel, Washington.

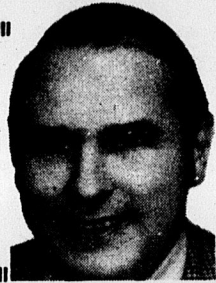
'And as a Bicentennial special . . .'



DATELINE: WASHINGTON

Personalities blurred issues in races in New Hampshire

By WILLIAM J. EATON, Chicago Guild



MANCHESTER, N.H.—The issues disappeared in a blur of personalities in the New Hampshire primary. It could set a bad trend for all of 1976.

More was written about Democrat Jimmy Carter's flashing grin than his surprisingly bold stands on taxes, gun control and health care legislation.

The former Georgia governor who runs against the Washington Establishment favors registration of all hand guns and a ban on cheap "Saturday Night Specials" as well.

Carter also supports comprehensive, mandatory national health insurance, which may startle some of his conservative backers. Such a plan would cost at least 70 billion dollars a year.

His call for elimination of federal income tax deductions for home-mortgage interest and property taxes may startle almost everyone. Without giving details, Carter said he wanted to end those highly prized tax breaks as part of a tax simplification program.

While running on a smile and a shoeshine, Carter did show impressive ability in New Hampshire to attract conservative, moderate and liberal Democrat votes.

How much of his appeal is based on charm and anti-Washington rhetoric is open to question.

The chairman of Ronald Reagan's committee in tiny Antrim, N.H., for example, said his second choice for President would be Jimmy Carter. He believes that Reagan and Carter have nearly identical views on major issues.

This opinion would be a jolt to both Reagan and Carter. Reagan is opposed to any form of gun registration and denounces national health insurance as a socialized mess.

But both Reagan and Carter were perceived here as men who were good governors and certainly not part of that unpopular crowd in Washington.

President Ford's narrow victory over Reagan also seemed to be a victory of personality

rather than a triumph for Ford on the issues. Even their campaign managers in New Hampshire agreed there was not much difference between them on political philosophy.

On the Democratic side of the New Hampshire ballot, the four liberals split 60 percent of the vote, indicating that one of them may have defeated Carter in a two man race.

REPRESENTATIVE Morris K. Udall of Arizona seems to be the most likely survivor of the four. While Udall does not have Carter's cuddly quality, he displays a mastery of issues and a personal strength that the other leading Democrats seem to lack.

A good Udall showing in Massachusetts would turn the Democratic contest into a three-way race between him, Carter and Alabama Gov. George C. Wallace.

If that occurs, Carter may have to do more talking about issues and less about his concern for more love in government.

TNG 'covers' life insurance in Detroit

The International Executive Board has approved a Detroit Guild request for a loan to cover group life insurance premiums for about 130 Detroit News employees while the local seeks restoration of company payments.

The News stopped paying premiums for the life insurance Jan. 1, claiming its obligation to do so ended under a new pension agreement in the local's first editorial contract, agreed to last August.

The monthly payments to

Aetna Life total about \$5,200, Detroit Administrative Officer Henry J. Teutsch told the IEB.

The board agreed to "support the life insurance grievance . . . on a month-to-month basis through a loan to pay either the monthly premium or for a performance bond to cover one monthly premium" from TNG's Defense Fund.

Since the IEB acted, Aetna which earlier refused to accept premium payments directly from the Guild, has agreed to write a policy through the local, Teutsch said. The policy is written to cover "anyone 35 years of age or more and having three years of service with the company." The Guild will have final say over which employees are eligible, he added.

Teutsch said the premium payment for February will cover all employees who were eligible before the local won its initial contract at the News, but as of March 1 the Guild no longer will pay premiums for nonmembers in the unit.

Executive Director Sought

The Chicago Newspaper Guild is seeking applicants for executive director. Experience in negotiating, organizing and contract enforcement. Challenging opportunities. Salary in mid-\$20,000 range, plus excellent fringes. Applications should be post marked no later than April 15 to:

Chicago Newspaper Guild Search Committee
c/o Kathryn Christensen
3520 N. Lake Shore
Chicago, Ill. 60657

Editorial

Sticking it in our ears?

Mr. Ford issued a fairly lengthy message to Congress the other day outlining changes he proposes in the structure and authority of the U.S. government's "intelligence community."

Simultaneously he issued a 36-page executive order creating new rules and regulations in the branch of the government he heads dealing with the same subject. He also sent up to Congress proposed legislation to sharpen the teeth of the provisions of the executive order.

One need not choose up sides in the debate over whether or not there ought to be a section of one's government devoted to secret activities in the name of national security or anything else. The fact of the matter is that this is an imperfect world and as long as it is governments undoubtedly are going to be engaged in secret activities.

Our concern is that those secret activities be properly directed and controlled and that wittingly or unwittingly their name not be invoked to erode the degree of openness that exists, that makes it possible to know as much as possible about the activities of those who conduct the public business—and what it is they consider to be the public's business, and what they may or may not be doing in the public's name.

The President apparently is not insensitive to this since he made a point of emphasizing in his message to Congress and subsequently to the press that his proposals are not for an official secrets act.

Maybe not. But viewed in light of experiences of recent and not so recent years with actions undertaken in the name of national security, there are aspects of his proposals that create legitimate concern that their effect may be nearly as chilling.

He would make it a 5-year-or-\$5,000 crime for past or present government employees, contractors and contractors' employees to disclose "information relating to intelligence sources and methods."

It was in 1971 that John Mitchell and Robert Mardian were vociferously arguing that the Pentagon Papers shouldn't be published because they would disclose intelligence "methods."

And during the Watergate investigation, the resident of the White House tried to direct attention away from a key money transaction in Mexico on grounds it might compromise intelligence "sources."

True, Mr. Ford's proposals put all the gags on the government employees and would not put liability on recipients of classified information. But by elevating release of the information to felony status would they not be inviting a whole new round of subpoenas for reporters to appear before grand juries to divulge their sources?

And the whole range of the Ford proposals seem to assume the infallibility of the system of classifying information. True, a government employee who thinks incompetence and corruption are being hidden behind improper secrecy classification has avenues of appeal under the Ford proposals. "Appropriate authorities." Mostly within the executive family. Only someone with rather extraordinary courage and determination would seem likely to stick to it long enough to get something to the stage of appearing before a judge "in camera."

All in all it may well be just as effective to stop the press's ears as it would be to apply a gag directly.

The Guild Reporter

JAMES M. CESNIK
Editor

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