



TNG PRESIDENT CHARLES A. PERLIK, JR., TESTIFIES ON GRAND JURY REFORM
With him before House Judiciary subcommittee, David J. Eisen, TNG Research & Information director, left

'Shield' reporters from grand juries, Congress is urged

Washington — Congress must provide what the Supreme Court refused to give—an affirmation of the right of reporters to shield their information and sources, at least on the grand-jury level.

This message was brought to Capitol Hill June 1 by TNG President Charles A. Perlik, Jr., in testimony to a House Judiciary subcommittee considering grand jury reform legislation.

"A check through the records of news gatherers' subpoenas over the past six years indicates that there are few so eager as an investigating prosecutor to scatter subpoenas broadside on the press in an effort to turn reporters, in effect, into legal investigators,

never mind at what cost to the press's ability to unearth the very information being sought," Perlik said.

The subcommittee on immigration, citizenship and international law was holding hearings on several grand-jury reform bills, including H.R. 94, sponsored by Rep. Joshua Eilberg (D-Pa.), subcommittee chairman, and co-sponsored by Rep. Hamilton Fish (N.Y.), ranking subcommittee Republican. The bills would provide wide-ranging reforms in statutes governing the appearance of witnesses before grand juries.

Others testifying besides Perlik included Jack Landau of the Reporters' Committee for Freedom of the Press; Patrick Tobin, Washington representative of the International Longshoremen's & Warehousemen's Union, and Leon Friedman of Hofstra University Law School, for the American Civil Liberties Union.

"The issuance of subpoenas to news gatherers has become a veritable contagion," Perlik told the subcommittee. Before 1970 such subpoenas were rare, but now they are a "disgraceful commonplace," he said.

Asked by Fish if the number of subpoenas had declined in recent years, David J. Eisen, TNG's research and information director, said that almost half of the 60 grand jury subpoenas logged by TNG since 1971 had come in the past two and a half years.

Perlik said that in 40 of the (Continued on Page 6)

Convention to hear Bevis, Mtinkulu

Honolulu — The president of the International Typographical Union, the ranking officer of the Union of Black Journalists in South Africa and the chairman of the U.S. Senate's Select Committee on Intelligence are among the speakers scheduled for TNG's

1977 Convention here June 27-July 1.

ITU President A. Sandy Bevis is expected to speak of the continuing moves toward greater unity between the ITU and the Guild, as he has at TNG's conventions in Washington last year

Per-capita increase reduced a pennyPage 2

and in Denver the year before.

Phillip Mtinkulu, national secretary of South Africa's Union of Black Journalists, will speak on

the status of journalism and journalists in his country as well as attend the convention's functions as an observer.

The UBJ's Transvaal region, which represents about 70 percent of its membership, on May 29 rejected a proposal from the South African Society of Journalists that the two groups form a multiracial organization, Reuter news agency reported.

An UBJ representative said the black journalists considered the society's overture "another attempt by whites to enter the international arena after being shunned because of the sickness of the South African society re-

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U.S. test of VDTs is challenged

Washington—A second challenge to the federal test of VDTs for radiation at the New York Times was issued June 6, the same day the New York Guild began an arbitration in an attempt to keep two copy editors with cataracts off the machines pending another test.

Benzene a hazard in your glue pot?Page 2

The new challenge came from the AFL-CIO's Industrial Union Dept., which evaluated the government test at the request of TNG.

Sheldon Samuels, the IUD's health, safety and environmental authority, wrote to TNG President Charles A. Perlik, Jr., that "the deficiencies of the NIOSH study at the Times and the much

older study in Baltimore are glaring."

NIOSH is the National Institute for Occupational Safety and Health. It tested the Times' VDTs Feb. 10 and 11. The Baltimore study refers to NIOSH radiation testing of 75 VDTs at the Sunpapers in 1975.

The NIOSH New York Times study looked for non-ionizing radiation, such as microwaves, which at least one authority believes causes cataracts. The Baltimore study looked for ionizing radiation—X rays. Neither study turned up harmful emission levels.

The IUD report was prepared by Dr. Victor Alexander, a physician who is also an industrial hygienist.

Alexander consulted with scientists at the Harvard School of Public Health, the Food and

Drug Administration's laboratory at Winchester, Mass., the Bureau of Radiological Health, and the Hewlett-Packard Instrument Co., which manufactures measuring devices.

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Bigelow declares for VP; it's a race

Portland, Me. — Elwood B. (Woody) Bigelow, 10-term president of the Portland Guild and five-term president of the New England District Council, will run for an at-large seat on the International Executive Board.

Bigelow made the announcement on June 7, joining six other previously announced candidates for the six at-large seats on the board and setting the stage for a referendum election this fall.

Incumbent at-large vice presidents who earlier announced that they would seek re-election are Louis M. Calvert of San Jose, David M. Mulcahy of New York and Dorothy M. Sain of Cleveland.

Three local leaders also earlier announced at-large candidacies. They are Robert C. Holt, Jr., of St. Louis, Faye McCracken of Memphis, and Floyd A. Tucker of San Francisco-Oakland.

Bigelow, 49, was first elected president of the Portland Guild in 1967 after a year's service as vice president and three previous years on the local's executive committee. He became president of the New England District Council in 1972.

Bigelow also is in his second term as a member of TNG's International Elections and Referendum Committee, the body

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Newspapers outperform all industry

THE NEWSPAPER INDUSTRY turned on the postrecession steam and finished 1976 a little more than 12 percent ahead of 1975 in total dollar receipts.

And even better times are in view.

The U.S. Commerce Department expects the industry to post 1977 revenues of 12.8 billion dollars, a 14-percent increase over 1976.

Advertising lineage and revenues in the United States and Canada are expected to rise again in 1977. Predictions are that revenues will cross the 10.5-billion-dollar line in the United States this year, up eight percent from 1976, a year in which they zoomed 18.3 percent, to over 10 billion dollars. Newspapers will continue to dominate the media in advertising re-

The accompanying text is excerpted from the Industry section of the Officers' Report to TNG's 1977 Convention. Prepared by TNG's Research & Information Dept., it analyzes the business performance of the newspaper and magazine publishing industry during 1976 and the first quarter of 1977.

ceipts, retaining their 30-percent share, with television a distant second.

For all of 1976, the newspaper industry significantly outperformed U.S. industry as a whole, Fortune magazine figures showed.

In after-tax profit as a percentage of revenue, U.S. industry was at 5.4, up from 4.6 in 1975. The printing and publishing industry was at 6.9 percent, up from 5.5. And the newspaper segment (the 18 public companies) had an average profit margin of 10.2 percent.

Results for the first quarter of 1977, detailed in the company-by-company listings that follow, indicate that the trend is holding.

The first quarter was a good one for magazines, too—the best ever from an advertising standpoint, in fact. Publishers Information Bureau statistics showed ad revenue up 21 percent over 1976's first quarter, to

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Western Council endorses pair's libel defense

Los Gatos, Calif.—The Guild's Western District Council has endorsed the defense of a San Francisco Examiner reporter and his free-lance collaborator against multi-million dollar libel suits by two detectives and a former prosecutor over a series asserting that a murder conviction was obtained on perjured and pressured testimony.

The Hearst Corp., owner of the Examiner, also is a defendant. The suits total 30 million dollars.

The council called "totally unacceptable" the Examiner's refusal to defend the free lance, Lowell Bergman, as well as its refusal to provide its reporter, Raul Ramirez, with independent counsel.

The council, which met here May 21-22, also called upon Guild members "individually to generously support" a Bergman-Ramirez Defense Committee. (The committee can be reached c/o The Media Alliance, 13 Columbus Ave., San Francisco 94111.)

The San Francisco-Oakland Guild has contributed \$150 to the committee.

The three plaintiffs, who had been implicated in the series, filed their libel suits in November, four months after the Examiner refused requests for retractions. The series ran in May, 1976.

The dispute over representation for Bergman and Ramirez began late in January and was given extensive treatment in the May issue of More magazine.

SFONG Executive Secretary

Fred D. Fletcher wrote the magazine's editors that the story, however, was "totally, absurdly wrong" in reporting that the local "came down strongly against including freelancer Bergman in the Examiner's defense."

"There is not a grain of truth in that," Fletcher wrote, adding that the article's author "never

asked the Guild and never got any such rot from a Guild representative."

"The Guild has never taken a position that any publisher owes less libel protection to a free-lancer than to any other writer," he said.

Other actions taken by the Western District Council in-

cluded resolutions of support for Guild strikers in Massillon, Ohio, support for reform of the National Labor Relations Act and commendation of former International Chairperson Barney Peterson of SFONG for his 43 years of distinguished service to the Guild. It also wished him well as TNG's new legislative advocate,

a position created for the duration of organized labor's push for federal labor-law reform.

The council also presented Jose Stell of San Jose with a boxed gavel at a dinner meeting at which it paid tribute to him for his record five terms as the council's president. He stepped down at its winter meeting.

Per-capita increase reduced a cent

Washington—Per-capita payments by Guild locals to TNG for the next 12 months will be a penny less than previously announced.

The revised rate is \$5.53 per member per month, 32 cents more than during the past year, TNG Secretary-Treasurer Robert M. Crocker informed locals on June 2.

The per capita is the payment locals make to TNG to maintain the international union's operations. Changes in its amount do not directly affect dues paid by members.

The new, lower per-capita amount is the result of recalcu-

lation of the amount announced in April [GR, April 22] following a formal challenge to the first by the Denver Guild's executive committee.

The original \$5.54 figure was arrived at by including a reporter top minimum in effect under a proposed settlement at the Rocky Mountain News in the annual per-capita computation mandated by TNG's Constitution. The per capita is computed by reckoning the average reporter top minimum in effect April 1 under contracts at newspapers published at least five days a week and applying a formula provided by the constitution.

The Denver Guild protested using the minimum in the proposed Rocky Mountain News settlement because permission to sign it had been withheld by the International Executive Board's Contracts Committee.

Crocker said that the Rocky Mountain News minimum had been included, "following past practice," because "a purported

agreement had been signed by unit officers and wage increases had been placed in effect."

Following the Denver challenge, David Barr, TNG's general counsel, held that it would not be constitutionally correct to include the higher Rocky Mountain News minimum in the computation.

Eliminating it reduced the average reporter top minimum by about 19 cents—from \$329.21263 to \$329.01714—and the new per capita by a cent.

The new per capita applies to dues for May, payable by locals to TNG on or before June 15.

Any local that has already paid per capitas at the \$5.54 rate will receive credit on future payments, Crocker said.

The General Fund portion of the new per capita will be \$4.444 and the Defense Fund portion \$1.086, Crocker said. The General Fund portion is 8/10 of a cent less than it would have been under the \$5.54 per capita; the Defense Fund portion is 2/10 of a cent less.

Crocker estimated that the lower per capita will result in about \$2,400 less General Fund income in the current fiscal year.

PFT editor up \$40.99

Philadelphia—A new, two-year Philadelphia Guild contract with the Philadelphia Federation of Teachers raises the editor's top minimum \$40.99, to \$375.39, in two steps. The reporter and photographer top goes up \$40.99, to \$313.84.

U.S. test of VDTs is challenged

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Alexander supported a previous challenge to the NIOSH report by Dr. Milton M. Zaret, an ophthalmologist, who said that the federal agency's instruments weren't sensitive enough to pick up radiation at certain frequencies and, indeed, these frequencies weren't even looked at.

Alexander said that the instrument NIOSH used in portions of its test was not the "instrument of choice."

He added that there were "significant" changes between the NIOSH interim report and its final version. Although the final version is "improved," a "number of defects remain," Alexander said.

The frequencies where the most harmful microwave radiation shows up were ignored by NIOSH, he said.

Conflicting data were presented

in different parts of the same final report, Alexander said, and there was no rationale given for some of its measurements and assumptions.

The scientists Alexander consulted agreed with NIOSH that VDTs cannot, for theoretical reasons, generate emissions with frequencies above 250 megahertz, which is where suspect radiation would be found.

But "no one specifically had knowledge of actual measurements made under circumstances of mechanical malfunction," Alexander added.

Theoretically, VDTs cannot generate microwave emissions, but since there was no reference to field studies, "perhaps this is an open question," he said.

In New York, meanwhile, the Guild and Times went into arbitration before arbiter Maurice Benewitz.

The Guild questioned the NIOSH test on advice of Zaret, the local's consultant. A second test was conducted May 25 by the Times's safety director. The Guild challenged that one, too [GR, May 27].

OSHA PROPOSES STANDARD

Benzene lurking in glue pot?

Washington—Leukemia in that bottle of rubber cement you're using to paste up copy?

Well, maybe—and, then again, maybe not.

The U.S. Labor Dept.'s Occupational Safety and Health Administration has issued a temporary emergency standard heavily cutting the allowed exposure of workers to leukemia-causing benzene, which may—and, then

again, may not—still be used in rubber cement.

Robert Dudnick, TNG's associate research and information director who handles health and safety matters for the international, said it so far isn't known how much benzene is in rubber cement.

He said his investigation indicates that much rubber cement uses petroleum naphtha as a sol-

vent instead of benzene now.

TNG will ask OSHA to evaluate any possible dangers in rubber cement by supplying it with a list of brand names, product numbers and stated contents, Dudnick said.

Even if benzene still is used in rubber cement—as it was in the past—the difficulty is in finding out how much, Dudnick said.

The OSHA standard prescribes exposure limits of one part of benzene per million parts of air averaged over eight hours, or no more than five parts per million over any 15-minute period.

But the standards exempt several kinds of operations, including those in which workers' exposure is from liquid mixtures containing less than one percent benzene.

The temporary emergency standard was to have gone into effect May 21, but has been held up by court suits.

Oil companies are challenging the standard as too tight and the AFL-CIO is challenging it as too loose.

The temporary standards would cut the allowable exposure by 90 percent.

A permanent standard is expected by the year's end, Eula Bingham, assistant labor secretary for OSHA, indicated.

Convention to hear Bevis, Mtimkulu, Inouye

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garding the status of its black majority," Reuter reported.

Sen. Daniel K. Inouye (D-Hawaii) heads the Senate committee that is reviewing the operation of U.S. intelligence agencies and the laws governing them, including their provisions on classification of "national secrets."

Other speakers are expected to include Hawaii Gov. George R. Ariyoshi and Honolulu Mayor Frank F. Fasi.

Delegates also will be shown the Amalgamated Clothing and Textile Workers' Union's film, "Testimony — Justice vs. J. P. Stevens," which depicts the union's case against the giant textile firm.



SEN. INOUE



PHILLIP MTIMKULU



A. SANDY BEVIS



Photos by William Brown, Federation of Guild Representatives, and William K. Schulhoff, 'Frontpage'

On contracts and stewards

Leaders of Washington-Baltimore Guild units (above) and Middle Atlantic District Council locals (right) participate in mini-institutes on contract enforcement and the shop stewards' role under the leadership of TNG's director of administrative operations, Ellis T. Baker. About 30 Mid-Atlantic Council local delegates took part in session held May 21-22 in the New York Guild's Heywood Broun room; more than 50 leaders from six of the

Washington-Baltimore Guild's units in the June 4 session sponsored by the local. Baker was assisted in the WBNG session by Dorothy Struzinsky, local administrative officer, seated left, WBNG President Phillip Kadis, TNG Director of Field Operations J. William Blatz and International Representatives William Brown and Janet David. Participants included representatives of the Post, Star and Sunpapers Units as well as the BNA Unit.



BOSS'S CAP GUN CITED

'Disturbance' firing reversed

Sacramento — Memo to the publisher:

If you're going to fire someone on grounds that include screaming and disturbing other employees in the classified phone room, be certain your department manager hasn't been setting an example by screaming, ringing a cow bell and shooting off a cap gun.

It tends to put a pall on your case, an arbiter noted in ordering the reinstatement of a classified phone room salesperson at the Sacramento Union.

The ad-taker had received two warning letters complaining of poor productivity and "hostility to supervision."

Later, she was fired when two employees allegedly complained to higher management that she was screaming and carrying on in a manner which made them unable to do their work.

She was charged in the firing letter with "unacceptable productivity, neglect of duty, and continuing interference with sales efforts of fellow employees."

The Central California Guild, which brought the case to arbitration, contended that the months-long dispute should have been seen against the background of the employee's union activity and the conduct of the department manager.

The ad-taker had been a member of the local's executive committee and its women's caucus. She had participated, the Guild said, in its contract bargaining with the paper as it affected the inside classified department.

One of the big issues was parity with the outside—mostly male—department.

The employee had posted a notice on the Guild's bulletin board that there would be a meeting of inside classified members from both the Sacramento Union and the Sacramento Bee to discuss parity.

The department manager tore down the notice, the Guild's testimony said, and muttered something about the women's caucus being "a bunch of dykes."

Various charges of harassment

against the employee also were brought forth in testimony.

Joseph R. Grodin, the arbitrator, did not accept all of them but he credited testimony that the department was a jungle of tension.

Guild testimony showed that the ad-taker received her first warning letter on the same day she wrote a letter to the paper's general manager—at the request of other employees—seeking a meeting to discuss complaints that the department manager was shooting off her cap gun, ringing her cow bell and otherwise disturbing the work atmosphere.

The two other employees' complaints to higher management were hearsay, Grodin concluded. On the other hand, the charge that they were summoned to lay the goods on the ad-taker was also hearsay, he continued.

Aside from any of this, there was little to sustain the discharge, Grodin said.

The employee's declining lineage was essentially no different than another employee's, Grodin noted.

That the ad-taker was unpopular with some employees and even

contentious was not grounds for discharge, he said.

He said the firing was without just cause, and agreed with the Guild that, at least on the charge of interference with the work of others, there was no progressive discipline.

He ordered her reinstated with back pay for 63 weeks.

Challenges delay Steubenville tally

Steubenville, Ohio—Challenges to 17 ballots cast in a Guild representation election among employees of the Thomson chain's Herald-Star here May 27 have delayed final determination of the outcome.

Tally of the ballots counted was 29 for the Guild and 38 for no union. The ballot challenges—16 by the company and one by the Guild—are numerous enough, however, to affect the final result and must be resolved by the National Labor Relations Board before a final tally is made.

Involved in the election are the paper's advertising, business, circulation, delivery, editorial, mail-

room and maintenance employees.

The Guild petitioned the NLRB for bargaining rights for the group on July 23, 1975. The organizing effort has been before the NLRB constantly for the 22 months since.

For 15 of the 22 months the NLRB was considering questions of the "professional" and supervisory status of some employees raised by the company.

It took from November until March to resolve unfair-practices charges against the paper for its firing 17 circulation employees for respecting a Typographical Union picket line. All 17 were to be offered "full reinstatement" to their jobs.

Guild leaders reported that most of the ballots challenged by the company were cast by persons involved in the discharge case who had been refused reinstatement on claims by the company that their jobs had been

eliminated. Their jobs continued to be performed, however, by persons previously exempted from the bargaining unit, the Guild people said.

Pre-election campaign literature was "very personalized" by the publisher, who had been brought to the paper 12 months after the petition was filed, Guild representatives said. The publisher, James G. Harris, urged employees in the unit to give him an opportunity to improve their pay and working conditions without the Guild, Guild leaders said.

Within days of the NLRB election the Thomson chain announced that Harris was being transferred to Thomson's U.S. headquarters in Des Plaines, Ill., and that the publisher of the chain's paper in Greenville, Ohio, was being transferred to Steubenville. Harris was to become a "management consultant" effective June 1.

Time books group to test a four-day, 35-hour week

Alexandria, Va. — Guild-covered employees of Time-Life Books here will work four-day, 35-hour weeks from June 27 to Sept. 2 in an experiment approved by the affected members and by the New York Guild's Time Inc. Unit Council in New York City.

The short-week summer schedule was proposed by management, which wrote the Guild that the program will neither set a precedent nor prejudice upcoming bargaining for a new contract.

The Guild and the management are both encouraging involved employees to report on all aspects of the trial schedule. The Guild will evaluate the experiment at the end of the summer.

Regular work days will be Monday through Thursday. The work day will be 8¾ hours with in 9¾ hours. Those called in for overtime on Fridays, Saturdays or Sundays are guaranteed at least 8¾ hours pay at time-and-a-half, double-time for Saturdays or Sundays.

Newspapers outperforming all industry

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\$402,052,326, the highest in magazine history.

Measuring 13 newspaper companies, analyst John Morton of Colin, Hochstin Co. reported that their combined 1976 pretax earnings rose 36.5 percent. Their net increased by an average of 35.8 percent.

"By comparison, the U.S. Commerce Department reports that corporate profits as a whole rose 29.2 percent," Morton said.

Those who invest in newspaper stocks did well. The Media General Financial Index reported that newspaper stocks far outperformed the market—they gained 39.4 percent compared with an over-all market advance of 18.1 percent.

"Leaders in the after-tax column are invariably those companies that are engaged primarily in the publishing of newspapers," Editor & Publisher, the trade magazine said.

U.S. circulation grew slowly while Canadian sales increased at a somewhat faster clip. But publishers were charging more per copy, and circulation revenue was up to more than four billion dollars.

The newspaper industry retained its position as the third-largest U.S. manufacturing employer, behind only the auto and steel industries. Total newspaper employment is estimated by the Commerce Department as 383,000 this year, a gain of almost one percent. Of the total, 166,000 are production workers, no change from 1976. This represents 43 percent of all newspaper workers. In 1967, there were 181,000 newspaper production workers, 50 percent of the total.

The Commerce Department's U.S. Industrial Outlook sees growth ahead all along the industry line.

"In view of the expected return to higher growth throughout the economy," it said, "publishers' expectations for 1977 are optimistic."

"Advertising revenues are expected to climb, circulation gains are expected, conscientiously applied newsprint-conservation programs and continued co-operation between labor and management augur well for the industry in 1977. The continuing development and implementation of new technologies, successful research efforts and educational programs will support a growth rate ranging between seven and eight percent per year to the mid-1980s.

"At the close of 1976, industry receipts exceeded 11 billion dollars, representing a 12-percent rise over the previous year. This healthy growth will be sustained throughout 1977, and by year's end, the value of receipts for newspaper publishing will approximate 12.7 billion dollars, a 14-percent jump over 1976."

But at least one industry leader thinks 14 percent is far too conservative a figure. Edward W. Estlow, president of the E. W. Scripps Co., addressing a conference of Scripps-Howard business managers, noted that in 1976 "the industry had the greatest year in history," then added:

"The first quarter of 1977 is nearly over, and unless you are 20 percent ahead of last year (the great 1976), you better ask yourself: 'Is my operation becoming complacent?'"

Good times roll on

All 18 of the publicly owned U.S. and Canadian newspaper companies increased their profits in 1976. And nearly all of them earned an increasing profit margin.

Gains in net earnings ranged from 103.4 percent at the Washington Post Co. to 14.3 percent at Dow Jones & Co. After-tax profit margins ranged from 18.8 percent at Thomson Newspapers to 4.5 percent at Affiliated Publications.

The average earnings increase for the 18 public companies was 38.8 percent; the average profit margin was 10.2 percent. That far exceeded the average 5.4-percent margin for U.S. manufacturing industry as a whole.

Most returns for 1977's first quarter

"If a newspaper is noncompetitive, it gives you a franchise to do what you want with profitability... engineer your profits... control expenses and generate revenues almost arbitrarily."

—Otis Chandler, Los Angeles Times publisher

showed a continuing upward profit curve. In order of after-tax profits, here's how they fared:

The Times Mirror Co., publisher of the Los Angeles Times, Dallas Times-Herald and Newsday, among others, continued to lead the industry on the bottom line. It earned \$69,513,000 in 1976, up 47.1 percent. Its after-tax profit margin was 7.1 percent for the entire company; the newspaper division returned 11.4 percent before taxes.

Returns for the first quarter had profits up 53.2 percent over the like 1976 quarter, to \$17,676,000.

Knight-Ridder moved into second place, from fourth, with a 1976 net of \$52,315,000, up 59.6 percent. Its profit margin was 7.7 percent. Its 1977 first-quarter net was up 14.6 percent, to \$10,200,000.

The Gannett Co., before implementation of its merger with Spidel, had a net of \$48,010,000, up 23.9 percent, and a margin of 11.6 percent. Its 1977 first-quarter net was up 13 percent, to \$10,066,000.

Thomson Newspapers brought in a net of \$40,836,000, up 16.2 percent, and a margin of 18.8 percent. Most of the increase was attributed to U.S. operations.

Capital Cities Communications had a 40.2-percent increase in net earnings, to \$35,620,000. Its margin was 16.8 percent.

First-quarter earnings this year, helped by revenues from the recently purchased Kansas City Star and Times, went up 22 percent, to \$8,339,000.

Dow Jones & Co., publisher of the Wall Street Journal, National Observer, Barron's and the 13-paper Ottaway chain, had a 1976 net of \$30,328,000, up 14.3 percent. Its margin went down .2 percentage points but was still a healthy 11 percent.

The Washington Post Co. with its 103.4-percent increase, had net earnings of \$24,490,000, and its margin was up 2.6 points, to 6.5 percent. Its 1977 first-quarter earnings rose 32 percent, to \$5,000,000. (The company said the first quarter of 1976 had \$2,000,000 less in revenues and \$1,300,000 less in profits because of the Post pressmen's strike.)

For the year, the company's newspaper division (the Post and the Trenton Times, plus a newsprint warehouse) showed revenues up 22 percent and operating income up 79 percent.

New York Times Co. posted strong gains in both 1976 and this year's first quarter. For the year, net earnings in-

creased 75 percent, to \$22,327,000. Its profit margin was five percent.

The Times itself, which is gaining back lost circulation, contributed 65 percent of the company's 1976 revenue, while its smaller newspapers added another seven percent.

The flagship paper's pretax income rose 121.5 percent on a revenue increase of 11.2 percent; the smaller papers' revenues were up 14 percent, their pretax income was up 28 percent, and they had pretax profit margin of 24 percent.

First-quarter earnings for 1977 zoomed 99.7 percent, to \$55,378,000.

Southam Press, the Canadian giant, had a 19.4-percent increase in net earnings, to \$17,775,000. Its margin was 6.1 percent. For the first quarter of 1977, profits were up 19.8 percent, to \$4,968,000.

Media General had net earnings of \$16,175,000, up 15 percent, and a profit margin of 8.1 percent. Its newspaper and broadcasting division contributed 53.7 percent of the 1976 revenue. First-quarter earnings in 1977 were \$3,147,000, up 2.5 percent.

The Torstar Corp., new corporate name for Toronto Star Ltd., gained 35.4 percent more net income, to \$12,711,000, after a one-time tax recovery of more than a million dollars. Its profit margin was 6.6 percent.

For the first 1977 quarter, consolidated operating profit was off 14.7 percent, to \$7,630,000. Higher newsprint

"If you buy the Kansas City Star, you pay three times the revenue because it's a monopoly and a license to steal money forever."

—Chain owner Rupert Murdoch

prices, acquisition of a book-publishing business and a decline in help-wanted advertising were blamed.

Harte-Hanks Newspapers, which started out in Texas but has gone national with an aggressive acquisition program, reported 1976 net income of \$10,547,000, up 31.4 percent. Its profit margin was nine percent. First-quarter profits for 1977 were up 20.9 percent, to \$2,301,000.

Spidel Newspapers, now merged into Gannett, wound up 1976 with a net of \$10,162,000, up 18.8 percent, and a profit margin of 17.8 percent. The first 1977 quarter was Spidel's last as an independent entity, and it was a good one: profits up 17.1 percent, to \$2,379,000.

Multimedia Inc. had a 1976 net of \$9,958,000, up 43.8 percent. Forty million of its \$79,000,000 in revenue was

contributed by its newspapers. The corporation's profit margin was 12.6 percent.

Lee Enterprises, which owns monopolies in the ever-more-attractive smaller markets, saw its profits rise 30 percent, to \$9,424,000. Its profit margin was 13.5 percent. Lee's fiscal year ends Sept. 30. For the six months ended in March 1977, profit was up 32 percent, to \$4,977,000.

Affiliated Publications, which publishes the Boston Globe and last year bought two TV stations and the North Adams (Mass.) Transcript, had \$5,467,000 in net earnings, up 18 percent, and a profit margin of 4.5 percent. Its 1977 first-quarter net was \$705,000, up 3.1 percent.

The Panax Corp., which publishes papers in Michigan, earned a net of \$3,667,000, up 67 percent, and had a profit margin of 12.6 percent.

The Post Corp., which publishes small and medium-sized dailies and weeklies in Wisconsin and elsewhere, had a net of \$2,087,000, up 31.6 percent, and a profit margin of 8.2 percent. Despite previous losses from a casualty-insurance business it dumped in 1975, there was enough money in the house to buy Com-Corp., which publishes weeklies around Cleveland.

Booth Newspapers, before its financial results vanished behind the Newhouse curtain, reported earnings of \$11,100,000, up 18 percent, and a profit margin of 8.2 percent for the first nine months of 1976. Booth's compounded annual-earnings increase was 16 percent over the past five years.

In addition to the public [newspaper] companies, there are a few that, although not publicly owned, report their financial

data anyway, some conglomerates that have publishing components and a few public magazine companies. Here's how firms in this category did last year:

The Tribune Co., which owns the Chicago Tribune, New York Daily News and several other papers, netted \$42,000,000, up 37 percent. Its profit margin was 5.2 percent.

F. P. Publications, the Canadian newspaper chain, reported earnings of \$13,366,000, up 9.2 percent, and a profit margin of 6.7 percent.

The Journal Co., publisher of the Milwaukee Journal and Sentinel and owner of broadcasting and commercial-printing facilities, had a net of \$10,200,000, up 9.7 percent. Its profit margin was 5.8 percent.

Combined Communications Corp., which bought the Cincinnati Enquirer

in 1975 and the Oakland Tribune this year, earned \$16,318,000, up 112.9 percent. Its profit margin was 8.8 percent.

The Enquirer contributed 17.6 percent of the corporation's operating revenue and 25 percent of its net income.

Time Inc. hit the billion-dollar mark in revenues for the first time, raking in \$1,038,242,000. Its net rose 49 percent, to \$67,093,000, and its profit margin was 6.5 percent.

In 1977's first quarter, the corporation's consolidated revenue was up 17.1 percent, to \$267,950,000 and profits were ahead of the year-ago period by 41.6 percent, reaching \$15,045,000.

The Media Investment Co., new corporate name for the Scripps-Howard Investment Co., reported dividends and interest up 17.6 percent, to \$1,624,479, in 1976. Aggregate dividends per share reached a record \$2.60, up 13 percent, and net investment income per share hit \$3.04, an increase of 13.9 percent.

Media Investment holds stock in several Scripps-Howard operating companies, including rich chunks of newspapers in Memphis, Knoxville, and Pittsburgh. It may also disappear as a public company, however; the privately held E. W. Scripps Co. is considering buying it out.

The Denver Post showed substantial improvement from 1975, its second-worst year. Net income rose 240 percent, to \$1,245,000 and its profit margin improved to 1.9 percent, from .63 percent.

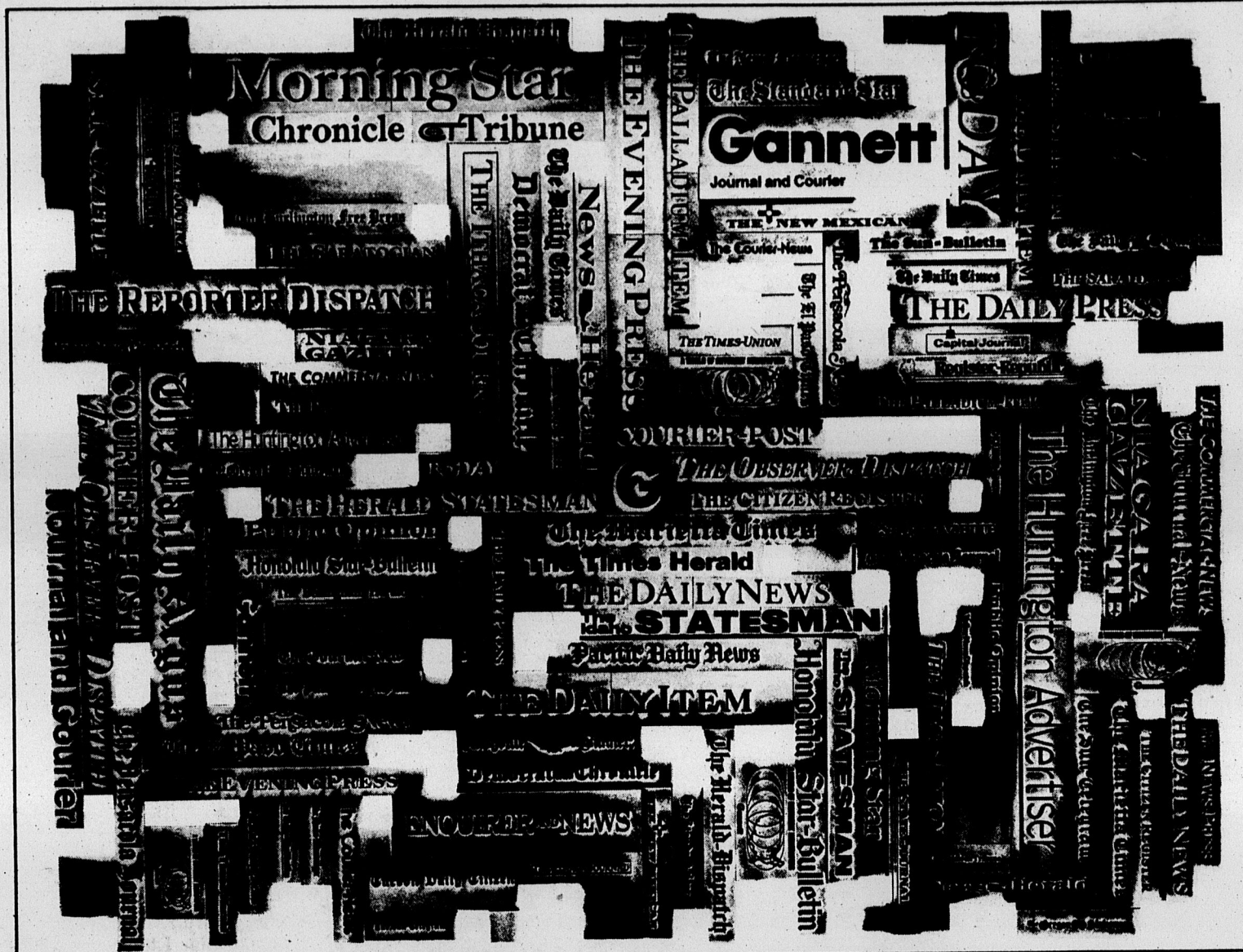
In the first quarter of 1977, profits were \$88,829, as against a first-quarter loss of \$274,169 last year.

The Minneapolis Star and Tribune Co. reported net earnings up 17 percent, to \$9,400,000, in the fiscal year ended Feb. 26. If a nonrecurring gain from sale of its interest in a radio station is included, the net was \$16,600,000.

The Sun Publishing Co., which publishes the Vancouver Sun, reported a 9.9-percent gain in revenues, to \$4,638,000, and a 10.3-percent gain in net income, to \$4,173,000. The ratio of net to revenues is uncommonly high because operating expenses are borne by Pacific Press, the joint-agency company that prints the Sun and Province.

The Capital Times Co., which publishes that paper through another agency firm, Madison Newspapers Inc., reported a 15.4-percent revenue gain, to \$2,466,000, and a 7.5 percent profit gain, to \$1,031,000. The ratio of net to revenues is again high because operating expenses are borne by the joint agency, which also publishes the Wisconsin State Journal.

The Buffalo Evening News, whose financial returns had been veiled, earned \$1,400,000 before taxes in 1976, it was disclosed when Blue Chip Stamps purchased the newspaper for \$33,000,000 early this year. That represented a pretax profit margin of 3.5 percent.



THE FLAGS OF MOST OF THE GANNETT CHAIN'S 73 PAPERS STACKED ONE ATOP AND BESIDE THE OTHER

Reproduced from the cover of Gannett's report of its 1976 financial performance

Feed/back, the Northern California journalism review, said in its spring issue that it estimated "from a confidential source" that the San Francisco Chronicle received before-tax revenues of \$13,000,000 from the San Francisco Newspaper Printing Co., the agency corporation owned 50-50 with Hearst's San Francisco Examiner.

Advertising

Newspapers held their own against other media and made more money doing it.

That's the essence of 1976's advertising story.

U.S. daily-newspaper advertising revenues went up 18.3 percent over 1975, topping 10 billion dollars for the first time.

For 1977, they were expected to rise yet again.

Every 1976 quarter showed strong gains. A stronger economy, sold-out network television and other factors could explain most of that. But "the third-quarter advertising gains (22.7 percent) almost defy explanation," Merrill Lynch Pierce Fenner & Smith's analyst said.

Contributing to higher revenues were higher rates. They went up 9.8 percent in 1976. The nation's biggest paper, the New York News, started a "national retail" rate and reported "very, very good" response.

Net advertising revenue for Canadian dailies rose 11.5 percent last year, to \$610,000,000 from \$547,000,000 the previous year. ("Net" means less agency commissions.) That 11.5-percent rise considerably exceeded the 9.6-percent increase in total gross advertising expenditures in all Canadian media.

U.S. dailies retained their approximately 30-percent share of all ad expenditures last year. Television was next, with 19.7 percent. Then came miscellaneous media (19.8), direct mail (14.1), radio (6.7), magazines (5.3), business publications (3.0), billboards, (1.2) and farm publications (0.3).

On the magazine side, the news was good, too.

"Industry revenues are up by at least 23 percent. It's an outstanding business year," the chairman of the Magazine Publishers Assn. said of 1976. "We never had a better time to press our advantage."

The Newspaper Advertising Bureau explained in part the industry's continued dominance by saying, that "for every additional dollar advertisers spent on TV last year (1976), 95 cents went to pay higher rates and only five cents went to buy more time. . . . For every extra dollar spent on newspapers, 47 cents bought extra space."

But that's just another way of saying that the newspapers charged 53 cents of every extra dollar for higher rates.

More gains are predicted for 1977. The predictions vary in the amounts but not in the direction: up.

The Newspaper Advertising Bureau, which historically seems to issue low predictions so it can raise them during the year, predicts a 10.3-percent increase for 1977, to more than 11 billion dollars.

It expects national advertising to go up 13.7 percent, classified nine percent (on top of a 24-percent 1976 increase), and retail 10 percent.

Other projections are even more optimistic. Publisher's Auxiliary sees a 14-percent increase, to 12 billion dollars. Lee Templeton, marketing vice president for Knight-Ridder, looks for an increase of from 11 to 11.5 percent. Last year, Templeton says, was the "first year that newspaper advertising has grown faster—a lot faster—than the Gross National Product since the early 60s." And Robert Coen, chief economist for McCann-

response.

\$36,000 profits per employee

Three newspaper firms were big enough to be listed in Forbes magazine's annual tabulation of the 500 largest employers in the United States this year:

- ✓ Times Mirror, which realized \$39,000 in profits per employee.
- ✓ Knight-Ridder, which made \$38,000 in profits per employee.
- ✓ Gannett, which made \$36,000 per employee.

The same three, plus the New York Times Co., Time Inc. and the Washington Post Co., also were listed among Fortune's 500 largest U.S. publicly held firms.

On the Sunday side, 35 cents was the most common price, charged by 27.2 percent of the papers, up 2.5 percent. But prices ran all the way up to 75 cents in the case of the New York Times.

Erickson, expects an increase of from 10 to 14 percent this year.

Preliminary indications are that none of this optimism is misplaced. In this year's first quarter, daily papers' ad revenues were ahead of the same period last year by 11.7 percent. Retail advertising was up 10.1 percent, classified 14 percent, and national, spurred by a 40.4-percent increase in automotive advertising, rose 13.1 percent.

Circulation: Upswing

Newspaper circulation grew in both the United States and Canada last year, reversing a two-year U.S. decline. And in the United States, at least, more publishers were getting more dollars from the subscribers they have.

The average circulation of U.S. dailies was up .08 percent, to 61,183,649 over 1975. Sunday papers were up 1.89 percent, to 51,538,584.

All the daily gains were accounted for by morning papers, up .39 percent, to 25,215,392, while P.M. papers were down .78 percent, to 34,246,515.

Canadian papers did considerably better. Daily circulation increased 1.36 percent, to 4,857,430. Weekend sales were up a comparatively stout 10.6 percent, to 973,135. Morning papers were up 3.6 percent, to 1,369,820. Evening papers increased their average circulation .47 percent, to 3,479,363. (The country's one all-day paper was up 1.2 percent, to 8,244.)

But even where circulation was down, it was tending to yield more money. The prices U.S. and Canadian citizens paid for daily and weekend papers generally increased more than did circulation.

Readers paid 4.4 billion dollars in the United States in 1976, up 4.76 percent. In Canada, the total was \$315,000,000, up 6.78 percent.

A total of 1,264 dailies was selling at 15 cents a copy in 1976, an increase of 2.2 percent. This meant that 67.9 percent of papers surveyed were selling at 15 cents; 14.2 percent were still at 10 cents, and 17.9 percent were at some other level—from three cents for one to 25 cents for the New York Post.

On the Sunday side, 35 cents was the most common price, charged by 27.2 percent of the papers, up 2.5 percent. But prices ran all the way up to 75 cents in the case of the New York Times.

Our man reports on hobnobbing with the 'fat cats'

By ALLAN SLOAN
Detroit Guild

One of the good things about a newspaper chain whose stock is public is that every year the company must hold a stockholders' meeting. There any stockholder can ask the overseers reasonable questions and expect reasonable answers.

This year, the Detroit Guild decided there was no reason not to ask the rulers of Knight-Ridder Newspapers, the colossus that owns the Detroit Free Press, the kinds of questions financial reporters are expected to ask at other industries' annual meetings.

So, armed with 47 Knight-Ridder shares my wife and I own, plus proxies for the 27 shares in TNG's vast stock portfolio, I went to Miami for the Knight-Ridder annual meeting. [TNG holds a token number of shares in all public newspaper companies.]

The fact the Guild was sending someone to the annual meeting gave the com-

pany discomfort for weeks—we discussed the trip at public meetings, wrote Chairman Lee Hills we were coming and even gave him a partial list of questions.

To their credit, Hills and Alvah Chapman, the president, were very courteous and let me ask my questions, though their answers were a little more vague than I would have liked.

The Detroit Guild's publication, the Guild Memo, sent Allan Sloan, Free Press business reporter, on special assignment to the annual stockholders' meeting of Knight-Ridder Newspapers in Miami. The Guild is in bargaining for a new contract with the paper. Knight-Ridder's own published report of the meeting devoted 2½ pages to question-and-answer exchanges between Sloan and the company's two top executives. This is Sloan's report.

There were 15,766,379 shares eligible to vote at the stockholders meeting, so our 74 didn't make anyone think the Visigoths (or even S. I. Newhouse or Rupert Murdoch) had come to sack Miami.

But the holder of 74 shares can be as mean and aggressive as the owner of 74,000. And although the company was less than eager to answer some of our questions, we learned a few things:

- ✓ Knight-Ridder—which says it's too much for the Free Press Guild to ask for company-wide health insurance or for salary while we're on jury duty—pays its outside directors (who aren't company employees) \$10,000 a year and \$200 a meeting. The rosy-stricken directors, like Clark Clifford, got a paltry \$7,500 until this year. The 33 percent increase is more than we're likely to see.

In all, the directors are knocking down about \$11,000 a year plus expenses—more than the company pays a lot of

people in Detroit for working all year.

- ✓ About 40 top officers are eligible for bonuses of up to 40 percent of annual salary, but that plan doesn't apply to non-supervisors like ad salespersons or circulation people who bring in the money the managers manage. It doesn't apply to reporters, either. When I asked why, a funny silence fell over the room.

The explanation was that the people getting the bonuses may have been reporters, ad salespersons, or circulation people once themselves.

- ✓ To keep executives from jumping ship (like the whole batch that defected to Playboy), Knight-Ridder wants "our fields to be greener than anyone else's" (a paraphrase).

Corporate headquarters have a nice view of the water and are quite lovely. If the Guild can scrounge up just eight million more Knight-Ridder shares, we'll take over the company next year and have an open house.

Enact grand-jury 'shield,' Congress is urged

(Continued from Page 1)

60 cases the subpoenas had been enforced and the reporter was compelled to appear. In 17 cases, he added, contempt citations were issued when news gatherers refused to answer questions or provide material. Five went to jail, and seven were required to disclose information under threat of

Before 1972, Perlik said, TNG and others in the news media opposed legislative definition of privilege because they felt it was implicit in the First Amendment.

TNG still believes that but the Supreme Court does not, Perlik said.

Its 1972 decisions in the Caldwell, Branzberg and Pappas cases "made it necessary to obtain legislation that would accomplish what the Supreme Court failed to do," Perlik said.

And the Guild still favors blanket, unqualified legislation. But, Perlik noted, bills introduced to that purpose "became bogged down in disagreement over limitations and qualifications."

Although TNG hopes the logjam will be broken, it came to the hearings to seek partial relief insofar as prosecutorial abuse of

the grand jury system is concerned.

Perlik told the subcommittee that TNG's International Executive Board has endorsed as particularly helpful provisions in the Eilberg bill which would allow counsel into the grand jury room, require seven days' notice before appearance, and inform witnesses of the exact subject matter of the investigation.

The current situation "is made to order for fishing expeditions," Perlik said.

He also told of IEB support for a provision in another bill—H.R. 3736, by Rep. John Conyers (D-Mich.)—that would require a majority vote of the grand jurors to issue a subpoena, removing a tool of harassment from the prosecutor.

Perlik also suggested that Justice Dept. guidelines issued several years ago in response to media pressure be given force of law.

The guidelines set forth detailed procedural steps U.S. attorneys must follow in subpoenaing news gatherers.

Figures released by the Justice Dept. two years ago showed that



JACK LANDAU

the supposedly binding guidelines had been violated in 29 percent of the cases in which news gatherers had been subpoenaed over a 26-month period," Perlik said.

Although they are "far from adequate," they at least provide "some rein" on prosecutors, Perlik said.

Another Eilberg provision supported by TNG was one allowing witnesses to make copies of their grand jury testimony.

Without these copies, Perlik said, reporters could not prove to their sources that they didn't reveal identities in the secret grand jury proceedings.

A six-month limit on civil contempt confinements contained in Eilberg's bill also was supported. Perlik noted that current law establishes confinement of up to 18 months. In the case of reporters, however, Perlik suggested that "the very least" that should be enacted is a provision "exempting from criminal contempt any person who refuses to give information obtained in the course of gathering, receiving or processing information for any communications medium."

Perlik also opposed forced immunity, whereby reporters and

others can be given immunity from prosecution without their consent, forcing them to testify.

Landau, testifying for the Reporters' Committee, said that "the press was constitutionally designed to be an independent and free institution and was not designed to be an official investigative arm of the government."

Landau called for more public information and public accountability in the grand jury system.

Witnesses before a grand jury, or their attorneys or other spokespersons, should be permitted to reveal their testimony, Landau said.

"Once the grand jury leaves its cloistered room and seeks the help of the court, it is our position that all proceedings and documents relating to these proceedings should be publicly available immediately," he said.

Landau added that Congress ought to limit civil contempt jailings to no more than 15 days.

The federal grand jury has become a "fearsome anti-labor weapon" with as much strike-breaking power as "employer-hired goons" and "injunction-happy magistrates," Tobin, the ILWU representative, testified.

Tobin cited the government's 1949 attempt to "get" Harry Bridges, then the ILWU president, as the case that "truly opened ILWU eyes to the abusive potential of the federal grand jury system."

Federal prosecutors had Bridges indicted on charges on which he had been vindicated twice, then tried to intimidate Bridges' defenders and create mistrust in union ranks by subpoenaing ILWU members behind the grand jury's closed doors, Tobin said.

Friedman, for the ACLU, noted that the grand jury is "the most powerful instrument in the criminal law today."

A grand jury, on the other hand, "may look anywhere without justifying or announcing the scope of its inquiry. It can subpoena witnesses from thousands of miles away, give them only a few hours' notice of their obligation to appear and demand the production of truckloads of personal documents. It has no probable cause limitation in its operations," Friedman said.

Furthermore, he said, a grand jury "may consider illegally seized evidence which is absolutely inadmissible at trial."

Pressmen end talks with Paperworkers

Washington—The International Printing & Graphic Communications Union (pressmen) has broken off merger talks with the United Paperworkers International Union.

The action was taken by the IP&GCU's executive board May 18.

In a letter to the Paperworkers the same day, the executive board said that the Paperworkers had failed to provide information requested "since January."

"In addition," the IP&GCU said, "we have been unable to resolve other issues which are very important to our membership." The board did not, however, elaborate.

While stating that the IP&GCU continues to favor merger of "unions with common identities" and that it will "continue to seek such accommodations to common goals," the IP&GCU board said it had concluded that the talks

with the Paperworkers "should be discontinued at this time."

The IP&GCU's convention in September had instructed the union's executive board to "complete" merger talks with the Paperworkers and submit a merger agreement to a referendum.

The Paperworkers' convention in October directed that union's executive board to continue merger talks with the IP&GCU and to call a special convention when an agreement was reached.

Both unions hold regular conventions every four years.

The Paperworkers has about 240,000 members, all but about 2,800 in the United States since 55,000 in Canada separated in 1974 to form the Canadian Paperworkers Union.

The IP&GCU has about 110,000 active members in the United States and Canada, about 18,000 of them in the newspaper industry.

Bigelow declares for VP, sets stage for referendum

(Continued from Page 1)

which counts and qualifies ballots in international Guild elections. And he is in his third term as



ELWOOD B. BIGELOW

secretary of the New England Servicing-Organizing Program.

He attended his first TNG Convention in 1967 and has been a delegate to each convention since, serving on most of the committees. He is a copy editor on the Portland Evening Express.

Under TNG's Constitution, nominations for international office are made at convention. If more than six persons are nominated for the at-large vice presidencies, elections are by membership referendum. If no more than six are nominated, the at-large vice presidents are declared elected at the convention. TNG's 1977 Convention is set for June 25-July 1, in Honolulu.

The Toledo Guild executive committee, meanwhile, unanimously endorsed for re-election At-Large Vice Presidents Sain and Mulcahy and Region 3 Vice President Diane M. Woodstock of Madison.

IT	SEEMS TO US
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New Jerseyite protests minimum wage-14(b) link

WESTFIELD, N.J.

Editor:

I must protest the IEB's efforts to link minimum-wage and right-to-work laws [Guild Reporter, May 13].

The minimum wage was set at \$1 in 1956 and was raised to \$1.60 by 1968. From 1955 to 1968, the minimum wage jumped 114 percent while hourly wages in manufacturing increased by only half that percentage over the same period. The result of minimum-wage laws has been that while shortages have developed for skilled labor, the proportion of unemployed among the unskilled has grown—particularly among nonwhite teen-agers. In 1952, the unemployment rate was nine percent for both white and nonwhite teen-agers, but by 1968 it was 11.6 percent for white teen-agers and 26.6 percent for nonwhite teen-agers. Each further increase in the minimum wage has increased this disparity. Minimum-wage laws are racist in effect and should be opposed as such.

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.

Right-to-work laws are another story. They represent an attempt to inject state government into the private collective-bargaining process where it has no business. Union membership as a condition of employment is completely proper, and Section 14(b) of the National Labor Relations Act should be repealed.

C. WILLIAM GEORGE
Woodbridge Unit
New York Guild

Editor's note: Each time the federal minimum wage has been increased the U.S. Labor Dept. has studied the effects on employment in the nation, paying particular attention to any adverse effects, according to the AFL-CIO's economists. Each of those Labor Dept. studies has been reported to Congress and has shown that employment has increased following each increase in the

minimum wage.

Former Secretary of Labor James Hodgson, discussing a study of the relationship of minimum wages to youth unemployment, concluded that it is "difficult to prove any direct relationship between minimum wages and employment effects on young workers."

Rockford delegate fixes record on endorsements

ROCKFORD, ILL.

Editor:

The minutes of the spring meeting of the Midwest District Council note that Rockford voted "no" on a motion to unanimously endorse President Perlik and Secretary-Treasurer Crocker for re-election ["3 local leaders declare at-large IEB candidacies," GR, May 27].

Only one of Rockford's two delegates voted not to endorse the incumbents.

I strongly support President Perlik and Secretary-Treasurer Crocker for re-election and will ask that the minutes be so amended at the fall meeting.

NORMA ROTH
Vice President
Midwest District Council

Sex bias is charged in East, West

Guild locals on opposite sides of the continent have accused publishers of violating laws forbidding sex discrimination in their promotion and pay practices.

In a complaint to the Massachusetts Commission Against Discrimination, the Boston Guild accused the Fall River Herald News of filling an outside classified sales position with a man from outside Guild jurisdiction, bypassing several women from within the jurisdiction who had bid for promotion to the job.

There are no women working in outside classified sales, the Guild noted in its charge. They are concentrated in the lower-paid clerical classifications.

The Pacific Northwest Guild filed equal-pay complaints with the U.S. Labor Dept.'s Wage and Hour Division on behalf of two women at the Seattle Times.

The two are the only reporters on the Times paid partly as clerical employees, the local said. It filed the complaints after attempting to correct the inequities through grievance procedures.

In an unrelated case, the EEOC has found "reasonable cause to believe" that the Times is engaged in employment practices and patterns that discriminate against women and/or minorities in recruiting, hiring, assigning, transferring and promoting in production, circulation, sales, secretarial and managerial jobs.

The findings, the result of an EEOC commissioner's charge filed in early 1975, also say the Guild and pressmen's union are parties to retirement plans that discriminate on the basis of sex. And they cite the pressmen's, printers', mailers' and engravers' unions as participants in hiring practices that discriminate against women and minorities.

Hugh H. Harrison, the Guild's executive secretary, said that since the EEOC's finding the Times has said it intends to institute a "unisex" schedule of pension benefits.

The Seattle Publishers' Assn. also was cited as a party to union contracts that contain allegedly discriminatory seniority provisions and pension benefits.

The San Francisco-Oakland Guild reported that it has reached tentative agreement with the two cities' publishers on new fair-em-

ployment-practices contract provisions since the EEOC in April said it has concluded that the San Francisco papers and 14 unions, including the Guild, are party to one or more discriminatory practices.

The Chronicle and Examiner and their joint production company along with the unions were invited by the EEOC to begin conciliation efforts to attempt to resolve the findings. They are the result of charges filed in 1975 by the same EEOC commissioner who brought those in Seattle.

The EEOC cited the publishers, the Guild and three other unions for sex discrimination in the benefits provided in pension plans.

(In February, the EEOC sent the Guild a complaint made four months previously by a woman member also alleging sex discrimination in pension benefits.)

The publishers and 11 unions, excluding the Guild, were accused of race and sex discrimination in recruitment, hiring, training, promotion, seniority and other practices as well. The Guild was accused "with respect to promotions, transfers, layoffs, recalls, seniority" and other practices.

The tentative, new contract provisions bargained by the Guild include agreement to strive for a "balanced workforce, including racial minorities and women."

The Washington-Baltimore

Guild, meanwhile, was informed that race discrimination complaints filed against it and the Bureau of National Affairs seven years ago by two BNA employees have been dismissed by the EEOC. Local leaders said they had no previous knowledge of the complaints' existence.

Also in April, however, the Washington-Baltimore Guild was informed by the District of Columbia Office of Human Rights that another BNA employee in March accused the local of having "refused to process my grievance because of my national origin (Indian)." The local said it had no knowledge of the incident cited.

How phantom ad got into Bakersfield Californian

Reprinted from the Bay Guild News, San Francisco-Oakland Guild

There's more than one way to get your message across, Guild guerrillas at the Bakersfield Californian demonstrated recently.

The Guild had been bogged down in negotiations since last April. A few members in Decem-

ber decided to "take our story to the public, and the best way to reach everyone in the county was through the newspaper."

When readers opened their Sunday Californian the morning of Dec. 5, they got the message via a half-page ad that had managed to run all editions, un-

touched. Management, needless to say, was furious, but to this day has been unable to find out who done it.

How it was done was described to delegates at the Western District Council meeting in Great Falls in February, and later told to the Bay Guild News by one of

the perpetrators of the plot.

The ad, once the Guild members decided to go ahead, arrived over the counter and was paid for in cash. All that was noted on the receipt was that it was an 8 x 11 ad, paid for by "friends," and the cost. The signature of the ad taker was not very legible.

After being routinely scheduled for the Sunday paper, the ad was "hand delivered" to a sympathizer in the composing room. After the type was set, the copy was destroyed. The type was hidden.

"We were afraid one of the points the ad might get stopped was when it hit the press. If management personnel in the pressroom saw it, they would stop it and verify it with management," said one of the plotters.

So the pressroom management personnel were invited to a Guild-ITU Christmas Party Saturday night. They went. The presses ran.

What was the reaction by readers? "A lot of people were very favorable, they were disgusted with the paper that the contract negotiations were going on this long, that the paper provides so little in the way of benefits, particularly medical benefits."

Negotiations went a little better, once they started again. However, at Guild News press time [end of April], negotiations were again bogged down and the situation was about back to where it was in December.

Bargaining remained "mired" in early June, TNG's Collective Bargaining Dept. reported.

CONGRATULATIONS, BAKERSFIELD CALIFORNIAN!

This is the best financial year the Bakersfield Californian has ever had. Lineage and pre-prints have been on a continual rise. The 222-page Thanksgiving edition (with 8 pre-prints) broke all records for The Californian.

In May, 1976, the Company and the Bakersfield Newspaper Guild went to the table to begin the bargaining of a new contract. And now, 7 months later, we have progressed no further than when we began.

We, the people who create and produce the Bakersfield Californian cannot understand the reluctance of management to keep us abreast of the ever rising and inflationary cost of living.

We are proud of the work we produce for you. We want to provide quality and comprehensive service to our customers. To this end, we can no longer conform to the various speedups to which

we have been subjected by management. We are presently producing more advertising lineage, more sections and tabloids, and more circulation than ever before, yet we have not increased the staff number to match that increase in production. Nor has the company increased the salary or the benefits of the employees.

The only way we can survive is to not adhere to speed ups and to work at a pace that will not kill us and that will not hurt the quality of service we provide you.

We do not want a strike at The Californian. We ask that you bear with us in the weeks to come as we struggle even more to provide the service we believe you deserve, and in our efforts to achieve a livable wage for those who work so hard to produce the Bakersfield Californian.

Thank you for your understanding.

PAID FOR BY FRIENDS

Black Coalition delegates picket Stevens

New York—About 850 delegates closed the sixth annual convention of the Coalition of Black Trade Unionists with symbolic picketing of the J. P. Stevens Co. here May 30.

The coalition earlier had endorsed the boycott, which has the

backing of most of organized labor, including TNG.

The group walked the six blocks from the convention site—the New York Hilton Hotel—to the Stevens headquarters, where it passed out boycott literature for a short time.

Earlier, the convention heard Leslie Harriman, representative to the United Nations from Nigeria, urge the U.S. labor movement to expand its contacts with workers in the emerging nations, particularly those in Africa, with emphasis on Rhodesia and South Africa.

Harriman also spoke in glowing terms of Andrew Young, ambassador to the U.N. from the United States, and the Carter Administration in general.

Harriman had been quoted the week before the convention as being "somewhat irritated" about a speech Young made during his tour of Africa in May urging black Africans to follow the lead of the U.S. civil rights movement by boycotting white businesses and engaging in other forms of nonviolent action to win freedom in South Africa and Rhodesia.

CBTU leaders said repeatedly, that Young, keynote speaker at the 1975 CBTU convention, enjoys their unequivocal support.

The convention also adopted resolutions in support of a higher

minimum wage, pregnancy disability benefits, the equal rights amendment, collective bargaining for all employees not covered by the National Labor Relations Act, and affirmative action.

The convention was attended by 845 delegates from 18 international unions, the smallest turnout in the six-year history of the coalition, a situation attributed mainly to the fact that it was held in New York.

TNG was represented by International Vice President Warren E. Howard of Washington-Baltimore.

Other speakers included Benjamin Hooks, the incoming head of the NAACP, who urged the convention to press a drive for membership in the NAACP, stressing that "if each of the nation's three million black workers who are represented by unions would take out a \$5 membership in the NAACP, it would mean 15 million dollars, and then the Congress would start listening." TNG has long been a supporter of the NAACP and its causes.

Key rises \$58 in Waltham, reporter top to go to \$322

Waltham, Mass.—The top editorial minimum rises \$58, to \$322, in a new, three-year Boston Guild contract with the Waltham News-Tribune.

The new minimum applies to wire and copy desk employees and reporters.

In addition, new classifications of makeup editor and women's editor are established with a flat minimum \$10 more than that for the other classification.

The \$58 increase comes in three increments—\$29.60 retroactive to Jan. 12, and \$14.20 each on Jan. 12 next year and

then again in 1979.

Employees will receive four weeks of vacation after nine years of service, rather than 10.

Regular part-time employees with nine years or more of service will receive four weeks' time off. Pay for each of the weeks off will be equal to the average number of hours worked weekly in the preceding year, multiplied by the hourly rate.

Added to the contract is a provision requiring that hiring be done without regard to age, sex, race, creed, color, national origin, or marital or parental status.

Ringling circus, Musicians settle

New York—The American Federation of Musicians has won an acceptable new contract from the Ringling Brothers-Barnum & Bailey Circus and called off its national boycott of the circus.

During the dispute, the circus had arranged for music from a group described as "an avowed bitter enemy" of the Musicians' union.

AFL-CIO President George Meany commented that all the "loyal union sons and daughters who supported the boycott" now "deserve... a trip to the circus."

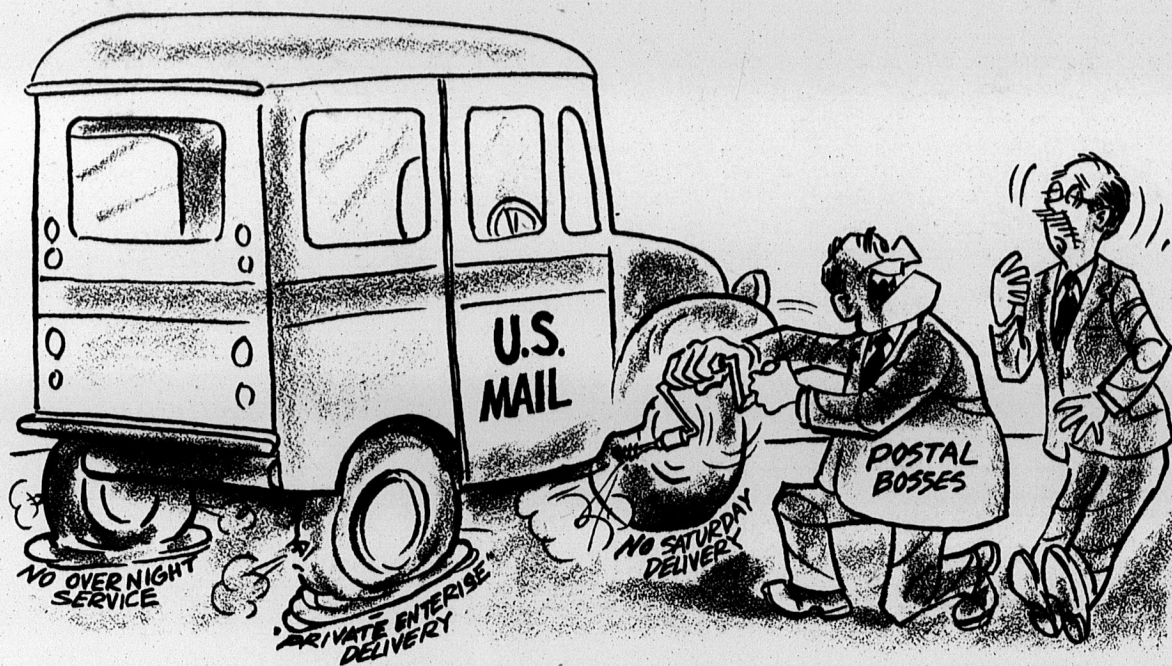
Boycott J.P. STEVENS PRODUCTS

TNG's International Executive Board and the U.S. labor movement are calling on all consumers to stop buying J. P. Stevens Company products.

In addition to Stevens' own name, you'll find them hiding under these brand names, among others:

SHEETS & PILLOWCASES	
Beauty-Blend	Blintex
Beautiful	Blankets
Fine Arts	Forstmann
Peanuts (comic-strip figures)	Utica
Tastemaker	
Utica	
Utica & Mohawk	
Designer labels:	
Yves St. Laurent	
Angelo Donghia	
TABLE LINEN	
Contender	Blintex
Gullistan	Blankets
Merryweather	Forstmann
Tastemaker	Utica
HOSIERY	
Big Mama	TOWELS
Finesse	Fine Arts
Hip-Lets	Tastemaker
Spirit	Utica

"Neither snow nor rain . . . nor gloom of night
could stay these couriers—but. . .!"*



*Apologies to Herodotus

DATELINE: OTTAWA

Ex-reporter MP stirs a fuss after 'official secrets' revealed

By HUGH WINSOR, Toronto Guild



THE ROLE OF THE journalist as spy or as protector of state secrets is getting an airing here because of two separate incidents which are not intrinsically linked but do relate directly to the activities and style of the 200 journalists who make up the national press gallery.

The person who linked them is, ironically, a former journalist at the Vancouver Sun, now the Liberal member of the Parliament from Vancouver-Kingsway, Simma Holt.

The first incident was an approach by a member of the Royal Canadian Mounted Police intelligence squad to Kitty McKinsey of the Ottawa Citizen asking her to provide information about the four or five Russian correspondents accredited to the gallery. (McKinsey speaks Russian and has studied in Russia.)

McKinsey refused and, against the expressed urging of the RCMP, made the story of the approach public. The results surprised many journalists. There was a public outcry but the outrage was not directed at the cops for attempting to compromise and discredit a journalist by turning her into a spy. (The Mountie also said he was planning to approach another journalist, Dennis Baxter, who had just been appointed Moscow correspondent for the CBC.)

The outrage was directed at McKinsey for failing to be a loyal Canadian citizen by not co-

operating with the police, regardless of the nature of their request. It's obvious that all of the lessons of Watergate have not seeped north.

THE SECOND INCIDENT was the leak of a staff report to a special committee of members of Parliament studying Canadian prisons. The report was dynamite, citing names of prison officials who should be fired and accusing guards of forming their "Mafia" with its own style of intimidation racket.

The report was clearly marked confidential, as are millions of documents that circulate through the bureaucracy ranging in importance from the criteria for parking-space allotment to Cabinet documents.

There is no doubt that the staff report contained sensitive material. Because of the fear of retribution on prisoners who talked, the committee had promised to keep the names of witnesses secret. The staff report was never intended to be published but was supposed only to provide confidential justification and background to the committee for its public conclusions.

There is no doubt that the publication of the report could seriously damage the reputations of the prison officials involved, although the evidence suggests that the officials' reputations deserve to be damaged, i.e. it is in the public interest to know what kind of prison officials we have.

Holt has raised the leaking as an affront to her privilege as an MP. She is trying to establish the principle that the publication of any internal committee report, regardless of its contents or how they got into the hands of a journalist, is a breach of Parliament and therefore could subject the journalist or publisher to the punishment of Parliament. (Theoretically journalists could be jailed by a resolution of the House of Commons, but the last time that happened was before 1920.)

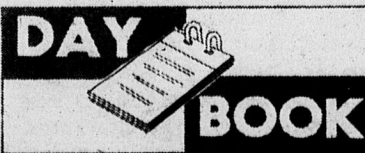
This case is slightly different than the usual competition be-

tween government and journalists over information in that it is not government secrecy that is at stake but rather the privileges of Members of Parliament and the privacy of witnesses that MPs may wish to interview. It is therefore a principle of Parliament rather than the partisan approach of government which is being called upon.

ASIDE FROM THE principles involved, the journalists' motives also took a drubbing from Holt. When she was a journalist, she told the Commons, she always believed that next to Parliament no group could better serve the public interest than journalists.

"But as time went on I found that a small group of men and women here (in the Parliamentary Gallery) served not the public but their own interests. They fed their undeveloped egos and the need for power which in their minds must exceed that of Parliament itself. There's current evidence of distortion of their personal importance when the man who stole a confidential report is a hero, and an RCMP officer in the course of his duty in furtherance of national security is a bum," she said.

No journalist is likely to go to jail as a result of this fuss, but we might lose some of our liberal access to the lobbies, corridors and to other areas of the Parliament buildings which now provide many informal opportunities to meet and interrogate MPs.



International Executive Board, pre-convention meeting, June 24-25, Ilika Hotel, Honolulu.
44th Annual TNG Convention, June 27-July 1, Ilika Hotel, Honolulu.
Middle-Atlantic District Council, fall meeting, August 6-7, Sheraton Inn, Harrisburg.
Western District Council, fall meeting, Oct. 22-23, Hill House Motor Inn, Bakersfield.
New England District Council, fall meeting, Oct. 29-30, Colonial Hilton Inn, Wakefield, Mass.

Editorial

The U.S. Postal Service(?)

We never thought we'd read the likes of it. Quote:

"The people in Washington who run the U.S. Postal Service, or who study it and make recommendations, seem obsessed with the idea that by curtailing service to the public they can make money. We have yet to hear of a major corporation that has made a success of this over the long run."

"Every time the Postal Service has reduced its services it has been able to point to a savings in operating costs, to be sure. But it has always been temporary because it has invariably brought a reduction in traffic and over the years these measures have forced major users of the Postal Service to find alternate methods of delivery."

"Suspension of mail deliveries on Saturdays will save the Postal Service million of dollars, no doubt, but it will accelerate the switch of users to other delivery services and destroy just a little bit more of a once fine and proud public service organization."

The source? "The Oldest Publishers' and Advertisers' Newspaper in America" (we supplied the apostrophes)—Editor & Publisher magazine in its April 23 issue. That's bosses rapping bosses.

E&P, of course, was addressing itself to the report of the Commission on Postal Service. And, as E&P knows, there's much more involved than simply a twinge of nostalgia and the elimination of Saturday service, though that's no small item for E&P's basic constituency—the editors and publishers of the nation's newspapers—nor for the Guild's constituency—the people who work for those newspapers and their editors and publishers. Elimination of Saturday delivery would severely affect many.

Elimination of Saturday delivery as well as the proposal for reduction or elimination of third-shift (overnight) mail processing could not help but delay delivery of 2nd and 3rd class mail, that used both by for-profit and nonprofit publications, like the Guild Reporter. Thousands of postal jobs undoubtedly also would be eliminated, contributing to unemployment so that the monies "saved" could well have to be doled out by the government's other hand.

Another of the commission's proposals would permit private couriers to carry mail when the Postal Service could not provide needed expeditious delivery. These for-profit couriers, of course, would only be interested in the most profitable areas of the postal service, necessitating increases in rates for those still using the government facility or forcing ever higher postal subsidies, or both.

And private enterprise undoubtedly could pick and choose the mail it preferred to deliver on other grounds as well. Like whether it liked its content—or didn't like it. Private carriers represent a definite threat to the dissenting voices of the press, especially the nonprofit press, including the labor press.

It is imperative that the U.S. Postal Service remain a government service if the First Amendment is to be protected.

And it is imperative, as the International Executive Board said at its spring meeting (GR, May 27, Page 4), that President Carter and the Congress reject the proposals of the Commission on Postal Service and instead act to restore public service as the operating philosophy of the Postal Service's management.

The Guild Reporter

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Editor

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Bay Area local renames paper

San Francisco — The Bay Guildsman is no more.

Now it's the Bay Guild News. The San Francisco-Oakland Guild's membership voted 256 to 166 in mid-May to change the name of the local's official publication.

The name change was proposed by the local's representative assembly on grounds that "Guildsman" is a sexist title.

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