



Biggest Guild convention set

Key tops hit \$383 in new Toronto pact

Toronto, Ont. — Top minimums for artists, photographers and reporters rise \$61, to \$383 a week in a new two-year Guild contract at the Toronto Star.

The increases come in two stages—\$33 retroactive to Jan. 1, and \$28 next Jan. 1.

Top minimums for classified and display salespersons and district representatives also rise \$61 over the contract term, to \$372.50. The top is reached in four years for classified salespersons and district representatives, and in three years for display salespersons.

Flat minimums for sports editor, editorial writer, financial editor, foreign editor and photo editor rise \$61, to \$443. Flat minimums for assistant national editor, assistant foreign editor, assistant sports editor, columnist,

(Continued on Page 2)

Strike ends at Time Inc.

New York City—Guild members at Time Inc. returned to work June 22, ending a 20-day strike against the magazine and book-publishing firm.

The unit voted June 21 to accept a two-year contract settlement providing for improved hours and overtime protections, a general increase for most employees of up to \$1,925 over the

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June 25, 1976

Staff at Post would back new Guild local, poll shows

A poll in which 65 percent of Guild-covered employees participated indicated June 22 that Washington Post employees would vote decisively for the Guild in a representation election next month if Post members were allowed to form a separate local. But it indicated they would reject the Guild if it meant staying in the Washington-Baltimore Local.

The poll was conducted by the Post Unit in cooperation with TNG on the eve of the Guild's 1976 Convention following a National Labor Relations Board decision setting July 17, 20 and

21 as the dates for the representation election.

Post employees are scheduled to vote on a bid to replace the Guild by the Washington Newspaper Union (WNU), an organization formed during the nine-month-old pressmen's strike.

More than 61 percent (400) of those answering the Guild questionnaire said they would vote for the Guild if they could have a separate local. Only 19.4 percent (126) said they would vote for the WNU, and only 6.9 percent (45) said they would vote for no union. The remaining 77

said they were unsure or wouldn't vote.

But only 33 percent (223) said they would vote for the Guild if the choice were between the WNU and the Washington-Baltimore Local. Forty-two percent (285) said they would vote for the WNU, and 6.9 percent (47) favored no union. A higher percentage said they were unsure than in the first case—14.9 percent (101) as against 9.6 percent (62).

Guild Unit Chairperson Don Baker, in a bulletin to Post members, said the poll showed that "the long, largely positive performance of The Newspaper Guild is not held lightly by Post Unit members" and that "Post employees want to stay within a responsive Guild and are not anxious to trust their future to an untested, loose-knit organization of well-meaning souls."

Under present TNG Constitutional provisions the assent of an

(Continued on Page 6)

Bay organizing starts

TNG and the San Francisco-Oakland and San Jose Guilds are launching a special joint organizing project in response to an increasing number of organizing inquiries in the Bay Area.

William T. Davis has taken leave from his job as an assistant

wire editor on the San Jose News to be full-time organizer for the project. Davis started to work June 21.

TNG President Charles A. Perlik, Jr., said that TNG would underwrite half the cost of the

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Washington gathering draws 266

Proposals to renew the Guild's special organizing fund and provide for a portable, industry-wide pension plan are among the key issues facing delegates to TNG's 43rd Annual Convention beginning June 28 in Washington, scene of the Guild's founding convention in 1933.

A record number of delegates are expected to attend the convention, which will be held through July 2 at the Shoreham Americana Hotel.

As of June 25, TNG had received credentials for 266 delegates from 59 locals. The previous high was 256 delegates, at the 1959 New York convention.

In keeping with the Bicentennial theme of this year's convention, a panel discussion and slide presentation on "The First Amendment 200 Years Later"

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Unions strike Bay weekly

San Francisco, Calif. — The Bay Guardian, an "alternative" weekly, was struck June 15 by the San Francisco-Oakland Guild and Bay Area Typographical Local 21.

The strike occurred after management representatives walked out of federal mediation talks, a Guild-ITU statement said.

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Wuxtry! 'Nun charged with killing her baby!'

Detroit, Mich.—The old dog-eats-child National Enquirer lives, sports fans—but these days it's called the Detroit News.

Locked in an old-fashioned, jowl-to-jowl circulation war with the morning Free Press, the evening News apparently is abandoning the city for more affluent suburban readers. And it's giving them a diet heavy with the starch of sin, sex, and crime.

The Detroit Guild, which came into possession of a memo by Mike McCormick, the paper's news editor, immediately fired off salvos of protest. And

one of the News's own columnists praised the Guild and called the paper's new policy a "tragedy."

"We are aiming our product at the people who make more than \$18,000 a year and are in the 28-40 age group," McCormick's memo to the desk staff said.

"I want at least one, preferably two or three stories on 1A that will jolt, shock or at least wake up our readers," he wrote.

"Go through the last few weeks of the Early Edition [the News's new morning run] and you'll see what I want: 'Nun charged with killing her

baby,' 'Prison horrors revealed,' 'They chummed together—and died together.'"

The kind of stories the paper wants, McCormick wrote, "should be obvious: they won't have a damn thing to do with Detroit and its internal problems."

He praised a column which appeared on the front page, noting that, while it "dealt with Detroit and its horrors," they were at least "just the horrors that are discussed at suburban cocktail parties."

The Detroit Guild's general membership voted unanimously at a meet-

ing on June 17 to oppose the new policy.

The Detroit Guild asked all community and labor elements—including the AFL-CIO—to concur in its view and deplore the paper's "decision to turn its back on the city of Detroit in favor of a few more dollars of profit."

"The News apparently has decided that its main objective is to provide grist for suburban cocktail party conversations," Willard W. Hatch, the local's administrative officer, wrote to community leaders.

"The Newspaper Guild of Detroit

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Biggest Guild convention slated in capital

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will be held on the afternoon of June 28, following the opening session of the convention. Guest speakers will include specialists

in journalism history and law. A. Sandy Bevis, president of the International Typographical Union, has accepted an invitation to address the convention on

Thursday, July 1. Other scheduled speakers include Rep. Yvonne Brathwaite Burke (D-Calif.), chairperson of the Congressional Black Caucus.

The convention will act to fill an off-year vacancy on the International Executive Board, and TNG President Charles A. Perlik, Jr., has said he will have a rec-

ommendation for the pre-convention IEB meeting on the Guild situation at the Washington Post, where a representation election is scheduled for mid-July. (See Post story on Page 1.)

Participants in the First Amendment panel discussion will be Mary Ann Yodelis, associate professor of journalism at the University of Wisconsin and head of the history division of the Assn. for Education in Journalism; Joel M. Gora, national staff counsel for the American Civil Liberties Union and author of the ACLU handbook, "The Rights of Reporters," and newspaper historian Frederic B. Farrar, who will make a slide presentation illustrating the nature and role of the Colonial press.

Monday night there will be workshops on pensions and local administration, bargaining, and worker participation.

The annual convention banquet will be held Tuesday night, with topical entertainment provided by the Washington Press Club.

Rep. Burke is to speak at Wednesday morning's general session. The convention outing—a free afternoon for the delegates in Bicentennial Washington—is scheduled that afternoon, followed by a dance.

An opening reception will be held on Sunday evening preceding the convention at the Cannon House Office Building on Capitol Hill.

Three local Guild leaders have announced their candidacies for the Region IV (Western U.S.) IEB seat made vacant when Hugh H. Harrison was appointed administrative secretary of the Pacific Northwest Guild.

They are Shirley Caldwell, president of the Pacific Northwest Newspaper Guild; Phil Mayer, treasurer of the Hawaii Guild, and Gerald L. Schultz, immediate past president of the San Diego Guild.

Under TNG's Constitution, nominations will be made at the convention. If necessary, locals in the region will vote in an elimination process at the convention. The two candidates who survive that vote will compete in a referendum by the membership in the region.

The IEB recommended to the convention that it renew special assessments for two months next spring to continue the Guild's stepped-up organizing efforts.

The assessments raised more than \$435,000 when they were levied for two months in 1975. The money would be used to hire more international representatives to respond to what the IEB called an increase in organizing inquiries.

Key tops hit \$383 in new Toronto pact

(Continued from Page 1)
and suburban editor are increased \$61, to \$418.

A general increase of 11 percent (to a maximum of \$33) for those earning a top minimum of \$300 or more on Dec. 31, 1975, will be paid retroactive to Jan. 1. A general increase of 8.13 percent (to a maximum of \$28) for those earning a top minimum of \$333 or more on Dec. 31, 1976, will be paid on Jan. 1, 1977.

Classified solicitors' top minimum rises \$42.82, to \$256.68. Switchboard operators' and stenographer-typists' top minimum goes up \$36.96, to \$221.55. That for office messenger rises \$29.05, to \$174.13.

Top for classified ad taker, mail desk clerk, and assistant copy censor rises \$39.12, to \$234.49. The head copy censor is upgraded to the classified solicitor category, resulting in an increase in the top minimum of \$54.38, to \$256.68.

Senior programmers' top minimum goes up \$66, to \$385, and that for computer operators \$48.93, to \$266.26.

Keypunch operators are upgraded in classification, resulting in an increase at the top minimum of \$43.60, to \$234.34.

Woodworkers, painters, and stock room clerks go up \$52.39, to \$287.06.

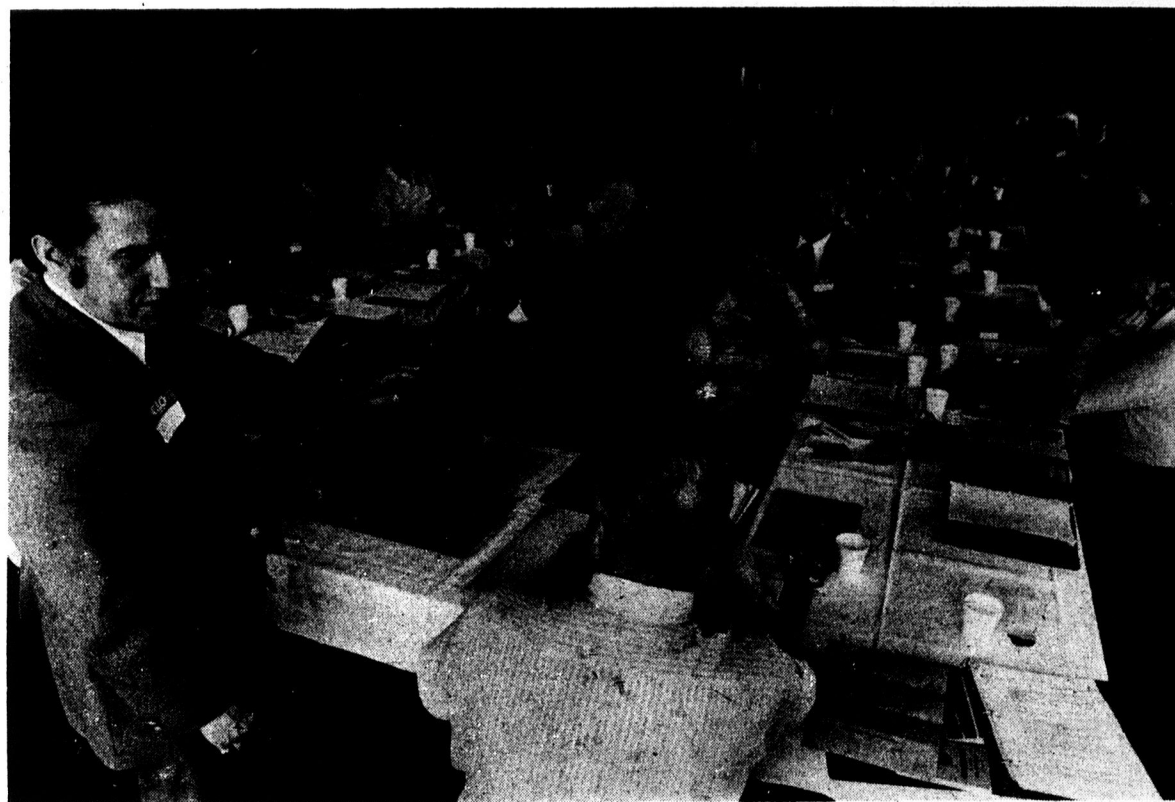
Early retirement credits are provided to those employees at least 55 years old as an incentive to retire in the event they are displaced by automation.

The employer will monitor and regularly inspect operation of new or significantly modified processes or equipment to assure continuous compliance with laws and regulations.

New York Times sells magazines

New York City—The New York Times Co. agreed in principle to sell eight professional magazines to Harcourt Brace Jovanovich, Inc., the book publisher.

The magazines include Modern Medicine and seven other medical and dental publications. Six of the publications were acquired from Cowles Communications, Inc., in 1971.



Stewards hear from the ITU

Allan J. Heritage, newly elected third vice president of the International Typographical Union, has a word for Jim Young, executive secretary of the Vancouver-New Westminster Guild (seated, right foreground) at the local's shop stewards training program in Vancouver. Heritage is a member of the TNG-ITU Task Force. The training program

consisted of four sections—Guild history and shop stewards' duties, conducted by Membership Director Lois Kapp; contract enforcement, conducted by Shop Steward and Executive Committee Member George Thew; grievance procedure, conducted by Young, and contract knowledge, conducted by President Lorraine Shore.

Guild and ITU in joint strike at Guardian

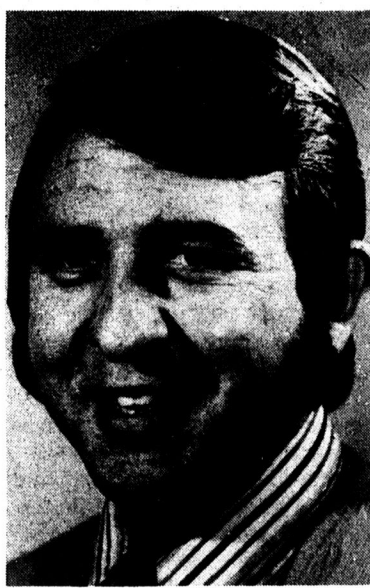
(Continued from Page 1)

The two unions were jointly certified at the Bay Guardian when they won elections in production and non-production units on Dec. 26, 1975.

They have been trying to bargain an initial contract since. "Guardian workers felt that after five months of contract negotiations, management was continuing to stall and that we had no choice but to strike for a contract," the joint statement said.

Among issues are wages (from \$40 to \$135 a week now), job security, a regular, stated work week, grievance procedures, and protection against speedup.

A number of employees had been dismissed by the liberal Guardian during the organizing campaign. Others left and were not replaced. The Guardian Unit said "incredible speedups" have resulted, including in the editorial department, where four employees now do the same amount of work as 14 once did.



WILLIAM T. DAVIS

TNG, 2 locals press drive in Bay Area

(Continued from Page 1)

project, with the two locals splitting the balance. The project is authorized for up to one year, subject to review and possible extension at the end of that time.

Davis, before returning to the News last year, was a temporary international representative under TNG's special organizing program. Before that, he had been a local representative in San Jose.

He bargained the initial contract at the Monterey Peninsula Herald and renewal of a contract at the Bakersfield Californian.

Davis also worked on organizing projects in Van Nuys, Calif., Little Rock, Ark., Detroit, Fresno and Modesto, Calif.

IEB's appeal panel denies vote challenge

The Appeals Committee of TNG's International Executive Board has denied a challenge to the election of the Buffalo Guild's 1976 Convention delegates by a local member who sought to nominate as delegates 208 of the local's 550 members.

Denying an appeal by William L. Ball, who listed his nominees with such words as "Company Slate" and "Rock the Boat Slate," the committee said his intent was "clearly facetious."

In a related case, the committee denied Ball's petition for a change of venue of his pending trial on charges brought by some members of the local and declined to order the local trial board to allow him to be represented by non-member legal counsel.

Administrator Wanted

The Wire Service Guild is seeking applicants for the position of administrator of the local, which is the only U.S. nationwide local in TNG. Applicants should have a knowledge of wire service operations and union-management relations, and have negotiating, contract enforcement and administrative experience. The administrator will work out of WSG's New York office. Starting date is flexible. Salary to \$30,000-plus. Those interested should apply in writing to:

Executive Committee, Wire Service Guild
133 West 44th St.
New York, N.Y. 10036

Administrative Officer Wanted

Newspaper Guild of Greater Philadelphia

We are preparing to interview candidates who are fully experienced in union-management relations, contract negotiations and enforcement, and local administrative duties. Salary will be commensurate with experience. Send resume to:

Search Committee
Newspaper Guild of Greater Philadelphia
401 N. Broad St., Room 1016
Philadelphia, Pa. 19108

Denver member saved from jail in transcript row

Denver Guild member Frank Moya was saved from a 30-day jail sentence when his fingerprints were found on the public defender's copy of a transcript of secret grand jury testimony.

Moya, a Rocky Mountain News reporter, had written a two-part series, based on the testimony, about a murder-for-hire case.

He was held in contempt for refusing to say where he got the transcript. He was given two weeks to get the contempt finding overturned or go to jail.

Discovery of his fingerprints on the public defender's copy, however, made it unnecessary to prosecute Moya for refusing to identify his source. The complaint against Moya was stricken.

Left hanging were the questions of whether the public defender was in trouble for leak-

ing the testimony, and whether the Rocky Mountain News could be prosecuted for printing stories based on the testimony.

The question may turn on a recent State Supreme Court ruling in another case, which held that jurors are able to distinguish between what they read or hear about a case and what they learn of it from evidence presented in a trial.

In Washington, meanwhile, the Reporters Committee for Freedom of the Press, 12 reporters and three news organizations asked a Federal judge June 8 to order the American Telephone & Telegraph Co. to inform newsmen when their phone records are subpoenaed by the government.

The plaintiffs said reporters risk losing confidential sources if the government is given the un-

restricted right to examine the records of their long-distance telephone calls. They asked that the phone company be required to give reporters at least five days' notice before turning over their records.

AT&T disclosed two years ago that it had secretly turned over phone-call records of reporters to law-enforcement agencies on at least eight occasions. It said later that it would notify customers of such subpoenas except when the government certifies that disclosure would impede a criminal investigation.

Plaintiffs, in addition to the Reporters Committee, include Knight-Ridder Newspapers, Dow Jones & Co., the New York Times's Washington bureau, Guild members David E. Rosenbaum of the Times and Morton Mintz of the Washington Post

and columnists Marquis Childs and Jack Anderson, Emmett Dedmon, editorial director of the Chicago Sun-Times and Daily News; Richard Dudman, Washington bureau chief of the St. Louis Post-Dispatch, CBS correspondents Daniel Schorr and Bruce Morton, CBS Vice President Richard Salant, NBC correspondent James Polk and Frederick Taylor and John Pier-son of the Wall Street Journal.

In another Washington development, a dozen reporters have been asked by members and aides of the House ethics committee to answer questions on the unauthorized disclosure of the House Intelligence Committee's secret report.

The Times said the reporters have refused to answer the questions.

Rep. John J. Flynt, Jr., chairman of the ethics committee, has

declined to say whether the committee plans to produce a confrontation by subpoenaing the reporters.

The inquiry is a part of the committee's investigation of how the report came into the hands of Schorr, who had it published in the Village Voice. Schorr is among those who have been approached.

Those questioned, in addition to Schorr, include Guild members John M. Crewdson and Nicholas M. Horrock of the Times, George E. Lardner and Laurence M. Stern of the Washington Post, Lyle W. Denniston of the Washington Star and Ranjit de Silva of Reuters, and Jack Landau of Newhouse News Service, Eileen Shanahan of the Times, Jim Adams of the Associated Press, Jack Nelson of the Los Angeles Times and Ford Rowan of NBC News.

Court rulings mixed in press-gag cases

The Ohio Supreme Court has ruled that the press cannot be gagged to assure a fair trial unless all other means fail.

But the Colorado and U.S. Supreme Courts have refused to order a judge in Aspen, Colo., to admit the press to preliminary proceedings in the manslaughter case against singer Claudine Longet. The judge, however, withdrew his gag order.

The court decisions were among a number handed down against the background of a landmark Nebraska gag-order case now pending before the U.S. Supreme Court.

In Ohio, the top court split, 4 to 3, June 8 in a case brought by the Akron Beacon Journal against Common Pleas Judge Joseph Kainrad. Kainrad had sought to bar the press from a murder trial on the ground that testimony in it might prejudice the trial of a second defendant.

"Where the constitutional right of a criminal defendant can be protected by the traditional methods of voir dire (questioning of prospective jurors), continuances, changes of venue, jury instructions or sequestration of the jury," the court majority said, "the press and public cannot be excluded from a criminal trial or hearing."

But in Colorado, the Supreme Court on June 10 upheld District Court Judge George E. Lohr's decision barring reporters from the Longet hearing, sealing transcripts of the proceedings and gagging attorneys and witnesses. Longet is accused of shooting her lover, former world ski champion Vladimir (Spider) Sabich.

Twelve Colorado news organizations had asked the state and U.S. Supreme Court to set aside the order, which was based on

earlier publicity about the case.

Lohr released transcripts to the press after Longet pleaded innocent.

In New York City, however, a federal Appeals Court on June 14 overturned an order excluding the press from the trial of a civil suit involving the rape of singer Connie Francis.

Lawyers for Francis obtained the order from Federal Judge Thomas C. Platt after charging that press coverage was "creating a carnival atmosphere" and "arousing prurient interest." The singer is suing Howard Johnson Motor Lodges for five million dollars, claiming that her room in its Westbury, L.I., lodge was inadequately protected when she was raped while staying there in November, 1974.

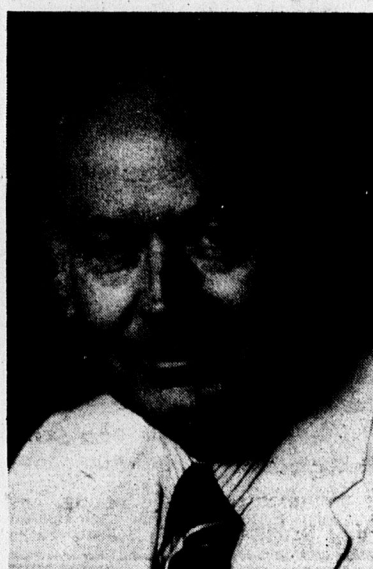
Appellate Judge Walter R. Mansfield, in throwing out the exclusionary order, held that "the court, whether used for civil or criminal litigation, is a public facility, a public instrumentality." He said that press and public cannot be excluded except in exceptional circumstances because there is "a public interest in the quality of justice being dispensed."

The motion to vacate Platt's order was brought by two New York Guild members, Stewart Ain of the Daily News and Jerry Capeci of the Post.

In Los Angeles, on the same day, a Superior Court judge rejected an attempt by attorneys for William and Emily Harris to bar the press from portions of the jury-election process in their trial on kidnapping, assault and robbery charges.

The two Symbionese Liberation Army members had sought the same type of order issued in Patricia Hearst's trial. But Judge Mark Brandler ruled that there was no reason to exclude the press and public.

And in another Los Angeles court, Federal Judge Harry Pregerson refused June 4 to enjoin the National Star from publishing portions of Judith Campbell Exner's forthcoming book about her relationship with President John F. Kennedy. Her attorneys charged that the Star had obtained the manuscript illegally, but Pregerson said, "I'm not going to impose any prior restraint on the press."



A new post

William P. Smith, Jr., a former Sacramento Bee photographer, who became the old Sacramento Guild's first counsel, will leave private practice July 1. Smith, counsel for the combined Central California Guild, will become the first general counsel for the state's new Educational Employees Relations Board (EERB), an agency which administers California's collective bargaining law for school district employees. As the local's chief negotiator, he was instrumental in a number of victories in the human rights area, including one of the first parities for social writers.

Reporters set probe of Bolles's murder

Phoenix, Ariz.—A group of investigative reporters will send a team here to probe the murder of Arizona Republic reporter Don Bolles.

The group—Investigative Reporters and Editors—voted at its conference in Indianapolis to send the team and to establish a memorial award in Bolles's name.

Bolles, a 14-year veteran of the Republic, died June 13 of injuries received when his car was bombed.

Bolles had told paramedics that he was working on a Mafia story.

Police arrested John Adamson, an owner of racing dogs, and charged him with murder.

[TNG President Charles A. Perlik, Jr., wired Rosalie Bolles that "your husband was one of the band of investigative reporters that has brought American journalism its greatest glory."

"[I don't have to tell you that he was a man you, and all of us, can be proud of," the telegram said.

"[Nothing, of course, can compensate you personally for his loss, and a reporter of Don Bolles's courage and integrity

can never be replaced. But his death will not have been entirely in vain if it arouses such a public outcry that its perpetrators, and those who stand behind them, are brought to justice," Perlik said.]

Bolles was lured to a hotel by a man who told him on the telephone that he had some information.

At the hotel, Bolles received another call. He went to his car, pressed the accelerator, and a bomb under the driver's seat exploded.

Doctors amputated both legs and an arm, but Bolles died of lung failure associated with his injuries.

"He put up the most courageous, heroic fight of any person I've ever seen," Dr. William Dozer said.

Adamson has been linked to Emprise, of Buffalo, N.Y., a sports concessionaire which once owned a half interest in the state's six dog racing tracks. The U.S. Supreme Court last year upheld Emprise's conviction on charges of conspiring to hide underworld interest in a Las Vegas casino.

"Emprise," "Adamson," and "Mafia" were three of the words Bolles whispered to paramedics.

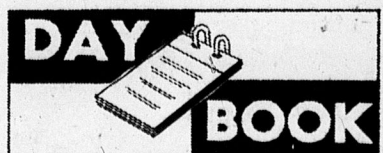
The U.S. price elevator

The following table shows the ascent of the United States Consumer Price Index over a 40-month period following a 1.0-point rise to 169.2 in May. 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
May, 1975	159.3	9.5	25.1
June	160.6	9.3	26.2
July	162.3	9.7	27.4
August	162.5	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
February	167.1	6.3	31.3
March	167.5	6.1	31.6
April	168.2	6.1	32.1
May	169.2	6.2	32.9

* 1967 = 100

† Index = 127.5



Empire and Middle Atlantic District Councils, joint meeting, Aug. 7-8, Holiday Inn, Whitehaven, Pa.

Southern and Midwest District Councils, joint fall meeting, Oct. 9-10, Knoxville.

International Executive Board, fall meeting, Oct. 18-21, TNG Headquarters, Washington.

Western District Council, fall meeting, Oct. 23-24, San Francisco.

International Executive Board, winter meeting, Jan. 24-27, TNG Headquarters, Washington.

Senator replies titter for tat

The first returns are in on TNG President Charles A. Perlik, Jr.'s letter to senators and congressional representatives in favor of the Humphrey-Hawkins bill.

While no laughing matter, the answer from Sen. Jesse Helms (R-N.C.) is worth—well, a titter.

Helms wrote Perlik saying he'd vote against the full employment measure because wherever something like it has been tried it has failed.

"This is the system that has been tried in England," Helms wrote, "and England is currently tittering on the edge of economic collapse."

Helms said the same is happening in "Russia and China and India"—but without the tittering. At least Britain always leaves 'em laughing.

Transition is the game at production show

By RICHARD J. RAMSEY

Executive Secretary, IEB Contracts Committee

Las Vegas, Nev.—Transition. That was the theme of the 48th annual American Newspaper Publishers Assn. Research Institute management production conference—"Horizon '76: Systems to Satellites." What had been mind-boggling automation just five years ago now is commonplace, and what lies ahead is the new mind-boggler.

Demonstration of satellite transmission of a full-page facsimile of the Wall Street Journal capped the five-day conference ending June 10.

But of greater fascination to the 2,000 newspaper publishers and executives attending the conference was pagination.

Demise of scanners was a principal topic. But reports of the death of the OCR are a bit premature.

A hot-air printing process, the closest exhibit to a plateless press, was a star attraction.

The conference demonstrated that little is new that is perfected. Clearly, however, the state of automation is at the threshold of new computerized systems if—some say when—they can be perfected and marketed at a cost that can justify their purchase.

Two new systems must be added to the front-end systems which capture the original keystroke made in the advertising and editorial departments to complete the cycle of automation. First is pagination—laying out full pages by a computer which is capable of setting the full page in type. Pagination would eliminate paste-up and, thus, the composing room. Second is plateless printing. It would, of course, eliminate plate-making and largely transform press operators into a handful of computer operators.

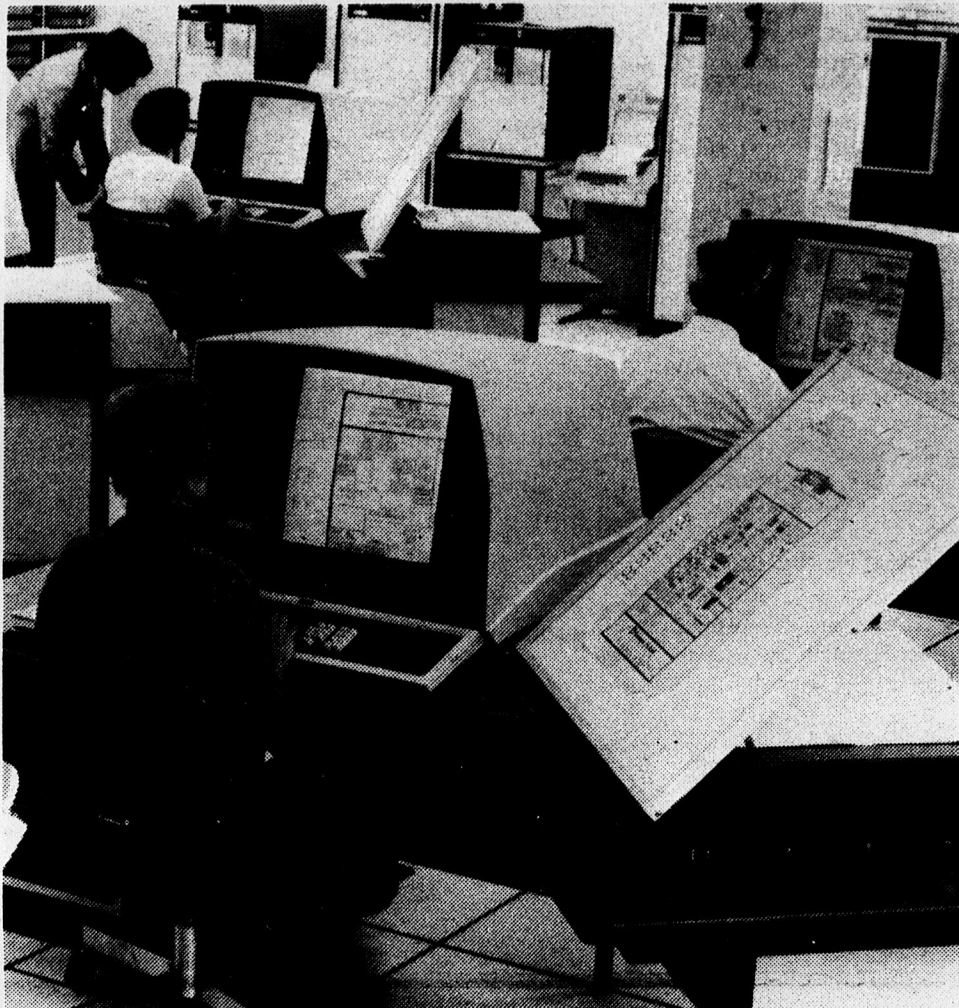
Joe M. Ungaro, vice president and executive editor of the Westchester Rockland Newspapers, told the conference that 10 percent of the newspapers in the United States and Canada will be test-using pagination for editorial pages by 1980.

No pagination device among several prototypes demonstrated during the conference is capable of including graphics in the page makeup.

But that is around the corner, said David Tilbrook, who designed a pagination system—NEWSWHOLE—as his thesis for a master's degree at the University of Toronto. The project was done under a grant to the university by the Toronto Globe & Mail.

Tilbrook showed a video-tape demonstration of NEWSWHOLE, which is expected to be on the market within a year, at the estimated cost of \$50,000 for two terminals, each capable of displaying up to nine pages, and computers to drive the system and hook into an input system.

Tilbrook's design is remarkably simple. The system uses a pointer with a keyboard containing only a handful of keys—although some may be added during continuing development. With about five minutes of instruction an editor can lay out a page in five minutes or less, Tilbrook said. The videotape demonstration, showing nearly all the



RAYCOMP 100 AT MINNEAPOLIS NEWSPAPERS

Full- or partial-page display layouts on the tube

capabilities of the system, took only about 10 minutes.

NEWSWHOLE permits the editor to zoom in on a single page and read the text on the page. The system enables the editor to select items for up to nine pages and assign copy to each of the pages. The page menu is easily changed. By using the pointer, the editor can select or change the size of heads, stories and holes for pictures.

Mergenthaler Linotype Co. introduced a new full-page display terminal that permits makeup of full pages as they will appear in the paper. Called Page Viewer Terminal, the system can be hooked onto advertising and editorial input systems and be used to make up and display full pages.

Introducing NEWSWHOLE, Dr. Ron Baeker of the University of Toronto told publishers and executives, "You are no longer dreaming about (pagination), you are demanding it."

I asked one newspaper executive how he can "cost-justify"—one of the most frequent phrases heard during the week—purchase of a pagination system. "I can't until graphics are included," he replied. At that point, he indicated, he could determine how many jobs would be eliminated by the new system and compare that savings in payroll to the cost of a pagination system.

An interim step toward pagination is computer composition. The Raytheon Co.'s Raycomp 100, which permits full- or partial-page display advertising layout, was among the star exhibits. William Skalko of the Minneapolis Star and Tribune told the conference the

Raycomp 100 composition system, used as of April for composing 60 percent of the newspaper's cold-type advertising, has resulted in an over-all 40 percent time savings in advertising composition.

The Raycomp system sets a column of advertising in 1:48 minutes, Skalko reported. He gave this breakdown of time savings resulting from the advertising composition terminal: 80 percent less markup time, 52 percent less paste-up time, 29 percent less proofreading time and 42 percent less time for the correction cycle, all compared to composing-room paste-up of display ads.

"OCR is Dead," proclaimed a billboard just outside the airport here, sure to catch the eyes of most arriving publishers and executives. The death of scanners was earlier proclaimed in full-page Editor & Publisher ads and was announced on three-inch buttons giving out by manufacturers of video display terminals.

Many newspaper executives assert, however, that reports of the demise of scanners—the 1970s automation thresholds in the printing industry—are exaggerated. Clearly, most newspapers just beginning to automate the creative departments of advertising and editorial—the front-end, as they say—are doing so with VDTs. But, few newspapers that adopted scanners for input of editorial and/or classified copy have plans to ditch their OCRs for VDTs.

Earl Bullard of the Louisville Courier-Journal and Times told the conference that although the newspapers have recently purchased a new VDT system for editing editorial copy, the papers have no plans to change from scanners for the input of copy.

Other executives, such as James Hardin of the Charlotte Observer and News, think that the scanner is particularly well-adapted to the input of classified advertising copy and he plans no change. A VDT system, however, is used exclusively for the Observer and News's editorial department. Recently, the York Dispatch announced to the Guild and other unions that it intends to introduce an OCR system for editorial and classified advertising copy this August.

Industry statistics compiled by ANPA Research Institute show a decline in the introduction of newspapers' use of scanners. The number of Selectric type-

writers, used in conjunction with scanners, increased 35 percent during 1975, while the number of VDTs increased during last year by 130 percent. Even so, the number of Selectrics in use on newspapers was nearly five times greater than video display terminals.

What's making the OCR obsolete is cost. The more versatile and sophisticated VDTs' purchase prices have declined sharply, making them affordable. Major manufacturers offer VDTs selling for less than \$3,000 each, and whole input sub-systems for less than \$50,000.

Peter P. Romano, director of the production department of the Research Institute of ANPA, told the conference that he expects newspaper plants to have antennas for receiving transmissions via satellites. The most frequently mentioned application of satellite transmission was national advertising.

But at the current cost of \$150,000 to \$500,000 for an earth station for receiving satellite transmissions, few newspapers are expected to rush out and buy an earth station, even to receive national advertising.

The Wall Street Journal, however, does use satellite transmission of facsimiles of full pages for its Southeast edition, printed at Orlando, Fla. Full-sized Journal pages are transmitted from the Journal's composing plant at Chicopee Falls, Mass., to Orlando. William Dunn, Journal manager, described the system as a full-page facsimile transmission. Conventional transmission of the Journal to Orlando would cost \$22,000 a month. The satellite system—three times faster than conventional computer-to-computer transmission—costs \$2,000, plus unspecified charges for use of the American Satellite Corp. earth-receiving station.

The Terminair Printing Process, among the more than 120 exhibitions at the conference, uses hot air to "toast" an image on paper, plastic or fabric. It was the closest device to a plateless press demonstrated. But its initial application probably will be used in plate-making. Several vendors displayed improved plate-making equipment, including the use of lasers for making press plates. Publishers and executives still dream of the plateless press operated by a computer that has captured the initial key stroke of a reporter or advertising employee.

The plateless press, as well as pagination and satellite transmission of advertising and news copy, are on the horizon.

Savings exceed brightest hopes

Las Vegas, Nev.—The savings realized from automation are exceeding even newspaper executives' fondest hopes.

"You may not be able to see the electronic impulses over which copy flows from your typewriters, but believe me, you can certainly see the dollars saved each month," Kenneth C. Bronson, publisher and editor of the Pittsburg, Kan., Sun, declared to the annual production conference of the Research Institute of ANPA.

Bronson shared some of the specific savings flowing from installation of VDTs in advertising and editorial: Four years ago the composing room employee hours per page were 7.2 at a cost of \$31.32; as of May, 1976, composing room employee hours were down to 1.7 hours per page and the per-page cost was reduced to \$9.92.

Jim Missett, production manager of Howard publications, said installation of the ONE System at the Oceanside, Calif., Blade-Tribune has trimmed composing room employee hours per page to one or less.

The Oceanside paper was the prototype of the ONE System.

All the News that's fit to sell—but only in Detroit's suburbs

(Continued from Page 1)

believes the News has a much greater responsibility than providing material that could only serve to further divide the people of the Detroit area.

"The only stories about Detroit the News wishes to emphasize," Hatch added, "are the horror stories."

The columnist who blasted the News and praised the Guild was Lou Gordon, the city's leading television commentator. He was joined in the sentiment by Carl Levin, the City Council president,

who said, "I feel sorry for the Detroit News if the memo is not a put-on."

As the tabloid—but staid—Guild Reporter went to press, the News finally ran a story on the controversy, saying that the Guild had "sat" on the memo in an attempt to gain concessions from the paper on other matters. Hatch flew back from Philadelphia on June 23, where he was due to testify in an arbitration, and planned to meet with attorneys on the News's charge, which he said was a desperate falsehood.

How one local established a child-care center

By DAVID WRIGHT

Vancouver-New Westminster Guild

Vancouver, B.C. — On a pleasant, tree-shaded corner lot not far from Vancouver's principal newspaper building sits an unassuming one-story rectangular building. It houses the Pacific Press Employees' Day Care Centre.

The name is a misnomer: Pacific Press, publisher of the Sun and the Province, the city's two dailies, displayed some interest at the outset but played no material part in either the center's inception or its operation. The major credit for the founding of the center should go to the Vancouver-

TNG's Collective Bargaining Program calls for employer-financed child care centers. The accompanying article describes how, in the absence of such financing, one Guild local was able to initiate a child care center utilizing government assistance and subsidies.

New Westminster Guild and some of its members, though the local no longer has any direct connection with it.

"I was delighted when the center opened," said Frances Brown, a Province editorial receptionist whose five-year-old son, Michael, is enrolled there. "Until then I had to use private-family day care and Michael had no chance to get together with kids of his own age, which is important."

"Now he's among his own age group, in a center with full equipment and trained staff."

"The parents have to be prepared to give some of their time, since it's a co-operative effort—I just got through helping build an outside playground—but it's well worth it."

James Spears, a Province reporter and father of two young boys, was instrumental in setting up the center.

"It was the first Montessori day care center in Canada," he said. "We wanted the Montessori system because it can have remarkable results. It's not for every child, though, and might have limitations for company day care." The Montessori system is a closely directed and structured educational method for young children.



VANCOUVER MEMBERS' CHILDREN AT DAY-CARE CENTER

From left: Jane O'Higgins, 3; Mathew Spears, 3; Andrew O'Higgins, 5; teacher Caroline Loughran; Michael Brown, 5, and Nicholas Spears, 6.

The Vancouver-New Westminster Guild became the first—and to this point the only—Guild local on either side of the border to set up a child-care center chiefly because it was able to take advantage of political circumstances unique to British Columbia at the time the project was set in motion, more than two years ago.

Most important of these was the 1972-75 tenure of the socialist-minded New Democratic Party provincial government which, in an attempt to catch up after years of social neglect, offered funds for day-care center buildings and equipment to any group that could prove a need and organize itself formally as a society. At the same time, the city of Vancouver offered sites at nominal \$1-a-year rents.

While that sort of government largess may not be found elsewhere in North America—and no longer is forthcoming in British Columbia—day care centers may be feasible for other Guild

locals that can combine determination, imagination and organizing ability to about the degree that would be needed to get through a fairly tough series of contract negotiations.

With that in view, here are a few general suggestions:

- First, the need for a day care center should be clearly established. The best way probably is by polling all members of the local. The Vancouver-New Westminster local's original poll, part of a prenegotiations survey in 1972, drew a strong response; more than 70 members said if a center were established they might use it.

(Ironically, the NDP government's beneficence to day care groups was partly responsible for a dwindling in demand; by the time the center opened, after two and a half years of coping with red tape and building production delays, the establishment of other new centers had eased the pressure. Also, many of the 1972 day-care candidates

were in elementary school. At this writing, a minority of the 20 preschoolers attending the center are children of Pacific Press employees).

- Next, the local's most enthusiastic (or desperate) day-care proponents might be co-opted as the obvious candidates to form a steering committee. Its main function would be to check out every possible source of funding and other assistance, from all levels of government, private foundations and, of course, newspapers and other employers.

- Having marshaled whatever fiscal resources are available, the next step is to find accommodation. Pre-constructed, portable buildings of the type that were being provided in British Columbia are ideal, but expensive; without government subsidies, perhaps out of the question. But day-care centers can be set up in some quite unlikely places: church basements, modified bungalows, even unused portions of newspaper buildings if the owner can be talked into it. In any event, it is wise to be well aware of regulations governing such use of any building: city fire, health and engineering departments as well as government day care authorities (where they exist) can be extremely picky.

- Any Guild local that gets this far and figures it can make a go of it can then set up shop. Even if it is not required to form a society it's probably advisable for some formal structure to be set up; after all, the day-care center will be an employer—and one whose employees carry out an important responsibility. Fees will have to be set, and revenues collected and disbursed.

In the Vancouver area a center for 20 children is required to have a minimum staff of three. Fees of around \$120 (soon expected to rise to \$140) per month per child leave most centers barely breaking even, in spite of regrettably low staff salaries.

In B.C., there are some subsidies for parents paying day care fees. The subsidies are graduated according to the parents' income.

Is it worth it?

For those who need day care there is really only one answer: you're damn right it is.

Guild's strike concluded at Time

(Continued from Page 1)

term of the contract, and a cost-of-living clause.

Hours and overtime protection had been a key bargaining issue. Some employees had been working for as long as 30 consecutive hours as the magazines close.

Harry Fisdell, executive vice president of the New York Guild, said the settlement was "the best contract obtainable without a very long strike." The vote was 411-31.

The company managed to continue publications of its magazines—Time, Money, People, Fortune, and Sports Illustrated—by using management personnel, some of their spouses, retirees and foreign staffers, some of whom were flown to New York. Time magazine, however, carried many holdover stories written before the strike. Also affected was the Time-Life Books operation.

Other improvements in the settlement include those in dental and psychiatric, minority and women's hiring and maternity leave.

The general increase is limited to employees earning less than \$22,000 a year and is not added to the contract minimums. Of those employees making more than \$22,000 a year, 90 percent

are guaranteed raises of at least \$1,000 over the two years. Current key top minimum is \$425 for writer-reporters.

If the cost of living rises more than 8 percent during the first year of the contract, the second-year general increase will be raised by the amount in excess of 8 percent and added to a "merit pay" pool.

Marion Buhagair, the unit chairperson, said, "The strike was taken under the most difficult of circumstances, in an open shop with non-editorial employees not under jurisdiction and with a large number of members new to the idea of a union, much less a strike."

And Jose Ferrer, a member of the negotiating committee, said that unity had been forged during the strike—the first at Time Inc. since Time magazine was founded in 1922—that would provide the basis for an improved settlement in the next round of bargaining.

The general increase bargained for those making less than \$22,000 a year—approximately 59 percent of the staff—ranges from \$1,225 for those making less than \$10,000 to \$1,925 for those making from \$20,000 to \$22,000 a year.

This represents approximately

two-thirds of the total wage package for this group. The other third goes into a "merit pay" pool, which will be distributed by management.

The entire wage package amounts to 9.5 percent in the first year and 7.5 percent in the second. A pool also is established for those earning more than \$22,000.

Full-time employees on five-day weeks will receive one day off compensating time off and will not be required to work more than 15 consecutive hours.

New language provides for voluntary resignations with severance and notice pay for at least half of any jobs which may be eliminated in economic dismissals.

Numerical goals are established to increase the number of women and minorities in secretarial, artistic, research, writing, data center, and copy desk jobs.

The maximum lifetime dental benefit is increased fivefold, from \$5,000 to \$25,000.

Maternity leave will be treated in the same manner as other medical expenses.

TNG President Charles A. Perlik, Jr., wrote to all Guild locals asking them to join picket lines in their cities and ask stringers not to contribute to the struck publications.

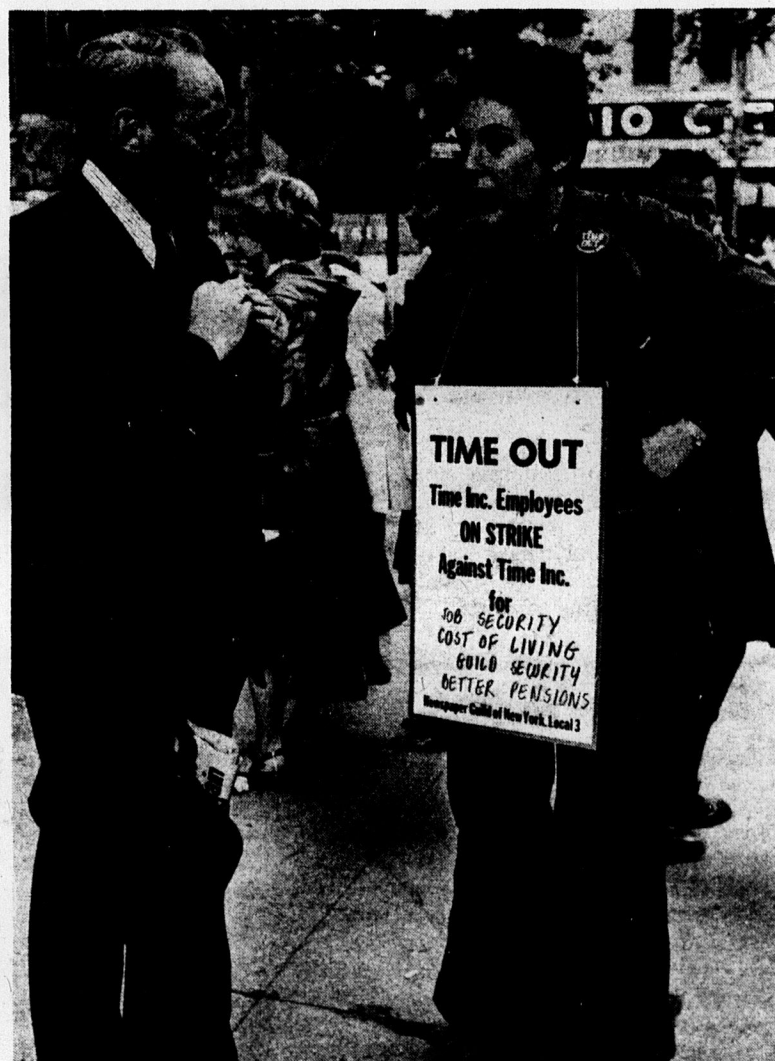


Photo by Bill Schulhoff, New York Guild Frontpage

HARRY RYAN AND CAROL CLINGAN ON TIME PICKET LINE
Ryan, ex-IEB member, talks with negotiating committee head



Photo by Larry Rubenstein, Cleveland Press

Signs of the times for President Ford

Members of the Cleveland Guild joined nearly 200 members of Pressman's Local 5 as President Ford arrived to address a Republi-

can fund-raising dinner on June 6. The "pickets" distributed leaflets and described Ford as "unfair to labor."

Poll at Post backs new Guild local; labor board sets dates for election

(Continued from Page 1)

existing local is required before a new local can be chartered in its area.

The Washington-Baltimore executive board, at a special meeting June 10, tabled a Baker motion to permit a separate Post local despite the urging of TNG President Charles A. Perlik, Jr., that it assent.

The board also declined a Perlik suggestion that it join with TNG in conducting a poll of Post employee sentiment on the question.

At a June 23 meeting, Perlik asked the executive board, in view of the poll results, to take Baker's motion off the table and approve it, but the board declined to do so by voice vote.

Perlik, in a memo reporting to the International Executive Board on Post developments, said he would have a recommendation on the Post situation for the board's preconvention meeting in Washington starting June 25.

Reporting on the poll, which was still under way as he wrote, Perlik said: "I know of no other way to assemble the fresh evidence of the unit attitude so essential to the decisions that lie ahead of us."

The NLRB set the late-July dates for the representation election June 11 after the WNU backed off from a request for an election that would have fallen during the week of the Guild's Convention, starting June 28.

Perlik named Hall elector

New York City—TNG President Charles A. Perlik, Jr., has been appointed an elector of the Hall of Fame for Great Americans here.

Founded in 1900, the hall—the first such hall of fame in the United States—conducts elections "to single out historically significant . . . men and women of extraordinary achievement."

TNG and the local had suggested mid-July dates and were prepared to go to court if the board ordered an election while TNG and local officers and staff were tied up by the convention.

TNG is mobilizing both its own staff and staff members from several locals for the Post election campaign.

By June 25 International Representatives Charles Dale, Luis Montanez, Jr., Edna Berger, Harry McCormick, William M. Brown, George C. Randol, Dick Pattison, and Marshall W. Schiewe and Human Rights Coordinator Hannah Jo Rayl were working in the campaign. Robert A. Steinke, executive secretary of the St. Louis Guild; Willard Hatch, administrative officer of the Detroit Guild; Robert Vann, local representative for the New York Guild, and others were expected to join them after the convention.

Meanwhile, Local Administrative Officer Brian L. Flores issued the first in a series of pre-election bulletins to the unit. Citing Guild wage gains at the Post, Flores said many Post employees who have participated in the local's struggle to improve wages and working conditions "are aware of the direct relationship between increasing the strength of Local 35 and the ability to translate that strength into good contracts."

Four days later, the local executive board, in a telephone poll, adopted a motion by Sunpapers Unit Chairperson John McClintock informing the local trial board that charges leveled last year against more than 300 Post members who crossed pressmen's picket lines are now "moot" in the light of the IEB's January decision that they were invalid under TNG's Constitution.

Charges against more than 100 members had already been withdrawn by those who made them—Chief Steward Nancy Gonzalez, Unit Secretary Margaret C. Lindsay, stewards Pat Davis and Keith Hine and Nancy A. Augustin, Pat Sher-

wood, George Eagle and William L. Hensel.

The McClintock motion, declaring that "revenge, distrust and name-calling serve no purpose" and urging that the local be allowed "to heal its internal divisions without outside interference," said, "We extend our hand in friendship and ask that all of us put aside our pride and end this family quarrel."

It said the Post Unit "cannot survive as a separate local," noting that Washington-Baltimore has spent more money servicing the Post Unit in the past three years than it has retained from Post members' dues and that the unit "must eventually rely on interunion alliances to exert realistic pressure at the bargaining table."

Earlier, Flores, in a June 16 letter to Perlik, asked him to tell the unit that "it must remain in

Local 35 and that no other legal means of separation is permitted by the TNG Constitution or federal labor law governing the instant election."

Perlik rejected the request. He said Flores's letter made clear "the basic distinctions between our respective missions: TNG sees as its responsibility and assignment preserving the Guild's bargaining rights at the Washington Post preferably within Local 35, while you would have them preserved for Local 35 or not at all."

Meanwhile, James Dugan, president of striking Local 6 of the International Printing and Graphic Communications Union, was defeated by a former president, Ray Forsman, in elections June 13. Charles Davis, vice president for the local's stereotypers, was re-elected but resigned when Dugan lost.

IT	SEEMS TO US
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Add a fifth local to committee list

SAN FRANCISCO, CALIF.

Editor:

In regard to your June 11 story that four Guild locals have contributed to the Reporters Committee for Freedom of the Press, please be advised that the San Francisco-Oakland Guild has been sending \$10 a month to that group since July, 1974.

FRED D. FLETCHER
Executive Secretary

San Francisco-Oakland Guild

SFONG member raps TNG on Allentown

BERKELEY, CALIF.

Editor:

When the president of the Lehigh Valley, Pa., Guild begs for help as his unit nears two years without a contract, TNG President Perlick [sic] tells him to come up and see him sometime.

Or, to cite the editor's note in the May 28 "It Seems to Us"

column, Perlick says send a delegation.

Is Perlick saying the Guild lacks sufficient funds to send an aide a few hundred miles to Allentown?

If he is, what the hell is TNG International Chairperson Barney Peterson doing on Page 3 of the same issue shaking hands with assorted dignitaries in Vienna?

The Ford Administration isn't the only one in Washington with its priorities screwed up.

ALAN CLINE

San Francisco-Oakland 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.

Baltimore papers lose board case

The National Labor Relations Board on June 11 dismissed a petition by the publisher of the Baltimore Sunpapers seeking a representation election in its "production systems group."

The A. S. Abell Co., publishers of the Sun, Evening Sun and Sunday Sun, claimed that the Washington-Baltimore Guild and the Baltimore Typographical Union (BTU) were seeking to represent the six employees of the production group, which operates automated equipment.

The unions denied the contention, saying they only were claiming that the work belonged in their respective jurisdictions.

Had the board agreed with the company that a question of representation existed, it would have ordered an election under Section 9 (c) of the National Labor Relations Act.

Both the Guild and the Typographical Union filed grievances on the jurisdiction question. The Guild case went to arbitration, but the proceedings were held in abeyance pending the NLRB outcome.

The Sunpapers, however, refused to arbitrate the Typographical Union's grievance. The BTU filed suit in U.S. District Court, seeking to compel tripartite arbitration.

The Guild immediately agreed to such an arbitration, but the Sunpapers held that it was inappropriate and filed its representation petition with the NLRB instead.

Buffalo C-E to implement \$25 pay hike

Buffalo, N.Y.—Deferred increases of \$25 for editorial workers and \$21.05 for circulation district managers will be implemented Aug. 1 at the Buffalo Courier-Express.

The increases had been deferred when a contract settlement was reached earlier this year because of the paper's deficit operation and in lieu of economic discharges (GR, March 26).

Robert Kopp, the paper's chief negotiator, said in announcing the implementation that "we want to extend to you [the Guild] our heartfelt thanks for your cooperation in the "complete understanding" of the newspaper's situation.

Strike-born paper fades in Hammond

Hammond, Ind.—The Hammond Compass, a tabloid daily started in January, 1974, by printers locked out by the Hammond Times and Times reporters supporting them, has cut back from daily to twice weekly publication. The reporters were members of a unit of the Chicago Guild that at the time represented editorial and display advertising employees at the Times.

About two thirds of the Compass's 60 employees were to be severed in the cutback, including the full news staff.

An executive suite in D(ollar) major

As might be expected, soaring newspaper profits produced soaring newspaper salaries—for top executives.

An annual survey of executive pay by the Gallagher Report, a media newsletter, showed the average salary of newspaper presidents and board chairmen up 13.8 percent. That was more than three times the average 4.3-percent increase in total compensation for U.S. business executives as a whole, as reported by Business Week magazine.

The average 1975 salary of top newspaper executives responding to the Gallagher survey was \$73,500. That figure does not include bonuses, deferred compensation and other remuneration that frequently fattens executive remuneration by substantial amounts.

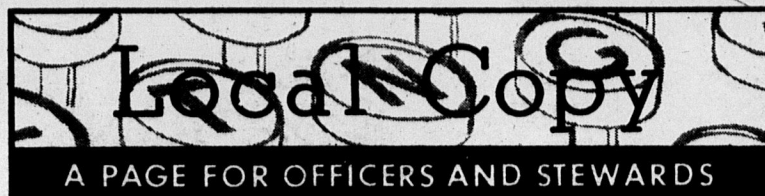
For executives of major news-

This text is taken from the Industry section of the 1976 Officers' Report to the Convention.

papers, the \$73,500 average was coolie pay. Ten presidents and board chairmen of the few companies that publish such figures earned \$200,000 or more. Another 18 drew down more than \$100,000. Increases ranged as high as 49 percent.

Following is the list of top newspaper executives' compensation, compiled from figures published in magazines, newsletters and the available proxy statements of publicly held companies.

• Thomas S. Murphy, chairman of Capital Cities Communications—\$290,213, up 28 per-



cent. Murphy also received dividends from 73,557 shares of company stock.

• Daniel M. Burke, Capital Cities president—\$251,013, up 25 percent. Burke owns 23,000 shares of Capital Cities stock.

• Franklin D. Murphy, chairman of the Times Mirror Co.—\$244,025, down 24.4 percent during a year in which the company's profits fell. Murphy owns 22,000 shares of company stock and will receive an estimated pension of \$36,824.

• Allen H. Neuharth, president of the Gannett Co.—\$242,-

000, up 7.6 percent. Neuharth owns 38,168 shares of Gannett stock and will receive a pension of \$73,243.

• Paul Miller, Gannett chairman—\$242,000, up 5.2 percent. Miller owns 173,790 Gannett shares and will receive a \$54,361 pension.

• William F. Kerby, chairman of Dow Jones & Co.—\$235,146, up 2.9 percent. Kerby owns 31,769 shares of company stock.

• Stanton R. Cook, president of the Tribune Co.—\$225,176, up 1.4 percent. Cook owns 20 shares of Tribune stock (which is privately held) and will receive a pension of \$72,211.

• Larry H. Israel, president of the Washington Post Co.—\$225,000, unchanged. Israel owns 18,014 shares of company stock and will receive a \$39,207 pension.

• W. H. James, president of the Tribune Co.'s New York Daily News—\$201,320, up 0.7 percent. James, like Cook, owns 20 shares of Tribune stock; he will receive a pension of \$74,363.

• Lee Hills, chairman of Knight-Ridder Newspapers—\$200,000, up 7.9 percent. Hills owns 105,245 shares of company stock and will receive a pension of \$97,689.

• Arthur Ochs Sulzberger, chairman of the New York Times Co.—\$198,000, up 1.5 percent. Sulzberger owns 6,549 shares of company stock and will receive a pension of \$97,850.

• Warren H. Phillips, Dow Jones president—\$187,000, up 35.9 percent. Phillips owns 3,205 shares of Dow Jones stock.

• Robert F. Erberu, Times Mirror president—\$184,031, down 21.8 percent. Erberu owns 15,696 shares of company stock and will receive a pension of \$89,570.

• Alan S. Donnahoe, president of Media General, Inc.—\$183,220 (1974 compensation unavailable). He owns 13,663 shares of company stock and will receive a pension of \$55,297.

• Alvah H. Chapman, Jr., Knight-Ridder president—\$175,200, up 13.3 percent. Chapman owns 54,692 shares of company stock and will receive a pension of \$65,761.

• Robert M. Hunt, president of the Tribune Co.'s Chicago Tribune—\$166,938, up 13.8 percent. Hunt owns six Tribune shares and will receive a pension of \$57,169.

• Katharine Graham, Washington Post chairman—\$150,000,

down 16.7 percent. Graham owns 225,606 Post shares.

• J. Kelly Sisk, chairman of Multimedia Inc.—\$147,696, up 46.2 percent. Sisk owns 159,724 shares of company stock.

• Bernard J. Ridder, chairman of Knight-Ridder's Ridder Publications, Inc.—\$145,447, up 20.6 percent. Ridder owns 329,193 shares of Knight-Ridder stock and will receive a pension of \$59,867.

• D. Tennant Bryan, Media General chairman—\$140,000 (1974 compensation unavailable). Bryan owns 722,466 shares of company stock and will receive a pension of \$74,196.

• Lloyd G. Schermer, president of Lee Enterprises—\$134,901, down 0.2 percent. Schermer owns 38,185 shares of company stock and will receive a pension of \$38,185.

• James E. Sauter, president of Booth Newspapers—\$130,550, up 49.2 percent, the fattest 1975 increase. Sauter owns 1,500 shares of Booth stock and will receive a pension of \$41,624.

• Rollan D. Melton, president of Speidel Newspapers—\$115,513, up 13.1 percent. Melton owns 75,130 shares of Speidel stock and will receive a pension of \$30,063.

• Gordon Craig, Booth chairman—\$113,070, up 29.2 percent. Craig owns 17,080 Booth shares and will receive a pension of \$40,707.

• John P. McGoff, president of the Panax Corp.—\$99,631, up 47.9 percent. McGoff owns 224,622 shares of Panax stock and will receive a pension of \$11,580.

Top magazine executives did even better than their newspaper counterparts. The Gallagher Report survey showed their salaries averaged \$139,115, up 7.3 percent.

Four of nine top magazine executives on the Gallagher Report's list of the 100 highest-paid media executives drew more than \$200,000; the other five were over \$100,000.

This was their compensation:

• Hugh M. Hefner, president and chairman of Playboy Enterprises—\$276,300, down 9.6 percent. Hefner owns a staggering 6,642,923 shares of Playboy stock.

• Andrew Heiskell, chairman of Time Inc.—\$263,700, up 1.7 percent. Heiskell owns 25,117 shares of Time stock and is in line for a \$75,000 pension.

• James R. Shepley, Time president—\$234,600, up 2.3 percent. Shepley owns 2,000 shares of company stock and will receive a \$75,000 pension.

• Robert D. Campbell, president of Newsweek, Inc., a Washington Post subsidiary—\$149,583 (1974 compensation unavailable). Campbell owns 4,000 shares of Post stock and will receive a \$62,474 pension.

Women's differentials

Minimums for society and women's editors are higher than those for general news reporters in 59 Guild contracts, a new study by TNG's Collective Bargaining Dept. shows. The differential ranges from \$118.75 at the Washington Post to \$3 at the Woonsocket Call. Among other larger differentials are those at the Chicago Sun-Times and Daily News (\$40.95), the Lansing State Journal (\$41), the New York Times (\$46.09) and the Toronto Star (\$60).

Minimums are lower for society and women's editors than for general reporters in four contracts, ranging from \$43.94 at the Ottawa Citizen to \$4.36 at the Erie News and Times.

Minimums for society and women's reporters are lower than for general reporters in 11 Guild contracts, ranging from \$94.61 at the Oshawa Times to \$15.40 at the Bay City Times. These lower differentials and tables showing their widening or narrowing are presented below. Figures are as of June 1.

Society, women's editor minimums lower than reporter

Contract	Editor Title	Editor top minimum	Reporter top minimum	Editor below reporter
Erie News and Times	Society	285.64	290.00	— 4.36
Ottawa Citizen	Home Page	257.18	301.12	— 43.94
Portland Press-Herald, Express and Telegram	Women's Page	247.00	281.00	— 34.00
Waterbury Republican and American	Asst. Women's	230.18	236.38	— 6.20

Differentials widened or reduced for society, women's editor minimums lower than reporter

Contract	Editor Title	Initial differential below reporter	June 1, 1976 differential	Widening or reduction of differential?
Erie News and Times	Society	9/01/66 — 3.00	— 4.36	— 1.36
Ottawa Citizen	Home Page	7/22/54 — 30.90	— 43.94	— 13.04
Portland Press-Herald, Express and Telegram	Women's Page	6/01/48 — 21.00	— 34.00	— 13.00
Waterbury Republican and American	Asst. Women's	9/01/72 — 10.00	— 6.20	+ 3.80

Society, women's reporter minimums lower than reporter

Contract	Job Title	Job top minimum	Reporter top minimum	Society, women's below reporter
Bay City Times	Women's Writer	265.00	280.40	— 15.40
Brockton Enterprise and Times	Social Representative	170.80	251.80	— 81.00
Erie News and Times	Society Writer	222.68	290.00	— 67.32
Fall River Herald News	Women's News Specialist	186.60	269.00	— 82.40
Massillon Evening Independent	Society Writer	142.00	224.00	— 82.00
Monessen Valley Independent	Women's Writer	145.00	185.00	— 40.00
Oshawa Times	Social Assistant	154.51	249.12	— 94.61
Portland Press-Herald, Express and Telegram	Women's Page Writer	242.00	281.00	— 39.00
Providence Journal and Bulletin	Society Reporter	209.00	281.00	— 72.00
Waterbury Republican and American	Women's News Specialist	240.50	331.50	— 91.00
Youngstown Vindicator	Social Writer	189.84	236.38	— 46.54
	Society Reporter	257.50	304.50	— 47.00

Differentials widened or reduced for society, women's reporter minimums lower than reporter

Contract	Job Title	Initial differential below reporter	June 1, 1976 differential	Widening or reduction of differential?
Bay City Times	Women's Writer	4/15/40 — 12.50	— 15.40	— 2.90
Brockton Enterprise and Times	Society Writer	4/23/43 — 13.44	— 81.00	— 67.56
Erie News and Times	Society Writers	9/14/45 — 24.00	— 67.32	— 43.32
Fall River Herald News	Women's News Specialist	1/01/71 — 59.00	— 82.40	— 23.40
Massillon Evening Independent	Society Writer	3/01/46 — 18.00	— 82.00	— 64.00
Monessen Valley Independent	Women's Writer	4/09/71 — 31.00	— 40.00	— 9.00
Oshawa Times	Social Assistant	7/03/64 — 50.00	— 94.61	— 44.61
Portland Press-Herald, Express and Telegram	Women's Page Writer	6/01/64 — 35.00	— 39.00	— 4.00
Providence Journal and Bulletin	Society Reporter	6/01/38 — 15.00	— 72.00	— 5.00
Waterbury Republican and American	Women's News Specialist	10/02/60 — 35.00	— 91.00	— 56.00
Youngstown Vindicator	Social Writers	3/01/68 — 30.00	— 46.54	— 16.54
	Society Reporter	5/01/37 — 12.50	— 47.00	— 34.50

Footnotes
1. Flat rate. Other rates for top of progression schedule.
2. Widening indicated by minus sign (—). Reduction indicated by plus sign (+).

... in the days when there were tears

"I am most grateful . . . for all the Guild contract information you sent me . . .

"When I look at some of those salaries, I think them unbelievable. I remember the first posted notice of the Hearst Newspapers in New York, when a police reporter, with a family, came to me with tears in his eyes and said he had been raised from \$15 to \$55 a week. I was the Guild Unit chairman and he wanted to thank the Guild. What a different age that was!"

—John Hohenberg, professor emeritus in journalism at the Columbia University Graduate School of Journalism and retiring administrator of the Pulitzer Prizes, in a letter to TNG.

'Look alive—we're on!'



DATELINE: WASHINGTON

High Court's new trend bodes no good for ordinary folk

By WILLIAM J. EATON, Chicago Guild



ALMOST WITHOUT attracting any public attention, the Supreme Court apparently has begun a major change in the direction of Constitutional law. In view of the domination of the high bench by four appointees of ex-President Richard M. Nixon, the results are not likely to be favorable for the poor, minority group members and the individual confronting the power of the state.

It is a worrisome trend, partly because there is so little that anyone—including the next President—can do about it. Considering the age and health of the not-so-liberal justices, there may not be any vacancies that would allow a new justice to turn the court in another direction for another five to ten years.

This column was written before the Supreme Court decided the critically important Nebraska case on the power of state judges to impose censorship on newspapers in a sensational criminal case. The vibrations from preliminary rulings in that case, however, are enough to give the shudders to those who believe in a First Amendment without any ifs, ands or buts.

More distressing, perhaps, was a 5-3 decision perpetrated by the arch-conservative, Justice William H. Rehnquist, in a classic confrontation between police and citizen.

The facts were simple. Edward Charles Davis III, a Louisville, Ky., photographer, was arrested in 1971 on shoplifting charges but never prose-

cuted. More than a year later, the police published his name and photograph in a circular of "active shoplifters." The charge against him was dropped a few days later.

Davis sued the Louisville police, charging that he was deprived of the right to his good name by the unjustified police description of him despite the presumption of innocence all accused persons enjoy under our system.

Rehnquist, however, threw the claim out of court, saying that a person's reputation is neither liberty nor property, and therefore unprotected by the Constitution, no matter how grave the damage to someone's good name.

Justice William J. Brennan, Jr., one of only two dependable liberal voices on the high bench, protested in vain in a bitter dissent.

"THE COURT TODAY holds that police officials . . . may on their own initiative and without trial condemn innocent individuals as criminals and thereby brand them with one of the most stigmatizing and debilitating labels in our society," he fumed. "If there are no constitutional restraints on such oppressive behavior, the safeguards constitutionally accorded an accused in a criminal trial are rendered a sham, and no individual can feel secure . . . It is a saddening denigration of our majestic Bill of Rights . . ."

In the civil rights area, the justices have stuck to their guns

on the constitutionality of busing orders as one way to deal with past segregation of the schools. This is commendable in view of the heavy-handed efforts by President Ford and his attorney general to undermine that controversial, but sometimes indispensable, tool.

But in a 7-2 decision written by Justice Byron R. White, the Supreme Court seemed to be backing away from the concept of affirmative action in employment, housing, zoning, admission to public colleges and other fields.

IN A TURNABOUT from 1971-72 precedents, White said the fact that members of one race suffered more from an official action than members of another was not enough to prove forbidden discrimination. Rather, he said, the courts must find a purpose to discriminate on the part of the government before the Constitution comes into play.

This could mean that cities or states could devise job tests or zoning laws that would screen out virtually all blacks and still not be called to account under the U.S. Constitution unless the complainants could prove actual intent to discriminate.

This latest retreat of the Supreme Court reminds me of Anatole France's comment on legal realities:

"The law, in its majestic equality, forbids the rich as well as the poor to sleep under bridges, to beg in the streets, and to steal bread."

Editorial

No time to stop now

The 1975 Convention instructed the International Executive Board to tell this year's Convention "how best to finance a viable program within our income."

The IEB is glad to do more than that.

Rather than tell how to do it, it can show how it was done.

For during the past fiscal year, TNG conducted a highly viable, and varied, program of essential union activities with these results, to cite only a few:

- A General Fund surplus for the first time in eight years.
- A Defense Fund that showed itself capable of a strong rebound after strike/lockout benefit payments drew it down to its lowest level in three years.
- A vigorous and productive campaign made possible in large measure by the 1975 special organizing assessments.
- A record dollar increase in the average reporter top minimum in Guild contracts.

The General Fund, however, could not have assumed unaided the costs of the organizing program financed by the two special 1975 organizing assessments, and the IEB recommends that the two assessments be repeated in 1977 to again enable TNG to employ additional field staff to take maximum advantage of continuing organizing opportunities in our industry.

Except for unprecedented obstructions by the U.S. National Labor Relations Board and employers alike, the past fiscal year would have been not just a very good organizing year but a banner year—perhaps the most successful in 25 years.

The newspaper industry is now clearly emerging from the recession (to the extent the industry was affected by it in the first place), but money and job security remained uppermost in the minds of Guild members during the past fiscal year.

And pensions came to the fore, especially in the United States, where Guild locals began to feel the impact of the new federal pension-reform law with its complex and costly administrative requirements. The IEB, following studies by TNG's pension consultant, recommends that the Convention approve the development of an international industrial pension plan, financed by employer contributions and jointly trusted with TNG, to reduce administrative costs to Guild locals and ensure pension portability.

The United States' Bicentennial year of celebration is also its quadrennial year of political decision. With the denouement of Watergate only two years behind us, it hardly seems necessary to stress the critical nature of that decision, in both the Presidential and Congressional elections. The occasion calls for escalated political activity by the Guild, its locals and its members. TNG sought to lay the groundwork for that escalation by once again joining the Graphic Arts International Union in sponsoring a joint Legislative and Political Conference in Washington this spring.

The critical importance of such political action was demonstrated in Canada late last year when the Trudeau government suddenly imposed stringent wage controls despite the dismal U.S. experience and a 1974 election-campaign platform opposing them—a reversal the Canadian Labour Congress called the "greatest political turnabout in the history of Canadian politics."

"We do have a voice in determining our future, and it is a voice magnified by the positions we hold as Guild leaders," President Perlik told Guild participants in the Legislative and Political Conference. "It is up to you to make that voice heard."

—From the Introduction to the 1976 Officers' Report

The Guild Reporter

JAMES M. CESNIK
Editor

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