

Full COLA-plus to bring Eugene 14-percent raises in six months

Eugene, Ore.—Minimums are increased by 14 percent—producing raises of as much as \$58.25 a week and top minimums as high as \$482.25 a week—in the first six months plus a day of a new, three-year Eugene Guild contract with the Register-Guard.

An additional \$5 per week per covered employee is diverted to purchase of supplemental pension benefits under TNG's International Pension Plan.

Over-minimum wages are increased to maintain dollar differentials.

The minimums are raised under a formula making the increases two percent plus the percentage increase in the U.S. Consumer Price Index for the 12

months ended with September.

The same formula will be used to establish raises and new minimums in the contract's second and third years.

If the July-September rate of inflation, as measured by the Urban Wage-Earners' Index, continues unabated, the formula would increase minimums by more than 15 percent in each of the next two years—by as much as \$76.75 a week in the contract's second year and by up to \$88.75 in the third.

If the October-September consumer price index increase plus the two percent exceeds nine percent—as it did this year—the increase is divided. Nine

percent is effective the first Sunday in November and the balance, calculated on the minimums produced by the November raise, goes into effect the first Sunday the following May.

Raises and new top minimums produced in application of the formula in the contract's first year include—after diverting \$5 per employee per week to pensions Jan. 1:

✓ **Copy editors** (highest minimum in the contract)—\$58.25 (\$40.25, minus \$5, plus \$20), to \$482.25 a week.

✓ **Artists, copy writers, photographers, reporters**—\$55.50 (\$36.50, minus \$5, plus \$19), to \$461.25 a week.

Starting minimum for these jobs in-

creases a net of \$36.50, to \$314.75 a week.

✓ **Circulation district supervisors**—\$53 (\$35, minus \$5, plus \$18), to \$441.75 a week.

✓ **Outside ad salespersons**—\$51.25 (\$34, minus \$5, plus \$17.25), to \$427.75 a week.

Commissions for outside salespersons, classified telephone and counter salespersons also are improved.

✓ **Classified telephone salespersons**—\$32.50 (\$23, minus \$5, plus \$9.75), to \$284.75 a week.

✓ **Classified counter salesperson**—\$34.25 (\$20.75, minus \$5, plus \$18.50), to \$314.75 a week.

(Continued on Page 2)

The

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San Diego raises ad, news tops by \$83, to \$497

San Diego—Minimums are increased by at least 20.3 percent in the first 18 months of a new two-year San Diego Guild contract with Copley's Union and Evening Tribune.

A series of upgradings increases some by two percent to nearly 16 percent more over the same period.

Straight-time wages of covered employees paid more than the minimums are increased the same dollar amounts as the minimums for their jobs.

Top minimum for **artists, copy editors, outside ad sales persons, photographers and reporters** is increased a total of \$83.91, to \$497.16 a week.

Raises are \$33.06 retroactive to June 4, \$13.39 Dec. 3, \$22.98 June 2, 1980, and \$14.48 Dec. 1, 1980.

Starting minimums for the same jobs is increased by \$43.74, to \$259.07 a week, over the same period.

Among other classifications, increases and resulting top minimums include:

Circulation district managers—\$78.07 (\$30.76, \$12.46, \$21.38, \$13.47), to \$462.53.

The starting minimum is increased by \$51.40, to \$304.52 a week.

Classified telephone sales, classified counter, classified copy control—\$64.43 (\$25.38, \$10.28, \$17.65, \$11.12), to \$381.73.

Senior clerk, stenographer,

(Continued on Page 4)

Contracts end Sudbury Star strikes Nov. 1

Sudbury, Ont.—Members of three unions ratified settlements Nov. 1, ending strikes that had closed Thomson's Sudbury Star for four-and-a-half months.

Members of the Northern Ontario Guild, Typographical Union and Pressmen's Union returned to work the next day and the Star resumed publication on Nov. 3.

Settlement was reached at 1:30 a.m. Oct. 31 during a mediation session in Toronto.

The Guild's settlement provides for a wage increase over two years of almost 30 percent for persons in some classifications

(Continued on Page 4)

Fight sexual harassment, council is urged

Detroit—Sexual harassment on the job may be as blatant as a "grab" or the promise of "a favor for a favor" or as subtle as being led to believe that promotions will be denied or that distasteful assignments will become the rule.

Whatever its form, the Guild, its locals and members should use every available means—from their contracts though the law—to eliminate it, members of a panel on the topic told the Great Lakes District Council's fall meeting here Nov. 3.

Laws against extortion—the use of fear or power to obtain something from someone else—may be useful in the effort, one of the panelists, a Detroit judge, suggested.

The panel, during a meeting hosted by the Detroit Guild, is believed to be the first on the subject in the Guild. It attracted about 45 leaders and members

of council locals. One of the participants described the 2½-hour session as "consciousness raising" and expressed the hope that others would be held.

Carol King, Michigan president of the National Organization for Women, reported that 85 percent of the respondents in a recent

survey by the Michigan Task Force on Sexual Harassment in the Workplace reported that it was a major problem for them.

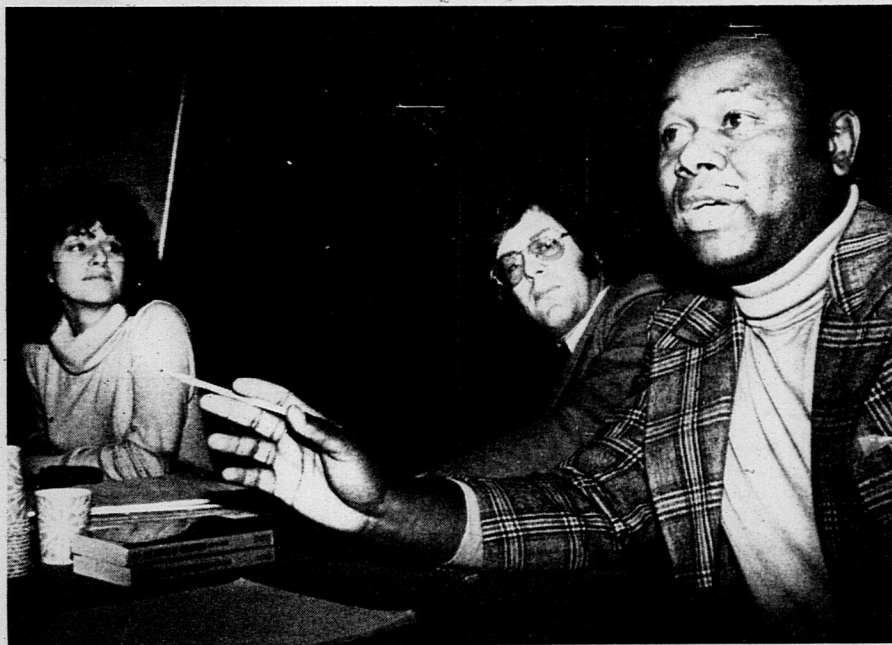
"Sexual harassment is when someone makes you think you will get in trouble or lose your job if you don't give in to their sexual advances or put up with

their sexual remarks and actions," King said.

It is an uncomfortable issue to discuss, just as rape is; but more and more women are finding the courage to strike back, she said.

"Because women are made to feel 'you brought it on yourself,'

(Continued on Page 6)



Ron Unternahrer/Detroit Guild

DETROIT JUDGE LEONARD TOWNSEND (RIGHT) LABELS SEX HARASSMENT 'EXTORTION'

Also on panel at Great Lakes Council: Carol King of NOW, Howard Simon of the ACLU

STUDY UNCOVERS A NEW ONE

Fewer chains have more papers

Washington—There are four fewer daily newspaper "groups" now than a year ago but the number of dailies they own has increased to 63.2 percent of all published in the United States from 60.8 percent a year ago, and their papers' circulations are 73.9 percent of the nation's total, up from 72.1 percent.

These are among the findings in the annual survey of chain ownership of newspapers by the John Morton Newspaper Research arm of the John Muir & Co. investment firm.

Its "perusal" of newspaper directories and

circulation audit reports also revealed a chain to 10 small dailies in Pennsylvania, Indiana and New York that are not listed anywhere as having common ownership and do not go under a group name, Morton reported.

"We herewith dub them the Satterwhite Group, after Henry Satterwhite, former board chairman of Allegheny Airlines, who heads the investment group that has acquired the papers," Morton said.

The decline in the number of chains to 163, (Continued on Page 2)

TMI coverage called balanced, on balance

Washington — The press generally gave the Three Mile Island nuclear generator accident last March balanced coverage despite confusion and contradictory statements from sources supplying information.

That was among the conclusions of the President's Commission on the Accident at Three Mile Island in a report to President Carter Oct. 30.

"While the media can be criticized for missing some stories and failing to provide a context for others, they were generally not guilty of the most common criticism leveled at them: that they presented an overwhelmingly alarming view of the accident," the commission said.

While saying it found no systematic attempt at a "cover up" by sources, the commission said

"there were serious problems with the sources of information, how this information was conveyed to the press and also with the way the press reported what it heard."

The commission said that the Metropolitan Edison Co., operator of the reactor, and the Nuclear Regulatory Commission had "clearly not" served "the public's right to know."

"Both institutions suffered from a lack of planning, an absence of specialists in disaster public relations, a shortage of technical briefers strategically placed throughout the system and an inability to correct these shortcomings in the pressure of the moment," the commission said.

It also said that there were "a few notable examples of irresponsible reporting and some visual images used in reporting tended to be sensational."

"Another severe problem was that even personnel representing the major national news media often did not have sufficient scientific and engineering background to understand thoroughly what they heard, and did not have available to them people to explain the information," it said.

"A combination of confusion and weakness in the sources of information and lack of understanding on the part of the media resulted in the public being poorly served," the commission said.

The comments came in the "overview" section of its report and in a 13-page summary of a study-group report on public information. The full-report of the group was not yet ready.

Coverage of the accident by 43 papers was examined and except for two, the papers did not sensationalize or overplay the story, the report concluded. It said the two exceptions were the New York Post and the Daily News. The managing editors of the two papers disagreed, with Craig Ammerman of the Post saying that the commission "ought to stick to nuclear power and stay out of journalism."

The 12 members of the commission include Carolyn Lewis, associate professor of journalism at Columbia University.

Oil-tax message urged

Washington — U.S. Guild locals, members and officers have been urged to press for a tough windfall profits tax on the oil companies.

In a letter to U.S. locals Oct. 25, TNG President Charles A. Perlik, Jr., said the Carter administration's tax plan faces significant weaknesses in a version reported out by a Senate committee.

He urged that resolutions and other communications urge senators to approve a windfall profits tax closer to that passed by the House.

Perlik said the House version would raise \$273.4 billion between 1980 and 1990, while the Senate version would come up with only \$141.7 billion.

"This is important," Perlik wrote. "Ninety percent of what we do in the Guild concerns collective bargaining. But we can bargain forever and see our gains taken away by marketplace profiteering."

The Carter plan would use tax receipts to pay for alternate energy sources, mass transit and help to those with low incomes.

Perlik attended a White House briefing Oct. 25 as a member of the National Citizens' Coalition for the Windfall Profits Tax.

The coalition is headed by New Jersey Gov. Robert Byrne, AFL-CIO Building Trades President Robert A. George and others prominent in labor and civil rights.

er-paid classification of reporters, photographers, artists and copy editors, resulting in a total increase of \$116.26.

Among other classifications, increases and resulting top minimums include:

Data processing supervisors, circulation district representatives, circulation assistants, circulation supervisors, production co-ordinators, classified salespersons, display salespersons — \$96.26 (\$19.75, \$25.50, \$29.36, \$21.65), to \$502.76.

Classified solicitors — \$67.01 (\$14.12, \$17.66, \$20.28, \$14.95), to \$347.25.

Foreign, sports, financial, head copy, photo and other editors — \$96.26 (\$19.75, \$25.50, \$29.36, \$21.65), to \$573.26.

Intermedia accounting, credit and payroll clerks — \$59.66 (\$12.50, \$15.74, \$18.09, \$13.33), to \$309.61.

The mileage rate for employees authorized to use their cars on company business rises one cent in each year, to 23 cents. The rate for those who use their cars occasionally also rises three cents, to 20.

Craft unions settled earlier.

Fewer chains have more papers

(Continued from Page 1)

from 167 last year, reflects the absorption of some by others and "several cases" of a two-paper group suspending one or merging the two into one, Morton replied.

Total number of dailies owned by the chains is 1,115, with seven of them owned jointly by two groups. All seven are small papers, he reported.

He emphasized, as previously, that many of the groups listed are "tiny companies publishing two or three papers of small circulation." He pointed out that 49 of the groups publish but two papers, 32 publish but 3 papers each and 14 publish but 4.

Among the two-paper chains listed are Independent Publications (the Philadelphia Bulletin), ranked 23rd in circulation; Affiliated Publications (the Boston Globe), ranked 24th and Pulitzer Publishing Co. (the St. Louis Post-Dispatch), ranked 31st.

Among the three-paper chains are the Washington Post Co., ranked 17th in circulation; K. Rupert Murdoch's News America Publishing Corp., ranked 15th, and the Oklahoma Publishing Co., ranked 35th.

Among the four-paper chains are Block Newspapers (Toledo and Monterey), ranked 27th; the Evening News Assn. (Detroit News), ranked 18th, and McClatchy Newspapers, ranked 29th.

Totally, there are 95 groups with fewer than five papers each. Among them they own 250 papers.

The 68 chains that have five or more papers each own 865 papers among them, just over 49 percent of all the papers in the United States, according to Morton's figures. Those 865 papers account for 60 percent of the nation's daily circulation.

Morton's list also shows that the 50 chains with the most cir-

culation owns 698 papers that sell 65 percent of the nation's daily circulation; that the 25 chains with the most circulation own 434 papers that sell 54 percent of daily circulation and that the top ten chains, by circulation, own 286 papers that account for just under 37 percent of daily circulation.



Canadian FOI bill viewed favorably

Ottawa—The Clark government's Freedom of Information Act has drawn generally favorable response from a leader in the movement to bring more government information to the public.

Peter Rock, of Rock & Nolan barristers-solicitors here, said, however, that there were three main areas in which the bill should be improved.

Rock is a former president of ACCESS: A Canadian Committee for the Right to Public Information and was a member of the bar association group that earlier prepared a "model" measure.

TNG is affiliated with ACCESS and the Guild's International Executive Board, at its meeting here Oct. 15-18, urged that the bill conform to the ACCESS/bar association draft.

Rock said, first, that the government bill does not define adequately the term "advice."

He said he fears that conservative Canadian courts would not allow case-law definitions of "advice."

He prefers the U.S. case-law definition that advice is an opinion given by a subordinate to a superior upon which no action is taken.

Second, Rock said, an exemption concerning federal-provincial relations should be tightened.

Finally, he said, exemptions covering disclosures that "could reasonably be expected to cause injury" should be changed to provide exemptions only in cases in which disclosure would "substantially and adversely" affect security.

The government's bill was tabled (introduced) in Commons on Oct. 24 and quick action was promised.

The legislation provides that all government information should be available to the public with certain exemptions.

The current principle is that nothing should be released unless it is specifically tagged for public disclosure.

"The new legislation turns that principle upside down," Iain Hunter observed in the Ottawa Citizen.

Exempted under the government bill would be these categories of information:

✓ Information obtained under federal-provincial agreements for confidentiality or which might harm federal-provincial negotiations; information which might harm international relations or prevent suppression of "subversive or hostile activities," and information that would harm law enforcement, individual safety or the nation's economic interests.

✓ Personal files on individuals except those relating to the official duties of public servants.

✓ Information provided by private firms which could harm their competitive positions.

✓ Cabinet records, except discussion papers, advice from public servants to ministers, government testing procedures, legal

opinions and disclosure restrictions imposed by other legislation.

The bill also provides a two-tier system for appealing refusals of disclosure.

The first appeal would be to an "information commissioner," who would make recommendations, and the second would be to the Federal Court of Canada. It would make binding decisions.

The government could not refuse to supply information to the commissioner or his or her staff on grounds of national security and government employees who refuse information to the commissioner would be liable to fines of up to \$1,000.

Complementary legislation to loosen restrictions on the release of public information contained in the Official Secrets Acts also is expected to be introduced.

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The candidate, police officer William Riley, charged that publication of allegations that he often had been reprimanded violated his First Amendment rights and privacy.

Riley lost the Nov. 6 election. Oliver spent seven hours in federal custody when first cited for contempt, then was freed pending her appeal to the circuit court.

The appeals court did not comment on the merits in dismissing

Canada ponders embargo of its newsprint to Guyana

Toronto—Canada's External Affairs Minister has raised the prospect of the nation halting newsprint shipment to countries whose governments withhold it to opposition newspapers.

Flora MacDonald, speaking to the Inter-American Press Assn. convention here in mid-October pointed particularly to Guyana where, the convention was told earlier, the government has cut off newsprint and other supplies to the Mirror, a Georgetown paper editorially opposed to the government of Prime Minister Forbes Burnham.

A parliamentary committee will soon be set up to review foreign relations and aid and will study the situation, MacDonald said. "There is no aspect of rights



Raymond Crowell/Merkle Unit/Washington-Baltimore Guild

Briefing on bargaining

Donald C. Kummer, left, the Detroit Guild's new administrative officer, and Victor A. Ciuccio, center, hired by the Denver Guild as administrative secretary earlier this year, go through TNG's bargaining program and model

contract at TNG headquarters with Richard J. Ramsey, executive secretary of TNG's Contracts Committee. The pair also met with others on TNG's administrative staff during two days in Washington late in October.

Court lifts jail threat to Chester leader

Philadelphia — Geraldine M. (Gerry) Oliver, Philadelphia Guild unit chairperson at the suburban Delaware County Daily Times, was freed Nov. 2 from the threat of being jailed for refusing to name her news sources.

A ruling by a three-judge panel of the Third Circuit Court of Appeals overturned a contempt citation issued by a federal district court judge four days earlier when Oliver refused to say who told her of a mayoral candidate's background.

The candidate, police officer William Riley, charged that publication of allegations that he often had been reprimanded violated his First Amendment rights and privacy.

Riley lost the Nov. 6 election. Oliver spent seven hours in federal custody when first cited for contempt, then was freed pending her appeal to the circuit court.

The appeals court did not comment on the merits in dismissing

the case against Oliver.

Three other reporters—from the Daily Times, Philadelphia Inquirer and Philadelphia Tribune also were called to testify. But they were not asked about their sources.

Elsewhere, meanwhile:

In Atlanta, subpoenas against ten reporters in the Bert Lance case were quashed Nov. 5 on grounds they were irrelevant and

lacked materiality.

Lance's lawyers sought to question the reporters and see their notes from coverage of a federal grand jury investigation of Lance and three other men who have been indicted on bank fraud and conspiracy charges.

Threatened were six reporters from the Atlanta Journal, New York Times, Washington Post and Wall Street Journal.

In Albany, State Assemblyman Steven Sanders has introduced a bill he says would fill loopholes in the New York shield law.

"The present law is perfect on paper but seriously flawed when viewed from the vantage point of experience and a dramatic rise in the use of subpoenas against reporters," Sanders said.

A hearing will be held Nov. 19 at the New York Bar Assn.

More courts close; change due?

Washington — The Supreme Court Nov. 5 hinted it might be getting ready to clarify its controversial ruling that press and public don't have a constitutional right to attend criminal court proceedings.

The court's action—actually a failure to act—came three days after the Reporters Committee for Freedom of the Press released a study showing that in the last six months there have been 81

attempts to close criminal court rooms and that nearly sixty percent were successful, at least for a while.

The Supreme Court on Nov. 5 declined to hear an appeal from a New York Court of Appeals ruling that a person's constitutional right to a public trial is violated if any part of that trial is closed "without a factual showing of compelling reasons."

The court—highest in New York—said that whenever that happens, the conviction should automatically be overturned even if there was no proof that the right to a fair trial was harmed.

That, the state court said, "is the only realistic means to implement the constitutional guarantee that the accused shall enjoy the right to a public trial."

In July, the U.S. Supreme Court ruled in Gannett vs. DePasquale that press and public have no constitutional right to attend court proceedings. While the case involved a pretrial hearing, the five-to-four ruling by Justice Potter Stewart did not address itself only to pretrial proceedings.

Some interpreted this to mean that press and public have no right to attend a trial itself if a defendant waives a public trial.

The Reporters Committee in its latest summary of its "Secret Court Watch" monitoring project—started after the DePasquale ruling—said that "several trends continue to emerge" in efforts to close criminal court proceedings:

✓ Judges are closing pre-indictment, trial and post-trial proceedings, in addition to pretrial proceedings.

✓ Proceedings are being sealed for such reasons as embarrassment to witnesses or defendants—in addition to prejudice to the defendant's right to obtain an impartial jury.

✓ Sealings are being accompanied by direct prior restraint orders on publications. In most cases, prosecutors are not making any objections.

Forty-eight of the 81 cases since July 2 were either "initially enforced or upheld on appeal," the committee reported.

Twenty-nine of the 81 closure motions were refused or withdrawn, in three there were "direct prior restraints on publication" and in one a motion for closure was pending.

Fifty-nine of the 81 proceedings involved were pretrial, 15 involved actual trials or convictions, four were post-trial, three were pre-indictment hearings.

84 strike at Superior Paint

San Juan — Commonwealth mediators were attempting Nov. 1 to assist in settlement of a strike by 84 Puerto Rico Guild members that has closed the Superior Paint factory here.

The production, maintenance and transport workers struck Oct. 23 after management proposed raises of 20 cents an hour, 15 cents an hour and 20 cents an hour in each of three years.

Wages currently range from \$2.95 to \$4 an hour. The employees voted for representation by the Guild in an election on June 22. There were 65 votes for the Guild, 16 for no union and three for an independent union that had represented the employees.

Mediators scheduled a session for Nov. 1 after holding one on Oct. 30.

COPE drive called faster

Ottawa — Contributions to the AFL-CIO's Committee on Political Education "are continuing at the somewhat accelerated level of last year," David J. Eisen, TNG Research & Information director, reported to the International Executive Board at its fall meeting.

Since post-convention TNG mailing to U.S. locals, four have responded, he said: Manchester with \$20, Central California with \$14 and San Francisco-Oakland with \$56.40—all from individual contributions—plus \$180 from the Scranton Guild for COPE's registration and educational funds.

Eugene wins COLA-plus

(Continued from Page 1)

\$13.50, to \$259.75 a week.

✓ **Librarian**—\$47 (\$31.50, minus \$5, plus \$15.50), to \$395.75 a week.

✓ **News aides**—\$30.50 (\$21.50, minus \$5, plus \$9), to \$269.75 a week.

✓ **Maintenance technicians**—\$57 (\$37.50, minus \$5, plus \$19.50), to \$473 a week.

✓ **Computer programmers-operators**—\$59.50 (\$36, minus \$5, plus \$23.50), to \$454.50 a week.

Total net first-year increase for the lowest paid clerk-typist at top minimum is \$22.75, taking him or her to \$209 a week.

In addition to the \$5 diversion to pensions Jan. 1, the Guild and

company may meet to discuss additional diversions Jan. 1, 1981 and 1982.

Among contract weakenings accepted by the local in the settlement was exclusion of a net of 11 jobs from contract coverage, including some that were found ineligible by the National Labor Relations Board in a unit clarification proceeding.

A mileage-reimbursement escalator is added that will raise the 18-cent rate one cent for each 10-cent increase in the cost of gasoline at local outlets.

The Register-Guard is a family owned daily with about 60,000 circulation Mondays through Fridays and about 65,000 on Saturdays and Sundays.

Consult first, Canadians directed

Ottawa—TNG's International Executive Board has directed locals in Canada not to submit TNG's Canadian Model Contract to an employer without first consulting with TNG's Contracts

Committee in Washington.

The IEB, acting at its fall meeting, pointed out that TNG is studying revisions of the Canadian Model Contract based on analyses by Canadian counsel.

San Diego top hiked \$83 over 18 months

(Continued from Page 1)
keypunch operator — \$51.15 (\$20.15, \$8.16, \$14.01, \$8.83), to \$303.07.

Copy person—\$38.23 (\$15.06, \$6.10, \$10.47, \$6.60), to \$226.48.

A reopener is provided for wages for the year beginning June 8, 1981, with the rest of the contract remaining as is. But if the reopener fails to produce agreement on wages, the entire contract will be open for renegotiation.

Guild members Oct. 29 ratified the settlement by a vote of 250 to 125. Two weeks before they had sent their bargainers back to the table by rejecting the agreement by 167 to 130. There was criticism of the failure to win a cost-of-living escalator in addition to the increases won.

Circulation dock co-ordinators are upgraded, receiving a top-minimum increase of \$83.78, to \$389.89, and, a starting-minimum increase of \$96.42, to \$328.61. The progression period from starting to top minimum is increased a year, to four years.

Library employees' also are upgraded, with the former classification of library clerk eliminated and new ones called library assistants and library technicians taking its place.

Top minimum for the assistants goes to \$275 immediately and to \$306.33 Dec. 1, 1980, \$84.42 higher than the old clerk top and a 15.9 percent upgrade.

Top minimum for technicians goes to \$253.80 immediately and to \$282.71 next Dec. 1, \$60.80 higher than the old clerk top and a 6.3 percent upgrade.

Top minimum for Union editorial TV clerk is increased to \$300.48 a week, a 7.9 percent

upgrading; that for advertising transient collectors goes to \$314.92, a two percent upgrading, and that for advertising ledger collectors goes to \$344.22, a 12 percent upgrading.

Circulation collection bonus is raised to \$50 per month plus \$2 for each carrier more than 20 if collections are made by the 10th of the month. The bonus had been \$40 and \$1.

Vacation district managers' bonus is raised to \$5 per day to a maximum of \$25 per month from \$4 and \$20. The bonus for regular relief district managers rises to \$2.50 and \$12.50 from \$2 and \$10.

Maximum payment under the Aetna health insurance plan rises from \$50,000 to \$150,000. The employer will pay \$57.04 a month toward cost of dependent coverage, up \$13.08. The Union-Tribune will continue to pay full cost of employee coverage.

Company payment toward dental insurance is up \$2, to \$17.96 per employee per month. A vision care program is added with the company paying up to \$5.35 per employee per month. The vision plan will become effective on July 1, 1980.

A provision for company-paid periodic "screening" of employees' sight, with employees to receive the result, also is added.

Among retrogressions, 13 classifications were removed from contract coverage and an option of severance pay instead of pension for employees retiring with 25 years of service was dropped from the contract.

Also dropped was severance pay for an employee not entitled to a pension who retires after 20 years because of illness or inability to work.

This is the first such plan at any North American Thomson paper, Guild President Peter De-



Pat Rushton/Wilkes-Barre Guild

Look at the ...

Bob Manganiello, one of two Typographical Union members working as photographers for striking Wilkes-Barre newspaper unions' interim daily, the Citizens' Voice, appears to be shooting closeup of bird on fence. Actually its

a ball game inside the fence on which he's focusing the camera's lens. Struck Wilkes-Barre Times Leader employed no photographers of its own, farming photo work to commercial studios in the Wilkes-Barre vicinity.

Contracts end strikes in Sudbury

(Continued from Page 1)

and of nearly 17 percent for persons at the reporter top minimum.

It also provides fully company-paid prescription and dental plans with the Guild selecting the carrier and the company administering the plan.

Publisher-payment will be \$21 per employee per month for family coverage and \$9.60 for individual coverage.

This is the first such plan at any North American Thomson paper, Guild President Peter De-

silets told the Guild Reporter.

He called the settlement a victory for the unions. Desilets is spokesperson for the three-union council.

Guild members voted to ratify the settlement, 23-0. Typographical members ratified, 9-5; and the pressmen, 4-3.

If one or more of the unions had not ratified, the strike would have continued.

Guild members will get \$1,700 each in retroactive pay for the 14-month period since expiration of the last Guild contract. The retroactivity was figured on the reporter top minimum increase and applied to all members on a flat dollar basis. The reporter top is increased by 8.5 percent from May 1, 1978, and 8.46 percent from May 1, 1979.

Printers and pressmen will get \$1,500 to \$1,700 each in retroactive pay.

The Guild's two-year contract will expire April 30, 1980, and the craft unions' contracts June 30, 1980.

Reporters, photographers and deskmen receive a \$53.95 raise to \$355.95 a week, the minimum

in effect as of signing.

Sports, district and wire editors get the same raise, to \$365.95 a week.

Clerks, PBX operators, secretaries and librarians get a \$45.66 raise to \$199, to 29.8 percent increase. This was achieved by lengthening the progression period to top minimum from three to four years and incorporating an extra pay raise.

Circulators get a \$35.88 increase, to \$230.

Hours are reduced from 40 per week to 38.75 now and 37½ effective April 1, 1980.

Vacation entitlement is improved to four weeks after 12 years in 1979 and four after 11 next year, instead of after 14 years.

There will be no loss of seniority or vacation entitlement as a result of the strike.

The Guild reported there were no regressions in the settlement.

Printers' and pressmen's scale goes to \$375.06 per week. Employer payment to their pension fund will be \$1.75 per employee per week now and \$2 on the last day of the contracts.

Midwest Council examines organizing the organized

Gary, Ind.—The Midwest District Council was host to a seminar on "organizing the organized" at its fall meeting here Oct. 27-28.

Also at the meeting were two staffers from the Bloomington, Ill., Daily Pantagraph, where the Guild has filed a representation petition on behalf of 150 employees [Guild Reporter, Oct. 12].

The internal organizing seminar was conducted by Barbara Byrd, labor studies co-ordinator at Indiana University's college of continuing education.

Her father, Kenneth R. Byrd, was a TNG international representative in the late 1950s. He is now executive director of the San Antonio Light.

The council contributed \$100 to the Wilkes-Barre, Pa., strikers. Next meeting will be held in February in Pueblo, Colo.

The council's winter meeting will be Feb. 2-3 in Bakersfield.

West cautious of code bill

Honolulu—The Guild's Western District Council urged caution on U.S. criminal-code reform and asked for passage of bills dealing with insurance discrimination and plant closings at its Oct. 27-28 meeting here.

The council said two criminal-code revision bills in the Senate, S. 1722 and S. 1733, should be

stripped of provisions that endanger labor, press and civil freedoms.

It also joined the International Executive Board in urging passage of bills to eliminate discrimination in insurance and to protect against plant closings.

The council's winter meeting will be Feb. 2-3 in Bakersfield.

Contribute to UFW, Guild locals urged

Washington — Benefits and other lettuce-strike expenses are chewing up \$30,000 a week and the United Farm Workers union desperately needs help, Guild locals have been told.

TNG President Charles A. Perlik, Jr., wrote to all local presidents and treasurers Oct. 26, saying that the UFW cannot wait for International Executive Board action—"there need be immediate, and stark."

A UFW request for funds arrived too late for the IEB to act at its fall meeting Oct. 15-18.

"No international funds can thus be made available until the board meets again in January," Perlik said.

The farm workers are striking in California's Imperial Valley.

They have targeted the Bruce Church Co.'s Red Coach label as their No. 1 boycott objective, charging that the company refuses to bargain in good faith.

Gilbert Padilla, UFW secretary-treasurer, said that the \$30,000 a week soon will deplete a \$100,000 loan from the AFL-CIO.

At some points, the farm union has had 5,000 members on strike benefits, Padilla said.

Perlik asked that locals send contributions in care of Padilla at the UFW's office at 815 16th St., N.W., Room 807, Washington, D.C. 20006.

He also joined Padilla in asking that shoppers ask to see the union label on lettuce boxes and to raise the issue with store managers.

First pact at Labor Tribune takes reporter top to \$409

St. Louis—The reporter top minimum rises by \$84.35 over the term of an initial, three-year, seven-month St. Louis Guild contract with the St. Louis Labor Tribune and Southern Illinois Labor Tribune.

The top is established at \$325 after four years of experience retroactive to Sept. 1, 1980, and then rises by \$22.75 on April 1, 1980, \$27.80 on April 1, 1981, and \$33.80 on April 1, 1982, to an ending rate of \$409.35.

Top minimum for editors, reached after four years of experience, is set at \$344.50 and then rises by \$24.10, \$29.50 and \$35.80 (total, \$89.40), to an ending rate of \$433.90.

Advertising sales representatives are guaranteed \$150 a week. In the first year, they will be paid 25 percent commission; in the second, 30 percent; in the third, 35 percent, and after three years, 37.5 percent.

A full Guild shop is provided. Persons in the excluded positions of publisher, managing editor and advertising manager may do bargaining, unit work, but the publisher must maintain associate Guild membership and the other two must remit monthly dues.

There will be eight holidays.

Vacation is established at one week after one year of service, two weeks after three years, three weeks after five years and

four weeks after 15 years.

The employer will maintain present health care benefits.

A 19-cent mileage rate will be renegotiated in 1981, 1982 and 1983. Ad sales representatives will get \$150 a month allowances.

The St. Louis Labor Tribune, endorsed by the St. Louis Labor Council, has a paid weekly circulation of more than 100,000; the Southern Illinois Labor Tribune is endorsed by the Greater East St. Louis Central Labor Council and has more than 14,000 circulation.

The publisher voluntarily recognized the Guild as bargaining agent for the papers' nine advertising and editorial employees in February.

Mellus strike paper severs Guild ties, goes independent

Lincoln Park, Mich. — The weekly Downriver Reporter, started as an interim paper during the Detroit Guild strike against Panax's Mellus chain, has become an independently owned newspaper.

The paper no longer will have any connection with the Detroit Guild or TNG and will be published as a commercial venture.

The Mellus Unit on Sept. 7 voted to accept Mellus's last



Cesar says 'good morning'

United Farm Workers President Cesar Chavez, at right, greets commuters from Virginia suburbs of the nation's capital with "billboard" message as part of the campaign for consumer

support for the boycott of nonunion iceberg lettuce. Other UFW teams were at the three bridges that link Washington and its Virginia suburbs.

Argentine journalist, 'disappeared' two years, object of letter campaign

Luis Rodolfo Guagnini, 35, was a reporter for ten years for daily papers and magazines in Buenos Aires and was a correspondent as well for Italian Radio and Television and publications in Rome, Madrid and London before his arrest on Dec. 21, 1977—in mid-day on a busy street in the center of the Ar-

gentine capital of Buenos Aires. He is one of 57 journalists listed as "disappeared" in Argentina on a document in possession of the International Federation of Journalists.

Guagnini, his wife and two small children were forced into unmarked cars by men in civilian clothes and taken to an underground jail.

The children were taken to relatives a few hours later. Mrs. Guagnini also was released after she and her husband had been searched, threatened and interrogated, blindfolded, fettered and imprisoned for four days in a tiny cell.

She has had no word about

Guagnini's whereabouts or condition since, the IFJ reports.

Argentine authorities responded that they "know nothing about the situation of this person, but investigations continue," in June 1978 when the U.S. Embassy in Buenos Aires made an official inquiry about Guagnini.

Requests for information on the whereabouts and situation of Guagnini should be addressed to: Evmo. General Jorge R. Videla, Presidente de la Republica Argentina, Casa Rosada, Buenos Aires, Argentina.

Any responses received should be reported to the International Federation of Journalists through TNG.

Nov. 17 Monessen rally set

Monessen, Pa.—Msgr. Charles Owen Rice, the Mon Valley's "labor priest," will be featured speaker at a rally backing Pittsburgh Guild members who are striking the Thomson chain's Valley Independent.

The Nov. 17 rally is expected to draw elected officials, labor leaders and business people who are advertising in Valley Views, the strikers' interim weekly paper.

The Guild has been on strike for a new contract since April 20. Monessen Typographical Union is honoring picket lines.

Unit Chairperson Stephen Menzler said.

Mon Valley Central Labor Council is sponsoring the rally.

Meanwhile, a bargaining session Nov. 1 produced no movement by the company, Menzler said.

The Guild has been on strike for a new contract since April 20. Monessen Typographical Union is honoring picket lines.

The Guild Reporter, in its

A pair of corrections

Chairperson of TNG's 1979 Heywood Broun Award contest is Joseph F. Collis of Wilkes-Barre, a former TNG president and vice president. A typographical error resulted in his first name being incorrectly reported in the Oct. 26 Guild Reporter story announcing his appointment. It was correct in the outline for an accompanying picture.

Oct. 26 story about John P. McGoff, incorrectly reported that McGoff and Richard Mellon Scaife were partners in Global Communications Corp. and Sacramento Publishing Co. This was based on an incorrect report in Editor & Publisher. As the Guild Reporter has previously reported, however, McGoff and Scaife are partners in Sierra Publishing Co., which publishes the Sacramento Union.

IEB won't back amendment

Ottawa—TNG's International Executive Board has rejected as unnecessary a Victoria Guild proposal for a constitutional amendment the local said would prevent a Guild convention's granting restricted delegate status to local representatives as the 1978 Convention did for two Puerto Rico members.

The convention voted to seat the pair with the right to speak and vote only on matters not involving dues and fees or nomi-

nation and election of officers. The action came after the pair's delegate status was challenged for their having been elected by the local's executive committee, rather than at a membership meeting, when there was no membership quorum.

Noting the convention's statement that its action was in no way to serve as a precedent, the IEB pointed out that as the union's supreme authority a convention "can interpret the consti-

tution as it sees fit."

The Victoria proposal would, in effect, only state that the constitution means what it says, the IEB said.

Vice President Roger L. Stonebanks of Victoria said his local saw the convention's action as rewriting the constitution. He was recorded against the IEB rejection of the Victoria proposal.

At its fall meeting here Oct. 15-18, the IEB also rejected a Victoria proposal that the IEB adopt a policy that would bar TNG staff members "at all times ... from direct or indirect political involvement with convention delegates or locals."

TNG President Charles A. Perlik, Jr., pointed out during discussion of the proposal that never in his 25 years as an officer of TNG has any delegate complained directly to him of "pressure" from staff members. "I'd immediately go to the top if I thought I was being pressured," Perlik said.

Other board members said they felt the proposal was impossible to interpret and would be impossible to enforce.

Stonebanks was recorded in favor of his local's proposal, stating that he felt that staff at conventions should be "more or less as civil servants."

Stonebanks and Vice President Carlos J. Sutton of Washington-Baltimore were recorded in favor of an amendment, also defeated, that would have forbidden "active lobbying" instead of "direct or indirect political involvement."

Union-employee members get no dues exception—IEB

Ottawa—Employees of unions who are Guild members but who do not work under a Guild contract are not eligible for the lower-dues exception provided under TNG's Constitution for members working in a shop not under contract, the International Executive Board has ruled.

The exception applies "only to those members who work for a 'news publication ... in which there are employees eligible for Guild membership'" and is intended to allow locals and the IEB to set lower dues for those who could "probably ill afford the normal rate of dues" because they do not enjoy a contract's benefits, the IEB said.

TNG's 1978 Convention asked the IEB for an interpretation of the constitutional exception's application to Guild and other union employees after the cre-

dentials of Gerald J. Minkinen, Chicago Guild administrative officer, were challenged on grounds he had not been paying dues at the rates required during periods of reduced dues or during periods of full, regular dues in defense fund emergencies. While the challenge was rendered moot by Minkinen's payment of full back dues, the convention asked the IEB for a general interpretation of the constitutional question raised.

The IEB also held that lower dues rates under any of the 12 circumstances listed in the constitution are valid only if established under "a specific written agreement ... by and between the IEB and each local union" and that the requirement "is not satisfied by the adoption of local union by-laws followed by routine IEB approval."

Fight sexual harassment, council is urged

(Continued from Page 1)

as they are in rape, most incidences go unreported.

"Women in dead-end jobs are the major target of sexual harassment. They are undervalued, underpaid and work out of necessity so they are afraid to complain for fear of being labeled a trouble-maker and lose their jobs," she said.

King urged Guild leaders to educate and enlighten their women members of their rights under Guild contracts as well as their rights under law.

Documentation is essential, she said, urging victims to keep notes on when the problem occurred

and what was said. Communication with co-workers, telling them what is happening to you and asking if they have had similar problems, also is important.

"Be supportive of people you know who are facing this problem. Encourage them to resist and take action. If you observe sexual harassment, be courageous enough to offer to be a witness. Put yourself in the victim's place and remember that you will need encouragement and support if this ever happens to you. Above all, don't accept sexual harassment as 'the way things are' or as a joking matter," she said.

King said that although the majority of victims are women, men also sometimes are sexually harassed by female employers and some workers are harassed by homosexual members of their own sex.

Detroit Recorder's Court Judge Leonard Townsend said that sexual harassment is a criminal offense under Michigan's criminal sexual conduct law, the same that covers rape, when the harassment involves physical contact. If there is no touching, however, there can be no criminal action, under this statute, he explained.

He suggested that a case of sexual harassment when no physical contact has occurred might be made under another law that makes "illegal the use of fear or power to obtain something from a person; in other words, extortion."

The promise of "a favor for a favor" or the threat of adverse economic impact—demotion, dismissal or denial of promotion—would be the criteria, he suggested.

Townsend also pointed out that the conviction rate is minimal for defendants charged under the criminal sexual conduct law, especially in jury trials.

"In every case it was the citizens who returned the defendants to the streets. Attitudes must change if this crime is to be stopped," Townsend emphasized.

TNG Human Rights Co-ordinator Hannah Jo Rayl stressed the need for Guild locals to achieve and enforce strong contract language, as called for in TNG's Collective Bargaining Program, that prohibits discrimination in all forms, including sexual harassment. She urged Guild lead-

ers to be aware of and sensitive to the problem.

Shrugging off or making light of a grievance on this matter could result in the filing of a charge against a local, she cautioned. These complaints must be pursued with the same sincerity as other contract violations.

Where the contract language is inadequate to permit arbitration, locals should file a complaint on behalf of the individual with the appropriate state or federal agency, or assist the victim in filing such a charge, Rayl advised, reminding locals that TNG's Constitution requires TNG permission before any legal action is filed by a local.

A fourth panelist, Howard Simon of the Michigan Civil Liberties Union, cautioned that foes of affirmative action in employment of women and minorities are expected to try to negate through riders to major national bills the Supreme Court's approval of voluntary, remedial programs in its Weber decision. He urged Guild members to tell their representatives in Congress that they oppose such action.

Bereavement denial draws bias charge

Roseville, Calif.—The Central California Guild has filed an unfair labor practice charge against the Roseville Press-Tribune for refusing paid leave to the chairperson of the Guild Unit at the paper while she arranged and attended her husband's funeral.

It also has charged the paper with unfair practices for firing an ad sales person for giving three blocks outside the paper's circulation zone.

In the first instance, the charge alleges discrimination for union activity. The second charge alleges unilateral imposition of a new work rule.

The Guild has been seeking an initial contract for all 35 of the paper's employees outside the pressroom for nearly 2½ years.

The Guild said that Judy Hardesty, acting unit chairperson, was denied pay for leave taken when her husband died early in September on grounds that she had not been at the paper a full calendar year and that she was not eligible anyway because she had been working 35 hours a week instead of 40.

Hardesty's work week had been reduced from 40 hours during her husband's terminal illness so she could help care for him, the Guild reported. Much of the time was taken from her vacation entitlement. When she applied for sick leave the company changed its entitlement policy from 12 calendar months' service to a full calendar year, the Guild said.

Susan Christensen, the discharged ad salesperson, had been warned on Oct. 4 that her future in the job depended on her moving inside the circulation zone. She had been promoted to the sales job from a clerk position early in July. On Oct. 8, the day after her probationary period ended, she was fired.

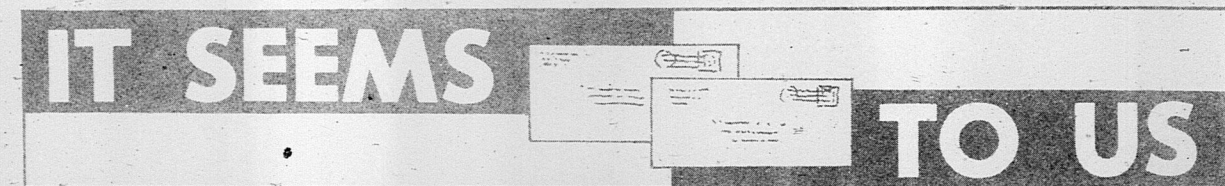
Under the same residency rule a newly hired sports editor was fired before his first day on the job when he found a home outside the circulation area, the Guild reported.

Publisher of the Press-Tribune is Robert Swan, once a Guild activist in Portland, Ore.

Swan has expressed bewilderment at the Guild's action, pointing to a contribution by the paper to a local charity in Mr. Hardesty's memory and press time having been moved up on the day of his funeral so the staff could attend, local leaders reported.



NOW'S CAROL KING AT GREAT LAKES COUNCIL
'It's time to stop making jokes about sexual harassment'



BUFFALO'S RICHARD J. ROTH EMPHASIZES A QUESTION
He was among 45 members attending panel on sex harassment

IT SEEMS TO US

New Yorker says 'facts' missing in o-seas debate

NEW YORK, N.Y.

Editor:

Much of the discussion about the Guild's proper international role has overlooked several important facts.

1. Many AFL-CIO affiliates have sponsored projects with the AFL-CIO's international institutes. All of these projects were supported indirectly, but openly, by the Agency for International Development.

2. Almost every labor federation in Western Europe sponsors international programs with direct support from the state.

3. Acceptance of public funds does not imply approval of government policy. Many unions receive grants from the U.S. Labor Department for training programs. But no serious person would ever suggest that these unions are "bought."

4. There is no real evidence linking the AFL-CIO's institutes with the CIA. The institutes promote trade unionism, not American foreign policy. To rely on the "evidence" offered by Philip Agee is silly. After all, Agee even claims that George Meany is a CIA agent.

If we are too pure to dirty our hands with AID money, we should finance our own international program, or go on record telling Third World journalists that we're just not interested in their problems.

MICHAEL KERPER
Registered
New York Guild

Editor's note: In a note accompanying his letter, Kerper pointed out that in 1976-77 he worked as editor of the newsletter published by the AFL-CIO's Asian-American Free Labor Institute. He now is research director for the A. Philip Randolph Institute.

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.

A new response to needs in Latin America is urged

LAWRENCE, KAN.

Editor:

According to a recent Columbia Journalism Review article, the Guild's plan to assist the training of Latin American journalists through the American Institute for Free Labor Development was scuttled by a group which opposed the plan because government funds were involved.

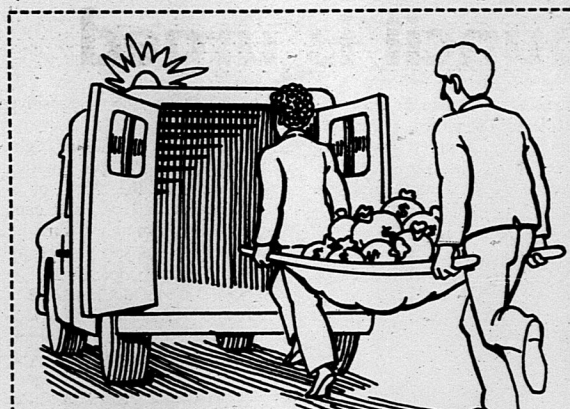
The Guild has made it clear what it will not do. As one who has worked for 20 years in the area of professionalization of La-

tin American journalists, I would like to know what the Guild and particularly those six board members who engineered the defeat of the plan are going to do.

What are they going to do to help the thousands of journalists in this hemisphere who are yearning for opportunities to improve their skills, learn new techniques and defend themselves against the oligarchs and the anarchists, the subverters and the opportunists.

We appreciate the integrity of those who refuse to accept government funds even for a good cause. But we look to the Guild for concomitant moral integrity through the American Institute for Free Labor Development was scuttled by a group which opposed the plan because government funds were involved.

J. LAURENCE DAY
Professor of Journalism
University of Kansas



Inflation—A Medical Emergency

Prices of everything continue to increase, especially medical care. Union members can help put the brakes on spiraling prices for such necessities as medical care. The next time you have to go to the doctor or dentist, record the fee on this form. Then check your records and compare the charges with your last visit.

When the form is completed, clip it out and mail it to: Operation Price Watch, AFL-CIO, 815 16th Street N.W., Washington, D.C. 20006. The AFL-CIO will give all forms to President Carter's inflation-fighters and demand action to hold down prices.

Doctor's name: _____ Address: _____

Professional Services	Fee on:	Fee on:
Physician's fee—office visit	_____	_____
Dentist's fee—X ray and cleaning	_____	_____
Podiatrist's fee—basic maintenance	_____	_____
Hospital Service Charges	_____	_____
Emergency Room, basic charge per visit	_____	_____
Hospital Room, base rate per day (semi private)	_____	_____

Your name: _____ Address: _____ Phone: _____

See and tell

The AFL-CIO's Operation Price Watch is calling upon U.S. union members to identify unjustified price increases for several categories of goods and services. Every coupon filled out and returned to the AFL-CIO is being turned over to federal-government inflation fighters.

Average reporter top minimum passes \$383

	Minimum	After		Minimum	After		Minimum	After		Minimum	After
New York Times ¹	\$557.67	—2 yrs.	Buffalo News	428.60	—6 yrs.	Scranton Times	371.11	—3 yrs.	York Daily Record	330.50	—5 yrs.
New York News ²	523.29	—6 yrs.	Buffalo Courier-Express	428.58	—5 yrs.	Pawucket Times	370.62	—4 yrs.	Yuma Herald-Republic	326.50	—4 yrs.
Washington Post	521.00	—4 yrs.	Toledo Blade	428.53	—4 yrs.	Medford Mercury and Melrose News	370.25	—3 yrs.	Lowell Sun	326.00	—4 yrs.
St. Louis Globe-Democrat	514.16	—5 yrs.	Pittsburgh Post-Gazette	425.00	—4 yrs.	Wilkes-Barre Times-Leader-News-Record ³	369.75	—4 yrs.	Battle Creek Enquirer and News	324.00	—5 yrs.
St. Louis Post-Dispatch	514.16	—5 yrs.	Philadelphia Inquirer and News ⁴	424.94	—5 yrs.	Hilo: Tribune-Record ⁵	369.75	—4 yrs.	Waltham News-Tribune	322.00	—3 yrs.
New York Post	508.05	—4 yrs.	Providence Journal and Bulletin	421.00	—4 yrs.	Herald	368.60	—5 yrs.	Norfolk Virginian-Pilot	320.00	—4½ yrs.
Chicago Sun-Times	497.03	—5 yrs.	Indianapolis Star	419.04	—4 yrs.	Indianapolis Star	368.60	—4 yrs.	Waterbury Republican and American	317.91	—4 yrs.
Minneapolis Star and Tribune	487.00	—5 yrs.	Dealer	419.04	—4 yrs.	Brantford Expositor	368.60	—4 yrs.	Chattanooga Times	317.44	—5 yrs.
St. Paul Dispatch and Pioneer Press	487.00	—5 yrs.	Long Beach Press-Telegram	418.36	—5 yrs.	Duluth News-Tribune and Herald	360.50	—5 yrs.	Oshawa Times	317.04	—4½ yrs.
Washington Star	471.12	—3 yrs.	Toronto Star	417.00	—5 yrs.	Brooklyn Enterprise & Times	359.25	—4 yrs.	Kingsport Daily Freeman	313.18	—4 yrs.
Richmond Independent and Berkeley Gazette	465.08	—6 yrs.	Garry Post-Tribune	415.25	—5 yrs.	Cincinnati and Kentucky Post	358.67	—4 yrs.	Sioux City Journal	312.40	—4 yrs.
Sacramento Bee	463.58	—6 yrs.	San Diego Union and Tribune	415.25	—6 yrs.	Bay City Times	357.00	—5 yrs.	York Dispatch	312.40	—4 yrs.
Oakland Tribune	460.08	—6 yrs.	Victoria Colonist and Times	411.56	—5 yrs.	Lansing State Journal	357.00	—5 yrs.	Canton Repository	310.30	—5 yrs.
Sacramento Union	460.08	—6 yrs.	Chester: Delaware County Times	405.85	—5 yrs.	Jersey City: Jersey Journal	356.65	—4 yrs.	Woonsocket Call	310.30	—5 yrs.
Chronicle and Examiner	460.08	—6 yrs.	Eugene Register and Guard	405.75	—5 yrs.	Erie News and Times	351.00	—5 yrs.	San Antonio Light	306.76	—5 yrs.
San Jose Mercury and News	460.08	—6 yrs.	Winnipeg Tribune	405.00	—4 yrs.	Juliet Herald-News	349.00	—4 yrs.	Rochester Democrat and Chronicle	302.55	—4 yrs.
Santa Rosa Press Democrat	460.08	—6 yrs.	Kenosha News	404.00	—5½ yrs.	Woodbridge News	348.00	—4 yrs.	Albany Times-Union	302.00	—4 yrs.
Stockton Record	460.08	—6 yrs.	Royal Oak Tribune	397.75	—5 yrs.	Tribune	348.00	—4 yrs.	Brockton News	302.00	—4 yrs.
Montreal Gazette	460.00	—5 yrs.	Vallejo Globe & Mail	399.59	—5 yrs.	Portland Press and Telegram	347.00	—4 yrs.	Sudbury Star	302.00	—4 yrs.
Cleveland Plain Dealer	457.25	—4 yrs.	Memphis Commercial Appeal and Press-Scimitar	394.00	—5 yrs.	Allen Town and Chronicle	346.48	—4 yrs.	Knockville News-Sentinel	300.00	—4 yrs.
Richmond Independent and Berkeley Gazette	465.08	—6 yrs.	Ottawa Citizen	393.28	—5 yrs.	New Brunswick Home News	346.50	—4 yrs.	Tonawanda News	299.01	—4 yrs.
San Jose Mercury and News	460.08	—6 yrs.	Sun	390.00	—5 yrs.	Wilkes-Barre Sunday Independent	344.75	—4 yrs.	San Juan Star	294.00	—5 yrs.
Santa Rosa Press Democrat	460.08	—6 yrs.	Vallejo Times-Herald	388.75	—6 yrs.	Sheboygan Press	342.75	—4 yrs.	Hazleton Standard-Speaker	286.71	—5 yrs.
Stockton Record	460.08	—6 yrs.	Columbus Citizen-Journal	395.00	—5 yrs.	Salem (Mass.) News-Lynn Item	339.50	—4 yrs.	San Juan: El Mundo	282.00	—5 yrs.
Montreal Gazette	460.00	—5 yrs.	Harrisburg Patriot and News	376.00	—4 yrs.	Manchester Union Leader and New Hampshire Sunday News	339.00	—3 yrs.	Office Observer-Dispatch and Press	279.00	—5 yrs.
Cleveland Plain Dealer	457.25	—4 yrs.	Great Falls Tribune	338.00	—5 yrs.	Elizabeth Daily Journal	337.70	—4 yrs.	Lexington Herald and Leader	270.00	—4 yrs.
Richmond Independent and Berkeley Gazette	465.08	—6 yrs.	New Westminster Columbian	375.30	—5 yrs.	Rochester Register-Star	337.00	—5 yrs.	Massillon Independent	268.23	—5 yrs.
San Jose Mercury and News	460.08	—6 yrs.	Scranton Tribune and Scrantonian ⁶	373.98	—5 yrs.	Pueblo Star-Journal and Chronicle	336.33	—5 yrs.	Morgantown Reporter and Post	267.83	—4 yrs.
Santa Rosa Press Democrat	460.08	—6 yrs.	Youngstown Vindicator	374.00	—5 yrs.	Peoria Journal Star	335.00	—5 yrs.	Terra Haute Tribune and Star	264.00	—5 yrs.
Stockton Record	460.08	—6 yrs.	Pottstown Mercury	373.98	—5 yrs.	Fall River Herald-News	334.00	—4 yrs.	San Juan: El Vocero	230.00	—2 yrs.
Montreal Gazette	460.00	—5 yrs.	Bakersfield Californian	372.12	—5 yrs.			Monterey Valley Independent ⁷	190.00	—5 yrs.	

THE AVERAGE of reporter top minimums in effect under 126 Guild contracts with daily newspapers in the United States, Canada and Puerto Rico stood at \$383.43 a week as of Oct. 1, according to a tabulation by TNG's Collective Bargaining Dept.

The figure is a gain of \$10.18 over the average reporter top minimum six months before, on April 1, and an increase of \$32.20 a week over the average reporter top minimum in effect a year before that, on April 1, 1978.

Reporter top minimums on Oct. 1 exceeded \$500 a week under six contracts, were higher than \$400 a week under 52 contracts and higher than \$350 a week under 80 contracts, as shown in the table reprinted here. (The table does not reflect settlements since Oct. 1, even though they might be retroactive to Oct. 1 or before.)

* Applies to hires before 1/1/79. For those hired thereafter, the former minimum of \$486.27 is applicable until 4/28/80.
* Applies to hires before Jan. 1, 1979. For those hired thereafter, the former minimum of \$467.28 applies.
* Applies to those hired after 12/31/78. Present minimum for those on pay-

roll on 12/31/78 is \$500 a week.
* Paper struck. Minimum listed is that in effect under contract expired before strike began.
* Plus \$2 after nine years' experience, plus additional \$3 after 14 years' experience.

Union wages higher by 34%, pair asserts

Washington — Median usual weekly earnings of full-time employees working under union contracts in May 1978 were 34 percent higher than those of non-union workers, according to two Labor Dept. economists.

In an article in the August issue of the department's Monthly Labor Review, Janice N. Hedges and Earl F. Mellor report that median union wages were \$273, compared to \$203 for nonunion workers.

Median earnings of so-called white-collar workers were 17 percent higher under union contracts

than for their nonunion counterparts. The differences for blue-collar and service workers were 49 and 62 percent, respectively, they reported.

Men working under union contracts made 19 percent more; women, 35 percent more; whites, 33 percent more; Hispanics, 38 percent more, and blacks, 53 percent more, the pair's study showed.

Hourly workers were paid 87 percent more under union contracts, with goods-producing workers making 61 percent more and service workers 92 percent more.



15 publishers make '500s'

Seven publicly held newspaper and magazine publishing companies again were listed among Fortune magazine's top 500 U.S. manufacturing firms for 1978, ranked by sales.

Eight others were listed in Fortune's second 500.

Six of the seven companies in the top 500 rose in the rankings. Seven of the eight in the second 500 rose, while the eighth—Multimedia—joined the list.

Time Inc. was ranked 174th in total sales, up from 198th, and 125th in assets, 123rd in profits, 100th in profit on sales and 281st in return on equity.

Times Mirror was 201st in sales, up from 219th, and 206th in assets, 98th in profits, 39th in profit on sales and 28th in return on equity.

McGraw-Hill was 308th in sales, up from 314th, and 286th in assets, 212th in profits, 71st in return on sales and 92nd in return on equity.

Gannett, at 355th in sales, was up from 368th. It also ranked 268th in assets, 173rd in profits, 68th in return on equity and 17th in return on sales.

Combined Communications (since merged into Gannett) was 584th in sales, up from 647th, and 12th in assets, 30th in profits, 48th in profit on sales and 115th in return on equity.

Playboy Enterprises was 641st in sales, up from 651st, and 71st in assets, 317th in profits, 385th in profit on sales and 421st in return on equity.

Media General was 649th in sales, up from 659th, and 67th in assets, 93rd in profits, 113th in profit on sales and 299th in return on equity.

Harte-Hanks was 766th in

Day's pay is due for '77 blackout

New York — It took more than two years, but the Daily News will "pay back" Guild-represented employees for a day's pay that in effect was denied during the 1977 blackout.

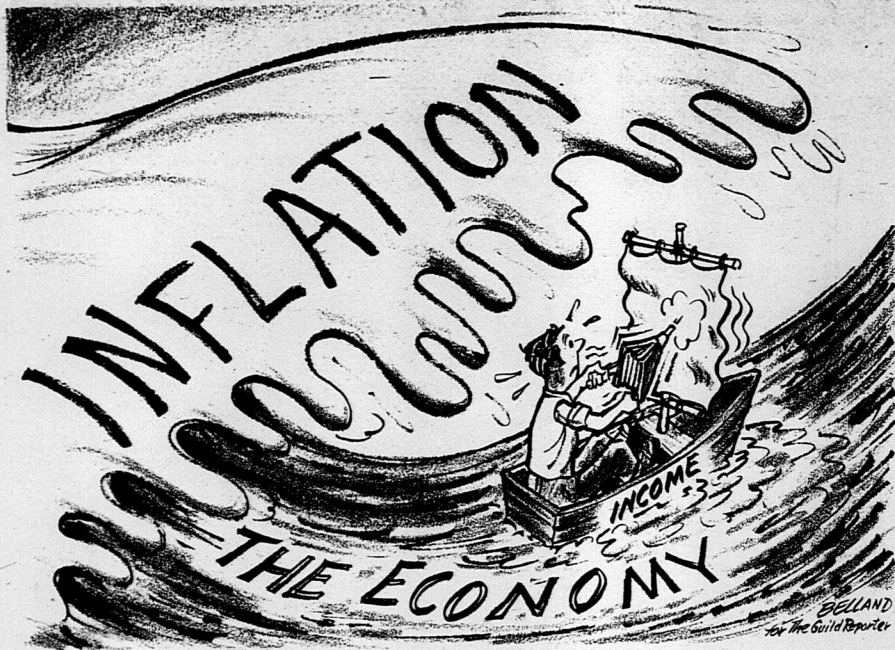
Employees who couldn't make it to work when electricity failed across the city on July 13, 1977, were paid for the day—but the payment was charged against vacation time, overtime or personal leave.

The New York Guild and the News announced agreement Sept. 17 that affected employees will get an extra vacation day or day off next year to repay the deduction.

sales, up from 835th, and 62nd in assets, 112th in profits, 86th in profit on sales and 238th in return on equity.

Affiliated Publications (Boston Globe) was 829th in sales, up from 857th, and 387th in assets, 233rd in profits, 195th in profit on sales and 167th in return on equity.

Multimedia joined the list in the 998th position. Among the second 500 it was 254th in assets, 116th in profits, 23rd in profit on sales and 120th in return on equity.



MADISON'S BRITISH CONNECTION

Nottingham strike paper goes co-op

By NAN KOLTNOW

Press Connection Correspondent

Nottingham, England — Nothing so diminishes distance as travel, and so we may find that our closest neighbor is really thousands of miles away. A strike last winter by 9,000 journalists in provincial England has given birth to the Nottingham News, a weekly newspaper with some astonishing similarities to the Madison Press Connection.

Although there are echoes of the Press Connection's issues of freedom of the press in the fight against corporate control and technological displacement, the origins of the papers differ somewhat.

When 28 reporters for the established Nottingham Evening Post went out in February on a strike called by the National Union of Journalists over pay, the Post simply fired them. The reporters began the News originally as a protest to the sacking, but then decided to try to make the paper a going concern.

The News has a circulation estimated at 12,000, one-tenth the Post's daily circulation. The

This story is reprinted with permission from the Oct. 29 issue of the Madison Press Connection, the co-operatively owned, worker-managed daily that evolved from the strike paper started by union members who struck the Wisconsin State Journal and Capital Times a little more than two years ago. Koltnow reported business news for the Press Connection before moving to England.

28-page tabloid sells for 17 cents a copy.

The National Union of Journalists is on the verge of launching a massive fund-raising drive in an attempt to realize \$500,000 in capital for the News. The paper, run as a workers' co-operative, will sell non-voting shares at about \$10 each. The Trades Union Congress, with 11 million members throughout Britain, will ask members to buy the shares. In addition, the NUJ will ask its membership to contribute one day's pay to the effort, in hopes of raising \$250,000 within the union.

Thus far, the News reporters have done all the work on the paper themselves, from gathering advertising to selling on street corners. They have just hired three advertising staff members and are seeking a commercial manager. A report prepared for the News by business consultants makes clear that the paper must have better "business control and commercial discipline" in order to survive. The News has a weekly printing bill of \$4,300, which is not covered by weekly sales.

In Britain, union leadership has the power to call out its members on strike. In this case the NUJ called out its members to back up demands for a 14.5 percent pay raise. Annual salaries of reporters and "sub-editors" at the time ranged from \$5,300 to a top rate of about \$12,000.

The union won its demand after a strike of seven weeks. The Nottingham Evening Post, however, is notorious for firing any worker who strikes. When this happens the NUJ will pay out "victimization pay" for as long as he or she is unable to find acceptable employment elsewhere. Eleven of the 28 original News

reporters have moved to other jobs, leaving a full-time staff of 17.

Meanwhile, the Post is doing without union reporters, for no one with a union card is allowed to go to work for a firm that has fired unionists. The NUJ was the last union at the Post since most pressmen and printers have been replaced by high-technology presses and video terminals. The Post has eliminated unions from its entire plant.

The co-editor of the News, Kevin Ludden, says there are rumors that the new editorial staff at the Post, although smaller, is working with the increased salary budget won by the strike, and so is receiving more pay per person than the union members themselves would have received had they returned to the Post. The new editorial staff is a motley crew of recent high school graduates and "former bank clerks," according to Ludden.

As strike papers go, at least next to the Press Connection's now-lengthy tenure, the News is a mere babe. It may not grow to maturity, considering the obstacles it faces. Most British cities have a number of popular papers to choose from, but Nottingham has only the Post. Furthermore, the Post has a history of more than 100 years. "Some people still don't know we exist," said Ludden, despite a variety of widely-publicized promotions and free distributions of papers throughout the city of Nottingham, which has a population of nearly 300,000.

The News will reassess its position after a year of publication. "If we see that there's no way to make it pay, then we'll pack the paper in," Ludden said.



New England Servicing-Organizing Program, annual meeting, Dec. 1, Sheraton Wayfarer, Manchester, N.H.
International Executive Board, winter meeting, Jan. 28-31, TNG headquarters, Washington.
Middle-Atlantic District Council, winter meeting, Feb. 2-3, Philadelphia.
Western District Council, winter meeting, Feb. 2-3, Bakersfield.
International Executive Board, spring meeting, April 28-May 2, TNG headquarters, Washington.
Middle-Atlantic District Council, spring meeting, May 17-18, Albany.
47th Annual TNG Convention, June 30-July 4, 1980, Montreal.

Editorial

Eugene's wage formula

Two five-column lines of 48-point Tempo Bold at the top of Page 1 announce what undoubtedly is the best Guild wage settlement with a newspaper in some time—certainly in this time of double-digit inflation—that of the Eugene Guild with the Register-Guard. The leaders and members of the local are to be congratulated. So, too, is the paper's management, for they did and do have a part in it.

While the dollar amounts of the initial increases under the settlement are large, they are not the most notable aspect of the settlement. That is the formula that produced those dollars and from all indications will produce equally large and perhaps larger numbers of dollars in the increases that will come due in the contract's second and third years.

That formula is the percentage increase in the Urban Wage-Earners' Consumer Price Index from October through September—plus two percent.

For the October-September just past the index went up 12.4 percent. Under the formula, that produced 14.4 percent. For the three months ended with September, the index was increasing at an adjusted annual rate of 13.2 percent. Under the formula, that would produce 15.2 percent for the contract's second year. Ignoring for these purposes the part of the settlement that delays for six months the portion of any increase in excess of 9 percent, that would produce top minimum raises like \$65.75 a week for outside ad sales persons, \$68 for circulation district supervisors, \$44 for classified phone sales persons, \$70.75 for reporters, artists and photographers.

Lots more dollars. But, because there probably will be many more dollars, even if the index's actual increase from this October to next September turns out to be less than 13.2 percent, we know from the definition and nature of the major component in the Eugene formula that the increases will not make the members whole for the buying power lost to inflation in the interim.

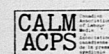
No cost-of-living formula of which we are aware can do that. The nature of the consumer price index is reactive. It tells us what we should have had to stay even. If after a month, or three months, or a year our wage is adjusted to reflect an index's rise in the interim, that does nothing to replace the buying power we lost to inflation in the months the index was climbing. Nor does an indexed increase at whatever interval contain any vestige of an improvement factor, anything to make us any better off in terms of real wages.

Without some sort of cost-of-living increase provision in a period of rapid inflation such as now, we run an even greater risk of never getting even, especially under long-term contracts.

In a period of double-digit inflation as at present, the Eugene formula is better able than any wage provision in a current Guild newspaper contract to keep the buying power of members' wages within shooting distance of even.

Again—we congratulate the Eugene Guild on its wage settlement. In fact, we probably envy it. Now all of us should emulate it. And managements might take a lesson there, too.

The Guild Reporter



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ROBERT W. DUDNICK, Associate Editor

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