Philadelphia sues papers on aid pact

THE GUILD REPORTER

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J. Kingston Coleman, Philadelphia Guild

'Hanging around' the Philadelphia line

Effigy of U.S. Judge Herbert A. Fogel is carried on Guild picket line at Philadelphia Inquirer and Daily News by New York Guild's Raymond A. Mann during Mid-Atlantic District Council delegates' visit to the strike. Effigy bears sticker advocating "Impeach Fogel" in protest of the judge's refusal to remove himself from strike-related cases in the face of allegations of conflicts of interest stemming from his relationship with Inquirer editor Creed Black. (Story, Page 2).

Merger, profit shares provided during strike

Philadelphia—The Philadelphia Guild has charged the Bulletin Co. and the struck Philadelphia Newspapers, Inc. with violating federal antitrust laws through a secret agreement that provides for temporary merger of their papers and profit sharing whenever one of them is closed by a strike but the other is not.

The civil antitrust suit is based in large part on a seven-page summary of the "Mutual Aid Plan" filed in U.S. District Court here by PNI lawyers during proceedings to try to force members of the mailers' union to cross picket lines in the Guild's strike against PNI's papers, the Inquirer and Daily News.

The suit, filed Feb. 17, alleges that the publishers have illegally conspired in the agreement to deprive newspaper workers by destroying or diminishing the effectiveness of legal collective bargaining.

"We are saying," explained Richard Sigmund, the Guild's attorney in the matter, "that the agreement has denied good-faith bargaining by unlawfully prolonging the strike."

The suit asks that the agreement be dissolved and that both publishers be ordered to pay employes wages lost while either publisher was carrying out terms of the agreement.

The Wall Street Journal reported Feb. 23 that Knight-Ridder Newspapers, owner of PNI, said that the strike against the Inquirer and Daily News is costing it "significantly less" per day than previous strikes.

Knight-Ridder attributed it to the Mutual Aid Plan with the Bulletin and to strike insurance it began collecting eight days after the Guild struck PNI Feb. 8, the Journal reported.

Knight-Ridder's president, Alvah H. Chapman, said that if the strike lasts until the end of February it "would cost us four to five cents a share."

Knight-Ridder's 1976 profits were nearly up 60 percent, to 52.3 million dollars or $3.21 a share, over 1975, Chapman said. Revenues were up 14 percent.

The summary of the Mutual Aid Plan filed in court says that "there is no signed document embodying the plan, but rather a series of memoranda outlining general principles on how to deal

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Papers say 'no' to new Guild offer

Philadelphia—The Knight-Ridder chain's Philadelphia Inquirer and Daily News on Feb. 22 flatly rejected a scaled-down Guild contract proposal and at the same time refused a Guild offer to bargain 'round-the-clock until an equitable settlement of the strike that has closed the papers could be reached.

The company called the Guild's proposal "unrealistic," said more meetings without further Guild movement would be "unfruitful," and said it was standing on a three-year offer made earlier in the strike, which began Feb. 8.

The Philadelphia Guild's bargaining committee said it will recommend unanimously that a membership meeting scheduled for Feb. 27 reject the three-year proposal.

The company offer, Guild representatives said, would provide only 3½ percent increases each year in the average Guild wage after allowing for present and projected health and hospitalization insurance increases.

It represents an 87-cent im-

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1st Times VDT report: no cataract rays found

New York—A team of federal investigators said Feb. 11 that their tentative opinion is that video display terminals at the New York Times do not emit radiation which could cause cataracts.

The team—from the National Institute for Occupational Safety and Health (NIOSH)—tested several Times machines of various manufacture at the request of the New York Guild and TNG after two Guild members working on VDT's developed cataracts diagnosed as caused by radiation.

NIOSH was later to submit a written report to the Guild and the Times setting out its official findings and outlining its method of testing.

Pending that, the New York Guild said, there was no reason its members should not work on the machines.

But the men with cataracts are editing copy in the old manner

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Industry report: *'Let the Good Times Roll'*

Leaders and analysts of the U.S. newspaper industry are literally ecstatic over 1976 advertising, circulation and profits gains and with rare exception expect 1977 to be at least as rewarding. Witness:

✓ Advertising revenue surpassed everyone's expectations last year, topping 10 billion dollars for the first time in history. It was up 19.4 percent from 1975's 8.5 billion dollars.

Only the most pessimistic see anything less than a 10 percent gain for 1977—to more than 11 billion dollars.

✓ Two years of circulation slippage was halted in 1976 and a modest gain of 0.2 percent in average daily and Sunday sales recorded.

Continuation of the turnaround, to the tune of a gain in the average of as much as three percent is being forecast for this year.

✓ The newspaper industry's total dollar receipts were up 12 percent in 1976, to 11.2 billion dollars, according to the U.S. Commerce Dept.'s Bureau of Domestic Commerce.

They will probably go up another 14 percent, to 12.8 billion dollars, this year, the agency estimates.

✓ While complete returns for the full year are not yet in, partial reports put industry profits in 1976 at record highs.

And industry leaders and analysts are forecasting more of the same for this year.

As one observer put it: the newspaper industry might well adopt the 1950s tune, "Let the Good Times Roll," as its theme song.

The 10-billion-dollar '76 ad revenue and the 11-billion-dollar '77 prediction, come from Jack Kauffman, president of the Newspaper Bureau of Advertising.

The Commerce Dept., a bit more conservative, estimates 1976 ad revenues at 9.7 billion dollars, up 15 percent, and predicts an 8 percent increase to 10.5 billion this year.

An 11 to 11.5 percent increase in ad revenues for 1977 was forecast by Lee Templeton, Knight-Ridder vice president, at a media outlook conference sponsored by Paine, Webber, Jackson & Curtis, Inc., late in 1976.

He said he saw a 50-50 chance of an increase as high as 14 percent.

John Morton Newspaper Research reported "few newspaper advertising di-

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Papers reject new Guild offer for settlement

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provement over the company's 24-month prestrike offer, the Guild said.

At key editorial and advertising top minimums, the company offer is for a $20 increase now, $19 in 15 months and $18 in 27 months, plus $8, $2 and $2 towards health insurance.

The Guild proposal the company rejected calls for two eight percent raises in a 25-month contract, full company payment of health insurance increases, an additional holiday and a one-half percent increase in the company pension contribution, to 6½ percent a week.

The Guild proposal would raise the present $373.94 top minimum for key editorial and outside ad sales jobs by $29.91 now and again next February. Classified phone salespersons would receive $37.91 now and $29.91 next February.

The bargaining-table standoff marked the first day of the third week of the Guild's strike against the two papers. The first two weeks were perhaps most remarkable for events away from the bargaining table. Among them:

✓ The Guild's picket line was extended to the Philadelphia Bulletin for five days after that paper began publishing with a triple Page-One logotype on the strike's second day. It eliminated the Inquirer and Daily News logos on Feb. 17.

✓ Union members at the Bulletin failed to report for work while the picket line was there, restricting distribution of the slimmed-down editions produced by supervisors, nonunion personnel and printers who belong to an unaffiliated union to lobby sales.

✓ A federal district court judge, Herbert A. Fogel, ordered Teamster drivers back to work first at the Bulletin then at the Inquirer and News. They returned to the Bulletin when the Guild picket line was removed.

✓ The same judge also ordered members of the independent Philadelphia Newspaper and Magazine Employes Union back to work at all three papers simultaneously. They returned to the Bulletin when the picket line was removed. Despite heavy fines levied against their union and its leaders and threatened against individual members, they remained away from the Inquirer and News.

✓ The judge refused to remove himself from the cases in the face of charges of pro-management conflicts of interest (see story this page).

✓ The student newspapers at Temple University and at the University of Pennsylvania published more and larger editions while the Guild pickets were at the Bulletin and distributed them in the city.

TNG International Representative James Orcutt, chief Guild bargainer at the Inquirer and News, said the Guild removed its picket lines from the Bulletin Feb. 15 so the Teamsters and Mailers could return to work there under Fogel's order on the understanding that the Bulletin would then publish with but a single logotype. It did so two days later.

Fogel ordered the Teamsters back to the Inquirer and News after an arbiter, in a decision reached in 48 hours, held that their contract forbid their staying away. Fogel ordered the arbitration and appointed Samuel Jaffee of Washington to conduct it. He then ordered the Teamsters to comply with Jaffee's ruling, but they appealed the action to federal circuit court on Feb. 22.

Jaffee, in his decision, accused the Teamster leadership of conspiring to keep the members from working. When they left a meeting of the Philadelphia Council of Newspaper Unions, "all their hearts throbbed as one," Jaffee said.

When the Mailers refused to return to work, Fogel confiscated a $25,000 bond the union posted as part of the settlement of a 1975 strike, levied a fine of $5,000 a day on the union and $250 a day on each of its officers. On Feb. 20 he said he would begin $200 a day fines against individual mailers if they did not return to work later that day, but later deferred the fines at least until a hearing scheduled for March 1.

During the Feb. 20 hearing to which more than 60 mailers were subpoenaed, Fogel ordered Mailers President Walter Yohannan to order all his members back to work. When Yohannan turned and relayed the message to those in the courtroom they shouted back, "No!"

Judge: 'Ties' not improper

Philadelphia—The U.S. District Court judge who ordered mailers and teamsters back to work at the Guild-struck Inquirer and Daily News refused to disqualify himself from one of the cases even while admitting that he has a personal relationship with one of the papers' key executives.

An attorney for the teamsters filed a motion asking Judge Herbert A. Fogel to remove himself from the case because:

✓ Before he was named to the bench in 1973, he was personal attorney for Creed Black, the Inquirer's editior and a vice president of Philadelphia Newspapers, Inc.

✓ Black's son, Creed, Jr. ("Chip") works as one of Fogel's law clerks.

✓ The son of Bruce Kauffman, PNI's chief counsel, is a law intern in Fogel's court.

Fogel admitted in open court that all three allegations were true.

But he said there nonetheless was no conflict of interest.

He said he knew people in both the Guild and management and that this would not affect his judgment. He added that young Black was "insulated from this case completely," and was one of three law clerks in his court.

BROUN AWARD CO-WINNER LEADS PICKET LINE
Acel Moore is captain at Inquirer-Daily News loading dock

Inquirer, Bulletin are accused of illegal collusion

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with union action directed against one of the companies by a union which has a joint contract with both companies."

Most of the unions whose members are not reporting for work during the Guild's strike have single contracts covering both papers bargained jointly by the papers through the Newspaper Publishers Assn. of Philadelphia. The Guild only has a contract with PNI.

But, says the summary filed with the court, the "basic" Mutual Aid Plan "is for one publishing company to come to the aid of the other if publication and distribution are prevented . . . regardless of whether the original action was by a joint-contract union."

"There is no mutual aid if both companies are simultaneously prevented from publishing and there is no mutual aid if a non-joint contract union strikes either company and all other employes work," the summary says.

There was speculation here that under this provision the plan might have been suspended from Feb. 10 through 15 while the Guild picketed the Bulletin for carrying the logotypes of the Inquirer and Daily News as well as its own and union workers did not report for work at the Bulletin either.

"The mutual aid takes various forms," the summary states.

"The initital response would be a newspaper with three logotypes —Inquirer, Daily News and Bulletin," it says.

"The next step is to gradually combine the content of the two papers' publishing cycles. This would result in a fully merged newspaper on an all-day basis.

"Operational details setting forth step by step procedures . . . to affect the integration of the papers have been established with regard to production and advertising. Under the plan, each company is to handle its own circulation distribution," the summary says.

"Revenue and cost sharing will go into effect immediately. . . . All revenue generated from the operation of the publishing newspaper are [sic] to be included" as are "all expenses incurred in the normal newspaper operation," it says.

Revenue and expenses are to be allocated on a "50/50 basis" since "the object of the arrangement is that each party will share equally in the profit or loss . . . from the operation of the publishing newspaper," it states.

While there is no indication of how long the Mutual Aid Plan has been in existence, the summary says that "operational details have been worked out . . . in writing for virtually all functions (production, news-editorial, advertising and circulation) and a detailed manual is being prepared . . . of step-by-step procedures for triggering the MAP."

If the Bulletin is shut down "because it came to the aid of PNI," the summary says, "certain sharing of payroll costs will be made."

"Generally within 48 hours" of the aid plan being implemented "there will be a fully merged newspaper with multiple logotypes and combined content publishing on an 'all-day' basis," the summary says.

"The decision to trigger the MAP or delay it is within the discretion of the struck publisher and will be made based on his confidence level of resuming publication. Likewise, if the 'up' plant has difficulty in producing or distributing the multiple logo newspaper, it will be the decision of the 'up' plant as to how long to continue efforts before suspending publication," the summary says.

The plan's objectives, it says, are to "present a unified front" to joint-contract unions, "support each other in times of labor strife" involving joint-contract unions, "increase joint participation in labor relations even though an existing situation might seem to relate specifically only to one publisher," and to "avoid 'whipsaw' situations."

CHARLES PETZOLD 'WHEELS' PICKET LINE
Makes point as Sam Psoras does regular duty

Three-foot-long, $9,586 message

Philadelphia — Philadelphia Newspapers, Inc., sent all 830 Guild members striking it three-foot-long Mailgrams outlining its position on bargaining issues.

Guild leaders, with help from "sources" at Western Union, estimated the cost at $11.55 per Mailgram—a total of $9,586.50, "more than enough to have paid a week's hospitalization insurance for all Guild members."

First-class mail would have cost $150.15, the Guild said.

Printed in U.S.A. 2nd-class postage paid in Washington, D.C., and additional mailing offices. Issued semimonthly, except monthly in July, Dec., at 1125 15th St. N.W., Wash., D.C. 20005. $7.50 a year.

Blue Chip conglomerate buys Buffalo News

Buffalo, N.Y.—Blue Chip Stamps, Inc., a California conglomerate, has purchased the Buffalo Evening News for $33 million, the paper announced Feb. 17.

Blue Chip said it would sign and abide by all union contracts and would put its promise in writing, Raymond Hill, the Buffalo Guild's Evening News Unit chairperson, said. The Guild's contract, renewed in January, expires on May 1, 1979.

The conglomerate also owns a candy company, a textile mill and a savings and loan association.

Hill said it tried to buy the Cincinnati Enquirer in 1971.

Its principal stockholder is Warren Buffett of Omaha, Neb., who also owns 10.5 percent of the Washington Post Co.'s nonvoting stock.

Buffett's controlling interest in Blue Chip is held through Berkshire Hathaway, Inc., which also owns the Sun weeklies in Omaha.

The buyers said present Evening News management will be continued and that the Butler family will remain in important positions.

The purchase did not include the paper's broadcast holdings.

Why did Blue Chip buy a newspaper?

"Because it was there," President Donald Koeppel replied.

"Newspapers are like Rembrandts," he continued, "there are fewer of them every year. This one came before our gaze and we took a shot at it.

"The history of newspapers is that they don't decrease in value," he added.

The Evening News has a daily circulation of 278,461 and a Saturday circulation of 295,283. It does not publish on Sunday.

The paper has 1,000 full-time regular employes, including 260 represented by the Guild in the circulation, inside and outside classified and editorial departments.

Buffalo News pact sets $428 top

Buffalo, N.Y.—A new, 28-month Buffalo Guild contract with the Evening News raises reporters' and photographers' top minimums $38.43, to $428.60.

District managers' top minimums are increased $36.45, to $380.62.

General increases are 4.29 percent on Jan. 1 and 5.33 percent on May 1, 1978, except that district managers get the reporter-photographer dollar increase on May 1, 1978, giving them a 6 percent boost.

The first increment for reporters and photographers is $16.74 and the second is $21.69. District managers' first increment is $14.76.

The increases and new top minimums among other classifications are as follows:

Chief copy editor, editorial writers, news, sports, wire, picture and women's editors—Up $18.43 and $23.89, to $472.04, a total increase of $42.32.

Copy editors, rewrite, columnists—Up $16.94 and $21.95, to $433.73, a total increase of $38.89.

Circulation tub clerks—Up $8.43 and $10.92, to $215.76, a total increase of $19.35.

Inside classified—Up $8.44 and $10.93, to $216.03, a total increase of $19.37.

In addition, bonuses amounting to $138.35 at the reporter top will be paid on Jan. 1, 1979, in consideration of a changed expiration date.

The bonus will be two percent of each employe's minimum salary as of Jan. 1, 1978, times the 17 weeks between Jan. 1 and April 30, 1978. The contract term was extended from its traditional Dec. 31 expiration.

A fully paid dental plan is added. Life insurance is increased by $7,000, to a maximum of $71,000.

The maximum monthly pension for key editorial employes who retire after 25 years of service is increased to $891.13 from $807.87.

Buffett, Omaha whiz, K. Graham's friend

Washington—The man whose company bought the Buffalo Evening News is described in the Feb. 7 issue of Time magazine as a "self-made Omaha financial whiz" who is close to Washington Post chief Katharine Graham.

Warren Buffett, 46, whose company bought the Evening News, owns a 10.5 percent block of nonvoting stock in the Post Co. and sits on its board where, Associated Press reported, he heads its finance committee.

Time called him "virtually an unpaid Post Co. executive."

"He spends much of his time on company busines and is a frequent Graham dinner guest," Time said.

"Intellectually, he dominates her," Time quoted an editor who knows them both as saying.

"You remember how her orientation changed to talking about stockholders, profits and the bottom line? That's Buffett's influence," the editor was quoted as saying.

Larry H. Israel quit as Post Co. president partly because he resented Buffett's influence with Graham, which came at a cost to his own, the magazine reported.

Schultz succeeds Stell at Western helm

Great Falls, Mont.—Gerald L. Schultz, past president of the San Diego Guild, was elected president of the Western District Council at its winter meeting here Feb. 19-20.

Elected with him were Carla Beck of Great Falls, first vice president, and Harriett Agar of San Jose, second vice-president. Bob Jones of Bakersfield was re-elected secretary-treasurer.

Schultz, who served two two-year terms in San Diego, ran for the Region IV seat on the International Executive Board last year, but lost to Shirley L. Caldwell of Pacific Northwest.

He succeeds as WDC president Jose Stell of San Jose, who served a record five terms. He did not seek re-election.

The council praised Stell's "unprecedented" length of "distinguished service."

In other resolutions, the WDC pledged its full support to the host Great Falls Guild's efforts to gain more adequate wages and working conditions for its members at the Great Falls Tribune; backed labor's boycott against the J. P. Stevens Co., and condemned Secret Service use of phony press badges.

About a dozen state and area union leaders were among more than 60 persons who attended a council dinner Feb. 19. Included were Bernard Kempa, president of the Great Falls Typographical Union; Norman Green, Mailers' (IMU) Union president; Jim Godfrey of the pressmen's union; Ernest Post of the Montana AFL-CIO; Leonard Loring of the AFL-CIO's Region 2; Bertha Vukasin and Ray Graham of the Cascade County Trades & Labor Asembly, and John Board, president of the Montana Education Assn.

TNG President Charles A. Perlik, Jr., wired the council his regret at being unable to attend its first-ever meeting here, calling it a "commendable demonstration of solidarity with the beleagured local" and assuring delegates and local members of "full international support" in the local's "struggle" with the "hostile" Cowles management.

The Eugene Guild's application for WDC membership was "firmly embraced" by the council.

The council's next meeting will be May 21-22 at the Los Gatos Lodge in Los Gatos, Calif., with the San Jose local as the host.

Atlantic Council pickets, elects

Philadelphia—The expanded Middle Atlantic District Council, with which the Empire State Council recently merged, re-elected Francis J. Fanucci of Harrisburg president at its annual meeting here Feb. 19 and 20.

Thomas P. Murphy of New York, which formerly was affiliated with the Empire State Council, was elected secretary, succeeding Jean-Rae Turner, who did not seek re-election. Murphy had been treasurer of the Empire council.

Vincent M. Iezzi of Philadelphia and John J. Wallace of Wilkes-Barre were re-elected vice president and treasurer respectively.

The council adopted a resolution commending Turner for her five terms as council secretary and one term as vice president. She had been a council delegate the past 10 years.

The council also voted to send a message to Roberta Bailey, former president of the Philadelphia Guild and former TNG vice president at large, wishing her well on her retirement from the Philadelphia Inquirer last month.

After visiting Guild strike headquarters and walking the picket line at the Inquirer Saturday afternoon, council delegates heard a report on the strike from TNG International Representative James Orcutt and voted to contribute $500 to the strike.

A TNG "Back to Basics" institute with sessions on contract enforcement and local administration had been scheduled for the council meeting, but because of the strike activity only the latter session was presented, by TNG Secretary-Treasurer Robert M. Crocker, on Sunday morning.

The council scheduled its next two meetings for New York City, on May 21 and 22, and Harrisburg, on August 6 and 7.

Lakes locals to head west

Toledo, Ohio — The Great Lakes District Council, at its winter meeting here Feb. 12 and 13, voted to join the Midwest and Southern councils in a joint pre-convention meeting in St. Louis May 14 and 15.

Members of the TNG/ITU unity task force have been invited to participate in the St. Louis meeting.

Council delegates also voted a $100 contribution to the Philadelphia Guild's Inquirer and Daily News strike fund.

At the GLDC meeting here, attended by representatives of 12 area locals, TNG Secretary Treasurer Robert M. Crocker and Administrative Operations Director Ellis T. Baker presented the second of this year's TNG regional weekend institutes on the theme, "Back to Basics."

Stuart S. White, Great Falls Guild

EYES LEFT AT WESTERN DISTRICT COUNCIL DINNER IN GREAT FALLS

Outgoing Council President Jose Stell emcees dinner session attended by more than 60. Left foreground: Jack Remmel of Great Falls. Right foreground: Bill Ernst of San Jose.

THE SHORT OF IT

PRESIDENT JIMMY CARTER has scrapped his proposal to open regular Cabinet meetings to some form of press coverage. He mentioned the proposal at the Cabinet's first meeting on Jan. 31, making it clear that there probably would be some limits on what could be reported and on the number of reporters that would be admitted. . . . Sen. Gaylord Nelson of Wisconsin heads a committee writing a Senate ethics code and is proposing that corporate executives, editors and reporters, among others, be required to disclose their finances—on the thesis that they often have as much impact on public policy as government officials, the Wall Street Journal reports. . . . Former White House Press Secretary Ronald Nessen is telling college audiences that he thinks the media, particularly television news, were preoccupied with trivia at the expense of more important matters in coverage of the Ford Administration and the Carter-Ford campaign. It might have cost Ford the election, he said.

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Included in $330,000 in contributions announced recently by the Frank E. Gannett Newspaper Foundation, Inc., was $42,000 for new equipment and carpeting for the foundation's "Newspaper Technology . . . on the Move" van, which travels from journalism school to journalism school around the U.S. . . . The new computer-centered newspaper production technology has made the industry's old cost-accounting statistics obsolete, according to Brian H. Shelley, Southam Press's vice president for finance. No longer are composing-room minutes per column calculated, he told the Institute of Newspaper Controllers and Finance Officers. "We are looking for new tools to measure efficiency," he added. . . . Another speaker told the same group that the new electronics systems have created "a terrible inequity" in wages paid by newspapers—"a violation of the human relations principle that employes should be justly rewarded," according to Editor & Publisher magazine. George D. Veon, the Lee chain's personnel director, said the industry "will have to face up . . . soon" to its "unjustly rewarding printers" by "still paying craft wages of $6, $7 or $8 an hour" for what he said is now "unskilled or semiskilled work."

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HOW'S THAT, AGAIN? John Salisbury, president of the Radio and Television News Directors' Assn., told the Oregon Assn. of Counties that if the surveys are correct that show as much as 60 percent of the U.S. populace relying on radio and television for most of their news, "this means we are woefully ill-informed and under-informed." . . . Women In Communications, Inc., has given one of its four Headliner Awards to Allen Neuharth, as one who has been "exceedingly supportive of women in communications." Neuharth, a member of WICI, is president of the Gannett Co., owner of the Saratogian, the daily that fired Kathy O'Brien not so long ago when she gave the finger to firemen who were making comments about her 5-10, 130-pound frame. A "lack of feminine control" was mentioned. . . . "The question of whether the local would bid on hosing [cq] the 1981 TNG convention was tabled," the Central California Guild's "Guild Journal" reported.

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One Tennessee judge has thrown out a law suit brought by another to try to force the Nashville Tennessean and Banner to accept abbreviations in its classified ads, apparently agreeing with the papers that since they can reject advertising they ought to be able to control the content of that they accept. The suing judge called the practice a direct outgrowth of the papers' monopoly and said it was aimed at generating more ad revenue by making ads consume more space. The papers said it was to make the ads more understandable to readers. . . . A "public service" ad campaign by the Advertising Council to educate the public about the U.S. economy is being attacked as "one-sided and simple-minded propaganda designed to serve major corporations" by a nonprofit organization called the Public Media Center. Backed by labor, consumer and environmental groups, PMC wants its own ads run to stimulate a national debate about our economic system. . . . The Oil, Chemical and Atomic Workers' Union points out that its recent settlements with the oil industry should not be blamed for any increase in the price of petroleum products. The two-year settlement totals about 19 percent. It would have had to be 150 percent to hike the cost of a gallon of gas a penny.

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AMONG OURSELVES: Gerald Marks, spouse of TNG International Representative Edna Berger, is one of the charter inductees into the new Songwriters Hall of Fame. Author of more than 400 songs, including "All of Me" and "Is It True What They Say About Dixie," he sang a few for delegates to TNG's 1974 Convention (left). . . . Michael Drugach, a charter member and former vice president of the Wilkes-Barre Guild, has retired from the advertising staff of the Times-Leader-News Record after 56 years' service. . . . TNG President Charles A. Perlik, Jr., was among labor leaders who sponsored a Washington showing of "Bound for Glory," a film biography of folksinger/union organizer Woody Guthrie. Proceeds went to the United Farm Workers. . . . Dennis Britton, once a member of the San Jose Guild, has been promoted from assistant Los Angeles Times Washington Bureau chief to national editor.

Court orders 5 Bay dailies to implement Kagel award

San Francisco—Superior Court Judge John E. Benson has ordered the Bay Area's five metropolitan dailies to implement an arbitrator-mediator's award which would mean an additional week's vacation across the board to Guild members.

The San Francisco-Oakland and San Jose Guild locals and the Graphic Arts Union petitioned the court to confirm the award on the same day that most of the publishers petitioned to have it vacated.

After a long tangle, Sam Kagel, the mediator-arbitrator, had issued two opinions, one of which set the cost of an additional week's vacation at $3 per employe.

The San Francisco Chronicle, San Francisco Examiner, San Francisco Newspaper Printing Co., and the San Jose Mercury and News flatly refused to implement the award.

The Oakland Tribune said it would implement lump-sum retroactive payments and increased pension contributions, but not the additional week in 1977.

The issue first arose during a reopener in the now-expired contracts which allowed the unions to bargain on vacations and pensions.

Kagel's decision would mean three weeks' vacation after one year of service, four weeks after two and five weeks after five.

All the employers except the Tribune joined in the petition to vacate the award.

Fred D. Fletcher, the San Francisco-Oakland Guild's executive secretary, said there still is wide disagreement between the Guild and the Tribune over what Kagel's award means, even as confirmed.

He added that the two Guild locals, which are bargaining for new contracts, have submitted specific language at the bargaining table to implement the award.

There was no indication last week as to what the companies would do.

But Fletcher noted that under California's arbitration law, Kagel's award now becomes a court order and violators are subject to contempt proceedings.

Managements at suburban papers in San Mateo, Santa Rosa, Richmond-Berkeley and Vallejo apparently will not add the week of vacation, either.

The San Francisco-Oakland Guild's Executive Committee has recommended that the local's Representative Assembly authorize arbitration if there is no quick agreement with the suburbans. The Guild and the suburbans were scheduled to meet this week.

Industry: *Good times are rolling*

(Continued from Page 1)

rectors we interviewed" at the winter convention of International Newspaper Advertising Executives expecting gains of "less than 12 to 13 percent, and some are confident of 15 percent."

"Most often cited expectations" for liinage increases were four to five percent, Morton reported.

Factors cited to support the expectations include resumption of home building, improving employment, pent up consumer demand, a spread of confidence following the '76 elections, and a hope that television's high rates and full schedules will direct more ad dollars to newspapers.

The Newspaper Advertising Bureau's Leo Bogart pointed out that newspapers' ad-dollar gain in 1976 was greater than that of television and radio combined.

The bureau's projections for 1976 were revised upward three times during the year.

Knight-Ridder's Templeton pointed out that 1976 was the first year since the early 1960s that newspaper advertising grew faster, "a lot faster," than the Gross National Product. He predicted maintenance of "very strong growth" in 1977.

Newsprint's skyrocketing prices were cited as the chief villain in the drop off in newspaper circulation by most executives at the Paine-Webber seminar, Advertising Age reported.

Publishers pruned outlying circulation, started charging more and saved paper by chopping editorial features and cutting page sizes, annoying some readers, Ad Age noted.

Timothy White, Booth newspapers marketing director, said the higher prices changed "the economics of circulation" so that as circulation increased, profits decreased.

With newsprint stabilizing, hopefully, at about $300 a ton, and publishers embarking on new circulation building efforts, Ad Age cited industry leaders foreseeing "substantial" circulation increases in 1977 and beyond.

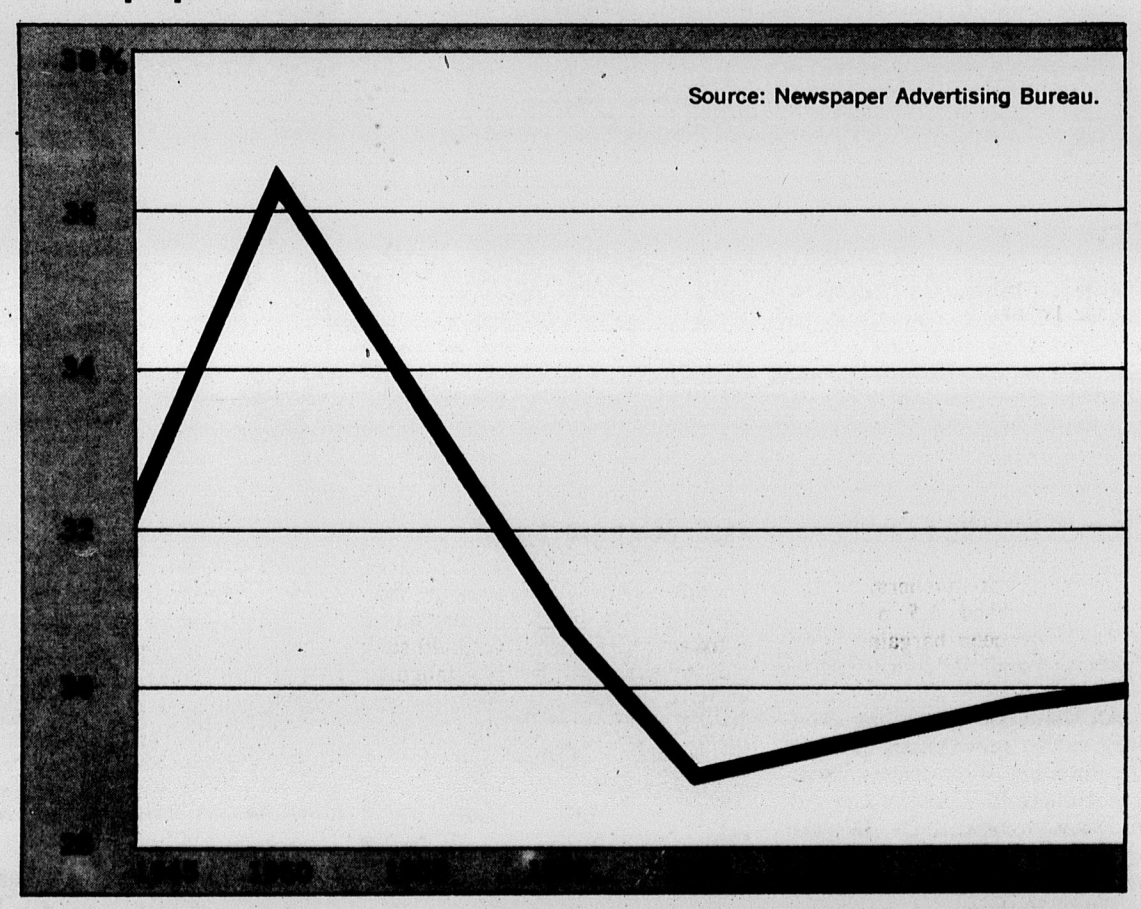
The Advertising Bureau is among those being enlisted to pump new life into circulation-growth drives, Morton reports.

As to the bottom line—profits: Fred Harris, Dow Jones comptroller, told the Paine-Webber meeting he expects those of 14 public newspaper companies to be up 25 to 30 percent when 1976's final figures are in. This compares with a 7.8 percent profits increase in '75.

An "overview" of the newspaper industry by Edward E. Dunleavy for Merrill Lynch Pierce Fenner & Smith in January estimated the industry's 1976 profits to have increased 73 percent over 1975, with a pre-tax margin of 13.3 percent.

He foresaw a gain of 4.9 percent on a margin of 12.9 percent for 1977.

Newspaper share of all media ad revenue



Reprinted From Advertising Age

Krimsky spy charges called preposterous

New York—George Krimsky, the Associated Press correspondent expelled from Moscow by the Soviet government was guilty only of "carrying out his duties as a journalist" and not of espionage and currency violations, the Wire Service Guild's representative assembly said here Feb. 6.

It called the charges against Krimsky, a Wire Service Guild member when assigned in the United States, "preposterous" and "unfounded" and accused the Soviet Foreign Ministry of a "flagrant violation of the 1975 Helsinki Agreement's affirmation of the right of news reporters to carry out their duties."

Almost simultaneous with the representative assembly's action, the Brussels-based International Federation of Journalists, expressing its "utmost concern" at Krimsky's expulsion, called upon the Soviet journalists' union to seek to have the deportation order withdrawn.

Noting reports in the West Europe press that Krimsky was really being expelled for having reported on the activities of Soviet dissidents, the IFJ's general secretary, Theo Bogaerts, said the IFJ "could not possibly consider this as an offense" and feels that correspondents from the East working in the West and those from the West working in the East "should be able to freely exercise their profession."

On Feb. 5, the day after Krimsky received his expulsion order, the U.S. State Dept. ordered a member of Tass's 18-member Washington bureau to leave the country in retaliation for Krimsky's expulsion.

Vladimir I. Alekseyev had been covering the State Dept. and Capital Hill since April.

RICHARD J. OLIVE

Some Consumers' tops raised by $78, to $574

Mt. Vernon, N.Y.—Top minimums are increased by as much as $78.32 a week in a new, three-year New York Guild contract at Consumers Union, publisher of Consumer Reports.

The agreement also provides for general increases of 5 percent on Jan. 1, 1977, 2 percent on June 1, 6 percent on Jan. 1, 1978, and 2 percent on June 1, 1978. Minimums are increased on the same dates.

A cost of living escalator is included, which will provide an amount equal to the percentage increase in excess of eight percent in the area's Consumer Price Index, with a 2 percent ceiling for the adjustment effective Jan. 1, 1977, and 2.5 percent for that effective Jan. 1, 1978.

Among increases and resulting new top minimums are these:

Senior editors, senior chemists, senior project engineers — Up $24.79, $10.41, $31.86 and $11.-26 to $574.18, a total increase of $78.32.

Assistant editors, photographers, associate producer/writers, art directors—Up $21.49, $8.02, $28.62 and $9.76 to $497.64, a total $67.89 increase.

Stenographers, switchboard operators, library clerks—Up $10.-57, $4.44, $13.58 and $4.80 to $244.69, a total $33.39 increase.

Messengers—Up $7.16, $3.01, $9.20 and $3.25 to $165.73, a total $22.62 increase.

Employes entitled to at least a week's vacation will receive an extra week's pay as of ratification; those entitled to less than a week's vacation will receive additional pay equal to the number of vacation days to which they are entitled.

An additional half-week's pay will be received by employes entitled to a week's vacation effective June 1, 1977, and June 1, 1978. Employes entitled to less than a week's vacation on those dates will receive an additional amount equal to half the number of vacation days to which they are entitled.

Effective June 1, 1978, the employer's contribution to pensions rises half a percent, to 4.5 percent of the salary base.

Retroactive to Sept. 1, 1976, the company will institute an optical plan for employes and dependents, with the cost not to exceed $3,800 per year.

Severance pay on voluntary termination may be received after age 55, instead of 62.

The meal allowance for employes working two or more hours of overtime on a regular work day or four or more hours on a Saturday, Sunday or holiday rises 25 cents, to $2.75; that for employes working nine or more hours on weekends or holidays goes up 25 cents, to $5.75. The mileage rate increases one cent, to 15.

Day shift employes required to work at CU's new location in Orangeburg, N.Y., will be provided free, roundtrip bus transportation from the old Mt. Vernon offices.

Two doctors will be retained in Orangeburg as company physicians in case of an emergency. Emergency transportation will be provided to employes so they may return home promptly from Orangeburg.

Company transportation also will be made available to Guild officers and grievance committee members so that the contract can be administered in Orangeburg.

Olive leaves position with Wire Guild

New York—Richard J. Olive, interim administrator of the Wire Service Guild since last April, has resigned to return to the Associated Press news bureau in Kansas City.

Patrick Sherlock, the local's newly installed president, is taking a six months leave of absence from the AP's New York bureau to serve as a "resident president" to assist Louise D. Walsh, the local's assistant administrator, while a permanent administrator is sought.

Olive announced his resignation, for personal reasons, to the first meeting of the local's newly elected representative assembly here Feb. 5 and 6.

Resolutions subsequently unanimously passed by the assembly lauded both Olive and Walsh for the jobs they have done for the local during the past year.

The local's first Leonard G. Milliman Award for outstanding service to the local was presented to its last permanent administrator—Norman G. Welton—during a dinner Feb. 5. The award is in memory of the Wire Service Guild's first president, who died Nov. 30. Milliman was elected president in 1957 after working for establishment of the nationwide local for many years previously.

Welton, an AP photo editor, was the local's administrator from 1971 through August, 1975.

The dinner at which the award was presented was attended by representative assembly members and other local officers, officers of the New York Guild, TNG President Charles A. Perlik, Jr., representatives of the United Telegraph Workers and leaders of Wire Service Guild units at AP and United Press International in New York.

The Wire Service Guild representative assembly also passed a resolution calling on its delegates to the Guild's 1977 Convention to give "strong consideration" to seeking action there to change Guild conventions from annual to biennial frequency. Guild conventions in 1974 and 1975 rejected moves to switch to biennial meetings.

Wire Service, AP to meet on bias

New York—The Wire Service Guild's executive committee has instructed the local's administrative representatives to accede to a request from Associated Press for discussions of wide-ranging race and sex discrimination charges the local filed with the Equal Employment Opportunity Commission 3½ years ago.

Citing a long list of specific examples, the Guild's complaint accused the AP of bias in hiring, recruitment, training, promotion and transfer opportunities.

In September the EEOC said it would soon investigate the charges after the local threatened to sue the agency for its failure to act on them to that point.

The Guild's executive committee acted at its Feb. 4 meeting after hearing reports of developments in the case since September and of the request for meetings from AP.

WREG agreement settles unfair practices complaint

Memphis—An unfair labor practices complaint by the National Labor Relations Board against WREG-TV has been settled with the New York Times-owned station agreeing, among other things, to reinstate two employes.

The Memphis Guild had filed refusal to bargain and other charges against the station in October.

The Guild's charges and the board's complaint said that WREG-TV had changed two employes' hours, causing them to quit, had not assigned any work to a part-time relief announcer after he had signed a Guild authorization card, and demoted a sports reporter, causing him to lose substantial talent fees.

All this came after employes had voted for the Guild in a representation election in October, 1975. Bargaining for an initial contract is continuing.

One of the two reinstated employes will be paid $2,604 in back wages. The other had found a better-paying job so there was no back pay, although reinstatement applies to her as well.

The relief announcer was given $700 in back pay and the station agreed to use him as the "first outside source for relief announcing."

The sports reporter—who also is the unit chairperson—will be given the new job of features reporter, $850 in cash and a salary adjustment plus talent fees that go along with the features reporter job.

The company also agreed to rescind its rule against wearing Guild pins, including on camera.

LOCAL ELECTIONS

Bay City
Steve Sirianni, president; Jeanette Luptowski, secretary; Karen Rivard, treasurer.

Chicago
Beverly Bennett, president (Bennett, 143; Pat Dugan, 71); Greg Hinz, 1st vice president; Kathryn Christensen, 2nd vice president; Jacqueline Thomas, 3rd vice president; Henriette Gratteau, secretary; Jean Adelsman, treasurer.

Buffalo
Richard J. Roth, president; Modesto Argenio, vice president; John Casey, secretary; Patrick J. Ryan, treasurer.

Central California
Michael Otten, president; Gene Turner, vice president; Monica Bagood, treasurer; Lanny Larson, secretary (Larson, 129; Elizabeth Leedom, 82).

Denver
Joseph Fuentes, president; Irv Moss, 1st vice president (Moss, 175; William Payne, 48); Mike Monroe, 2nd vice president (Monroe, 142; Clarice Shaffer, 74); Nancy Burkhart, secretary; Ralph Veatch, treasurer (Veatch, 121; Bob Ewegen, 106).

Gary
John Mitchell, president (Mitchell 37, Dean Bottorff 22); Wallace M. Thrower, 1st vice president; Tom Knightly, 2nd vice president; J. Linn Allen, secretary; Larry Bretts, treasurer.

Madison
Diane M. Woodstock, president; Ron McCrea, 1st vice president; David Wagner, 2nd vice president; Jeffrey Standaert, secretary (Standaert, 15; John Welter, 7); Kathy Foster, treasurer.

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

Pacific Northwest
Shirley Caldwell, president; Wayne Cahill, vice president; Judi Hunt, secretary (Hunt 276, D. Ann Carver 204); Mike Hughes, treasurer (Hughes 272, Anna Padia 208).

Peoria
Jerry D. McDowell, president; Dennis Dimond, vice president; Judy Howard, secretary; Michael Roeder, treasurer.

Philadelphia
Eugene B. Jones, president (Jones, 339; Richard Aregood, 285); Vincent Iezzi, Virginia Johnson, Frank Holck, Stuart Bykofsky, Frank Gleeson, vice presidents (Iezzi, 519; Johnson, 432; Holck, 416; Bykofsky, 384; Gleeson, 379; Evelyn Barnshaw, 341); Rosemarie Allmer, secretary; Phyllis Lavole, treasurer.

Portland
Elwood B. Bigelow, president (Bigelow, 134; Mark Sullivan, 82); Gerry Maraghy, vice president (Maraghy, 103; Paul Harmon, 60; Fred Fasulo, 54); Emery W. Stevens, treasurer (Stevens, 123; Andy H. Ford, write-in, 54); Mary Jo Bojarczuk, secretary.

St. Louis
Robert C. Hermann, president; Charles Owen, 1st vice president; Ronald Duckworth, 2nd vice president; James Marquis, treasurer; Arbie Baker secretary.

San Jose
Bill Ernst, president; Frank Sweeney, vice president; Harriett Agar, secretary-treasurer; Dave Neilson, recording secretary.

Saskatoon
Jim Duggleby, president; Lawrence Thoner, vice president; Jim Graham, secretary-treasurer.

Toledo
Bill Lee, president; David Smith, vice president (Smith, 96; Tom James, 73); Robert Speck, secretary (Speck, 111; James Mauter, 63); Robert Dailey, treasurer.

Terre Haute
Tom Rock, president; Thomas Seybold, vice president; Charles J. Maloff, secretary-treasurer.

Washington-Baltimore
Phillip M. Kadis, president (Kadis, 528; Tom Grubisich, 256); William MacKaye, vice president; Mary Esslinger, secretary (Esslinger, 512; Bill Frank, 239); Pat Wert, treasurer (Wert, 468; Timothy Hutchins, 294).

'Hiring rate' is raised $61 at magazine

New York—General increases of 6.5, 5 and 6.5 percent per year have been bargained by the New York Guild in a new, three-year contract at the American Journal of Nursing.

The "hiring rate" for associate editor rises $61.09, to $381.05, over the three years. The assistant editor's "hiring rate" goes up $52.13, to $325.13, and that for editorial assistant $38.36, to $239.29.

"Hiring rates" represent wages below which the company shall not go and are not intended to fix actual salaries, the Guild said.

Added to the holiday language is a provision for a half-day off on Good Friday this year and a full day off next Good Friday. Jan. 2 also will be a day off starting next year.

Three weeks of vacation after a year's service, instead of after two years' service, is added. Effective next Jan. 1, there will be four weeks vacation after two years, instead of after four.

The employer will pay the full cost of employe and dependent dental insurance, instead of half. The company also will pay a maximum of $75 for annual medical examinations, up from $50.

The yearly reimbursement for tuition payments rises $200, to $800, when the courses advance an employe's value to the company. Tuition for schooling to maintain nursing licenses also becomes reimbursable.

St. Louis executive votes Stevens boycott

St. Louis—The St. Louis Guild's executive committee has voted its endorsement of the boycott of J. P. Stevens Co. products being conducted by the Amalgamated Clothing & Textile Workers Union.

TNG's International Executive Board endorsed the boycott during its meeting the last week of January. The St. Louis action was taken Feb. 3.

San Jose is certified at weeklies, but . . .

San Jose—The National Labor Relations Board's regional director on Feb. 14 certified the San Jose Guild and the Bay Area Typographical Union as joint collective bargaining agents for employes of Suburban Newspaper Publications, Inc.

The board's regional office dismissed employer objections to the conduct of the election, saying they did not raise substantial and material issues.

The company, which publishes 11 weeklies, is appealing to the full board in Washington.

Employes in the advertising, business, inside circulation and editorial departments chose the two unions in a 34-27 vote with six challenged ballots last Oct. 28. A simultaneous composing-room vote was 12 to 6 against joint representation by the two unions. The board had split the groups for election purposes.

Guild, printers decertified by scabs at Bay Guardian

San Francisco—The San Francisco-Oakland Guild and the Bay Area Typographical Union were decertified as bargaining agents at the liberal Bay Guardian in a Feb. 14 election in which only strike-breakers voted.

The count was 27-0 against the Guild in its advertising, business office, editorial and subscription-distribution unit and 6-0 against the Typographical Union in its art and production unit.

Doug Cuthbertson, the Guild's assistant executive secretary, said the 25 strikers boycotted the election because they considered it stacked by the company, which hired scabs after the strike began last June 15.

The strikers said they will continue to urge a readership and advertising boycott of the "alternative" weekly.

The Guild and the Typographical Union were certified as joint bargaining representatives for the Guardian's employes after they voted 22 to 3 and 6 to 0 for the unions in twin elections on Dec. 26, 1975.

They struck in June in quest of an initial contract. Chief issues included job and union security, including guarantees against free lances displacing staffers and notice before economic dismissals. Wages were not an issue.

The paper had refused to bargain since Aug. 9 and had rejected union proposals to arbitrate the remaining issues as well as proposals for mediation made by church leaders and Cesar Chavez, president of the United Farm Workers, whose own organizing and bargaining struggles the liberal Guardian had supported strongly.

Photo by Neal Boenzi, New York Guild, courtesy New York Times

U.S. SCIENTISTS TESTING VDTs AT THE NEW YORK TIMES

From left: Eugene Moss, National Institute for Occupational Safety and Health radiation physicist; Harvey Siegel, Times safety director; William Murray, NIOSH radiation chief; Dr. Wordie Parr, NIOSH physical agents chief, and Dr. Jacqueline Messite, NIOSH occupational health consultant

Tentative report: no bad rays

(Continued from Page 1)

until NIOSH submits its report.

The report will be checked by Dr. Milton Zaret, who diagnosed the cataracts as caused by radiation and who is advising the New York Guild.

In addition, TNG plans to have the report checked by consultants to the AFL-CIO's Industrial Union Dept. in Washington.

Meanwhile, NIOSH was still considering TNG's and the local's request that it develop a general study of eyestrain and other vision effects possibly connected with VDTs.

And at TNG Headquarters in Washington, the international continued discussions with specialists in the field.

Talks were held Feb. 9 and 15 with a scientist from an Eastern university and a physician from a medical school.

Locals which sent representatives to a TNG meeting on VDTs last Nov. 30 were asked to gather data upon which the medical school will decide if, in its opinion, there is a basis for such a wide-ranging study.

'Employe-owned' K.C. Star 'falls' to Capital Cities

"I've never seen so many unhappy rich people in all my life," said an employe of the Kansas City Star.

On the other hand, "You don't hear people talking about putting a new lede on a murder story; instead you're listening to talk about equities and stocks," remarked reporter Harry Jones.

How come?

Well, 125 million dollars is being apportioned among 530 of the Star's 2,000 employes after the Kansas City Star Co.—two dailies and two associated enterprises—was bought by Capital Cities Communications at $139.54 a share, about double the $68.50 per-share book value. It's a record price for a company with so few newspapers.

The Star, founded in 1880, has been "fully employe-owned" for 50 years.

Any employe who held at least one percent of the nearly 900,000 shares outstanding is suddenly rich.

One man will get 7 million dollars. Ben Schifman, the financial vice president, is getting a reported 2 million dollars.

Others are getting a million or so, some $500,000, and some younger staffers perhaps $20,000.

But the millionaires are restricted to a group of 15 to 20 or so, and that's an indication of why the company's directors felt they had to sell.

The Star and its morning edition, the Kansas City Times, have respectable enough circulations—a combined daily sale of more than 600,000 and nearly 400,000 on Sundays.

But the company's profits dropped to 5 million dollars in 1975, on declining newspaper sales and softness in its paper mill and paper distributing businesses, from 9.6 million dollars in 1974. Through 1976's first nine months, the company's profits were 4.3 million, on sales of 135.4 million.

The employe stock ownership plan, meanwhile, no longer was capable of raising enough to pay for modernization and expansion.

The reason was simple: Younger staffers couldn't afford it.

An extensive story by Nicholas C. Chriss in the Los Angeles Times of Feb. 16 pointed out that in the old days, when the stock was a lot cheaper, the paper would lend its employes the price at only one percent interest.

Later, as the stock price rose, the interest went to four percent.

Neither could the stock be purchased any time an employe chose. "The Star Co. offered its stock to its employes only three times in the last 10 years, and the last two stock subscriptions were undersold, [by] as much as 20 percent," Chriss reported.

In other words, to buy an appreciable amount of stock, a newer employe would have to put up a lot of money at once rather than make more frequent, smaller purchases over time.

The employes who had been around for a long time, of course, didn't have that problem—they got their one percent fairly early.

The sale, triggered by an unsolicited Capital Cities tender offer, drew a mixed reaction among the editorial staff, Chriss reported, and jubilation in other departments.

The directors, who held 11 percent of the stock among them, recommended that the tender offer be accepted.

The negotiations were held in secret. No stockholders' meeting was held, the Los Angeles Times story said.

"When it came time to vote, you didn't have much choice except to go along with it or play Russian roulete with your life savings and abstain," one employe was quoted as saying.

C. W. Gusewelle, an editorial writer and the paper's foreign editor, told the Los Angeles Times:

"It made you put a price on your principles. Anyone who was here 20 years had accumulated at least $100,000 in stock. It's given us money we never imagined we would have had. But I'm sad to say the younger reporters won't have the same chance."

"Many of the employes, close to retirement now, chose to stick out the poor working conditions of the paper, the low salaries and poor chances of advancement" because of the stock plan, Chriss reported.

There was enough interest in doing something about immediate conditions, however, to enable the Guild to file for a representation election in the editorial department. But the 1972 election was lost, 153-80.

Now the employe stock plan is gone and the shares have passed into Capital Cities' hands.

The new owner's other interests are mostly in television and radio, but it also has the Fort Worth Star-Telegram, Fairchild Publications, Oakland Press in Pontiac, Mich., where the Guild represents editorial employes, and the Belleville, Ill., News-Democrat.

Cap Cities had a net worth of 213.3 million dollars as of last Sept. 30 (Star net worth at the same time was 55.8 million dollars). Capital Cities had a net income of 35.6 million dollars on a revenue of 212 million dollars in 1976 and profits of 25.4 million in 1975.

Memphis Seeking Administrative Officer

The Memphis Guild is seeking applicants for administrative officer of the local, a new position approved by membership referendum in November. Duties include bargaining, organizing and grievances. Salary in the $18-19,000 range. Resumes, stating experience and background, should be sent to:

Search Committee
Memphis Newspaper Guild
33 N. Cleveland
Memphis, Tenn. 38104

IT SEEMS TO US

Chicago leader defends local's firing McCarthy

CHICAGO, ILL.

Editor:

Despite what Michael Casino may believe [It Seems to Us, Jan. 14], the officers of the Chicago Newspaper Guild took no pleasure in firing Justin McCarthy as executive director [Guild Reporter, Dec. 10].

We were trying to preserve and strengthen the Guild here, and virtually every leader of the local in the last half dozen years was involved.

Casino acknowledged that he didn't know the facts behind the dismissal. Here are some:

✓ Local officers struggled for 18 months to find another solution to our problem.

✓ McCarthy was offered an opportunity to retire with dignity, but he chose to force the board to fire him.

✓ No one here ever questioned McCarthy's courage or personal commitment to the Guild.

✓ We provided McCarthy a decent financial settlement — $12,000 in severance plus a pension of $274 monthly, which we are supplementing to the level it would have been had he retired at 65. The board also continued his health insurance payments for seven extra months, although we were not required to do so.

We felt we had to put the future of 550 Chicago Guild members above the interests of one man. We think Casino or any other Guild member would have done the same under similar circumstances.

KAREN HASMAN PETITTE
Immediate-past president
Chicago 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.

THE OUTLOOK FOR GRADS

Jobs? More but still not plentiful

There will be more jobs for this year's college graduates but not so many more of them are expected in the communications industry as in other fields.

That's the good news-bad news outlook from national surveys by two university placement experts and the U.S. Labor Dept.'s Bureau of Labor Statistics.

Engineers, scientists, accountants, business majors and the like probably will do well, they conclude.

But liberal arts majors and teachers may wind up driving cabs.

The projections were announced independently by Dr. Frank S. Endicott, placement director emeritus at Northwestern University in Chicago, and John D. Shingleton, placement director at Michigan State University in East Lansing.

Endicott's data from 215 companies indicate improvements from the low points of the past two years, but the expected 16 percent increase in hiring of graduates by 63 percent of responding companies won't match that of the boom Sixties.

About half the employers surveyed by Shingleton expect to hire 10 percent more graduates. He surveyed 418 firms, schools and government agencies.

Syndicated columnist Syliva Porter, leafing through the Bureau of Labor Statistics' Occupational Outlook Handbook, reported that anyone interested in communications would do well to specialize in technical or scientific subjects.

On the other hand, demand remains high for computer workers and newspapers are using a lot of computers.

Engineering and business led in employer demand in the Shingleton survey. Hiring levels will remain static for liberal arts, communications and social science graduates, according to his survey, which means continued oversupply.

Starting salaries are expected to rise from 4 to 7 percent, according to the Endicott survey.

Some examples: Engineers with bachelor's degrees, $1,242 a month; accountants, $1,067; chemists, $1,108; economists and financial workers, $943; and liberal arts graduates, $866. These are averages.

By contrast, current average reporter starting minimum in Guild contracts is $203.51 a week, or $881.88 a month. This is up from $189.51 a week, or $821.21 a month, a year ago.

Increased opportunities are expected for women and minority-group members.

This may also work to the advantage of those with liberal arts degrees.

Affirmative action programs have "begun to open the lives of a lot of women and minority-group members," said Harris G. Watts, placement co-ordinator at Boston University.

He added:

"I think today's businessmen care less about a graduate's specialized degree and we are seeing more signs of a new philosophy that says, in effect, 'Give us an individual who can perform and has accomplished things in college and we'll teach him or her our business'."

Good news, if true—on-the-job training of persons with non-specialized degrees could help liberal arts graduates, too.

Avg. reporter start is $203

The average minimum being paid beginning newspaper reporters and photographers under Guild contracts Feb. 1 was $203.51 a week, according to a compilation done by TNG's Collective Bargaining Dept.

It was $14.00, or 7.4 percent, higher than the $189.51-a-week average being paid a year earlier, in February, 1976.

And this Feb. 1's average starting-reporter minimum exceeds $200 a week even if the highest individual minimum —$432 at the New York Times—is excluded from the calculation. Without the Times minimum, which is $63.60 ahead of the second highest, the average is $201.75 a week.

The starting minimums at the Times, the New York Post and the New York News are all higher than $300 a week while those at 81 more papers are between $200 and $300 a week.

Lowest starting minimum is at the Thomson chain's Monessen Valley Independent, $128.

Following are the minimums for beginning reporters and photographers in effect Feb. 1 under Guild contracts with newspapers and with Associated Press, United Press International and Canadian Press:

New York Times	$432.00
New York Post	368.40
New York News	366.09
Honolulu Advertiser	290.75
Honolulu Star-Bulletin	287.25
Chicago Sun-Times and Daily News	270.14
Madison Capital Times	256.14
Washington Post	253.00
Seattle Post-Intelligencer	248.50
Seattle Times	248.50
Malden News, Medford Mercury and Melrose News	245.50
Stockton Record	240.41
Mount Clemens Macomb Daily	240.04
Sacramento Union	239.90
Fresno Bee	238.89
Modesto Bee	238.89
Sacramento Bee	238.89
Washington Star	238.61
Toronto Star	238.28
Canadian Press	236.53
NY: Long Island Press	235.46
Victoria Colonist and Times	235.30
Detroit News	234.95
St. Louis Post-Dispatch	233.49
Oakland Tribune	233.57
San Francisco Chronicle and Examiner	233.57
San Mateo Times	233.57
Santa Rosa Press Democrat	233.57
Detroit Free Press	232.95
Royal Oak Tribune	231.00
Hilo: Hawaii Tribune-Herald	229.58
Vallejo Times-Herald	226.74
San Jose Mercury and News	226.30
Wilkes-Barre Sunday Independent	226.15
Associated Press	225.15
Providence Journal and Bulletin	225.00
Philadelphia Inquirer and News	223.85
St. Louis Globe-Democrat	223.49
Montreal Star	223.00
Manchester Union Leader and New Hampshire Sunday News	222.50
York Dispatch	222.00
Tacoma News-Tribune and Ledger	220.10
Richmond Independent and Berkeley Gazette	219.87
Harrisburg Patriot and News	218.36
Winnipeg Tribune	218.00
Denver Post	216.00
Denver Rocky Mountain News	215.00
San Juan Star	215.00
Waltham News-Tribune	214.10
Akron Beacon Journal	214.00
United Press International	213.89
Eugene Register-Guard	213.50
Pittsburgh Post-Gazette	213.00
Allentown Call and Chronicle	211.79
Toronto Globe & Mail	211.53
Cleveland Plain Dealer	210.28
Cleveland Press	210.28
Toledo Blade	210.01
Minneapolis Star and Tribune	210.00
Sheboygan Press	209.45
Bay City Times	209.00
Yakima Herald-Republic	209.00
St. Paul Dispatch and Pioneer Press	208.50
Kenosha News	208.00
Woodbridge (N.J.) News Tribune	207.65
Pontiac: Oakland Press	207.55
Wilkes-Barre Times Leader-News-Record	207.45
Ottawa Citizen	206.34
New Brunswick Home News	202.00
Buffalo News	200.37
Baltimore Sun & Evening Sun	200.00
Vancouver Sun and Province	199.00
Knoxville News-Sentinel	198.87
Long Beach Independent and Press-Telegram	196.65
Fall River Herald-News	195.07
Portland Press Herald, Express and Sunday Telegram	194.00
Jersey City: Jersey Journal	193.92
Memphis Commercial Appeal and Press-Scimitar	193.40
San Diego Union and Tribune	192.44
Buffalo Courier-Express	192.28
York Daily Record	192.00
Salem (Mass.) News	191.91
New Westminster Columbian	191.62
Gary Post-Tribune	190.28
Norfolk Virginian-Pilot	190.00
Monterey Peninsula Herald	189.00
Youngstown Vindicator	189.00
Cincinnati and Kentucky Post	188.97
Lynn Item	187.60
Elizabeth Daily Journal	186.62
Rochester Democrat & Chronicle and Times-Union	186.06
Indianapolis Star	185.75
Chester: Delaware County Times	185.55
Pawtucket Times	185.52
Peoria Journal Star	185.00
Waukegan News-Sun	184.45
Great Falls Tribune	183.00
Columbus Citizen-Journal	182.50
Rockford Star and Register-Republic	180.30
Sioux City Journal	180.10
Joliet Herald-News	180.00
Woonsocket Call	177.05
Bakersfield Californian	174.78
Tonawanda News	173.91
Waterbury Republican and American	171.40
San Juan: El Mundo	170.00
Saskatoon Star-Phoenix	168.85
Pottstown Mercury	168.60
Canton Repository	168.14
Albany Times-Union and Knickerbocker News-Union-Star	165.65
San Juan: El Vocero	165.00
Kingston Daily Freeman	164.60
East St. Louis: Metro East Journal	162.88
Erie News and Times	162.55
Scranton Tribune and Scrantonian	157.82
Scranton Times	157.63
Brockton Enterprise & Times	157.15
Lowell Sun	154.69
Chattanooga Times	154.46
Duluth Herald and News-Tribune	153.71
Lansing State Journal	151.00
Hazleton Standard Speaker	150.00
Morgantown Dominion-Post and Morning Reporter	149.86
Utica Observer-Dispatch and Press	149.50
Terre Haute Tribune and Star	147.50
Brantford Expositor	146.80
Oshawa Times	144.64
Battle Creek Enquirer & News	143.00
Lexington Herald and Leader	141.00
San Antonio Light	132.78
Sudbury Star	132.00
Massillon Independent	131.60
Pueblo Star-Journal and Chieftain	129.90
Monessen Valley Independent	128.00

Some spellings more 'mis'd' than others?

San Antonio—When does misspelling a person's name in a traffic fatality story "merit" a written reprimand in a reporter's personnel file?

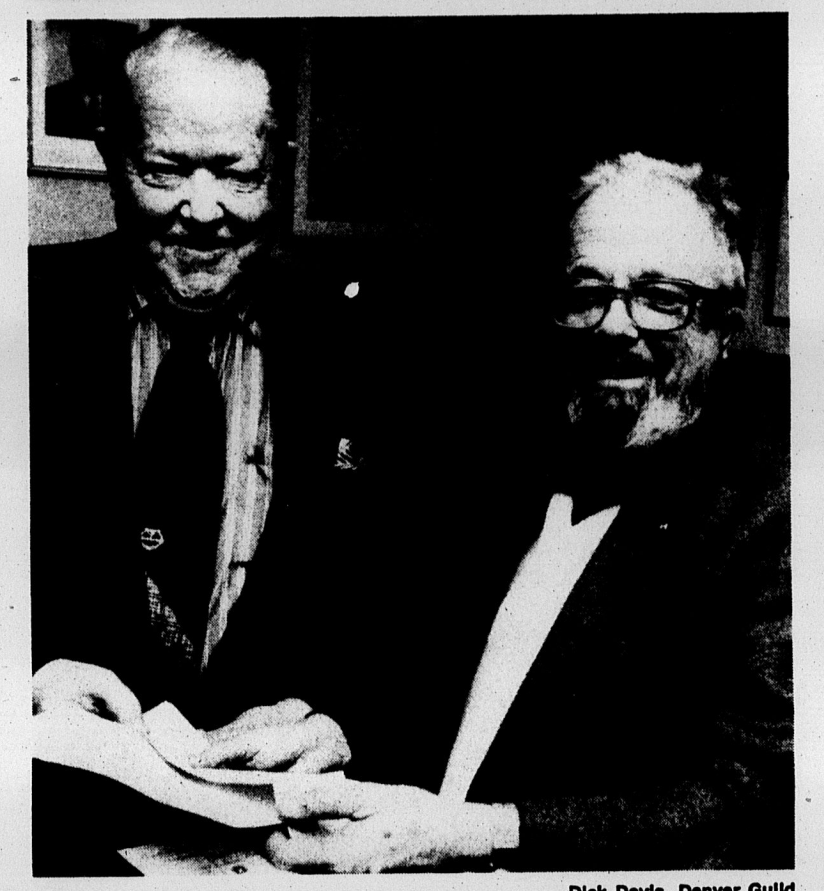
At Hearst's San Antonio Light, apparently when it's the name of the regional director of a large retail chain that happens to be a big advertiser, according to a representative of the San Antonio Guild.

Management withdrew the reprimand written by Light managing editor Kenneth R. Byrd at the outset of a second Guild grievance session protesting the severity of Byrd's action. The Guild was prepared to present about two dozen examples of other misspellings for which there had been no written reprimands.

Byrd in his written reprimand had noted that the "opposition," Rupert Murdoch's Express and News, had also printed the man's name "and their's [sic] was correct."

Local Copy

A PAGE FOR OFFICERS AND STEWARDS



Dick Davis, Denver Guild

Denver 'original' retires

Chet Nelson (left), a charter member of the Denver Guild, is honored at joint Guild-Press Club reception upon his retirement after 44 years as sports editor and columnist on the Rocky Mountain News. Dick Wanek (right), Denver Guild administrative officer, gives Nelson a copy of the local's 1936 charter and a check for $50. Nelson headed the local's efforts when it was host to the Guild's 1942 Convention and was a special guest at the 1975 Denver Convention.

Right to union aid includes consultation, NLRB rules

Washington—The U.S. Supreme Court's 1975 ruling that says a worker has a right to have a union representative on hand when called on the carpet also includes the right of the employe to consult with the representative beforehand, the National Labor Relations Board has decided.

The NLRB decision, like that of the Supreme Court, applies in cases in which an interview of a worker by his or her boss might result in disciplinary proceedings.

A knowledgeable union representative can assist the company in eliciting the facts as well as protecting the worker, the NLRB echoed the court in saying.

The issue arose from an unfair labor practice charge filed by a local of the Oil, Chemical & Atomic Workers.

In another case, brought by a local of the International Association of Machinists & Aerospace Workers, the NLRB decided that an employer wasn't required to postpone a disciplinary interview with an employe because a specific shop steward was not available. Any shop steward would do, the board ruled.

Women even, ahead in formal education

Washington—Women workers between 45 and 54 years old had an average of 12.4 years of formal education in March 1974, the same as the attainment of working men of similar age. Women between 55 and 64 and 65 and over had 12.3 and 11.1 years of education, respectively—both higher than the corresponding figures for men, according to "Mature Women Workers: a Profile," by the U.S. Labor Dept.

Electronic marvel finds Yogi

Central California Guild Journal

Modesto, Calif.—It's now been a year and a half since the Bee newsroom's California Highway Patrol monitor blew a transistor and the company has finally responded to reporters' complaints about not being able to cover that beat satisfactorily.

Instead of buying a replacement for the defunct radio, as those on the cops beat suggested, management spent many hours mulling the problem before ordering a $1,000 scanner system, which was installed last month.

Now 32 channels of official chit-chat in quadraphonic sound fill the newsroom, creating an insufferable din.

There's the Alpine County sheriff, the Tracy Volunteer Fire Department, a doctor's answering service and the Atwater Public Works Department.

But, alas, there's no California Highway Patrol.

One reporter hit the height of frustration one recent day when he tried to follow a rape-murder report and the scanner locked in on a forest ranger's long-winded account of a bear running amok in Markleeville.

That's progress!

AFL-CIO sets labor-law reform proposals

Bal Harbour, Fla. — Stating that there is a "gross imbalance in favor of those employers bent on frustrating the right of workers to organize," the AFL-CIO's Executive Council called during its mid-winter meeting here for far-reaching reform of basic U.S. labor law.

Pointing to the law's clear statement of public policy—"encouraging" bargaining and "protecting" workers' "full freedom" to organize — the AFL-CIO's leadership said it will seek from Congress correction of the "most glaring procedural and remedial deficiencies" in the law's administration.

"Worker protections geared to the conditions of the 1930s are inadequate in the face of employer tactics of the 1970s," the council said in a statement adopted Feb. 22.

"Sharp lawyers and Madison Avenue propogandists have replaced the straightforward coercion of brass knuckles with carefully calculated devices designed to destroy, without leaving any visible bruises, the desires of workers to organize," the council said.

A bill — H.R. 77 — by Rep. Frank Thompson (D-N.J.), chairman of the House Subcommittee on Labor-Management Relations, was backed by the council with the notation that it "addresses itself to some, but not all, of the concerns we have."

H.R. 77, the Labor Reform Act of 1977, would speed up procedures of the National Labor Relations Board, expand the board's arsenal of remedies, provide for quicker representation elections, make employes whole for losses suffered as a result of employer law-breaking, and deny government contracts to employers who willfully and flagrantly violate the law [GR, Jan. 28].

Thompson's measure echoes many of the concerns expressed by TNG, especially over long board delays.

The IEB at its winter meeting in Washington last month endorsed H.R. 77.

In addition to H.R. 77's provisions, the AFL-CIO leaders here said their program for the current congressional session also includes legislation to provide:

✓ Preliminary injunctions against employers who discriminate against workers who exercise their right to organize, and against companies which illegally refuse to bargain after representation elections are held.

✓ Repeal of the National Labor Relations Act's Section 14(b), which allows states to ban union and agency shops.

This section "permits states and employers to combine to deprive workers of their right to make their own choice as to whether they will seek a union security provision through collective bargaining," the council said.

"Thus," it added, "so-called 'right-to-work' laws restrict, rather than protect, the rights of workers."

✓ An NLRB of nine members, instead of the present five.

The board's current size is too small to handle the flood of cases before it, making the time required for final decisions in unfair labor practices cases too long, the council said. "Justice delayed is justice denied," it added.

✓ The right of unions to bring a variety of damage suits against employers.

Companies can sue unions in federal court, but "no comparable remedies for employer violations — even flagrant violations during organizing campaigns — are available," the council said.

✓ Strengthening of the law's language on successors.

The labor board and the courts have given different answers at different times to the question "of when an employer takes over a business is a 'successor' subject to the obligations and entitled to the rights of the former owner," the council said.

"We will seek a legal guarantee that, where there is continuity in the basic operation, the new operator is the 'successor,' " the AFL-CIO body promised.

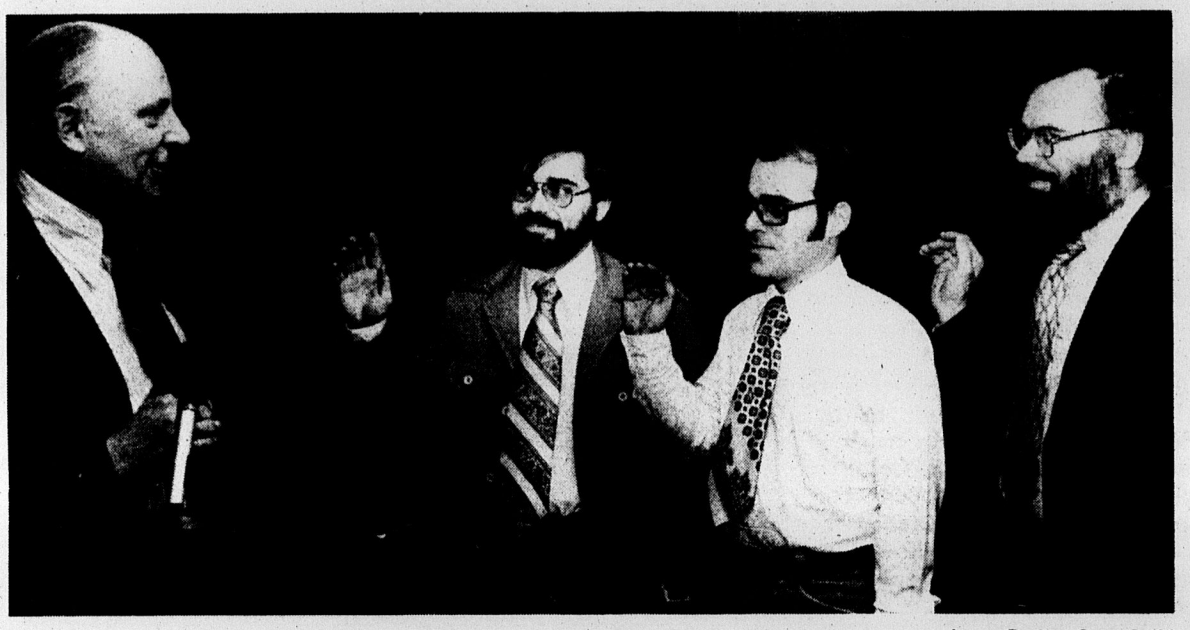
"Employers violate the rights of workers with virtual impunity," the council added. "Our recommendations will correct the current imbalance and restore equity to labor-management relations."

The Executive Council said the federation is planning to spend $800,000 on a lobbying and public relations campaign for its entire legislative package during this congressional session.

The funds would be raised by assessing affiliated international unions one cent per member per month for six months.

Among other items in the AFL-CIO's legislative campaign are raising the minimum wage from $2.30 to $3 an hour, setting federal standards for reclaiming land stripped for coal mining, allowing construction unions to picket an entire job site and bringing farm workers and public employes under collective bargaining laws.

The National Right-to-Work Committee, meanwhile, said it plans to raise five million dollars to oppose labor's program, with a million dollars earmarked for the 14(b) fight alone.



Larry Bretts, Gary Guild

Swearing unity in Gary

TNG Secretary-Treasurer Robert M. Crocker, left, administers oath of office to the three officers of the newly formed Unity Council at the Post-Tribune in Gary during the Gary Guild's Page One Dinner Feb. 6. The new officers are, from left: Jeff Johnson, vice president of the Gary Typographical Union, chairman; Tom Blacketor, Gary chapel chairman of the Chicago Pressman's Union, vice chairman; and Dean Bottorff, Gary Guild, secretary-treasurer.

GR to every member is drive's aim

Washington—TNG is enlisting the help of every Guild local in the U.S., Canada and Puerto Rico in an extraordinary effort to assure delivery of the Guild Reporter to every Guild member, as called for by the union's constitution.

Special computer-generated forms listing each local's members—by unit, alphabetically—and whatever addresses TNG has for them have been mailed to every local's treasurer or executive officer.

They are being asked to add the names and addresses for any new members not yet on the list at all, add the addresses for members whose names appear on the list without their addresses and correct any wrong addresses on the list.

TNG Secretary-Treasurer Robert M. Crocker said co-operation by the locals should "get us the best and most complete Guild Reporter mailing list we have ever had" and go a long way toward eliminating complaints that members don't get the paper at all. "Usually we find that we simply don't have those members' addresses, and chances are it is because they were never given to us," Crocker said.

The address-list update effort also is aimed at cutting down on the frequency of TNG's having to pay the Postal Service 25 cents for "returns" of copies that are undeliverable because members have moved, Crocker said, noting that as recently as a year ago the "return" charge was a dime.

At the same time, Crocker said, TNG has changed its procedures in an effort to eliminate complaints that new members sometimes do not begin receiving the paper until two to three months after they have joined the Guild. Now the first copy of the paper should be in their mail box no more than a month after TNG receives a new member's name and address, Crocker said.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 1125 15th St. N.W., #835, Washington, D.C. 20005.

Name

New Address

City State/Province

Zip/Postal Code Guild Local

ATTACH OLD MAILING LABEL HERE

If you are receiving duplicate copies, please attach both labels.

G-men to 'posing' charges: nobody here but us guests

Washington—The Secret Service has denied allegations that its agents posed as members of the press on two occasions in recent months.

The denial came in a Feb. 18 letter to TNG's International Executive Board. The IEB in January had condemned the practice, which it said occurred when former President Gerald R. Ford went golfing in California and when Sen. Henry M. Jackson (D-Wash.) allegedly was spat upon in Madison, Wis., last year.

John H. Harper, acting assistant Treasury secretary for enforcement, operations and tariff affairs, wrote to the IEB that both incidents were investigated—and that they didn't happen.

In California, he said, Secret Service agents "were required to wear guest passes to be on the course," and were wearing their customary identification pins, but not press badges.

The agent involved in the Madison case said he did not pose as a member of the press, Harper wrote.

"The Secret Service has a strict policy that their special agents are not to identify themselves as members of the media in conducting their official business," Harper wrote.

The IEB had called the alleged incidents "the latest in a long history of official infringements on the sanctity of the press badge."

The Secret Service is part of the Treasury Dept.

DAY BOOK

Deadline for entries in Schick Award competition for locals' publications, TNG headquarters, March 1.

International Executive Board, spring meeting, April 25-29, TNG Headquarters, Washington.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 14-15, St. Louis.

Western District Council, spring meeting, May 21-22, Los Gatos Lodge, Los Gatos, Calif.

Middle-Atlantic District Council, spring meeting, May 21-22, New York City.

44th Annual TNG Convention, June 27-July 1, Ilikai Hotel, Honolulu.

The Guild Reporter

17 17 LABOR PRESS ASSOCIATION

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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