

Doldrums still mostly stories at dailies

WITH ECONOMIC forecasters predicting a midsummer turnaround of the recession that has been gripping the United States and Canada, the newspaper industry only began to feel its pinch in the first quarter of this year—and then in a much milder way than most other industries—after a generally strong, highly profitable 1981. (Average after-tax earnings of key publicly held newspaper companies rose in 1981 by almost twice as much as in 1980.)

A number of newspaper companies posted particularly strong earnings in the first quarter, however, and midway

The text of this and accompanying material on Pages 4 and 5 is adapted from the Industry section of the Officers' Report to TNG's 1982 Convention. Prepared by TNG's Research & Information Dept., the section analyzes the business performance of the newspaper and magazine industries in the United States and Canada.

through the period the National Advertising Bureau predicted that by the year's end advertising revenues of U.S. papers once again will have increased by 12 percent.

Other analysts are more conservative in their predictions of the amount of increase in ad revenues in view of the unsettled economy, but as Barron's,

the business and financial weekly, put it May 17 in an analysis of the industry:

"This year, to be sure, doesn't stack up as a barn-burner, mostly because of the recession. First-quarter reports from some publishers show the slump's effects. But they're likely to weather the cur-

rent unpleasantness in good shape, while some of their counterparts so far seem all but immune to hard times."

Newspaper advertising lineage, particularly classified, was generally down in the first quarter of the year, but advertising-rate increases kept the revenues of most publishers up. And while growth in profitability slowed for some during the three-month period—for a few, profits even declined—for many, profit "softening" does not appear to be in the picture at all. Witness:

✓ The New York Times Co.'s first-
(Continued on Page 4)

The

GUILD REPORTER



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Four new groups totalling 175-plus added in 4 locals

The Guild since May 21 has won bargaining rights, or appears well on its way to doing so, for four groups of employees—two in Canada and two in the United States—totalling more than 175 persons.

Largest of the groups are in Canada: 98 to 116 in the Canadian Broadcasting Corp.'s French-language service, and 40 to 55 at Globe International, Inc., Montreal-based publisher of weekly tabloids.

Those in the United States are some two dozen persons in Washington at Information Services, Inc., formerly States News Service, and about a dozen at Press Publications, Inc., publisher of several bi-weeklies in Chicago's western suburbs.

At the CBC, the Canadian Wire Service Guild was certified by the Canada Labour Relations Board as representative for a group of journalists who work on the French network's public affairs programs who previously had been considered under the law to be free lances and not eligible for union representation.

The certification capped two years of hearings and an additional year of deliberations by the board over the legal status of

more than 250 persons in that situation following changes in the Canada Labour Code in 1977-78.

The hearings involved seven unions in all, including the Guild.

In a 272-page decision, the board held that under the new law most of the 250-plus were CBC employees, since none is an "entrepreneur" and all are economically dependent on the CBC. It then held that most of the employees should logically be added to bargaining units of three of the unions that already exist at various CBC French-network offices across Canada, namely those of the Guild, its non-Canadian Labour Congress counterpart in Quebec and the Canadian Union of Public Employees. About as many as were certified for Guild
(Continued on Page 6)



Toledo members vote pact 'up' at the Blade

Membership of the Toledo Guild signals its approval of a new one-year contract with the Blade that was bargained jointly with the other unions representing employees at the

Block paper. Settlement increases key top minimums for advertising, circulation and news employees under the Guild contract by \$40.20, to \$545.20 a week. Story, Page 2.

New UPI owner plans to expand service

New York—United Press International announced June 2 that the 75-year-old news service has been acquired from E. W. Scripps Co. by a newly formed company, Media News Corp.

The new owners, described as a group of U.S. newspaper, cable and television owners, announced

that the name of the wire service would not be changed and that Roderick W. Beaton had agreed to continue as its president.

They also said that no staff changes were planned.

TNG's nationwide Wire Service Guild local represents more than 880 UPI employees in the

United States. The new owners were expected to honor the Guild's contract with the wire service, which runs through next April 15.

Principals of the new, privately held corporation are Douglas Ruhe, president of Focus Communications of Nashville, Tenn., who is managing director of the new company; Len R. Small, editor and publisher of the Moline (Ill.) Daily Dispatch and vice president of the Small Newspaper Group; William E. Geissler, senior vice president for planning of Fo-

cus Communications; and Cordell J. Overgaard, a partner in the Chicago law firm of Hopkins and Sutter, and president of Community Cablevision, which operates cable systems in Southern Wisconsin and Northern Illinois.

Scripps had announced in October 1980 that it was seeking potential purchasers for part or all of UPI. Since then it had held talks with several parties about their taking over the news service; among them, Reuters, the British news agency.

(Continued on Page 6)

OSHA to drop radiation standard

Washington—The Occupational Safety and Health Administration is proposing to revoke 194 health and safety standards on grounds that they are unenforceable because the standards use the word "should," rather than "shall."

Among the 194 is one governing exposure to radiofrequency and microwave radiation. It is the standard applied to radiation emissions from video display terminals.

OSHA has maintained under former national administrations that all its standards were mandatory whether they spoke of "should" or "shall." But, in a notice in the Federal Register May 28, OSHA said it will revoke the 194 standards, citing a single U.S. appeals court decision in 1978 that held that standards speaking of "should" were not mandatory.

OSHA officials have said they

will propose new standards to replace some of those eliminated where needed, the Washington Post reported June 2.

In the notice OSHA published in the Federal Register, the agency cited the standard on nonionizing radiation as one that "covers a hazard which OSHA considers to be worthy of consideration for future regulatory action," the Post said.

If a revoked standard governed a workplace hazard that could cause death or serious harm, the agency said it could issue a citation against an employer under
(Continued on Page 2)

San Jose backs finance program

San Jose, Calif.—The San Jose Guild's executive committee is the latest body of Guild leaders to endorse the financial program being recommended to TNG's 1982 Convention by the International Executive Board. It acted unanimously May 23.

Earlier, five district councils of Guild locals voted to back the program [Guild Reporter, May 21].

And TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale have issued a statement urging the plan's adoption for the financial well being of both locals and TNG. [Text and a closer look at two parts of the program, Pages 6 and 7.]

IFJ scores Polish regime, IOJ silence.... 8

Actors' Asner to address convention.... 3



Runners with heart

A team of Guild members from the Washington-Baltimore local's unit at the Bureau of National Affairs poses before starting off on a 10-kilometer (6.2-mile) run to raise funds for the Heart Assn. The team finished 12th among the 42 entered in the "open" division and was one of nine among the 45 entered overall to run under union sponsorship. A team of members from the Guild's Washington Post

unit finished 37th. Guild members also ran with two other teams, one from the Metropolitan Washington AFL-CIO Council and one made up of women employees of the AFL-CIO at its national headquarters. BNA-unit runners are, from left: Rick Valliere, Bruce Harmon, Kathy Scott, Mitchell Tropin and Peter Nye. Nye finished highest among the Guild-member runners, placing eighth overall.

Lesher tactics adjudged unfair

San Francisco—The city editor for the Lesher chain's Contra Costa Times unlawfully threatened to withhold promised wage increases from newsroom employees if they persisted in "union talk," a National Labor Relations Board administrative law judge has ruled.

Timothy D. Nelson, acting on charges brought by the Northern California Newspaper Organizing Committee (NocNoc) — a joint committee of six newspaper union locals, including the San Francisco-Oakland Guild — also held that the city editor illegally interrogated an employee about her union activities and made a "veiled threat" of retaliation.

Last June when NocNoc initiated a leafleting campaign at the Contra Costa Times' plant in Walnut Creek, Calif., the city editor told a group of newsroom employees that she understood that wage increases that had been approved would not be forthcoming unless the "union talk" stopped because higher management officials were "upset" by rumors of a union organizing effort.

In testimony before the administrative law judge, the city editor denied making any of the statements that Nelson ultimately found unlawful. He discredited her testimony, however, finding her not "impressive from a de-

meanoral standpoint." He also cited the "vagueness" of her testimony and her "tendency to fall back on general characterizations" of what she had said to employees.

The employees who testified, on the other hand, "were sincere in appearance and convincing in their recollections," Nelson said.

The city editor's "veiled threat" came after she had interrogated a reporter about a phone conversation involving the union organizing campaign. When the employee

refused to identify the caller or a member of the union's committee, the city editor responded by saying, "If your name is on anybody's union list, you'll have to let the chips fall where they may."

The administrative law judge ordered the company to terminate such unlawful practices and also ordered it to post notices in the plant attesting to its violation of federal labor law and its intent not to interfere with employees' protected right to organize.

Discussion held no evaluation, probationer's rehiring ordered

Memphis—A copy editor fired by the Memphis Commercial Appeal during her probationary period must be reinstated for an additional three-month trial, an arbitrator has ruled.

In ordering reinstatement, arbitrator Jack Clarke held that the company had failed to discuss with the grievant its evaluation of her performance as required by the Memphis Guild's contract with Scripps-Howard's Commercial Appeal and Press Scimitar.

The company's contention that a discussion between the grievant and the News editor about some poor headlines constituted the re-

quired evaluation "tends to confuse instruction with evaluation," Clarke said.

Contrasting the "fast track" of the Memphis paper with the smaller papers the grievants had worked for previously, was not a sufficient means of informing her that she was not meeting the Commercial Appeal's standard, he noted.

"If the company intended to advise the grievant that she was not performing at a satisfactory level, it might have said so in reasonably unambiguous language," Clarke observed.

The arbitrator denied the Guild's claim for back pay on grounds that the contract limits any award in a probationary discharge case to the granting of an additional three-month probationary period.

OSHA dropping limit on radiation

(Continued from Page 1)

the law's "general duty clause."

OSHA said the existence of an unenforceable standard using the word "should," however, would block it from issuing a "general duty" citation over a hazard so covered, the Post reported.

The general duty clause of the Federal Occupational Safety & Health Act requires employers to furnish "a place of employment which is free from recognized hazards that cause or are likely

Toledo top raised by \$40 in a year

Toledo — Key advertising, circulation and editorial top minimums are raised by \$40.20, to \$545.20 a week, in a new one-year agreement between the Toledo Guild and the Block chain's Toledo Blade.

The agreement was bargained jointly with the other unions that represented Blade employees. The settlement was reached in a bargaining session attended by more than 400 Blade employees as observers.

The \$40.20 increase in the key Guild minimums comes in two increments, with \$28.71 retroactive to March 22 and \$11.49 effective on Sept. 22.

Other increases and resulting new top minimums include:

Inside classified salespersons—Up by \$26.91, to \$364.94 a week, in increments of \$19.22 and \$7.69.

Stenographers, secretaries—Up by \$25.80, to \$349.87 a week, in increments of \$18.43 and \$7.37.

Programmers—Up by \$37.59,

to \$509.88 a week, in increments of \$26.85 and \$10.74 a week.

Keypunch operators—Up by \$31.99, to \$433.93 a week, in increments of \$22.85 and \$9.14 a week.

Copyrunners and messengers—Up by \$19.22, to \$260.64 a week, in increments of \$13.73 and \$5.49.

Copy editors—Up by \$42.10, to \$570.88 a week.

A flat minimum for the sports, women's page, financial, telegraph and religious editors, as well as the head photographer, art department head and retail advertising supervisor, is raised by \$43.39, to \$588.38 a week.

In addition the mileage rate is raised by 3 cents, to 20 cents per mile, for the first 100 miles in a week, and a minimum weekly guarantee for photographers, district managers and traveling representatives is raised by \$25, to \$50.

TNG International Representative Willard Hatch assisted with the bargaining.

Tops up \$86, to \$517, in 2 years in Columbus

Columbus—The top minimum for reporters, photographers, artists and copy editors under the Columbus Guild's contract with Scripps-Howard's Citizen-Journal is raised by \$86 a week, to \$517, in a new two-year agreement.

The \$86 increase, in four steps, raises the key top minimum by \$27 a week, to \$458, retroactive to Nov. 1, with additional increases of \$20, to \$478, from May 1, of \$25, to \$503, on Nov. 1, 1982, and of \$14, to \$517, on May 1, 1983.

The company's monthly payment toward the cost of health insurance for employees with family coverage is increased by \$50.02, to \$125.67. Eliminated is a provision limiting family coverage to married employees only.

The company's payment to the

pension fund is also increased, by \$3.03, to \$21.36 a week.

Copies of employee work-evaluations destined for personnel files must be furnished to employees and the Guild under a new provision of the contract.

It also includes a provision for review of personnel files and permits the employee, or the Guild on the employee's authority, to place responses in the file to items deemed adverse.

The starting minimum for employees in the key editorial jobs is raised by \$20.50, to \$246.20 a week, in increments of \$5.50, \$5, \$5 and \$5.

The top minimum for librarians and secretaries is increased by \$25.50, to \$245.75, over the term, and a flat minimum for editorial interns is raised by \$16.24, to \$225 a week.

Bill backed to move NIOSH from disease control unit

Washington—A bill to transfer the National Institute for Occupational Safety and Health from the Centers for Disease Control to the National Institutes of Health has been endorsed by TNG.

As June began, the bill was awaiting action by the House of Representatives.

NIOSH would more properly fall under the domain of NIH than that of the CDC, which is

oriented toward contagious diseases, TNG President Charles A. Perlik, Jr., said in letters to leaders of the House.

Moreover, current attempts to integrate NIOSH's operations with the CDC in Atlanta, have "wrought havoc in many of NIOSH's operations, threatening its ability to meet its basic responsibilities adequately," Perlik said.

"It is vital" that NIOSH not be downgraded by being incorporated into the CDC, Perlik warned, noting that Guild members have looked to the agency "for basic research on VDTs and other health and safety aspects of the emerging new technology in the news industry."

Wanted: Local Representative

The Washington-Baltimore Newspaper Guild, TNG Local #35, is seeking a Local Representative. Information about salary and fringes available upon request.

Experience in bargaining, contract enforcement, organizing essential. Prefer person with Guild background. Knowledge of copy editing and makeup also preferred. Legal background welcome. For further information, call (301) 630-1800.

Please submit applications and resumes to:

**Annie Best, Chairperson
Search Committee
Washington-Baltimore Newspaper Guild
5620 St. Barnabas Rd., Suite 370
Oxon Hill, Md. 20745**

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THE NAPA-SOLANO LABOR COUNCIL ASKS THE 55,000 UNION MEMBERS IN NAPA AND SOLANO COUNTIES TO SHOP AT THESE UNION STORES AND BUSINESSES.

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Cal Mart	Langendorf United Bakers	Vallejo Stationer's
Carlither's Dept. Store	Lovegood's Jewelers	Vacaville Grocery
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This Message paid for by the consolidated labor councils of Solano & Napa Counties

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Agricultural Workers Union, Local #2
C.I.O. Building Union, Local #3
C.I.O. Food Union, Local #4
C.I.O. Garment Union, Local #5
C.I.O. Health Union, Local #6
C.I.O. Hotel & Restaurant Union, Local #7
C.I.O. Marine Union, Local #8
C.I.O. Metal Union, Local #9
C.I.O. Paper Union, Local #10
C.I.O. Retail Union, Local #11
C.I.O. Textile Union, Local #12
C.I.O. Transport Union, Local #13
C.I.O. Utility Union, Local #14
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C.I.O. Skiing Union, Local #48
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C.I.O. Music Union, Local #59
C.I.O. Theater Union, Local #60
C.I.O. Film Union, Local #61
C.I.O. Television Union, Local #62
C.I.O. Radio Union, Local #63
C.I.O. Publishing Union, Local #64
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C.I.O. Nanotechnology Union, Local #86
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C.I.O. Defense Union, Local #89
C.I.O. Military Union, Local #90
C.I.O. Police Union, Local #91
C.I.O. Fire Union, Local #92
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C.I.O. Law Enforcement Union, Local #95
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C.I.O. Government Union, Local #98
C.I.O. Public Administration Union, Local #99
C.I.O. Social Services Union, Local #100

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WE ALSO ASK OUR MEMBERS TO SUPPORT THE ADVERTISERS THAT USE THE VALLEJO INDEPENDENT PRESS... SOLANO AND NAPA COUNTIES' ONLY UNION NEWSPAPER.

Buying union in Vallejo

Buying union is promoted in a series of ads by the Napa-Solano Counties Central Labor Council in the Vallejo Independent Press, published by the five unions that struck the Vallejo Times Herald in 1978. The ads, aimed at the 55,000 members of the unions affiliated with the council, identify merchants whose employees work under union contracts and call upon the members to patronize advertisers who use the V.I.P., "Solano and Napa Counties' only union newspaper."

Oshawa key top up \$80, to \$455

Oshawa, Ont.—A new 26-month contract between the Southern Ontario Guild and Thomson's Oshawa Times raises the top minimum for reporters, photographers, desk persons and the family editor by \$80.12, to \$455.68 a week.

The minimum is increased by \$38.81, to \$414.37, retroactive to March 3, and by \$41.31, to \$455.68, on April 3, 1983.

The service required for a

Key at UP Canada up \$121, to \$642

Toronto — A new two-year agreement between the Canadian Wire Service Guild and United Press Canada will raise the top minimum for journalists, photographers and engineers by \$121, to \$642 a week.

The agreement, an early extension of a contract that was to run until Sept. 30, will raise the key top minimum by \$62.50, to \$583.50 on June 1, and by another \$58.50, to \$642 next June 1.

The top minimum for bookkeepers is raised by \$75, to \$400 over the term of the contract, in increments of \$39 on June 1, to \$364, and \$36 next June 1, to \$400.

The mileage rate for employees using their own vehicles is raised by 3 cents, to 32 cents a mile on June 1, with further increases of 3 cents, to 35 cents a mile on Jan. 1, and 2 cents, to 37 cents on June 1, 1983.

fourth week of vacation is reduced to 12 years, from 13, and that for a fifth is lowered to 27 years in 1982 and to 26 years in 1983. Service of 28 years or more had been required for five weeks of vacation.

The company also agreed to discuss with the Guild training and health and safety issues should video display terminals be installed.

Other increases and resulting new top minimums under the agreement include:

Display salespersons—Up by \$77.36, to \$439.81, in increments of \$37.49 and \$39.87.

Circulation representatives—Up by \$61.06, to \$345.91, in increments of \$29.73 and \$31.33.

Classified salespersons, clerks, receptionists, telephone operators—Up by \$50.87, to \$287.16, in increments of \$24.88 and \$25.99.

Maintenance and janitorial employees—Up by \$54.65, to \$308.92, in increments of \$26.68 and \$27.97.

Asner set as banquet speaker

Los Angeles—Screen Actors' Guild President Ed Asner will be the featured speaker at the traditional Tuesday night banquet for delegates and guests during TNG's 49th Annual Convention here the week of June 21-25.

After the banquet, The Labor Theater of New York City, a nonprofit group supported by state and federal funds, will present the first act of a one-performer play titled "Yours for the revolution, Jack London."

Asner, 52, who in earlier years worked variously in a steel mill, an auto plant, for the postal service and as a TV ad salesperson, gained wide public recognition over the last dozen years in his TV role of Lou Grant, who first was a television news producer and then a city editor with a fictitious daily.

As his recognition has grown

so has controversy and criticism over positions he has taken both within the Screen Actors' Guild and on general political questions—both before and since he was elected to his union's presidency last year.

And Asner, himself, has generated more since CBS-TV's announcement in May that it is cancelling the "Lou Grant" show next fall, on grounds that its "audience was eroding."

Asner has said that he believes that dissatisfaction over some of his personal public positions—such as opposition to the U.S. policy toward El Salvador—was primarily responsible for the show's cancellation.

Several groups, including the Congress of Conservative Consumers and the Rev. Jerry Falwell's Moral Majority, had called for a boycott of the program's

penditures of newspapers to establish new out-of-province bureaus. Grants would be limited to \$50,000 each.

Fleming said the government hopes to introduce legislation needed to implement its proposals in the fall.

TNG Canadian Director William H. McLeman described the government's proposals as "disappointing" in that they would not roll back any acquisitions by Canada's two giant chains. "It's the Davey Commission 12 years too late," McLeman said.

The proposals "don't really come to grips with the problems of corporate concentration," McLeman added.

Officials of the Southam and Thomson chain found the proposals objectionable for different reasons.

Southam chairman St. Clair Balfour, said that while they would not damage the chain's current operations, "we don't like being frozen."

Kenneth Thomson, chairman and president of Thomson Newspapers Ltd., told a stockholders'

meeting that "there are no real issues in the newspaper publishing industry for which government action is an appropriate response."

The Thomson chain's Globe and Mail editorialized that Fleming "for all his protestations to the contrary... does want to bring government, like some dyspeptic camel, into the tent of its old adversaries."

The "eyes-only" document was critical of some recommendations by the Kent Commission. It said the commission's recommendation that new chains be limited to five percent of total circulation and that Thomson be required to divest itself of the Globe and Mail would create serious constitutional questions, the paper reported.

It also said that commission recommendations for tax incentives for papers carrying an above-average volume of editorial content and those acquiring a newspaper divested through government order, had brought strong objections from the federal Department of Finance.

High court lets stand printers' lifetime jobs

Washington — The U.S. Supreme Court has let stand a federal appeals court decision ordering Scripps-Howard's Cincinnati Post to honor lifetime job guarantees for more than 100 printers it fired when the paper entered a joint operating agreement with the Cincinnati Enquirer in December 1979.

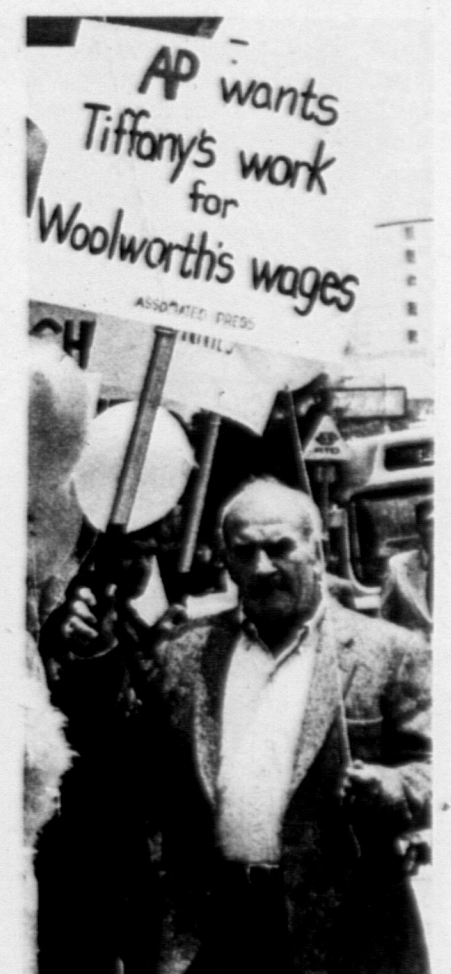
The high court on May 24 declined without comment to consider an appeal filed by the E. W. Scripps Co. from a ruling by the 6th U.S. Circuit Court of Appeals on Oct. 23, 1981.

In that decision the appeals court held that a side agreement between the Typographical Union and the Post guaranteeing employment to full-time printers for "the remainder of their working lives" was "too precise and too unambiguous to permit any other inference" except that the parties intended to guarantee employment beyond the duration of any particular contract.

In doing so, the appeals court rejected the company's argument

that its obligation to the employees ended in 1979 when the Post's composing room was closed when its printing functions were taken over by the Enquirer under the joint agreement.

At that time, the appeals court speculated, the Scripps company's liability might not have continued had the paper gone "out of business entirely." The Post, however, "has not in any meaningful sense gone out of business," the court observed, noting that "by closing down its printing operations" the company sought to force the printers "to bear a disproportionate share of the losses caused by the Post's financial difficulties."



ED ASNER LAST JUNE

Soon-to-be-elected president of the Screen Actors' Guild, he joined a Wire Service Guild informational picket line at the Associated Press bureau in Los Angeles.

Doldrum\$ still mostly just stories for dailies\$

(Continued from Page 1)

- ✓ quarter after-tax profits were up by 56.7 percent, to \$18.96 million.
- ✓ The Washington Post Co. reported first-quarter after-tax profits of \$5.1 million, up by 181.2 percent.
- ✓ Dow Jones & Co.'s after-tax profits in the first quarter were up by 20.5 percent, to \$18.1 million.
- ✓ Capital Cities Communications Inc.'s after-tax profits were up by 19.8 percent in the first quarter, to \$18 million.
- ✓ The Toronto Star reports that it continued to set advertising records in the first quarter despite some "softening" in employment ads.

First-quarter reports by 14 major publicly held companies show 10 with increases in after-tax profits over the first quarter of 1981, while only four showed declines—and declines are not to be confused with losses.

THE RECESSION'S mild impact on the newspaper industry in the first quarter is in stark contrast to its effects on most other industries.

A survey of the first-quarter performance of 579 major corporations, conducted by the Wall Street Journal, showed an average drop of 17 percent in after-tax profits from a year earlier, with 82 of the companies surveyed registering losses totalling \$1.92 billion.

The 12 publishing companies included in the survey had increases in quarterly after-tax profits averaging nine percent.

A similar survey conducted by Business Week magazine found an average decline of 11 percent in the first-quarter profits of all 880 large industrial corporations covered, compared to a six-percent increase among the 23 publishing and broadcasting corporations included among the 880.

In another analysis of corporate finances, Business Week ranked the publishing and broadcasting industry as the "best off" when profits were adjusted for inflation and ranked the industry second on the "best off" list when adjustments for certain price changes were made.

As the recession intensified with the year's first quarter, a survey conducted by *prestime*, magazine of the American Newspaper Publishers Assn., found that most of the 29 newspapers queried were seeking ways to combat what they expected to be a somewhat difficult year.

Over three-quarters of the papers said they had instituted "cost-containment" programs, with contingency budgeting, a freeze on hiring and staff reductions through attrition the most common approaches.



Barron's: Dailies are 'alive and well'

"All this [financial difficulties of several metropolitan dailies] might lead to the conclusion that the medium is about to go the way of, well, yesterday's headlines. But hold the obituaries—the real story is that, with the exception of a few ailing big-city dailies, newspapers generally are profitable and the industry remains healthy."

"Evidence of this abounds: The Wall Street Journal is invading Europe with a new edition, Gannett is preparing a national entry called USA Today, and the New York Times is gearing up to print its national edition in California. Moreover, the premium that Wall Street puts on their stocks—many sport price-earnings ratios nearly twice the Big Board average—attest to investors' conviction that newspapers are not only alive and well but apt to stay that way for quite a spell. . . ."

"In brief, the real scoop on newspapers is that despite the recession, the well-publicized ills of some big-city dailies and, of course, the electronic monster, there's no reason to write '30' to their story. Far from it."

—*"The Inside Story on Newspapers," Barron's, May 17*

About half the papers had boosted advertising rates by an average of about 9.5 percent, and eight of them had raised circulation rates.

The survey found the recession's impact on the newspaper business varying widely, with the publisher of the Billings (Mont.) Gazette reporting all categories of advertising up and saying of 1982's first quarter, "It's been great," while the publisher of the Stockton Record speculated that "advertisers are going to continue cutting back until people start buying again." The Chicago Sun-Times' vice president for finance reported satisfaction, "considering the depth of the recession."

A survey of Canadian newspapers conducted by Canadian Press also found advertising down in the first quarter of the year. And the Canadian Daily Newspaper Publishers Assn. reported that overall advertising lineage dropped four percent in the first two months of 1982, with a 14-percent decline in classified.

THE RECESSION'S drag was not a factor for most in 1981, however.

After-tax profits of 12 major U.S. publicly held newspaper companies tracked by industry analysts John Morton and Bruce Thorp rose by an average of 14 percent, compared to an average increase of 7.3 percent in 1980. The revenues of the 12 companies rose by 15 percent.

Expenditures for advertising in daily newspapers rose by more than 12 percent in the United States and more than eight percent in Canada.

Projecting that U.S. newspapers will enjoy another 12-percent increase in advertising revenues in 1982, the National Advertising Bureau said it anticipates a 14-percent increase in national, a 10-percent rise in retail and a 12-percent increase in classified.

Morton and Thorp cautioned in February that the NAB projections may be "a little high," based on "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." They predicted that newspaper advertising revenue "will do well to increase by 10 percent" in 1982.

Robert J. Coen, senior vice president of McCann-Erickson, analyzing 1982 prospects for the advertising industry in the March 22 issue of *Advertising Age*, cautioned that "the glow from the rear of the tunnel . . . is gradually getting darker" but predicted that "an upturn is in the making."

The U.S. Commerce Department reported that "solid gains" in advertising revenues, achieved primarily through rate increases, boosted the total revenues of U.S. newspapers in 1981 by 12 percent, to \$19.5 billion, compared to an 8.5-percent increase reported by the agency for 1980.

Revenue increases in the newspaper industry outpaced the rise in the gross

national product—11.3 percent in 1981—said the Commerce Dept.

The National Advertising Bureau estimates that expenditures for advertising in U.S. daily newspapers totaled \$17.4 billion in 1981, up 12.3 percent.

Advertising expenditures in all media in 1981 increased by 12.6 percent, according to McCann-Erickson. It reports that newspapers had a 12.1 percent increase in advertising revenue, 16 percent more from national ads and 11.4 percent more from local ads.

Daily newspapers again in 1981 took a larger share of all advertising dollars than any other single medium, and in the United States more than radio and television combined.

U.S. dailies received 28.4 percent of all advertising revenue. Television received 20.6 percent, radio, 6.9 percent, and magazines, 5.8 percent.

Expenditures for advertising in Canadian daily newspapers totaled \$967 million in 1981, up 8.4 percent, according to figures reported by the American Newspaper Publishers Assn.

Canadian dailies received 23.8 percent of all advertising expenditures; television received 17.1 percent; radio, 10.8 percent, and general-interest magazines, 4.5 percent.

The U.S. Commerce Department said the future of the newspaper industry remains "solid," even while cautioning that the potential appeal of the new electronic media, including cable television and videotex systems, could cut into newspapers' share of advertising revenues.

Industry analysts, however, do not expect the emergence of electronic information systems to have a significant impact on newspapers' advertising revenues in the foreseeable future.

"With all the sex appeal of the new electronic technology, nothing can beat newspapers for portability, price and availability," John Reidy of Drexel, Burnham, Lambert points out.

TOTAL DAILY circulation of U.S. newspapers for 1981 declined to 61,432,434, from 62,201,840 in 1980, but circulation among the nation's 757 Sunday newspapers reached an all-time high of 54,939,242. Canadian daily circulation hit a new high: 5,476,119.

A study of circulation of the 100 largest U.S. dailies for a six-month period ending March 31, 1982, conducted by the Gallagher Report newsletter, showed a daily circulation gain of 2.4 percent for those papers over the same period a year earlier.

The circulation gainers included the Washington Post (up 23.1 percent, to 760,950) and the Philadelphia Inquirer (up 8.7 percent, to 466,114) and Daily News (up 9.1 percent, to 253,215). All three papers benefitted from the demise of competitors during the year.

Among other gainers were the New York Post (up 23.5 percent, to 904,476), the New York Daily News (up

3.3 percent, to 1,540,218), the Denver Rocky Mountain News (up 8.5 percent, to 312,873), the Cleveland Press (up 4.5 percent, to 316,147) and the Boston Herald American (up 1.3 percent, to 211,930).

There were a total of 1,730 daily newspapers in the United States in 1981, 30 of them "all-day" papers, 377 published in the morning and 1,323 in the evening, according to preliminary figures from Editor & Publisher reported by the ANPA.

The number of U.S. dailies declined by 15 in 1981, while the number of Sunday papers rose by 22.

In Canada, daily circulation continued to rise, to a new high of 5,476,119, up from 5,391,724 in 1980.

The total number of Canadian dailies declined by one, to 119. Of the 119 dailies, 25 are morning papers, 92 are published in the evening and two are "all-day" papers.

The single-copy price most often charged for a U.S. daily newspaper was 25 cents, up from 20 cents in 1980.

THE AFTER-TAX profit margins of 21 publicly traded newspaper companies in the United States and Canada averaged 8.6 percent of revenues in 1981, while the after-tax profit margin for all U.S. manufacturing companies averaged only 4.75 percent.

Even the pre-tax profit margin for all U.S. manufacturing, 7.4 percent of revenues, was lower than the newspapers' after-tax margin.

Here are the individual performance records of some of the public publishers:

Gannett Co. Inc., the largest U.S. newspaper chain, with 85 dailies and total circulation of more than 3.6 million, posted its 58th consecutive quarter of earnings gains in the first quarter of 1982, albeit the smallest of its successive quarterly increases. After-tax profits of \$31.6 million for the quarter were 4.6 percent higher than in the first quarter of 1981. Revenues were up 11.2 percent, to \$338.9 million.

Gannett President Allen H. Neuharth characterized the first-quarter performance as "quite satisfactory," given general economic conditions.

(Total advertising lineage in the chain's papers was off by 2.4 percent from the first two months of 1981, but advertising revenues for the period nonetheless were up by 7.2 percent.)

The chain's total 1981 revenues were \$1.37 billion, up 12.5 percent, while its after-tax profits for the year were up by 13.5 percent, to \$172.5 million, for a profit margin of 12.6 percent.

Knight-Ridder Newspapers Inc., close behind Gannett in total daily circulation at 3.46 million, posted a 12.6 percent increase in revenue, to \$1.24 billion, and after-tax profits of \$100.4 million, up 8.1 percent, in 1981. Its after-tax profit margin was 8.1 percent.

First-quarter after-tax profits of \$15.1 million were 26.7 percent lower than those in the first quarter of 1981, although revenues of \$311.6 million were 7.2 percent higher.

Increased costs associated with expanded circulation of the Philadelphia Inquirer and Daily News in the wake of the Jan. 30 closure of the competing Philadelphia Bulletin contributed to the decline in first-quarter profits, the company explained.

Enhanced revenues from that newly acquired monopoly are expected to offset the \$5.5 million decline in first-quarter net earnings, however.

(The chain's total ad lineage was off by 4.4 percent for January and February, but its ad revenues were up by 7.6 percent from the same months in 1981.

The Washington Post Co., having had a few more months than Knight-Ridder to cope with the growing pains associated with becoming Washington's sole daily newspaper, posted a 181.2-percent increase in first-quarter after-tax profits, to \$5.1 million. Revenues for the quarter were \$183.1 million, up 10.5 percent from the first quarter of 1981.

For 1981, the company had after-tax profits of \$32.7 million, a decline of 5 percent from the year before, and revenues of \$753.4 million, up 14.2 percent. Its after-tax profit margin was 4.3 percent.

In addition to strong increases in advertising and circulation revenues from the Post, the company attributed its first-quarter gains to the sale late in 1981 of two unprofitable properties—the Trenton Times and Inside Sports magazine—as well as a gain from the sale of an interest in another venture.

Revenues from the company's newspaper division—it owns the Everett (Wash.) Herald, in addition to the Post—were up 18 percent, to \$368 million in 1981. Revenues from the company's magazine division—Newsweek magazine and its associated international, video and book divisions—were up 10 percent, to \$294.3 million. Broadcasting properties produced \$90.8 million in revenues, up 12.8 percent.

The Times Mirror Co., with eight daily newspapers and a currently beleaguered forest-products division, recorded an eight-percent increase in after-tax profits in 1981, to \$150.3 million, on revenues of \$2.16 billion, up 15.4 percent. Its profit margin was 7.1 percent.

First-quarter after-tax profits of \$20.2 million were 22.3 percent below those in the first quarter of 1981. Revenues for the first quarter were up 4.3 percent, to \$522.3 million.

The company cited the depressed market for wood products as "a major contributing factor" to the first-quarter earnings decline but said its newspaper operations also "reflected the general economic downturn." Pre-tax profits from its newspapers of \$31.1 million in the first quarter were \$6 million lower than in the first quarter of 1980, largely due to lower advertising demand, particularly in classified, it said.

Revenues from its newspaper group alone totaled \$1.07 billion in 1981, up 21.9 percent, and pre-tax profits of \$169.9 million were up 9.4 percent.

The New York Times Co., had a 56.7 percent increase, to \$18.96 million, in first-quarter after-tax profits, on revenues of \$225.5 million, up 15.6 percent.

These record quarterly increases, came on top of a peak performance in 1981, when revenues were up 15.3 percent, to \$845.2 million, and after-tax profits rose 23.1 percent, to \$49.97 million. The year's after-tax profit margin was 5.9 percent.

Newspapers remain No. 1 employer in U.S.

Washington—The U.S. newspaper industry was the nation's largest manufacturing employer again in 1981, according to government statistics, although two U.S. agencies that count employees disagree on whether the number is up or down.

The Commerce Dept., relying on Census Bureau surveys, reports that newspaper employment was about 382,600 in 1981 and is on the decline.

The Bureau of Labor Statistics, however, using employers' unemployment insurance reports plus statistical samples, estimates that newspaper employment rose slightly in 1981, to 433,000 from 432,100 in 1980.

The Commerce Dept. switched to Census Bureau figures this year on grounds that that data is more reliable.

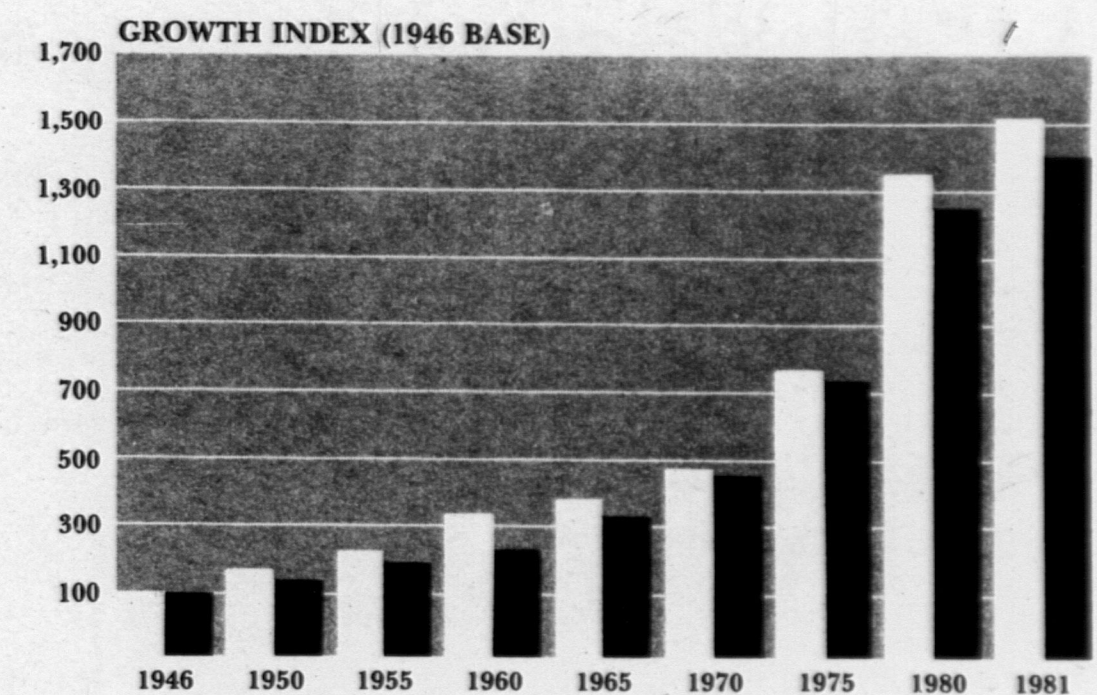
The BLS inadvertently includes employment figures for some free-circulation newspapers, while the Census Bureau does not, according to a Commerce Dept. analyst.

Eitherway, newspaper employment continued to outrank employment in the steel and automobile industries, a distinction it gained for the first time in 1980.

Daily Newspaper Advertising Volume

Growth of Daily Newspaper Advertising and the U.S. Economy 1946-1981

□ Newspaper Advertising Volume
■ Gross National Product



Reproduced from "82 Facts About Newspapers," published by the American Newspaper Publishers Assn.

The company's newspaper division, including 18 smaller newspapers in the South in addition to the Times, produced revenues of \$607.5 million in 1981, up 18.3 percent, and pre-tax profits of \$54.1 million, up 26.2 percent.

Thomson Newspapers Ltd. had 1981 revenues of \$646 million, up 23.7 percent over 1980. Its after-tax profits before inclusion of "extraordinary items" were up 27.9 percent, to \$97 million, for a profit margin of 15 percent.

Including the extraordinary items, the net profit after taxes was up 47.9 percent, to \$100.8 million.

Thomson's revenues for the year from newspaper operations in Canada were up 33.4 percent, to \$366 million, while pre-tax profits were up 46.4 percent, to \$91.5 million.

Revenues from newspapers in the United States were up 13 percent, to \$280 million, while pre-tax profits were up 9.7 percent, to \$109.1 million.

Thomson owns 40 dailies and 12 other newspapers in Canada and 77 dailies and six others in the United States.

Southam Inc., with 14 Canadian dailies and trade and financial publications, posted a 52 percent increase in after-tax profits, to \$44.7 million, in 1981.

Revenues of \$808.1 million were up 33.5 percent, for an after-tax profit margin of 5.5 percent.

In the first quarter of 1982 Southam's net profits of \$8 million were down 19.9 percent, although revenues climbed 8.9 percent, to \$205.9 million.

The company attributed the first-quarter decline to "the economic reality of the severe recession that affected many Canadian businesses in 1981."

Torstar Corp., publisher of the Toronto Star, had record revenues of \$529 million in 1981, up 18.7 percent from 1980. Although the company had a net loss of \$666,000 for the year, it reported that earnings from the To-

ronto Star rose to a new high, surpassing a previous record set in 1976.

Revenues from newspaper publishing totaled \$231.5 million, up 30.1 percent, and pre-tax profits from newspaper operations rose by 55 percent, to \$19.2 million.

Overall earnings were depressed by a loss of \$4.6 million and an "extraordinary write-off of \$15.2 million" resulting from the discontinuation of unprofitable operations during the year, the company explained. Among them, were Scholar's Choice retail stores and a magazine group, both segments of Harlequin Enterprises, best known for its romance paperback novels.

Torstar cautioned that higher interest costs may depress earnings in the first half of 1982 but predicted that last year's transactions should produce higher earnings by year's end.

Dow Jones & Co., through its Wall Street Journal hasn't felt the recession's pinch at all. Its first-quarter after-tax profits were up 20.5 percent, to \$18.12 million, while revenues hit \$170.75 million, a 19.1-percent increase.

After-tax profits for 1981 rose by 21.2 percent, to \$71.39 million, on revenues of \$641.02 million, up 20.8 percent. The profit margin was 11.1 percent.

The company's Ottaway community newspapers, including 20 dailies and nine Sunday papers, had after-tax profits of \$8.5 million in 1981, down 1.8 percent from 1980. Revenues totaled \$110.2 million, up 6.4 percent.

Affiliated Publications Inc., publisher of the Boston Globe, had after-tax profits of \$14.2 million, up 10.5 percent, on revenues of \$236.1 million, up 14.3 percent, in 1981. The after-tax profit margin was 6 percent.

In the first quarter of 1982, after-tax profits of \$2.6 million were down 2.1 percent. First-quarter revenues of \$59.4 million were up 10.6 percent, however.

The Globe produced revenues of \$221.6 million, up 14 percent, and pre-tax profits of \$27.8 million, up 16.6 percent, in 1981.

The A. H. Belo Corp., publisher of the Dallas Morning News, had after-tax profits for 1981 of \$20.3 million, up 5.3 percent, on revenues of \$182.3 million, up 15.6 percent. Its profit margin was 11.1 percent.

The company, which went public in December, also owns three television and two radio stations.

Harte-Hanks Communications Inc., publisher of 29 dailies, called the first quarter of 1982 "the toughest" since the company went public in 1972—but it was nevertheless its 41st consecutive quarter of earnings growth.

After-tax profits for the three months were up 4.2 percent, to \$4.4 million, on revenues of \$86.7 million, up 15.3 percent.

For 1981, the company had after-

tax profits of \$25.4 million, up 11.7 percent, on revenues of \$348.5 million, up 14.8 percent, for an after-tax profit margin of 7.3 percent.

Lee Enterprises Inc., publisher of 18 dailies in the Midwest, posted a 26.3 percent increase in after-tax profits, to \$19.1 million, in its 1981 fiscal year, ending Sept. 30. Revenues were up 11.8 percent, to \$153.1 million. Profit margin was 12.5 percent.

In its second quarter—the first three months of 1982—after-tax profits were up 2.1 percent, to \$2.8 million, on revenues of \$36.1 million, up 4.8 percent, despite declines in advertising lineage in all categories.

For the six months from October through March, profits were up 3.9 percent, to \$7.95 million, on revenues of \$79.1 million, up 5.7 percent.

Time Inc. had 1981 revenues totaling \$3.3 billion, up 17.7 percent, and after-tax profits of \$148.8 million, up 5.4 percent. Its after-tax profit margin was 4.5 percent.

Gains in the first quarter from magazines and video operations were more than offset by the recession's impact on the company's forest-product and book divisions, company executives said.

Pre-tax profits from magazines for the quarter were up 11.9 percent, to \$13.2 million, while those from video operations were up 20.6 percent, to \$32.2 million.

While magazine advertising pages were down slightly in the quarter, the company reported that strong circulation and higher advertising rates produced a 12 percent increase in magazine earnings.

When a \$13.8 million net loss from discontinued operations—the Washington Star and Time-Life Films—is deducted from after-tax profits for the first quarter of 1981, after-tax net profits of \$27.7 million for 1981's first quarter represent a 3.4 percent increase.

Capital Cities Communications Inc. had 1981 revenues of \$573.8 million, up 21.5 percent, and after-tax profits of \$80.5 million, up 13.7 percent, despite continuing losses from its struck Wilkes-Barre Times Leader. The company's profit margin was 14 percent.

In the first quarter of 1982, after-tax profits were \$18.01 million, up 19.8 percent, while revenues were \$149.35 million, up 21.5 percent.

Pre-tax profits from publishing operations in 1981 were up 16 percent, to \$67.5 million, on revenues of \$359.3 million, up 17.8 percent.

Blue Chip Stamps, owner of the Buffalo Evening News, had an increase of 35.5 percent in after-tax profits, to \$27.6 million, in 1981, on revenues of \$246 million, up 12.2 percent. Its profit margin was 11.2 percent.

Revenues from the News were \$54.7 million, up 9.6 percent from 1980. The paper's operating losses declined to \$1.1 million, from \$2.8 million in 1981.

Four new groups added in 4 locals

(Continued from Page 1)

representation at bureaus across Canada were assigned to the Syndicat general du cinema et de la television in Montreal, Quebec City and nearby Rimouski.

The affected employees will be covered by the terms and conditions of the appropriate union's existing contract with CBC.

At about the same time, the Quebec Labour Relations Board certified the Montreal Guild as representative for the editorial employees of Globe International, Inc.

The local petitioned for certification for Globe's 55 employees late last year and in March brought unfair labor practice charges against the company after it discharged 15 of them, announcing that it was moving one of its tabloids, the National Examiner, to Florida. The charges remain under investigation.

Globe's other publications include the Globe, Spotlight and Far-Out.

The St. Louis Guild appeared to have been selected by a majority of the employees of Information Services in an election conducted by the National Labor Relations Board on May 20.

Vote tally was 13 for the Guild and 11 for no union, with three ballots challenged by the Guild uncounted pending determination of the voters' eligibility. One of the three is the news service's former owner, now its sales manager, another is the service's managing editor and the third hires

and fires clerical personnel despite carrying the title of secretary to the sales manager, the Guild said.

On May 21, the 11 editorial employees of Press Publications, Inc., which publishes several bi-weeklies from Elmhurst, Ill., voted by 8 to 3 for representation by the Chicago Guild.

Early in May, the Chicago Guild also petitioned the NLRB for recognition as bargaining agent for about 20 editorial employees of the Suburban Sun Times, a weekly supplement to the Chicago Sun Times, published in suburban Elk Grove Village.

Hearings on the petition were continuing.

New UPI owner plans to expand service

(Continued from Page 1)

Early this year, Scripps indicated it would be willing to turn UPI over to National Public Radio as a tax-deductible gift, if NPR could show it had the resources to run the wire service for at least five years. That figure was estimated to be as much as \$50 million.

Beaton, speaking to members of the American Newspaper Publishers Assn. in April at a luncheon marking UPI's 75th anniversary, said the news service's deficits had dropped about one-third in 1981, with the trend continuing into 1982.

He projected growth for the news service, noting that 22 pa-

pers had been added to its subscriber list in 1982.

In a statement issued by Ruhe June 2, he said the new owners "believe that UPI is a basically sound company with an excellent staff and with high quality news products."

"In recent years it has been hit by sharply higher communication costs," Ruhe observed.

He said plans for UPI include

"improved service to customers, vigorous competition with the Associated Press and other news services around the world and a variety of new services that will begin to generate profit for UPI in coming years."

The company, he said, would begin immediately to speedup UPI's conversion to satellite transmission and improve its marketing.

Ruhe called expansion into new technologies, including satellite broadcast service, video disc, computer data bases and cable, "the greatest" growth opportunities for UPI.

Scripps had recently invested \$10 million in a computer, communications and technical center in Dallas and installed a digital darkroom in New York and Brussels.

Split dailies, weeklies, Justice asks

Washington—In the first anti-trust action it has initiated against a newspaper company since 1970, the Justice Dept. on May 26 filed suit against the Tribune Co. and its subsidiary, the Sentinel Star Co., of Orlando, Fla., seeking to force them to divest five weekly papers in the Orlando area.

Tribune Co.'s other properties include the New York Daily News and the Chicago Tribune.

The suit, filed in U.S. District Court in Orlando, alleges that the Sentinel Star's acquisition of the group of weeklies in October 1980 was anticompetitive.

The merger may substantially reduce competition for print advertising in the Orlando area since the weekly group—three newspapers and two shoppers—and the Sentinel Star are the

"only significant print media carrying local advertising," the Justice Dept. said.

In 1979, prior to the merger, the Sentinel Star carried about 64 percent of all local advertising directed at Osceola County residents, while the five weeklies carried approximately 36 percent of this advertising, the suit says.

The suit is the first in which the Justice Dept. has challenged a daily newspaper's ownership of weekly publications in the same circulation area.

A Justice Dept. attorney, Alan Marx, told the Wall Street Journal that a victory for the government in the current case would "serve as a strong signal to newspaper publishers that buying up competing weeklies won't be tolerated."

Later, Abbott Lipsky, deputy assistant attorney general in the Justice Dept.'s antitrust division, said, however, that "the acquisition of a shopper by a daily can be—but need not be—anticompetitive, depending on the circumstances of the particular market."

"We believe we can establish" that the Sentinel Star's acquisitions were anticompetitive, but the "case has no particular significance beyond that," Lipsky was quoted as saying in the May 28 Washington Post.

The Tribune Co., headquartered in Chicago, does not break out the earnings figures of its Florida papers, but they reportedly have been the most profitable of its newspapers.

The Sentinel Star purchased the weeklies for \$4 million.

Finance plan would aid locals first, then TNG, Perlik and Dale assert

Following is the full text of a statement issued June 1 by TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale on the seven-point financial program the International Executive Board is recommending be enacted by TNG's 1982 Convention, to be held June 21-25 in Los Angeles.

DELEGATES TO LAST year's convention in Memphis directed TNG's officers to prepare "a long-range plan for stability of the General Fund which would support additional servicing, new organizing and expansion of field staff."

What those delegates were saying, in essence, is that our conventions must stop resorting to the quick-fix system that's been used periodically to solve the financial problems of our union.

We believe the officers have planned as the 1981 Convention directed us to, and it's not surprising that the solution, in the long and short run, requires new financing.

We believe that the financial plan being recommended to delegates attending our 49th Convention this month in Los Angeles will bring the long-sought stability to TNG's General Fund—the fund out of which TNG's operating costs are paid—including staff, organizing and servicing.

Briefly, it's the plan outlined in this issue of the Guild Reporter that over a dozen years will strengthen the financial health of our locals and,

through them, the health of the international.

Thrust of the plan, at least initially, appears to miss last year's goal—"stability of the General Fund"—since the initial impact of the plan is on the finances of locals. But it's structured that way—to help locals now—so that they're in a position later to provide more funding for TNG.

THERE'S NO POINT in any other approach; TNG's experience has demonstrated—and last year more so than any other time—that the health of the international is dependent on the health of Guild locals. Locals unable to meet their obligations to TNG last year were the principal cause of our substantial deficit. Locals that can't meet current levels of funding certainly are not in a position to pay more—and more is needed if TNG is to meet rising costs, counter continuing job and membership losses resulting from newspaper foldings, retrenchments and consolidations—and take on new challenges and opportunities.

IT

SEEMS TO US

Manchester backs Hiltz, local president reports

MANCHESTER, N.H.

Editor:

At our local executive committee's meeting this week [May 9-15], the Manchester Newspaper Guild unanimously endorsed the candidacy of Tom Hiltz for Region 1 Vice President.

Recognizing the dedication and achievements of Tom in New England, we urge all members in the region to cast their votes for Tom.

DIANNE M. MARTINO
President
Manchester Guild

N.Y. convention delegate raps four on losing side

MONTCLAIR, N.J.

Editor:

National convention delegates: Because we have Betsy Wade and you don't, we run things differently in New York, so I'll be one of your fellow delegates this year, and Wade and Joan Cook and Joy Cook and Barbara Yunker won't.

Wade, you see, won't accept Barry Lipton as our Guild secretary-treasurer—nor would she accept him as a convention delegate. So we had a convention delega-

tion election, and the Wade slate lost.

Lipton, deservedly, will be a delegate, and I underservedly, but as a member of his slate, will be there, too.

That is because as long as Wade is around we New York Guild members won't be united against management but we sure as hell will be united against each other.

RAY WARNER
Times unit
New York Guild

Wade, in response, says writer 'has it backwards'

NEW YORK, N.Y.

Editor:

Ray Warner has it backwards. Barry Lipton, and his band have waged war against me and the people elected with me in 13 elections and referendums since December 1978. Lipton and Warner are still trying to overturn the election of December 1980 in which we won the executive committee and I was re-elected president of the local.

Obviously, I recognize Lipton's election; the executive committee and I named him to all the committee posts vacated by Jim Orcutt.

One aspect of having an open and democratic union like the Guild is that all members have the right to get their opinions published, even if they are as wrong-headed as Ray Warner's.

BETSY WADE
President
New York Guild

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



The Communicator

Dues, per capita under the IEB's finance plan

THE TABLES REPRODUCED below are, with some refinements, those developed by the International Executive Board's Finance Committee to illustrate the effects on Guild members and locals of two parts of the comprehensive, seven-point financial program the IEB is recommending that TNG's 1982 Convention enact June 21-25.

The two parts of the program illustrated in the tables would increase gradually over the next 11 years both (a) the Minimum Dues mandated for locals in TNG's Constitution and (b) the mathematical factor by which locals' monthly obligations to TNG—per-capita payments—are determined.

For purposes of illustration, the first table uses as an example the average reporter top minimum in Guild daily-newspaper contracts as calculated this April 1—\$467.63 per week—and then projects a \$25-a-week increase in that average each year through 1993.

The second table presumes no change in this April's average reporter top minimum during the next 11 years, illustrating in terms of "today's dollar" the effect of the dues and per-capita proposals each year through 1993.

Under the Minimum Dues proposal, the rate would be raised from the current 5 percent of one week's regular compensation, plus \$1.50, to 5.5 percent this Aug. 1, to 6.0 percent on Jan. 1 and then by 0.1 percent each subsequent Jan. 1 through 1993, when it would reach 7 percent.

Both tables show the amount the member's dues

would be each step of the way plus the amount and percent of each increase at each step.

Largest increase in both amount and percentage would be effective Jan. 1. For members in locals that use the current Minimum Dues schedule both the amount and percentage of the increases would be somewhat more than shown for those who are paid more, somewhat less for those paid less and, at least initially, there would be reductions in the amount of Minimum Dues for members who are paid less than \$250 a week.

Under the per-capita proposal, the factor used each year to calculate locals' monthly per-member obligations to TNG for each of the 12 months beginning each May 1 would, beginning in 1984, be increased by one quarter of one percent each year until the per-capita determination is made in 1993. This Aug. 1 the flat \$1.35 that now is added to the factor-derived per-capita would be incorporated into that factor. That adjusted factor—0.01939 (1.939 percent)—would be used next spring when per capita next are calculated, then increased each subsequent spring through 1993 by one quarter of one percent (0.00025 or 0.025 percent), when it would become 0.02189 (2.189 percent).

Both tables also show that the proportion of each members' dues payment that would go to TNG as per capita would gradually decrease over the program's duration. Conversely, the tables also show that the amount of each dues payment retained by a member's local would increase.

THE OTHER PARTS of the comprehensive finance program being proposed to the convention by the IEB call for:

✓ Reapportionment of per-capita payments between TNG's General Fund and the Defense Fund to put 85 percent into the former and 15 percent into the latter. Currently 80 percent goes to the General Fund, 20 percent to the Defense Fund.

✓ Reimbursement of the General Fund by the Defense Fund, effective from this May 1, for salaries of TNG staff members assigned to strikes or lockouts. Currently the Defense Fund pays staff expenses, but not salaries, in those situations.

✓ Repayment by the Defense Fund to the General Fund for \$48,771 in compensatory time accumulated by two former international representatives while they were assigned to the Wilkes-Barre strike.

✓ Reducing the size of the International Election & Referendum Committee by two members, to five.

✓ Requiring, effective in 1984, that locals be current in their per-capita payments to TNG in order for their delegates to have a voice and a vote at the union's annual conventions.

A full report on the facts and figures that led the IEB to develop and recommend adoption of the full seven-point program was carried in the Guild Reporter of May 7 and is supplemented in this issue with a statement on the long-range dues and per-capita proposals by TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale [see Page 6].

If the average reporter top minimum increased by \$25 a year

Average weekly reporter top min.	MINIMUM MONTHLY DUES TO LOCALS					LOCALS' MONTHLY PER-CAPITA PAYMENTS TO TNG					Amount of dues payment retained by locals
	Effective	Monthly Dues		Increase		Effective	Per-capita rate	Amount	As percent of dues	Amount of increase	
		Rate	Amount	Amount	Percent						
\$467.63	NOW	5% + \$1.50	\$25.00	—	—	NOW	0.0165 + \$1.35	\$ 9.07	36.3%	—	\$15.93
467.63	8/1/82	5.5%	25.72	\$0.72	2.9%	8/1/82	0.0165 + 0.00289* = 0.01939	9.07	35.3	—	16.65
492.63	1/1/83	6.0%	29.56	3.84	14.9	5/1/83	0.01939	9.56	32.3	\$0.49	20.00
517.63	1/1/84	6.1%	31.58	2.02	6.8	5/1/84	0.01939 + 0.00025† = 0.01964	10.17	32.2	0.61	21.41
542.63	1/1/85	6.2%	33.64	2.06	6.5	5/1/85	0.01964 + 0.00025 = 0.01989	10.80	32.1	0.63	22.84
567.63	1/1/86	6.3%	35.76	2.12	6.3	5/1/86	0.01989 + 0.00025 = 0.02014	11.44	32.0	0.64	24.32
592.63	1/1/87	6.4%	37.93	2.17	6.1	5/1/87	0.02014 + 0.00025 = 0.02039	12.09	31.9	0.65	25.84
617.63	1/1/88	6.5%	40.15	2.22	5.9	5/1/88	0.02039 + 0.00025 = 0.02064	12.75	31.8	0.66	27.40
642.63	1/1/89	6.6%	42.41	2.26	5.6	5/1/89	0.02064 + 0.00025 = 0.02089	13.43	31.7	0.68	28.98
667.63	1/1/90	6.7%	44.73	2.32	5.5	5/1/90	0.02089 + 0.00025 = 0.02114	14.12	31.6	0.69	30.61
692.63	1/1/91	6.8%	47.10	2.37	5.3	5/1/91	0.02114 + 0.00025 = 0.02139	14.82	31.5	0.70	32.28
717.63	1/1/92	6.9%	49.52	2.42	5.1	5/1/92	0.02139 + 0.00025 = 0.02164	15.53	31.4	0.71	33.99
742.63	1/1/93	7.0%	51.98	2.46	5.0	5/1/93	0.02164 + 0.00025 = 0.02189	16.26	31.3	0.73	35.72

If the average reporter top minimum were to remain unchanged

Average weekly reporter top min.	MINIMUM MONTHLY DUES TO LOCALS					LOCALS' MONTHLY PER-CAPITA PAYMENTS TO TNG					Amount of dues payment retained by locals
	Effective	Monthly Dues		Increase		Effective	Per-capita rate	Amount	As percent of dues	Amount of increase	
		Rate	Amount	Amount	Percent						
\$467.63	NOW	5% + \$1.50	\$25.00	—	—	NOW	0.0165 + \$1.35	\$ 9.07	36.3%	—	\$15.93
467.63	8/1/82	5.5%	25.72	\$0.72	2.9%	8/1/82	0.0165 + 0.00289* = 0.01939	9.07	35.3	—	16.65
467.63	1/1/83	6.0%	28.06	2.34	9.1	5/1/83	0.01939	9.07	32.3	—	18.99
467.63	1/1/84	6.1%	28.53	0.47	1.7	5/1/84	0.01939 + 0.00025† = 0.01964	9.19	32.2	\$0.12	19.34
467.63	1/1/85	6.2%	28.99	0.46	1.6	5/1/85	0.01964 + 0.00025 = 0.01989	9.31	32.1	0.12	19.68
467.63	1/1/86	6.3%	29.46	0.47	1.6	5/1/86	0.01989 + 0.00025 = 0.02014	9.42	32.0	0.11	20.04
467.63	1/1/87	6.4%	29.93	0.47	1.6	5/1/87	0.02014 + 0.00025 = 0.02039	9.54	31.9	0.12	20.39
467.63	1/1/88	6.5%	30.40	0.47	1.6	5/1/88	0.02039 + 0.00025 = 0.02064	9.66	31.8	0.12	20.74
467.63	1/1/89	6.6%	30.86	0.46	1.5	5/1/89	0.02064 + 0.00025 = 0.02089	9.77	31.7	0.11	21.09
467.63	1/1/90	6.7%	31.33	0.47	1.5	5/1/90	0.02089 + 0.00025 = 0.02114	9.89	31.6	0.12	21.44
467.63	1/1/91	6.8%	31.80	0.47	1.5	5/1/91	0.02114 + 0.00025 = 0.02139	10.01	31.5	0.12	21.79
467.63	1/1/92	6.9%	32.27	0.47	1.5	5/1/92	0.02139 + 0.00025 = 0.02164	10.12	31.4	0.11	22.15
467.63	1/1/93	7.0%	32.73	0.46	1.4	5/1/93	0.02164 + 0.00025 = 0.02189	10.24	31.3	0.12	22.49

* Results from factoring \$1.35 into \$9.07 per capita
† 0.00025 = 1/4 of 1/10 of 1 Percent

Reporter top to reach \$617 at Fresno Bee

Fresno, Calif.—The top minimum for reporters, copy readers, photographers and artists is increased by \$78.53, to \$617 a week, in a new agreement between the Central California Guild and McClatchy's Fresno Bee.

The \$78.53 increase comes in three steps over the contract's term of 24 months and 24 days. The initial increase—\$35, to \$573.47 a week—was effective from March 7, followed by increases of \$34.50, to \$607.97 a

week, next Jan. 9 and \$9.03, to \$617 a week, on Jan. 15, 1984.

The agreement calls for the company to review with the Guild's unit chairperson problems related to work on video display terminals, including room lighting, seating, terminal position and glare, during the term of the contract.

It also provides for the company to have terminals checked for radiation emissions.

Another provision calls for the

company to continue to work with the Guild to persuade alcoholics to seek help from an alcoholism treatment center and authorizes the use of available sick leave for employees participating in a treatment program.

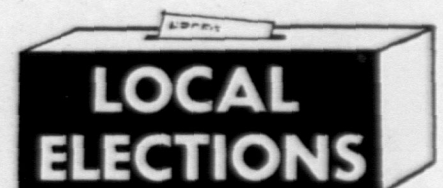
The top minimum for stenographers is raised by \$47.32, to \$371.74 a week, in increments of \$21.09, \$20.79 and \$5.44.

The starting minimum for reporters, copy readers, photographers and artists is increased by \$47.83, to \$375.78 a week, in

increments of \$21.32, \$21.01 and \$5.50.

The top minimum for library assistants is raised by \$50.95, to \$400.33 a week, over the contract's term.

A new job—home economics advisor—is added at a flat minimum of \$483.65, going to \$520.37 a week over the contract's term. Also added is a job called home economics aide, at a flat minimum of \$358.50, going to \$385.72 over the term.



Columbus

Katherine A. Berg, president; Richard Verhoeven, vice president (Verhoeven, 61; John Meekins, 50); Joan Haney, secretary; Julie Fino, treasurer.

Knoxville

Bob Barrett, president (Barrett, 30; Harold Julian, 16); Diane Kolyer, vice president (Kolyer, 31; J. Miles Cary, 9; Jackie McClary, 6); Jane DuBose, secretary (DuBose, 34; John Moulton, 12); Stan DeLozier, treasurer (DeLozier, 43; John Kirkland, 3).

IFJ scores Poland on press, IOJ on silence

Lugano, Switzerland—The International Federation of Journalists' 16th World Congress resoundingly condemned the Polish military regime's treatment of journalists and Poland's Solidarity-affiliated journalists' union plus the silence of the IFJ's Eastern-bloc counterpart at the regime's "violations" of journalists' rights.

"The right to communicate and to form free trade unions must be upheld regardless of social or economic systems," declared a resolution adopted overwhelmingly by delegates to the congress, held here May 17-21.

Among those joining in the actions' approval were TNG President Charles A. Perlik, Jr., and International Chairperson Harry S. Culver. The resolution was one of several protesting repression of journalists and press freedom in both the Eastern and the Western blocs, and the so-called Third World.

The congress denounced the regime's dissolution in March of the Polish Journalists' Assn. and its creation in the union's stead of an officially sponsored organization, the Journalists' Assn. of the Polish People's Republic.

Adrian White and Dennis Macshane of Britain and Ireland's National Union of Journalists delivered blistering denunciations of the Prague-based International Organization of Journalists (IOJ) for its failure to support the banned union.

The congress' resolution labeled as "scandalous" both the IOJ's recognizing at its Moscow Congress last fall an anti-Solidarity journalists' organization and the IOJ's "reluctance to defend the rights and freedoms of journalists in Poland."

"It is obvious that the IOJ's failure to uphold the principles of journalism and trade unionism has contributed to the political victimization of many hundreds of journalists and the arrest and



NEW PRESIDENT AND 1st VICE PRESIDENT OF THE IFJ ACCEPT TNG'S CONGRATULATIONS

Seated: New President Ken Ashton of Britain (left) and Trygve Moe of Norway, new 1st vice president. Standing: TNG's Charles A. Perlik, Jr. (left), re-elected 2nd vice president, and Harry S. Culver, TNG's international chairperson.

detention of others," the resolution declared.

"This," it continued, "poses a severe obstacle to the future relations between the IFJ and the IOJ. A kind of 'detente' was undertaken by the two organizations a few years ago, producing several meetings between the IFJ and IOJ leaderships and attendance by the representatives of each at the most recent congress of the other."

Jiri Kubka, the IOJ's secretary general, sat in apparent discomfort through the discussion and action on the congress' resolution on the situation in Poland.

The resolution also instructed the IFJ's bureau (comparable to TNG's international executive board) to send a fact-finding "mission" to Poland to visit imprisoned journalists, examine their "situation" and communicate to authorities the contents of the resolution.

It also instructed the bureau to

seek endorsement of the Polish mission by the IOJ and warned that if the IOJ "fails to co-operate" the IFJ bureau will consider "suspension of formal relations" between the organizations.

A motion that sought to soften the latter was defeated.

The congress also condemned the Salvadoran government for press repression there and called for an international tribunal to investigate the deaths of four Dutch journalists there in March, which it called "murders."

The jailings and bannings of leaders of the black Media Workers' Assn. of South Africa by that nation's apartheid government also were denounced and a call was issued against implementation of a proposal that all journalists in that country be licensed.

The congress also condemned repression of journalists and press freedom in Argentina, Chile, Czechoslovakia, Iran, Israel, Portugal, Spain and Turkey.

However, the congress voted to disaffiliate from the World Press Freedom Committee on grounds that it is the IFJ's tradition to "follow its own policies and principles regardless of other forces or bodies in the international mass-media field."

TNG's delegates voted against the IFJ's disaffiliation, with Perlik telling the congress that the action would be a move toward abandoning "ideological high ground to employers and anti-free-press elements" who through the WPFC are actively involved in activity in the so-called Third World. TNG remains affiliated with the committee to provide some voice for workers there, he said. Perlik is a member of the group's executive committee.

The congress turned down a TNG proposal to amend the IFJ's Constitution to give Canada separate representation and voting status in the IFJ's biennial congresses and on its executive committee, roughly the equivalent of a representative assembly within the Guild. TNG currently repre-

sents both the U.S. and Canada, but for voting purposes is considered as representing a single country.

The amendment was rejected on grounds it would set a precedent under which other multinational unions, such as those representing both English and Irish journalists and those in both Switzerland and Lichtenstein could also seek separate representation.

Perlik warned the congress that the issue "will not go away" despite its rejection of "an equitable remedy." He asked IFJ members' "advice, co-operation and counsel in a mutual search for a solution."

The congress also rejected an application for nonvoting, associate membership from the Quebec Federation of Journalists on grounds that, as pointed out by TNG, it is neither a union nor a national organization.

Also, despite objections from TNG delegates, the congress voted an increase in the annual per-capita dues for affiliated unions totalling 15 Belgian francs (33.75 cents U.S.). The increase is in two steps: by 7 francs in 1983, to 72 francs (\$1.62 U.S.), and by 8 francs in 1984, to 80 francs (\$1.80 U.S.).

A proposal by TNG's delegates that the increase be held to 10 francs was unsuccessful. The increase enacted will boost TNG's annual per capita obligations to the IFJ by about \$4,500 a year at the current rate of exchange.

The congress also:

✓ Elected Kenneth Ashton, general secretary of the National Union of Journalists of Great Britain and Ireland, as president, succeeding Paul Parisot of France.

✓ Elected Trygve Moe of Norway as first vice president, succeeding Franz-Felix Lehn of Switzerland.

✓ And re-elected Perlik as second vice president. (Culver once again has been designated North American representative on the executive committee.)

U.S. aid urged in Salvador probe

Washington—TNG has called upon the U.S. State Dept. to lend its assistance to the Dutch government in its investigation into the deaths on March 17 of four Dutch television journalists in El Salvador.

The Dutch government's investigation into where the responsibility for the tragic incident lies has been hindered by its inability to obtain interviews with Salvadoran soldiers involved in the incident or U.S. military advisors stationed in the area, TNG President Charles A. Perlik, Jr., noted in a letter to Under Secretary of State Lawrence S. Eagleburger.

Perlik called on Eagleburger to give "the utmost priority" to aiding the Dutch government in its quest to obtain these interviews.

The Dutch investigation has produced mounting evidence contradicting the official Salvadoran

report about the deaths, Perlik noted.

That report implies that the journalists were accidentally caught in crossfire between Salvadoran soldiers and guerrilla forces.

Many fear that the Dutch journalists were the victims of a deliberate ambush staged by the Salvadoran army, however, Perlik said.

Given the evidence it has gathered—the possibility of "a deliberate attack must not be excluded," the Dutch government said in a preliminary report on its findings April 14.

"Until a full investigation is completed and a conclusive determination drawn, the death of the Dutch journalists will continue to have a chilling impact on newsmen assigned to El Salvador," Perlik wrote.

He noted that a recent mission to Central America sponsored by

the Committee to Protect Journalists found that newsmen working in El Salvador overwhelmingly believe that their Dutch colleagues were ambushed by the army.

The killing of the four Dutch journalists brought the number of newsmen who have died in El Salvador in the past two years to 26, the committee reported. A "chronology of repression" prepared by the committee documents 189 incidents of press censorship and violent attacks on journalists in El Salvador.



International Executive Board, pre-convention meeting, June 18-19, Athenian & Grecian Rooms, Biltmore Hotel, Los Angeles.

Canadian Policy Conference, June 19-20, Galeria Room, Biltmore Hotel, Los Angeles.

Conference of District Councils, June 20, Cordoba Room, Biltmore Hotel, Los Angeles.

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

International Executive Board, post-convention meeting, June 25, Athenian & Grecian Rooms, Biltmore Hotel, Los Angeles.

International Executive Board, fall meeting, Oct. 18-21, TNG headquarters, Washington.

Middle-Atlantic District Council, fall meeting, Oct. 23-24, Heywood Brown Room, New York Guild, New York City.

Midwest District Council, fall meeting, Oct. 23-24, Peoria, Ill.

Western District Council, fall meeting, Moana Hotel, Oct. 23-24, Hawaii.

50th Annual TNG Convention, June 20-25, 1983, Cleveland.

51st Annual TNG Convention, June 25-29, 1984, Puerto Rico.

Uganda nabs pair, IFJ protests

Lugano, Switzerland—The International Federation of Journalists' World Congress wired its "energetic protest and condemnation of the brutal and inhuman treatment" given two U.S. reporters detained for two days by the Ugandan military.

Charles T. Powers of the Los Angeles Times and Robert Rosenthal of the Philadelphia Inquirer told other reporters upon their release May 19 that they were arrested at a military installation where they had gone to report on activity against guerrillas opposing the government of President Milton Obote.

Powers said the pair was beaten across the buttocks and threatened for allegedly entering a barracks without permission. They had been admitted to the building after showing their credentials, he said.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

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Area Code 202-296-2990

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