

Pact ends 22-day Philadelphia strike



Vol. XLIV, No. 5

Washington, D.C.

March 11, 1977

Star unions give up hikes in first year

Washington—Members of most unions at the Washington Star, including the Guild, have ratified new contracts with the financially troubled paper.

The three-year contracts provide no raises in their first year because of the paper's money problems.

The Washington-Baltimore Guild's Star unit said in a resolution that its ratification of the Guild's settlement was by a one-vote margin.

Most of the settlements were reached in joint bargaining involving the Guild, ITU-Mailers, Teamsters, Machinists, Electrical Workers, Building Service Employees, Operating Engineers, and Graphic Arts International Union photoengravers.

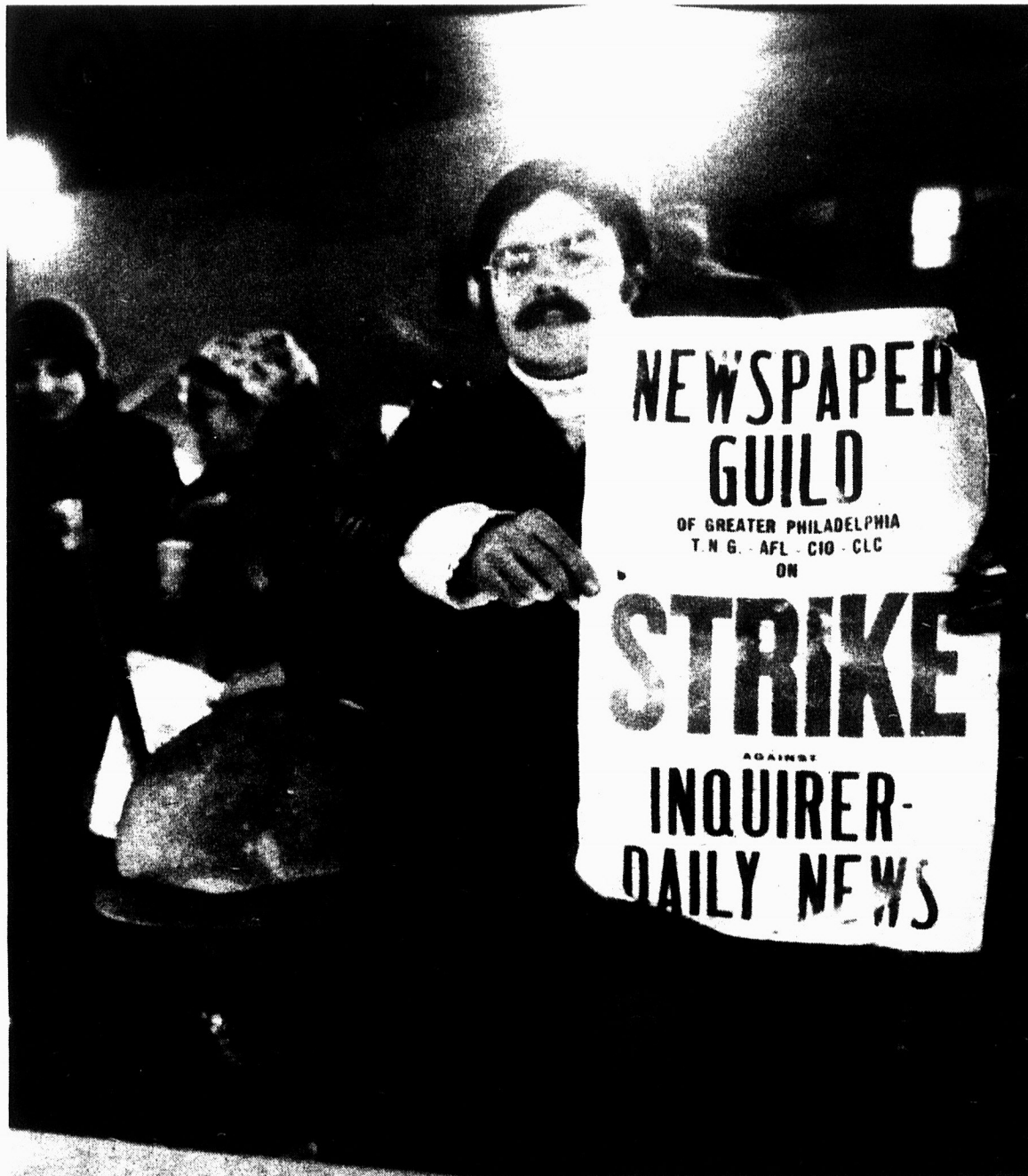
All ratified except the photoengravers. The International Printing & Graphic Communications (pressmen's) Union, which bargained independently, also ratified.

The effect of the photoengravers' refusal to ratify was not immediately discernable.

The other unions, however, told the Star that if it improved the economic terms offered to photoengravers, they also would seek such improvements.

Meanwhile, the Columbia Typographical Union has three years to go on its contract. Its interim wage raises will be implemented.

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J. Kingston Coleman, Philadelphia Guild

NEW PHILADELPHIA PACT'S RATIFICATION PROMPTS PICKET-SIGN BURNING

Other Guild pickets, in the background, celebrate with champagne in paper cups

Compromise is reached in legal disputes

Philadelphia—More than 800 Guild members at the Inquirer and Daily News ended their strike against the papers late March 2 after ratifying a new 31-month contract providing \$30 to \$57 in wage increases plus \$16 more for their health and welfare fund.

The ratification came after the Guild, the two Knight-Ridder papers, the Philadelphia Bulletin, four other unions representing employees at the papers and U.S. District Court Judge Herbert A. Fogel agreed earlier that day on resolution of a variety of actions outstanding against the papers and unions.

More than 700 Guild strikers had voted on Feb. 26 that it was the "sense" of the Guild membership to not go back to work until the Inquirer and Daily News do "everything legally possible to cease all legal actions against our brothers and sisters in other unions that have honored our picket lines."

The members took that action after endorsing efforts of Guild bargainers to reach a just settlement of the strike. TNG International Representative Jim Orcutt, chief Guild bargainer, had reported the local was "within a hair's breadth" of a settlement. Bargaining had broken off Feb. 22, but resumed Feb. 25.

Immediate raises in contract minimums and in over-minimum wages under the settlement range from \$11 to \$23 a week, with \$11 to \$22 more on Feb. 8, 1978, and \$8 to \$12 more on Feb. 8, 1979.

An additional \$10-per-member-per-week company contribution to the local's health and welfare fund is effective immediately, with \$6-per-member-per-week effective March 1, 1978. The \$16 will bring the total weekly company payment to the fund to \$24.75 per member.

Top minimum for outside advertising salespersons, reporters

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Professor suggests Guild consider expanding its bargaining horizons

Washington—Pointing to the contracting ownership and technological change in the newspaper industry, a Harvard professor suggested to a group of Guild leaders here March 2 that the Guild consider enlarging its bargaining concerns beyond the usual union responsibilities.

David Kuechle, with Harvard's Business School and Trade Union Program, put forth the suggestion at the conclusion of an intensive,

three-day seminar on arbitration procedures and practices he gave to 15 administrative staffers from 11 Guild locals, three from TNG and the 1977 Guild Service Award winner, Linda L. Zink of Los Angeles.

Kuechle, also a practicing arbitrator, had just finished compiling a list of topics seminar participants said they individually considered presently beyond the reach of bargaining, particularly

grievance and arbitration. The list included company finances, product pricing, investment policies, the quality of the product, executives' salaries, the distribution of profits, and more.

"Somewhere, sometime" a union has been "put in the position" of having to get "involved" in all of those topics and more, Kuechle said.

The seminar, which began each

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Joint talks in Philadelphia's future?

Philadelphia—One of the by-products of the Guild strike against the Inquirer and Daily News may be joint or co-ordinated bargaining and common expiration of all union contracts with the papers.

U.S. Judge Herbert A. Fogel called on the publishers and the unions to "explore" common expiration dates.

Sam S. McKeel, president of the Inquirer and Daily News, said he has concluded that there are "benefits to be gained by co-ordinated bargaining and common expiration dates" and said he has asked the papers' labor relations director, Joseph O'Dea, to explore the matter.

On March 7, delegates to a meeting of the Philadelphia Council of Newspaper Unions voted unanimously to seek common expiration dates for all contracts by their unions.

All the major unions' contracts—besides the Guild's—expire before the end of 1977.

'76—year of the spectacular profit takeoff

Fiscal 1976 is being spelled R-E-C-O-R-D-S in the counting houses of U.S. and Canadian newspaper and magazine companies.

Record P-R-O-F-I-T-S and record R-E-V-E-N-U-E-S, with spectacular increases in the former.

And for several of those issuing 1976 financial-performance reports by Feb. 28—all but three of the publicly held companies whose newspaper operations constitute a substantial part of their business, a major magazine publisher, a newspaper investment company and

one closely held firm—the records being broken were set in 1975.

After-tax profits by the 15 public newspaper companies reporting by the end of February were as much as 88 percent greater than in 1975. Smallest gain among the 15 was 14 percent. Median profit gain was 31 percent.

Colin, Hochstin Co., stocks analysts, said the 13 public newspaper companies it follows had an average profits increase of 36.3 percent for the year.

A study of the 885 largest U.S. industrial companies, banks and utilities

reported in Business Week magazine estimated they had a gain of just under 30 percent in 1976 after-tax profits.

The Washington Post Co. had the largest gain in after-tax profits among the public companies reporting—up 88 percent over 1975, to \$22.7 million, and up 57 percent over 1974, its previous record year. Including a \$1.8 million gain from sale of Cincinnati radio station WCKY, the company's 1976 profits were double the \$12 million it made in 1975.

Post Co. revenues were up 21.5 per-

cent, to \$375.7 million.

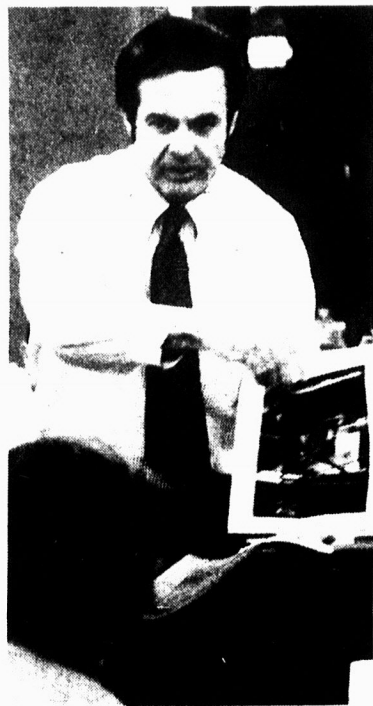
Besides the Washington Post newspaper, the company owns the Trenton Times, Newsweek magazine and a group of broadcast stations.

Its before-tax profit from the newspapers was \$11.8 million, it reported, up 78.8 percent from 1975 when the Post's fourth quarter performance was severely affected by the strike of its pressmen.

Before-tax magazine and book profits were up 79.8 percent, to \$21.4 million,

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Enlarge bargaining topics, professor urges



(Continued from Page 1)
day at 8:30 a.m. and ran into the night with participants also given "homework" assignments, employed case studies, role playing and mock arbitration as learning methods. Two five-person teams took management and union roles in the mock arbitrations with the other participants serving as co-arbitrators with Kuechle in each and critiquing the performances of the teams after each session.

The seminar included in-depth study of Supreme Court decisions on arbitration and its role in management-labor disputes. Four chapters of Elkouri and Elkouri's "How Arbitration Works" were included in homework assignments and served as the basis for class discussion and to illustrate arbitration cases Kuechle scrutinized with participants.

Participants also were given

the book "Grievance Guide for Unions," with Canadian participants also receiving a copy of "Arbitration at a Glance," keyed to Canadian arbitration rules.

Upon registering at the seminar hotel, participants received a two-inch thick packet with instructions to "open and read immediately." Included were the facts for an arbitration case each participant was instructed to write a decision on by 1:30 p.m. the next day.

TNG President Charles A. Perlík, Jr., in remarks at the seminar's close and in a subsequent letter to participants, called the sessions "one of the most worthwhile things of its kind" TNG has ever arranged and suggested that similar sessions be held next year, soliciting suggestions for the subject to be covered.

Participants in the sessions were:

George Randol of Central California, Gerald Minkinen of Chicago, Willard Hatch of Detroit, acting Los Angeles administrative officer and TNG International Representative G. Richard Pattison, Sheila D. Scaiff of Ottawa, Hugh H. Harrison of Pacific Northwest, Robert A. Steinke of St. Louis.

John C. Edgington of San Diego, Doug Cuthbertson and Fred Fletcher of San Francisco-Oakland, Bill Davis of San Jose and SFONG, Gene Bryant of San Jose, Toronto's John T. Bryant, Lisa Judge and Linda Torney, and Richard J. Ramsey, David J. Eisen and William McLeman of TNG's staff.

Several other local administrative officers were registered for the conference as well, but had to cancel at the last moment because of illness or the press of work.



Guild representatives in their mock arbitration 'roles'

A television station's attorney questions the station's news producer during mock arbitration over validity of the suspension of a news writer for a factual error. From left, Fred Fletcher of San Francisco-Oakland, playing the station's news director, George Randol of Central Cali-

fornia, the company's counsel, Gene Bryant of San Jose, the news producer. In the center, and at right and left above, is arbitrator/professor David Kuechle in those roles. At right are John T. Bryant of Toronto, playing the Newswriter Guild's attorney, Linda Zink of Los

Angeles, the union's business agent, and Richard J. Ramsey of TNG's staff, the suspended news writer. The union won the arbitration in the mock session. The company won in the case upon which the mock arbitration was based in real life.

Pressmen sign Herex contract covering entire plant

Los Angeles—There's a union at Hearst's Los Angeles Herald-Examiner again.

A new local of the International Printing & Graphic Communications (pressmen's) Union signed a three-year agreement covering employees of all departments—mechanical and nonmechanical—on March 4.

This apparently will draw to an end a decade-long fight between the afternoon and Sunday paper and the Los Angeles labor movement.

That battle started when 1,100 Los Angeles Guild members and 15 members of the International Assn. of Machinists struck the paper on Dec. 15, 1967.

All the other unions were locked out and more than 2,000 employees were on the bricks. Missing only a day, the paper began publishing with strike breakers.

Years of boycott activity en-

sued and the paper's circulation of 725,000 was cut to its current 350,000. Advertising lineage has consistently dropped over the 10 years.

Today, only 700 persons are employed in the old plant at Eleventh and Broadway.

A group called Employees for Better Working Conditions was formed in 1974 and later became affiliated with the IPGCU, which eventually chartered it as Local 773. The Guild and the other unions cleared the way for reorganization of the Herald-Examiner by disclaiming their interests.

William C. Torrence, an IPGCU international vice president who conducted the organizing drive and contract bargaining, said minimums in the union's new contract are low for the industry.

But he emphasized that they are high in relation to those that had existed at the paper between 1967 and March 4, 1977.

The most important gain, Torrence said, was the union's ability to win concessions for new employees.

The Herald-Examiner's practice had been to hire many employees at the lowest possible wage and keep them there forever, he said.

The new agreement provides for regular step-ups to a top minimum, reached after three and a half years of experience.

All employees will reach the top by the end of the contract.

Reporters, who made a "top" of \$234.58 before the contract, will go up in three equal steps to \$283.78. The three-year Guild minimum for Long Beach Independent, Press-Telegram reporters is \$13.79 less. The Guild's Long Beach contract is being renegotiated. Top Guild minimum in Long Beach now is \$354.82 after five years.

The last Guild contract at the Herald-Examiner provided a five-year reporter top minimum of \$174.80—a decade ago.

Classified and display salespersons, who had been making a top of \$240.25, will go to \$291.28 over the new contract's term.

Inside classified telephone sales solicitors, who had been getting a maximum of \$158.34, will go to \$191.55 over the term.

A seventh paid holiday is added. A sick leave plan of 10 days per year, to a maximum accumulation of 250 days, is established. Payment begins on the second day of illness; it had been the fourth.

The union also won maintenance of membership—those who belong to Local 773 must remain members for the duration of the contract.

Union representatives said the paper's present employees are by and large not those who were hired to break the strike-lockout

when it began in 1967.

At the Los Angeles County Federation of Labor, Sal Perrotta, a former Herex striker and now editor of the federation's Los Angeles Citizen, said the Hearst paper had undergone a 350 percent turnover in its staff.

William R. Robertson, the fed-

eration's executive secretary who had directed boycotts against the Herald, and Paul Kelly, secretary-treasurer of the Los Angeles Typographical Union, said they would support the paper if it co-operated with the labor movement and ran a union label on its logotype.

Reuters may want 'robots,' but it must give them leave

New York—What does it take to work for Reuters Ltd., one of the world's oldest and most prestigious news agencies?

According to Mel Beiser, Reuters's North America managing editor, the agency likes to employ "only robot gatherers of facts as financial journalists," said arbitrator Bernard Goodman in summing up Beiser's testimony during an arbitration on the agency's denial of a leave of absence to an employee who wanted to apply for three fellowships.

Goodman quoted Beiser as testifying that he "would consider it 'dangerous' for them [employees] to be exposed to educational processes that could give them decisional understandings as to what they were doing."

This despite the fact that the employee in question wrote many of Reuters's daily analytical pieces—columns which were

started to meet heavy competition from similar items by the Wall Street Journal and the New York Times.

Reuters gets 83 percent of its revenue from its financial coverage.

The reporter wanted to apply for a fellowship from the Sloan Foundation, a Bagehot grant and a Nieman grant in order that he and the agency might be more competitive, testimony showed.

While Reuters feared he might not return to the agency, the weight of testimony was contrary, Goodman said in ordering Reuters to grant the academic year's leave of absence if the reporter got one of the fellowships.

The arbitration was brought by the New York Guild under its contract with Reuters. The contract provides that Reuters "shall grant employees leaves . . . for good and sufficient cause."

Maine orders access to personnel files

Augusta, Me.—A "sunshine law" enacted by the Maine legislature guarantees employees and former employees the right to review their personnel files.

Personnel files are defined to include "formal or informal" "evaluations and reports relating to the employee's character, credit, work habits, compensation and benefits."

Meany: Reforms seek labor law's promise

Washington — The AFL-CIO's proposals for U.S. labor law reform are nothing more than an effort to persuade Congress to keep promises it made 42 years ago, George Meany told a gathering of industry, government and labor representatives here March 2.

The AFL-CIO's president spoke at a dinner marking the 30-millionth vote in a National Labor Relations Board representation election.

Forty-two years ago, he said, the Wagner Act said—and the National Labor Relations Act still says—that U.S. policy is to encourage collective bargaining by protecting workers' exercise of freedom of association, self-organization and designation of

representatives of their own choosing.

"Between the intent and the reality there is a colossal gap of empty promises, delays and frustrations, and the gap has grown instead of shrinking," Meany said.

"Victories won in elections are often destroyed without honest collective bargaining ever having taken place" because of employer delays sanctioned by the law, he added.

"Union-busting is a thriving industry," Meany said. "because flouting the law is 'cost-effective.' Employers make more when they violate the law than when they abide by it."

Employers, he said, are "past masters" at procedural delay because "they know that if the day of reckoning ever comes, the penalty will be cheap."

If that time comes, the em-

ployers figure, usually correctly, that the organizing effort "will be down the drain and the workers will have lost all faith in the law as a protector of rights," Meany said.

Even if an employer is eventually forced to pay back wages to a worker fired for union activity, the back pay is tax-deductible, and so are the fees of "labor relations consultants," he added.

"It is the cheapest insurance against unionization on the market. A couple of years' wages for a few people adds up to much less than raising the wages of many by a few cents an hour," Meany noted.

To realize the goals of the Wagner Act of 1935, Meany said, the AFL-CIO will press Congress for legislation to provide:

✓ Elections where no major

legal issue is involved within a specified time limit.

✓ Preliminary injunctions to prevent companies from discriminating against workers for exercising their right to organize and for illegal refusals to bargain after elections.

✓ Repeal of the law's Section 14(b), which allows states to compel an open shop, permitting "states and employers to deprive workers of the right to make their own choice of whether or not to seek a union security agreement at the bargaining table."

✓ A larger NLRB to reduce the caseload and provide swifter resolution of disputes.

✓ A ban on government contracts to companies which repeatedly violate labor law.

✓ Coverage under the act of every worker in the United States.

Employers who have obeyed the law have nothing to fear and much to gain from those reforms, Meany said.

"The employers who will resist us are cut-throat competitors of every decent corporation in America," he said. "They compete by exploitation and it is exploitation of human beings that we are determined to halt."

"We want laws that stand immovable no matter which way the wind blows," Meany said, "laws that are administered by honorable and knowledgeable neutrals, not by partisans who champion the interests of either management or labor."

The AFL-CIO Executive Council has voted to raise \$800,000 for public relations and lobbying in its drive for enactment of the legislative package encompassing the NLRA reforms.

Guild may tell of long delays in organizing

Washington — TNG President Charles A. Perlik, Jr., has told the author of labor law reform legislation that the Guild is ready to testify to the long delays it has experienced under the current setup.

Perlik, in a letter to Rep. Frank Thompson (D-N.J.), recalled lengthy National Labor Relations Board delays that handicapped organizing drives at the Philadelphia Bulletin, Wilmington News and Journal, Steubenville Herald-Star, Binghamton, N.Y., Press and Sun-Bulletin, San Antonio Express and News and Bridgewater, N.J., Courier-News.

All but Binghamton and San Antonio were Guild drives; the other two were by the International Typographical Union.

"All concerned agree that the mammoth gaps of time between the filing of a petition and the day employees get the chance to render their choice tips the scale inexorably in the employer's favor," Perlik wrote.

Thompson, chairman of the House labor-management relations subcommittee, has introduced H.R. 77 to streamline NLRB procedures under the



TNG staff refresher

International Representative Harry McCormick, right foreground, makes a point during meeting of most of TNG's headquarters and field staff at AFL-CIO's George Meany Center for Labor Studies Feb. 23-26. Topics covered included developments in labor law, organizing, bargaining, equal employment opportunity and inter-union relations.

Others identifiable in picture above are, clockwise from right foreground: Luis Montanez, Jr., Alice L. Burton, Yetta Riesel, William H. McLeman, Lee Clifford, Fred W. Jones, Charles Dale, J. William Blatz, Ellis T. Baker, Robert Dudnick, Leo J. Ducharme, Janet David, Bob Forsyth and Edna Berger.

ITU, IMU pledge no raids, set more sessions on unity

Colorado Springs, Colo.—The top officers of the International Typographical Union and the International Mailers' Union have agreed "in principle" to a no-raiding pact, the presidents of the two unions announced.

They have also discussed "other subjects . . . which will lead to closer ties between the two organizations with the eventual goal of actual merger," according to a joint statement by ITU President A. Sandy Bevis and IMU President Ralph H. Valero at the conclusion of a meeting here Feb. 24 and 25.

Further meetings are scheduled "in the latter part of March," the two said.

The IMU, with about 3,500 members in 75 locals, was founded in 1944, largely by former ITU members.

The ITU said the two unions' officers met upon invitation of Bevis, extended through ITU Vice President Allan Heritage.

Leaders of the IMU and TNG discussed the possibilities of merger of those two unions in 1974. The IMU also was discussing merger with the Graphic Arts International Union about the same time.

Toledo names local merger group

Toledo, O.—The Toledo Guild's executive committee, at the urging of the local's membership, has appointed six of its leaders to a local merger task force with the Toledo Typographical Union.

The group's first job will be to examine both locals' by-laws—to

see if a common method of operation can be achieved," William Lee, local Guild president, said.

Named to the task force besides Lee were Guild Secretary Robert Speck, Vice President David Smith, former President Sidney Goldberg, Gary Smith and Howard Burkhardt.

Great Falls sues for arbitration

Great Falls, Mont.—Declaring that its contract is still in force, the Great Falls Guild has taken the Great Falls Tribune to U.S. District Court in an effort to compel the paper to arbitrate three dismissal cases.

The Guild holds that the contract it signed in 1972 is still in effect even though it has not yet been renewed following the end of a strike in December, 1974.

Wanted: extras, female variety

Detroit—On the premise that a television commercial promoting the paper might be a good idea, the Detroit News decided on its city room as a filming location.

When the camera's eye focused on the fact that very few women worked there, management imported female employees from other departments to sit at desks as extras before beginning the filming, the Detroit Guild told the EEOC while filing sweeping sex discrimination charges in December [Jan. 14, Guild Reporter].

Negotiations continued through the strike and still continue, the Guild's complaint says, pointing to a contract provision stating that all its "terms and conditions . . . shall remain in effect during negotiations."

When the strike occurred, the Tribune replaced three circulation district managers and refused to reinstate them when the walk-out was ended.

The Guild demanded a total of \$6,517.75 in contractual severance and retroactive pay for the three, but the company refused.

The company also refused to move the grievance to arbitration, as provided by the contract.

The Guild is asking the court to order the company to arbitrate.

The Tribune is owned by the Minneapolis Cowles interests.

U.S. Supreme Court rules arbitration outlives pact

Washington—An employer is obligated to arbitrate disputes arising out of an expired collective bargaining contract, the U.S. Supreme Court has ruled.

Writing for the majority, Chief Justice Warren Burger said that although a dispute over severance pay had arisen after the contract expired, it "clearly" arose "under that contract."

The court voted, 7 to 2, to affirm a lower court decision.

Its March 7 ruling came in a Bakery Workers case against a Norfolk, Va., bakery which closed its plant in the face of a strike after the union had terminated

its expired contract by giving the required seven days' notice in the middle of bargaining.

The union contended the obligation to arbitrate survived the termination of the agreement.

"The fact that the union asserted its claim to severance pay shortly after, rather than before, contract termination doesn't control the arbitrability of that claim," Burger wrote.

To decide in any other manner, he added, would "permit the employer to cut off all arbitration of severance pay claims by terminating an existing contract simultaneously with closing business operations."

1976 was a great year for newspapers' earnings

(Continued from Page 1)

and broadcasting profits were up 90.4 percent, to \$15.8 million.

Newspaper advertising revenue was up by \$22 million, and lineage up about 12.5 percent, the company reported, with half the gain attributed to recovery from strike conditions.

The Post Co.'s fourth quarter profits were up 70 percent, to \$9.4 million, on a revenue increase of 29 percent, to \$111 million.

The New York Times Co.'s after-tax profits from continuing operations last year were up 53 percent, to \$19.4 million. They were up 75 percent, to \$22.3 million, including the gain from the sale of Modern Medicine magazines and the New York Times Music Corp.

Revenues for the year were up 14 percent, to \$445,685,000.

The Times newspaper's pretax profits were up 121.7 percent, to \$10.2 million, while its revenues rose 11.9 percent, to \$290.1 million. An investment tax credit mainly for the Times's new automated plant in Carlstadt, N.J., was responsible for 31 percent of the paper's 1976 earnings, compared with 17.5 percent in 1975, the company said.

The company's 13 Florida newspapers had a 28 percent pretax profits increase, its magazines a 63 percent increase and its radio and television stations a 48 percent increase, to \$2,870,000.

The company's fourth quarter after-tax profits were up an astounding 450 percent over the same period in 1975, to \$6.1 million, aided by a 235.7 percent improvement in the Times's pretax profits, to \$4.7 million, it reported. The company's fourth-quarter revenues were up 16.9 percent, to \$122.4 million.

Knight-Ridder Newspapers, Inc., had 1976 after-tax profits from continuing operations of \$47.4 million, 50.5 percent better than the year before. Including profits from sales of broadcast stations, its 1976 profits were 59.8 percent better, at \$52.3 million.

Operating revenues were up 14.3 percent, to \$678 million.

It was the company's best year ever, according to Alvah H. Chapman, Jr., its president.

During the year, the company reduced its long-term debt by \$28 million, to \$16 million at 1976's end.

Times Mirror Co. had both record revenues and profits in 1976, with after tax profits up

Media outgained market in general

Richmond, Va.—Media stocks outgained the market generally, according to selected company listings on the Media General Financial Index.

Broadcast company stocks gained 39.8 percent; newspapers, 39.4 percent; books, 29.1 percent; paper companies, 26 percent; and magazines, 24.8 percent, while the market as a whole was advancing 18.1 percent last year, Media Industry Newsletter reports.

47.2 percent, to \$69.5 million, and revenues up 21 percent, to \$976 million.

The company's newspapers—including the Dallas Times-Herald and Newsday, besides the Los Angeles Times—had pretax profits of \$48.5 million, up 36.6 percent from 1975.

Quebecor, Inc., publisher of French-language dailies, weeklies and magazines in Quebec, had 1976 after-tax profits of \$2.2 million, up 42.7 percent from 1975.

Capital Cities Communications, Inc., had profits 40.1 percent greater than in 1975, at \$35.6 million. Its previous record year was 1975 with a \$25.4-million net.

It owns three dailies, Fairchild Publications and successfully bid for the Kansas City Star and Times early this year (GR, Feb. 25). Its 1976 revenues were \$212 million.

Post Corp., which owns newspapers and broadcast stations, saw its profits from continuing operations increase 31.6 percent in 1976, to \$2.1 million, while its revenues increased 21 percent, to \$25.5 million.

Harte-Hanks Newspapers, Inc., reported a 31 percent increase in its after-tax profits, to \$10.5 million, on a 28 percent increase in revenues, to \$116.7 million, both records.

The company said it also invested more than \$6 million in new technology and updated facilities during the year. It owns 25 dailies and 46 nondailies in 30 cities, and three television stations.

Lee Enterprises, Inc., saw its profits increase 31 percent, too, in 1976, to a record \$9.4 million, on a revenue increase of 20 percent, to \$69.8 million.

The company, with a fiscal

year that ends Sept. 30, had \$3 million in profits, up 29 percent, in the new year's first quarter, along with revenues of \$20.3 million, up 15 percent.

Its newspaper accounted for 71 percent of its pretax profits and its broadcast stations 20 percent last year, it said. It has 15 dailies, one weekly and 10 broadcast stations.

Gannett Co., Inc., had a 24 percent gain in its after-tax profits, to a record \$48 million, on a 15 percent revenue increase, to \$413.3 million.

It was the company's ninth consecutive year of comparative record earnings since it went public in 1967.

Speidel Newspapers, Inc., which Gannett is buying, also had record after-tax profits last year: \$10.2 million, up 18.6 percent, on revenues of \$57 million.

Southam Press, Canada's largest chain, had an increase of 19.4 percent in its 1976 operating after-tax profits. They were \$17.8 million. The company's revenues increased 13.9 percent, to \$293 million.

Toronto Star, Ltd., had a 15 percent after-tax operating profit increase, to \$11.7 million, in its fiscal year ended Sept. 30. It realized another \$1 million from a tax reduction.

It had revenues of \$193 million, up from \$129 million, with its paperback book operation, Harlequin Romances, contributing about \$48 million of the \$64 million increase.

Affiliated Publications, Inc., publisher of the Boston Globe, had a 17.9 percent after-tax profit increase, to \$5.5 million, on a 12.5 percent revenue increase, to \$121.9 million.

Media General had record profits of \$16.2 million, up 14.9 percent from 1975, and record revenues of \$199 million, up 16.1 percent.

Dow Jones & Co. had record profits of \$30.3 million, up 14.3 percent, on revenues of \$274.9 million, up 15.6 percent from 1975. It also had record profits in 1975.

Time, Inc., with stock traded on the London exchange for the first time Feb. 15, had record profits of \$67.1 million, up 48.9 percent last year. Its revenues were \$1,038 million, up 14 percent.

Publishing produced \$61.4 million in pretax profits, the company reported, 56 percent of the total and a 43 percent gain over 1975. Its magazines outpaced its books with People and the Time international edition showing the greatest profit improvement.

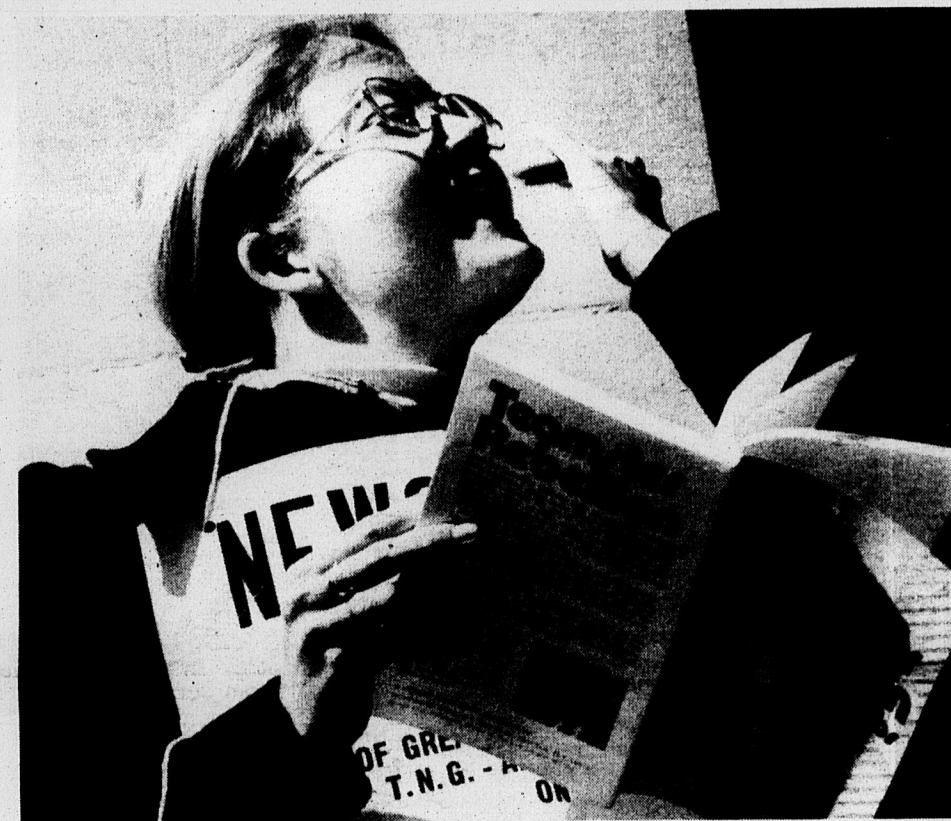
Tribune Co., publisher of the Chicago Tribune, New York Daily News and six other papers, though not a publicly held company reported that its 1976 profits were a record \$42 million, up 37 percent, while its revenues were \$809.8 million, up 14 percent.

Media Investment Co., formerly the Scripps-Howard Investment Co., which has stock in nine newspaper companies and a broadcast holding company, reported that it cleared \$1.8 million after taxes last year, up 13.6 percent.

Dividends it received from stock in seven newspaper companies totalled \$1.6 million, up 17.6 percent from 1975.



WALKING, READING & LISTENING. THE BOOK: 'ROOTS'



ENJOYING THE SUN AND A BOOK



ROLLER SKATES MAKE FOR A CHANGE OF PACE

In any strike, it's the people who make it go

Philadelphia—The 23-day strike by the Philadelphia Guild against the Knight-Ridder chain's Inquirer and Daily News—like all strikes—was mediators, law suits, injunctions, fines, charges and counter-charges by company and union leaders. Right?

Wrong! The Philadelphia Guild strike—like all strikes—was people.

Guild members some 840 strong who work in the papers' advertising, business, editorial, inside circulation and promotion departments; picketing and adjusting their lives to carry out the economic action the overwhelming majority of them voted to take to win an acceptable new contract.

And the several hundred members of the other unions at the papers who failed to report to their jobs in the face of the Guild members' picket lines.

These are some of the people who were the strike, as recorded by the Guild's daily picket-line publication:

A reporter, bored with marching round and round "in little circles" at one entrance, wondered how far you walk during a four-hour picket shift. Making allowances for a 20-minute break, he determined he took 16,500 steps and covered six miles.

To supplement strike benefits, several strikers took to cab-driving during some of the 20 hours they weren't picketing. One, Paul Taylor from the Inquirer newsroom, reported having Inquirer assistant managing editors Andy Khinoy and Bob Greenburg as fares. Both were more than generous with their tips, Taylor reported.

Feb. 25 was a particularly big day for Taylor—\$36 clear in 10 hours of hacking. Driving his car home cabbie style—"a little red-light running, the cop said"—got him a \$35 ticket. His 10½-hour net: \$1.

Taylor was interviewing Phillies broadcaster Richie Ashburn for a free-lance magazine article Feb. 18 and mentioned he was driving a cab part-time.

"Why?" asked Ashburn. "I need the money, Rich." "You mean to tell me they're not paying you while you're on strike? That's a helluva note."

Bessie Schick, widow of Dave, the Philadelphia Guild's former longtime administrative officer, came to help picket one day. She brought and used the same picket sign she had used 19 years before, during the Guild's last strike against the Inquirer.

"I'm a saver," she said. In 1958 her daughter Mariann, now an attorney with the National Labor Relations Board, was nine and had trudged along and collected contributions from passersby in a tin can.

Members of the Philadelphia Guild's other units—at the Pottstown Mercury, Delaware County Times in Chester and at the Wilmington News and Journal—did volunteer picket duty in place of Inquirer and Daily News strikers during a Feb. 22 meeting of the striking unit.

The Guild News for Sunday, Feb. 27, carried a fashion layout on "Picket Line Chic," which, it said, carried a "fashion message revolutionary in its simplicity. Namely, if it keeps you warm, wear it."

Among the "solidarity-style" setters cited:

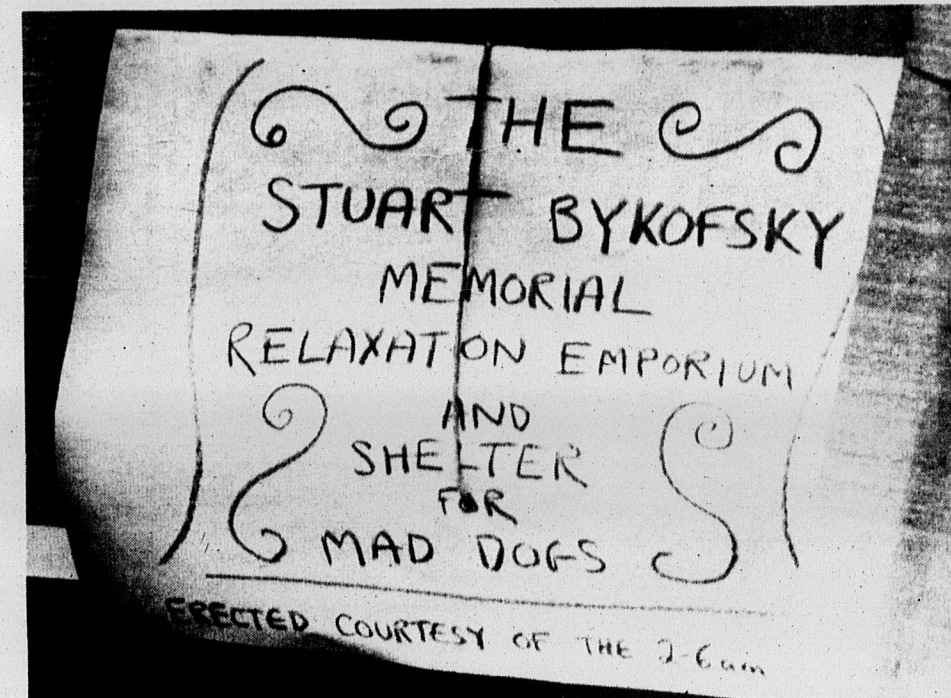
Jonathan Takiff of Daily News editorial in long underwear, two sweaters, blue jeans, a down-filled ski parka "never worn on the slopes" and crepe-soled shoes with "a good bounce and a nice roll" for striding.

Bill Coughty of Daily News classified in high, rubber, lace-up boots of olive drab.

Rose Donnelly of Inquirer telephone sales in thermal underwear "filched" from her son's bureau.

Jane Shoemaker of Inquirer editorial in "hairy brown, fake fur leg warmers, dubbed 'King Kong socks' by Guild fashion watchers."

And Dorothy Storck, Inquirer columnist, "resplendent in beige suede and



DEDICATORY 'PLAQUE' ON PICKET SHELTER NEAR PNI GARAGE
Bykofsky was co-chairperson of the Guild's strike steering committee

sheared lamb coat and matching hat" because "I don't have any roughing-about clothes."

Joe Gradel of the library picketed Saturdays and Sundays, during the noon hour and an hour and 45 minutes in the morning before 9 o'clock after he drew jury duty four days after the strike started.

Bill Lindsey and Joe Dougherty of Inquirer advertising decided to pick up a little extra cash by delivering telephone books. After four hours of door-to-dooring it, they had garnered \$30 in wages—and \$50 in traffic tickets.

About 50 strikers' relatives turned out for Family Day on the picket line on Sunday, Feb. 20. One of the smallest, was Tricia, 9, daughter of Pat Odoms of Inquirer classified. Tricia said she thought picketing was hard work

"but I'd do it for a whole afternoon to help the people get a raise."

A late-night (10 p.m. to 2 a.m.) exclusive supper club—Le Club Picket—sprang up at one picketing station. The sidewalk cafe's furnishings included tables constructed from "mellow, aged wooden skids and cable spools and an assortment of folding beach chairs," The Guild News reported.

The menu varied nightly, but "frequently" featured "marshmallows cooked over open oldrum fire."

A "candlelight dinner," covered by a local television station, featured teriyaki kabobs, Kosher, dry white and sweet red wine "poured by the club sommelier," the News said.

Inquirer restaurant critic Elaine Tait pronounced it "four star" on all counts.

The strike's end cut short plans for a wine and cheese tasting and a Hawaiian Luau.

Philadelphia strike is settled

(Continued from Page 1)

and photographers is raised a total of \$51, to \$424.94, under the settlement: up \$20 now, to \$393.94, another \$20 next Feb. 8, to \$413.94, and \$11 on Feb. 8, 1979.

Top minimum for classified telephone salespersons is raised the same \$51, to \$319.94 a week on Feb. 8, 1979.

Top minimums for job classifications that include computer operators, ad operators, telephone operators, stenographers and a variety of clerks are raised a total of \$37 under the settlement. The increments are \$14, \$14 and \$9.

Computer operators' and ad operators' top minimum goes to \$287.38 a week; that for telephone operators, to \$252.36, and that for stenographers, to \$243.87.

Highest minimum in the contract—for make-up persons and desk assistants—is increased \$51, reaching \$474.82 a week.

TNG International Representative William Brown, who also assisted the local with the strike, said the settlement "costs out" at five million dollars, a million dollars more than the first 31 months of the three year offer the company had made earlier in the strike.

When Guild members struck the Inquirer and Daily News Feb. 8 the papers were proposing a two-year contract with raises of \$28.75 to \$52 a week minus an

estimated \$13.50 a week for the health and welfare fund.

The agreement negotiated between Judge Fogel, the Guild, the other unions and all three Philadelphia dailies to settle issues that arose out of the conduct of the strike contains six points:

✓ All fines and threats of fines against four of the unions whose members had failed to report for work behind the picket lines were dropped.

Those unions—Teamsters Local 628, the Philadelphia Newspaper and Magazine Employees Union (mailers), the Machinists and Printing Pressmen's Local 16—will voluntarily pay to the federal government a total of \$70,000 by Jan. 1—a total of \$47,500 if paid by March 15.

All parties regard the payments as voluntary.

✓ All appeals of court orders are dropped by the unions, as are all suits by the three papers arising out of the strike, as well as the Guild's antitrust suit against the publishers over their "Mutual Aid Plan" (Guild Reporter, Feb. 25).

✓ The publishers agree not to take reprisals against union members who refused to cross picket lines. The unions agree not to act against employees who did cross.

✓ A no-strike consent agreement made by the Mailers with Fogel as part of the settlement of

a 1975 strike, including a possible \$400,000 damage assessment in the event of its breach, remains in effect.

✓ A \$25,000 bond posted by the Mailers to insure the integrity of their 1975 agreement may be returned to the union on Jan. 1, or upon ratification of a new Mailers' contract, if the agreement isn't violated first.

✓ The Teamsters, Mailers, Pressmen and Machinists "do not admit any material violation" of any ruling by Fogel.

The Mailers and Teamsters agreed to each pay \$25,000 and the Pressmen and Machinists \$10,000 each under the Jan. 1 voluntary payments agreement. The Mailers agreed to \$20,000, the Teamsters, \$17,500 and the Pressmen and Machinists \$5,000 each under the alternate March 15 payment agreement.

The Philadelphia Council of Newspaper Union said it will hold a benefit to raise money to make the payments for the unions. TNG loaned the council \$27,500 on March 7 to enable it to make the March 15 payments on behalf of the Teamsters, Pressmen and Machinists.

Fogel on Feb. 24 had imposed a series of heavy new fines on the Mailers union and its two top leaders.

He ordered Walter Yohannan, president, and Edward Savryk, vice president, each to immedi-



A POST-RATIFICATION TOAST
Jim Donohue, Teamsters Local 628 president, at left, and TNG International Representative James H. Orcutt

ately pay \$1,800 (\$200 a day since a back-to-work order on Feb. 14) and increased the daily amount to \$500 if the union's members continued to stay away from work.

In addition he ordered the union to pay \$27,000 immediately (\$3,000 a day from Feb. 14) and increased that daily amount to \$5,000 thenceforth.

All the unions had no strike agreements dating back to the settlement of the Guild's 1958 strike against the Inquirer and Daily News. The no-strike agreements, virtually identical, forbid "work stoppages, slow downs, sit downs or consciously parallel unjustified absences."

The Teamsters had been ordered back to work under the no-

strike agreement, too. The Inquirer and Daily News had brought suit seeking a like order against the Machinists, the papers' circulation-truck mechanics. The Pressmen had negotiated a settlement of a state-court suit to force them back to work.

The court took the position that the unions did not do all they could to get their members to honor the no-strike agreements.

The unions were to appeal the back-to-work orders on grounds the no-strike pacts were improperly interpreted in them.

Most employees of the Inquirer and Daily News returned to their jobs on March 3. The papers resumed publication with their March 4 editions.

Ever been shafted by post? Subscribers say it hurts

Washington—How do newspaper readers take home-delivery price increases?

Badly—if five letters-to-the-editor in the Washington Post are any indication. They came after the Post raised its price from \$5 to \$5.60 and simultaneously changed its home-delivery billing period from monthly to every four weeks.

One letter writer, calling the 60-cent increase "not chivalrous, but acceptable," pointed out that the twin changes boosted his annual cost from \$60 to \$72.80, "an increase in excess of 21.3

percent."

Pointing to the 88 percent increase in the Post Co.'s 1976 profits, another wrote: "Shall we try for 109 percent in 1977? How greedy can one get?"

Another said the increase does not annoy her as much as "the fact the paper ever since the strike has not returned to its legible reading matter. . . . The other week the obituary section was so poorly done, even to the picture, that you couldn't tell if you had lost a friend or not."

And another asked: "Have you ever been shafted by a post?"

One-year pay freeze in new Star contract

(Continued from Page 1)

After bargaining for the new contracts began in December under the auspices of Federal mediators, the unions sent in their own auditor to verify claims by Joe L. Allbritton, the Star's board chairman, that the paper continues in severe financial difficulty.

Allbritton said just before the ratifications that the paper had enough newsprint to last but a few more days and that he would not buy more until contracts with all open unions had been ratified.

A front-page story in the Star's March 7 editions quoted Allbritton as saying that the agreements "provide the time necessary to work out long-range plans for a successful and profitable operation."

"I commend the management team, the union leaders and all the employees for their responsible, tireless efforts throughout these negotiations," he said.

He said he had a "substantial and real" commitment to the paper and its employees, and criticized accounts in other newspapers that he might sell the Star as "unfairly and certainly unfounded."

The situation was similar to others in the past, two-plus years in which concessions were made to keep the paper going.

The Guild's last contract at the Star had expired on Dec. 7, 1975, but was extended through 1976 with a wage-increase moratorium in bargaining similar to the latest round.

That agreement also provided that Guild members return to a five-day work week on Dec. 21, 1975. They had been working four-day weeks at reduced pay since Dec. 22, 1974, in order to reduce the number of economic dismissals.

New health and welfare money was paid by the company during the 1976 contract extension.

The new agreements say that when the paper makes money an employee cash bonus incentive program of up to 10 percent of the profits will be established.

The craft contracts also allow the evening paper to publish morning editions on government holidays without penalty payments. The Star already publishes mornings on weekends and some holidays.

The Guild's new contract raises the key reporter-display-outside classified sales top minimum by \$38.47 a week, to \$498.77 in the contract's third year.

The raise comes in two increments — \$19.22 in 1978 and \$19.25 in 1979.

The top minimum for inside classified telephone sales solicitors and circulation general clerks

risks by \$29.72—\$15.22 in the second year of the contract and \$14.50 in the third.

This will result in a third-year top minimum of \$300.57 for the telephone sales solicitors and \$259.30 for the clerks.

Diversions from the total economic package of \$3.50 in each of the second and third years will go to health and welfare benefits.

Increases in the top minimums reported above reflect the diversions.

In the first year of the contract, however, the company will add \$3.50 per employee per week to its payments to maintain existing health and welfare benefit levels. This money is not a diversion.

The mileage rate is improved to 18 cents for the first 500 miles in a month and 13 cents for each additional mile thereafter.

Additionally, an escalator clause provides for another tenth of a cent for every one-cent increase in the price of regular gas in excess of six cents.

The old mileage formula had been 14 cents a mile with an escalator clause.

Union security is improved to provide maintenance of membership, eight of 10 new employees to join the Guild and the other two to have the option of joining or paying the equivalent of dues.

In the previous contract, provision was made only for maintenance of membership and eight of 10 new employees joining.

Age, marital or parental status and political or religious belief are added as factors for which the publisher may not discriminate in hiring.

The Star also will provide the Guild information on the race of each employee, enabling the union to monitor minority hiring.

Two minority training programs are written into the settlement—one for editorial and one for the commercial and dispatch departments.

The settlement provides that program graduates will get the first available opening in the appropriate classification.

A committee of two Guild representatives and two management delegates is established to consider the feasibility and implementation of a system to channel employee

The case of the disappearing . . .

The Washington Star

JAMES G. BELLOWES, Editor

JOE L. ALLBRITTON, Publisher

SIDNEY EPSTEIN, Managing Editor

EDWIN M. YODER JR., Associate Editor

SUNDAY, FEBRUARY 6, 1977

The Washington Star

JAMES G. BELLOWES, Editor

SIDNEY EPSTEIN, Managing Editor

EDWIN M. YODER JR., Associate Editor

MONDAY, FEBRUARY 7, 1977

The Washington Star

SUNDAY, FEBRUARY 20, 1977

. . . publisher

Washington, D.C.'s notorious rumor mill shifted into high gear Feb. 7 when, without warning or explanation, Joe L. Allbritton's name, followed by the title "publisher," disappeared from the logotype atop the Washington Star's editorial page. Did it mean Allbritton was about to close the paper? Sell it? Who could be the buyer? John P. McGoff, the Panax-chain executive who tried to buy the Star two years ago when Allbritton got it? McGoff came to town on Feb. 9, but denied that his visit had any connection with the disappearance of Allbritton's name from the Star's editorial page, a denial reported at some length in a Washington Post article the next day. Then came Feb. 20. Allbritton's name reappeared on the editorial page, as "chairman" of the paper and now in a box, running in the lower left-hand corner of the page, also listing the paper's business and editorial executives and its circulation rates.

The Washington Star

Founded in 1852

Published Daily and Sunday by The Evening Star Newspaper Co.

Joe L. Allbritton, Chairman

James J. Daly
Executive Vice President
Jack C. Schoo
Advertising Director
Huey Stinson
Circulation Director
Edward H. Fawcett
Treasurer

James G. Bellowes
Editor
Sidney Epstein
Managing Editor
Edwin M. Yoder, Jr.
Associate Editor
Virginia L. White
Secretary

225 Virginia Ave. S.E., Washington, D.C. 20001
Second class postage paid at Washington, D.C.

DIRECTORS

Bonbara B. Allbritton
Barl Barnhard

John Clifford Folger
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Circulation 484-3000
Classified Ads 484-6000
Sports Scores 484-4150

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suggestions on how the paper can be improved.

Copies of any disciplinary reports entered into an employee's file will be provided to the Guild.

At 55, an employee may elect—if the paper agrees—to work a reduced schedule at reduced pay as a method of easing into retirement.

Work schedules will be posted

10 days in advance, rather than three, and there will be no more than three starting times per week.

The settlement also merges what had been separate contracts for commercial and editorial employees into a single document.

IT

SEEMS TO US

Winsor column rapped for 'free enterprisers'

TORONTO, ONT.

Editor:

The article by Hugh Winsor in the January 14 issue of the Guild Reporter should not be allowed to stand without some comment. He says union spokesmen are "free enterprisers at heart."

The union leadership in Canada has supported medicare, the takeover of the potash industry in Saskatchewan and government-run auto insurance. These are hardly the policies of "free enterprisers."

Mr. Winsor would leave the impression with readers of the Guild Reporter that the Canadian Labour Congress is opposed to wage controls because it is against any form of government intervention. This is not so. The entire debate concerning wage controls and economic planning in Canada centers on the kind of intervention that is necessary.

The Canadian Labour Congress has consistently for many

years said it is prepared to discuss an incomes policy with the federal government and with big business if serious efforts were made to control all forms of income and if commitments were made to redistribute national wealth.

Mr. Winsor's description of union leaders as "free enterprisers" is not only pejorative, it is inaccurate.

MARC ZWELLING
At-large
Toronto Guild

Editor's note: Zwelling, a former president of the Toronto Guild, presently is editor of the Miners' Voice, a publication of the United Steelworkers' District 6 (Ontario).

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.

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

Perlik to UAW chief: seek journalists while in Vietnam

Washington — TNG President Charles A. Perlik, Jr., has asked a commission seeking information on Americans missing in Vietnam to check the fate of five journalists.

Perlik's request came in a letter to Leonard Woodcock, president of the United Auto Workers, who was appointed commission chairman by President Carter.

Woodcock's delegation will go to Vietnam to discuss the possibility of obtaining an accounting of the missing Americans.

Perlik noted that "although the five Americans [the journalists] were reported missing in Cambodia, it is my hope that on your trip to Vietnam you might be able to glean some information as to what happened to them."

The missing journalists are Sean Flynn, a Time magazine

writer-photographer; Dana Stone, a CBS cameraman; Welles Hagen, a CBS correspondent; Terry Reynolds, a free lance; and Alexander Shimkin, a Newsweek correspondent.

They vanished between 1970 and 1973. There is some question as to whether Shimkin was lost in Cambodia or the former South Vietnam. The others disappeared in Cambodia.

Seventeen journalists from other countries also are unaccounted for in Indochina.

A correction

Washington—A contribution of \$500 was voted to Investigative Reporters and Editors, the Indianapolis-based group, by the Guild's International Executive Board during its November meeting, not by TNG's 1977 Convention as reported in the Feb. 11 Guild Reporter.

Good mail service called vital to free press

Bal Harbour, Fla.—An efficient, government-run postal service with reasonable rates is "vital if Americans are to fully enjoy the rights guaranteed by the First Amendment," the AFL-CIO Executive Council said here in calling on Congress to restore a public-service emphasis to the U.S. Postal Service.

An Executive Council statement during its winter meeting here assailed the "mistaken belief" that the postal service must pay its way or make a profit and blamed the profit emphasis for cutbacks in services and constantly rising postage rates.

The "seemingly endless" rate increases are forcing the publications of unions and other nonprofit organizations out of existence, the council said.

To restore a public service emphasis, the council called for legislation that would include:

- ✓ Establishing a public service subsidy of not less than 20 percent of estimated postal revenues,

to be appropriated by Congress annually.

- ✓ The Postmaster General, now hired by the Board of Governors and "insulated from responsibility to the people," to be appointed by the President and confirmed by the Senate. To avoid revival of the patronage system, however, the job would be for a fixed term and its occupant not a member of the Cabinet.

- ✓ Abolishing the Postal Rate Commission, with rate increases and service cuts subject to congressional review.

- ✓ Steps to prevent further erosion of the first-class mail monopoly of the postal service by private industry.

- ✓ Setting a ceiling for second class postal rates for publications of nonprofit groups at not less than 50 percent of the applicable commercial rate.

- ✓ Retaining bargaining for postal workers to prevent a return to subsidizing low postal rates by

low wages to postal workers.

Earlier, the International Labor Press Assn. told the federal Commission on Postal Service that a statutory limit on the second-class rate for qualified nonprofit publications is necessary if many of them are to survive.

"The right to free speech and press is meaningless if an excessive price tag on postage prevents exercise of those freedoms," Allen Y. Zack, ILPA secretary-treasurer, told the commission.

The problems posed by escalating postal rates are shared by nonprofit publications of churches, educational, veterans, service and farm groups, too, he said.

A survey by the International Labor Press Assn. found that 75 member publications ceased publication in the past six years, and nearly half the newspapers and magazines in the ILPA have been forced to cut back, Zack said.

"The principal reason for these curtailments has been increased

postal rates or charges for postal services," he noted.

The commission, set up by Congress to make recommendations for restructuring the postal system, was urged by Zack to pose a statutory limit to the postage rates for nonprofit publications. The ceiling, he said, should be fixed at not more than 50 percent of the charges for comparable commercial publications.

That's the rate differential that existed when Congress used to set the postal rates, Zack noted.

Some are raised \$94 in Racing Form pact

Los Angeles—Top minimums increase by as much as \$94.57 a week in a new, 32-month Los Angeles Guild contract at the Daily Racing Form.

The hefty increase goes to selectors, who were upgraded to the handicapper classification.

There are four increments in wage increases—retroactive to

July 18, 1976, and on April 18, 1977, Jan. 18, 1978, and Oct. 18, 1978.

Employees making more than the top minimum will retain their dollar lead over the new minimums.

Raises and resulting top minimums include:

Handicappers—Up \$17, \$16, \$15 and \$12, to \$368.97, a total increase of \$60.

District managers—Up \$16, \$14, \$13, and \$12, to \$327.18, a total increase of \$55.

Senior statistical clerks—Up \$16, \$14, \$13 and \$12, to \$285.47, a total increase of \$55.

Telephone operators—Up \$14, \$14, \$10 and \$8, to \$239.06, a total increase of \$46.

Copypersons—Up \$12, \$9, \$9 and \$6, to \$189.29, a total increase of \$36.

Maternity leave is improved to provide four weeks of paid leave in addition to the existing six months without pay.

Major medical insurance is increased \$5,000, to \$20,000, and the daily hospital room and board allowance is increased \$20, to \$77. A dental plan is added.

The publisher's weekly pension contribution goes up \$2, to \$10, retroactive to July 18, 1976, and another \$2.50, to \$12.50, retroactive to Jan. 1, 1977.

Head ad seller raised by \$47 at labor paper

Kenosha, Wis.—The top minimum for head ad salesmen rises \$47.18, to \$294.15 a week, in a new, three-year contract between the Kenosha Guild and Kenosha Labor.

The top for circulation manager goes up \$30.85, to \$192.37, and that for editor \$30.49, to \$190.11. In addition, the editor will receive a \$25 Savings Bond or the cash equivalent monthly. The top minimum for mailers goes up \$28.62, to \$178.38.

The increases amount to six percent each year.

An eighth holiday—the day after Thanksgiving—is added.

The contract was ratified and signed without its terms being submitted to the International Executive Board's Contracts Committee, a violation of TNG's Constitution.

Oakland Trib signs anti-bias pledge

Oakland, Calif.—The Oakland Tribune has notified unions with which it has contracts, including the Guild, that it has signed a consent decree to settle a class action suit charging racial discrimination against the company and the Web Pressmen's Union.

The decree incorporates an affirmative action program to eliminate racial discrimination throughout the company, not just in the pressroom, and not just those employees covered by union contracts.

The company promises, how-

ever, to negotiate for a non-discrimination clause in all union contracts. There is one in the present Guild contract and the Guild has offered a proposal to strengthen it in present bargaining.

The agreement points to a 26 percent minority population (11 percent black, 15 percent other) in Alameda and Contra Costa counties where the Tribune circulates.

It lists a Tribune work force of 785 with 10.6 percent minority representation.

The company promises to recruit through community organizations, re-examine qualifications, and take other means to improve minority representation over the next five years to 12 to 37 percent of the employees in six broad categories of jobs.

Perlik talks Guild at Penn State

State College, Pa.—TNG President Charles A. Perlik, Jr., spoke to the Penn State Chapter of the Society of Professional Journalists, Sigma Delta Chi, Feb. 15-16.

He outlined the history and what he sees as the future of unions in the newspaper industry, laying particular stress on TNG efforts to move toward merger

with the International Typographical Union.

Perlik also spoke on ethics to a journalism class and reiterated the Guild's opposition to "ethics codes" that are unilaterally imposed by management, as at the Madison Capital Times.

He also discussed arbitration, labor law and First Amendment law with two labor relations classes.



Frank Sweeney, San Jose Guild

San Jose Guild honors Calvert

International Vice President Louis M. Calvert (left) receives the San Jose Guild's Frank Rene Sauliere Award for Outstanding Service. With him is Jose Stell, a past president of the local, who nominated Calvert. "Calvert's value to the San Jose Newspaper Guild cannot be measured, but it can be rewarded," Stell's nomination said. Calvert has been a Guild activist for 15 years.

1-year CJOH pact raises reporters by \$31, to \$346

Ottawa—Editor-reporters receive a \$31.51 increase in their top minimum in a new, one-year Ottawa Guild contract with CJOH-TV.

The editor-reporters' new top minimum is \$346.63, retroactive to Jan. 1.

A new classification, **editorial assistant**, is created with a top of \$220.

Top minimum for **production assistants and program organizers** goes up \$27, to \$252. The top

for **senior production assistant** rises \$27.69, to \$258.46.

The new contract also provides a five-cent increase in the mileage rate, to 20 cents. Maximum reimbursement for taxi fares for employees working between 11 p.m. and 7 a.m. rises \$2.50, to \$7.50.

Employees will not be required to handle struck work or work destined for struck departments or shops, nor cross legally constituted picket lines.

No employee will be required to work more than three consecutive weekends.

Boxing Day is added as a tenth holiday.

Four weeks' vacation is provided after six years, rather than 14.

ITU members vote to reject organizing assessments

Colorado Springs, Colo.—Membership of the International Typographical Union has turned down a series of 12 \$2-a-month assessments for an expanded organizing program by a 2,475-vote margin, according to the official tally by the ITU's Canvassing Board.

The count was 30,587 in favor and 33,062 against the assessments, the canvassing board reported March 3.

The assessment referendum,

conducted Feb. 16, generally carried in the union's largest locals, including New York Local 6 by 3,000 votes, but was lost in the smaller locals, observers reported.

The assessments would have raised a minimum of 1.2 million dollars to finance an accelerated organizing push for at least the next two years.

Delegates to the ITU's 1976 Convention had instructed the union's executive council to hold the referendum.

Woodbridge reporters up \$52 a week

Woodbridge, N.J.—The reporter top minimum rises \$52 in a new, three-year New York Guild contract with the Woodbridge News-Tribune.

The raise brings the top minimum to \$305 a week effective April 1.

A \$15 raise is retroactive to April 1, 1975, \$16.50 is retroactive to April 1, 1976, and \$5 is retroactive to Oct. 1, 1976. The April 1, 1977, increment is \$15.50.

The New York Guild completed the bargaining after the old North Jersey local merged with it.

Top minimum for **desk editors and copyreaders** goes up \$53.20, to \$319.20, over the term of the contract.

Increases and resulting top minimums among other classifications include these:

News clerk-typist—Up \$11 retroactive to April 1, 1975; \$12 retroactive to April 1, 1976; \$3.80 retroactive to Oct. 1, 1976; and \$11.65 on April 1, 1977, to a top of \$227.30, a total increase of \$38.45.

News aide—Up \$8.50 retroactive to April 1, 1975; \$8.10 retroactive to April 1, 1976; \$2.60 retroactive to Oct. 1, 1976, and \$7.85 on April 1, 1977, to a top of \$153.55, a total increase of \$27.05.

A stipulation that employees are entitled to sick pay for the period of pregnancy disability in accordance with sick leave entitlements is added to the contract. Unpaid maternity leave of up to a year is retained.

Jurisdiction language is improved to provide that before starting a non-syndicated column, the paper will post a notice describing the content of the proposed column and seek volunteers to write it from among bargaining unit members.

Marital or parental status and political activity or belief are added to the list of bases upon which management cannot discriminate in hiring.

Stevens boycotters march on annual meeting

New York—More than 2,000 pickets ringed J. P. Stevens Tower here and hundreds more protesters brought up the textile giant's anti-labor policies inside its annual meeting March 1.

Representatives and members of unions and other groups pressed for adoption of two resolutions on Stevens's long record of labor law violations at the stockholders' meeting.

The resolutions gained approximately five percent of the vote. Stockholders have as many votes as they have shares.

The New York Guild purchased three shares, which were cast by proxy in favor of the resolutions.

The protesters gathered at the Guild's office off Times Square and marched to the Stevens headquarters.

The 550 persons inside the meeting were told by Stevens Chairman James D. Finley that first-quarter earnings were down 17 percent while sales were up six percent. He blamed increasing costs.

But they could not have been increasing labor costs, the unionists agreed.

They charged that Stevens has kept its 44,000 workers at 85 plants—mostly in the South—in thrall to substandard wages and conditions.

The Amalgamated Clothing & Textile Workers and its predecessor textile union have been attempting to organize Stevens for more than a decade.



Protesting J. P. Stevens' union-busting

Demonstrators who circle J. P. Stevens & Co. headquarters in New York City during annual stockholders meeting include, holding the banner from left, New York City Council President Paul O'Dwyer, Coretta Scott King and Ola Harrell, a former Stevens employee who came from Roanoke Rapids, N.C., to join the protest. Behind Harrell is Bayard Rustin, A. Phillip Randolph Institute.

So far, the union has representation rights in one plant, in Roanoke Rapids, N.C. But management has dragged out bargaining, the union says.

It won bargaining rights in another plant earlier — and the company closed the factory.

Stevens has been found guilty of violating the National Labor Relations Act 15 times during the past several years.

The stockholder meeting here seemed to be run in the same fashion as the factories.

Finley told a stockholder that the meeting wasn't being run according to Roberts Rules of

Order.

"What rules do we use?" he was asked.

"We have J. P. Stevens rules of order. . . . Just sit down and behave," Finley said, according to newspaper accounts.

"Thank God you're not running our country," put in William DuChessi, executive vice president of the Clothing & Textile Workers.

Coretta Scott King, widow of Dr. Martin Luther King, Jr., was among the prominent persons at the protest.

She said that an abundant and secure life "is unattainable for working people except through trade unions of their own choosing."

The two resolutions—demanding data on labor policies and minority employment—were introduced by church groups.

The five percent vote they received makes them eligible automatically for next year's proxy procedure.

The resolutions and demonstration were part of the escalating union campaign against Stevens.

Deborah Sue Yaeger of the Wall Street Journal reported on March 2 that the Clothing & Textile Workers Union has pledged 1.5 million dollars a year for 10 years toward the boycott of Stevens.

TNG's International Executive Board voted to endorse the boycott at its January winter meeting in Washington.

All Guild locals in the United States were asked to help [GR, Feb. 11].

And at TNG's annual staff meeting in Silver Spring, Md., Feb. 22-26, TNG President Charles A. Perlik, Jr., instructed the staff to memorize the boycotted brand names and to press the boycott in all locals they visit.

Meanwhile, another fired Stevens worker won back pay from a National Labor Relations Board administrative law judge.

The award was for \$3,711.

High court lets joint operating rule stand

Washington—The U.S. Supreme Court has let stand a Justice Dept. regulation that allows newspapers to launch new joint operating arrangements without prior approval of the Attorney General.

The High Court did so Feb. 22 when without comment it refused to hear an appeal by TNG from a U.S. Court of Appeals ruling that the 1970 Newspaper Preservation Act requires prior approval only if the newspapers involved want to avoid the possibility of federal antitrust prosecution.

The law, titled the Failing Newspaper Act when first introduced in 1967, exempts jointly published newspapers from prohibitions against profit pooling, price fixing and market splitting.

The law states that it is "unlawful . . . to enter into . . . a joint operating arrangement not already in effect [on July 24, 1970] except with the prior written consent of the Attorney General."

A Justice Dept. regulation published in January, 1974, said, however, that "the law does not require" all new joint operations to be cleared, noting that those that are not "remain fully subject to the antitrust laws" and possible prosecution in the future.

Pointing out that joint operations generally have been put into effect without warning to employees and usually result in job losses, TNG, in conjunction with the Georgetown University Law Center, filed suit to block the regulation.

Once joint operations—usually involving common printing, advertising, business and circulation departments—are launched it is "difficult if not impossible to undo them," the suit pointed out.

U.S. District Court Judge Thomas A. Flannery ruled for TNG in July, 1974, saying that the law's language was "clear and unambiguous" and did not allow for making the consent optional.

The Justice Dept. appealed and last July the U.S. Court of Appeals reversed Flannery, saying that while he was literally correct, his finding was contrary to the "object and policy" expressed by Congress.

In asking the Supreme Court to consider the matter, TNG contended that the appeals court had misinterpreted the law.

The Newspaper Preservation Act provides a "grandfather" antitrust exemption for the 22 joint newspaper operations in existence before the law's passage and provides the exemption for new ones involving newspapers "which, regardless of ownership or affiliations" are "in probable danger of financial failure."

Joint publisher claims foul by partner

Anchorage, Alaska—One of the partners in the only joint newspaper operating arrangement approved by the U.S. Attorney General under the 6½-year-old Newspaper Preservation Act is suing the other alleging breach of their contract.

The suit, by the Anchorage Daily News, charges that the Anchorage Times discriminated

against the News in its advertising rates, and "influenced and compelled subscribers to purchase the Times to the exclusion of the News."

It seeks 16.5 million dollars in actual and punitive damages.

The Times has denied all the charges.

The two papers began joint operations in December, 1974, after getting the green light to do so from the Justice Dept. under the act passed by Congress in 1970 to exempt joint operations from antitrust laws forbidding profit pooling, price fixing and market splitting.

Documents filed at the time showed that the News had been losing an average of \$500,000 a year since 1969 and would continue to lose large sums without aid.

It reportedly continues to lose about \$45,000 a month even after entering the joint operation and

paring its staff drastically.

The joint arrangement here differs from most of the 20-plus elsewhere in the United States in that the Times, rather than a third, separate company, handles the advertising, circulation and printing for both papers. The Times is paid a fee and is entitled to a share of News profits, if any, on a sliding scale, under the arrangement.

Editor & Publisher reported that the advisers who helped draft the joint arrangement "calculated that it would be five years before it could be determined whether it would be successful."

E & P also reported that the Times's publisher said the suit was filed when the Times refused to accede to an ultimatum from the News that it either accede to changing the joint operation to the sort that utilizes a third operating company or give the News a share of Times profits.

The Guild Reporter

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Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published, advance notice), except monthly in July and December. \$7.50 per year. Single copies, 35 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XLIV, No. 5

March 11

The Newspaper Guild

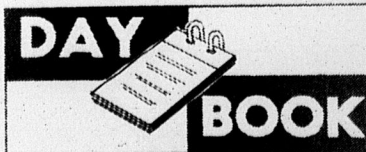
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International Executive Board, spring meeting, April 25-29, TNG Headquarters, Washington.

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, Hikoi Hotel, Honolulu.

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