The
GUILD REPORTER

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New York and Guild turn out for Reagan

More than two dozen members and leaders of the New York Guild were among more than 10,000 persons who took their objections to President Reagan's programs and policies to the streets outside the New York Hilton March 23 as he received an award for humanitarianism from the National Conference of Christ ns and Jews. Several NCCJ officials disassociated themselves from the award, many of them attending instead a protest dinner of cheese and ketchup at a nearby college center. Above, Guild banners, and members, are confined behind police lines near the hotel. At right, part of Guild delegation that gathered before the demonstration outside Time Inc. building. Their banner reads: "Reaganism=racism/union busting & [obscured] war spending."

BILL DRUMMY/New York Guild

Fund set to aid Polish journalists as union banned

Washington — Denouncing the Polish government's dissolution of the independent Polish journalists' union, TNG President Charles A. Perlik, Jr., has announced the creation of a fund to aid the beleaguered Polish journalists and is asking Guild locals and members to contribute to it.

"Through sources in Europe," we have learned that our Polish brothers and sisters are "sorely" in need of aid. "Deprived of their jobs and, in many cases, driven underground, they and their families face starvation," Perlik said in a March 25 letter to locals.

Contributions to the Polish Journalists' Aid Fund should be sent to TNG headquarters at 1125 15th St., N.W., Washington, D.C. 20005, in care of Secretary-Treasurer Charles Dale, Perlik said.

The Polish government March 19 announced that it had banned the Polish Journalists' Assn. because it acted "against state and social institutions of public information." Within 24 hours of that announcement the government unveiled an officially sponsored Journalists' Assn. of the Polish People's Republic.

In banning the journalists' association, the government "has dissolved any lingering hope that its martial rule over a terrorized population would be only temporary and that free trade unions would be allowed to lift their heads once again," Perlik said.

"The Polish Journalists' Assn. was the authentic voice of Polish newspaper men and women, raised in solidarity with the rest of the Polish people after years of being muted," Perlik said. Its replacement "is the voice of no one but the discredited government that created it," he declared.

Some 60 journalists are reported to have been arrested since the imposition of martial law in Poland, while 10 to 15 percent of the country's 10,000 journalists are said to have been fired from their jobs, disciplined and/or subjected to a process for "verification" of their political orthodoxy.

The Polish Journalists' Assn., in a statement tacked to the door of its headquarters following the March 19 banning, called the dissolution "the latest step in the un-

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President of Montreal joining TNG field staff

Washington — Frederica Wilson, president of the Montreal Guild, will join TNG's staff as an International Representative April 19, TNG's president announced.

A reporter at the Montreal Gazette, Wilson was the local's first vice president before being elected president for the 1982 term.

She was chief spokesperson for the local in bargaining recent record-setting agreements with the Gazette [Guild Reporter, Jan. 29, Feb. 12 and 26].

A leader in the local's current campaign to organize editorial department employees of Globe International Inc., where she worked four months before joining the Gazette in 1979, Wilson also participated in the local's campaign that organized the Gazette's inside circulation department employees. That group won initial contract coverage in the

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N.Y. unions initiate talks on buying News

New York—Representatives of the Tribune Co. met here March 25 with Theodore W. Kheel, the mediator who is an advisor to the city's council of newspaper unions, to discuss the unions' offer a day earlier to buy a full or partial interest in the Daily News, if necessary to avoid closure of the 1.5 million circulation tabloid.

Minneapolis dailies 'combining,' 70 face ax . . . 3

Leaders of the 11 unions that represent the News' 3,800 employees had voted to make the purchase offer after Tribune Co. President Stanton R. Cook rejected any tax or financing aid from the city of New York.

The city's Allied Printing Trades Council—composed of 10 unions, including the Guild—had established a mechanism for possible purchase of the News when, in February, it set up the News Employees' Stock Ownership Trust. Kheel was named its initial trustee.

The 11th newspaper union, the Delivers', although not represented on the council, has participated in the arrangement.

Council President George E.

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Doldrum$ mostly just stories for dailie$

THE NEWSPAPER industry — while chronicling the financial difficulties of such other major U.S. businesses as autos and steel—continues to do quite well itself, thank you.

While there are some concerns, they are over the possibility that the rate of increase in the industry's profitability could be slowed, not that its profitability might actually decline.

For, with a few well publicized exceptions, newspapers' financial performance was strong last year despite some fourth quarter "softening," available year-end reports show.

And, while that softening has carried into the first months of 1982, some see this year as ultimately coming out as good—or better—than last year did.

In fact, newspaper analysts John Morton and Bruce Thorp predict that 1982 might be the best growth year for newspaper companies since 1979. In their end-of-February Morton Research Newsletter, the analysts estimate that profit growth among the 13 major publicly owned newspaper companies they track will average about 14 percent, compared to an average gain of 12.6 percent in 1981 and 8.2 percent in 1980.

"It's not starting out as an easy year for any of the companies," the analysts noted, pointing to declines in classified advertising. "But unless the economy takes an unexpected tumble, the full-year results for the industry should be good," they said.

SEVERAL companies will benefit from special circumstances in 1982, according to Morton, including Knight-Ridder, through its Philadelphia Inquirer and Daily News, and the Washington Post Co. Papers in both cities should reap higher profits in the wake of competitors' shutdowns, the analysts point out.

The U.S. Commerce Dept. estimates that the newspaper industry's total revenues in 1981 rose by 12 percent, to

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N.Y. unions initiate talks on buying News

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McDonald said the unions' purchase offer is not a departure from the council's "basic position" that the trust "should be a buyer of last resort."

The trust "will step aside for any other responsible buyer interested in acquiring all of the stock of the Daily News," and it "will also be ready to enter into a joint purchase agreement with any buyer so desiring," McDonald said.

During three days of hearings by the N.Y. Senate Committee on Investigations and Taxation into the propriety of government financial assistance for a news organization, New York Deputy Mayor Karen N. Gerard said the city could provide aid for the News in the form of property tax relief on a new or improved plant that could be financed with low-cost tax-exempt bonds.

James J. Patterson, son of the founder of the News, appealed to the committee on the final day of hearings March 22 to aid in keeping the paper operating.

Cook, in a letter rejecting city aid, said that any discussions the Tribune Co. had with the city about such assistance might interfere with a potential sale of the paper.

He said, however, that a potential buyer "no doubt" would want to talk to the city about "the constructive role it will assume in saving the paper."

Other media have availed themselves of tax relief through a state Job Incentive Program aimed at retaining jobs in the state.

Among them: Newsday, the Times Mirror Co.'s Long Island daily, which received a 10-year tax credit, coming to $1.6 million in 1980, when it built a new plant; the ABC television network, recipient of a $1.5-million, 10-year credit for expanding facilities in Manhattan; Reader's Digest in Pleasantville, N.Y., and ABC-affiliate WKBW in Buffalo, Business Week reported.

Patterson, meanwhile, who owns 126 of the Tribune Co.'s 7,716.5 outstanding and privately held shares of stock, is seeking support from other shareholders to oppose any move to fold the paper. With the aid of a court order, he obtained a list of stockholders over the objections of Cook.

A former editor and director of the News, Patterson contends that two-thirds of the stockholders must approve any sale or closure of the News. The company's annual meeting is set for April 8.

Agreement from the Tribune Co. for representatives to meet with Kheel to discuss the unions' offer to purchase the paper "was the first time they have responded to any union overtures to talk to them," New York Guild Executive Vice President Edwin R. Egan said.

"We wrote to them, phoned them and sent messengers," seeking discussions ever since the Dec. 18 announcement that the paper was for sale, but to no avail, Egan reported.

He said the unions would be seeking the same data from the company that it has supplied other potential buyers about the financial condition of the paper.

A proposal by the unions' council that its constituent unions ask their members at the News to put contractual raises due March 31 into escrow accounts has been acted on and approved by three unions—the Mailers', Graphic Arts and Electrical Workers'.

Kheel estimated that the escrow arrangement could produce more than $6 million over the next year. The raises, due under the unions' contracts, average about $36 per employee a week.

Meetings of the Guild's News unit had been set for March 29 and 30 to consider the proposal.

Meanwhile, Joe L. Allbritton, former owner of the Washington Star, while confirming that he is negotiating about acquisition of the News, has denied that he made the Tribune Co. an offer.

His denial came shortly after published reports that he had bid in excess of $100 million for the paper [Guild Reporter, March 12].

Other still potential buyers include Donald Trump, a New York real estate developer, Arthur Levitt, Jr., chairman of the American Stock Exchange, and John S. Dyson, chairman of the New York State Power Authority and former publisher of a group of weeklies.

James Wieghart, executive editor of the News, told Editor & Publisher magazine that in his view the paper can make a profit of "five, six or seven percent."

In addition to offering a buyer the challenge of "presiding over the largest newspaper in the country," it also offers the potential for moving into other areas, such as live reports via cable and book publishing, according to Wieghart.

Moving into such other areas would have been "a much better solution" to the News' problems than launching "Tonight," the the News' evening edition that it folded last August after one year and $20 million in costs.

Management of the News, "or mismanagement," over the last 10 years "spent a lot of resources trying to solve problems that were basically insoluble. They failed to put money into improved equipment. The plant consolidation should have been done 10 years ago," Wieghart told Editor & Publisher.

When the News' Queens plant was built in the early 1970s the paper "intended to build a letterpress there and ran out of money." It installed rotogravure presses instead, "the wave of the past," Wieghart said, speculating that "it should have been offset color."

Noting recent circulation gains averaging 150,000, Wieghart said he was an "optimist" about the paper's future. "In the '70s we drove readers away," seeking to compete for Times readers; now "they're coming back really quite easily," he said.

Wieghart also asserted that "it is a waste of energy, time and money to compete in the suburbs."

"Our problem is not out-migration. The real problem is covering the newcomers to the city, the Latinos, and the Southerners, whether they are white or black," he observed.

Meanwhile, the News has announced that it would drop United Press International news service at the end of March as a cost-cutting measure. Last year the News paid more than $700,000 for the service, headquartered in the News building, the New York Times reported.

Fund established to aid Polish journalists

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founded and illegal repression that for several months has fallen" upon journalists. It strongly objected to government assertions that the organization had acted against the interests of socialism in Poland.

Hundreds of broadcasting employees are also reported to have been fired.

Stefan Bratkowski, president of the banned union, told Western reporters in Poland on March 23 that he feared that another 2,000 Polish journalists were in danger of losing their jobs following the union's official dissolution.

He charged that the dissolution was part of a government effort to destroy the credibility of the mass media, the Washington Post reported.

Bratkowski was elected president of the union in November 1980 as part of a new group of leaders more in tune with the Solidarity union's calls for an unfettered press.

Journalists had been bitterly castigated by other workers during the previous decade as purveyors of government propaganda, the New York Times reported.

Bratkowski, then a Communist Party member, had been unable to find regular work the previous seven years because a paper he once edited had been critical of the authorities, the Times said.

He was expelled from the party last October by a commission which charged that he had "disoriented" public opinion.

The Polish press agency attacked leaders of the union the day after it was dissolved for having "openly sided with . . . extremist antisocialist groups, going so far as to publish tendentious accusations leveled against state authority."

Journalists' organizations should aim to rally "the journalistic milieu around the goals of a socialist state, normalizing life in the country and building credibility of the profession," the agency said.

Perlik called it "heartening" that Polish journalists, although "suffering the severest repression and denied all access to the media, are not accepting their fate supinely." He said that the Guild "cannot fail to respond to their plight."

He urged locals and members to contribute "to the fullest extent possible." Every dollar contributed will get to Poland's independent journalists through their union, Perlik assured.

He said he will ask TNG's International Executive Board to make a $1,500 contribution to the fund when it meets in April.

"All of us have been first inspired by the audacity of Solidarity, then outraged by its repression. Now is our chance to demonstrate our own solidarity with that segment of the Polish labor movement with which we have a special bond," Perlik wrote.

DRESS CODE REMAINS ISSUE

Classified tank top tiff is settled

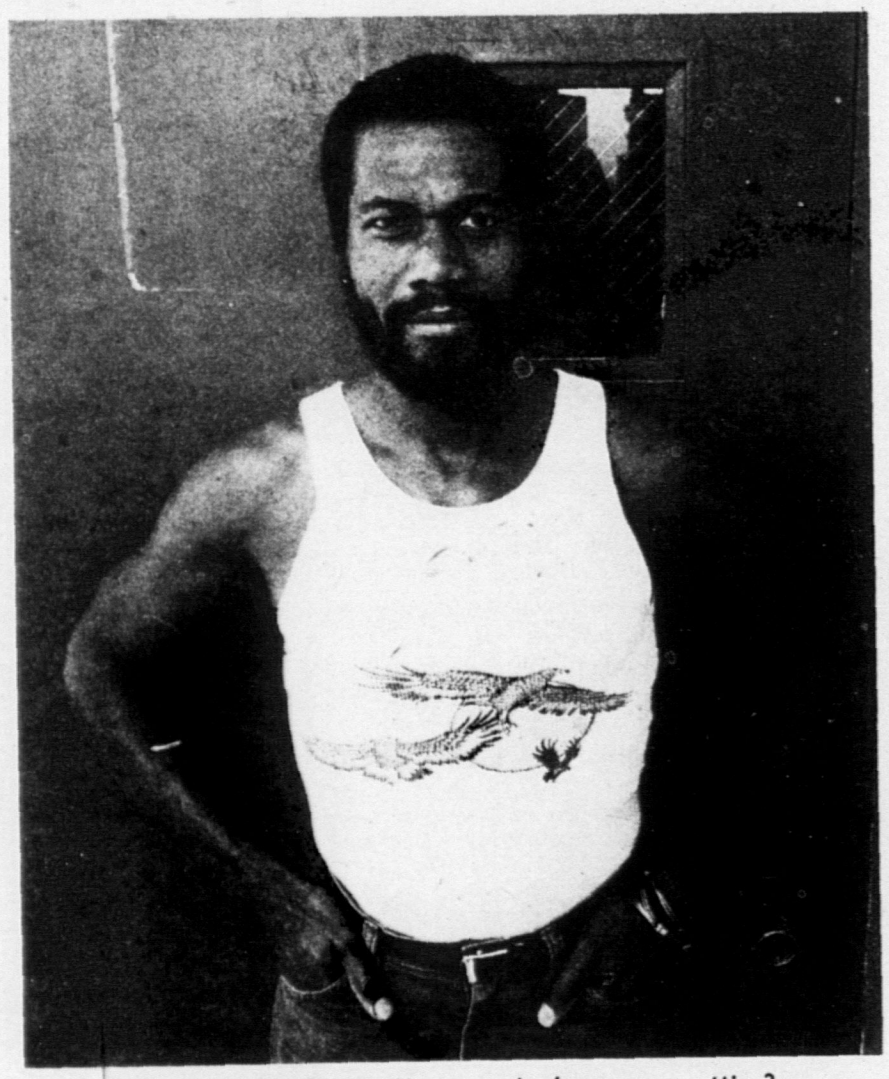
San Francisco—A dispute over a 1½-day suspension of a male classified telephone salesperson who wore a "tank top" shirt at work has been settled two weeks short of the Guild and the San Francisco Newspaper Agency squaring off in arbitration over it.

The company, the publishing arm of the San Francisco Chronicle and Examiner, agreed to reimburse the employee for wages lost during the suspension and to remove records of the incident from his personnel file. It also was to give him a letter advising that employees are expected to follow orders, even when they disagree with them, and that disagreements should be settled through the employee's union.

The company had charged the employee, James (Jimi) Belcher, with violating its dress code and with failing to obey an order to change his shirt. The dress code, issued unilaterally two months before the incident, continues under challenge by all eight unions at the papers.

The Guild challenged the suspension on grounds that the company had acted without cause and that in doing so it was guilty of sex discrimination since several female employees often wore equally abbreviated upper-body clothing on the job, including on the day Belcher was suspended.

"No fewer than five or six of the women" had volunteered to be photographed in the attire they had worn that day for use in the arbitration, according to Richard J. Olive, assistant executive secretary of the San Francisco-Oakland Guild. It was "scantier and much more revealing" than Belcher's, he said.



JAMES BELCHER: *'Improper' phone-room attire?*

When Belcher had made that same point to a supervisor the day of the incident, the supervisor had responded that "women can get away with that," the local's Bay Guild News reported.

A petition signed by about 40 of Belcher's coworkers soon after the incident had asserted that if one person was disciplined "any other persons wearing that style should be disciplined also."

...Wilson

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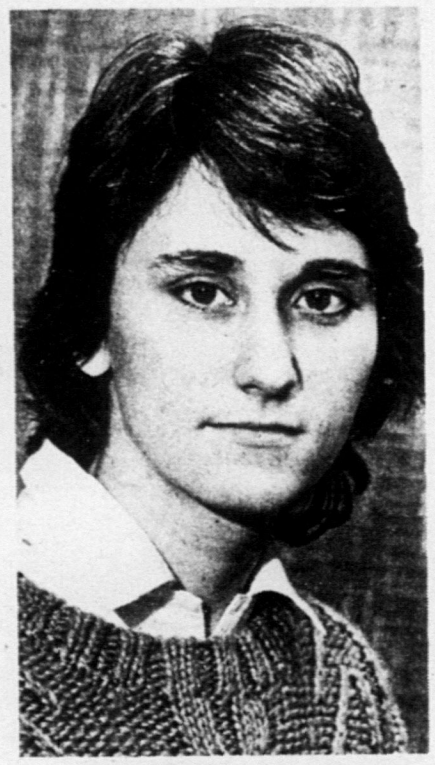
recent round of bargaining.

Among the many other local functions she performed, Wilson was chairperson of the local's human rights committee and a delegate to TNG's 1980 and 1981 Conventions.

She is a person "totally dedicated to the Guild and its members," local administrative officer Fred Dunham said of Wilson.



FREDERICA WILSON
Joins TNG field staff

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VDTs attract 75 in CWSG

VDT safety, that is. About 80 members of the Canadian Wire Service Guild, from all four of the local's units — CBC, CP, UP-Canada and Reuters—and from Vancouver to Newfoundland, gathered in Toronto March 13 for a day-long seminar on "VDT safety in the workplace," conducted by David J. Eisen, TNG's director of research and information. In foreground, right, is Bruce Wark, president of the local. Below, from left, are Carolyn James of CWSG's CBC-radio unit, Norma Greenaway of its CP unit and Mary Somers, also of CBC radio.

Star joins Tribune to publish all day; 70 Guild jobs to go

Minneapolis—The Minneapolis Star and Tribune Co. will pare from its workforce about 70 Guild-covered news and circulation employees as it combines its afternoon Star with its morning Tribune into a single "all day" daily early in April, the company told its employees and their unions March 24.

Donald Dwight, publisher of the papers, said subsequently that while the Star had not been losing money, it had been making less in each of several recent years and that combining it with the Tribune was "a pre-emptive strike" against a continued decline in its profitability.

The first issue of the "all day" paper will be published April 5 and will be called the Minneapolis Star and Tribune. Its morning edition will be available for home delivery, while an updated afternoon edition will be available only in street sales.

Reductions in force also will take place in other union jurisdictions and among the unorganized and executives, but the company's cutbacks apparently will fall heaviest upon those in the Guild and the Teamsters, who represent circulation drivers, a Twin Cities Guild representative said.

Thirty-one of the 70 Guild-covered jobs to be cut are from the papers' combined staffs of about 265 reporters, photographers, copy editors and the like, another 19 from their staffs of newsroom clericals, librarians and news assistants, and 19 or 20 from among the current complement of about 90 circulation district managers, the company said.

The cuts can be accomplished by economy dismissals strictly according to seniority, through resignations or retirements of more senior employees, or a combination of both, the company told the Guild.

If all the cuts come through application of seniority lists they would reach all employees hired since late 1979, according to John Carmichael, the Guild's executive secretary.

The company is offering "enhanced" severance to both lesser and more experienced employees plus $100 a month toward the costs of continued health and medical insurance.

The severance offers are 26 weeks' pay to employees with less than 10 years' service and 40 weeks' pay to those with 10 or more years. The Guild's contract provides for two weeks' per year of service.

The company told the Guild, however, it will pay the "enhanced" severance only if the Guild waives by April 2 its right to contest the economic necessity for the job cuts.

Meetings between the company and representatives of the Guild and the unions representing other employees were continuing March 25.

Rumors that the company was preparing a major move involving the Star's future as a separate news and editorial product had been rampant for months, but each time the Guild would inquire formally, management would say "we can't discuss it with you," Carmichael reported.

First formal word to employees and their unions was about an hour before the company's announcement of the paper's being combined with the Tribune at a press conference.

The Star was the company's metropolitan and community paper and the Tribune its regional and "prestige" paper. The Star's circulation had fallen from more than 300,000 to about 236,000 in 1978, when it was converted to a daily "magazine" in a major format change. In February its circulation was about 170,000.

Late last year the papers had combined their two business-news and food-section staffs and had been considering a like move with their entertainment sections. The Saturday Star had been eliminated earlier.

FOUR MORE IN EL SALVADOR

Perlik calls for probe of murders

Washington — TNG President Charles A. Perlik, Jr., has called for an independent investigation into the shooting deaths March 17 of four Dutch television newsworkers in El Salvador.

Pointing out that TNG has "repeatedly" informed Salvadoran authorities of its "extreme alarm" over treatment of news people working there, Perlik said the four were murdered "against a backdrop of institutionalized hostility of the current government against the press."

The investigation of "our Dutch brothers'" deaths "must be carried out by a more objective body than the very ones who are widely believed by their journalist colleagues in El Salvador to be implicated in the murders," Perlik told the Council on Hemispheric Affairs.

The four were shot to death in a mountainous, rural area of El Salvador as they were being guided to a guerrilla group for interviews. More than 24 hours after the incident, the government announced that they had been killed in a skirmish between army troops and guerrillas when the troops surprised a guerrilla band and the latter opened fire.

The government said it "deeply lamented" the deaths of the four, and cautioned others covering the unrest in the nation to "not expose themselves imprudently while traveling to areas where there might be danger from . . . subversives that are sponsored by international communism."

The deaths brought to seven the number of foreign journalists killed in El Salvador in a little more than a year. Two others, including John Sullivan of the U.S., are missing.

Almost simultaneous with the government's reporting the four deaths, a self-styled "death squad," calling itself the El Salvador Anti-Communist Alliance, issued a list of 33 foreign and Salvadoran journalists it said were marked for death.

Among them were representatives of the Washington Post, New York Times, Voice of America, Newsweek, UPI and AP.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.8-point rise in the index in February, to 282.9, up 19.4 points from February 1981, and 46.4 points from February 1980. 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 increase over February 1980. The Urban Wage-Earners' and Clerical Workers' Index is the source.

		Percentage over	
	Index*	Same month prior year	Feb. 1980†
March, 1982	265.2	10.5	12.1
April	266.8	10.0	12.8
May	269.1	9.8	13.8
June	271.3	9.5	14.7
July	274.6	10.7	16.1
August	276.5	10.8	16.9
September	279.1	10.8	18.0
October	279.7	10.1	18.3
November	280.4	9.4	18.6
December	281.1	8.7	18.9
January, 1982	282.1	8.2	19.3
February	282.9	7.4	19.6

*1967 = 100 †Index = 236.5

Lipton out polls two in New York

New York—Barry Lipton, former member of the local's executive committee and first vice chairperson of its Times unit, has been elected the New York Guild's secretary-treasurer over two other candidates for the full-time, paid position.

He was elected over Joy Cook, chairperson of the Post unit and local executive committee member, and Anthony (Tony) Manzi, also of the Times unit, in local-wide ballotting March 18-19 to fill the eight months remaining of the two-year term from which James H. Orcutt resigned in January.

Tally of the votes cast in the local's 32 membership units was: Lipton, 1,567; Cook, 1,206, and Manzi, 292. Lipton's vote total was 69 greater than those of Cook and Manzi combined.

Lipton ran as the candidate of the local group calling itself the Democratic Coalition, the same group essentially that—as the Dues Reduction Party—had supported him in the local's 1980 elections when he challenged Betsy Wade, also of the Times unit, for the local presidency. Resolution of challenges to that election's conduct are pending.

BARRY LIPTON
N.Y.'s new secretary-treasurer

Cook ran as the candidate of the local group calling itself the Membership Slate, headed by Wade since it was formed in 1978.

The interim election's outcome leaves the lineup on the local's executive committee little changed from the way it was before Orcutt's resignation. All seats save two—executive vice president and secretary-treasurer—continue to be held by Membership Slate members. Executive Vice President Edwin R. Egan and Orcutt had been endorsed by both slates in the 1980 elections.

In the interim election, Lipton was given majorities by the membership in 20 of the New York Guild's units, including those at the Daily News, Amsterdam News, El Diario-La Presna, Newsweek, Radio Free Europe and Standard & Poor's. He also out polled each of the other candidates among members of the Times unit who voted.

Cook was given majorities of the votes cast by members of eight of the local's units, including those in her Post unit and at Time Inc., Reuters, the New Brunswick Home News and the Daily World, plus a plurality in one unit.

Dollar doldrum$ remain mostly stories for publiher

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$19.6 billion, compared to an 8.5 percent increase in 1980. It projects that 1982 revenues will rise by more than 10 percent.

Newspaper revenues from advertising totalled a record $17.4 billion in 1981, an increase of 12.3 percent from 1980, according to preliminary figures released by the Newspaper Advertising Bureau.

National advertising revenues were up by 17 percent, to $2.75 billion, retail revenues were up 12.4 percent, to $9.6 billion, and classified revenues of $5.1 billion were up 9.5 percent, the NAB estimates.

Newspapers are not just gaining dollars, but "generating a steady increase in our share of the market in national advertising," according to Craig Standen, NAB executive vice president for sales.

And while newspapers' advertising revenues rose by 12.3 percent in 1981, spending for advertising in all media rose by 10.8 percent, the NAB reports.

DAILY newspapers in the U.S. have traditionally received a larger share of advertising dollars than any other single medium and more than radio and television combined. Last year was no exception, nor is 1982 expected to be one.

The NAB projects that daily newspapers in 1982 will see a 12 percent increase in advertising revenue, for a total of $19.4 billion.

National advertising is expected to rise an estimated 14 percent, to over $3.1 billion, followed by retail, up 10 percent, to $10.5 billion, and classified, up 12 percent, to $5.7 billion.

Morton and Thorp in a Feb. 3 newsletter cautioned that the NAB projections my be "a little high," based on reports from newspaper advertising executives that the recessionary economy is eating into advertising gains and "a conviction that business in the early months of the year is going to get worse before it gets better . . . and that a recovery won't begin much before fall."

The Morton research team predicted that total newspaper advertising linage for the year "could wind up a percentage point on either side of flat." Speculating that some newspapers "may not be as aggressive" in raising rates in 1982 as in 1981, the pair forecast an average rate increase of 10 percent. Under this scenario, total newspaper advertising revenue "will do well to increase by 10 percent," in 1982, the Morton team said.

Robert J. Coen, senior vice president of McCann-Erickson, analyzing 1982 prospects for the advertising industry, cautioned that "the effects of a harsh winter, a high rate of unemployment and falling profits have suddenly made the business outlook much darker than it was a few months ago."

While observing that "the glow from the rear of the tunnel . . .is gradually getting darker," Coen predicted, however, that "an upturn is in the making."

"The only problem is the uncertainty about how soon the upturn will get firmly under way and when the light . . . will be clearly in evidence," he said.

A "relatively good year" with total advertising expenditures in all media rising by 10 percent or more could be in the offing if the recovery arrives soon, Coen wrote in the March 22 issue of Advertising Age. However, continued sluggishness and a delayed recovery could hold advertising revenue gains "a percentage point or two below 10 percent," he said.

In 1981 all advertising revenues increased by 12.6 percent, better than the 11.3 percent increase in the gross national product, Coen reported.

Newspapers had a 12.1 percent increase in advertising revenue according to McCann-Erickson's figures, with a 16 percent gain from national ads and a 11.4 percent gain from local ads.

"At best, 1982 could be a very good year, and at the least, it will probably be a year of fair revenue gains for most media," Coen said, noting that "some of the glow from the rear of the tunnel will last until the . . . recovery finally arrives."

Analysts at the brokerage firm of Smith Barney, Harris and Upham, meanwhile, predict an increase of about 9 percent in daily newspapers' total advertising revenues in 1982.

Seeing a continued decline in classified linage and moderating growth in retail ads, these analysts forecast a 10 percent increase in retail advertising revenue, a 12 percent rise from national ads and a 5 percent increase from classified.

Another analyst, R. Joseph Fuchs of Kidder Peabody and Co., projects that daily newspapers' advertising revenues will grow by about 7.5 percent in 1982.

Some executives of individual newspapers also are striking a cautious note in predicting the earnings outlook for 1982.

Peoria Journal Star publisher John T. McConnell, describing the local economy as "terrible," told the ANPA's "presstime" magazine that he expected 1982 to be a "flat to poor year across the board."

Although 1981 was better for the Peoria daily than 1980, it fell short of expectations, he said.

Harte-Hanks executives predict that 1982 will be another year of record earnings for the chain which has seen earnings growth of at least 10 percent in each of its 10 years on the public market, but they caution that the first half of 1982 will be tight.

"Economic conditions have had a greater than anticipated impact on revenue growth" in 1982, company president and chief executive officer Robert G. Marbut told a group of San Antonio financial analysts and business leaders March 3.

It appears "this tough environment" will prevail throughout the first half of the year, Marbut said.

OFFICIALS OF the Lee chain with a string of daily newspapers in the economically beleagured Midwest also warn that economic conditions could dampen earnings.

"If the national economy doesn't bounce back in 1982, we will have improvement in earnings for the year, but we wouldn't be able to meet our projections," a company official told stockholders at the annual meeting.

The Times Mirror Company, meanwhile, with its forest-products division plagued by high interest rates and a depressed home building industry, said it was "not possible to predict earnings for the full year," in projecting that earnings for 1982's first quarter would be lower than those in 1981.

The company also cited a drop in classified advertising linage in several of its daily newspapers.

Gannett executives see their newspaper operations continuing to grow at a 15 percent to 18 percent compounded annual rate over the next five years "with some softness in 1982 until a recovery in the fourth quarter."

Gannett had its 14th consecutive year of record profit in 1981.

Its executives foresee the possibility of Gannett experiencing its first down quarter at the beginning of 1983, however—not due to the economy, but from start-up costs associated with USA Today, a new national daily the company plans to launch in the fall.

Initial operating losses for the new publication are expected to exceed $20 million, which Gannett President Allen H. Neuharth said will be paid from "the cash flow earnings of Gannett's present information services."

For the New York Times 1981 proved to be "the best year in our history," according to Lance R. Primis, its senior vice president for advertising.

Unlike many others in the daily newspaper business, the Times had healthy increases in advertising linage in all categories in 1981. Overall linage was up 9.2 percent, with retail up 11.3 percent, national up 7.6 percent and classified up 7.3 percent.

And 1982 should be another good year, chairman Arthur Ochs Sulzberger told a group of securities analysts late in 1981 as he announced advertising rate hikes averaging 13 percent.

The Washington Post Co. should see "sharply higher profits" in 1982, following a series of advertising rate hikes, a Morton report of Feb. 28 predicted.

Retail and classified advertising rates are set to rise an average of 13 percent on April 1, atop a 10 percent increase in these categories in effect since October. National advertising rates were raised by 12 percent on Jan. 1 and earlier, on Sept. 1, by 13 percent, Morton reported.

Post circulation as of Dec. 31 had increased by 23 percent daily and 17 percent Sunday from the prior year.

The Post Co.'s profit picture should also be improved by its having sold two money-losing publications—the Trenton Times to Joe L. Albritton in October and Inside Sports magazine to a Washington state publishing firm in January.

Morton, likewise, predicts "sharply higher revenues" for Knight-Ridder in 1982 through its new monopoly position in Philadelphia.

THOSE ENHANCED revenues "coupled with a lower effective tax rate, will give Knight-Ridder the potential for much stronger earnings in 1982, although economic conditions may continue to depress results in Detroit, Miami and other markets for at least the first half of the year," Morton observed.

Increases in daily circulation of 30 percent and 35 percent at the Philadelphia Inquirer and the Daily News respectively, since closure of the Philadelphia Bulletin in January, "will allow the papers to impose aggressive advertising rate increases," according to Morton.

He predicted that a 30 percent increase in advertising revenues is "within reach" for the papers and estimated that income from circulation and advertising gains could total about $50 million.

Additional costs will absorb "probably less than one-half" of the revenue gain, "leaving Knight-Ridder with a sizable windfall in operating profit," Morton said.

The 1981 performance for some of the publicly traded publishers:

Gannett Co. Inc.—Revenues up 12.5 percent, to $1.37 billion, and after-tax profits up 13.5 percent, to $172.5 million, producing an after-tax profit-to-revenue margin of 12.6 percent.

Harte-Hanks Communications, Inc.—After-tax profits of $25.36 million, up 11.7 percent, on revenues totalling $348.5 million, up 14.8 percent. The profit margin was 7.3 percent.

Knight-Ridder Newspapers, Inc.—A 12.6 percent increase in revenue, to $1.24 billion, and after-tax profits of $100.35 million, up 8.1 percent. The profit margin was also 8.1 percent.

The New York Times Co.—After-tax profits up 23.1 percent, to $49.97 million, on revenues to $845.21 million, up 15.3 percent, producing a profit margin of 5.9 percent.

Dow Jones & Co.—After-tax profits of $71.39 million, up 21.2 percent, on revenues of $641.02 million, up 20.8 percent. The profit margin was 11.1 percent.

Southam, Inc.—After-tax profits up 52.0 percent, to $44.67 million, on revenues of $808.1 million, up 33.5 percent, for a profit margin of 5.5 percent.

Capital Cities Communications, Inc.—Revenues up 21.5 percent, to $573.78 million, and after-tax profits up 13.7 percent, to $80.52 million, despite continuing losses from its struck Wilkes-Barre Times Leader. The profit margin was 14.0 percent.

The Washington Post Co.—Revenues up 14.2 percent, to $753.45 million, while after-tax profits of $32.71 million declined by 4.7 percent. The profit margin was 4.3 percent.

Belo Corp., publisher of the Dallas Morning News, which joined the ranks of the public publishers in December, had after-tax profits for the year of $20.25 million, up 5.3 percent, on revenues of $182.25 million, up 15.6 percent. The profit margin was 11.1 percent.

Times Mirror—After-tax profits up 8.0 percent, to $150.33 million, on revenues of $2.16 billion, up 15.4 percent. The profit margain was 7.0 percent.

Media General, Inc. — After-tax profits up 11.5 percent, to $31.55 million, on revenues of $366.54 million, up 10.3 percent, producing a profit margin of 8.6 percent.

Multimedia, Inc. — Revenues up 19.4 percent, to $195.28 million, and after-tax profits of $25.82 million, up 19.5 percent. The profit margin was 13.2 percent.

And one non-publicly traded newspaper company—the **Tribune Co.**, disgruntled owner of the New York Daily News—reported that it had after-tax profits of $89.1 million in 1981, up 14 percent, on revenues of $1.4 billion, up 14 percent.

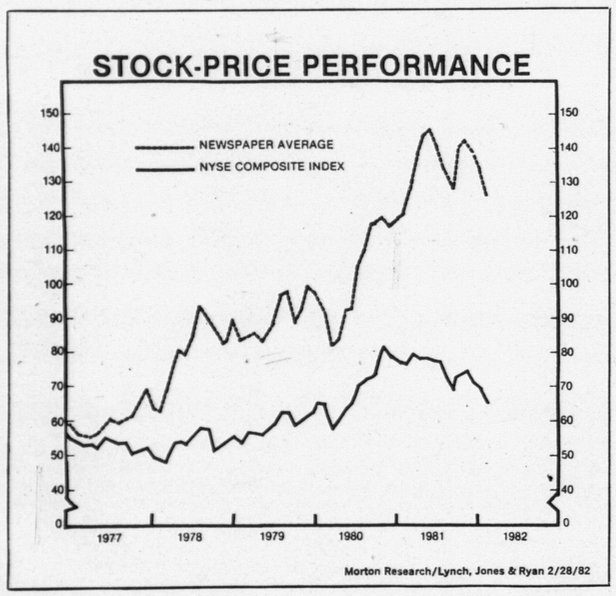
Dunlop says need for concessions rare

Washington—The much publicized concessions agreed to by unions and employers that face a "serious, genuine issue of economic survival," like Chrysler, Pan American and Uniroyal, will not "significantly shape the levels or dimensions" of bargaining in 1982, according to former Secretary to Labor John T. Dunlop.

Speaking to the Conference of Business Economists, Dunlop pointed to a long history of negotiated concessions in cases where the survival of a company is in jeopardy.

Such concessions "do not spread very far from the particular enterprise or plant unless another company or plant confronts similar threats to employment and survival and has been closely related in wage setting in the past," Dunlop declared.

He predicted that 1982 bargaining will produce first-year wage and benefit increases ranging from 8.5 to 9.5 percent, a percentage point or two below 1981 and 1980 due to "some normal recessionary moderation."



Troubles of a few seen spawning misperceptions

THE OVERALL financial vigor of the newspaper industry tends to be forgotten in the face of attention given to closure of papers like the Washington Star and the Philadelphia Bulletin and to efforts to sell the New York Daily News, several persons close to the industry recently have pointed out.

Allen H. Neuharth, chairman and president of the giant Gannett chain, said as much in a recent speech to New York's Deadline Club.

In doing so, he was echoing sentiments expressed earlier by, among others, John F. Flanagan, the Milwaukee Journal Co.'s senior vice president for marketing and new head of the International Newspaper Advertising and Marketing Executives.

"These scattered cases" cast a cloud of "negativism" on the industry "that's not there. . . . Business has never been better," Flanagan told Editor & Publisher magazine.

"Ask almost any 'man in the street' and he'd say newspapers are in big trouble," observed industry financial analyst John Morton last fall, adding:

"He'd be wrong, of course, but in light of all the disastrous news, his perception would not be surprising."

Of the some 1,745 daily newspapers in the United States, "only a handful are in financial trouble," and for each of those there is another profitable paper in the same market, Morton pointed out.

Nor does the closure of two major metropolitan afternoon papers signal doom for P.M. papers generally. After all, more than 75 percent of the dailies in the United States are published in the afternoon, and most are the only daily in their towns and cities.

While some others are half of morning-evening combinations, a few traditional afternoon papers are in competitive situations and have the edge over their morning rivals. Among them, the Detroit News, Seattle Times and Houston Chronicle, all of which have added morning editions or shifted to "all day" publication. (The Seattle Times will relinquish its morning edition if the application for approval of a joint operating arrangement with the Post-Intelligencer gets Justice Dept. approval.)

For advertisers "it's not a matter of afternoon versus morning . . . it's a matter of being second," Leo Bogart, executive vice president and general manager of the Newspaper Advertising Bureau, told the New York Times last year.

"When they have a choice," Bogart noted, "advertisers tend to concentrate their business in the more successful newspaper rather than spread it around in proportion to circulation size."

More and more local retail advertisers are owned by chains and decisions about ad placement is made from a national headquarters or by an agency, Bogart noted.

Most major markets could support two competing dailies if merchants woke up to their self-interest, he speculated in an interview with Time magazine.

In reality, "the second paper gets dropped" if the advertiser is satisfied that the dominant newspaper in the area reaches 60 percent of the target audience," Bogart told Time.

Morton, Time reported, also is convinced that papers like the Star, and Chicago Daily News could have been financially viable if their advertising share was as large as their circulation share.

ONE AFTERNOON paper seeking to improve its share of the advertising market, Joseph E. Cole's Cleveland Press, had linage gains totalling 4,510,913 in 1981, second in increase only to the New York Times.

A new Sunday Press, started in August drew in 2,995,036 of those lines for the Press, which Cole purchased from Scripps-Howard in November 1980 after securing concessions from the unions in the plant, including the Guild.

Cole, meanwhile, also is literally building on the Press. Together with Tishman Midwest Management Corp., the millionaire industrialist plans to erect a $128-million office-retail-hotel complex atop the paper's downtown plant.

The complex would consist of a 27-story office building with 40,000 square feet of retail space and a 337-room hotel. Construction of the office building is expected to begin this summer, the Wall Street Journal reported.

'81 a boom year for Time Inc. magazines

FOR TIME Inc.'s magazine group, 1981 was a very good year, indeed.

Before-tax profits from Time, Sports Illustrated, People, Fortune, Life, Money and Discover magazines rose by 81 percent, to a record $102 million. The magazines' revenues totalled $870 million, producing a pre-tax profit-to-revenue margin of 11.7 percent.

The New York Times Magazine fared well in 1981, as well. It placed second in advertising volume among all weekly consumer magazines, outranked only by Business Week, and its 2.6 percent increase in advertising pages put it in fourth place among all weekly magazines in advertising growth for the year.

The Washington Post's Newsweek also is reported to have had a "good growth" year, according to Media Industry Newsletter.

Consumer Reports and other magazines published by nonprofit organizations, meanwhile, were dealt a severe blow in the first days of 1982 when second-class postage rates doubled overnight.

Revenues of some 100 magazines rose by about 10 percent in 1981, to over $3.1 billion, according to a survey by the Publishers Information Bureau. Circulation in the first six months of the year was up about three percent, according to the Magazine Publishers' Assn.

Analysts caution that economic conditions may cause some weaknesses in magazine performance in 1982. J. Kenrick Noble, Jr. of Paine Webber Mitchell Hutchins noted that "both newsstand sales and the reactions to direct mail solicitations . . . have historically been weaker," in periods when disposable personal income is reduced.

Others, noting advertisers' ability to target audiences through magazine advertising and readers' willingness to buy magazines that appeal to their particular interests, are "highly bullish about the magazine industry as a whole," according to the New York Times.

The Media Industry Newsletter predicts little growth in advertising pages in 1982, but expects revenues to be up by 8-10 percent through rate increases.

The Star's epitaph: sentence, footnote

Time, Inc. "felt it was in our shareholders' best interest to discontinue two activities" last year—"Time-Life Films, . . . and The Washington Star, our daily newspaper in Washington, D.C.," J. Richard Munro, the company's president and chief executive officer, wrote in a letter to shareholders in Time, Inc.'s 1981 annual report.

With that statement and a footnote to the financial tables in the report, Time Inc.,—which had $3.3 billion in revenues and $148.8 million in after-tax profits for 1981—wrote off its association with the 128-year-old daily newsoaper it closed Aug. 7 after less than four years' ownership.

BY 38.3% IN AD SALES

Women's still lag, new study shows

Washington — The median weekly wage paid women reporters and editors in the United States last year was but 85 percent of that for men in the same jobs according to the latest government survey of wage differences between the sexes.

The wage disparity for women in reporting and editing jobs was not as great, however, as the difference between median pay for women and men in all 240-plus jobs included in the Bureau of Labor Statistics report, derived from the Labor Dept.'s 1981 Current Population Survey of households and released early in March.

Overall women's weekly median earnings were only 64.7 percent of men's, according to the survey.

But women employed as "advertising agents and sales workers" did not do even that well. They earned only 61.7 percent of the median pay of men in the same jobs, the BLS reported.

Survey findings showed the median weekly pay of 72,000 women working as reporters or editors was $324, while that for 86,000 men was $382. Women held 45.6 percent of these jobs, according to the report.

Fully half of the 100,000 advertising sales workers and agents included in the data were women, but their weekly median pay of $258 trailed the weekly median of $418 for men by $160.

(The term "median" denotes the statistical mid-point in a series of numbers. Half of all the other figures in the series are higher and the other half are lower.)

Earnings of full-time wage earners and salaried employees were included in the survey. Those of self-employed persons, including some highly paid professionals such as doctors and lawyers, were not.

Also excluded from the compilations were median earnings for males or females where they numbered fewer than 50,000 in a given job category. Despite this restriction, however, the BLS said its data accounted for nearly 95 percent of all full-time wage and salary earners in 1981.

The survey figures represent the earnings of 72.5 million workers, of which 39.5 percent were women. Overall, women's median weekly pay was $224, compared to $347 for men.

Women's median earnings came closest to equalling those of their male counterparts in the category of registered nurses, dieticians and therapists, where women held 90.9 percent of the jobs.

In this group the weekly median salary of $326 for women was 94.7 percent of the men's weekly median of $344.

Among elementary school teachers, where women accounted for 82.2 percent of the workforce, median weekly earnings for women of $311 were 82.2 percent of the $379 median earnings for men.

Other jobs in which women's median earnings came within 90 percent of men's were: Cashiers, with women's median earnings of $166 a week being 92 percent of the $180 weekly earnings for men; guards, with the weekly median of $214 for women being 90.7 percent of the $236 median for men; and food service workers, with the women's weekly median of $160 being 90 percent of men's weekly median earnings of $178.

Among all workers in clerical and related jobs, women's median earnings of $220 a week were 67 percent of men's earnings of $328, although women held 78.4 percent of the jobs.

In many of the individual clerical jobs included in the group, there were no median salary figures for men since their numbers were below 50,000.

In the bookkeeping category where women held 90.6 percent of the jobs, their median weekly earnings were $222, 69.4 percent of the men's $320 weekly median.

The only job listed in the report from the printing crafts was "printing press operator." Median wage for 156,000 men and women was $320 a week, with that for the 139,000 men so employed $329 a week. No median wage was given, however, for the 17,000 women found in the jobs.

Only about 28 percent of the managers and administrators covered by the survey were women, the BLS reported. Their median earnings were 61 percent of those for men, $283 compared to $466.

In crafts and related skilled jobs, including many building trades, the BLS survey found less than 6 percent female employment in 1981. Women who did hold those jobs earned only 66 percent of men's wages, a median of $239 a week against $360 for men.

Women made up less than 5 percent of the engineers included in the survey and their median weekly earnings of $371 were 67.8 percent of the median weekly earnings of $547 for men.

Postal funding cuts . . .

. . . imposed by the Reagan administration are interfering with the orderly transition of the U.S. Postal Service to independence from congressional funding and could well delay the process beyond the 1984 target date, Vincent Sombrotto, center, president of the Letter Carriers' union, warns on Labor News Conference. Reporters questioning him are Robert Cooney of Press Associates, Inc., and Jeff Mills of the Associated Press. Labor News Conference, an AFL-CIO produced program, is broadcast weekly on Mutual radio.

House unit backs funds for nonprofits' postage

Washington—The House Post Office & Civil Service Committee has endorsed restoration of public service funds for the U.S. Postal Service that would allow a rollback in postage rates for nonprofit publications.

Mailing costs for nonprofit groups, including unions, doubled in January from a second round of budget cuts imposed by Congress. Postage increases that were to have been phased in through 1986 were all put into effect immediately on Jan. 10.

If Congress should adopt the Reagan administration's budget proposals for fiscal 1983, nonprofit publications would face an additional increase starting Oct. 1. The new Reagan budget would cut the "revenue forgone" appropriation for nonprofit mailings by $114 million, from the current $614 million to $500 million.

The Post Office & Civil Service Committee rejected further cuts and by a 16-to-8 vote recommended a rise in the appropriation to $913.2 million for the new fiscal year. Its recommendation goes to the House Budget Committee, but is not binding on that body.

The higher funding was recommended by a Postal Operations subcommittee headed by Rep. William Clay (D-Mo.) after hearings at which the International Labor Press Assn. and other nonprofit organizations testified to the cutbacks in publications compelled by the rate increases [Guild Reporter, March 12.]

Meanwhile, Sen. Quentin Burdick (D-N.D.) is leading a bipartisan Senate effort to restore some of the funds cut from this year's postal subsidies when a permanent appropriations bill reaches the Senate floor. The previous sharp reduction was imposed through a resolution continuing funds for agencies whose regular appropriations had not yet cleared Congress.

Ray Dick resigns local's staff

Washington — Raymond G. Dick has resigned as a full-time representative of the Washington-Baltimore Guild after nearly five years in the position.

A former local president, vice president and executive board member, Dick cited "pure and simple exhaustion" in a letter to the local's other leaders announcing his resignation.

At the same time, he volunteered to continue to assist the local in litigation of remaining disputes with Time Inc. growing out of its closure of the Washington Star last August. Dick, for the five years before he went to work for the local, had been a Guild-exempt assistant managing editor at the Star.

In addition to assisting the local's administrative officer, Dorothey A. Struzinski, with bargaining, organizing and contract administration, Dick was the founding editor of the local's publication, the Guild Forum. It won several labor journalism awards under his hand.

Montreal brings charges over 15 firings in new unit

Montreal—The Montreal Guild has brought unfair labor practice charges against Globe International, Inc., after it discharged 15 of its 55 editorial employees a week before a provincial labor board hearing on a Guild petition to represent the firm's editorial assistants, writers and desk editors.

In discharging the 15, the company announced that it was moving one of its weekly tabloids, the National Examiner, to Florida. In a letter to the labor board, it said that for economic reasons it was necessary to merge some of the firm's operations.

Among the company's other publications—all are produced here—are the Globe, Spotlight and Far-Out.

In the first day of hearings on the Guild petition, March 18, the company asked the labor board to exclude 21 additional employees from the group covered in the Guild petition, filed Nov. 25. Additional hearings were set for May 20, 21 and 26.

IT SEEMS TO US

A definition of 'videotex' is sought; one is ventured

WASHINGTON, D.C.

Editor:

GR's articles on electronic journalism, Feb. 26 issue, page 7, were interesting and informative. But what in the hell is a "videotex" system? It's not a household word.

JACK EISEN
Post Unit
Washington-Baltimore Guild

Editor's note: While there is not yet general agreement on the meanings of several words that have been coined to describe aspects of the emerging "electronic publishing" industry, the Guild Reporter and others are using "videotex"—or "videotext"—as the generic term for electronic transmission and retrieval of news and information. Transmission may be "wireless," i.e. broadcast, or via cable or telephone systems. Retrieval may be on the screen of a television set or home computer.

Graduate student seeks reactions on merger talks

ITHACA, N.Y.

Editor:

I would very much like to know the reaction of Guild members to efforts at merger between the Guild and the ITU.

I am examining the recent merger talks from a historical, institutional and behavioral perspective. This study will fulfill my requirements for a master's thesis at Cornell University. As some of you may recall, I have worked on the administrative staff of the Wire Service Guild for approximately five years; and previously, I was a newswoman with United Press International in Augusta, Maine.

Both staffs of the Guild and the ITU have been very co-operative and receptive to my study. I am interested in examining the obstacles and inducements to merger and I would hope that such an analysis could provide assistance to other unions who may face the prospect of merger.

I welcome the insights and opinions of Guild members and look forward to your letters at 205 Eddy Street, Ithaca, New York 14850.

LOUISE D. WALSH

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.

Survey of Philadelphia members finds VDT users' complaints many

A survey conducted among video display terminal operators and nonoperators in four units of the Philadelphia Guild has found "significantly higher levels" of health complaints registered by users than nonusers.

The survey, conducted by a graduate student with the results incorporated into a thesis, showed a strong incidence of dizziness, double vision, twitching eyelids, visual objects fringed with color and pains in the back, neck and shoulders among operators, compared to nonoperators.

To a lesser extent the operators registered a higher number of complaints than nonoperators about fatigue, misty, dry and itchy, burning, red and sore eyes, reported Gwenn E. Martin, a master's candidate at the School of Public Health at the University of Massachusetts.

Survey questionnaires were distributed to Guild-covered employees at the Philadelphia Inquirer and Daily News, Pottstown Mercury, Delaware County Times and the Wilmington News-Journal.

Sixty-five percent of the operators (275) and 67.3 percent of the nonoperators (103) who received them responded to the questionnaires. The survey was conducted with the co-operation of the Philadelphia Guild.

There were "dramatic increases" in most of the physical complaints registered by the operators as the duration of VDT work without a break increased, leading the researcher to conclude that "rest breaks may be somewhat protective of greater risks and should reduce the problems experienced by terminal operators."

Reports of some physical symptoms also increased with the number of years the employees had worked at a VDT, while some others were high for first-year users, followed by a decline and then a subsequent increase, and still others simply declined with years of VDT work.

Declining complaints about such conditions as sore necks and shoulders, fatigue and eye discomfort may indicate an adaptation by the operator to the discomforts associated with VDT work or it may indicate that employees who find the work "unpleasant seek non-VDT jobs or quit," the researcher suggested.

The findings suggest that years of VDT work "greatly aggravated chronic health problems," the researcher said, noting that long-term VDT work may lead to "as yet unknown serious health consequences from cumultive effects." Symptoms are multiplied, she said, by long hours of continuous work.

The findings also indicated that dizziness, eye discomfort and back pain are associated with ergonomic and stress factors.

'Mr. Speaker...'

U.S. House Speaker Thomas P. (Tip) O'Neill, in the person of John E. Mulligan, chief of the Journal-Bulletin Washington bureau, pays a surprise visit to the Providence Guild's 9th annual "Follies," a performance of political satire. The Feb. 26 show attracted about 900 Guild members and Rhode Island political figures. Proceeds benefit the Guild local's scholarship fund. At left is Bob Kerr, show director and master of ceremonies.

Computer jobs' highest minimum is $682.92

HIGHEST top minimum among 91 for a wide variety of computer jobs covered by 39 Guild contracts with daily newspapers and wire services is $682.92 a week—for systems analysts and computer operations supervisors at the New York Daily News.

Sixty-eight percent (62) of the 91 top minimums in effect on Feb. 1 were higher than $350 a week, according to the latest bi-monthly tabulation of computer-job top minimums by TNG's Collective Bargaining Dept.

Nearly half (45, or 49.5 percent) were at or above $400 a week.

Nearly 90 percent of them (80, or 87.9 percent) were higher than $300 a week. Only two were lower than $250 a week.

A total of 19 (20.9 percent) exceeded $500 a week, while 26 (28.6 percent) of the top minimums exceeded $450 a week, the tabulation showed. Ten were higher than $550 a week: at the New York Daily News, Times and Post, the Washington Post, St. Louis Post-Dispatch, San Francisco Chronicle and Examiner, San Jose Mercury and News and at the Eugene Register-Guard.

Herewith are the top minimums for the 91 computer jobs as of Feb. 1:

	Minimum	After
New York Daily News		
Systems analyst, computer operations supervisor	$682.92	1 yr.
Programmer, senior computer operator, data control supervisor	577.00	6 yrs.
Computer operator	475.92	3 yrs.
Assistant computer operator, head data control clerk	443.32	3 yrs.
Data control clerk	346.32	2 yrs.
New York Times		
Systems analyst	678.11	4 yrs.
Computer operator	587.22	4 yrs.
Systems programmer	473.38	3 yrs.
EDP control clerk	447.15	3 yrs.
EDP posting clerk	364.30	3 yrs.
EDP tape library clerk	342.77	2 yrs.
St. Louis Post-Dispatch		
Senior programmer, senior systems analyst	565.77	5 yrs.
Junior programmer, junior systems analyst	422.66	5 yrs.
Machine operator (computer)	393.06	4 yrs.
Washington Post		
T-5 data processing programmer analyst	557.00	4 yrs.
T-4 data processing programmer	404.50	3 yrs.
T-3 senior processing machine operator	350.00	1 yr.
T-2 data processing machine operator	306.00	3 yrs.
San Francisco Chronicle and Examiner		
Computer programmer	570.30	6 yrs.
Computer operator	368.24	2 yrs.
Senior computer operator	406.43	2 yrs.
EDP machine room supervisor	461.07	2 yrs.
San Jose Mercury and News		
Data processing	570.30	6 yrs.
Computer operator	368.24	2 yrs.
Senior computer operator	443.29	2 yrs.
Associated Press		
Programmer	533.50	5 yrs.
Computer maintenance controller tabulator	390.94	1 yr.
Vancouver Sun and Province		
Programmer analyst	530.62	4 yrs.
Senior programmer/analyst operations supervisor	530.62	flat
Computer operator	422.95	3 yrs.
Toronto Star		
Senior programmer	515.29	2 yrs.
Intermediate programmer	485.80	2 yrs.
Junior programmer	418.39	2 yrs.
Programmer trainee	329.13	1 yr.
Computer operator	360.10	4 yrs.
Senior computer operator	407.01	2 yrs.
Data processing machine tender	309.61	2 yrs.
Data processing assistant supervisor	392.79	flat
Data processing supervisor	502.76	flat
Data processing senior supervisor	509.26	flat
Detroit Free Press		
Programmer/analyst	512.59	3 yrs.
Data processing machine operator	495.94	4 yrs.

	Minimum	After
Toledo Blade		
Programmer	472.29	4 yrs.
Boston Herald American		
Programmer	458.00	3 yrs.
Computer operator	375.75	3 yrs.
Cleveland Press		
Senior programmer, systems analyst	440.99	2 yrs.
Systems programmer	470.44	flat
Computer programmer	359.51	2 yrs.
Assistant computer operator	296.30	3 yrs.
Junior programmer	289.04	flat
Computer operator	332.86	2 yrs.
Senior systems analyst	502.01	2 yrs.
Honolulu Star-Bulletin and Advertiser		
IBM senior programmer	437.27	flat
IBM machine operator/junior programmer/control clerk	384.83	3½ yrs.
St. Paul Dispatch and Pioneer Press		
Programmer	433.01	4 yrs.
Computer operator	343.86	4 yrs.
Seattle Post-Intelligencer		
Computer operator	423.00	2 yrs.
Monterey Peninsula Herald		
Computer operator	421.00	4 yrs.
United Press International		
ADP programmer	414.95	5 yrs.
ADP operator	320.38	3 yrs.
Providence Journal and Bulletin		
Machine-computer operator	400.50	3 yrs.
Computer room supervisor	425.50	2 yrs.

	Minimum	After
San Diego Union and Tribune		
Computer operator	390.17	5 yrs.
New York Post		
Machine operator-data processing	*388.70	3 yrs.
Head machine operator-data processing	†447.70	3 yrs.
Assistant data processing supervisor	550.15	3 yrs.
Eugene Register-Guard		
Unsupervised computer operator	372.75	2 yrs.
Programmer/operator	541.25	5 yrs.
Programmer/operator on call	570.25	5 yrs.
Memphis Commercial Appeal and Press-Scimitar		
Computer programmer	367.85	5 yrs.
Baltimore Sun and Evening Sun		
Programmer	358.00	4 yrs.
Computer operator	307.00	4 yrs.
San Mateo Times		
Computer operator	357.13	4 yrs.
Reuters (United States)		
Computer operator/controller	‡472.69	1 yr.
Portland Press Herald, Express and Telegram		
Computer programmer	344.24	4 yrs.
Computer operator	253.86	1 yr.
Denver Post		
Computer operator	342.00	3½ yrs.
San Juan Star		
Programmer, EDP office operations supervisor	342.00	5 yrs.
Computer operator	215.00	4 yrs.
Programmer trainee	311.00	3 yrs.
Philadelphia Inquirer and News		
IBM programmer, computer operator	339.38	4 yrs.
Victoria Times-Colonist		
Operator-mini computer	317.84	flat
Mt. Clemens: Macomb Daily		
Data processing operator	313.77	2 yrs.
Duluth Herald and News Tribune		
Computer operator	304.00	4 yrs.
Columbus Dispatch		
Circulation data processing systems operator	298.14	1 yr.
Salem (Mass.) News		
Computer operator	285.91	3 yrs.
Yakima Herald-Republic		
Computer operator/payroll clerk	282.00	4 yrs.
Brockton Enterprise		
Computer operator	261.50	1 yr.
Albany Times-Union and Knickerbocker News		
Computer operator	255.55	3 yrs.
San Juan: El Mundo		
Programmer	251.00	4 yrs.
Computer operator	241.00	2 yrs.

* Applies to those hired between 6/12/81 - 3/30/82. For those hired on or before 6/11/81, $430.50. For those hired on or after 3/31/82, $403.45.

† Applies to those hired between 6/12/81 and 3/30/82. For those hired on or before 6/11/81, $495.85. For those hired on or after 3/31/82, $464.70.

‡ Applies to those on payroll 7/24/80. For those hired thereafter, $342.95.

HAPPY APRIL 15!

Madison's apparition holds 'new federalism' abberation

By GUS TYLER

The writer, assistant president of the International Ladies' Garment Workers' Union, "moonlights" as a newspaper columnist. He distributes his columns through his own syndicate. This one is reprinted, with permission, from the AFL-CIO News.

ONE NIGHT, as Ronald Reagan was contemplating the "new federalism," his eye—or his mind's eye—fell upon the figure of an ancient man, with powdered wig topping a solemn mien.

"And who may you be?" asked RR in his usual amiable manner.

"I am James Madison," said the figure in a Virginia accent.

"And what may I do for you?" asked RR.

"You could do me a favor by reading Federalist Paper No. 10 that I had the honor to write almost 200 years ago."

"Isn't it out of date?" asked RR.

"It will be out of date just as soon as human nature is out of date," grunted Madison.

"Oh, I know all about human nature," smiled RR. "That's why I am promoting my new federalism. The only people you can trust are those who are part of your small circle, whether it be your state, your country, or your town. The less interference from the federal government the better. Right?"

"NO," SNORTED Madison, "wrong. Let me read you a few words from my No. 10:

" 'The smaller the society, the fewer probably will be the distinct parties and interests composing it; the fewer the distinct parties and interests, the more frequently will a majority be found of the same party; and the smaller the number of individuals composing a majority, and the smaller the compass within which they are placed, the more easily will they concert and execute their plans of oppression'."

"Oppression?" asked RR. "Why should a majority want to oppress a minority?"

"Because that's the way of human nature," continued Madison. "To quote myself again:

" 'The latent causes of faction are sown in the nature of man . . . [They] have divided mankind into parties, inflamed them with mutual animosity, and rendered them much more disposed to vex and oppress each other, than to co-operate for their common good'."

"But, if that is so," said RR sorrowfully, "we are all lost. We will all be the victims of prejudice and oppression. How can we wipe out these causes of faction?"

"You can't," replied Madison flatly. "If you had read No. 10, you would see that I said so bluntly.

"But don't despair. There's a way to handle it. Put only limited power in local governments, in towns and states. Put more power in the federal government because the bigger and the more diverse the power center, the less likelihood will there be that any one interest will be a majority. Indeed, that's exactly why we created a United States in the first place."

"It doesn't say so in the Constitution," demurred RR.

"THAT'S WHY you ought to read No. 10. Just one final quote:

" 'Extend the sphere (roll the states into one big government) and you take in a greater variety of parties and interests; you make it less probable that a majority of the whole will have a common motive to invade the rights of other citizens'."

"Are you trying to tell me that the rights of citizens are more secure with the federal government than with the states?" asked RR.

"You're a quick study, lad. You'd get a lot out of reading No. 10."

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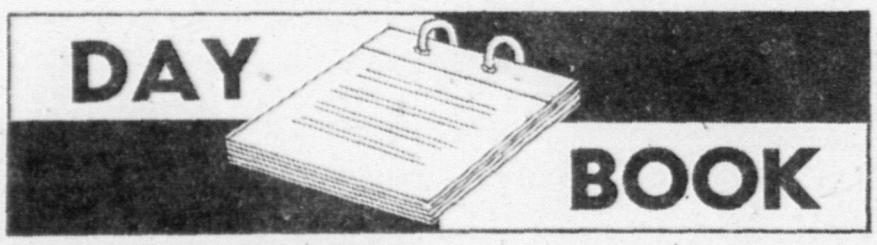

International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.

Middle-Atlantic District Council, spring meeting, May 1-2, Ramada Inn, Albany, N.Y.

Western District Council, spring meeting, May 1-2, Great Falls.

Great Lakes, Midwest and Southern District Council, joint spring meeting, May 15-16, Quaker Square Hilton Inn, Akron.

49th Annual TNG Convention, June 21-25, 1982, Biltmore Hotel, Los Angeles.

50th Annual TNG Convention, 1983, Cleveland.

51st Annual TNG Convention, 1984, Puerto Rico.

Editorial

The emperor's clothes

Consider the following excerpts from a speech by a U.S. citizen of some stature:

"The Reagan revolution is doing grave danger to the quality of life in America. And I'm concerned at the silence about this. . . . Is it because we don't realize what's happening? . . .

". . . It's been a year of great uncertainty—for the poor, a new host of sacrifices—and for us all, a decline in the ethic of common obligation. . . .

"Highway safety, job safety and health, environmental quality and consumer protections are being severely weakened—far more than justified by the need for greater efficiency. . . .

"A special concern is the retreat from civil rights enforcement. The equal employment agency and Labor Dept. have exempted so many employers that the heat's off for affirmative action—companies can go back to business as usual. . . .

"The biggest weakness of the Reagan revolution is that it is just plain unfair. . . .

". . . Internal contradictions in the administration's program . . . were obvious from the start. We all knew that, but we went along anyway. . . .

"Yet, who gets the blame? The poor. Who makes the sacrifices? The poor. And who has less to do with this mess than anyone else? The poor."

Who said all that? Some comfortable, traditional bleeding-heart liberal? Some "nattering nabob of negativism?"

It was J. Richard Munro, president of Time Inc., on Feb. 25, to the Assn. of National Advertisers in New York City.

We need only remember his evident lack of reluctance to close the Washington Star last August to properly classify him as one very hard-nosed, bottom-line oriented business tycoon. One of the people that have just been waiting for Reagan-style economics, right?

And he's not alone. For instance:

On March 9, Rep. Marc Lincoln Marks (R-Pa.) rose on the floor to tell the nation of his disillusionment with the Reagan economic programs he had faithfully voted for because, "like so many of you, I believed this administration's plan should be given a chance to work."

Now, with 15 percent of his constituents unemployed and good and needed programs destroyed, Rep. Marks declared that "the time has come to stop this massacre."

He associated himself with the remarks a week earlier by Sen. Bob Packwood of Oregon, chair of the GOP Senate Campaign Committee. Packwood said Reagan appears to have "written off" working women and minorities. When he subsequently apologized to the President for the remarks, he pointedly did not recant their substance.

More and more people in Congress, business and in other walks are beginning to come to the realization that the emperor has no clothes.

Several are beginning to say so out loud, within the emperor's earshot.

Question is, when will the emperor himself look in the mirror?

The Guild Reporter

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