Crafts take major role in settling strikes at Sunpapers, N.Y. News

THE GUILD REPORTER

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Reporter top up $16 more in Baltimore

Baltimore—A three-year agreement that raises the artist-photographer-reporter top minimum by $85 a week was ratified June 10 by Washington-Baltimore Guild members, ending a three-day strike against the Sunpapers.

The company had continued to publish its morning and evening editions on a reduced scale as members of craft unions observed the Guild's picket line.

The $85 increase is $16 more than management's final offer before the strike.

It takes the top minimum for reporters, photographers and artists to $485 a week in six steps—$16 retroactive to June 1, $12 Dec. 1, $16 on June 1, 1979, $12 on Dec. 1, 1979, $16 on June 1, 1980, and $13 on Dec. 1, 1980.

Editorial writers, drama critics, makeup editors and **slot employees** will continue to receive 10 percent over the reporter minimum. The **assistant foreign** and **national editors** will get 15 percent over the minimum, an upgrading, and **copy editors** and **rewrite** will continue to receive 5 percent more. The company had sought to delete the rewrite differential.

Among other classifications, increases and resulting top minima over the term:

Outside advertising sales, commercial artists and **photographers, advertising makeup** — $15.50, $12 $16, $12, $16 and $13, to $437, a total increase $84.50.

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Jack Miller/Dan Miller Photography

DRIVERS LEAVE N.Y. DAILY NEWS GARAGE, REFUSE TO DELIVER STRUCK PAPER

Some refused on strike's first two nights, too, joining Guild pickets

30-hour talks bring terms in New York

New York — A New York Guild strike against the Daily News ended after a little more than four days June 17 when Daily News Guild members voted overwhelmingly to accept terms for a new contract reached in marathon bargaining that spanned nearly 30 hours.

Guild members—plus members of the eight printing craft unions that supported the strike throughout and the drivers' union that supported it the last two days—began returning to work almost immediately and put out an abbreviated paper for Sunday, June 18.

New York Guild Executive Vice President Harry Fisdell called the settlement "a good agreement" under the circumstances, pointing out that actions by the Times and the Post when the News suspended publication after the strike's second day had convinced leaders of the unions involved that "we had a citywide lockout facing us."

"The Guild defended itself against a severe onslaught of retrogressions and an effort to strip our contract of its most important protections—union security, jurisdiction, automation and the general-increase and minimum-wage structures that are basic to all Guild contracts," Fisdell said.

"And we showed the publishers that the Guild will strike if we have to," he said.

Terms of the settlement were approved by the membrship upon recommendation of the Guild's bargaining committee after being reached with the assistance of federal mediators and George E. McDonald, president of both the city's Allied Printing Trades Council and the New York ITU Mailers' Union.

Absent from those terms were several demands that the News had insisted upon during the four months of bargaining that had preceded the strike. Among them: introduction of a "merit pool" system, with half the gross

(Continued on page 2)

$401 key top in 1st Gazette pact

Montreal—A top minimum of $401 a week is established for reporters and photographers in an initial, 12½-month Montreal Guild contract covering about 95 employees in the Gazette's general newsroom, library, photo and entertainment departments.

The Guild was certified as bargaining agent on Dec. 22, 1977, after employees showed by membership application cards filed with the Quebec Labour Board the month before that they wanted Guild representation. The Gazette is part of the Southam chain.

The reporter - photographer starting minimum is set at $252. The top is reached after five years of experience in comparable daily newspaper work.

The top minimum for **rewrite, critics** and **copy editors** is set at $420, with a start of $272.

Flat minimum for **columnists, slot** and **editorial writers** is $431. The **chief photographer** flat is $452.

Librarians and **darkroom technicians'** top minimum is $294, after four years of experience. Starting minimum is $212.

Receptionists and **clerk-typists** get a top of $206 after three years of experience; starting minimum is $175.

Copy clerks get a top of $156 after six months of experience and a starting minimum of $140.

A seven-hour day and five-day week is established. Callback pay is a minimum of four hours at the overtime rate, with travel time included.

Employees who work in higher classifications for two or more hours per shift will receive the higher classification's minimum for the full shift.

A night differential of $4 per shift is provided for those who work between 7 p.m. and 7 a.m. The Gazette is a morning paper.

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Joint Toledo talks net $35 reopener package

Toledo, Ohio—Joint bargaining by the Toledo Guild and the other unions at the Toledo Blade has produced a one-year wage and fringe-benefit reopener settlement averaging more than $35 in the last year of the unions' contracts with the paper.

Applied to the Guild's top minimum for outside advertising and circulation employees, photographers and reporters, the wage portion of the settlement provides raises of $29.35, taking them to $395.67 a week.

That makes the increase in the key top minimum over the contract's three-year term $82.44 a week.

A $10.40 a week increase in fringe payments won in the reopener takes the total over the three years to $29.

Overall increase at the Guild's key top minimum level during the three years totals more than $111 a week.

(In Washington, Richard J. Ramsey, executive secretary of TNG's Contracts Committee, called the settlement "the highest I can remember within the past six years.")

It was bargained jointly by the Guild, the Typographical Union, International Mailers, IBEW electrical workers, Graphic Arts engravers and Printing & Graphic Communications paperhandlers, pressmen and stereotypers. Chief co-spokespersons were Charles

(Continued on Page 2)

Dues hike top convention topic

Detroit — Recommendations that dues be increased by a dollar a month, that the union's bargaining goals be "streamlined" and that its key wage goal be raised by $50, to $750 a week, are among the key items facing delegates to TNG's 45th Annual Convention here June 26-30.

More than 230 delegates from at least 60 locals were expected to participate in the five-day meeting at the Detroit Plaza Hotel. TNG had received credentials for 233 delegates from 59 locals a week before the opening session.

Joe Bingel, president-elect of the International Typographical Union, will address the convention on the morning of its third day, making it the fourth convention in a row to hear from the ITU's ranking officer. He will be sworn in as ITU president three days after his appearance before TNG convention delegates.

Special committees of TNG and the ITU, under authority voted by the 1977 conventions of each, have been holding talks that could lead to proposals for merger of the two unions. No such proposals from the committees will be before either the Guild or the ITU conventions this year, however.

The dues-increase proposal,

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445 laid off in Montreal
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All locked out in Royal Oak
Page 5

5 unions strike in Vallejo
Page 3

N.Y. News strike is settled in four days

(Continued from Page 1)
amount of wage increases going to contract minima and the rest to supervisors for distribution as merit increases.

Other News demands for retrogression appeared in the settlement in modified form.

The terms approved by the membership provide for general and minima increases to be calculated from an average of $68 over the next three years, $23 this year and next and $22 in 1980, as agreed to by the Guild a week before the strike, plus provisions for cost-of-living raises in the second and third years if the index goes up more than six percent.

While the application of the increases to specific classifications' minima was still being calculated, there were published reports that increases in the top minimum for key jobs such as reporters and outside ad salespersons would total between $71 and $72 a week. Fisdell said he thought they might be higher. The reporter top minimum in the old News contract was $454.85.

A prestrike management demand that lower minimum schedules be established for all new employees was compromised by freezing at the old contract's minima all hired during the year after the contract is signed while a Guild-News committee determines which classifications' minima should be reviewed, reviews them and makes any adjustments agreed to, with an arbitrator to settle any disagreements not resolved within six months of contract signing.

N.Y. GUILD'S HARRY FISDELL ANNOUNCES AGREEMENT
On his left, George E. McDonald, unity council president

The Guild had agreed to a similar provision in a settlement proposal advanced by federal mediators a week before the strike. The News had rejected the mediator's proposal.

Prestrike management demands that were absent from the settlement included:

✓ Substitution of a "representation fee" provision for the old contract's Guild shop.

✓ Reduction of notice required of intent to introduce automated equipment from four months to three.

✓ Increasing the probation period for new employees to six months, from three.

✓ Elimination of the contract's byline clause.

The strike began at 2 p.m. June 13, a deadline for an acceptable new agreement that the Guild had announced the day before. It was the third such deadline by the Guild. The second, for June 6, had been set aside at the 11th hour when federal mediators asked for the opportunity to submit a settlement proposal. The first, April 18, had been set aside when a crisis developed in bargaining with the Post.

A subcommittee of the Printing Trades Council, headed by McDonald, had accompanied Guild bargainers to meetings that followed suspension of the second deadline and the council had restated the support for the Guild of its eight member unions with open contracts.

And when the Guild struck, members of those eight unions at the News honored the picket lines. Two unions, however, did not. Typographical Union Local 6 printers are in the midst of a longterm contract running to 1984. And Douglas LaChance, president of the unaffiliated Newspaper and Mail Deliverers' Union, led enough of his members to work the first two days of the strike to enable distribution of about a third of the News's usual 1.8 million daily circulation. The 64-page papers were about half their usual size.

Squads of police, many of them mounted, helped clear the way for the delivery trucks through picketing strikers and supporters.

The New York Times reported that a total of 13 persons were arrested, two parked delivery trucks burned and several trucks hit by rocks and bottles. Nine of those arrested, on charges including wreckless endangerment and disorderly conduct, were drivers, the Times said. Some pickets were dragged from in front of loaded News trucks by police. The News said ten management employees were attacked as they left work, with one admitted to a hospital.

About 175 drivers the first night, and about 150 the second, marched to work behind LaChance after lengthy meetings in a News garage.

Many of them were reported to be "shapers," persons with low priority who report to "shape up" meetings in hopes of getting work not covered by regular drivers. About 800 persons reportedly are on the News's drivers list.

Associated Press reported that the second night of the strike, about 100 persons who said they were regular News drivers marched on the picket line with signs proclaiming their support for the strikers.

On the strike's third night, LaChance announced that members of the Deliverers' Union would not again report for work across the picket lines and the News announced that it was suspending publication.

Bargaining had resumed that afternoon. The Times reported that unnamed Guild and management representatives both credited the drivers' refusal to work with getting them back to the table.

Early the next morning, June 16, a proposal for a settlement was advanced by federal mediators and McDonald of the Printing Trades Council, the Times said, with McDonald telling reporters in midafternoon that he had recommended acceptance to Guild bargainers. Early in the evening, Fisdell announced that the Guild's committee would recommend acceptance at a membership meeting the following afternoon.

McDonald, who attended the meeting along with leaders of other unions that had supported the strike, received a standing ovation when he told the Guild membership that the only negative aspect he saw in the proposals was that they were not for a single contract covering both Guild members and mailers at the News, adding his hope that the next contract would.

A few hours before LaChance announced that the drivers would not work and the News that it would not publish, the Times had notified the Guild and members of the Times Guild Unit that it was terminating its contract with the Guild and unilaterally changing several working conditions. It also said it was terminating Guild and agency shop and dues checkoff provisions.

The Times also announced that if a satisfactory settlement was not "forthcoming quickly" at the News, it would take "further action," which "may be to suspend publication and cease paying Times employees who are represented by unions."

The same day, the Post, which had declared a bargaining impasse on May 31 and posted changed conditions three times in the interim, posted additional ones, including suspension of dues checkoff.

The Times rescinded its actions the day bargainers reached tentative agreement at the News, saying it was doing so "to provide the climate" for a "speedy and peaceful settlement" of the Guild's contract with the Times.

The Guild's contracts with all three papers expired March 30.

The first Guild-Times talks after the News settlement were set for June 27.

When the Guild struck the News, both the Times and the Post announced that they would not increase their circulation. The Times also said it would not accept additional advertising that might otherwise have gone to the News. The Post said it would not solicit such ads, but would not refuse them if they arrived unsolicited.

$401 key top set in first Montreal Gazette pact

(Continued from Page 1)
Ten holidays are provided. An employee who works on a holiday will be paid time-and-a-half for the hours worked plus the regular day's pay; effective Jan. 1, 1979, this becomes double time plus the regular day's pay.

Three weeks of vacation after one year, four after nine and five after 19 are established. There is a pro-rata formula for those with less than a year's employment.

Jurisdiction language provides, among other things, that free lances shall not be assigned to perform work or be encouraged to submit work when staff is available to perform the work.

Maintenance of Guild membership is required and all new employees must become members within 30 days of hire or transfer into the department.

A three-step grievance procedure is established. Grievance meetings will be on company time.

Discharges shall be only for just and sufficient cause and there will be no other disciplinary action except for just and sufficient cause. An economic dismissal procedure includes seniority, bumping and a rehire list.

Severance pay will be reckoned at one week's pay for each six months of service up to 42 weeks.

No regular employee will lose his or her employment because of technological change.

No employee shall be assigned regularly to more than one job classification on one shift without the Guild's consent. There will be no penalty for refusing a promotion.

There also will be no transfers from Montreal to other cities, nor from one bureau to another, without the employee's consent and payment of moving costs. There will be no penalty for refusing transfers and they will not be used as discipline.

"Under normal circumstances," transfers will last at least two years and a reasonable notice period will be given the employee before he or she is transferred again.

If an employee asks to return to Montreal, the company will attempt to comply as soon as is practical.

Temporary and summer student employees will be paid an hourly rate consistent with the minimum weekly salary provided for the classification and experience level. Temporary, part-time and summer employees won't be hired if a regular, full-time employee would thereby be displaced.

A byline will not be used over an employee's protest and substantive changes in copy will be brought to the employee's attention before publication. Employees may ask to respond to letters of criticism and permission will not be withheld unreasonably.

Protection against disclosure of knowledge and notes is provided. The employer will meet all authorized expenses and employees will be indemnified against financial loss as the result of court action.

The Guild reserves to its members the right to refuse to execute work coming from or destined for another employer or publication subject to a lawful strike of a Guild local or another newspaper union.

The company recognizes the right of individual Guild members to refuse, as a matter of conscience, to cross legal picket lines of a union engaged in a strike or lockout against or by the Gazette.

The employer will not discipline employees for refusing to cross such a line, and absence under this circumstance will not constitute a break in continuity of employment.

A joint safety committee will be established. It will collect data on VDTs and other matters and meet monthly.

A "voice" committee will be established composed of the editor, managing editor and other management representatives and the Guild unit chairperson and three other unit representatives. They will discuss any matter concerning operations and stories, but will not substitute for the grievance procedure.

Joint talks net $35 package in Toledo

(Continued from Page 1)
Phillis of the Typographical Union and Patrick Robinson of the pressmen, Guild President William Lee reported.

The wage increases, $25 at the average Guild salary and at the other unions' scales, come in two increments, the first retroactive to March 22 and the second on Sept. 22. First increment at the Guild's key top minimum is $24.65 and the second is $4.70.

Among top minima for other Guild job classifications, the reopener increases, resulting top and three-year increases include:

Copyreaders — $25.81 and $4.92, total $30.73, to $414.31; total three-year increase, $86.32.

Inside classified salespersons—$16.50 and $3.14, total $19.64, to $264.85; three-year increase, $65.17.

Bookkeepers — $19.09 and $3.64, total $22.73, to $306.39; three-year increase, $63.84.

Telephone operators—$15.27 and $2.91, total $18.18, to $245.03; three-year increase, $51.06.

Newsstand collectors—$20.09 and $3.83, total $23.92, to $322.47; three-year increase, $67.18.

Copy runners, messengers — $11.79 and $2.24, total $14.03, to $189.16; three-year increase, $39.41.

Flat minimum for **sports editor, women's page editor, financial editor, copy desk chief, head photographer, telegraph editor, columnist, pictorial editor** goes up $31.68, to $427.01. The top for **editorial page writer** goes up the same to the same amount.

Programmer top rises $27.45, to $370.05; **stenographer** and **secretary,** $18.83, to $253.91.

Those who earn more than the minimum will keep the dollar differential over the minimum.

The $10.40 in new fringe money includes $3.36 per employee per week as the employer's health and welfare fund payment, increasing it to $34.35. The per-employee weekly pension payment rises $7.04, to $25.81.

Printed in U.S.A. 2nd-class postage paid in Washington, D.C. and additional mailing offices. Issued semimonthly, except monthly in Feb., March at 1125 15th St. N.W., Wash., D.C. 20005. $10.00 a year.

Howard files complaint over election

Washington—Warren E. Howard of Washington-Baltimore has filed a complaint with the U.S. Labor Dept. alleging that the special, rerun election in January for TNG vice president from Region 2 (the U.S. South) was "not conducted entirely within the boundaries" of the federal law governing union elections.

TNG's International Election & Referendum Committee on Jan. 17 certified Faye McCracken of Memphis winner of the election over Howard by a 303-vote margin, 1,259 to 956, and she was sworn into office at the International Executive Board's meeting later in the month. Howard had held the office since 1972.

The IERC certified McCracken as winner after rejecting in detail challenges by Howard to its conduct of the election [Guild Reporter, Jan. 27].

Howard's May 15 complaint to the Labor Dept. was based essentially on the same allegations of "irregularities," with the added accusation that the IERC "condoned" them by certifying the result.

After the IERC's actions, Howard appealed to the IEB at its January meeting either to overturn the certification or to call a special convention to hear his appeal of the IERC's dismissal of his challenges.

The IEB said it had no authority to do the former and, after requesting more "specific factual detail of the IERC's alleged improprieties," turned down the latter during its April meeting.

In his complaint to the Labor Dept. Howard noted that "the preferred course" would be to take the complaint to TNG's regular convention, June 26-30, but said it was his "feeling that . . . would be merely an exercise in futility" because the convention "also is controlled by the union's administration."

The U.S. Labor-Management Reporting and Disclosure Act, under which Howard filed his complaint, provides that a challenged election "shall be presumed valid pending a final decision."

In ordering the special, new Region 2 election, the IERC said it was unable to certify a winner in the regular election in September because, while McCracken appeared to have a two-vote margin, ballot-total discrepancies involving two votes each in the Washington-Baltimore and Puerto Rico locals could not be reconciled.

Winner in Philadelphia

Philadelphia Guild member J. G. Domke took an honorable mention with this photograph in the Philadelphia Press Photographers' Assn. latest awards competition. Titled 'strikefitti,' it was first published in the March 1, 1977, issue of 'The Guild News,' the strike paper published by the Philadelphia Guild during its 23-day strike against the Inquirer and News.

5 unions strike Donrey in Vallejo

Vallejo, Calif.—The San Francisco-Oakland Guild and four printing craft unions struck the Donrey chain's Times-Herald here June 20 after seeking to bargain new contracts for more than 18 months.

The morning paper published its June 21 edition at another of the chain's California papers and was expected to try to publish later ones with strikebreakers flown to Vallejo from other Donrey papers.

In addition to the Guild, which has 41 of the paper's 88 union employees, the striking unions are Graphic Arts Local 280, Typographical Union No. 21, ITU Mailers Union No. 18, and Web Pressmen's Union No. 4.

The Guild's last bargaining session with the company was on May 22, when management reiterated its proposal to cut ad sales wages $88 a week by going to a commission quota plan.

The company then declared an impasse in bargaining with the Guild and a federal mediator recessed the meeting without setting another.

The five unions have established a joint negotiating committee composed of one representative of each union. It is headed by Typographical Union President Leon Olson.

Doug Cuthbertson, the Guild's assistant executive secretary, was appointed strike director.

The unions struck at 4:55 p.m. June 20 and Cuthbertson reported the next morning that no member of any of them was crossing the picket line.

Donrey printed a 16-page June 21 paper at its Red Bluff News, about 150 miles north. It was about half the size of the usual Wednesday paper. Management personnel apparently produced it but strikebreakers from other Donrey papers were expected.

The closest large Donrey paper is the Las Vagas Review-Journal.

Shortly after the strike began, ITU Chapel Chairman Jim Quinn escorted a two-member "clean break committee" into the plant to verify that no equipment had been damaged by strikers on the way out.

The committee was composed of City Councilman Anthony Intintoli and community and Democratic party activist Barbara Kondylis.

Times-Herald General Manager David E. Caffoe, however, refused to allow the committee to inspect the equipment, saying that it would take an expert to determine if any real damage had been done.

Quinn then offered to have all the crafts come back in and run the machinery as a demonstration. Caffoe refused this, too, but took Intintoli and Kondylis on a tour.

The strike has drawn support from the powerful Federal Employees Metal Trades Council at the big Mare Island Naval Shipyard here, which issued a broadsheet supporting the unions even before the strike.

In addition, the Napa-Solano Counties Central Labor Council, AFL-CIO, has declared its support.

Guild, paper offer reward

Oakland, Calif. — Labor and management have joined to post a $3,450 reward for information about the torching of an Oakland Tribune reporter's car.

The reporter, Pearl Stewart, was writing a series on the Black Panthers.

Her car was burned at 4 a.m. March 26 while it was parked in the garage of her apartment house.

The Tribune posted a $2,000 reward and the San Francisco-Oakland Guild collected $1,300 from among its members in addition to appropriating $150 from its general fund, the maximum contribution allowed by the Local's by-laws.

Struck Montreal Star lays off Guild members

Montreal — The strikebound Montreal Star June 20 announced a temporary suspension of operations and laid off at least 445 of 520 employees represented by the Montreal Guild.

The F.P.-chain paper had been closed by a strike of International Printing & Graphic Communications Union pressmen since 6 a.m. June 15. The paper didn't publish on June 14, either, when craft unions held "study sessions."

Guild members had been reporting to work even though the paper had made no attempt to publish.

Three years ago, when the Guild struck the Star, craft-union members with Guild concurrence reported to work until they received layoff notices. The paper did not attempt to publish then either.

A recent Quebec law prohibits an employer from hiring replacements for strikers, but allows him to try to run the plant with "existing personnel."

The pressmen walked out over a manning dispute. All the other crafts, including the International Typographical Union, ITU Mailers and the engineers, were observing the picket line.

All the crafts' contracts expired in July, 1977. The Guild's contract expired at midnight on June 15.

In a suspension notice to employees and the Guild late in the morning of June 20, the paper said that "a limited number" might be placed on vacation status beginning July 2 and 75 others would be asked to stay on in various departments.

Employees were to be paid through the week ending July 1 and the Star was to supply those laid off with "record of employment certificates" necessary when applying for unemployment benefits. Maximum Quebec unemployment benefit is $160 a week.

All group health and life insurance will be maintained by the paper during the suspension, it said. Employees will be told how to pay their portion, management said.

The pressmen are the only union with picket lines up, a Guild representative said.

The craft unions among them have 225 to 250 members.

Pass reform, black unionists ask

Memphis, Tenn. — Declaring that the legal and human right of all workers, particularly black workers, to organize is being thwarted by weaknesses in federal labor law, the 7th annual convention of the Coalition of Black Trade Unionists called on the Senate to immediately pass the Labor Law Reform Bill.

Meeting here May 26-29, the CBTU convention also called upon its local chapters to impress upon their senators the urgent need for the bill's passage.

Among other actions by the convention, attended by more 1,270 delegates, were a call for extension of the time for ratification of the Equal Rights Amendment, backing for the Retail Clerks' boycott against the Winn-Dixie store chain and the Clothing. Workers' J. P. Stevens boycott and support for a bill by Rep. John Conyers (D-Mich.) that would reduce the standard workweek to 35 hours, mandate double time for overtime and ban compulsory overtime.

The convention's May 28 session opened with a special commemoration of the 10th anniversary of the death of Dr. Martin Luther King.

Later the same day delegates heard Douglas Fraser, president of the United Auto Workers, and Cleveland Robinson, president of the Distributive Workers Union, issue calls against complacency and for continuation of the struggle for all workers.

"When people say 'you're pushing too hard,' just tell them to 'go to hell' and you keep going on and on," Fraser said, warning that "this is no time to be weary, no time to be tired. . . . There's no social issue that I know of where we don't all stand together."

Robinson, who received a standing ovation following a fiery address, reminded delegates that "nothing comes without a struggle."

"Freedom never is going to be handed on a silver platter," he said.

Convention delegates included Willie Briwder of the Memphis Guild, who represented TNG, and Jim Brown and Elma Morrison of the Washington-Baltimore Guild.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a .4-point rise in the index in April to 171.2, up 13.3 points from April, 1977. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increases over April, 1976.

		Percentage over	
	Index*	Same month prior year	April 1976†
May, 1977	159.2	7.6	8.4
June	160.3	7.8	9.2
July	161.8	8.4	10.2
August	162.5	8.3	10.7
September	163.4	8.4	11.3
October	165.0	8.8	12.4
November	166.1	9.1	13.1
December	167.2	9.5	13.9
January, 1978	167.8	9.0	14.3
February	168.9	8.7	15.1
March	170.8	8.8	16.3
April	171.2	8.4	16.6

*1971 = 100 †Index = 146.8

'Tube route' in the '90's to be your TV receiver?

By RICHARD J. RAMSEY
Executive Secretary, TNG Contract Committee

St. Louis — The ANPA/Research Institute celebrated the golden anniversary of its Production Management Conference here June 3-8 by looking ahead to the 1990s when, it was widely predicted, newspapers will be electronically supplying subscribers' "home information centers."

And electronic newspaper libraries were seen as integral parts of what those future newspapers will be selling (see story below).

Although the conference's official theme was "Gateway to the '80s, a Saga on Future Technology," speakers at its closing session, particularly, concentrated on their views of the industry 15 years from now.

George Dacey, vice president of Bell Telephone Laboratories, while cautioning that most predictions are "too optimistic for the short range and too pessimistic about the long range," said he foresees that "the newspaper of the future will not be the printed page."

He did not predict that the printed page will become obsolete, but said that the content of the printed newspaper will be significantly altered.

He said he foresees a "marriage" of the home television set and the telephone, with the individual calling a "data source" for the information he or she wants and viewing it on the television screen.

Robert G. Marbut, president and chief executive officer of Harte-Hanks Communications, Inc., in closing the conference said that by 1993 subscribers will "seek out information" they want and that newspapers will be "information providers" to "information consumers."

They will request detailed and specialized information, much of which undoubtedly will be stored in a newspaper's library.

"The distinction between the media is blurring," he said, adding that — if they adapt to changes in technology and in society—newspapers have the best chance to survive as the dominant information providers because they are today the dominant source of detailed news.

Both Dacey and Marbut referred to a test begun recently in Great Britain in which subscribers may call up data from a memory bank and have it displayed on their home television sets.

Dacey also talked of products and services being developed by Bell Laboratories, including "bubble memory" which can store information in one-eighth the space of the computer disks now used for memory storage. "Bubble memory" is a magnetic dot.

Dacey said that fibre-optics, glass strands used to carry laser beams, might be more economical for data transmission than satellites. A fibre the size of a thumb can carry 50,000 telephone calls.

Bob Evans, a vice president of IBM, called newspapers "an industry in which the entire product may be under computer control."

Reviewing the advances of recent years in computer technology, Evans predicted that there will continue to be improvements in the price, performance and functions of computers. But future improvements in computer technology may be less dramatic than those of recent years, he said.

The advances in equipment unveiled at the annual conference have come within the past ten years. Video display terminals with advanced editing capabilities were first shown at the 1968 conference. The prototype Teletype Model 37 for producing scanner-ready copy was first shown in 1972.

Within the next four years producers of VDTs bought billboard space during the conference to proclaim that "OCR is Dead." Although the message was hyperbole, it contained a kernel of truth. VDTs were fast making optical character readers—scanners —obsolete for putting copy into a computerized typesetting system.

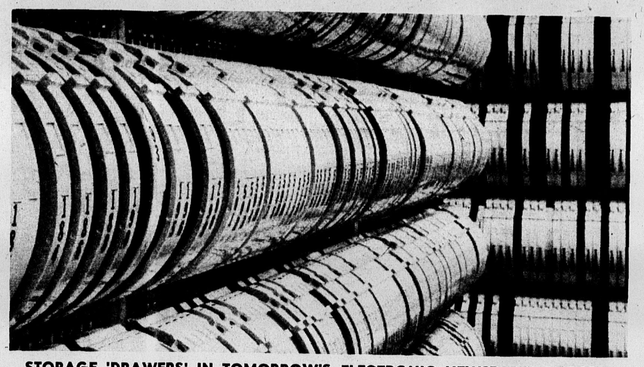
This year more than 160 suppliers of equipment and services exhibited their wares during the conference (there also were four half-day workshops and technical sessions).

Conference registration exceeded 12,000. Contrast that to the 82 newspaper managers who attended the first of what was known as the Mechanical Conference, in Harrisburg in 1927.

Also contrast what Allen H. Heuharth, ANPA president, described as the most exciting new piece of equipment at the 1927 conference—a stereotype pot—to the equipment displayed this year.

True, Jonathan Seybold of the prestigious Seybold Report, which scrutinizes automated equipment available to newspapers, observed that there were no "lightning bolts" among the equipment this year. Most of it was improved and lower-cost editions of what has been available.

But a VDT offered during the conference at a price of $1,595 performs more functions and does them quicker than VDTs offered a few years ago at a cost of $25,000. That represents a revolution.



STORAGE 'DRAWERS' IN TOMORROW'S ELECTRONIC NEWSPAPER LIBRARY
No more yellowed clips and photographs in file cabinets

Electronic libraries the rule by '81?

St. Louis—Electronic libraries—rare today among Canadian and U.S. newspapers —may well will be commonplace within three years, according to the evidence available at the ANPA Research Institute's 1978 production conference.

Three suppliers of automated library systems were among the conference's 160 exhibitors. Two firms that sell access to their computer banks of information also were there.

Clearly, the morgue with file cabinet crammed with aging clippings and photographs of the past is on its way out, with several factors paving the way.

Suppliers of automated library systems are quick to point out that the systems can transform a newspaper library from an information center to a "profit center" in two ways:

✓ The systems reduce labor costs by reducing the time spent clipping, cataloguing, filing, retrieving and refiling clippings.

✓ And, after the systems are complete, they can be opened to public access, turning the library into a true revenue center.

Automating the newspaper library is a logical extension of having automated typesetting and editing, they say. Library automation represents another example of the quest by newspaper managers to fully utilize their computers, or to extend computerization to functions as yet untouched by "front end" systems.

The time and money necessary to develop and perfect those front end systems, in fact, is pointed to as a partial explanation of why libraries have not yet been widely automated.

Another major barrier—the $100,000 to $500,000 price tag on electronic library systems — remains, however, notwithstanding what the suppliers' say about savings in labor costs and the new revenue possible.

Two of the library systems — Info-Ky News Retrieval System and ANCIRS (Automated News Clipping Indexing and Retrieval System) — use microfiche storage. The third system shown—the newsMeadia Electronic Library—stores copy fed it directly from the newspaper's front-end system.

Info-Ky was developed by a subsidiary of the Louisville (Ky.) Courier-Journal and Times, which has used the system since 1976.

The system searches a year of clippings in about five seconds, displaying the headlines of articles on a VDT. In another five seconds, the entire clipping that is selected will be displayed. It will produce a hard copy of the clipping, at the push of another button.

The Allentown Call and Chronicle have been using Info-Ky for about six months to keep track of glossy photographs as well as clippings from the newspapers.

To begin a search of the microfiche files, all a reporter, copy editor or librarian needs do is to select the topic and enter it into the computer via a VDT.

ANCIRS, developed by Image Systems, Inc., operated on the same basis as Info-Ky, enables the researcher to determine how many articles are stored on a given subject, then permits the researcher to narrow the topic by adding qualifiers to the original subject. Once the precise topic is found, a printed hard copy can be made between eight and 13 seconds.

The newsMeadia system is the only one that is designed to capture copy directly from the computer used for input and typesetting copy for the newspaper. The system obviously eliminates the need for any clipping in the library. It has been used by the Boston Globe and is being introduced at the Philadelphia Inquirer and Daily News.

These kinds of storage and retrieval systems have been used by other businesses and professions. For example, the Mead Corporation pioneered in Lexis, for the legal and accounting professions.

Newspaper page spans globe

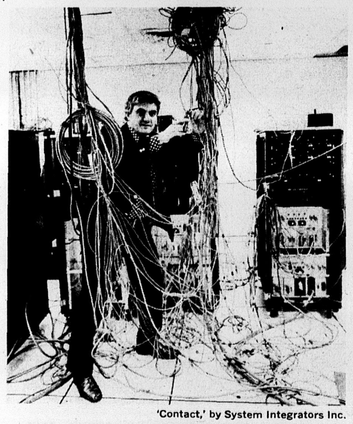
St. Louis—Satellite transmission of news and advertising — even four-color photographs—is not pie in the sky.

It was proven at the ANPA/Research Institute's production conference here with the first-ever satellite transmission of a newspaper page, complete with color photo, from one newspaper here to another in France.

The St. Louis Globe-Democrat and Le Progres in Lyon published the bilingual page in their June 7 editions.

Two exhibitors at the conference—Rapicom, Inc., of Fairfield, N.J., and Muirhead, Ltd., of Beckenham, England — used their equipment for the transmission.

About ten conference exhibitors used satellite transmission to demonstrate their products, including United Press International which used it to demonstrate the comparative quality of delivery by satellite vs. land lines.



'Contact,' by System Integrators Inc.

THE HEART OF MODERN PRODUCTION
VDT cables in Detroit Free Press's computer room

ANPA prodded to sharpen focus on pagination

St. Louis—Pagination — full-page makeup of both copy and graphics using a computer — continues to elude newspapers in Canada and the United States, but has been in use since March 13 by the Nihon Keizai Shimbun, a Tokyo-based paper specializing in financial news.

And the ANPA/Research Institute was beseeched during its 1978 Production Management Conference to "sharpen the focus of our resolve to get to pagination — daily publication without any paste-up"—in the United States, as well.

No pagination system has been developed in North America that will set graphics by computer. Many newspapers have converted or are converting to electronics layout and makeup systems for all copy, however, limiting the necessity for paste-up to graphics only.

"We have come farther on the path of pagination than we have yet to go," Angelo J. Musante, director of information systems for the Los Angeles Times, told the conference.

He left no doubt that pagination will come to newspapers in Canada and the United States: "Will pagination come? Is it economic? Does it have advantages other than reduced labor savings? The answer is simple. Of course. Yes. Absolutely."

The Los Angeles Times's electronic display advertising layout system has made "trivial" the amount of labor used for "paste-up, or more precisely, paste-in," Musante said.

"The final elimination of paste requires superior graphic VDTs and artwork scanners and computer manipulation which have not yet but soon will be developed."

When pagination is achieved, Musante declared, "our computers will output directly to the plate-making units. We will simply bypass the photo composers."

John R. Werner, director of research and development and technical support for the New York Times, treated the conference to a slide-show of the pagination system used by the Nihon Keizai Shimbun, the world's first newspaper to use full electronic pagination for all its pages.

Graphics, including color photographs, are scanned into the newspaper's computer system, known as Automated Nikkei Newspaper Editing and Composing System.

Nihon Keizai Shimbun is printed in five Japanese cities, including Osaka and Tokyo, where all the pages are made up. The pages are transmitted by facsimilie to the other three printing plants. The paper is a national daily with 1.8 million morning and 1.2 million evening circulation. The morning edition averages 24 pages and the evening edition eight to 10 pages, for a daily total of 32 to 34 pages made up for approximately 130 zoned editions.

Apparently for the Nihon Keizai Shimbun the cost of complete pagination can be justified in savings of time and labor and in allowing greater speed in producing its zoned editions.

The question remains for newspapers in Canada and the United States whether or not the expense of pagination can be justified. The question has greater meaning in view of newspapers' use of front-end computer systems to lay out and make up full pages of text, leaving only graphics to be pasted in, as Musante noted.

Susan Fields, a computer-systems analyst for the New York Daily News, described the system for makeup of editorial copy that the News hopes to have operational by the end of 1978, although she conceded that it might not be operational until early 1979.

She said the News expects that an editor will be able to make up a page of editorial text within 15 minutes. The computer will set the editorial text as made up and all that needs to be done is paste-in the graphics and advertising content.

The News is buying 16 Mergenthaler Pageview Terminal Stations, at a cost of $50,000 each.

Here's how the system will work, according to Fields: The advertising dummy, allocating advertising and editorial space for each page, will continue to be done by hand. At the daily editorial conference, news stories will be assigned to individual pages and given an approximate length. An editorial dummy will be prepared by hand. The editorial dummy will be given to a copy editor, who will edit copy to fit the instructions for length. The story then will be sent to the computer's page file for final fitting and positioning on the page. The Pageview Terminal allows a make-up editor to call the "menu" for each page. The slugs of stories are shown on the left of the page grid. Using a tracker ball, the editor will move each story, headline and captions for graphics into place. As each piece of text is positioned, an asterisk appears next to the slug for that copy.

Such a system is being used by the London Mirror in its composing room.

The News has four primary objectives for going to electronic make-up, Fields said:

✓ Reduce labor casts in the composing room, where the number of printers has been cut from 920 four years ago to 660. It expects "significant" additional "manpower reductions" in the composing room, she said.

✓ Minimize make-up and paste-up time in producing its 10 regional editions.

✓ Permit quick remaking of pages on deadline for late-breaking news.

✓ Eliminate "composing constraints." ("The editor can act directly without having to communicate with a compositor who might be more task-oriented than design-oriented," she explained.)

Unions locked out in Royal Oak while two bargain in plant

Royal Oak, Mich. — The publisher of the Royal Oak Tribune on June 19 locked out all 140 of the paper's employees, including about 80 Detroit Guild members, while Guild and Typographical Union representatives were bargaining for new contracts with the publisher's attorneys in separate parts of the paper's plant.

About 10:45 a.m. publisher Richard Miller announced to the employees in each of the Tribune's departments that they were being laid off, a Guild representative said.

"When we came out of the basement where we had been bargaining, we found out we were alone in the place," said the Detroit Guild's administrative officer, Willard Hatch.

The Guild, printers and pressmen had set a strike deadline for 7 a.m. the following day, Hatch said, and had picket signs prepared.

"But they were strike signs," Hatch said. "It took us a day to set up picket lines because we had to get new ones saying 'locked out'."

The Guild's contract had expired March 5. The four other unions' contracts — the International Mailers' and Teamsters' in addition to the printers' and pressmen's — had expired since last fall.

The Teamsters had recently agreed to a new, three-year contract providing $55 in wage increases and $20 in additional fringe-benefit payments after setting a strike deadline. They were locked out, too, however, Hatch said.

Guild members at the paper on June 14 voted their bargainers authority to call a strike. Members of the other unions took similar action the same day, or earlier.

"We're just trying to match the Teamster settlement," Hatch said.

While the publisher walked through the plant locking out members of all five unions, Guild bargainers were meeting with management and a federal mediator in one room in the paper's basement while Typographical Union bargainers were meeting with management and another federal mediator in another room.

Wage-fringe package totals $106 at triweekly in Hawaii

Maui, Hawaii—Top minima are increased $71 a week across the board and fringe benefits an estimated $35 more in a new, three-year Hawaii Guild contract at the three-times-a-week Maui News.

The contract, bargained jointly with the Hawaii Typographical and Graphic Arts unions, was effective May 29. The previous pact, which expired the day before, had raised minimums by from $68 to $74 a week over 26 months.

The new contract provides raises every six months, starting with $10 on its effective date, $11 Nov. 29, $12 each on May 29 and Nov. 29, 1979, and $13 each on May 29 and Nov. 29, 1980.

Top minimum for **reporters** and **outside advertising sales** and **circulation** positions will reach $373.20 a week with the final increment.

That for **inside ad sales** will go to $345.80; that for **clerks** and **receptionists,** $318.40, and that for **truck drivers, janitors** and **maintenance employees,** $302.40 a week.

It is the first contract to provide minima specifically for circulation jobs, reflecting the paper's switch from mail distribution.

The publisher's payments for medical and hospitalization insurance are increased to 100 percent, prescription-drug and vision-care coverage is added next June and a dental plan, 85 percent paid by the publisher, is added in the contract's final six months. Both employees and dependents are covered.

An 11th holiday, to be chosen by individual employees, also is added.

The minimum weekly car-expense guarantee is raised to $29 initially and to $33 over the contract's term, up from $10 plus a tank of gas a week.

A fifth week of vacation is added, after 30 years' service. Service time for four weeks' is cut to nine years, from 15, and for three weeks', to three years, from seven.

An improved sick-leave provision includes maternity leave in its coverage, which includes part-time employees. Bereavement leave is increased to five days, from two.

Severance pay entitlement is increased to three weeks a year to a maximum of 52, up from two weeks a year to a maximum 20 weeks. Minimum severance is increased to five weeks, from two.

The publisher is forbidden from making economic discharges unless he proves their necessity. All on staff May 1 are protected against dismissal because of automation.

Another new provision protects employees' right to refuse to handle work that originates with a struck employer.

Reform bill sent back to committee

Washington—The Senate June 22 recommitted the Labor Law Reform Bill to its Human Resources Committee, instructing the panel not to report the bill back to the floor earlier than July 15.

Earlier that day, the Senate for the sixth time refused to cut off the filibuster against the measure. The vote was 53 in favor of cloture, 45 against.

It takes the votes of 60 of the 100 members of the Senate to invoke cloture. While the 42 for it on the first vote on June 7 had increased to 58 a week later, leaders of the talkathon against the measure were bouyed by the failure of the bill's backers to gain the final two votes during the ensuing two weeks.

Hope inspired by Senate Majority Leader Robert C. Byrd (W.Va.) on June 7 introducing a package of amendments amounting to a whole new bill was short-lived.

Byrd had said his package, supported by the bill's chief cosponsors—Sens. Harrison A. Williams, Jr. (N.J.) and Jacob K. Javits (N.Y.)—were in response to criticism of the measure. Williams called the substitute an effective answer to critics with minds open to reason. Other opponents, he said, are really fighting the whole idea of collective bargaining.

The AFL-CIO said Byrd's bill would "preserve the thrust" of the bill as passed by the House last year.

The amendments would limit union organizers allowed access to a plant or office to speaking to employees only during non-working time and only in non-work areas.

They also would change the basis for the proposed "make whole" remedy for employers found to have unlawfully refused to bargain for an initial contract to lessen the potential impact on small employers.

The minimum time between notification to an employer of a union organizing effort and a representation election would be stretched to 35 days, from 21 to 30 days.

And the Secretary of Labor would be required to reinstate the eligibility for government contracts to an employer who has lost it for repeated violation of labor law when a company takes steps to comply with the law.

Meanwhile, TNG reported receipt of additional petitions to senators from Guild and Typographical Union locals. The latest bring total signatures forwarded to members' senators to more than 18,000—14,604 from 254 ITU locals and 3,831 from 31 Guild locals.

Wilkes-Barre daily is sold

Wilkes-Barre, Pa.—This city's only daily paper, the Times-Leader-Evening News Record, has become a wholly owned subsidiary of the Capital Cities Communications Corp. chain.

Purchase of 100 percent of the stock of the Wilkes-Barre Publishing Co. was completed May 18 at a cost reported as nine million dollars.

Other Capital Cities properties include six television stations, seven radio stations and daily papers in Fort Worth, Tex., Belleville, Ill., Kansas City, Mo., and Arlington, Tex., as well as the Oakland Press in Pontiac, Mich., struck by members of the Guild and pressmen's union since Dec. 29.

The Wilkes-Barre Guild's contract with the all-day, 70,000-circulation paper runs through September.

Richard J. Lynch, senior vice president of operations for Cap-Cities' Fairchild Publications, has been named publisher here and A. DeWitt Smith has been promoted from vice president to president of the Wilkes-Barre Publishing Co.

Strike nets $16 more at Sunpaper key top

(Continued from Page 1)

Account executives will receive $10 over that minimum, **senior account executives** $15 and **group account supervisors** $25.

Inside classified sales—$16.50, $8, $8, $9, $9 and $12, to $313, a total increase $62.50.

Chief contract clerk, chief ad service clerk, chief reports clerk—$16.50, $5, $10, $7, $10 and $7 to $306, a total increase $55.50.

Mail clerk—$14, $4, $7, $5, $7 and $5, to $248, a total increase $42.

Programmers — $18, $7, $13 $10, $10 and $10, to $330, a total increase $68.

Starting minima are increased by lower amounts in all classifications and the progression schedule to the top is increased a year in many classifications. In the reporter classification, for example, the top will come after five years of experience instead of four.

Mileage is improved 2 cents, to 16, for the first 150 miles, and 1 cent, to 14, for miles thereafter now; effective July 1, 1979, the rates go up to 17 cents and 15 cents.

Maximum sick leave accrual is improved from 100 days to 110.

Employees with 28 to 29 years of service will get 50 weeks of severance pay, up two, and those with more than 29 years will get 52 weeks, up four.

One of the toughest issues concerned jurisdiction in the systems department.

Management demanded that the Guild drop its part of a three-way suit in which the local seeks the jurisdiction. So does the Baltimore Typographical Union. The Sunpapers want no union to have representation.

The settlement provides that the Guild will retain its litigation—the case started in 1974—and if it wins, the seven present systems employees will be in Guild jurisdiction and so will six future employees.

Management also had demanded an unlimited number of exclusions elsewhere in the bargaining unit and the right to create new classifications without bargaining with the Guild.

Instead, nine named excluded positions are added. The paper still must bargain on new classifications.

The vacation period is extended from nine to 12 months. A vacation service accrual system for part-timers is made more specific.

Overtime now will be computed on a per-day basis as well as per week. Travel time to and from out of town assignments will be counted in computing overtime.

The Supapers had demanded that union security, dues checkoff, byline use and fair employment practices provisions be dropped from the contract, but all were retained.

Company pension contributions for full-time employees are increased from 20 cents per employee per straight time hour, with an $8 weekly maximum, to 22 cents per straight time hour, with an $8.80 maximum, effective Jan. 1, 1979, and 24 cents per straight time hour, with a $9.60 maximum, effective Jan. 1, 1980. A formula also is established covering part-time employees.

The Guild also won regular radiation testing of video display terminals and management reimbursement of up to $20 a year for eye examinations.

Retirement at age 70 will be mandatory effective Jan. 15, 1980.

A management rights clause also is added.

The publisher now also will have the right to transfer employees within classifications and pay groups. Those refusing such transfers may resign with severance and an unimpaired service record.

Ted Kees, president of the Baltimore Typographical Union, attended the Guild's ratification meeting and spoke of the advantages of unity.

Kees, along with representatives of the pressmen, mailers and photoengravers unions, which also had supported the strike, was cheered by Guild members.

The Typographical Union was to resume bargaining for a new contract the week of June 25.

Irv Phillips, Washington-Baltimore Guild

SUNPAPERS UNIT RATIFIES CONTRACT AFTER STRIKE
Presiding is Unit Chairperson Patrick Gilbert (hat)

Dues hike proposal tops convention agenda

(Continued from Page 1)

unanimously recommended by TNG's International Executive Board, would mandate an increase of a dollar a month, effective Sept. 1, unless a local increases its dues rate to yield an equivalent amount of new income [Guild Reporter, May 12 and May 26].

Seventy-five cents of the dollar would be added to the per capita locals pay to TNG. The other 25 cents would go to locals' own treasuries.

The increase, the IEB said, would enable TNG to balance its General Fund, which has been running deficits, to avoid cutting necessary services and to add permanent members to its field staff.

Locals' portion of the proposed increase would help assure that they can continue to meet their own inflation-increased financial needs and answer their members' demands for increased services without curtailing present necessary functions, the IEB said.

Increases in productivity and the Consumer Price Index mandate that the Guild's wage-bargaining goals be increased, the board said. Under its recommendations, based on a formula tied to both indicators, the $750 goal would be for fully experienced persons in key jobs in advertising, business, circulation and news and editorial departments. The goal for the starting minimum for those jobs would be $500 a week and for the top minimum for all other classifications would be $375 a week.

Other proposals before the convention from the IEB include several aimed at accelerating efforts to eliminate race, age and sex discrimination in newspaper-industry employment practices.

The only resolution from a local to the convention to be submitted in advance was from the Rockford Guild. It calls for the convention to direct the IEB to prepare an amendment to TNG's Constitution for consideration in 1979 to give smaller locals more voting strength at conventions. Locals are allocated convention votes, and delegate entitlements, according to a formula based on average monthly per capitas.

Toronto Star top to go to $417

Toronto—A new, 18-month Southern Ontario Guild contract with the Toronto Star raises the top minimum for reporters, photographers, artists and librarians $34, to $417.

The settlement came after a series of votes, imposition of a strike deadline and a work-to-rule campaign.

The increase is split into two increments—$22 retroactive to Jan. 1 and $12 on Jan. 1, 1979.

Display and **classified salespersons** and **circulation district reprensentatives'** top minimum also is raised by $34 split the same way, to $406.50. Top for **senior programmers** rises $34, to $419—$2 more than the reporter classification.

Among other classifications, increases and resulting top minima include the following:

Classified (inside) solicitors—$15.40 and $8.16, total $23.56, to $280.24.

Senior clerks—$15.65 and $8.30, total $23.95, to $284.80.

Stenographer-typists, switchboard operators—$13.29 and $7.05, total $20.34, to $241.89.

Intermediate programmers' top goes up $32.97, to $392.19. The top for **computer operators** rises $24.45, to $290.71.

Keypunch operators' top rises $21.51, to $255.85.

The flat minimum for **assistant city editor** and **associate sports editor** goes up $34, to $472.

Flat for **drivers** increases $25.08, to $298.27.

Vacations are improved to four weeks after five years of service, instead of eight, and five weeks after 10 years, instead of 20.

The base year for computing pensions is changed from 1972 to 1975, resulting in benefit increases of up to 31 percent.

The membership on May 18 followed its bargaining committee's recommendation in rejecting, 435-140, the Star's "final offer." A move to set a strike deadline was defeated.

Bargaining resumed on May 24 and a tentative agreement was reached the next day.

On May 30, the committee recommended that the membership accept the tentative agreement, but was overruled by a vote of 297 to 279. A work-to-rule campaign was voted and a strike deadline of midnight June 2 was established.

At 8 p.m. on June 2, the committee reported back to the membership on bargaining that had taken place since the strike deadline. The membership this time approved the tentative agreement.

IT SEEMS TO US

For the record, Cleveland and Utah Hatches not kin

CLEVELAND, OHIO

Editor:

Not that anyone has ever made the accusation, but for the record, that right-wing, anti-union ding-a-ling U.S. Senator from Utah is no relative of mine. And if he were I would go to court to sever the relationship.

J. STEPHEN HATCH
Executive Secretary
Cleveland Guild

Daily World worker sees error in story on Olympics

NEW YORK, N.Y.

Editor:

Please allow me to correct an inaccuracy which appeared in an article in the May 26 Guild Reporter ("No bar to RFE reporters at Olympics, TNG assured").

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

The article states that the Daily World "carried a story saying that the Russians (sic) would bar journalists whose organizations they consider to be working to 'destroy the spirit of peace and friendship' of the Olympics."

The Daily World ran no such story. It did, however, run a two-paragraph short on February 9 under the headline, "USSR seeks Olympic ban on CIA media." That story reported that the Soviet Olympic Committee *"has asked the International Olympic Committee* (my emphasis, M.J.) to bar" the representatives of such media from the 1980 Moscow games. Similar requests, incidently, were made in 1972 and 1976.

A number of newspapers have distorted that story in an obvious effort to whip up cold war sentiments against the Moscow Olympics. It is regrettable that Brother Perlik did not check the accuracy of the report before rushing to the U.S. Olympic Committee for assurances that the Soviets would not unilaterally bar the CIA-funded Radio Free Europe and Radio Liberty from covering the 1980 Games.

MIKE JAY
Daily World Unit
New York Guild

Editor's note: The full text of the item in the Feb. 9 Daily World:

"The Soviet Olympic Committee has asked the International Olympic Committee to bar hostile reporters of newspapers, radio and television stations that are established to destroy 'the spirit of peace and friendship between the people and the principles of the Olympic movement.'

"Prior to the 1976 Montreal Olympics the IOC commission on the press worked out an amendment to rule 49 on accreditation. The amendment would bar such people from the Olympics. The adoption of this amendment, however, has been delayed. The ban would apply to such CIA-sponsored stations as 'Radio Free Europe' and 'Radio Liberty'."

RFE and Radio Liberty are financed by Congressional appropriations through the Board of International Broadcasting, whose members are appointed by the President to oversee the two networks.

Pay in the executive suite?—well, it's a living

This text is excerpted from the Industry section of the Officers' Report to TNG's 1978 Convention.

WHEN THE QUITTING whistle blows on Fridays, what does your struggling media executive have to show for a week in the mines?

According to one annual survey, the average newspaper chairman or president got a $77,000 salary in 1977, up 9.1 percent. His magazine colleague, if average, received $89,323, up 10.9 percent.

Here's the way the averages went for other jobs:

Executive vice presidents — $52,500, up 10.5 percent, on newspapers; $64,500, up 15.8 percent, on magazines.

General managers — $44,419, up 9.1 percent, on magazines; newspaper figures aren't available.

Vice presidents-marketing directors — $67,000, up 6.8 percent, on newspapers; $66,533, up 16.7 percent, on magazines.

Vice presidents-sales directors —$49,333, up 10 percent, on newspapers; $51,775, up 15.1 percent, on magazines.

Vice presidents-advertising directors — $40,000, up 10.7 percent, on newspapers; $38,790, up 11 percent, on magazines.

Vice presidents-marketing services directors — $26,500, up 8.2 percent, on newspapers; $41,625, up 11 percent, on magazines.

Vice presidents-public relations directors — $31,800, up 6.4 percent, on newspapers; $35,750, up 10.1 percent, on magazines.

These averages, compiled by the Gallagher Report, a media newsletter, don't include additional compensation — stock options, retirement benefits, deferred compensation, etc.

The Gallagher Report also compiles a list of the 100 highest-paid media executives, including additional compensation in some cases.

Fifty of them are in newspaper and magazine companies or work for subsidiary firms such as broadcast operations. Among the 50:

Andrew Heiskell, chairman and chief executive, Time Inc.—$406,000 total, up 15.3 percent. Pension: $80,475 a year. Shares: 46,749, down 3.2 percent.

Dr. Franklin D. Murphy, chairman and chief executive, Times Mirror Co.—$379,060, up 14.9 percent. Pension: $42,045. Shares: 31,000, up 40.9 percent.

Thomas S. Murphy, chairman and chief executive, Capital Cities Communications, Inc. — $363,275, up 20.4 percent (includes deferred compensation). Shares: 67,517, down 2 percent.

Paul Miller, chairman, Gannett Co., Inc.—$323,785, up 24.3 percent. Pension: $54,361. Shares: 83,448, down 12.2 percent.

Katharine Graham, chairman, Washington Post Co.—$300,000, up 15.2 percent. Shares: 446,212 (including Class B stock), down 1.1 percent.

Arthur Ochs Sulzberger, chairman and president, New York Times Co. — $293,100, up 2.8 percent. Pension: $130,200. Shares: 5,529 (including Class B), unchanged.

Lee Hills, chairman, Knight-Ridder Newspapers—$200,000, unchanged. Pension: $116,884. Shares: 102,585, down 1.5 percent.

James R. Shepley, president and chief operating officer, Time, Inc.—$360,200, up 15.1 percent. Pension: $80,475. Shares: 4,197, up 109.9 percent.

Karl Eller, president and chief executive, Combined Communications, Inc.—$344,283, up 53.8 percent. Pension: $84,516. Shares: 331,399, up 9.2 percent.

Robert F. Erburu, president, Times Mirror Co.—$340,370, up 17.4 percent. Pension: $115,896. Shares: 23,696, up 33.9 percent.

Allen H. Neuharth, president and chief executive, Gannett Co., Inc. — $340,082, up 20.9 percent. Pension: $111,405. Shares: 32,043, down 8.9 percent.

Stanton R. Cook, president and chief executive (Chicago) Tribune Co.—$334,518, up 20.2 percent (includes deferred compensation). Pension: $84,525. Shares: 20, unchanged.

Daniel B. Burke, president and chief operating officer, Capital Cities Communications, Inc. — $309,175, up 18.1 percent (includes deferred compensation). Shares: 17,120, down 5.8 percent.

Warren H. Phillips, president and chief executive, now chairman, Dow Jones & Co., Inc. — $292,303, up 14.8 percent (includes deferred compensation). Shares: 3,875, down 2.5 percent.

Robert G. Marbut, president and chief executive, Harte-Hanks Communications — $245,000, up 28.9 percent. Pension: $83,500. Shares: 41,640, unchanged.

Lloyd G. Shermer, president, Lee Enterprises, Inc.—$200,202, up 13.6 percent. Pension: $103,563. Shares: 67,370, change unknown.

Alvah H. Chapman, president and chief executive, Knight-Ridder Newspapers — $198,750, up 9.4 percent. Pension: $87,642. Shares: 46,867, down 5.7 percent.

Hedley Donovan, editor-in-chief, Time Inc. — $405,000, up 15.2 percent. Pension: $71,317, down 5.6 percent.

Otis Chandler, vice chairman, Times Mirror Co., and publisher, Los Angeles Times — $355,910, up 14.8 percent. Pension: $106,816. Shares: 131,885, up 5.6 percent.

Robert M. Hunt, Tribune Co.'s president and chief executive for the Chicago Tribune—$285,706, up 13.7 percent (includes deferred compensation). Pension: $84,525. Shares: 12, unchanged.

Robert D. Campbell, Washington Post Co.'s chairman (since September, 1977) of Newsweek, Inc. — $285,000, up 12.9 percent. Pension: $78,267. Shares: 16,200 (including Class B), up 14.1 percent.

Mark J. Meagher, newspaper division president, Washington Post Co., and president of Post newspaper — $260,000, up 57.6 percent. Pension: $79,871. Shares: 24,000 (including Class B), up 41.2 percent.

John B. Sias, executive vice president, Capital Cities Communications, Inc. — $258,675, up 14 percent (includes deferred compensation). Shares: 40, unchanged.

Sidney Gruson, executive vice president, New York Times Co. —$195,400, up 3.5 percent. Pension: $74,360. Shares: not available.

Peter A. Derow, Washington Post Co.'s president of Newsweek (resigned September, 1977, returned March, 1978) — $189,744, up 12.8 percent. Pension: $59,911. Shares: not available.

James C. Goodale, executive vice president, New York Times Co. — $177,450, up 3.2 percent. Pension: $66,275. Shares: not available.

Bernard H. Ridder, Jr., vice chairman, Knight-Ridder Newspapers — $152,500, up 16.6 percent. Pension: $83,406. Shares: 329,193, unchanged.

Publisher: Losing money hard work

New Orleans—"In most cases" newspaper publishers "would have to work hard not to make money with our properties," Lloyd G. Schermer, president of the Lee chain, told a seminar for key newspaper executives here earlier this year.

He was listing the reasons for what he called newspaper management "nearsightedness" and "complacency."

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

BLS budgets: *Minimums keep pace—behind*

Washington — Percentage increases in average U.S. Guild-bargained minimums in most cases in the past year exceeded the percentage increases in the Bureau of Labor Statistics' family budgets, but not enough to wipe out the dollar gaps between them.

The BLS prepares three budgets annually—lower, intermediate, and higher. The budgets are figured as a U.S. average and for selected metropolitan areas (see table for Guild areas involved.)

A "typical" family of four living an a U.S. city or suburb last fall needed an average income of $328.96 a week to maintain an intermediate, or moderate, style of living, according to the BLS.

That is an increase of 5.4 percent over the previous year.

The lower budget rose 4.4 percent, to $201.56 a week, while the average U.S. Guild-bargained clerk top minimum rose 5.7 percent from April 1, 1977, to April 1, 1978, reaching $187.02. This puts the clerks $14.54 behind the lower budget, an improvement of $1.65 over the previous year.

Reporters at the average U.S. starting minimum also improved their standing against the lower budget. That average minimum increased 6.0 percent, to $220.18 a week, $18.62 ahead of the lower budget, an improvement of $4.56 over the 1977 period.

But the starting-reporter average lagged farther behind the intermediate budget's $328.96 a week, with the gap increasing by $4.27 a week, to $108.78 between April, 1977, and 1978.

Reporters at the top minimum had an increase in their U.S.-wide average of 5.7 percent, a shade behind the 6.0 percent increase in the higher budget.

The U.S. reporter top averaged $351.23 a week, while the higher budget was set at $484.65. This put the average reporter top-minimum $133.42 behind the higher budget, a loss of $8.96.

But the reporter top minimum average was ahead of the intermediate budget by $22.27, a gain of $2.15.

Janitors, with a U.S. top-minimum average of $192.47 a week, were $9.09 a week behind the new lower budget, a gain of $1.73.

District managers, whose average U.S. top minimum is $319.42, were $9.54 behind the intermediate budget and $165.23 behind the higher budget, a gain of $1.55 and loss of $9.47 respectively.

Inside classified personnel, with an average top minimum of $237.80, were $36.24 ahead of the lower budget, but $91.16 behind the intermediate budget, losses of 47 cents and $8.74 respectively.

The BLS, a section of the Labor Dept., annually estimates the three hypothetical budgets by updating changes in prices of various goods and services that a typical urban family might buy. The price changes are calculated from fall to fall.

The BLS defines its urban family of four as a 38-year-old husband employed full-time, his non-working wife, a boy of 13 and a girl of 8 years of age. The spouses have been married for about 15 years, the family is settled in the community and the man is an experienced worker.

Since then, it's up another $12

The AFL-CIO's Research Dept. estimates that if the intermediate budget is brought up to date to reflect current prices and taxes, the average urban family would need an additional $12.13 a week, or $341.10, to maintain that manner of living.

BLS budgets vs. U.S. minimums

This table compares the highest clerk and reporter top minimums and the highest reporter starting minimums in 22 urban U.S. areas as of April 1 with the weekly cost of the Bureau of Labor Statistics' latest lower, intermediate and higher family budgets for those areas. The BLS budgets are for the last autumn and do not reflect later increases.

	Clerk Top*#	Lower Budget	Reporter Start*	Middle Budget	Reporter Top	Higher Budget
U.S. average	$187.02	$201.56	$220.18	$328.96	$351.23	$484.65
Boston	231.25	220.79	361.50**	396.33	411.50**	599.98
Buffalo	190.24	205.40	200.53	351.88	406.91	515.73
New York	256.36	214.52	457.27	384.08	486.27	608.75
Philadelphia	196.24	209.56	251.85	342.15	413.94	498.71
Pittsburgh	199.00	196.46	226.00	317.62	385.00	461.85
Portland, Me.	182.76	209.69	224.40	338.04	325.00	476.85
Chicago	197.63	207.48	290.94	333.27	437.40	480.88
Cincinnati	190.14	191.15	207.09	318.21	348.34	447.87
Cleveland	208.14	201.46	228.28	334.83	395.04	480.96
Detroit	212.77	200.00	248.45	335.13	406.30	491.35
Indianapolis	184.75	195.75	185.75	321.06	311.95	457.81
Minneapolis-St. Paul	189.00	201.37	230.00	342.56	422.00	502.27
St. Louis	194.59	193.13	263.57	314.94	439.67	455.44
Baltimore	206.00	207.62	213.00	330.85	400.00	486.69
Washington	247.50	213.15	265.65	346.65	529.50	508.73
Bakersfield	190.16	194.60	197.78	301.65	347.12	427.67
Denver	193.00	195.92	248.00	321.37	419.00	468.79
Los Angeles-Long Beach	226.17	214.12	220.65	329.35	388.36	497.69
San Diego	204.11	203.67	203.88	340.79	391.25	479.00
San Francisco-Oakland	213.43	223.10	259.66	356.13	428.38	527.27
Seattle	213.75	219.17	265.00	330.98	402.85	470.90
Honolulu	237.97	225.38	337.75	401.60	411.00	613.40

Lowest-paid clerical classification.
* Highest minimum in cities where there is more than one contract.
** Outside ad-sales minimum, editorial department not covered by Guild contract.

2 more bills would outlaw search ruling

Washington—Two more bills have been introduced to nullify the Supreme Court's decision that allows police to rummage through newsroom files armed with search warrants.

Their introduction in the Senate followed introduction of a narrower bill in the House.

One Senate bill—the Personal Privacy Act, S. 3162, by Robert Dole (R-Kan.)—would extend protection from wide-ranging searches to everyone, not only newspapers.

The second measure—the Citizen's Privacy Protection Amendment, S. 3164, by Birch Bayh (D-Ind.)—would do the same.

An earlier measure, the Press Protection Act, H.R. 12952, by Robert F. Drinan (D-Mass.), would apply only to newspapers.

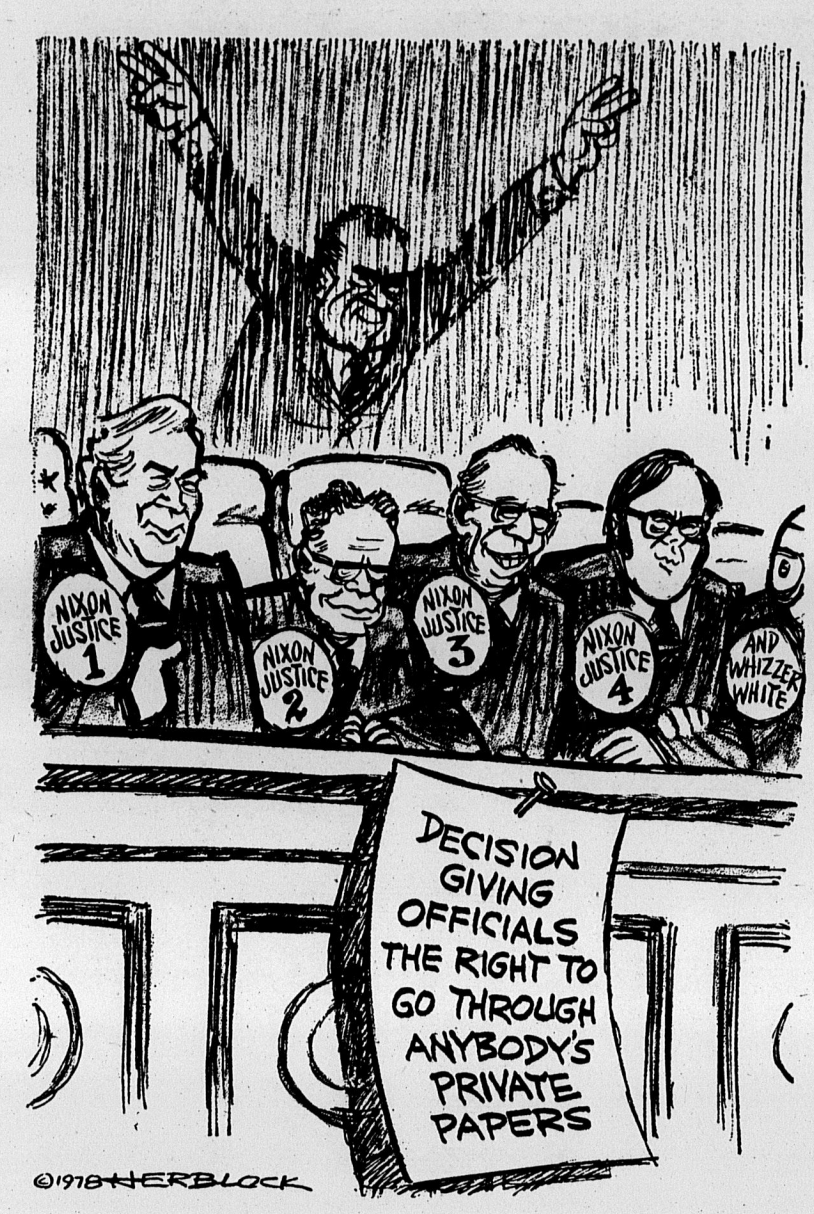
All the bills come as a result of the court's decision that newspapers have no special Constitutional right to be warned of a court-approved search, nor a right to contest such a search [Guild Reporter, June 9].

When the searchers apply for a subpoena, such warning is given. But search warrant procedures are ex-parte—sought by one party only, with no requirement that the second party be notified.

The Dole and Bayh bills, however, provide that the subpoena route could be skipped if the material sought was in danger of imminent destruction by those who possess it.

Otherwise, they require that the searchers get a subpoena, giving the material's possesser the chance to object in an adversary proceeding.

Meanwhile, Deputy U.S. Atty. Gen. Benjamin Civiletti said that the Justice Dept. would draw up guidelines to limit federal searches of newsrooms that would favor subpoenas over search warrants, admitting, however, that the federal guidelines would not apply to local police and courts.



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Voice is banned, Mayet detained

Johannesburg, South Africa—The black-oriented newspaper that replaced the banned World has itself been banned by the apartheid regime here.

And the South African Parliament has passed sweeping legislation that could be used to stop overseas contributions for any project which a new, government director of fund-raising disapproves, possibly even TNG's Phillip Mtimkulu Defense Fund.

The new law requires all private fund-raising organizations to register, state exactly the use to be made of the funds and permits interrogation of an organization's members and seizure of its files.

The censorship board gave no reason for closing on June 15 the church-sponsored Voice, a weekly that employed a number of black journalists from the former World.

Meanwhile, Juby Mayet, a former official of the banned Union of Black Journalists, was detained by security police May 29, barely more than a month after she and Phillip Mtimkulu were aquitted of charges of illegally withdrawing UBJ funds from a bank [Guild Reporter, May 21].

Mayet had been working as acting slotperson of the Voice when she was picked up under the country's Internal Security Act, which provides for indefinite detention without trial.

Mtimkulu was taken in for questioning the same day and released nine hours later.

Arrested and held in indefinite detention in addition to Mayet was another black journalist, Isaac Moroe, who is being held under the Terrorism Act.

The Voice's editor, Revelation Ntoula, was arrested "for questioning" June 15 and was still being held at last report. The assistant manager, Zakes Mofokeng, was released June 10 after spending some time in detention.

Three other black journalists were arrested in Soweto June 16 outside a massive memorial service for those slain last year in the black encilave. The three, Alfred Kumalo, a free lance, and Thami Mazwai and Kingdom Lolwane of the Johannesburg Post, were charged with obstructing police and were released on bail. Mazwai is national secretary of the Writers Assn. of South Africa.

In a telegram to South Africa's prime minister, John Vorster, TNG President Charles A. Perlik, Jr., called for the immediate release of Mayet and other journalists being held without trial by the government.

The arrests make a "hollow gesture" of the government's release earlier of Percy Qoboza, former editor of the World, Perlik said.

Meanwhile, the Writers Assn. of South Africa, formed after the UBJ was banned, started a Mayet-Mtimkulu Defense Fund, launched with money received from TNG's Phillip Mtimkulu Defense Fund.

Mtimkulu spoke to TNG's Honolulu convention last year.

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DAY BOOK

International Executive Board, fall meeting, Oct. 16-19, TNG headquarters, Washington.

Western District Council, fall meeting, Oct. 21-22, Eugene Hotel, Eugene, Ore.

Middle-Atlantic District Council, fall meeting, Oct. 28-29, New York.

Midwest District Council, fall meeting, Nov. 18-19, Kenosha, Wis.

Great Lakes District Council, fall meeting (tentative), Nov. 18-19, Buffalo.

As they put it

Services vs. resources

The past year was unusually active and productive for TNG:

✓ Membership climbed to all-time highs in six of the last seven months of the fiscal year;

✓ We won bargaining rights for nearly 1,000 people, the third highest annual total in the past 20 years;

✓ The average two-year salary and fringe-benefit increase negotiated at the reporter top-minimum level increased for the third consecutive year to a high second only to 1972's record;

✓ The number of contracts with a reporter top minimum of $400 or more nearly doubled, to 43;

✓ We undertook the most extensive legislative campaign in our history on behalf of long overdue reform of U.S. labor law . . . an extraordinary legislative effort for a union of the Guild's size and resources;

✓ The International Executive Board, as directed by the 1977 Convention, revised the Guild's Collective Bargaining Program and Convention Recommendations for submission to the 1978 Convention;

✓ TNG's Special Merger Committee, authorized by the 1977 Convention to "begin the blueprinting" of a merger with the International Typographical Union, embarked upon a series of merger discussions with a counterpart committee of the ITU.

✓ Defense Fund assets increased to an even two million dollars and there was an increase in liquidity as well.

✓ Our net worth held steady and General Fund income rose to a new high.

Which brings us to General Fund expenses, and there, as the IEB notes, is the rub. For despite our best efforts to contain them, expenses rose even faster than income, and once again we ended the year with a General Fund deficit.

Worse still, without an immediate and sizable infusion of new income, the IEB found that it could not reasonably project a balanced budget for the new fiscal year without reducing staff or services, or both.

Describing it as a "slow form of suicide for the union," the IEB rejected this approach. Instead, it proposes to the 1978 Convention a per-capita and dues increase program that would enable TNG not only to balance its General Fund budget without reduction in services but also to expand on its field staff while providing much-needed additional income to Guild locals as well.

"The alternatives to recasting and improving our financial structure are too regressive for any viable trade union to consider," the IEB said in a special resolution setting forth its program. "The Guild can no longer curtail or abandon existing membership services. It can no longer put off adding new ones demanded by the times."

The Guild can serve its members, and those who should and want to become its members, usefully and effectively only if it is adequately staffed and financed. And, as the IEB says:

"There's no way to bring about that except by digging a little deeper and coming up with more funds from the only important source we have, the source that already produces over 95 percent of TNG's revenue. In a word, ourselves."

—From the Introduction to the 1978 TNG Officers' Report

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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