

Guild launches its first strike at Time



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U.S. charges sex bias in Portland pay

Portland, Maine—The U.S. Labor Dept., spurred by the Portland Guild, has filed a sex discrimination complaint against the Guy Gannett Publishing Co. here.

The complaint, charging violation of the Equal Pay Act amendment to the Fair Labor Standards Act, involves the Press-Herald, Evening Express, and Maine Sunday Telegram.

The Guild had charged that the employer paid cleaning women less than janitors and women's and family section reporters and editors less than persons in other newsroom classifications.

The Labor Dept.'s solicitor's office in Boston declined to say which group its complaint covers. The complaint was filed in the U.S. District Court for Southern Maine.

It asks a judgment permanently enjoining the newspapers from violating Sect. 15 (a) (2) of the Fair Labor Standards Act, and seeks back pay plus interest to May, 1973, for those found to have been receiving less pay because of discriminatory practices.

The department's brief argues that the company discriminates "between employees on the basis of sex by paying lower wages to an employee of the opposite sex . . . for equal work . . . the performance of which requires substantially equal skill, effort, and responsibility, and which is performed under similar working conditions."

The department called the violations willful and repeated.

The issue arose when the Guild began pressing the Labor Dept.'s Wage & Hour Division to act on its complaint of discriminatory practices.

[The local acted after negotiations failed to end the discrimination. "The Local's action exemplifies the International Executive Board's policy . . . that when unable to put an end to discriminatory wages or other contract provisions through bargaining, locals in consultation with TNG

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IT'S TIME OUT AT TIME, INC.'S, PUBLICATIONS AS NEW YORK GUILD STRIKES
Employees picket Washington bureau; other major cities also were out

NLRB orders vote at the Post

An immediate election on the Washington Newspaper Union's petition to replace the Guild at the Washington Post was ordered by the National Labor Relations Board June 4 after the Post suddenly pigeonholed its request for 140 new exclusions from the unit.

The Post, in an about-face, tabled its request to carve out more than 10 percent of the bargaining unit May 27. It acted after Regional Director William C. Humphrey assured the company he could see no impediment to its reinstating the request via a unit-clarification petition after the election. An election date is expected to be set shortly.

The Guild objected strongly to Humphrey's decision. Guild at-

torney Alan D. Eisenberg warned that failure to resolve the issue before an election "practically

guarantees . . . substantial delay" before the issue of representation
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C-O-L at Post = \$504 top

The Washington Post announced June 3 a 6.15 percent cost-of-living increase for Guild-covered employees, effectively bringing top minimums for reporters and ad salespersons to \$504.25, the first key minimums over \$500 in the Guild.

The company said the increases—\$29.25 at the key minimum—would be retroactive to April 4, four days after the stated expiration date of the Washington-Baltimore Guild's contract. With bargaining for a new contract stymied by the Washington Newspaper Union's petition to replace the Guild, the company announced the increases after getting agreement from WBNG President Thomas Grubisich and the WNU not to make them the basis for unfair labor practice charges.

But WBNG Administrative Officer Brian Flores, in wires to TNG's International Executive Board, disputed Grubisich's constitutional authority to make such an agreement, immediate action on which TNG President Charles A. Perlik, Jr., in response, said was essential to avert further alienation of the Post unit.



SEN. FRANK CHURCH

Church, Burke to address Washington Convention

Sen. Frank Church of Idaho, a candidate for the Democratic Presidential nomination, will address TNG's 43rd Annual Convention in Washington.

Rich get richer—Pages 4, 5

All other presidential candidates also have been invited.

Church, a late entrant in the Democratic race, has been in the Senate for nearly 20 years, and recently gained national attention with his investigation of U.S. intelligence activities.

The June 28-July 2 convention at the Shoreham Americana

Hotel also will hear from Rep. Yvonne Brathwaite Burke (D-Calif.), chairperson of the Congressional Black Caucus.

She comes from a union family and walked picket lines with her father. Rep. Burke also is starting a column for Copley News Service.

She will speak at 11 a.m. Wednesday, June 30. The day and time of Church's address had not been set at Guild Reporter press time.

Workshops will include one on worker participation, conducted

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Mediators put talks into recess

New York City—Time Inc. was struck by the New York Guild June 2—the first strike against the conglomerate's magazines since its flagship, Time magazine, was founded in 1922.

The walkout followed collapse of bargaining. The parties were called back into session by federal mediators on June 8 and 9. On June 10, the mediators recessed bargaining subject to their call when management did not change its position, the Guild said.

Picket lines were established here and in Los Angeles, Washington, D.C., Chicago, and Boston.

In Boston, the Time bureau is in a building with a mall, and police ordered pickets well away from the entrance.

The strike affects Time, Sports Illustrated, People, Fortune, and Money magazines, and Time-Life Books.

Money was the chief issue, but the Wall Street Journal said the strike additionally was a reflection of serious morale and management problems at the big firm.

Management proposed that most contract minimums be frozen at the levels in the expired contract and that modest increases for lower-paid employees be paid, but that increases for others come from a "merit pay pool," which would be distributed at the company's unilateral discretion.

The Guild's Time Unit proposed a 9 percent increase the first year and 9 percent or the increase in cost of living, whichever is greater, the second year.

Another point of contention was overtime. The Guild is seeking relief for employees who must work long hours just before an issue closes. The unit also is seeking improved job security language.

The New York Guild represents more than 1,000 editorial, duplicating and wire room employees in the book and magazine divisions.

Time magazine appeared on June 7 with mostly old, overset stories and a preponderance of "back of the book" features, a Guild representative said.

The magazine had little or no coverage of late-breaking major stories.

People magazine was not yet affected because of its early deadline and feature orientation.

Sports Illustrated had closed 12 stories before the strike and only had to write the National

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Guild wins vote in Dover by 19-8 tally in editorial unit

Dover, N.J.—Editorial employees of the Dover Daily Advance voted, 19 to 8, for the North Jersey Guild in a representation election June 3.

There were five challenged ballots, all by the Guild but insufficient to affect the outcome of the election.

The victory will give the North Jersey local its fifth unit. It currently represents employees at newspapers in Elizabeth, New Brunswick and Woodbridge and at a rotogravure plant in Hoboken.

The National Labor Relations

Board ordered an election after its regional director rejected a company move to segregate 19 reporters, editors and deskpersons into a separate unit of "professionals."

Director Arthur Eisenberg, following the NLRB's ruling in a similar case at the San Antonio Express and News, said the 19 did not fall under the National Labor Relations Act's definition of professionals.

Eisenberg allowed 13 stringers to vote, however, despite the Guild's contention that they were

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Bevis re-elected as ITU president

Colorado Springs, Colo.—A. Sandy Bevis was re-elected president of the International Typographical Union in balloting last month.

Three other members of Bevis's Progressive Party slate were also elected to the union's five-member Executive Council. But Secretary-Treasurer James S.

Empire unit votes unity with MADC

Bergen, N.J.—The Empire District Council voted to merge with the Middle Atlantic District Council, but the proposal is subject to a mail referendum.

The motion passed unanimously at the Empire council's meeting here June 5 and 6. Delegates attended from the New York, Hudson County, and Utica locals.

The motion is subject to ratification by the Rochester, Albany, and Kingston locals, which did not have delegates at the meeting here.

The council also accepted an invitation from the Middle Atlantic council for a joint meeting Aug. 7 and 8 at the Holiday Inn in Whitehaven, Pa.

John Feeley of Utica was elected Empire council president, succeeding Ed Harnett of Hudson County, who is retiring from the newspaper trade. Thomas P. Murphy of New York was elected secretary-treasurer.

Federation raps S.1, spurns amendments

Senate Bill 1, a measure to revise the U.S. criminal code, was branded a threat to individual rights and civil liberties by the AFL-CIO Executive Council.

It called upon the Senate Judiciary Committee to reject the bill "in whole or in part," declaring that its deficiencies are too pervasive to be corrected through amendments.

Meanwhile, the bill's two chief sponsors said they think the measure is dead for this session of Congress.

Sens. John L. McClellan (D-Ark.) and Roman L. Hruska (R-Neb.) indicated there was a

Dover . . .

(Continued from Page 1)

independent contractors rather than employees. The five Guild challenges were all directed at voters in that category.

The company aimed heavy guns at the Guild during the pre-election campaign, issuing an anti-Guild brochure and leaflet entitled "For the Record." The leaflets were placed in the newsroom for employees to pick up; when the Guild deposited its own leaflets in the same manner, they were confiscated.

But Local Administrator Donald Rosset said the Guild was having trouble getting copies of "For the Record" for its own record.

"The staffers made them all into paper airplanes," he reported.

Schell was narrowly defeated by Thomas Kopeck, endorsed by the Independent Party.

Among those elected vice presidents was Allan J. Heritage, who has been an assistant to Bevis and a member of the joint Guild-ITU Task Force on unity.

Kopeck was the first Independent-endorsed candidate to be elected to the Executive Council in 32 years. The Independents also elected one of three trustees to the Union Printers Home and one of five delegates to the AFL-CIO.

Bevis has been a leading protagonist of merger with the Guild, but that question was not an issue in the elections. The only criticism voiced by the Independent Party platform in that area was that movement toward merger wasn't proceeding fast enough.

Bevis received 35,984 votes to 33,285 for C. B. Hughes, according to the official Canvassing Board tally announced June 7. Kopeck, benefiting from a heavy vote in his home local, New York, squeezed in by 34,379 to 33,954.

Heritage's victory margin in his first run for the Mailers' vice presidency was even narrower—33,676 to 33,620 for Edward (Dutchy) Pocisk. Heritage and Bevis are both from Canada.

Joe Bingel was reelected first vice president with 36,358 votes to 32,474 for Francis N. Biggs. Robert S. McMichen was re-elected second vice president without opposition.

deadlock between liberals and conservatives over key issues.

But they said they haven't abandoned all hope for Senate passage, although they doubt House action before adjournment.

"Senate passage would enhance the possibility of final action in the next Congress," the Associated Press reported from Washington.

Three Judiciary Committee liberals—Sens. Edward M. Kennedy (D-Mass.), Philip A. Hart (D-Mich.), and James Abourezk (D-S.D.)—submitted amendments which they said were essential changes.

But the AFL-CIO Executive Council said amendments could not resolve a "potential for abuse" which is "too recent to forget."

The bill's essence, the council said, is extension of federal criminal law "to the furthest limit" and granting to federal law enforcement officials broad power to choose which individuals or organizations will be subjected to criminal prosecution.

Among objectionable provisions listed by the council are those providing for expansion of government authority to withhold information, sanctioning of wiretapping and eavesdropping, and broadened authority to prosecute individuals who picket or otherwise demonstrate against a federal agency or function.

Even without some of the sections, the AFL-CIO leaders said, "the bill is objectionable."



REP. YVONNE B. BURKE

Detroit Guild files charges at the Eagle

Wayne, Mich.—The Detroit Guild has filed unfair labor practices charges against the Wayne Eagle, which suddenly changed from daily to weekly publication.

The Guild, in its complaint to the National Labor Relations Board, said the Panax paper refused to bargain on a new contract and unilaterally changed working conditions when it converted to a weekly on Feb. 15.

The change in publication schedule cut the hours of three-fourths of the staff, many to fewer than 30 hours a week, without required bargaining with the Guild, the complaint said.

Other staff members were dismissed or forced to retire without reference to seniority, the Guild added.

The Eagle told the Guild it was unable to continue daily publication because of financial difficulties, but did not offer proof, the complaint said.

The paper, which had been a daily for four and a half years, got its first Guild contract after a strike early in 1973. It was during bargaining for renewal of that contract that the change to weekly publication, the economic dismissals and the hours reduction occurred.

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Church to address Guild convention

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by John Carmichael, executive secretary of the Twin Cities Guild, and others on pensions and local administration.

The convention's traditional Wednesday outing will be held at 1 p.m. on June 30. Delegates and their families will go by bus to the Mall, where they can visit the Working Americans exhibit for the Bicentennial, along with the several museums and other points of interest.

That night, the Washington-Baltimore Guild will be host to a buffet and dance.

The Philadelphia Guild will throw a party at the Philadelphia International Press Club, near Independence Hall, on Friday evening, July 2, in observance of the Bicentennial.

The opening gavel will fall at 9 a.m. Monday, June 28, but some convention business will have been started before then.

The International Executive Board will hold its convention meeting at 10 a.m. Friday, June

25, at the hotel. Its session will continue the next day.

The Canadian Policy Conference will convene at 2 p.m. on Saturday, June 26, and continue, if necessary, at 10 o'clock on the following morning.

The Conference of District Councils will conduct its traditional meeting at noon on Sunday, June 27. At the same time, panels on circulation, advertising, and editorial work will convene.

A forum will be held at 3 p.m. June 27 for first-time delegates. The forum explains the workings of a Guild convention. A continental breakfast at 8:30 a.m. June 28 will explain the convention to guests.

This year's opening reception for delegates, alternates, and guests will be held at 6 p.m. on June 27.

The convention banquet will start at 7:30 p.m. on Tuesday, June 29, preceded by a reception.

Registration will begin at 4 p.m. Sunday in the hotel's Paladian Foyer, and continue at 8:30 a.m. Monday.

Wire Guild wins right to picket at door

Miami, Fla.—The U.S. Fifth Circuit Court of Appeals has upheld the Wire Service Guild in a case in which the Miami Herald sought to restrain the Guild from picketing the newspaper's main entrance during the 1974 strike against United Press International.

The decision clarifies when and where WSG may picket bureaus of the Associated Press and UPI in any future strikes and affirmed the National Labor Relations Board's decision that the WSG had not acted improperly in picketing the main entrance.

The court, convening here, rejected the Herald's request for a review of the NLRB decision.

The Miami Herald Publishing Co. had ordered during the strike that WSG pickets be limited to a hallway on the fourth floor of the newspaper where UPI offices were located.

The NLRB had said previously that limiting picketing to the

fourth floor hallway "not only was impractical but would have seriously impaired the respondent's (WSG) right to engage in a valid and legal strike to put pressure on the primary employer, the UPI," and that WSG "limited its picketing to a primary objective and met all reasonable standards to minimize enmeshing neutral employees."

"The full significance of this decision, as it relates to WSG conduct, is to make clear that we may not be required to picket in the hallway in front of a wire service office, but may picket the general and main entrances to the building so long as we make clear that our dispute is confined to the particular wire service involved and do not appeal to the employees of neutrals to cease work or to others to cease doing business with the neutral," said WSG attorney Sidney Reitman.

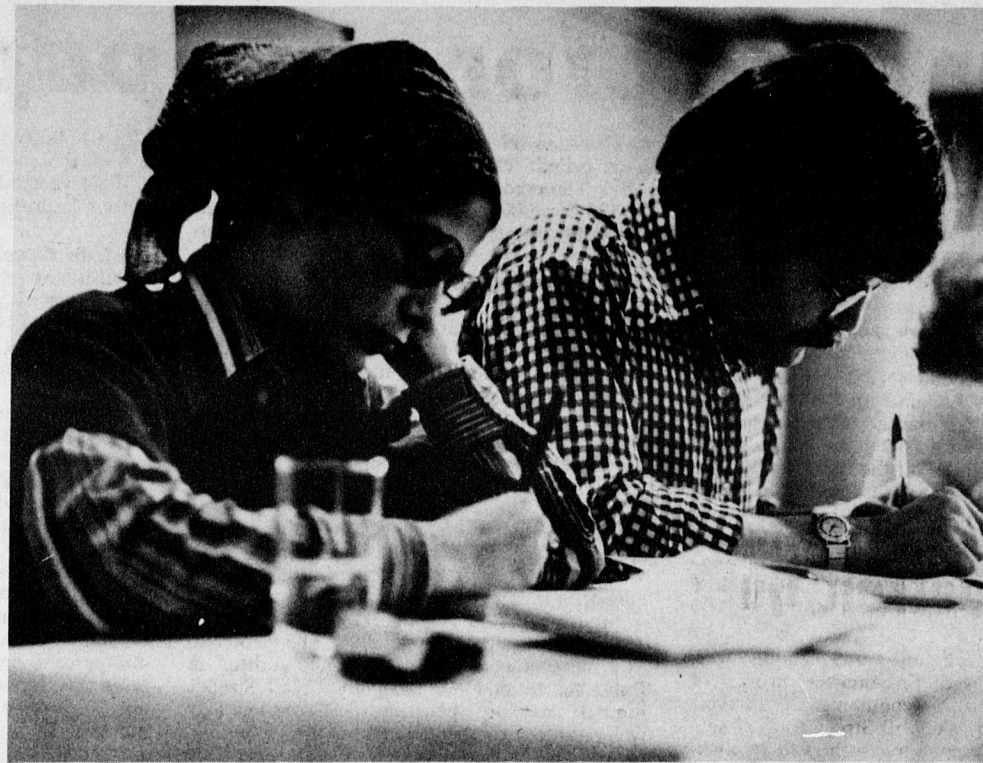
"My congratulations to WSG on 'standing fast' on the principle which I believe will have benefits for us in future strike situations, if they arise."

The WSG's legal counsel's arguments said, among other things, that:

- The Guild made strenuous efforts to assure that all individuals, neutral or otherwise, who read the picket signs were clearly informed that the dispute was with only UPI and no other company.

- From a physical standpoint, picketing limited to the hallway in front of Room 450 would have been unreasonable. Because of the reduced amount of light in the hallways, picket signs would not have been readable there. Pickets would have blocked access to the UPI office.

- UPI business in the Herald building is not limited to Room 450 (the UPI bureau) as evidenced by the UPI-contracted technicians who service UPI-owned Teletype equipment located on the fourth and fifth floors.



SFONG Photo by Guy Lemmon

'Guardians' of the shop

Bill Wallace and Nancy Dunn, members of the Bay Guardian Unit of the San Francisco-Oakland Guild, pay close attention at local's shop stewards' seminar. The all-day session was conducted by Ellis T. Baker, TNG director of administrative

operations, and Fred D. Fletcher, SFONG's executive secretary. The workshop explored the steward's responsibilities in contract enforcement. "Locals must take the initiative of policing the contract, day to day," Baker said.

Key top minimums hiked \$42, to \$240, at Morgantown daily

Morgantown, W. Va.—Minimums are increased \$25.46 to \$42 for Guild-covered employees at the Morgantown Dominion-Post over the term of a new 30-month contract.

The \$42 goes to the top minimum for reporters, photographers, display salespersons and circulation district managers, taking it to \$240.83, with a \$10 raise retroactive to Jan. 1 and \$8 increases coming at six-month intervals from this July 1 through Jan. 1, 1978.

The agreement, negotiated by the Mountaineer Guild, also raises pensions by 20 percent, provides four weeks vacation

after 18 years instead of 20 and extends paid bereavement leave to provide a day for the death of grandparents or a spouse's immediate family.

The top minimum is up \$36.37, to \$177.71, for editorial assistants, classified ad takers, mailers, proofreaders, truck drivers and circulation promotion persons, with \$5 raises retroactive to Sept. 15, 1975, \$7.37 retroactive to Jan. 1 and \$6 increases every six months from July 1 through Jan. 1, 1978.

Top minimums for clerks, inserters, fly boys and dispatch advertising persons are raised \$28.61, to \$134.59, in increments

of \$5 retroactive to Sept. 15, 1975, \$5.61, retroactive to Jan. 1 and \$4.50 at six-month intervals from July 1 through Jan. 1, 1978.

The top for janitors and switchboard - receptionists is boosted \$30.31, to \$148.10, with \$5 retroactive to Sept. 1, 1975, and \$5.31 retroactive to Jan. 1. Raises of \$5 each come at six-month intervals from July 1 through Jan. 1, 1978.

The contract also maintains differentials for employees earning above the minimums. It was signed by the local before it was approved by TNG's Contracts Committee, as required.

Illinois AFT staffers win initial Guild pact

Chicago, Ill.—Professional employees of the Illinois Federation of Teachers, AFL-CIO now have a Guild contract of their own.

The initial one-year agreement between the Chicago Guild and the IFT, an arm of the American Federation of Teachers, provides a top minimum of \$481.85

per week for full-time employees. Starting minimum is \$342.69.

Top minimum for part-timers is \$535 a month; starting minimum is \$238 per month.

If an IFT staffer is involved in or threatened with a legal action, the employer will provide legal and financial assistance, including payments of fines and bail. If the employee is jailed, the IFT will continue salary and fringe benefits.

An employee will be notified when material is placed in his or her personnel file, and the employee may add material to the file on his or her qualifications or service and dissenting from or explaining other material in the file. Only material in the file may be used to affect an employee's status. The file is confidential unless the employee authorizes the IFT to supply information to a third party.

The agreement also forbids discrimination on the basis of age, sex, race and religion.

Manager makes book(ie) on that

The roar of the presses hasn't deafened management to the ever-expanding possibilities of employee chicanery.

For example, take Daniel J. Winkworth of the Publishers Bureau of New Jersey.

Speaking to the labor relations workshop at the America East Newspaper Production Conference in Hershey, Pa., he "warn[ed] the industry about the trend of employees seeking workmen's compensation for loss of hearing," Editor & Publisher magazine said.

Why the warning? Well, "Winkworth said he thought some employees were taking this tack when they needed a new car or to pay off a bookie."

Media delay

Montreal, Que.—Media '76, a conference on the media in Canada formerly scheduled to be held here May 27-30, has been postponed to September, according to its sponsor, mediaconference, inc.

\$21 1-year raise nets \$392 top at Bee papers

Sacramento, Calif.—Top minimums for reporters, photographers and outside advertising salespersons are increased \$20.92, to \$392.25 per week now in the final year of a three-year contract at McClatchy's Sacramento, Fresno and Modesto Bees.

The increases were bargained in a wage and vacation reopener.

All increases are retroactive to April 12. An additional increase is scheduled for Nov. 4. It will be equal to the economic package increase received on June 28 by Guild-covered employees at the San Francisco Newspaper Printing Co., the agency company for the Chronicle and Hearst's Examiner.

[The San Francisco-Oakland Guild's contract at the Printing Co. provides for June 28 increases of from \$1.98 to \$4.92, which the local voted to divert to vacations.]

The latest Sacramento Unit raises bring the three-year increase in the reporter top minimum to \$77.54.

The top minimum for telephone sales representatives is raised \$15.59, to \$265.80, a three-year increase of \$57.79.

Switchboard operators' top minimum is raised \$13.44 in the reopener, to \$229.07, a three-year increase of \$49.81.

Stenographers at the top minimum receive a reopener raise of \$13.52, taking their salaries to \$222.81, a three-year boost of \$50.10.

Flat minimums for head of the copy desk and night editor go up \$20.92, to \$419.75. The flat minimum for picture deskperson, farm deskperson, and business and financial deskperson rises \$20.92, to \$404.75, and the flat minimum for librarian goes up \$20.92, to \$392.25.

The agreement may be reopened on Oct. 4 to bargain vacation improvements. If there is no agreement, either party may take "legal and appropriate economic action." Any such vacation dispute won't be subject to grievance and arbitration procedures.

At the Fresno and Modesto newspapers, there are different titles and somewhat different minimums in some classifications. These units are in their first

Guild contract.

The flat rate for chief photographer and telegraph editor in Fresno rises \$20.92, to \$414.75. The night makeup editor rises \$20.92, to \$402.25. Top minimum for stenographers increases \$13.52, to \$236.33, as in Sacramento.

At the Modesto Bee, library clerks' top minimum goes up \$14.93, to \$254.51. The flat minimum for makeup editor goes up \$20.92, to \$417.25; that for wire editor and copy dealer goes up \$20.92, to \$412.25.

\$393 top bargained in Stockton

Stockton, Calif.—A one-year wage reopener takes key top minimums to \$393.67 now at the Stockton Record.

The Central California Guild said the figure applies to reporters, photographers, rewriters, display and outside classified sales representatives, and circulation district managers.

The increases come in two steps—April 30 and Oct. 28. Although the Guild may divert all or part of the second increase to fringe benefits (other than vacations), a Guild representative said the Stockton Unit would keep the money in salaries.

The settlement provides for an increase in the key top minimum of \$25.84 during the final year. That brings the total increase over the three-year life of the contract to \$82.46.

Flat minimums for assistant city editor, sports editor, and editorial writer go up \$25.84, to \$417.79.

The top for inside classified rises \$19.26, to \$253.80, a three-year increase of \$58.52. That for voluntary ad taker/clerk and display ad counter rises \$17.09, to \$225.36.

Top minimum for circulation clerical workers increases \$16.82, to \$221.72. Starting minimum in that classification is up \$14.53, to \$191.47.

New ratification sews pact back together in Chester

Chester, Pa.—Guild members at the Delaware County Daily Times, in a second ratification vote, again approved a settlement which earlier had ended a 23-week strike at the Ingersoll paper.

The second vote, on June 3, was 40-24 in the Chester Unit of the Philadelphia Guild and tied up some loose ends.

The settlement was approved on condition that the company pay \$5,000 severance money to those desiring it, plus accrued 1976 vacation, holiday and retroactive pay.

Another condition was that the company withdraw its \$1.8-million damage suit against the local and the Delaware County AFL-CIO. The local will, in turn,

withdraw its \$1-million libel suit and its unfair labor practices charges, which had been filed with the National Labor Relations Board.

The first ratification passed, 57-15, but on condition that the local's legal actions be pursued. The company stopped implementation of new benefits when it discovered the condition.

The settlement raises top minimums for reporters and ad sales representatives a total of \$76.40, to \$384.85, on Oct. 1, 1977.

It also provides that 47 of the unit's 77 members will return to work. All strikers must choose by June 11 whether to accept the \$5,000 lump sum severance payment or be placed on a 12-month rehire list.

THE NEWSPAPER INDUSTRY, having weathered the recession in a fashion calculated to generate envy in most corporate board rooms, is headed for a banner year.

That's the consensus of the growing group of analysts that the industry's increasing trend to public ownership has brought into existence to chart its prospects on the stock market. And it's the virtually unanimous prediction of the publishers themselves as set forth in individual assessments of their companies' outlook.

They predict:

- Higher advertising revenue and, in a reversal of last year's performance, higher advertising linage.
- Higher circulation revenue and, reversing a two-year trend, higher circulation.
- The bottom line—higher profits. Much higher.

These profits will be taking off from an elevated springboard. Last year was a down year for most U.S. industry, but for newspapers it was, with few exceptions, a year of profits as usual. Usual, for the newspaper industry, means higher.

Pretax profits for the industry, as estimated by stock analysts Merrill Lynch, Pierce, Fenner & Smith, were up 19.6 percent. For U.S. corporations as a whole, it estimated, profits were down 8.9 percent.

The average after-tax profits of 20 publicly held companies in the United States and Canada were up 9.6 percent. Only four earned less than they had in 1974. Not one suffered a loss.

U.S. advertising revenue, as reported by the Newspaper Advertising Bureau, was up 5.4 percent, despite the decline in total linage. Canadian ad revenues were up 7.1 percent.

Circulation revenue climbed despite the fact fewer papers were sold—by three million dollars in the two countries combined.

The industry leaders among publicly held companies all moved up on Fortune magazine's list of the nation's 500 top manufacturing companies and returned generally higher profits and profit margins than companies with equivalent revenues.

Industry observers—starting with the government—see nothing but improvement on this performance for 1976.

The U.S. Department of Commerce, in its annual Industrial Outlook, foresees newspaper industry receipts rising by \$10,900,000,000, or 12 percent—one of only 100 industries (out of 451) expected to do that well. The department reported that the industry remains the nation's third largest employer, exceeded only by auto and steel; newspaper employment increased by one percent in the face of the 1975 recession.

Merrill Lynch forecasts a fat 39-percent increase in newspaper profits, almost double the increase for 1975 and almost four times the 10.5-percent increase it projects for total newspaper revenues. It predicts a 2.3-point increase in average profit margins, to 11.5 percent.

Barry Gruman, a Canadian investment analyst writing in the Financial Post, predicts "a strong year" for the Canadian news media despite "the restraining effect of price-income controls." He sees profit increases of 15 to 20 percent this year and 12 to 16 percent in 1977 for a list of media companies that includes five major newspaper firms.

Over the years, Gruman writes, the record of Canadian media companies "indicates superior performance and reflects consistent growth in revenues, above-average degree of operating leverage and an ability to make successful acquisitions." They should continue to "outperform the market," he said.

Ken Noble, vice president of Paine, Webber, Jackson & Curtis, expects publicly held U.S. newspaper stocks to outperform the stock market generally throughout the bull market, noting that "newspapers have usually done better in the second year after a recession than in the first, in terms of advertising gains."

Noble predicted, in an Editor & Publisher interview, that the greatest gains would be made by large-city newspapers and by groups such as Knight-Ridder, the New York Times Co., the Times Mirror Co., and the Washington Post—a group that includes three of the four companies that experienced a profit decline in 1975.

Lee E. Dirks, another newspaper stock analyst, sees 1976 as "a very good year for newspapers," with an average profit gain of 14 percent for the 14 publicly held U.S. companies on which his firm keeps tabs.

Returns for the first quarter of 1976 are more than vindicating the experts.

"Stock prices shot out of the starting gate

You can color newspaper industry dollar-green

The accompanying text is extracted from the Industry section of the Officers' Report to TNG's 1976 Convention. Prepared by TNG's Research & Information Dept., it analyzes the business performance of the publishing industry during 1975 and the first quarter of 1976.

this year for the second year in a row," Dirks' newsletter reported, "and newspaper stocks again are pacing the market. Our newspaper-stock average advanced 10 percent in the first nine trading sessions of the year, while the New York Stock Exchange Composite Index rose eight percent."

Fifteen of 18 publicly held companies reported an increase in first-quarter earnings—one an astonishing 600 percent, another close to 200 percent and a third more than 100 percent.

A Citibank survey of 1,149 leading U.S. corporations showed first-quarter profits of printing and publishing companies up an average of 33 percent. A Wall Street Journal survey of 569 major companies showed publishing firms up 34.8 percent.

The prospects are for continued, long-term growth, analysts predict. Dirks noted recently that the stocks of the 14 publicly held companies his firm monitors—which account for 25 percent of U.S. newspaper circulation—showed an average compound annual growth of 12 percent from 1970 through 1975, substantially better than most other businesses.

The vast majority of the 1,756 U.S. daily newspapers are monopoly operations in small or medium-sized cities, Dirks noted, adding:

"The newspaper business in the Wichtas of this country has been very, very good."

Balance Sheet

Sixteen of 20 publicly owned U.S. and Canadian newspaper companies increased their profits in fiscal 1975. Increases ranged from 1.5 to 58.3 percent, producing an average gain—including the four decreases—of 9.6 percent. The single company whose newspaper operations were in the red in 1974—Panax—went over into the black.

Profit margins—net income after taxes as a percent of revenue—ranged from 0.9 percent (Panax) to a fat 17.6 percent (Thompson) and averaged 8.7 percent, almost twice the 4.6-percent average calculated by the Federal Trade Commission for U.S. manufacturing industry as a whole.

Following is the profit profile of the 20 publicly held companies whose newspaper operations constitute a substantial part of their business:

Times Mirror Co., a media conglomerate that owns the Los Angeles Times, Newsday and the Dallas Times-Herald, continued to lead the industry's profit-makers, with net income of \$47,240,000. Its profit margin was 5.9 percent.

While its 1975 earnings were down 19.3 percent, profits for the first quarter of 1976 were up 53.3 percent, to \$11,500,000, and Times Mirror President Robert F. Erberu predicted "a very good year" at the close of the quarter.

Investment analyst Edward J. Atorino forecasts "a strong increase" in the company's earnings from newspaper operations.

Gannett Co., owner of more U.S. newspapers than any other chain except Thomson, racked up its 14th consecutive year of record profits. Its \$38,548,000 harvest was 15.3 percent higher than the previous record year, and its profit margin was a hefty 10.8 percent.

Gannett President Allen H. Neuhaerth predicted "another record year" at the start of 1976, and first-quarter earnings of \$8,600,000, up 27 percent, more than vindicated that prediction. Neuhaerth said earnings for the first two months were "running ahead of plan" and predicted a profit increase for the year of "well over 20 percent."

Neuhaerth reported that company profits have increased by a compounded average of 16 percent annually since Gannett went public nine years ago and that dividends have been increased 100 percent in the past three years.

"We expect this trend of sharing a greater percentage of our earnings with our owners to continue," he said.

Thomson Newspapers, which their owner once called "cash boxes," continued to show why. The company's profits rose 18.3 percent, to \$35,155,000, for another record year, while its profit margin led the industry at 17.6 percent.

The company reported that earnings for the first quarter of 1976 were up 23.5 percent, to \$7,795,000, crediting a strong recovery in the U.S. economy with a significant increase in the profits of its U.S. newspapers.

"Favorable earnings growth will continue in 1976," President K. R. Thomson forecast. Investment analyst Barry Gruman, writing in the Financial Post, predicts that growth will be at least 15 percent annually for the next few years.

Knight-Ridder, largest of the publicly held companies in total circulation, earned \$32,748,000, down 6.2 percent but still high enough for a 5.5-percent profit margin.

First-quarter earnings for 1976 reversed the downward trend dramatically. They zoomed 107 percent, to \$9,100,000, and Editor & Publisher termed the company "Wall Street's industry darling" because it is "particularly well-situated to benefit from the economic turnaround."

Bernard H. Ridder, Jr., chairman of the

\$25,402,000. Its profit margin was third highest of the public companies—14.5 percent.

This year's first quarter witnessed an even healthier improvement—36 percent, to \$6,800,000.

Media General, propelled largely by a surge on the part of its recycled-newsprint subsidiary, reported a 58.3-percent profit increase, yielding it \$14,067,000 and an 8.2-percent profit margin. And first-quarter profits in 1976 were up a record 11.3 percent, to \$3,200,000.

Alan S. Donahoe, president of the newspaper-broadcasting conglomerate, noted that company revenue had increased from \$25,000,000 to \$171,000,000 in the decade since Media General went public, while the company has grown at a compound rate of 16.9 percent a year.

Booth Newspapers, which recently added ComCorp. newspapers to its Parade Publications and a string of Michigan dailies, earned \$13,230,000, up 5.6 percent, and enjoyed an 8.3-percent profit margin.

Profits for the first quarter of 1976 surged up 28 percent, to \$3,200,000. "We planned for a good year," said Booth President James E. Sauter, "and it now looks as if the results will exceed plan."



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I'm pleased to tell you, gentlemen, that in addition to serving the public, helping find the answers to some of the world's problems, improving the quality of life in America, and providing new and better products for the consumer, this quarter we made a BUNDLE!

Knight-Ridder executive committee, reported that operating profits were recorded by all of the company's 33 dailies except the Philadelphia Inquirer, at which he noted there had been labor disputes.

Southam Press, largest of the Canadian chains, harvested a 47.3-percent profit increase, second largest among the public companies. It earned \$29,508,000, had a handsome 11.5-percent profit margin and enjoyed a 24-percent pretax return on its total assets.

There was no stumbling in the first quarter of 1976; net earnings rose another 32.8 percent, to \$3,900,000. Investment analyst Gruman predicts at least a 20-percent increase for the year.

Dow Jones & Co., which publishes the Wall Street Journal and the Ottawa News-Papers, among others, reported profits up 14.8 percent, to a record \$26,538,000, for an above-average margin of 11.2 percent.

First-quarter profits in 1976 were \$5,000,000, down two percent; a 14-percent increase in operating earnings was offset by a \$500,000 foreign-exchange loss. But investment analyst Gluck predicts Dow Jones will outperform the stock market in the next 18 months.

Capital Cities Communications, which owns three dailies and Fairchild Publications, increased its profits 15.3 percent, to a record

normal in the first quarter of 1976, the company reported an increase of 192 percent, to \$3,800,000, in its over-all earnings. While \$1,800,000 of this amount resulted from the sale of a Cincinnati radio station, profits without that windfall were still up 53 percent.

Mark J. Meagher, the Post's general manager, said that savings in pressroom labor costs during the current year would exceed the amount of money lost as a result of the strike.

The Toronto Star recorded a 22.7-percent profit increase in the fiscal year ended Sept. 30, 1975, banking a net of \$9,389,000 and establishing a profit margin of 7.3 percent.

That record will fall by the wayside during the current year, if money continues to pour in at the rate it has for the first six months. Half-year profits were up 47.1 percent, to \$5,288,000.

Gruman predicts an increase of 15 percent this year and close to 20 percent next.

Speidel Newspapers, based in Nevada, increased its net income by 13.8 percent, to \$8,600,000, for a profit margin of 17.2 percent, second only to Thomson.

Speidel President Rollan D. Melton noted that earnings had increased by more than 10 percent for the seventh consecutive year, and

dailies and a sprinkling of weeklies, had a modest profit gain—1.5 percent, for a net of \$6,926,000. Its profit margin was more noteworthy—12.1 percent.

Profits for the first quarter of the new year were up 30 percent, to \$1,602,000, bearing out a company prediction of an improvement in its newspapers' operating performance "during 1976 and beyond."

Affiliated Publications, which publishes the Boston Globe, reversed a 1974 profit decline and hiked its net 10.4 percent, to \$4,635,000. Its profit margin was 4.3 percent.

The 1975 improvement paled, however, in comparison with the first quarter of 1976, when earnings rose a dramatic 612 percent, to \$684,000. William Davis Taylor, chairman of the board, said he didn't expect that rate of increase to continue, but called the outlook for the year "favorable."

Post Corp., which owns seven newspapers, ditched its money-losing casualty-insurance business during the year and crossed from the red into the black. It turned a profit of \$1,586,000 from continuing operations, up 22.9 percent, and established a profit margin of 7.5 percent.

Panax Corp., a Michigan-based chain, also emerged from a recession slough. It converted a \$227,000 loss into a \$220,000 profit, a figure Panax President John P. McGoff predicted the company would improve on in 1976. Its 1975 profit margin was 0.9 percent.

The company suffered a first-quarter loss of \$33,072, but that was 29.8 percent less than it lost in the first quarter of 1975, and McGoff noted that the first quarter "is traditionally a difficult period for us."

ComCorp, which publishes community newspapers in the Cleveland area and Florida, earned \$216,000, a decline of 35.3 percent. A note of "modest optimism" for 1976 was sounded by President David Skylar before the company's sale to Booth Newspapers in April.

Advertising

MORE OUT OF LESS was the key to success for newspaper advertising departments in 1976.

They took in more money—a grand total of \$8,430,000,000 in the United States, up 5.4 percent, according to the Newspaper Advertising Bureau. And they did it with less linage—five percent less, Merrill Lynch Pierce Fenner & Smith estimates.

For the first time in five years, the ratio of ad content to news content decreased, Media Records reported.

Rate increases averaging 11 percent kept revenue on the upbeat despite the space loss, Merrill Lynch explained.

Canadian dailies did even better. They raked in \$526,900,000, according to the Canadian Daily Newspaper Publishers Assn., an increase of 9.1 percent.

Advertising in weekend supplements rose 3.2 percent, to \$22,800,000, and that in weeklies was up 10 percent, to \$93,500,000.

National advertising in Canadian dailies was up 7.1 percent, to \$100,100,000; local advertising rose 11 percent, to \$278,600,000, and classified climbed seven percent, to \$148,200,000.

In the United States, national rose 1.4 percent, to \$1,210,000,000; retail increased 8.9 percent, to \$4,960,000,000, and classified inched up 0.4 percent, to \$2,260,000,000.

U.S. newspapers' share of all media advertising revenues was 29.8 percent, more than the combined shares of radio and television. Canadian newspapers had almost the same share—29.3 percent—putting them, as in the United States, at the head of the media parade.

Investment analyst Barry Gruman, writing in the Financial Post, said Canadian newspapers, after steadily losing ground to other media from 1955 to 1970, gained a bit of it back during the past five years and "now seem in a relatively stable position." Newspapers, he said, "should at least maintain their market share and could slightly improve it."

The outlook for '76 is for a reversal of the downward trend in advertising linage and for an escalation of the revenue gain well past the industry's historical seven-percent annual rate.

Merrill Lynch predicted a 12-percent increase in revenue, compounded of a two-or

three-percent gain in linage and rate increases of eight to 10 percent.

First-quarter results made this prediction look timid, if anything. Revenues of U.S. dailies were up 19.6 percent, the Newspaper Advertising Bureau estimated, and were running at an annual rate of \$9,510,000,000.

Retail was up 17.4 percent, national jumped 22.2 percent, and classified, prime victim of the recession, soared 22.9 percent.

There was an even sharper first-quarter linage gain among 269 magazines and magazine groups surveyed by Advertising Age—27.6 percent, to 39,069 pages. Advertising in newspaper-distributed magazines climbed 25 percent.

The increases followed an off year in which both revenue and linage declined—revenue by three percent, to \$1,336,000, and linage by eight percent, to 80,735 pages, according to Publishers Information Bureau figures.

TV Guide moved to the top of the revenue collectors' heap, supplanting Time magazine, while Newsweek continued third and Sports Illustrated, another Time, Inc., publication, held on to fourth.

Circulation

THE CIRCULATION OF U.S. and Canadian daily newspapers dipped in 1975, sending publishers in tears all the way to the bank. For while they were selling fewer papers, they were pocketing more money.

Readers in the two countries spent 4.2 billion dollars on their daily and Sunday newspapers in 1975, according to the Newspaper Advertising Bureau. That was three million dollars more than they spent in 1974.

U.S. readers spent 2.9 billion dollars for their daily papers and one billion for Sunday editions. Canadians laid out 220 million dollars on dailies and 75.5 million on weekend editions. All four figures represented increases over 1974.

Average daily circulation in the United States was down 1,220,000, to 60,655,431, as the number of dailies declined from 1,768 to 1,756, Editor & Publisher reported. Sunday circulation slipped from 51,717,465 to 51,096,393, as the number of Sunday papers fell by two, to 639.

In Canada, daily circulation dropped by 100,000, from a record 1974 high of 4,985,382, to 4,885,782, as the number of dailies fell from 115 to 114, E & P said. Weekend circulation fell from 2,675,017 to 2,586,421, reflecting a decline from 22 papers to 20.

Publishers accomplished the trick of selling fewer papers while banking more money through a time-honored device—raising prices. Werner Veit, editor of the Grand Rapids Press, told a meeting of security analysts that the largest price increases in the industry's history had taken place in 1974 and 1975.

The percentage of U.S. and Canadian newspapers selling at 15 cents increased sharply during the year—from 50.4 percent to 66.4, according to ANPA. The percentage of newspapers selling for 15 cents or more stood at 75.7 at the end of the year, with 137 papers charging 20 cents, nine selling at a quarter and one pioneering at 30 cents.

At the same time, the percentage of Sunday papers costing 50 cents or more rose from four percent to nine, while those selling for 35 cents increased from 18.1 percent to 24.7. The number of Sunday papers still selling at a dime dwindled from 64 to 37, while one Canadian daily remains as a virtual museum-piece by keeping its price at just three cents.

Is it the price increase that brings about reduced circulation? Not for the most part, according to a survey reported by Jeff Clark, a journalism professor at the University of Georgia. The 10-year survey showed that price increases failed to prevent circulation from climbing in 59.4 percent of 239 newspapers studied. Smaller newspapers in particular were able to impose price increases without suffering circulation losses, the study showed.

The trend to increased revenue will continue while the decline in circulation will be reversed in 1976, Merrill Lynch Pierce Fenner & Smith predicts.

"We believe that most newspaper publishers will try to achieve some increase in circulation levels this year," the Merrill Lynch report said, "and, with rate increases of only about six percent now expected, circulation levels will probably rise by about one percent. Those advances would yield a circulation-revenue increase of about seven percent in 1976."

Portland papers face bias charge

(Continued from Page 1)

should initiate appropriate proceedings," the 1975 Officers' Report to the Denver Convention noted.]

Concerning so-called "women's jobs" in the editorial department, Portland Guild President Elwood B. Bigelow wrote to Labor Dept. attorney Jerrold Solomon that:

"These jobs held by women evolved in a separate but unequal 'society page' atmosphere in which management made the value judgment that created the problem we have today—that material appealing to women was somewhat inferior and easier to produce, and thus not worth the pay earned by general newsroom staffers."

The women's page editor performs reportorial and desk work. The "Living in Maine" editor's job was eliminated and divided among the general copy editors, a development the Guild said bolstered its original case that the work was equal. The "Living in Maine" job, however, remains as a contract classification, although it is not now filled.

Womens' page writers perform the same kind of work that other reporters perform, the Guild told the Labor Dept.

Bigelow, in a memorandum to the Labor Dept., said that al-

though the six cleaning women and eight male janitors do not perform identical work, they must by law be paid equally if the work is, as the Guild contends, "substantially equal."

Here is a comparison of minimums received in some primarily female classifications with parallel classifications filled mostly by males:

- Women's page editor, \$247 a week; copy editor, \$286.
- Women's page writer, \$242; reporter, \$281.
- Cleaning woman, \$129; janitor, \$154.

The minimums for women's page editor and cleaning women are flat amounts and are compared to top minimums in the other classifications. The top in those classifications is reached in from two to four steps.

The "Living in Maine" classification carries a \$247 minimum, and society reporters receive \$209.

The Guild's human rights committee conducted an extensive survey and found, among other things, that in a fulltime work force ratio of 1.74 men to one woman, 37.66 men were promoted to management positions for each woman so promoted, and eight men occupied key classifications for each woman in such a classification.

Guild launches strike on Time publications

(Continued from Page 1)

Basketball Assn. playoffs and Belmont Stakes stories.

Time-Like Books was described as a "devastation area," with nearly all employees out.

Money was described as "pretty hard-hit."

There was no mention of the strike in Time's 80-page June 14 issue. But Newsweek, which ran 100 pages on June 14, led its media section with a story reporting that Time retirees, part-timers, freelancers and even a couple of spouses were called in to produce the June 14 issue.

"The most famous case of alleged overwork," the Wall Street Journal reported June 4, "involves Alexandra Rich, a reporter-researcher who has, apparently against her wishes, become something of a folk heroine at Time, Inc. After a long series of late assignment on New York finances and other stories, she was assigned to cover a story on Patricia Hearst when Miss Hearst was captured on Thursday, Sept. 18. Miss Rich worked until past 11 that night, returned at 8 a.m. Friday and worked steadily until 5 p.m. Saturday, after which she collapsed from nervous exhaustion. She was away three months under medical care."

The Journal added that: "Management is accused . . . of having pared the magazines' staffs, particularly Time's, through attrition until the work burden has grown exhausting for remaining workers, who often put in more than 30 hours at a stretch before deadlines, without overtime pay."

"I think it's ironic that we had to work for five months to get management to agree to a 17-hour day," a Guild representative was quoted as saying.

By the time the unit voted strike authority, 454-10, on April 19, Guild membership had risen dramatically at Time, Inc., especially on Time magazine. The Wall Street Journal said the increase was "the most obvious barometer of discontent."

The Time Unit took a three-column by four-inch ad in the New York Times on June 7 and 9 telling Time advertisers of "the impact that our current strike at Time, Inc., will have."

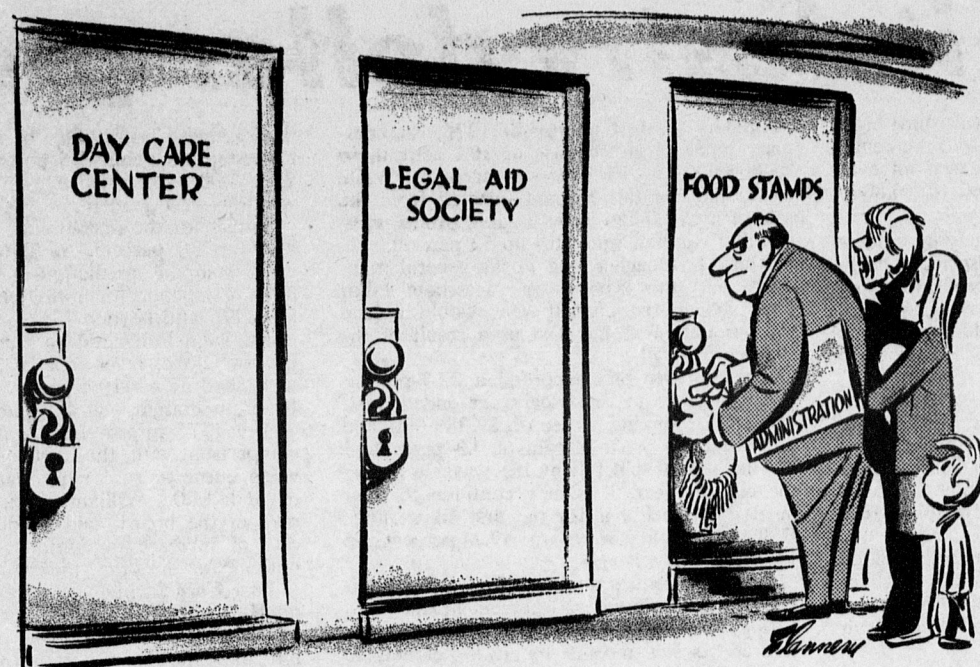
"All of you have come to expect Time, Inc.'s magazines to be of the highest quality both in content and appearance. Now the company is without the talents of most of its best writers, correspondents, researchers, copywriters, artists and all the others who got the publications to press swiftly but carefully," the ad said.

"Stories in the magazines that appear this week have been 'in the house' for weeks. But what of the weeks to come?"

In the same issues, Time, Inc., bought full pages to extol its marketing power.

The New York Local asked all presidential candidates to stop dealing with Time publications and said that all Democrats had agreed.

The AFL-CIO sent a memorandum to all its department heads and regional directors saying, in part, "Time, Inc., has been removed from AFL-CIO mailing lists and no calls or visits from its representatives will be accepted, and no interviews of any sort will be given until the strike has been settled."



Flannery in The Sun, Baltimore. Reprinted by permission

'We hate to sound like bleeding hearts but we're hungry'

'Anti-hunger coalition' gains temporary victory from court

An "anti-hunger coalition" of which TNG is a part won a temporary victory May 28 when a federal judge in Washington blocked an Administration proposal to lop millions from food stamp benefits.

District Judge Howard Corcoran issued a temporary restraining order delaying President Ford's plan until the issue can be given a "full and fair hearing" on its legal merits.

The Ford proposal would cause 10.8 million Americans to suffer, the coalition of 26 states, 109 labor, civil and religious groups, and 73 individuals said.

Corcoran's order will remain in effect until July 4, pending a hearing before another district judge on the coalition's petition for a temporary injunction.

The Administration wants to cut the food stamp program by \$1.2 billion by tightening eligibility requirements.

TNG President Charles A. Perlik, Jr., meanwhile, wrote to members of the House Agriculture Committee in support of H.R. 12777, by Rep. Andrew Young (D-Ga.).

"The Young bill," Perlik wrote, "would first and foremost end the purchase requirement for

food stamps. This would eliminate at a stroke the fraud that has resulted from sale of the stamps. At the same time it would enable families with incomes too low to buy enough food stamps to obtain what they qualify for."

The bill would continue to base eligibility on current income, Perlik wrote. "To base it on past income would deprive families currently in need—the newly unemployed, mothers who lose their child support," while providing stamps to those who no longer need them, such as persons who have returned to work after layoffs.

NLRB orders vote at the Post

(Continued from Page 1)

is resolved and that revival of the issue afterwards would make bargaining for a new contract "an agonizingly slow process."

Post attorney John D. O'Brien, while stating that the Post would not challenge the ballots of any of the 140, made it clear at an NLRB hearing that the company still considers them "management or supervisory." He did not agree to withdraw the issue until he received Humphrey's assurance that there seemed to be no barrier to raising it anew afterward.

Guild Unit Chairperson Don Baker reported subsequently that the company had "reiterated its intention to go again before the National Labor Relations Board, after the representation election, and seek to remove 140 jobs from union representation." And Post General Manager Mark Meagher, in announcing cost-of-living increases, said that the period before a new contract could be negotiated "might be an extended one."

The Post acted unilaterally after the Guild refused to become a party to a Post-WNU agreement that would have had the same effect.

Humphrey, in ordering the election, ruled that the WNU is a labor organization as defined by the National Labor Relations Act, a conclusion to which the Guild had refused to stipulate.

The WNU was formed as a breakaway group as a result of discord among Post Guild members arising from the strike of pressmen last Oct. 1 and the subsequent filing of local charges against more than 300 members.

The WNU, in a new attempt to spur an exodus from the Guild, called on Guild members in late May to resign or revoke their checkoff authorizations. But only a dozen had responded after two weeks.

Earlier, despite encouragement from the WNU and the Post, more than 77 percent of the unit declined to revoke dues checkoffs.

Unit Chairperson Baker, in a unit bulletin, termed the WNU call for resignations or checkoff authorizations "counterproductive." But he called for support for a separate Washington Post Guild Local.

While declaring that "The Newspaper Guild has been a force for great good in the industry and at this newspaper," Baker said that "the only way I can continue as chairman of the Post Unit is to enlist your support in behalf of a separate local."

"No Guild local dominated by Brian Flores [the local's administrative officer] ever again will capture the hearts and minds, and votes, at the Post," Baker de-

clared. He said it was "unreasonable to think that Brian will step aside" and added that "indeed, it appears that many members of Local 35 still support him."

Baker issued his statement after most members of a "Guild Unity/Reform Slate" seeking election as Guild Convention delegates on a platform designed to "heal, reform and reconcile factions" in the local lost out to a local-administration slate.

The 25 elected as delegates included only one candidate running on the Unity Slate alone. Four supported by both groups, including Local President Thomas Grubisich of the Post, were also elected.

Under present TNG constitutional provisions, a separate Post local could be chartered only with the concurrence of the Washington-Baltimore Local.

In another strike-related development, a Post pressman was sentenced to an indefinite period of probation on charges growing out of damage inflicted on the Post's presses at the start of the strike.

The pressman, Jeffrey D. Collins, was allowed to plead guilty to a misdemeanor charge after agreeing to testify before a grand jury investigating the case. Sentencing of a second pressman who also pleaded guilty to a misdemeanor and testified was postponed to September.

N.Y. Times to splinter editorial board

New York City—The New York Times is bringing the ax down squarely in the middle of its editorial board.

Six of the Times's 12 editorial writers are to be shuffled back into the newsroom under a shakeup reportedly inspired by Publisher Arthur (Punch) Sulzberger himself.

The announcement has produced bitterness and dismay among the editorial writers and a warning from the New York Guild.

"All appropriate steps will be taken to protect the integrity of the collective bargaining agreement against any personnel actions which violate our contract,"

Secretary-Treasurer Raymond A. Mann notified the Times.

The six are being moved as the start of a new policy of regularly rotating staff members between reporting and editorial writing, according to Executive Vice President Sidney Gruson.

"The theory is to get fresh ideas and fresh minds to work on problems, to use what people had learned in the field," Gruson said. "There are some very talented people out there, and we would like to offer them the chance to write editorials for awhile without freezing them into writing editorials for the rest of their life."

But the comment of another

Times executive indicated that, as far as the editorial board's present members are concerned, permanent assignment to editorial writing is not regarded as an onerous life sentence.

"It's a terribly difficult situation for the people involved because they thought, once appointed, they would always stay on the board," a management official said. "It was like becoming a Knight of the Garter or a professor at a major university, with tenure forever."

The reorganization is scheduled to take place when Sunday Editor Max Frankel succeeds John B. Oakes as editorial page editor at the start of next year.

Scheduled for transfer, at the

moment, are four of the board's international affairs experts, Harry Schwartz, Peter Grose, Graham Hovey and Robert Kleiman, its cultural-affairs specialist, Herbert Mitgang, and James Brown, who specializes in urban affairs.

"The selection of the editorial board as the first target for action under the recent realignment of the news, Sunday and editorial departments seems intended to make members of the Guild Unit quake in their seats," observed Times Topics, the unit's official publication.

"After all, if the publisher can swing his ax at . . . well-paid intellectual necks, what hope is there for the peasants?"

Raskin returns to Guild fold

New York City—A. H. Raskin, whose working life as a New York Times executive expired with his 65th birthday, is back in the more benign world governed by a Guild contract.

Raskin was retired from his post as assistant editor of the Times's editorial page May 1 upon reaching the mandatory retirement age for Times executives. But there is no compulsory retirement provision in the Guild's contract, and Raskin was able to return to Guild jurisdiction as a writer analyzing labor, economic and government news.

Raskin, who was the paper's chief labor reporter before moving onto the editorial board, once termed the Guild "the most constructive force at work in the field of American journalism."

OSHA finds safety last at Times office

Metuchen, N.J.—Responding to a Guild invitation, the federal Occupational Safety and Health Administration paid a visit to the New York Times's Metuchen circulation office last month and cited it for three violations.

The OSHA inspector found a fire door locked, a light switch with exposed wiring and no posted notices of floor-load capacities.

The first two violations were to be corrected immediately, and the third by June 17.

The Guild filed a complaint after a grievance over the safety hazards failed to bring about corrections. The Guild said dangerous congestion was created in the Metuchen office when the Times closed its circulation offices in West Orange, Ridgewood and Freehold and crammed them into the three-room office here.

The floor in two of the office's three rooms are tilted sharply and furniture is so closely crowded that escape in an emergency would be difficult, the Guild complained.

Times Topics, the Guild Unit publication, said employees had been advised that, in the event of fire, they were to break a glass panel in the locked fire door with a shoe, "reach through the broken glass, unlock the door, cross the room and crawl through the window to the roof of the second floor (which hopefully is not on fire), where there is a long, steel ladder which, because it is not bolted at the bottom, swings freely."



Wilkes-Barre honors McCormack

Thomas J. McCormack, former treasurer of the Wilkes-Barre Guild, receives the local's Kupstas Memorial Award for Guild service. From left are Charles Gregg, local vice president; McCormack; Paul Golias, local president, and Joe Subarton,

chairperson of the annual Guild party. McCormack also served as executive board member, and delegate to the TNG Convention and the Middle Atlantic District Council. The local also honored former President Jack Wallace.

Full-employment program a must, Perlik says in plea to Congress

Calling its principal provisions "beyond partisan considerations," TNG President Charles A. Perlik, Jr., urged representatives and senators to support the Full Employment and Balanced Growth Act.

The bill, S. and H.R. 50, by

Sen. Hubert H. Humphrey (D-Minn.) and Rep. Augustus Hawkins (D-Calif.), is "designed to make the right to employment at a living wage part of the birthright of every American," Perlik said in a letter to House leaders and members of the Senate Labor and Banking committees.

"Almost 10 million people are out of work," Perlik noted, "and the specter of recession continues to threaten" the economy.

The measure would establish a mechanism to reduce unemployment to three percent by 1980, "surely not a Utopian goal."

"Present federal policies have brought economic hardship, if not disaster, to millions of Americans," Perlik wrote.

"No right is so intrinsic to the well-being of America and its citizens as the right to a job," he



Retired Frontpage editor likes essay on Ernst

BROOKLYN, N.Y.

Editor:

I have just received (and partly read) the May 28 issue of the Reporter and I am impelled to express my congratulations for a job very, very well done in the essay (I could not refer to it as merely an obituary) on the passing of Morris Ernst. I was greatly impressed by the thoroughness of the piece and by its stress on

the fine work Ernst did for the Guild and for the liberties of the run-of-the-mill human being, whether a Guild member or not. Morris Ernst had his shortcomings but our—the Guild's—debt to him is very great. . . . Again, Congratulations.

I. KAUFMAN
Retired Unit
New York Guild
Former editor, Frontpage

P.S. I go back to the Morris Watson epoch and knew him and Ernst well.

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



International Executive Board, pre-convention meeting, June 25-26, Shoreham Americana Hotel, Washington.

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

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.

Health measure



PELLEND for
The Guild Reporter.

DATELINE: WASHINGTON

The morning-after line says it's going to be Smiley from Georgia

By WILLIAM J. EATON, Chicago Guild



BARRING ACTS OF GOD, Democrats will have Jimmy Carter, the smiling farm boy from Plains, Ga., at the top of their ticket in November.

Given the party-splitting dog-fight between President Ford and his challenger, Ronald Reagan, the Democrats should be able to put Carter into the White House and break eight years of Republican rule.

But it's a long way until the ballots are cast in the general election and the lack of foot-stomping enthusiasm for Carter shows that he has work to do both before the Democratic convention in New York and afterward if he gets the nomination for President.

In a masterful performance reminiscent of John F. Kennedy's quest for the Presidency in 1960, Carter came out first in most of the primaries. He relied on an

early start, an image of sincerity and freshness. He was aided by the general mediocrity of his rivals in Democratic ranks.

Like Kennedy, he was opposed by many big-city Democratic bosses and put down by the party's liberal establishment. In 1960, the sentimental favorite was the late Adlai E. Stevenson, just as Sen. Hubert H. Humphrey has a never-say-die following among today's Democrats.

IT SEEMS SAFE to predict that by convention time at Madison Square Garden next month, Carter will have won over enough support to assure his nomination. In part, this forecast relies on the maxim that you can't beat Somebody with Nobody.

Carter has assembled a capable staff and showed he has the endurance to be the long distance runner in this year's 30-primary race while other Presidential aspirants ran well only in the sprints at the close of the marathon.

His critics, however, object with some justification that the former Georgia governor is vague on the major issues. On tax reform, for example, an issue that has been studied to death, Carter wants another year-long study after he is in the Oval Office to decide what recommendations to make. That is just unacceptable waffling.

He has taken the same position on government reorganization,

which is somewhat more understandable, but not likely to survive the cross-examination of a Presidential campaign.

Of greater concern, however, is Carter's character and personality. The word "ruthless" is becoming attached to him as it was to the late Robert F. Kennedy, and his friends say that it's necessary to be hard-nosed in the rugged world of politics. Carter also boasts that: "I'm not a good compromiser."

These two traits, in combination, raise fears of an overly strong President, banging heads with a Democratic-controlled Congress. A sore winner, in effect, Carter must try to alleviate those fears.

On the plus side, despite a brief overture to urban rednecks with his "ethnic purity" comments, Carter seems to be a true believer in racial integration. He has promised to name a number of blacks to his Cabinet and high government positions if elected and there is no reason to doubt him on this score.

CARTER ALSO HAS been a proponent of open government—an issue of great concern to citizens and news organizations—and Washington could use much more openness.

On the Republican front, the weakness of President Ford recalls his narrow escape from defeat in the New Hampshire primary, where he won by an eyelash in the race for convention delegates and has humbled himself and his office by hustling for votes in states where the Republicans have not chosen sides yet.

It is the most miserable showing by an incumbent President since William Howard Taft was blasted in the 1912 primaries and then lost the White House in a three-way race to Democrat Woodrow Wilson.

No third party candidate has appeared so far but Ford's shaky base in his Republican ranks marks him as a loser in 1976.

As they put it

Jobs and scarecrows

TNG President Charles A. Perlik, Jr., has written to House leaders and Senate Banking and Labor committee members supporting the Humphrey-Hawkins bill for full employment (see Page 4). An additional view from the labor movement is that of AFL-CIO Legislative Director Andrew J. Biemiller, from whose testimony to the Senate Banking Committee the remarks below are excerpted.

Much of the opposition to the Humphrey-Hawkins full employment legislation stems from baseless myths about inflation, budget deficits, and government spending.

The fact is that full employment is a pre-condition for price stability in a healthy, balanced, expanding economy that produces growing revenues to pay for full employment programs.

The huge deficits in recent years were not the cause but rather the result of the nation's economic problems. Last year, the President in his budget message candidly noted that if unemployment in 1975 and 1976 were at 1974 levels, there would be no deficit. The President stated that "lower tax receipts and payments to the unemployed alone more than account for the deficits expected in both 1975 and 1976."

If the U.S. economy had been operating at full employment, according to the Council of Economic Advisers, the 1975 calendar year federal deficit would have been only \$7.5 billion instead of the actual deficit of \$73.4 billion. The council figures are based on a definition of full employment as 4 percent unemployment. We consider 3 percent unemployment the only acceptable formula.

And for federal, state and local government combined, in calendar year 1975 there would have been a combined surplus of \$29.9 billion instead of a combined deficit of \$63.5 billion.

So it is clear from this Administration's estimates in the 1976 Report of the Council of Economic Advisers that government budget deficits will be sharply reduced and ultimately eliminated entirely when the American economy is operating at full employment.

For many years, the AFL-CIO has been seeking a realistic, feasible full employment measure—a bill that is workable, that can be adopted, that can be implemented.

We consider the revised Humphrey-Hawkins bill, S. 50, that measure.

This is a bill that sets forth the goal of reducing unemployment to 3 percent as promptly as possible, but within no more than four years after the date of enactment. It is a tangible and feasible goal, and it provides the machinery to achieve that goal.

This is a bill that says to the President: "You are required to submit a full employment program to the Congress each year."

This is a bill that says to the Congress: "You must review and act on the President's full employment proposals."

And very importantly, S. 50 says to the Board of Governors of the Federal Reserve System: "You must submit to the President and the Congress a statement of intended monetary policies for the coming year. And you must demonstrate how those policies will support achievement of the full employment program or a full justification for any substantial variation from the full employment program."

There is plenty of work to be done in America, and there are plenty of workers ready, willing and able to do that work. The only thing missing is the jobs.

4 locals aid news group

At least four Guild locals have responded to the International Executive Board's call last fall for financial support for the Reporters Committee for Freedom of the Press.

The St. Louis Guild contributed \$200, the Sacramento Guild (now Central California) voted \$100, the New York Guild gave \$500 and the Gary Guild, \$50.

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Editor

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