

First pact with Philadelphia Journal brings \$500 key top, \$283 increase

Philadelphia—Members of the Philadelphia Guild's fledgling unit at the three-year-old Journal ratified an initial contract Jan. 17 that establishes a \$500-a-week key top minimum and raises wages by as much as \$283 a week—with as much as \$220 a week retroactive to Nov. 1.

The entire two-year agreement, covering 44 editorial department employees of the Quebecor-chain tabloid, is retroactive to Nov. 1.

The top minimum for report-

ers, photographers and handicappers is set at \$440 a week retroactive to Nov. 1, with increases of \$30 each on Nov. 1, 1981 and Sept. 1, 1982, taking it to \$500.

The top minimum for desk assistants and the assistant chief photographer is set at \$470 a week from Nov. 1, with additional increases of \$33 and \$30 taking it to \$533 on Sept. 1, 1982.

The top minimum for editorial clerks, racing and agate clerks is

Associated Press bans buttons, Guild files charges p. 3

\$250 a week, going to \$295 with increases of \$15 and \$30. The weekly minimum for copy persons is \$200, going to \$241 with \$11 and \$30 increases.

Through the contract's minimum structure and its general increase provision the salaries of nine employees are boosted by more than \$200 a week over its

term while another 13 employees will receive raises of \$150 or more and 13 more will get raises ranging from \$100 to \$140.

TNG International Representative William M. Brown, along with Philadelphia Guild Administrative Officer Richard V. Sabatini and Local Representative Mary White helped the group organize and bargained the contract. Brown said the wage increases average \$63 a week in the contract's first year and \$88

a week in the second, for an average increase over the two-year term of \$151 a week.

Two employees received immediate increases of \$220 and \$200 a week and five others received increases of more than \$100 a week—all retroactive to Nov. 1.

The contract includes a 37½-hour work week, with time and one-half in cash for overtime, nine paid holidays—an increase

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Despite obstacles, VDT eye testing starts in Baltimore

Baltimore — Ophthalmologists were to begin examining the eyes of Guild and Typographical Union members from the Sunpapers at the University of Maryland Hospital here Jan. 24 to kick off a federal agency's study of the possibility of adverse effects on vision from working on video display terminals.

The study was to be launched despite Sunpapers management having forbidden access to the papers' plant to federal occupational health personnel when they sought to recruit participants there and despite what those officials described as a disappointingly low response rate, at least initially, from potential participants.

When representatives of the National Institute for Occupational Safety & Health were denied access to employees in the

plant, they parked a semi-trailer on an adjacent street for four days and the unions urged their members to visit it to sign up as study participants. Management, however, forbade employees to visit the trailer during working hours.

A NIOSH representative said it would continue to hold participation in the study open indefinitely, and the agency's legal counsel moved Jan. 22 for a magistrate's order to permit recruiting in the papers' plant and to allow employees to participate in the study during working hours.

Participants' eyes are scheduled for testing at the university hospital Jan. 24 and 31 and Feb. 14. More tests will be scheduled on subsequent Saturdays until all who sign up are examined, according to NIOSH's Dr. Shiro

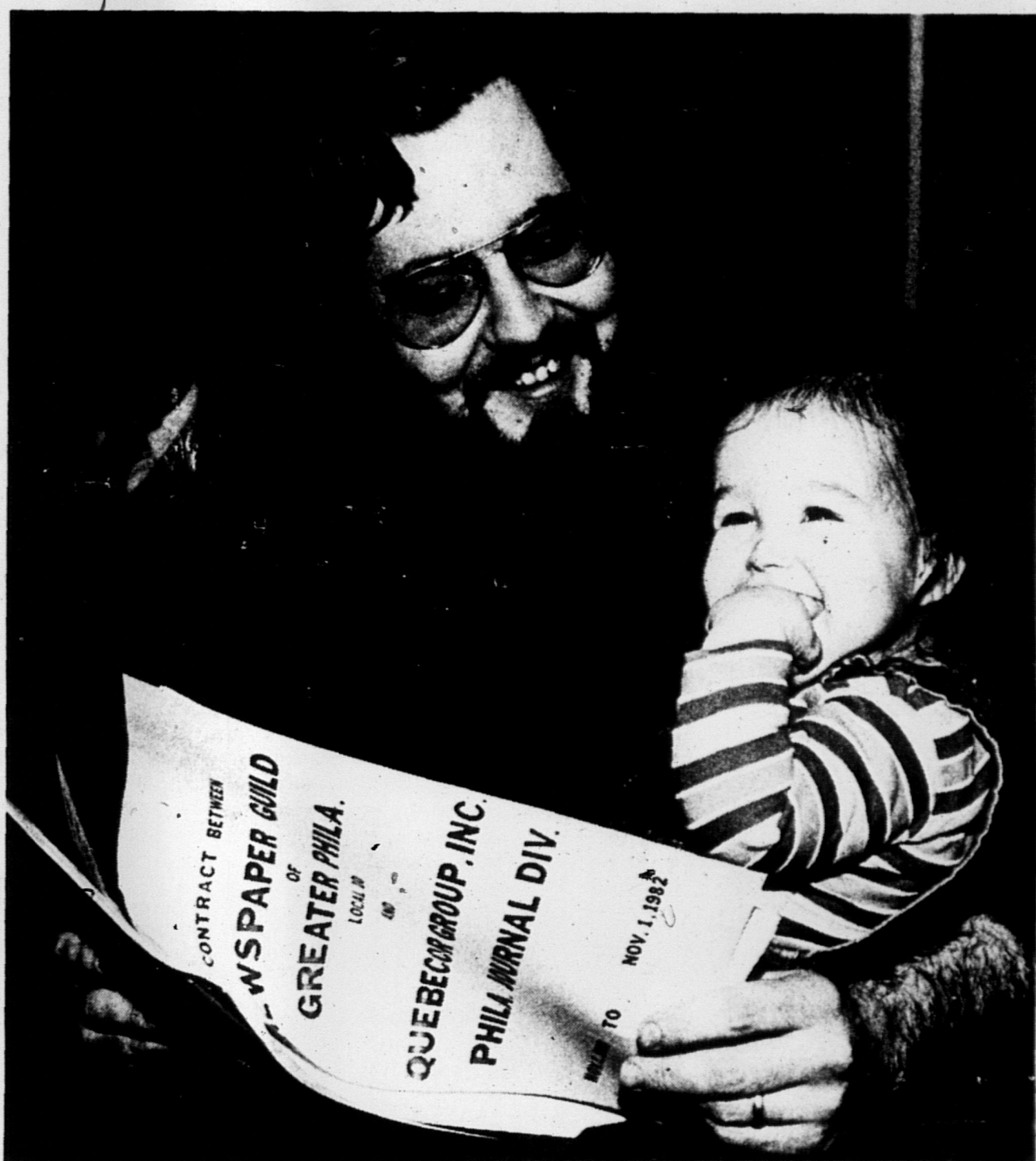
(Continued on Page 2)



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CHARLEY, CATHLEEN BROWN—READY TO RATIFY FIRST PHILADELPHIA JOURNAL PACT
A reporter, he receives 42-percent increase under two-year contract's terms.

Seattle papers plan to merge operations

Seattle—Hearst's Seattle Post-Intelligencer and the Seattle Times announced plans Jan. 13 to form a joint publishing operation under which the Times would perform advertising, circulation and production functions for both papers while each maintained its own editorial department.

The newspapers said they had reached "agreement in principle," and that they would petition the U.S. Justice Dept. for clearance under the Newspaper Preservation Act after holding discussions with the unions representing the papers' employees.

Pacific Northwest Guild leaders met with management representatives Jan. 15 and 16, but meetings with some of the other

unions still were pending Jan. 20.

The Times said it would "probably" hire "a majority" of the Post-Intelligencer's commercial and production employees displaced by the joint operation.

The Guild represents advertising, circulation and editorial employees at both papers. They number about 320 at the Post-Intelligencer and about 585 at the Times.

The Post-Intelligencer said the joint operating arrangement is being proposed because it "is in probable danger of financial failure." It said Hearst wants to maintain an "independent, editorial voice in Seattle . . . and is convinced that no purchaser

(Continued on Page 2)

Quickening industry growth seen in 1981

Newspaper industry growth, slowed somewhat in 1980 by a slumping U.S. economy, is expected to continue in 1981, with the pace picking up in the second half of the year.

Newspapers' total receipts last year were about \$17.5 billion, 8.5 percent higher than in 1979, the U.S. Commerce Dept. estimates in its U.S. Industrial Outlook.

The same report forecasts a 10 percent rise in newspaper receipts in 1981, to \$19.3 billion.

Although the federal agency's projections were made in October and November, before the resurgence of soaring interest rates in December, later forecasts by industry analysts reflect an equally bright picture for 1981.

Growth in 1980 occurred despite an apparent drop in classified lineage caused by a decline in employment, automotive and real estate ads. Much of the classified slump was offset by increases in national advertising lineage.

Contrasted to estimates that total newspaper advertising revenues increased by 7 to 8 percent in 1980, analysts predict a rise in the 10 percent range for 1981.

McCann-Erickson's industry analyst, Robert Coen, projects a 10 percent rise in revenues generated by national print advertising (including that in magazines) in 1981. He sees a resurgence of classified advertising in the second half of the year in response to an improving economy.

Revenue from all U.S. advertising will increase by 10.8 percent in 1981, Coen predicts.

Newspapers will continue to hold on to the largest single share of the advertising market the Commerce Dept. reported, predicting that the industry will be the beneficiary of "almost 30 percent of total ad expenditures."

Coen said rate increases will account for most of the 10.8 percent increase in 1981 revenues. Writing in the Jan. 5 issue of Ad-

vertising Age, he projected that advertising spending will be "on a plateau during the first half of this year but activity should begin to start up again by midyear."

"The advertising industry cannot look forward to a great year in 1981, but relative to the economy and other industries it will do better than most," Coen wrote.

Media analyst Bruce Thorp of John Muir & Co. is forecasting that newspapers profits will in-

(Continued on Page 6)

Seattle papers plan to merge operations

(Continued from Page 1) could make the P-I a profitable newspaper under the existing competitive situation."

It also said the Hearst Corp. has invested funds in the paper over the last 12 years to try to stop "increasing financial losses," but that "no responsible corporation can be expected to endure continued losses indefinitely... especially when the trend shows the losses to be increasing."

Under the proposed joint arrangement, the Times would stop publishing a morning edition it began about a year ago. Instead it would publish on weekday evenings, with morning publication on Saturdays and holidays, while the Post-Intelligencer would continue morning publication Monday through Saturday.

The two papers will publish a single Sunday edition under a joint flag, but with separate editorial pages and comic sections.

The papers said discussions about a joint operation had been going on "from time to time over

the past several years," but the announcement Jan. 13 apparently came as a surprise to employees and the unions.

The Times reported that the announcement was made a couple days earlier than planned after rumors began to spread when a copy of the announcement was found in a P-I copying machine.

Supervisors announced the proposed arrangement to employees of the two papers about 3 p.m.—"an hour which allowed both papers to be scooped on their own story by television and radio," the Times reported.

The federal Newspaper Preservation Act exempts joint publishing operations from antitrust prosecution for price fixing, profit pooling and market splitting if it is determined that without joint operations one of the papers involved, "regardless of its ownership or affiliation, is in probable danger of financial failure."

September circulation figures show the Times with a daily circulation of about 260,000 com-

pared-to about 187,000 daily for the P-I. The papers' respective Sunday circulations are 342,000 and 215,000. The Times carries about two-thirds of the total advertising lineage of the two papers, according to Advertising Age.

Under the joint agreement, advertisers would be able to buy ads in one or both papers, but the rates will all be set by the Times. Hearst would retain control over the acceptability of advertising in the P-I.

Knight-Ridder Newspapers own 49.5 percent of the Times' voting stock and 65 percent of its non-voting stock. The Blethen family owns the majority of the voting stock.

Business Week magazine in a feature last fall on the Hearst Corp. reported that "after 20 years of hoarding cash the company is now spending it," pointing to Hearst's laying out \$154 million in the previous 20 months for five dailies, a TV station, two book publishing houses and other properties. "We bought a lot of

properties and we don't owe a nickel," Hearst Vice Chairman John R. Miller told the magazine.

It also quoted an estimate that Hearst's 1977 profits totalled \$70 million, on revenues of \$591 million, and that 1980 revenues could reach \$1 billion. Hearst President Frank A. Bennack, Jr., said that since 1975 the company's revenues have doubled.

Media Industry Newsletter reported in December that the Hearst Corp. "is beating the bushes for any possible magazine acquisitions."

Hearst told the unions representing the 730 employees of the Boston Herald American last fall that it needs substantial economic concessions to keep that paper going. [Guild Reporter Oct. 24.]

Justice probes ads in joint papers

Washington—The Justice Dept. is measuring all 24 existing newspaper joint operating agreements against recent Supreme Court decisions holding commercial speech to be on a par with other speech, such as news and editorials.

The investigation could result in a move against the Newspaper Preservation Act's sanction of common advertising policies, prices and sales by newspapers in joint operations, according to "presstime," magazine of the American Newspaper Publishers' Assn.

Most of the 48 newspapers currently involved in joint operations have complied with Justice Dept. requests for copies of their agreements and for all information related to the joint operations' acceptance or rejection of advertising, the January "presstime" reported.

Birth defect probe criticized by city

Toronto—This city's Dept. of Public Health has severely criticized Toronto Star management for "quite unsatisfactory" efforts to date to determine the cause of birth defects in four babies born during a 13-month period to women who had worked on VDTs in the paper's inside classified department.

The criticism, plus a recommendation that the Star fulfill its "substantial obligation to conduct a major study to shed some light on the matter," was made in a letter Jan. 6 to the Star from Gerald L. Caplan, co-ordinator of the department's Health Advocacy Unit.

Caplan at the end of July had released a department report in which he stated categorically that the birth defects "were not caused by radiation emissions from VDTs."

Subsequently, the Ontario Labour Ministry reported that its tests of all 296 VDTs at the Star showed that neither radiation nor chemicals to which the mothers might have been exposed exceeded existing safety standards. The tests were made at the request of the Southern Ontario Guild. [Guild Reporters, July 25, Aug. 8, Aug. 22.]

Referring to his July report, Caplan pointed to its reporting assurances by the Star to the health department that the Star would undertake studies of whether the births might have determinable causes.

[The Star reported at the time that 14 of 160 women employed in inside classified had babies between May 1979 and May 1980, that seven of the 14 had worked on VDTs, and that none of the babies born to the seven who had not, had birth defects.]

Caplan criticized the Star for following "almost none" of the suggestions the health department had made for the Star's study.

"Instead," Caplan charged, "the Star did nothing more than to send a questionnaire to the four women which... is difficult to answer and omits important questions."

"Only two of the women responded," Caplan continued.

"And yet, you state in your letter... [that] based on the two replies, Dr. [Murray] Cathcart [the company physician] advises that no indications whatsoever have emerged which could link the cause of the birth defects to the work environment, nor is there any other evidence of a common cause."

"Such categorical assurance, based on such inadequate evidence, is indeed puzzling," Caplan wrote. "I can't believe it will satisfy other employees at the Star who use VDTs, nor the countless other groups across Canada who... have been following this case with intense interest."

He called on the Star to hire an epidemiologist—acceptable to the Star's employees and the "professional world"—to conduct "a major study" to answer "two key questions:

✓ "Are babies with birth defects being born to Star female employees more often than in the general population?

✓ "If so, what are the causes?"

Questionnaires should go to all present and former Star employees who were pregnant during "a specified time period," Caplan said.

The questionnaire should cover such matters as "pregnancy outcome," the mother's job function, its "stress level," the equipment used on the job, the prepregnancy exposure of the mother and father to such things as drugs, x-rays and pets and the parents' ages, Caplan wrote.

Analysis should "logically" compare data from two groups, those with normal pregnancies and children and those with abnormal pregnancies and children, he said.

"Widespread and legitimate concern will not be allayed until such a rigorous study is carried out and its conclusions announced," Caplan said, stating that the Star has "a serious public responsibility" to sponsor it.

"This strange situation did arise" at the Star and "large numbers of people will not rest easy until a rational explanation is offered," he concluded.



Exploring VDT's with the CWA

David Eisen, TNG's director of Research & Information, makes a point during a discussion of the hazards of working on video display terminals, one of the topics addressed in a week-long occupational safety and health program for union leaders sponsored by the Communication Workers of America. The confer-

ence, in New York, drew some 85 members of the CWA. About a dozen Guild members from the New York and Wire Service locals also attended some sessions. With Eisen is Michael Smith, the National Institute for Occupational Safety and Health's chief of applied psychology and ergonomics.

Baltimore VDT eye tests start

(Continued from Page 1)

Tanaka, who is in charge of the study. The eye tests are being conducted under a NIOSH contract with Dr. R. D. Richards, chair of the hospital's ophthalmology department. Massachusetts Eye & Ear Hospital withdrew after earlier saying it would conduct the tests.

Aim of the study is to determine if VDT operators experience more damage to, deterioration of, or strain on their eyes than persons doing the same kinds of work by non-VDT methods.

NIOSH was first contacted about conducting a study at the Sunpapers of VDTs' effects on vision more than a year ago by Mary Knudson, chair of the health and technology committee of the Sunpapers unit of the Washington-Baltimore Guild. It launched the study after consultations in which participants included representatives of the Guild local and TNG.

Since plans for the study were announced last March, its format

and that of questionnaires going to all Guild- and Typographical Union-covered Sunpapers employees were worked out in a series of meetings that also included representatives of management, as well as representatives of the local and TNG.

Early this month, however, management refused to permit NIOSH representatives to set up a booth in the Sunpapers lobby from which to encourage employees to fill in the questionnaires and sign up for the eye tests. NIOSH then brought in its semi-trailer.

Knudson observed that though the company has said all along it would like to co-operate in the study, "when it is time to do something, not just talk about it," it has balked.

A NIOSH representative said that about 150 members of the two unions signed up for the eye tests in the NIOSH trailer during the four days it was available here.

But, he said, "we need twice that many if the study is to be statistically significant."

Both NIOSH and the unions continued to urge both VDT users and nonusers to sign up; among VDT users, those who have no complaints about the machines as well as those who do.

A Guild unit bulletin in mid-January was devoted solely to that topic, with later bulletins continuing the theme.

"We need both a meaningful control group of nonusers as well as the greatest possible number and range of users," Tanaka said.

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'CHEAP, CHEAP ...'

AP bans buttons; local files charge

New York—A threat by Associated Press management to fire employees for wearing buttons critical of the company's bargaining stance has drawn a new unfair labor practice charge against AP from the Wire Service Guild as talks between the union and the company continued.

The local filed the charge with the National Labor Relations Board Jan. 9 after a managing editor ordered a general desk employee in the New York bureau to remove a button depicting a bird labelled "AP" crying "cheap, cheap, cheap!"

The manager told the employee, in a loud voice, that "if you want to continue to work here, you'll put that f---ing button in your pocket," the Guild reported. When the employee protested that the order violated his rights to free speech and to engage in union activity, the manager responded, "I'll violate your rights as long as you continue to work here," the local said.

That incident was followed by instructions to managers nationwide that employees wearing such buttons should be warned once, with discipline to follow if buttons were not immediately removed. "Such disciplinary measures will be up to and including discharge," AP Vice President Thomas Pendergast said.

The Guild told employees to take the buttons off so told to and to inform the local if the incident could be added to its charge before the board.

"You may say that you are removing the button under protest because the directive constitutes a violation of your rights to concerted union activity and to free speech," the local advised its members.

Meanwhile, Wire Service Guild members in New York were joined by New York Guild members on an informational picket line in front of AP's headquarters Jan. 14 while the company's board of directors was meeting inside.

And, a byline boycott by AP staffers for three days during the presidential inauguration was "extremely successful," Wire Service Guild President William Morrissey reported.

He said the protest, joined by both Guild members and non-



INFORMATIONAL PICKETS JAN. 14 AT AP 'HQ'
Bill Gillen, 'Guild & proud,' and more than 100 others walked as AP board of directors met inside.

members, "almost denuded" the "A" wire of bylines.

The boycott, to express anger "over the news agency's measly wage offer . . . and its trampling of free speech rights," ended at midnight Jan. 21.

AP-unit members have conducted informational picketing in about a dozen cities across the country since Dec. 31 when the local's contract with the wire service expired.

The company refused to ex-

tend the contract beyond expiration. It posted conditions and unilaterally implemented its 4.5 percent wage proposal.

The local has filed unfair labor practice charges over the unilateral implementation of the wage increase as well as the company's refusal to provide requested information or bargain over its merit-pay program. The NLRB has issued a complaint on the information charge and continues to investigate the others.

CU pact raises highest top \$198

New York—A new agreement between the New York Guild and Consumers Union raises top minimums by as much as \$198.49 over the next three years—with additional increases in the contract's second and third years if the Consumer Price Index rises by more than 9 percent a year.

The \$198.49 increase takes the top minimum for senior editors and senior engineers to \$871.31 a week. The increase comes in three steps, with \$60.55 from this Jan. 1, \$66 next Jan. 1 and \$71.94 on Jan. 1, 1983.

A package of health insurance improvements and an extra \$1 per employee per week to the pension fund also are part of the agreement, reached in the face of a strike deadline.

The reimbursement schedule under the medical insurance plan is increased, a new drug plan is added, and an optical plan is improved to pay for the cost of a vision examination once each year rather than once every two years.

An additional \$5,000 will be available on Jan. 1, 1983, for further improvements in health insurance. The Guild will decide how to use the extra benefit money.

The day after Thanksgiving is added as a holiday, bringing to 15 the number of holidays under the contract.

A special agreement covering more than 150 employees of the Orangeburg, N.Y. office who lost their jobs when management subcontracted its mailing and subscription services, calls for an additional week's severance pay for each year of service, for a total of three weeks' pay per year of service.

The agreement also requires the company to maintain health and life insurance coverage for six months after dismissal.

A \$10,000 tuition pool is created for dismissed employees who enroll in training courses.

The time limit on the rehire

list is increased by six months, to 18 months, for the dismissed Orangeburg employees.

Employees who moved to the Orangeburg area from Mt. Vernon, N.Y.—where CU's main office is located—will be paid a \$500 relocation fee if they decide to move again.

The company also agreed to assign an employee for the next year to help those who were dismissed locate other jobs and seek retraining.

The Guild had been trying to block the company from farming out the mailing and subscription work. Although the company announced its plans late last spring, it refused to discuss alternative proposals with the Guild until mid-October.

Under the new contract, all minimums and salaries for current employees are raised by 9 percent at the start of each of the three years. The cost-of-living adjustments, effective in the second and third years if the Consumer Price Index exceeds 9 percent, have an 11 percent ceiling, making the maximum adjustment in either year 2 percent.

Other negotiated increases and resulting new top minimums include:

Senior bookkeepers, administrative secretaries, survey research assistants—Up \$127.94, to \$561.61 a week, in increments of \$39.03, \$42.54 and \$46.37.

Correspondence inquiry clerks, library assistants, statistical clerks—Up \$90.45, to \$397.03 a week, in increments of \$27.59, \$30.08 and \$32.78.

Clerk-typists, file clerks—Up \$78.44, to \$344.29 a week, in increments of \$23.93, \$26.08 and \$28.43.

Assistant editors—Up \$172.03, to \$755.16 a week, in increments of \$52.48, \$57.20 and \$62.35.

Key punch operators—Up \$86.07, to \$377.80 a week, in increments of \$26.26, \$28.62 and \$31.19.

Key top up \$107. to \$622. in 3-year KSDK-TV pact

St. Louis—A new three-year agreement between the St. Louis Guild and KSDK-TV raises the key news room top minimum by \$107.08 a week, to \$622.08.

The \$107.08 increase—for news writers, senior programmers, producers, directors and account executives—comes in three increments, with \$30.90 from Jan. 1, \$35.48 on Jan. 1, 1982, and \$40.70 on Jan. 1, 1983.

An additional personal holiday is added, for a total of nine holidays.

The mileage rate paid employees using their vehicles on company business is increased by 1 cent in each year of the contract and a weekly guarantee is raised by \$1 each year, taking them to 20¢ per mile and \$26 a week in 1983.

Provision for an improved life and medical insurance program is also part of the settlement.

The company also agreed to withdraw a unit clarification petition it had filed with the National Labor Relations Board.

Other increases and resulting new top minimums include:

Script writers, promotion writers, junior programmers, assist-

ant accounting and credit managers—Up \$79.94, to \$464.45 a week, in increments of \$23.07, \$26.49 and \$30.38.

Key punch operators, stenographers, telephone operators, teletype operator-clerks, film logging and handling clerks—Up \$50.60, to \$293.94 a week, in increments of \$14.60, \$16.77 and \$19.23.

Advertising rate clerks, traffic and sales co-ordinators, production assistants—Up \$61.92, to \$359.68 a week, in increments of \$17.87, \$20.52 and \$23.53.

Clerical workers, typists, mail clerks—Up \$47.37, to \$275.19 a week, in increments of \$13.67, \$15.70 and \$18.00.

General increases for employees paid above the minimum are the same as the minimum increases for the employee's job.

Meanwhile, on Dec. 5, employees of KSD radio voted 14 to 8 to decertify the Guild as their bargaining representative. The local had covered the station's news room, accounting, mail, traffic, continuity and community affairs employees under its contract with the television station when both were owned by the Pulitzer Co. Gannett took over the radio station during the last contract's term.



DISPUTED GUILD BUTTONS
One above drew first management outburst.



Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.3-point increase in the index in December, to 221.3, up 22.3 points from December 1979, and 40.0 points from December 1978. 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 December 1978.

	Index*	Percentage over	
		Same month prior year	November 1978†
December 1979	199.0	9.8	10.1
January 1980	200.1	9.5	10.7
February	201.8	9.4	11.6
March	204.0	9.3	12.8
April	205.2	9.4	13.5
May	207.6	9.4	14.8
June	209.9	10.1	16.1
July	211.5	10.1	17.0
August	213.5	10.7	18.1
September	215.4	10.7	19.1
October	217.3	10.9	20.2
November	220.0	11.2	21.7
December	221.3	11.2	22.4

*1971 = 100

†Index = 180.8

A POIGNANT, FESTIVE OCCASION

150 honor Fletcher for Guild service

San Francisco—One hundred and fifty people helped Fred D. Fletcher mark 34-plus years with the Newspaper Guild at a buffet-reception Jan. 11 that was alternatively festive and poignant.

The occasion was his retirement as the San Francisco-Oakland Guild's executive secretary after 18 years in the post.

Old and recent friends, family, labor leaders from across the state and country, members of his own and other Guild locals, even management folks, gathered at the San Francisco Press Club.

TNG President Charles A. Perlik, Jr., presented him an album prepared from the Guild's historical files. In it, Perlik quipped, one could see Fletcher with "black hair . . . black hair and black beard . . . gray hair

and black beard . . . gray hair and no beard and finally, as now, in gray hair and gray beard."

The album traced Fletcher's Guild career through photographs, documents and other memorabilia.

In presenting it, Perlik expressed his own and the Guild's appreciation to Fletcher for having joined "time after time in the hard work of making a union's democratic processes work" at the "20 or so" Guild conventions both attended.

Fletcher's counsel was "always sought in the process of shaping the future and, often, defending the past," Perlik said. His support was "almost unfailingly given" on controversial policies and decisions, Perlik noted.

He read from the Interna-

tional Executive Board's tribute at its October meeting. Fletcher has made a lasting mark on the Guild "as a voice of seasoned counsel, a bulwark of leadership and an architect of policy," the IEB said.

Perlik noted that Fletcher's "latest, and perhaps last assignment for TNG"—on its committee on merger with the International Typographical Union—"is not yet finished."

TNG Secretary-Treasurer Charles Dale told Fletcher that "you'll never be forgotten, and you'll never be thanked enough for what you've done for the Guild."

Others who paid tribute to Fletcher in remarks to the gathering included Albin Gruhn, president of the California Federation of Labor AFL-CIO, Leon Olson, president of the

Bay Area Typographical Union and chairperson of the San Francisco Conference of Newspaper Unions, Lou Goldblatt, retired secretary-treasurer of the International Longshoremen's and Warehousemen's Union, and mediator-arbitrator Sam Kagel.

Gruhn thanked Fletcher for his service as a vice president of the state AFL-CIO, Olson praised him for "blazing national trails" with "pioneering work" to help forge unity and joint bargaining by newspaper industry unions.

Goldblatt, recalling the 1968 citywide newspaper strike, lauded Fletcher's ability to remain cool and "on point" when others did not.

Larry Hatfield, immediate past president of SFONG, and Doug Cuthbertson, its new ex-

ecutive secretary, kept the program moving.

Fletcher was presented a check from those who attended—to be used for stereo tape equipment to be installed in his 35-foot sloop. He plans to do some extensive sailing, eventually.

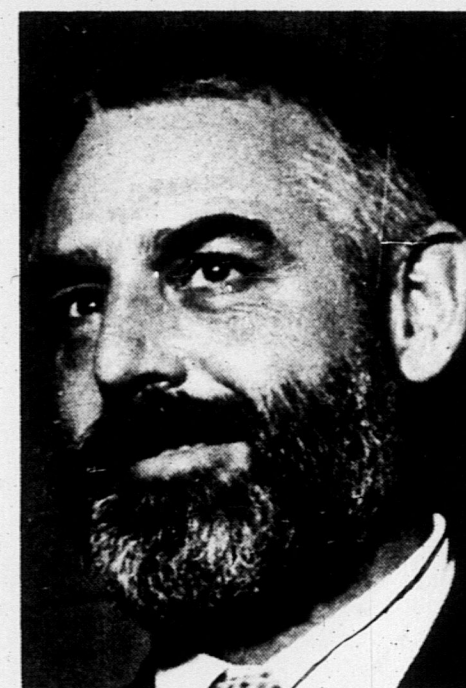
At the Western District Council's fall meeting, Fletcher was presented with the beginnings of an ocean-going tape library.

In thanking the assemblage, Fletcher said that "I've seen faces today I never expected to see again and it's a very moving experience. I'll never forget this day."

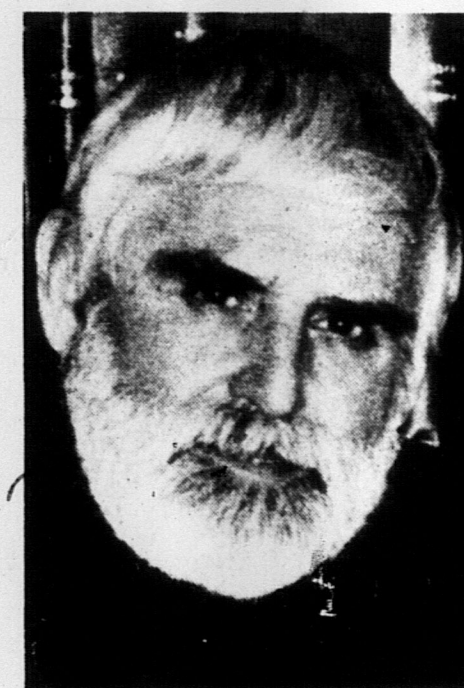
At Fletcher's side was his wife, Helen Palter, who had just taken office as the second woman to serve as SFONG's president.

Album traces Fletcher's Guild career
ASSEMBLED THROUGH DILIGENT RESEARCH

1954—A SFONG DELEGATE



1964—STATE AFL-CIO VP



TODAY—MERGER COMMITTEE

The metamorphosis of Fletcher: Right winger to . . .

By FRED D. FLETCHER
San Francisco-Oakland

I'VE THOUGHT lately about how I got this way and how I happened to become a union pro. . . .

I come from a family of doctors and merchants, with a banker thrown in. Conservative Republicans all.

I remember my father's approval of an election-eve Chronicle head warning: "A vote for Roosevelt is a Vote for Hearst." . . . That had to be in 1932. Hearst didn't support FDR again.

We weren't anti-Hearst. Just pro-Hoover. My mother later married a Hearst editor. . . . Anyway, I was one conservative kid. I thought unions were criminal conspiracies.

The banker uncle got my older brother and me summer jobs in the woods. My brother came back once with some pro-union sympathies. This led to loud arguments between us. I remember likening Roosevelt to Stalin and John L. Lewis to Genghis Kahn.

Sometimes, of course, argument forces one to think. After a while I came to realize it was a different, more complicated world. Changing it began to seem a good idea.

By this time I was in college. I became active in the campus Young Democrats, winding up as president of the largest Young Democrats club in the state. Then came a split over Roosevelt defense policy and what some felt was a slowing down of New Deal momentum. I went with the left wing. Some said we were the guts of the organization; others said we were the nuts.

I was briefly chairman of the student body's Peace Committee. . . . This at U.C. Berkeley. . . .

None of this has much to do with anything except for the fact that a new brand of industrial unionism then sweeping the country was, to us campus red hots, the real-life manifestation of what ought to be.

Talk about changing the world! Hell, a revolution was going on out there. Millions of previously unorganized American workers (including white-collar newspaper employees) were joining unions and doing spectacular things about how they would work and live. . . .

Meanwhile, my brother had joined something called the San Francisco-Oakland Newspaper Guild. He was an Examiner reporter for several years.

This is excerpted from the December issue of the San Francisco-Oakland Guild's publication, the Bay Guild News. It was the last issue of the paper before Fletcher, 60, retired as the local's chief executive officer.

He made the Guild sound interesting but I had no desire to work for a newspaper, either.

The first union I did join was Pile-drivers, Bridge, Wharf and Dock Builders Union, Local 34, in San Francisco. The urgent construction of shipyards and other wartime plants required 2,000 more "pilebutts" than the 500 who normally plied that rugged trade in the local's jurisdiction.

It was and is an affiliate of the Brotherhood of Carpenters. With a minimum of training and without the help of my U.C. diploma (major: philosophy), I became a proud registered possessor of a journeyman carpenter's book. I never knew the height of a door-knob from the floor, but I did become a first rate pileriverman—as a spooltender, loftsmen and raftsmen, to show my authenticity—if I do say so.

I went to most union meetings. . . . dignified, no-nonsense affairs, completely democratic. (I've never seen an undemocratic union meeting. On a few occasions there have been heavy-handed chairpersons, but only because they were temporarily tolerated.) . . .

That chapter ended when I went off to war (WW-2). . . .

AND HERE'S where I admit that becoming a newspaper reporter did not fulfill a lifelong ambition. The simple fact is that I found myself an unemployed veteran in 1946, with no civilian skills except in pileriving; and, fortunately or not, there was no pilebutt work.

I took stock. I liked to write, my English was pretty good, and I guessed that maybe I'd like to work on a newspaper. My mother's Hearst editor wasn't too sure about that but he kindly opened some doors in Seattle, and I went to work there as a cub reporter on the (non-Hearst) Times. . . .

Well, after two months I was told I was being bumped by a returning veteran. Maybe I was and maybe I wasn't. I somehow landed right away on the (Hearst) Post-Intelligencer where I stuck for four more months. Then I

took good advice and accepted a job on the Daily Olympian where I was the entire citywide reportorial staff for 18 months under two able and exacting editors. That made me, I think, a good reporter.

Like it? I loved it from the first day. I had the experience others have reported. When handed my first Seattle Times paycheck, I said (to myself, of course): "Wow, you mean they actually pay you to do this?" Of course, before long I developed standard employee values, too.

The Seattle papers had Guild contracts and I eagerly waited to be invited to join. No word for almost two months. Then, to my disgust, a Guild officer at the Times told me, in the most apologetic tone, that I had to join. That's a lousy way to be introduced to a union, as I've tried to emphasize in SFONG.

Anyway, I became a Guild member in May or June, 1946. I was too new to get involved before my move to Olympia, where the Guild definitely wasn't.

And this is the literal truth. The absentee publisher of the Olympian, an ancient and diminutive dandy in spats, came to town periodically and did things like firing me just for the kicks. For example, he'd enter the news room, lay a thick cane across my typewriter, point at my chest, and demand:

"Who are you?" (knowing damned well who I was).

"Uh, I'm Fred Fletcher, Mr. . . ."

"Oh, so you're Fletcher. That's too bad," he'd say. "I'm sorry, but I just had to fire you."

All this, as if it were for real. The first time I thought it was. After watching me for the (presumably) desired effects, he'd cackle in high humor.

How we hated that man and plotted to fix him. Yes, we certainly talked Guild. But a Guild unit there would have been the smallest in the whole country. . . .

We did use the Guild in a not uncommon way. One of the editors threatened the publisher with immediate Guild organizing if we weren't given, for the first time, vacations. We got them.

I really liked the Olympian job, but vowed I'd never again work without a Guild contract. So what happened?

I was tentatively hired by the Salt Lake City Telegram, where a Guild unit had just been organized. (The paper soon was swallowed by the non-

union Deseret News.) On the way to Utah I visited my mother at Sonoma. While there, I got a call from Olympia that changed everything.

New management at the Santa Rosa Press Democrat said it might want to hire me. Well, I thought, here's a Guild paper in a great little town just 22 miles from Sonoma and 55 from San Francisco. I sent regrets to Salt Lake City and accepted in Santa Rosa.

The new editor took me to lunch, revealing plans for the paper and for me. I described some Olympia experiences, explaining why it was great to be working again at a Guild paper.

PAUSE. The Editor: "Uh, well, we don't think we need the Guild here." Stupidly, I'd thought that all dailies in the Bay Area had Guild contracts. . . .

I've never regretted sticking it out there instead of looking elsewhere. I had a great beat and much freedom, covering courts and county government. It was a superior staff. The paper did a hell of a job for its readers. Circulation doubled in less than five years.

We never were given my Olympia kind of cause to organize a Guild unit. But there always is cause. It's simply not possible for employees of a corporation to have the fullest measure of dignity, benefits, security and job satisfaction without a union. On that I stand. Anyway, I was committed by now to organize the Guild in Santa Rosa.

It took four years because of staff turnover, because conditions weren't that bad—and because of fear. Staffers feared firing or other harsh treatment for signing with the Guild. The fears, there, were almost entirely groundless. But every union organizer—and every National Labor Relations Board functionary—knows fear is the greatest deterrent to union organization. It's 95 percent of the reason there aren't unions everywhere.

(I stand on that, too. What gets me is that our national labor laws seem to set up exquisite fear standards. Employers are permitted to scare the hell out of unorganized employees in all sorts of subtle ways, just so long as they don't do anything obvious in broad daylight. The theory seems to be that unions are only for those willing to walk across red hot coals to reach them.)

Anyway, three of us finally went "out in the open." In writing, we pro-

claimed our Guild membership and asked the holdouts to join. We finally had an almost unanimous sign up.

An NLRB agent checked the signatures. More about him later. He announced the result and management, to its credit, didn't stall for an election. It signed a letter on the spot recognizing SFONG as representative of its editorial staff. This was one of few times a [U.S.] publisher has recognized the Guild on the basis of a simple card check.

Our first Guild contract was signed in November, 1952. I was unit chairperson and, as time went on, also held various SFONG local offices—vice president, treasurer. After a while I felt I'd done my share and began to back out. I thought.

I went to the Guild's 1955 international convention, my third, intending to be just another SFONG delegate. It turned out to be pivotal in my Guild career.

SFONG had been torn by an internal row. It's oversimplification to call it a policy dispute between Executive Secretary Sam B. Eubanks and Al Dipman, a Call Bulletin copy editor who was the western regional vice president of the Guild. But they were principal representatives of two factions. Pensions—when and how to bargain for them with the employers—were major issues.

To my surprise, two heavy-weight SFONG delegates—Joe Rosenthal who's still at the Chronicle, and Hale Champion, who later became a high official in Gov. Pat Brown's cabinet, at Harvard and in the Carter administration—decided I should be the next in a line of, until then, unsuccessful candidates for Dipman's position.

Eubanks opposed this, saying he'd like to see me on the International Executive Board, but thought that Dipman would beat me. I, too, didn't want to be defeated. I didn't even want to fight. I finally and reluctantly bowed and accepted nomination.

With Champion and Rosenthal as campaign co-chairpersons, with advertising help from Bob Guiles who later became SFONG president and who retired this year from Printco, with help in the hinterlands by such as Jose Stell, now a veteran San Jose Guild leader but then in the Pueblo Guild, I somehow won. From then on I was hooked.

Actually, I served only one tumultuous two-year term on the IEB. It expired during a bitter falling out between Eubanks and the international

Guild administration he helped elect. Both sides were right, and wrong.

Eubanks was a great man and almost like a father to me. But I saw in Charles A. Perlik, then international secretary-treasurer, a man with the youth, brains and drive to lead the union in the right direction. I stood with Eubanks but had no stomach for that fight. I declined to seek re-election, removing myself from cross-fire. Instead, I ran for and was elected president of SFONG.

About that time, Eubanks persuaded the local to create the position of assistant executive secretary. His job had become too much for one person on a year-around basis.

The new job lay vacant for about a year while we put together a servicing program with the San Jose, Sacramento and Stockton locals. . . . They agreed to pay SFONG so much per capita if it would supply a professional as needed. It then became necessary to fill the new job. Sam and the SFONG governing bodies selected me. I was a very willing seletee.

I had no idea how long I might be willing to work for the union. I simply felt that, for a time, I'd rather work for the Guild than for a newspaper. It was almost as if I'd come to feel that I was a reporter because I liked the union activity, instead of vice versa.

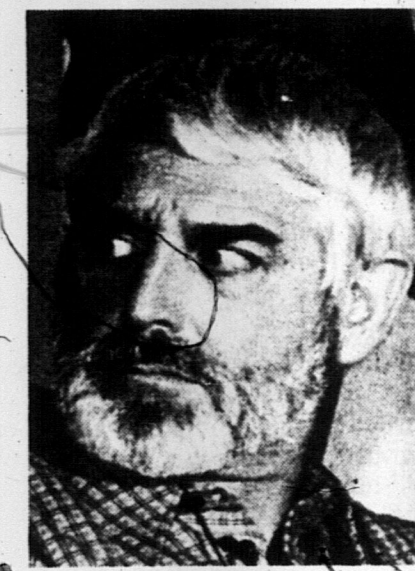
I also remember reasoning that I had been doing two jobs while paid for only one, by the newspaper. If paid by the union, I'd have only one job and have more nights and weekends off. The last hasn't exactly worked out.

ANYWAY, after 10½ years with the Santa Rosa paper, I took a Guild leave of absence, and reported to work at the Guild office in San Francisco on November 3, 1958. I've loved it, the whole, full, sometimes stormy, sometimes wearing, but to me exciting and satisfying 22 years since.

Back to that NLRB agent who ran our Santa Rosa card check in 1952. His name was Clem Miller, and six years later he was elected to Congress. . . .

Several weeks before I began work in the SFONG office, Miller offered me a job on his Washington staff. I have to admit I was tempted. But I simply had to try my hand as a union pro and had made my commitment to Sam Eubanks.

I do wonder, however, what might have happened if Miller had asked me only a couple of months earlier.



1973—TNG FINANCES



1955—A TNG VP

Fletcher's at the top, Perlik's down front, with Ed Marciniak, Chicago, between.

Libel suits 'unfair,'
labor board says

Phoenix—The National Labor Relations Board here has issued a complaint charging Phoenix Newspapers Inc. with unfair labor practices in filing a civil suit last spring against the Phoenix Guild and five Guild leaders and in refusing to bargain with the Guild.

These NLRB complaints against the publisher of the Arizona Republic and Phoenix Gazette have been consolidated with others issued since last spring—including charges that the local's secretary, Bonnie Bartak, and exempt Arizona Republic editor John G. (Jack) Mayne, Jr., were illegally fired—and a hearing on all of them has been set for Feb. 23 before an NLRB administrative law judge.

The NLRB's regional director, in a complaint issued Dec. 23, found that the company "interfered with, restrained and coerced" employees in the exercise of protected union activities when it filed a libel suit against the Guild and Guild leaders.

The suit alleges that the company was injured by a Guild membership bulletin reporting in detail about unfair labor practice charges the local filed with the NLRB in February 1980.

The company also filed a similar suit against a Phoenix weekly that carried a story about the local's charges.

Among the charges reported in the bulletin were allegations that the company had engaged in electronic surveillance of a Guild leader's telephone and that it maintained a "hit list" of employees to be purged.

The board's regional director in December dismissed the electronic surveillance charge and, on appeal, the NLRB's general counsel did likewise, saying that the evidence was insufficient to support the charge.

Reporter top goes to \$341
in settlement in Waterbury

Waterbury, Conn.—The top minimum for reporters and photographers in the New York Guild's contract with the Waterbury Republican and American has been raised by \$23.84, to \$341.75 a week, in a one-year agreement with the papers.

The \$23.84 increase is retroactive to Sept. 1, the effective date of the contract.

The top minimum for copy desk employees, editorial writers, assistant women's editor and assistant wire editor was increased by \$25.12, to \$360.12 a week.

The maximum sick leave a full-time employee can accumulate was increased by 25 days, to 100 days.

Other increases and new top minimums include:

Librarian—Up by \$18.66, to \$267.46 a week.

Dictation clerks—Up by \$13.40, to \$192.11 a week.

Assistant librarians—Up by \$15.44, to \$221.28 a week.

More than 125 employees of the 35,000-circulation, locally owned daily will be eligible to vote.

The date was agreed to by the paper's management and Guild representatives during a Jan. 16 hearing on a petition that the board certify the Guild as the employees' bargaining agent.

The regional director, in the current complaint, also found that the company has refused to bargain with the Guild since about May 15, 1980, when the local sent a revised contract proposal to the company and requested bargaining.

Earlier talks between the Guild and the Pulliam-owned papers had broken off in April 1979, after more than a year.

The Guild won representation rights for the papers' editorial department employees on Feb. 3, 1978, in an NLRB-supervised election.

The regional director, last spring, charged the company with having fired Mayne because he "refused to participate or cooperate in . . . efforts to discriminate against" Bartak. At the same time the regional director accused the company of illegally discriminating against Bartak because of her union activities and because she had filed sex discrimination charges.

Less than a week after those charges were issued, the company fired Bartak—a veteran of seven years on the paper's staff—claiming that she failed to pass 90-day probationary periods they had imposed.

The regional director then issued an unfair labor practice complaint over Bartak's firing.

A charge that the company illegally refused to provide the Guild with payroll information it requested will also be before the administrative law judge.

Meanwhile, a U.S. district court judge in September dismissed a petition by the Equal Employment Opportunity Commission seeking an injunction restraining Bartak to her reporting job with the Republic pending its investigation of her discharge.

That and other charges of sex discrimination against the papers remain pending before the EEOC.



Middle-Atlantic District Council, winter meeting, Jan. 31-Feb. 1, Philadelphia (tentative).
Western District Council, winter meeting, Jan. 31-Feb. 1, Seattle.
TNG and ITU merger summit committee, joint meeting, Feb. 5-8, Colorado Springs.
Great Lakes District Council, winter meeting, Feb. 21-22, Hyatt House Hotel, Pittsburgh.
Midwest District Council, winter meeting, Feb. 21-22, St. Louis.
International Executive Board, spring meeting, April 27-May 1, TNG headquarters, Washington.
48th Annual TNG Convention, Rivermont-Holiday Inn Hotel, Memphis, June 29-July 3, 1981.

Quickening industry growth seen in '81

(Continued from Page 1)

crease by 8 to 12 percent this year and that advertising revenue will increase by 10 to 12 percent.

Edward Parmalee, president of Knight-Ridder Newspaper Sales, is predicting a "minimum 10 percent increase in advertising revenues for the industry in 1981 "unless the economy comes apart at the seams." He projects revenue growth of 10 percent for retail sales, 11 percent for national and 9 percent for classified, Editor & Publisher reported.

Parmalee said he expects advertising rates to increase "at a greater pace than in 1980" due to inflationary pressure and predicted the best growth opportunities would come after the first quarter of 1981.

A slightly more conservative forecast by the Commerce Dept. projects expenditures for newspaper advertising will increase by 8.7 percent in 1981, to \$17.5 billion.

Several analysts caution that the step-up in the growth of newspaper profits in 1981 is dependent on how quickly the economy recovers from the slump of 1980.

The government's report says that newspapers will face growing competition for local advertising in the next 10 years as cable television expands in local markets, but nonetheless predicts that newspapers "will maintain an annual average rate of growth of between 9 and 10 percent" over the next five years.

"Publishers' profit margins" have been enhanced not only by increased advertising revenue, but also by "high rates of worker productivity," the Commerce Dept. points out.

Employment in the newspaper industry has made a "sound recovery from its dip of 1975," the agency reported, noting that employment grew by 3 percent in 1980. It predicts another 3 percent increase for 1981, to bring

the total number of persons employed by newspapers to 449,000.

A 1 percent increase is expected in the number of production workers. Today production workers make up 40 percent of the industry's employees, compared to 49 percent 10 years ago, the agency noted.

The 1980 decline in classified ads began "shortly after the interest rate escalations and credit crunch took hold last spring," McCann-Erickson's Coen reported. He pointed to declines of as much as 10 to 20 percent for some papers in areas hardest hit by the general economic slowdown.

Knight-Ridder's Parmalee told a media analysts' conference that the decline in classified "varied widely from market to market," with papers in the south and some areas in the west "relatively unaffected by the economic slide," while papers in the midwest and northeast "had exceptionally rough going."

Harte-Hanks called small Gannett

When Robert Marbut, president of the Harte-Hanks Communications conglomerate, was an undergraduate at Georgia Tech he edited the campus newspaper while studying architecture and engineering.

"I always liked the newspaper business," he told N.R. Kleinfeld of the New York Times, "but I never thought you could make a living at it."

In ten years as Harte-Hanks president, Marbut has "laid his doubts to rest," Kleinfeld noted. Harte-Hanks had just bought its 29th daily—to go with 68 weeklies, 15 broadcasting stations, four cable television systems, and more.

One newspaper analyst called the company "a small, rapidly growing version of Gannett," Kleinfeld noted.

In the industry as a whole, classified advertising lineage dropped about 6.5 percent, Parmalee estimated.

Although lineage was down, analysts predict that revenues from classified ads will be up by 1 or 2 percent for 1980.

Ads from cigarette manufacturers and airlines were responsible for much of the rise in national advertising in 1980, analysts report.

The Newspaper Advertising Bureau projects that national advertising revenues will show a 13 percent gain when all the figures are in for 1980.

The NAB expects year-end reports to show a 9 percent increase in retail advertising revenue and a 1 percent increase in classified revenues.

Overall newspaper advertising revenues increased by 7 percent in 1980, the NAB estimated, while Parmalee put the total in-

crease in ad revenues at 8 percent.

U.S. daily newspaper circulation declined slightly in 1980, dropping by 115,259, to 61,973,701, while Sunday circulation increased by 611,631—more than 1 percent—to 54,157,025, according to Editor & Publisher.

Canadian daily circulation fell by 78,274 in 1980, to 5,081,567. The loss of 1.5 percent includes that resulting from the demise of the Ottawa Journal and Winnipeg Tribune. Sunday circulation in Canada climbed by nearly 15 percent, however, to 1,765,561—up 229,090.

Early reports indicated that U.S. magazines experienced a decline of advertising pages in 1980, but advertising revenues were expected to be up by 9 to 10 percent.

Predictions for 1981 see similar increases in advertising revenue, with increased ad rates of 10 to 11 percent.

Trend to morning seen continuing

At least 27 dailies in the United States and Canada have switched from evening to morning publication since the Modesto Bee did so in October 1976, with 12 of them making the change in the last year.

And newspaper analysts predict the trend will continue in 1981, particularly among "some larger papers," according to Editor & Publisher magazine.

The number of evening newspapers declined by 54, from 1,459 in 1960 to 1,405 by the end of 1979, and evening circulation fell by 1.2 million, from 34.8 million to 33.6 million.

During the same period the number of morning papers rose by 70, from 312 to 382, and their circulation increased by 4.6 million, from 24 million to 28.6 million.

The switch from evening to morning publication has benefitted readers and advertisers, Editor & Publisher concluded after contacting all but one of the dailies that have changed schedules since the Modesto Bee did so.

All but one of the papers consulted told Editor & Publisher that the change to morning publication "had beneficial effects" on both circulation and advertising.

First Philadelphia Journal pact sets \$500 key top

(Continued from Page 1)
of three—a full Guild shop and provision for monthly checkoff of Guild dues.

A few sports writers and handicappers who are exempt from overtime are entitled to additional vacation or an annual cash bonus or a combination of the two, at the employee's option.

The baseball writer, for example, can choose between an extra four weeks of vacation and a \$2,000 bonus, nine extra weeks of vacation or a \$4,000 bonus.

Employees will be eligible for five weeks' vacation after 15 years of service, four weeks' after six years, three weeks' after two years, two weeks' after a year and one week after six months.

Three weeks was the maximum vacation in the past.

The agreement calls for the employer to pay the full cost for health insurance for employees and their dependents and also requires the company to reimburse employees for the amount of the annual "deductible" under the insurance plan. It also provides for an amount equivalent to the cost of health insurance for employees opting to belong to a health maintenance organization.

Employees working for pro-

longed or extensive periods on video display terminals are to get adequate work breaks or other limits on hours.

The agreement also requires the publisher to periodically test terminals for radiation emissions.

Dismissals resulting from the introduction of new or modified equipment are banned. Severance pay of two weeks' pay for each year of service will be paid to all employees on termination, including resignation.

A fair employment practices clause prohibits discrimination in hiring or employment because of age, sex, race, creed, color, national origin, marital or parental status, family relationship, sexual or affectional preference, political activities or belief or irrelevant mental or physical handicaps.

Employees regularly driving their own vehicles on company business are guaranteed \$35 a week, with an extra 22 cents per mile for all miles driven outside the city limits. Occasional vehicle users are guaranteed \$7 a day, plus the 22 cents per mile outside the city.

Regular users had been paid \$20 a week and 15¢ per mile.

The mileage rate will be boosted by one-half cent for each

5 cent increase in the cost of unleaded gasoline as reported by the Bureau of Labor Statistics for the Philadelphia area.

Employees on overnight assignments will be paid a \$30 per diem, plus hotel.

A \$100 monthly equipment allowance is included for photographers, and employees working two hours or more overtime will be paid a \$7.50 meal allowance.

A human resources committee made up of Guild and management employees is to meet monthly to discuss employee complaints and problems without interfering with the operation of the grievance procedure.

Maternity leave of up to a year in addition to sick leave for periods of disability and paternity leave of 10 working days are included.

The agreement calls for sick

leave for the duration of any illness or incapacity.

The contract guarantees that there will be no reduction in salaries, calls for acknowledging individual merit with increases above the minimums and requires the employer to review salaries for merit increase purposes at least every six months.

A clause designed to protect an employee faced with a demand to surrender or disclose confidential material or information is included.

It calls for the employer to provide legal representation and guarantees that an employee will not suffer any loss of pay or other benefits.

The agreement also provides that an employee will not be required to use his or her position for a purpose other than performing the duties of the job and

requires that substantive changes in copy be brought to an employee's attention before publication, where possible.

A byline or credit line will not be used over an employee's protest or on copy when substantive changes are made and it is not practicable to bring them to the employee's attention before publication. No correction or retraction will be printed without first consulting with the employee.

The contract also provides that an employee whose work or person is mentioned in a letter to the editor be given the opportunity to respond to the letter, with the response published simultaneously and on the same page as the letter to the editor.

The employees voted for Guild representation in a National Labor Relations Board-supervised election last May.

High court denies contempt appeal

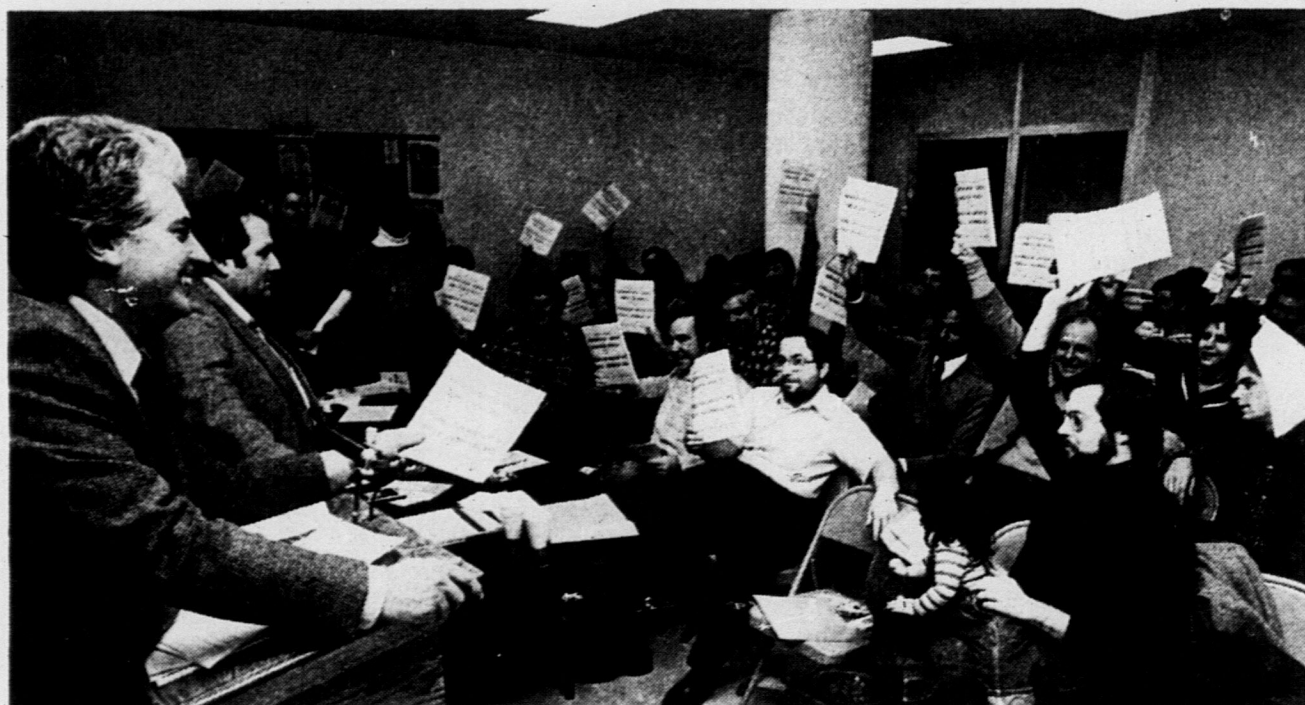
Washington — The U.S. Supreme Court has refused to review a contempt-of-court order against a Philadelphia Inquirer reporter who refused to discuss her sources for a story about the FBI's "Abscam" investigation.

A federal district court judge imposed the order against Philadelphia Guild member Jan Schaffer and sentenced her to six months in jail after she refused to testify about whether she

talked to the U.S. attorney for Philadelphia before she wrote a story last February reporting that four Philadelphia men were involved in the Abscam case.

The judge delayed the sentence pending appeal. The case has taken several complicated procedural turns since and it is uncertain whether the sentence against Schaffer will be pressed.

Her attorney said a new hearing in federal district court would probably be the next step.



JOURNAL GUILD UNIT MEMBERS VOTE WITH (AND FOR) THEIR CONTRACT

Presiding, left, TNG Representative William M. Brown; to his left, Philadelphia's administrative officer, Richard V. Sabatini, vice president, Jack McKinney, and president, Eugene B. Jones.



FRANK ALEXANDER/Merkle Unit/Washington-Baltimore

Enrolling the (former) secretary of labor

A mounted engraving of an enlarged, honorary International Labor Press Assn. card is presented to outgoing Secretary of Labor Ray Marshall, right, by ILPA President James M. Cesnik, editor of the Guild Reporter, during a reception for Marshall at AFL-CIO headquarters Jan. 13. AFL-CIO President Lane Kirkland, in a presentation on behalf of the federation, praised Marshall for having "stood

with us on every basic and important objective" during the past four years. Vice President Walter F. Mondale told the gathering that Marshall's record is one that "cares and responds to the needs of working men and women." TNG President Charles A. Perlik, Jr., and Secretary Treasurer Charles Dale also were among the several hundred union and government persons in attendance.

No jobless pay offset, arbiter says

Washington — Unemployment compensation should not be deducted from the amount of back pay due a reinstated employee an arbitrator has ruled.

Arbitrator Seymour Strongin, who earlier had ordered the Washington Star to reinstate a makeup department employee it had improperly dismissed for "economic" reasons [Guild Reporter Nov. 28], in a second opinion has ruled that the company could not deduct from the back pay due the employee the amount of unemployment compensation the grievant received before he was reinstated.

Noting that arbitrators have

reached opposing conclusions on the question, Strongin said that his study of other awards had persuaded him to adopt the view of arbitrators who follow the reasoning of the Supreme Court in a case known as "Gullett Gin."

That reasoning views unemployment compensation as a collateral, or accompanying, benefit and holds that declining to deduct it from back pay does not make an employee whole.

Strongin said that the purpose of awarding back pay is to make an employee whole for wages lost because of a contract violation, without considering accompany-

ing losses an employee might suffer or accompanying gains.

He said that he was aware that another arbitrator had reached the opposite conclusion in a Guild case at the Washington Post, but said that decision did not compel him to follow what he considers "the less sound of the conflicting positions."

In the Washington Post case, decided last February, arbitrator Nicholas H. Zumas held that in awarding back pay he had intended that unemployment compensation be deducted, saying that an improperly discharged employee is not entitled to "a greater benefit from the discharge."

Right to FEP data is upheld by court

Washington—A federal appeals court here has upheld the right of unions to obtain information from employers on hiring, pay and promotion of women and minorities.

The U.S. Court of Appeals for the District of Columbia issued two rulings Nov. 28 that substantially uphold decisions by the National Labor Relations Board on charges brought by the Electrical, Radio and Machine Workers (IUE) against three companies.

The cases involved decisions by the NLRB ordering General Motors, Westinghouse Electric Corp. and White Farm Equipment Co. to provide IUE with detailed information on job applications and hiring, the number, job classifications, wage scales, and promotion patterns of women and minority employees, information on discrimination complaints filed by workers and on seniority and fringe benefits.

The court found the information to be "so intrinsic to the core of the employer-employee relationship as to be presumptively relevant" to a union's bargaining and representation duties.

The IUE sought the information in connection with a "detailed and comprehensive nationwide program to combat discrimination" it established in 1973. The union pointed out that the decisions also can be construed to uphold the right to other information, such as safety and

health and pension data, relevant to a union's representation responsibilities.

The union's original charges against the companies had stemmed from attempts over several years to obtain information on the employment of women and minorities. The information was necessary, the IUE said, to help enforce its contracts, and the NLRB agreed in upholding unfair practice charges against the companies in 1978 and 1979.

In the GM and Westinghouse cases, the appeals court upheld the NLRB's finding that the companies had illegally refused to bargain and the board's order that they must provide the IUE with data the union sought on employee distribution and promotions.

In the White Farm Equipment case, the court affirmed the NLRB order requiring the company to provide the IUE with job application and hiring statistics and other information, such as details of the company's master insurance agreements.

The fact that the information sought in the two cases could later be used in litigation against the companies was termed "irrelevant" by the appeals court. It also dismissed as "unpersuasive" the companies' argument that providing the information would be financially burdensome.

The court modified the NLRB's ruling requiring the companies to provide IUE with actual copies of discrimination cases filed by workers, holding that this would infringe on workers' right to privacy even though the names were to be blacked out. Instead, the companies will be required to give the union compilations of the number, types, dates and alleged bases of complaints.

A first in Maryland

Washington—"Labor Firsts in America," a publication of the U.S. Labor Dept., reports that in 1878 Maryland became the first state with a law permitting it to attempt to settle labor disputes.

'Cub' reporter average is \$265

AVERAGE minimum for beginning reporters and photographers on daily newspapers and major wire services under Guild contracts in the United States, Canada and Puerto Rico as of Dec. 1 was \$265.20 a week, according to data from TNG's Collective Bargaining Dept. The average is \$19.16 higher than it was a year before.

The average in the United States, under contracts covering 136 newspapers and three wire services was \$265.79 a week, up by \$19.55.

In Canada, the average under contracts covering 11 dailies and three wire services was \$274.81 a week, up by \$21.92, and in Puerto Rico the average under three contracts with dailies was \$239.33, up by \$10.33.

Listed here, in descending order, are the starting minimums—those guaranteed persons who go to work as reporters or photographers with no creditable experience—at 150 daily newspapers and the six major wire services as of Dec. 1. The table does not include the results of settlements since nor deferred increases effective in the interim.

The tabulation shows 117 minimums at or above \$200 a

week, up from 110 a year before; 73 at or above \$250 a week, up from 52, and 31 of more than \$300 a week, up from 13 on Dec. 1, 1979.

New York Times	\$587.07
New York Post	498.78
Reuters (U.S.)	454.09
New York News	427.92
Honolulu Advertiser	396.25
Honolulu Star-Bulletin	392.75
Chicago Sun-Times	369.35
Eugene Register-Guard	343.00
Hilo: Hawaii Tribune-Herald	342.71
Royal Oak Tribune	338.90
St. Louis Post-Dispatch	337.69
Seattle Post-Intelligencer	334.00
Seattle Times	334.00
St. Louis Globe-Democrat	327.69
Mt. Clemens: Macomb Daily	325.35
Victoria Times-Colonist	318.17
Vancouver Sun and Province	318.05
Oakland Tribune	312.38
San Francisco Chronicle	312.38
and Examiner	312.38
San Mateo Times	312.38
Santa Rosa Press Democrat	312.38
Sacramento Bee	308.72
Montreal Gazette	308.00
Sacramento Union	307.99
Wilkes-Barre Sunday Independent	306.15
Malden News, Medford Mercury and	
Melrose News	305.30
Toronto Star	303.72
Fresno Bee	303.58
Stockton Record	303.45
San Jose Mercury and News	302.66
Denver Post	301.00
Reuters (Canada)	298.94
Denver Rocky Mountain News	298.00
Ottawa Citizen	296.98
Philadelphia Inquirer and	
News	296.35
Modesto Bee	295.00
Canadian Press	291.29
Toronto Globe & Mail	288.14
Akron Beacon Journal	288.00
Richmond-Berkeley Independent and Gazette	285.53
Detroit News	283.82
Detroit Free Press	282.57
Toledo Blade	281.12
Portland Press Herald, Express and Sunday Telegram	277.77
Providence Journal and Bulletin	276.35

Sheboygan Press	275.90
Washington Post	275.25
New Westminster Columbian	273.98
Associated Press	273.92
Pittsburgh Post-Gazette	273.00
Manchester Union Leader and Sunday News	272.50
Waltham News-Tribune	272.10
Tacoma News-Tribune and Sunday Ledger	268.35
Yakima Herald-Republic	266.00
Cleveland Plain Dealer	265.78
Minneapolis Star and Tribune	265.25
Bay City Times	264.00
Gary Post-Tribune	263.47
Cincinnati Post	259.39
Kentucky Post and Tribune	259.07
St. Paul Dispatch and Pioneer Press	258.24
Kenosha News	257.00
Lynn Item	256.82
Jersey City: Jersey Journal	255.74
New Brunswick Home News	255.55
Cleveland Press	255.28
San Juan: El Vocero	255.00
UP Canada	255.00
United Press International	254.30
Washington Star	253.83
Harrisburg Patriot and News	252.00
Salem (Mass.) News	250.85
Joliet Herald-News	250.42
Woodbridge (N.J.) Tribune	249.61
York Dispatch	247.91
Chester: Delaware County Times	246.60
Monterey Peninsula Herald	246.00
Memphis Commercial Appeal and Press-Scimitar	245.35
Fall River Herald News	244.71
San Juan Star	243.20
Wilkes-Barre Times-Leader	241.00
Waterbury Republican and American	238.87
Long Beach Independent and Press-Telegram	237.65
Knoxville News-Sentinel	237.30
Pottstown Mercury	236.77
York Daily Record	235.75
Tonawanda News	234.85
Bakersfield Californian	234.72
Youngstown Vindicator	234.50

*Applies to persons hired before 1/1/79. For those hired on 1/1/79, or later, the minimum is unresolved.

**Lower of two reporter minimums for those hired before 8/19/80. Higher of the two is \$524.89. Corresponding minimums for those hired since are \$421.50 and \$512.44 a week.

†Strike in progress against this paper. Minimum listed is from contract before strike began.

Buffalo Courier-Express	232.32
Indianapolis Star	230.90
Allentown Morning Call	230.30
Sioux City Journal	230.00
Canton Repository	229.99
Rockford News	228.89
Peoria Journal Star	227.10
Vallejo Times-Herald	226.74
Waukegan News-Sun	226.05
Columbus Citizen-Journal	225.70
Great Falls Tribune	225.00
Erie Times and News	224.49
Baltimore Sun and Evening Sun	223.00
Duluth News-Tribune and Herald	222.00
Brantford Expositor	221.52
Lowell Sun	220.46
San Juan: El Mundo	220.00
Albany Times-Union and Knickerbocker News	218.10
Scranton Tribune & Scrantonian	214.29
Pawtucket Times	211.40
Rochester Democrat & Chronicle and Times-Union	210.77
Brockton Enterprise and Times	208.25
Lansing State Journal	205.24
Woonsocket Call	203.85
Oshawa Times	201.26
Kingston Daily Freeman	201.08
Norfolk Virginian-Pilot	200.00
Utica Observer-Dispatch and Press	197.50
Sudbury Star	197.45
Hazleton Standard-Speaker	195.76
Chattanooga Times	191.27
Lexington Herald and Leader	190.00
Scranton Times	185.55
Morgantown Reporter and Dominion-Post	184.46
Massillon Independent	181.90
Pueblo Star-Journal and Chieftain	178.22
San Antonio Light	175.99
Battle Creek Enquirer & News	170.00
Terre Haute Tribune and Star	170.00
Monessen Valley Independent	165.00

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Hubert Beyer, president; Roger L. Stonebanks, 1st vice president; Matt McGeachie, 2nd vice president; Norm Gidney, secretary; Pat Turnbull, treasurer.

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William Morrissey, president; Chris French, AP vice president; Kevin Keane, UPI vice president; Dan Carmichael, secretary-treasurer (Carmichael, 424; Conrad Unker, 242); Fred Standish, AP delegate (Standish, 228; Phil Cannaday, 113); Allan Bruce, UPI delegate (Bruce, 224; Judy Dugan, 115).

Probe of newspaper industry moves to B.C.

A royal commission's inquiry into corporate concentration in the Canadian newspaper industry resumed with hearings in Victoria and Vancouver in mid-January and was to be followed by additional local hearings in seven other cities before concluding with a six-day national hearing in Ottawa in mid-March.

The commission—dubbed the Kent Commission in recognition of its chairperson—was created in the wake of the simultaneous closing on Aug. 27 of Thomson's Ottawa Journal and Southam's Winnipeg Tribune, leaving Thomson with the only daily in Winnipeg—the Free Press—and Southam with the only English-language daily in Ottawa—the Citizen.

At the same time, the last vestiges of newspaper competition were eliminated in Vancouver when Thomson sold to Southam its half interest in Pacific Press Ltd., publisher of the Sun and Province, and the possibility of a second English-language daily in Montreal was foreclosed when Thomson also sold Southam its one-third interest in the Montreal Gazette and Thomson's option to run the newsroom if Southam revived the Star or started another afternoon paper in Montreal.

The actions left only four Canadian cities with directly competing English-language dailies: Toronto, Calgary, Edmonton and St. John's Nfld.

The three-member commission is chaired by Tom Kent, a former

editor of the Winnipeg Free Press who now is dean of administrative studies at Dalhousie University in Halifax, N.S. The other members are Borden Spears, a retired senior editor of the Toronto Star and former Guild member and Laurent Picard, dean of management at McGill University and former president of the Canadian Broadcasting Corp.

The commission launched its hearings with two-day sessions in Winnipeg and Ottawa in December where it heard testimony from a variety of officials and others including representatives of the Guild locals. (TNG's Canadian office is preparing a brief for submission in advance of the national hearing.)

During the Winnipeg and Ottawa hearings, the commission heard calls for government regulation of the newspaper industry ranging from limitations on the number of papers a chain can acquire to calls for government ownership, and from calls for government licensing to a proposal that Thomson be required to divest itself of either its newspapers or its department stores.

Bridget Peterson, the Ottawa Guild's executive officer, told the commission that the government should adopt legislation like that first advanced to the government by the Guild last spring—that would limit the number of existing papers a chain can acquire.

Since the acquisition by Thomson of FP Publications a year ago, the Thomson and Southam

chains own 50 percent of Canada's daily newspapers and control 50 percent of Canadian daily circulation.

The president of the Manitoba Federation of Labor, Richard Martin, told the commission in Winnipeg, that the government should launch its own newspaper chain to compete with privately-owned papers. He suggested it be run by a crown corporation similar to the Canadian Broadcasting Corp.

A board of education member made a similar proposal in Ottawa while a provincial legislator proposed that municipalities publish newspapers as an alternative to the privately owned press.

Martin's suggestion apparently met with little support among members of the commission, with Spears questioning the ability of government-owned newspapers to function independently and Kent and Picard expressing fear that a federally owned chain would be seen by the provinces as a form of intrusion.

Another witness told the panel in Winnipeg that traditional fears about government involvement in the media are fast becoming outdated and called for government review of future acquisitions and government financial assistance to troubled papers.

That sentiment was echoed by Winnipeg Mayor William Norrie and New Democratic Party Leader Howard Pawley.

Norrie said Southam's closing of the Winnipeg Tribune contradicted "the rationale advanced by

chains to justify their existence"—that profits from stronger papers will enable weaker ones to survive.

Cecil Rosner, a leader of the Free-Press unit of the Winnipeg Guild, said he sees little point in the government attempting to regulate newspapers or control their sale. "Whatever has to be done must be achieved by the employees themselves by seeking a better say in how newspapers are run . . . the primary allegiance of business is to shareholders, and we certainly can't argue with that," he said.

The New Democratic Party, in a brief submitted to the commission, called on the government to require Thomson to divest either its newspapers or its department stores. Thomson's majority interest in the more than 600 Hudson's Bay Co. stores across Canada, means that in nearly all of the 40 localities where it also owns a newspaper it has a link with a major retail advertiser and that "can only have severe negative effects on competitive newspapers," the NDP said.

It also called for a federal newspaper agency to monitor the industry and for a stronger anti-combines law. The federal agency should review all proposed mergers, acquisitions or closures to determine if the moves would be beneficial and if they would conform to law, the NDP said.

Its brief also called for government subsidies to failing newspapers and criticized the government for inaction when the Winnipeg and Ottawa papers were closed and hundreds of employees' jobs lost.

An NDP member of the Ontario legislature, Evelyn Gigantes, also called for tougher anti-combine laws and said if existing laws had any teeth, some newspaper executives would be paying a penalty for the consecutive closings of the Ottawa Journal and Winnipeg Tribune. She asked the commission to explore why

major advertisers, including Thomson's Hudson's Bay Co., did not advertise in the Journal after Thomson acquired it.

Douglas Lauchlan, leader of the Manitoba Liberal Party called for a federal commission similar to the Canadian Radio-Television and Telecommunications Commission to oversee the operation of newspapers. The commission would review ownership changes and grant licenses "subject to renewal after an assessment of performance according to published criteria and performance commitments made at the time of licensing," Lauchlan said.

Lloyd Francis, a liberal member of Parliament testifying in Ottawa, argued that government should not get involved with the press and called on publishers to establish "fair-play" tribunals to mediate reader complaints.

He discouraged a proposal by some other witnesses that the government provide low-interest loans to encourage the creation of alternative daily newspapers. "When I look at some of the tabloids emerging where other newspapers have disappeared, I must say that there doesn't appear to be much improvement," Francis said.

The former executive editor of the Ottawa Journal, James Rennie, said that the paper was gaining circulation when Thomson closed it. "A lot of people" thought the Journal would reach a break-even point of 90,000 in the spring of 1981, Rennie told the commission.

He said he felt extremely bitter toward the Thomson organization and said it "has no sense of responsibility—they just pillage communities to get everything out of them."

A Canadian Press reporter told the commission that CP's Ottawa bureau has been short staffed since the two papers were closed. Together they contributed about \$475,000 in annual fees to the wire service, he said.

Chains buy most dailies sold in '80

Forty-eight of the 52 U.S. daily newspapers that were sold in 1980 were bought by newspaper chains, according to a year-end review by Editor & Publisher magazine.

Among the exceptions, one paper—the Philadelphia Bulletin was acquired by an oil and communications conglomerate, the Charter Co.

One former chain paper, E. W. Scripps' Cleveland Press, was bought by an individual, Cleveland industrialist Joseph E. Cole.

Employees of the Omaha World-Herald took over title to

that paper from the estate of its former owner.

Meanwhile, Thomas Murphy, chairman of Capital Cities Communications, the chain that in the last few years added to its holdings the Wilkes-Barre Times Leader and the Kansas City Times and Star, complained to a meeting of financial analysts about the high price of buying newspapers.

"Everything's too expensive," Editor & Publisher reported Murphy as saying.

Private companies like Hearst and Cox "are driving up the price of newspapers," Murphy said.

They "develop cash that is above their needs" and "put the money back into businesses they know," he explained.

A media financial analyst told the meeting that the same kind of companies "are paying the highest prices" for cable TV systems. He cited Newhouse, the Tribune Co. and the San Francisco Chronicle.

NCNS chief Richard Daw named third Broun judge

Washington—Richard W. Daw, editor-in-chief of the National Catholic News Service and a former longtime reporter, editor and bureau chief with Associated Press and newspapers in Florida and Louisiana, has been named the third judge in TNG's 1980 Broun Award contest.

Announcement of his appointment was made Jan. 16 by Edward S. Gilbreth, the contest's chairperson. Earlier, Benjamin F. Holman, acting dean of the University of Maryland's journalism college, and Bill Kovach, New York Times Washington Bureau chief, were named the other judges in this year's contest.

Judging is to take place Jan. 24, with the winner announced Jan. 26, the opening day of the International Executive Board's winter meeting.

Daw went to NCNS in his present position four years ago after 19 years with AP in the United States and Central America, serving as chief of its bureaus in Honolulu, New Orleans and Denver.

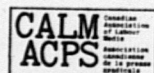
The Broun Award—\$1,000 and a citation—is presented annually for journalistic work "in the spirit of Heywood Broun," the Guild's founding president.

More than 125 entries in the 1980 contest had been received at TNG headquarters by Jan 21.



RICHARD W. DAW
NCNS chief is Broun judge

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

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