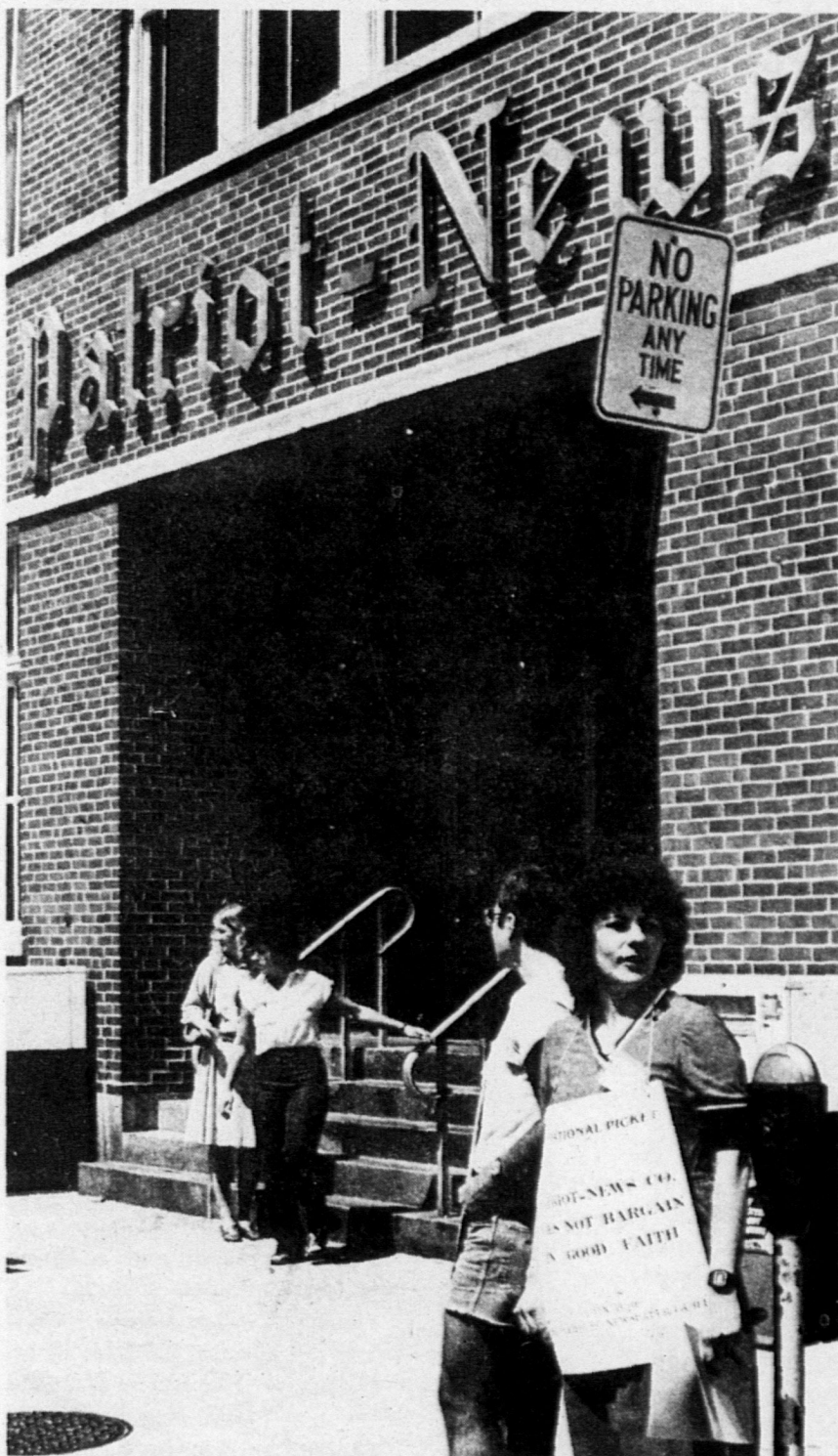




GARRY LENTON/Harrisburg Guild

ON THE (INFORMATION) LINE IN HARRISBURG
Dee Beeching was one of two dozen to march on Aug. 13.

ARBITER CITES 'SENIORITY,' 'PREFERENCE'

Retail sales tryout won for black

San Jose—A black woman has become the first person of her race to become an outside retail display salesperson for the Mercury and News following an arbiter's finding that the papers violated their contract with the San Jose Guild in denying her bid for promotion to the job from classified phone sales.

In moving up to the outside sales staff Aug. 18 for a three-month trial period under the con-

tract, she also became the first person of any race at the Knight-Ridder papers here to move directly from classified phone sales to outside display sales.

Calling it "an extremely close case," the arbiter said that denying the woman the promotion while hiring a man and a woman from outside the papers' staff had violated the contract's requirement that "preference" be given current employees and that se-

Local 1 sues Plain Dealer in decade-old sex bias case

Cleveland — The Cleveland Guild has filed a class action suit against the Newhouse's Cleveland Plain Dealer in U.S. District Court here charging the paper with illegal discrimination against women in its employment practices.

It filed the suit on behalf of five named plaintiffs—one former and four current Plain Dealer employees—and all women now working, who have worked and who have applied for work in the paper's Guild-covered editorial department during the past 10 years.

The local took the action after the Equal Employment Opportunity Commission notified the Guild that it had dropped out of the case despite two years ago having found "reasonable cause to believe" charges of sex discrimination initiated by the Guild in April 1972. The EEOC said that its attempts to reach "a just resolution" of the charges through conciliation with the company were "unsuccessful."

In withdrawing from the case May 21, the EEOC reiterated its "reasonable cause" belief, but
(Continued on Page 6)

Merger committees recess; talks to resume Sept. 7-9

Washington—After a scheduled two-day meeting stretched through three, the merger committees of TNG and the International Typographical Union recessed Aug. 25 until Sept. 7 when they will continue talks aimed at completing a proposal for merger of the two international unions.

Progress toward that goal was reported.

The recess was called when members of each union's merger committee could no longer delay other pressing commitments.

The meeting will be resumed in Colorado Springs, location of the ITU's headquarters, and is scheduled for three days.

The Aug. 23, 24 and 25 meeting here was the first between the

unions' full merger committees in more than a year.

It was preceded by two days of meetings between TNG's and the ITU's merger summit committees. It was their fourth meeting since April when they announced that they had agreed to a timetable "to bring total agreement or final termination" of merger talks between the two unions.

In the event a full proposal is completed, before taking effect it would need the approval first of TNG's International Executive Board, then of a Guild convention and finally of the membership through referendum. On the ITU's part, it would have to be approved in membership referendum.

TNG's 1982 Convention, held the last week of June, anticipating the IEB approving a merger proposal "in early fall," authorized the IEB then to call a special convention to act on the proposal.

The convention also expressed its "sincere hope" for the "quick and favorable resolution" of the "several key issues" that remained unresolved and reaffirmed TNG's "firm" commitment to merger and to a previous convention's call to "expedite efforts" toward making it a reality.

The ITU's convention, held the first week of August, called upon that union's merger committee to let "nothing . . . interfere" with completion of a full merger proposal.

Harrisburg, San Antonio take stalled bargaining to public

Harrisburg, Pa.—Guild members at the Patriot-News began almost daily informational picketing of the Newhouse paper's downtown plant here Aug. 13 in protest of management's effort to supplant their union contract with posted "work rules."

The informational picketing by members of the editorial-only Guild unit was launched a month to the day after management sought to impose the unilaterally established rules and the Guild's

membership directed the filing of a charge accusing the company of violating the federal labor law by doing so.

The members, picketing on their lunch hours and before and after work, wore black armbands as symbols of "the death of bargaining" at the paper, a local leader said.

It is "the first time in our history" that Guild members at the Patriot-News have "taken to the picket line," said a leaflet pickets handed passersby. The Harrisburg Guild's first contract with the paper was signed Jan. 12, 1942. Its latest pact ran through June 30. Renewal talks began two months before.

The company's posted "terms and conditions" cover five pages and would "lock" newsroom employees into a pattern of increases of about five percent annually for five years, the local reported.

They also would establish sweeping and nonarbitrable "management rights," forbid strikes and the honoring of another union's picket lines, eliminate union security and open the door to the
(Continued on Page 6)

San Antonio—Members of the San Antonio Guild and of more than half a dozen other area unions took the Guild's determination to bargain an equitable new contract with the San Antonio Light to the street with an informational picket line in front of the Hearst daily here Aug. 12.

Members of the Guild, the Carpenters, Electrical Workers, Teachers, Garment Workers, Communications Workers and representatives of the central labor council carried signs bearing slogans like "Hearst's giving us hurts," "The Light hurts my eyes" and "The Light is in the Dark Ages."

Guild members, meanwhile, have been wearing bargaining buttons on the job and elsewhere proclaiming that "Hearst hurts." Copy editors have been wearing others, as well, declaring that "The Lights hurts my eyes," referring to Guild proposals for changes in the environment of VDT work stations.

As the picketers marched past a window to a room in which several of the paper's executives
(Continued on Page 6)

Globe circulation reps vote in Guild by 45-22

Toronto — Circulation district sales representatives at Thomson's Globe and Mail have voted 45 to 22 for representation by the Southern Ontario Guild.

The vote was conducted by the Ontario Labour Relations Board Aug. 18.

The local had petitioned the board for certification as bargaining representative for the paper's 77 circulation sales representatives June 14.

Earlier, in a precedent-setting decision, the board had found that the company, after it learned

Guild held winner in 'States News Service' vote . . . 3

of Guild organizing within the group, had illegally solicited grievances and sought to rectify them.

It ordered the company to permit a Guild representative to meet with employees in each circulation branch office for up to one hour on working time in an effort to put the union in the position it "would have been in had there been no violation" of the law. The company did so.

Handicappers' top up by \$118 in L.A.

Los Angeles—A new three-year agreement between the Los Angeles Guild and Triangle's Daily Racing Form raises the top minimum for handicappers by \$118.64 over the term, to \$581.61 a week.

An upgrading for bookkeepers raises their top minimum by \$98.43 over the term, to \$456.44 a week, while the top minimum for district managers is increased by \$106.29, to \$518.47 a week.

The agreement, retroactive to March 18, raises top minimums by at least 9.73 percent on March 18, with additional increases of 6.65 percent next March 18 and 6.24 percent on March 18, 1984, plus \$6 added to all minimums on that date.

The dollar increases produced by application of the percentages to the top minimums are applied to all steps of each classification.

The company's weekly payment to TNG's International Pension Fund is raised by \$4 a

week, in increments of \$2 each on March 18, 1983 and March 18, 1984, to \$19 per employee.

The company will also pick up the full cost of health insurance, eliminating a \$14.81 monthly employee payment, plus any increase in premiums up to \$5 a week. If premiums should rise by more than \$5 a week, the excess will be split between the company and the employee, with the employee's share to be diverted from the negotiated wage increase.

Sunday differential is increased by \$2.50, to \$20 a shift.

Other increases over the contract's term and resulting new top minimums include:

File clerks—Up by \$76.41, to \$365.81 a week.

Senior statistical clerks—Up by \$94.15, to \$456.44 a week.

Copy persons—Up by \$60.91, to \$307.19 a week.

Subscription and blotter clerks—Up by \$82.35, to \$396.15 a week.



Aiding South Africa's black unionists

Norman Hill, right, president of the A. Philip Randolph Institute, presents AFL-CIO Secretary-Treasurer Thomas R. Donahue with \$2,500 in contributions to the AFL-CIO's aid fund for South Africa's black unionists. The contributions to the fund were made by persons attending a Randolph Institute confer-

ence shortly before. At left is Patrick O'Farrell, executive director of the AFL-CIO's African-American Labor Center, which coordinates the support program for black unionists in South Africa. At center is Nana Mahomo, an exiled South African unionist working on the AFL-CIO's aid project.

... and the total amount of his dishonesty would never be fully realized."

To uphold the company's reasoning, Levin wrote, "I must really accept" its "tip of the iceberg" argument and "I cannot" do so, "based on the record," he said.

While the "Tribune has every reason to take a strong position in terms of employees not using company mail," discharge is not the appropriate penalty for it, Levin held.

Holding that he could not "sustain a discharge of an 11-year employee based on a 'suspicion' of what he may have done," Levin concluded that some discipline was appropriate and ordered that one month's pay be surrendered.

As to the charge that the grievant had exploited his connection with the company, Levin held that it could not be sustained, saying that the use of company envelopes falls "far short of 'exploitation'."

Firing is overturned in 'bocce ball case'

San Diego—A San Diego Tribune sports-desk employee who was fired after he mailed a press release announcing a nonprofit bocce ball tournament in company envelopes bearing company postage has been ordered reinstated with back pay for all but one month.

The paper's back-pay liability in the case exceeds \$20,000, before deductions for interim earnings, a San Diego Guild representative estimated.

Overturning the July 1981 discharge for what the company had called "provable gross misconduct" and "exploitation" of the employee's connection with the paper in his outside activities, arbitrator William Levin found that neither charge could stick.

The company had argued that

on learning of the grievant's unauthorized use of its envelopes and postage to promote the bocce ball event it had also concluded that the employee earlier had concealed toll-charge phone calls of a personal nature.

It said it reached that conclusion since some names on the press release were those of persons to whom the grievant had made toll calls earlier and on questioning by the company had said they were related to his assignment at that time as an "action line" reporter.

On learning that the grievant had a personal connection with those persons, management claimed that the only conclusion that it "could reasonably draw" was that he "had been dishonest

N.Y. rerun election dates, slates set

New York—New York Guild members will vote by mail ballot in September on candidates seeking to fill 20 of the 24 seats on the local's executive committee—including president and first, second and third vice presidents—in an election supervised by the U.S. Labor Dept.

The election is being conducted as a rerun of voting for the offices that were contested in the election that took place in December 1980.

It was scheduled after the Labor Dept., acting on complaints by several members of the losing slate of candidates in the 1980 election, said it found grounds to

invalidate the results of those contests.

Those elected in the September voting will serve from Oct. 4 through Dec. 31, 1984.

The only offices not at issue in the rerun are the local's executive vice president and secretary-treasurer, which were uncontested in the 1980 election, and the chair and vice chair of the local's representative assembly, who are elected by that body and who hold seats on the executive committee through those offices.

The offices of executive secretary and secretary-treasurer will be open for election in Decem-

ber, as provided by the local's by-laws.

One of the slates in the rerun election—known as the Membership Slate in the 1980 campaign—is headed by Don Bacheller of the New York Times unit, seeking the presidency, with Joy Cook of the Post unit, Mel Tapley of the Amsterdam News unit and Key Martin of the Time Inc. unit running for the vice presidencies. Betsy Wade of the Times unit, incumbent local president, and Barbara Yunker of the Post unit, TNG Vice President from the region, are seeking executive committee seats on the slate.

The other slate—known as the "democratic coalition" in the 1980 campaign—is headed by Peter McLaughlin of the Daily News unit, seeking the presidency, with Bert Atkinson of the Times unit, David M. Mulcahy of the Standard & Poor's unit, and Clara Bennett of the Amsterdam News unit, running for the vice presidencies. Mulcahy is a TNG Vice President elected from the membership at large.

Ballots are to be mailed on Sept. 8. Returns will be collected from a post office box and tallied on Sept. 29.

St. Paul daily withdraws threat

St. Paul—After the Twin Cities Guild's representative assembly authorized the local to file unfair labor practice charges, management of Knight-Ridder's St. Paul Dispatch withdrew a threat to remove the newly elected St. Paul Guild unit chair from the paper's labor beat.

Within days of being elected to chair the Guild unit, the company had notified Jackie Roedler that she was being removed from her

assignment to the labor beat because of her leadership position in the Guild.

The Guild asserted that removing Roedler from the labor beat violated federal labor law's prohibition against discrimination for union activity.

Subsequently, the company notified the Guild that it had changed its mind and that Roedler would remain in the job.

Key tops raised \$69, to \$607, in Stockton

Stockton, Calif.—The key top minimum in the editorial, outside advertising and circulation departments of the Stockton Record is raised by \$69.92, to \$607 a week, in a new two-year agreement between the Gannett paper and the Central California Guild.

The \$69.92 increase, in three increments, takes the top minimum for reporters, photographers, artists, district managers and outside salespersons up by \$33.09, to \$570.17 a week, from July 1, with additional increases of \$26.83 a week, to \$597 on July 1, 1983, and \$10, to \$607 a week, on April 30, 1984.

The agreement also calls for a \$300 bonus for full-time employees in the key classification on May 1, 1982, plus a \$100 bonus next July 1. Bonuses for other

employees will be scaled down proportionately.

An additional \$3 a week is available to boost the company's payment to the pension fund or to establish a vision care plan, or both. Beginning April 30, 1984, the new fringe money will be raised to \$4.11 per week.

Other increases and resulting new top minimums include:

Classified inside salespersons—Up by \$44.68, to \$398.74, in increments of \$20.79, \$17.69 and \$6.20.

Janitors—Up by \$33.80, to \$308.98 a week, in increments of \$15.49, \$13.75 and \$4.56.

Display advertising clerks—Up by \$37.53, to \$339.76 a week.

Messengers—Up by \$21.17, to \$204.88 a week.

Top minimum goes to \$517 in one-year Gary contract

Gary, Ind.—A one-year agreement between the Gary Guild and Knight-Ridder's Post-Tribune has raised the key top minimum by \$36.59, to \$517 a week.

The increase, for reporters, photographers and copy readers, was retroactive to Oct. 23.

The company's monthly payment toward the cost of family dental insurance is increased by \$2, to \$12. The maximum life insurance coverage available to employees at a rate of 40 cents per \$1,000 of coverage is raised to \$20,000, from \$15,000, and the

company has agreed to pay the premium for \$3,000 coverage for retirees eligible for pensions.

Company-paid insurance on photographers' personal equipment is raised by \$300, to \$2,800, and the company's monthly payment for use of personal equipment is raised by \$3, to \$28.

A monthly auto allowance for employees who regularly use their vehicle on company business is raised by \$9, to \$40 for the first 200 miles in a week, with the rate for excess miles up by 2 cents, to 20 cents.

Herzog, Akron ex-president, at 39

Bethesda, Md.—James P. Herzog, White House correspondent for Scripps-Howard News Service and a former Akron Guild president, died here of cancer Aug. 9. He was 39.

Herzog was Akron Guild president in 1971-72. While working as a reporter for the Akron Beacon Journal, he was one of a team of reporters who won a Pulitzer Prize for coverage of the shootings by National Guardsmen at Kent State University.

He left Akron for the Louis-

ville Courier-Journal in 1972. In 1976 he moved to the Courier-Journal's Washington bureau and joined the Scripps-Howard News Service in 1978.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, except monthly in July and December, at 1125 15th St. NW., Washington, D.C. 20005. \$15 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.
Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #835, Washington, D.C. 20005.

St. Louis certified for news service

Washington—The St. Louis Guild has been certified as the bargaining representative for some 24 editorial, sales and clerical employees of Information Services, Inc., a subsidiary here of Pulitzer Publishing Co. of St. Louis and Indian Head, Inc., of New York.

The National Labor Relations Board's regional office acted after dismissing objections the company raised to the conduct of an NLRB-supervised election among the employees and sustaining two of three challenges the Guild raised over voter eligibility.

The ballots counted in the May 22 election produced 13 votes for the Guild and 11 for "no union."

After sustaining the Guild on two of three ballots its challenged, the board said there was no need to count the remaining one because it could not affect the outcome.

Information Services is the successor to the State News Service, purchased by Pulitzer and Indian Head in February after it had filed for bankruptcy.

Indian Head is an industrial conglomerate with interests in electronic publishing.

The St. Louis Guild represents advertising, business office, circulation, editorial and maintenance employees at Pulitzer's St. Louis Post-Dispatch, including staffers at its Washington bureau.

Board panel upholds weekly bargain order

Washington—A three-member panel of the National Labor Relations Board has upheld an administrative law judge's ordering the Granite City (Ill.) Journal, a suburban St. Louis weekly newspaper, to bargain with the St. Louis Guild and reinstate an employee it "constructively discharged" during a Guild organizing campaign.

Administrative Law Judge Arline Pacht had recommended setting aside the results of a June 25, 1981, NLRB-supervised election in which advertising, business, inside circulation and edi-

torial department employees of the company had rejected the Guild's bid to be their bargaining representative by a vote of 6 to 7.

Pacht had found that the "nature and number" of unfair labor practices the company had engaged in had undermined the majority status the union had enjoyed and "negated the possibility" that a free and fair election could be held.

She said that during the month preceding the representation election the publisher—who was subsequently discharged — "engaged in repeated acts of interrogation,

threatened employees with loss of job opportunities and discharge, created the impression of surveillance, pressured employees to spy on one another, and finally, badgered an employee to quit."

Ruling that the employee who quit had been "constructively discharged," Pacht called for her reinstatement and back pay.

The three-member panel of the board was composed of John R. Van de Water, acting chairman, and members Howard Jenkins, Jr., and Robert P. Hunter.

Board orders bargaining without majority

Washington—The National Labor Relations Board in a 3-to-2 decision has ordered an employer to bargain with a union despite the union's not having demonstrated that a majority of the employees desired its representation.

Conair Corp. of Edison, N.J., committed unfair labor practices during a nine-month organizing effort by the International Ladies' Garment Workers Union so "outrageous and pervasive" that they precluded holding a fair election on union representation, the board majority said.

The case is only the second in which the board has ordered bargaining without a showing of support by a majority of employees. In 1979 it issued such a bargaining order on the recommendation of a federal appeals court.

In the Conair case, the board found that the company had engaged in a campaign of intimidation which included threats from top company officials that the New Jersey plant would be closed and work moved to Hong Kong if the union were selected by the employees.

While all five members of the board found the company's conduct illegal and ordered that the union be given access to employees in the plant during nonwork time to present its case and that notices of the company's labor law violations be mailed to employees' homes, read to employees by a company official and published in local newspapers, Acting Chairman John Van de Water and Robert P. Hunter—both appointed by President Reagan—dissented on issuing a bargaining order.

National Shop Stewards' Week September 5-11



Originally, the dictionary tells us, a steward was the person in charge of the great estates of the Middle Ages.

Medieval estates being what they were (they included dozens of tenants, hundreds of people and thousands of acres), this was an important job. It was so important, in fact, that in the king's household the steward was always a Noble of the Realm.

We don't have kings in the Guild, but we do have stewards.

And you're just as important to your local Guild as the medieval steward was to his king, and for much the same reasons.

You are responsible for the day-to-day administration of its affairs where efficient administration is most difficult and most important: in the shop itself.

We don't have nobles in the Guild, either, but if we did, you'd be one.



—Building A Strong Union: A Manual for Guild Stewards and Committee Men and Women.—Available from TNG's Dept. of Research & Information.

Key news top up \$75, to \$45, in Pueblo pact

Pueblo, Colo.—The top minimum for reporters, photographers and outside advertising salespersons is raised by \$75.59, to \$450 a week, in a new three-year agreement between the Pueblo Guild and the Pueblo Star-Journal and Chieftain.

The \$75.59 increase comes in six increments, with \$15.59, to \$390 a week, from June 3; \$10, to \$400, due Nov. 1; \$15, to \$415, next July 1; \$10, to \$425, on Dec. 31, 1983; \$15, to \$440, on Aug. 1, 1984; and \$10, to \$450, on Feb. 28, 1985.

District managers are upgraded, with their top minimum raised by \$83.64, to \$406 a week, in increments of \$29.64, \$9, \$14, \$9, \$13 and \$9.

Classified inside sales representatives are also upgraded. Their top minimum is raised by \$55.30 over the contract's term, to \$277 a week. The increase comes in increments of \$18.30, \$6, \$9, \$7, \$9 and \$6.

The contract's fair employment practices provisions are expanded to prohibit discrimination because of marital or parental status, political activities or political beliefs or irrelevant mental or physical handicaps.

The company's payment toward the cost of family health insurance coverage is raised by \$20, to \$125 a month immediately, with two additional increases of \$10: to \$135 a month, on May 1, 1983, and to \$145 a month, on May 1, 1984.

The health plan is expanded to include dental coverage.

Other increases and resulting new top minimums include:

Advertising dispatch clerks—Up by \$38.40, to \$229 a week.

Janitors—Up by \$36.53, to \$217 a week.

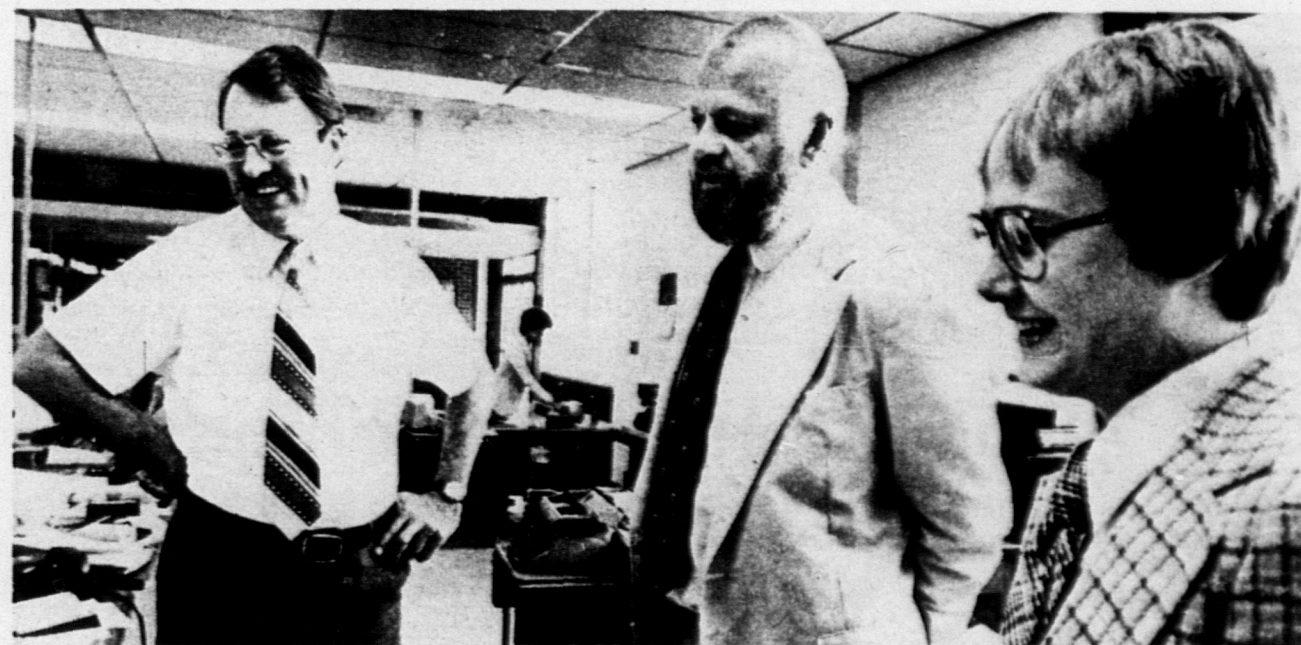
Bookkeepers, key punch operators—Up by \$44.30, to \$266 a week.

Clerks, telephone operators—Up by \$43.84, to \$259 a week.

Mailroom helpers—Up by \$39.24, to \$236 a week.

Prior to reaching the settlement, reporters and photographers in the unit had engaged in a byline "strike," withholding their bylines and credit lines from publication after the local's contract with the paper expired April 30.

Los Angeles Guild Administrative Officer Linda Zink and TNG Representative G. Richard Pattison assisted the local in bargaining the settlement.

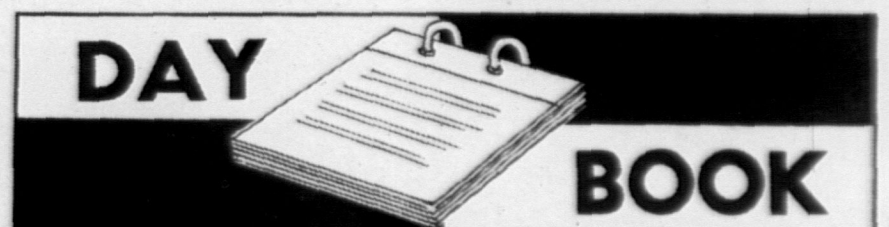


CHRIS McLEAN/Pueblo Guild

In-plant introductions in Pueblo

Pueblo Guild Vice President Pete Geier and President Mike Fitzgerald, left and right respectively, introduce TNG Representative Willard Hatch, center, to employees in the business office of the Star-Journal and Chieftain. Hatch was in Pueblo in mid-July to discuss with the papers' management the desire of a majority of some two dozen part-time cir-

ulation drivers and mail-room inserters for Guild representation. Later the Guild petitioned the National Labor Relations Board for certification as the group's bargaining representative. It also filed an unfair labor practice charge accusing the company of threatening to retaliate against the Guild if it filed the NLRB representation petition.



TNG Special Merger Committee and International Typographical Union Merger Negotiating Committee, Sept. 7, 8 and 9, Colorado Springs.

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,

Oct. 23-24, Moana Hotel, Honolulu. Southern District Council, fall meeting, Oct. 30-31, Lexington (tentative).

Great Lakes District Council, fall meeting, Nov. 6-7, Executive Inn, Buffalo.

New England District Council, fall meeting, Nov. 6-7, Brockton, Mass.

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

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

52nd Annual TNG Convention, June 24-28, 1985, Pittsburgh.

Prof quizzes reporters, editors on 'voice'

By TED JOSEPH

WORKER ALIENATION exists in the workplace and in daily newspaper newsrooms. One reason could be the traditional environment where management makes most decisions. One classic solution to this problem is decentralization or worker participation in decision-making.

Theorists assume that most individuals want participation in decision-making because they have certain work needs, e.g. a need for self-respect, self-confidence, autonomy, self-actualization.

But, do daily newspaper reporters want participation? If so, on what issues and in what form? Even if reporters wanted participation, would editors allow it?

The major purpose of this exploratory research is to seek answers to these questions. This effort also attempts to assess the influence of age, sex and organization-size on editor and reporter preferences. It will also identify existing participative practices.

There is no known empirical study on reporters' and editors' preferences toward reporter decision-making. The following hypotheses, then, must be considered as speculative:

Reporters will, in general, prefer an equal vote environment; more input on work-related issues and less on others. Female reporters will want slightly more than males because, it seems, they are more intent on advancing the cause of women within journalism. To do this, they need increased power. Younger reporters (under 30) will prefer more input than older journalists. This notion is based on the assumption that younger individuals are more idealistic; they want to contribute to make a better organization. Older reporters know the reality of making suggestions. Reporters on larger papers will want more participation because it is possible that larger organizations are more centralized and, perhaps, less democratic.

Editors, perhaps because they have been nurtured in centralized environments, will want substantially less reporter participation than reporters. Moreover, female editors will want less than male editors because it is perceived that these females are extremely concerned to maintain their status and to advance. The fewer the reporter challenges the better. Younger editors will want less than older editors because they are, perhaps, more interested in advancement. After all, a more democratic management philosophy might appear weak to the established editors. Larger paper editors will prefer less reporter input than editors on smaller papers because it is assumed that those operations are more centralized and that editors want to retain that system.

THIS STUDY concentrates on city and county reporters because they are the nucleus of most daily newsrooms. There is no literature on decision-making practices of these reporters. There is, however, limited evidence that some investigative, foreign, science, sports, women's, veteran and "star" reporters have considerable influence over some job-related decisions. Some reporters even help select their supervisors while others offer suggestions through consultative committees.

From personal experience and informal anecdotal evidence, it appears that many city and county reporters are primarily involved with gathering and initial writing and editing decisions. Generally, management makes most other final decisions. Therefore, it will be predicted that reporters in this

REPORTERS' NEEDS 'SPECIFIC'

This is adapted, with permission of the editor, from the summer issue of Journalism Quarterly, published by the Assn. for Education in Journalism.

The author, formerly a journalism professor at the University of Toledo, will be teaching at Washington State University in Pulliam, Wash., this fall. As he notes in Journalism Quarterly, part of the research represents his doctoral dissertation, delivered at Ohio University in 1980.

study will report that management generally controls decision-making.

This note also examines the influence of organization size on decision-making practices. Studies by John W. C. Johnstone and Chris Argyris suggest that reporters on larger papers may have less autonomy than those on smaller papers. An article by Joseph Nocera, however, notes that the Washington Post seems to be decentralized. Based primarily on Johnstone's research, it is predicted that newsmen on larger papers will be allowed less autonomy.

Two national samples were used in this research. Proportional stratified sampling was used to divide 1,000 dailies into circulation groups: 100,001 and more (70 of them); 50,001 to 100,000 (79); 10,001 to 50,000 (450), and 10,000 and less (401).

Within each category, papers were randomly selected. Questionnaires were mailed in January and July 1980. City and county reporters' names, in most cases, were randomly selected from by-lined articles. An attempt was made to insure that 28 percent of the sample was composed of females.

MANAGING EDITORS' names were selected from the 1979 Editor & Publisher International Year Book. If a managing editor was not listed, the questionnaire was sent to a high-ranking editorial person.

The return rate for editors was 56 percent (562 responses); reporters, 48 percent (484 responses), and on existing-practice questionnaires was 52 percent (518 responses). Editors received the preference questionnaire while reporters received preference and existing practice questionnaires.

The scale used for preferences was:

- 1—Reporters should not be involved, let management handle it;
- 2—Management should consult reporters but should make the final decisions;
- 3—Management and reporters should discuss and have an equal vote;
- 4—Reporters should consult management but make final decisions and,
- 5—Reporters should be responsible for decisions, no management input.

A higher score would mean that respondents wanted more reporter decision-making.

The scale used for existing practices was:

- 1—Reporters not normally involved, management makes the decisions;
- 2—Management consults reporters but makes final decisions;
- 3—Management and reporters discuss and have an equal vote;
- 4—Reporters consult management but make final decisions and,
- 5—Management not normally involved, reporter makes decisions.

A higher score would mean that re-

porters are more involved in the decision-making process.

The aggregate mean for reporters' preferences (484 responses) was 2.07, showing that reporters prefer, in general, a management-consult-reporter, but management-make-decision system. There were, however, some vital intra-group differences.

The female reporter mean was 2.06 (184 responses); the male reporter mean was 2.07 (270 responses). Unexpectedly, there was no difference between the groups.

The under-30 reporter mean was 2.09 (319 responses); 30-and-over was 2.02 (151 responses).

The reporter mean for the 100,001 and up papers was 2.05 (42 responses); 50,001 to 100,000 was 1.96 (59 responses); 10,001 to 50,000 was 2.06 (248 responses), and for 10,000 and less was 2.14 (135 responses).

As anticipated, editors (562 responses and a mean of 1.62) preferred less reporter participation than reporters (484 responses and a mean of 2.07).

Unexpectedly, female editors (74 responses and a mean of 1.72) wanted more reporter participation than male editors (466 responses and a mean of 1.60).

There was no difference between editors under-30 (95 responses and a mean of 1.65) and editors 30-and-over (456 responses and a mean of 1.61).

The mean for editors of 100,001 and up papers was 1.61 (50 responses); 50,001 to 100,000 was 1.50 (55 responses); 10,001 to 50,000 was 1.60 (287 responses), and 10,000 and less was 1.69 (170 responses).

The existing practice mean, expected to be near 1, was 1.68 (518 responses). These reporters, then, say that management tends to consult them on many issues. But, a tabulation of the responses indicates, autonomy is more evident on work-related items and less on traditional mid- and top-management decisions.

City and county reporters have specific decision-making needs. They lean toward an equal vote on how to cover, time needed, length of story, story suggestions, overtime needed, which stories to cover, art suggestions and by-line assignments. On 18 other decisions (postponing to newshole size), they want to be at least consulted by management before management makes its decisions.

The overall need for involvement can be, perhaps, explained by the theoretical notions that most persons have certain psychological needs which can be satisfied by decision-making participation. Without extensive interviewing, it is difficult, however, to explain accu-

ately the specific rankings. It is even possible that these preferences are reality preferences rather than real preferences.

IN ANY CASE, managing editors prefer a more autocratic approach—they want less reporter input on all 34 decisions listed in the questionnaire. In some cases the data suggest serious philosophical differences. A study by Herbert A. Simon claims that those who believe in such centralization rationalize it on a variety of grounds, such as, "he is more highly skilled or trained than the subordinate; if he makes the decision, he can be certain that it is decided as he would want it." Perhaps, but the real explanations need to be offered from editors.

Female editors, however, based on these data, might accept a more democratic environment. It is possible that these editors, as other female managers, are more sensitive to the needs of their subordinates.

Editors' views, in general, mirror the aggregate existing practices, but there are important exceptions. On most job-related decisions, for example, reporters are more involved than editors would prefer. It is possible that editors, in this effort, are expressing their real views, but the practice is controlled by superiors. In one study, publishers wanted more reporter participation on some issues than editors; less on others. More important, perhaps, some key job-related practices seem to satisfy the preference of reporters. Yet, there are many practices which do not allow enough reporter participation.

This research seems to support Johnstone that smaller newspapers allow more autonomy. It is also interesting to note that the larger newspaper reporters' preferences produce the biggest mean difference between existing practices. That group wants, then, substantially more participation than is allowed.

BUT WHY, is a research question. Other research challenges might be why reporters and editors have certain participative preferences. What is the impact on reporters who prefer more involvement, but are not allowed? Are female editors really more humanistic than male editors and, if so, what is the impact on reporters, male peers and superiors? Can editors and reporters create a dialogue to discuss philosophical approaches to management in an open, honest way even though Argyris believes that such open communication would not be considered because most editors have advanced in a closed environment? Even though he claims that newspapers "desperately need processes for self-examination and self-renewal, and these activities should ultimately be the responsibility of the members of the organization," he does not predict meaningful interaction.

Guild ideas asked on editor

Minneapolis—The publisher of the Minneapolis Star and Tribune has invited the Guild's Worker Participation Committee to participate in selecting a new editor for the daily.

In a letter to Bob Schafer, chairperson of the Twin Cities Guild's Star and Tribune unit, Donald Dwight, the publisher, invited "suggestions and counsel" from the committee. He also asked for any "formal representations" the committee might like to make.

Schafer, responding on behalf of the Guild, accepted Dwight's proposal

and suggested that the Guild interview all applicants for the job.

Dwight later, however, denied the request for interviews.

The local's contract with the paper requires Guild consultation before appointment of assistant city and assistant news editors, but not on newsroom positions further up in the hierarchy. There was consultation, however, before two previous editors were hired, a local representative said.

The new editor will replace Charles Bailey, who will retire from the position in December.

News, ad top up \$65, to \$515, in pact with Memphis papers

Memphis — A new two-year agreement between the Memphis Guild and Scripps-Howard's Commercial Appeal and Press-Scimitar raises the key editorial and display advertising top minimum by \$65, to \$515.50 a week.

The \$65 increase for reporters, photographers, artists and display advertising account representatives comes in two steps, with \$32, to \$482.50 a week, from June 13, and \$33, to \$515.50 a week, effective next June 12.

The starting minimum for employees in the key classification

SCRIPPS SCRIMPS

BARGAINING 'BUTTON'
Memphis talks inspired slogan

is raised by \$46.25, to \$312.35 a week, in increments of \$22.75 and \$23.50.

The top minimum for outside

classified sales representatives is raised by \$59, to \$451.55 a week, in increments of \$29 and \$30, while that for telephone sales representatives is raised by \$49.25, to \$341.90 a week, in steps of \$22.75 and \$26.50.

The top minimum for vehicle maintenance employees is upgraded, going up by \$73 over the contract's term, to \$349.90 a week.

A lower top minimum for bureau employees of \$290, going to \$312.35 on Jan. 1, 1984, is added, but it applies only to employees working in bureaus not covered by the prior contract.

A side agreement to the contract assures that prompt attention will be given to any problems or suggestions raised over video display terminals by the Guild or employees.

Other increases and resulting new top minimums include:

General bookkeepers, cashiers, computer programmers, newsprint bookkeepers—Up by \$59, to \$426.85 a week.

Truck drivers—Up by \$45.50, to \$277.35 a week.

Classified collectors, circulation ledger clerks, stenographers, inside circulation bookkeepers—Up by \$49.25, to \$314.45 a week.

General increases for employees paid over the minimum for their classification ranges from \$33.50, to \$65 a week.

Bay Area mileage rises to 32 cents

San Francisco—Mileage rates have risen to 32 cents under the San Francisco-Oakland Guild's contracts with the San Francisco Chronicle and Examiner, the San Francisco Newspaper Printing Co., the Oakland Tribune, the Richmond Berkeley Independent and Gazette and the Santa Rosa Press Democrat.

The 32-cent reimbursement rate—up one cent—for employees who use their personal vehicles on company business comes under escalator provisions in the contracts tied to changes in the Private Transportation Index of the Consumer Price Index.

The rate under a similar provision in the local's contract with the San Mateo Times and News Leader reached 31 cents on Aug. 1, up one cent.

Weekly guarantees for regular vehicle users under the local's contracts in San Francisco and Oakland are raised by \$3.50, to \$45 a week, under the same escalator formula.

Soviet ban of reporter draws Perlik protest

Moscow — The expulsion of Newsweek's Moscow bureau chief Andrew Nagorski brought a letter of protest from TNG President Charles A. Perlik, Jr., calling on Soviet authorities to immediately restore Nagorski's press credentials in that country.

An official statement said Nagorski was expelled for "impermissible methods of journalistic activities." The Soviet news agency Tass reported that he had posed as a deputy editor of a newspaper in the provincial city of Vologda, that he had posed as a Polish tourist and travelled to a town near the Afghanistan border without permission from the Foreign Ministry.

Nagorski, the first U.S. reporter expelled from the Soviet Union since 1977, denied all the charges. He said he had shown the card of a local Russian editor to police in Vologda as a source they could contact to confirm that he was working there with approval. On being questioned in another city about his Polish-accented Russian, Nagorski explained that his parents had come from Poland and said further he had in-

formed authorities in advance of a visit to Kurgan Tyube near the Afghanistan border and no objection had been registered.

Meanwhile, the U.S. State Dept. in retaliation announced that it would not permit the return of vacationing chief Washington correspondent for the Soviet newspaper Izvestia "until Nagorski's credentials are restored."

Perlik, in a letter to Soviet Ambassador M. A. Dobrynin, called the expulsion "a violation of the principle of the free flow of information between our countries."

Hemisphere group elects Perlik chair

Washington — TNG President Charles A. Perlik, Jr., has been elected chairperson of the Council on Hemispheric Affairs, a coalition of U.S. and Canadian individuals and organizations from organized labor and the public service devoted to identifying and correcting human rights violations in Latin America.

Perlik succeeds Chauncey Alexander, who retired from the COHA position at the same time as he retired as executive director of the National Assn. of Social Workers.

Other union leaders on COHA's board include Communications Workers President Glenn E. Watts and Victor Gotbaum, a vice president of the State, County & Municipal Employees.



Albany

Thomas LaPoint, president; Al Gontko, 2nd vice president. (Interim election.)

Providence

Frank Prosnitz, president; C. Claire Keefe, vice president (Keefe, 179; Jean Tierney, 58); Charles Walker, treasurer (Walker, 151; Phil Kukielski, 94); Kay Henneberger, secretary.

A FIRST FOR THE 'NEIGHBORHOOD PRESS?'

Weekly 'kovers' union convention

Carmel Woods, Calif.—In what may be a journalistic first, a neighborhood weekly in this suburban community on the south side of the Monterey Peninsula has devoted one entire issue to first-hand coverage of an international union's convention.

In fact, the not-quite-tabloid-size newspaper missed an issue while its key staffer covered the five-day meeting, held in Los Angeles, about 250 miles down the coast.

The convention: The Newspaper Guild's.

The weekly: Kids Khronicle.

The key staffer: Kevin E. Cain, 13. (His father, Russ Cain, is a member of the Monterey unit of the San Jose Guild and was one of the local's delegates to the convention.)

The lede story in the Khronicle's Guild-convention issue was on the major issues facing delegates (finance and merger, it reported), and also carried a story on Ed Asner's talk to the convention banquet, an interview with TNG President Charles A. Perlik, Jr., and Kevin's column.

The Khronicle explained the convention as "an annual time to come together with delegates in various numbers from sundry cities . . . and iron out the flaws and problems that the Guild faces."

On finance: Delegates "had to grapple with the problem of declining Guild membership, costly strikes and folding papers," the Khronicle reported. "They also had to come up with the plan within the week" and "emerging from a sea of parliamentary procedure," they did it.

Merger, the Khronicle noted, is an important question be-

cause if successful "the stronger union will appeal to the non-member, increasing membership" which would help resolve financial problems.

In reporting its interview with Perlik, the paper noted that he had "said with a grim face" that "some excellent newspapers have folded" in the last year. The paper commented:

"Whether it be that newspapers are going out of style or that more and more once-loyal readers now find it easier to have the news read to them like a bed-time story, Kids Khronicle is a little worried itself."

In his column, Kevin noted that "delegates were there from Sheboygan to Salem, Memphis to Montreal, Scranton to San Diego."

"All of this at the expense of a forest of trees and a Xerox," he concluded, referring to the great volume of committee and other reports and data used and produced during the convention.

Kevin is listed as the Khronicle's editor, as one of its two reporters and as one of its two typists. (The 10-inch by 14-inch paper is typewritten in a ragged-right, four-column format and reproduced by xerography.)

He also is the paper's columnist and is responsible for getting each edition's master-page to the "press" and the "press run" back into the neighborhood for distribution.

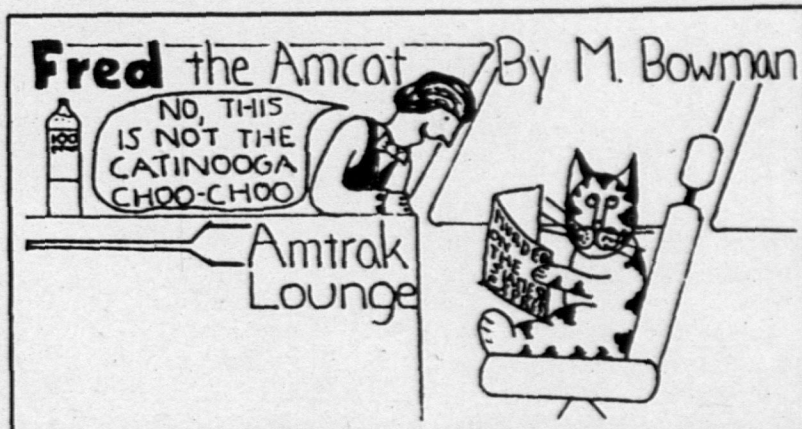
In addition, he has been known to fill in for the two staff artists, as well. (Each edition carries a staff-produced "Fred the cat" cartoon.)

In August the Khronicle staff also began publishing a monthly magazine, Karmeloskope. It's selling for 25 cents an issue, vs. 10 cents for the weekly newspaper.

The Khronicle also has returned to its more usual news menu, which in previous months included a strike at a neighborhood super-market, a move to annex the neighborhood to the city of Carmel and low water pressure from fire hydrants.



KEVIN E. CAIN, 13
Kids Khronicle editor, etc.



KHRONICLE EDITOR TOOK AMTRAK TO LOS ANGELES
Fred's reading "Murder on the Siamese Express"

Two locals take stalled bargaining to the public

(HARRISBURG—from Page 1) assignment of Guild-covered work to others, including nonemployees, the local charged.

The Guild's unfair labor practice charge accuses the company of surface bargaining, declaring an impasse where none exists and illegally imposing the work rules.

The Guild's Andy Isaacs said that the union has modified its proposals at five bargaining meetings since June 30 when the company unveiled what it called its "last and final" offer but the company has "not budged."

The Harrisburg Region Central Labor Council and the Bakery, Confectionary & Tobacco Workers' local at the Hershey Chocolate Co. have both urged Patriot-News management to resume meaningful bargaining with the Guild.

Leaders of the Guild local said the informational picketing will continue indefinitely at the Patriot-News' downtown plant and at other locations.

The day it began, a photographer hired by the company used a telephoto lense from atop the post office across the street from the plant to photograph the pickets until the Guild complained to postal officials. They ordered him off the roof, then apologized to the pickets.



BUTTONS CARRY A BARGAINING MESSAGE AT THE SAN ANTONIO LIGHT

Bottom one refers to Guild's proposals to improve VDT work environment.

(SAN ANTONIO—from Page 1) were meeting, they also set up chants like "Hearst's got the gold mine—we got the shaft" and "What do we want? . . . A contract. . . . When do we want it? . . . Now!"

Talks began in January for a new contract to replace one covering employees in the paper's business, circulation, editorial and maintenance departments. That contract ran out March 18.

Since June 1, the Guild reported, the company has refused to budge from what it labelled a "full, firm and final" demand that the old contract be extended for a year in return for increases in the weekly minimums that would provide a maximum raise of \$27.50 for experienced reporters while also excluding eight more persons, including the papers' columnists, from contract coverage and restructuring business-office job classifications. Present reporter top minimum is \$352.76 a week, \$118.30 below the Guild-wide average.

In the most recent meeting of company and Guild bargainers, Aug. 19 under aegis of a federal mediator, the Guild made a series of progressively scaled-down proposals for a settlement, the local reported. But the company remained "set in concrete," as the mediator put it.

Soon thereafter the Guild filed an unfair practice charge against the company for its having unilaterally created a new job classification in the editorial department to handle television logs.

Talks will resume at the call of the mediator.

Black in inside sales wins tryout in retail

(Continued from Page 1) faulty "both procedurally and substantively."

Gould appeared to uphold the Guild's contention that the qualifications the company set forth in the arbitration were different from those in effect when the job was posted, and that they were "prepared shortly before the arbitration and for the purpose of the arbitration."

"Fairness dictates that the employer be precluded from relying upon other reasons and considerations than those presented . . . once arbitration has commenced . . . reasons provided at a late stage . . . appear to be afterthoughts and arguably pretextual," Gould said.

The company itself conceded that its requirements of a four-year college degree "could be offset with some sales experience,"

and that 42 percent of the 38 persons then working in outside retail sales did not have such a degree, Gould noted.

The company's contention that the grievant lacked experience was "unreasonable in two respects" and was "really the heart of this case," however, the arbitrator said.

The company did not question her "in sufficient detail" about her six years' work in the advertising department of the Philadelphia Inquirer and Daily News before she transferred to the San Jose papers in November 1978, Gould said.

Pointing to the "detailed testimony and exhibits" advanced by the Guild in the arbitration hearings about her work in Philadelphia, Gould said that "on the merits it would appear" that she "does have the employers' necessary qualifications" for the outside sales job.

Noting the company's contention that no one else had ever moved directly from the phone room to outside retail sales—that there were intermediate positions like that of advertising clerk—Gould pointed to the grievant's own testimony that work she performed in Philadelphia was the equivalent.

"Some" of her Philadelphia experience "surmounts the gap which appears to apply in San Jose," he said.

Observing that he was "personally impressed" by her " demeanor" and that she is "both articulate and personable," Gould said he found it "difficult . . . to believe" that she "would not do well in her personal dealings with the employer's advertisers."

While the grievant did have

problems in the inside classified job in San Jose, "some" were "attributable to a number of misunderstandings and miscommunications," Gould said.

He also said he found it "of interest" that "ten memos regarding the grievant's work record were generated after the grievance was filed" seeking to overturn the denial of her bid for promotion. "Only two existed before that time."

Gould held that she is "entitled to a trial" in outside retail sales "in an environment free from bickering and hostility."

Bias bans pervasive

Washington—Nearly all Guild contracts include fair employment practices clauses a new study by TNG's Collective Bargaining Dept. shows.

Most of these provisions ban discrimination against employees because of their race, sex, national origin or age.

Lawmakers reject Ontario VDT bill

Toronto—The Ontario Legislature, by a vote of 35 to 52, has rejected a bill designed to establish safeguards for employees working on video display terminals.

The bill, voted down June 3, was sponsored by Richard Johnston of Scarborough West who, during debate before a gallery packed with union members supporting the measure, called it "vital" for the government to "get at this issue now."

Another bill aimed at protecting VDT operators, sponsored by Al Kolyn of Lakeshore, is expected to come up for debate this fall.

Bias suit filed against Plain Dealer

(Continued from Page 1) said it had decided not to bring suit against the Plain Dealer.

The Guild charges that the company discriminates against women in its jurisdiction in hiring, promotion, job assignments and merit pay and that the discrimination is part of a "historical pattern and practice."

Its suit, filed Aug. 18 in U.S. District Court, also charges that sexual harassment of women in its jurisdiction is condoned by management inaction.

It is seeking an injunction to stop all the discriminatory practices plus back pay and fringe benefits from 1972, including pension benefits, for the women as though they had been men.

Of the five women named as plaintiffs, one was hired in 1970 as an associate home economics editor and now works on the copy desk. Another, hired as a copy aide in 1967, is now working as an editorial clerk.

A third, who sought a job with the paper for 10 years beginning in 1953, ultimately was hired to assist in the paper's Akron bureau and then transferred to Cleveland in 1967.

Another, hired in 1965 as a general assignment reporter, is currently classified as a suburban reporter.

The fifth was hired in 1968 as a feature writer, left the paper for nearly a year in 1973, was rehired as a columnist and then returned to feature writing. She resigned last February "solely because of the discriminatory practices against female employees," the suit says.

Cleveland Press files suit against business weekly

Cleveland — The Cleveland Press Publishing Co. is suing Crain's Cleveland Business weekly for return of several internal memos it has used as the basis for stories raising questions about the accuracy of the Press financial data provided industrialist Joseph Cole when he bought the Press in 1980 from the E. W. Scripps Company.

The suit, signed by Cole, also seeks return of the original sales agreement between Cole and the Scripps firm.

The suit alleges that Crain

Business "either stole or received [the] documents from somebody who stole them from the Cleveland Press."

They "are and were confidential internal documents and . . . access thereto [was] strictly limited, even among Cleveland Press personnel," the suit says.

Crain's sought without success to have the case moved to federal court on grounds that it is a First Amendment issue, charging that Cole's aim is to identify its reporter's confidential sources for the stories.

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 1.7-point increase in the index in July, to 291.8, up 17.2 points from July 1981, and 43.8 points from July 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 July 1980. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Index*	Percentage over	
		Same month prior year	July 1980†
August, 1981	276.5	10.8	11.5
September	279.1	10.8	12.5
October	279.7	10.1	12.8
November	280.4	9.4	13.1
December	281.1	8.7	13.3
January, 1982	282.1	8.2	13.8
February	282.9	7.4	14.1
March	282.5	6.5	13.9
April	283.7	6.3	14.4
May	286.5	6.5	15.5
June	290.1	6.9	17.0
July	291.8	6.3	17.7

*1967 = 100

†Index = 248.0

Publishing executives' '81 pay kept climbing, recession or not

WHATEVER THE recession's impact on the newspaper and magazine industry, compensation for publishing executives in 1981 was up as usual, often in double-digit percentages.

To be sure, there were exceptions. For example, Raymond K. Mason, board chairman and chief executive officer of the Charter Co., which closed the Philadelphia Bulletin early this year, cut his \$249,000 annual salary back to zero. While spectacular, that act hardly left him penniless, however; his stock in the company is reported to have brought him millions in dividends last year.

On the other, larger side of the coin, J. Richard Munro, president and chief executive officer of Time, Inc., which folded the Washington Star last August, realized a 53.7-percent increase in salary, fees, bonuses and benefits to a total of \$631,867 in 1981, according to the Gallagher Report.

Gallagher's annual survey of the 100 highest-paid media executives found that their average compensation increased by 16.2 percent in 1981.

The highest paid was Robert G. Marbut, president and chief executive officer of Harte-Hanks

This article is adapted from the Industry section of the Officer's Report to TNG's 1982 Convention.

Communications. Marbut received \$660,540 in salary, bonuses, fees and benefits—27.9 percent less than he got in 1980, according to Gallagher. But, Marbut also had "contingent" compensation of \$215,295. And, his 92,705 shares of common stock in the company would have produced \$74,164 in dividends for the year.

OTHER EXECUTIVE compensation in 1981, as listed by Gallagher and set forth in company reports, included:

Allen H. Neuharth, president and chief executive officer of Gannett, was paid salary, fees, bonuses and benefits totaling \$659,134, up 17.4 percent.

Douglas H. McCorkindale, Gannett's senior vice president and chief financial officer, was paid salary, fees, bonuses and benefits totaling \$400,686, up 16.4 percent.

John E. Heselden, president of Gannett's newspaper division, was paid salary, fees, bonuses and

benefits of \$376,070, up 13 percent.

Harold W. McGraw, chairman and chief executive of McGraw Hill, Inc., was paid salary, bonuses, fees and benefits totaling \$478,085, up 25.5 percent.

Lloyd G. Schermer, president of Lee Enterprises, Inc., was paid 37.3-percent more in salary, bonuses, fees and benefits, for a total of \$337,941.

James Burgess, executive vice president of Lee, was paid 44.3-percent more in salary, bonuses, fees and benefits, a total of \$236,566.

Katharine Graham, board chairman of the Washington Post Co., received a modest 2.9-percent increase in salary, bonuses, fees and benefits, to \$372,047.

Richard D. Simmons, the Post's new president and chief operating officer, was paid \$91,667 in salary and \$326,240 in bonuses in the four months he was employed by the company in 1981. (Simmons is guaranteed a "minimum base salary" of \$275,000 a year, plus an annual bonus of at least 40 percent of his base salary, or a minimum annual payment of \$385,000 from salary and bonus.)

Alvah H. Chapman, Jr., Knight-Ridder's chairman and chief executive officer, was paid salary, bonuses, fees and benefits totaling \$431,753, up 10.3 percent.

Byron B. Harless, Knight-Ridder's senior vice president, was paid salary, benefits, bonuses and fees totaling \$255,666, up 3.4 percent.

Arthur Ochs Sulzberger, chairman of the New York Times Co., was paid salary, benefits, bonuses

It's important to know what others make, expert says

San Francisco—An editor who has compiled a 779-page "American Almanac of Jobs and Salaries" thinks it is important that people know what other people are paid, particularly people in the same company and industry.

People usually earn what they earn because a pattern has been formed in their job or industry, said John Wright, a senior editor for Oxford University Press, in an interview published in the San Francisco Chronicle earlier this year.

Revealing conclusions reached while researching the almanac, Wright said that means that what people get paid is not necessarily what they are worth, though most Americans probably think it is.

The boss knows what the going rate is for a particular job, he said, adding: "If you know what he knows, then you're on a more equal footing for what is essen-

tially a confrontation situation," i.e. seeking a raise. "People are getting hosed because of simple ignorance," he said.

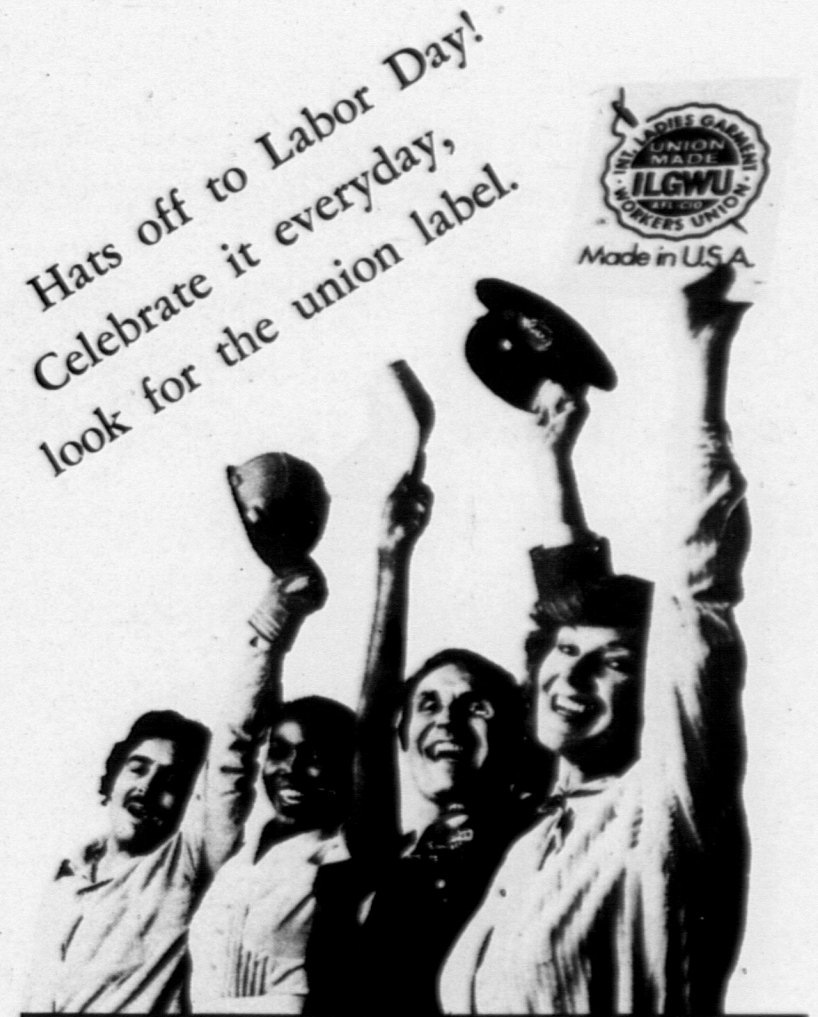
The nation's salary structure is not based on what a person does for society or the talent required.

How else explain that the average salary of the nation's 1.4 million nurses was \$13,000 in 1981 (96 percent of them are women).

He said he is convinced that the super-high salaries of "public performers" is one reason U.S. industrial executives are the highest-paid in the Western world.

The almanac says that most newspaper reporters with a few years' experience make more than \$20,000 a year, but few make more than \$30,000.

Meanwhile, television reporters in the 10 top markets average \$40,000 a year.



If union families don't look for the union label, who will?

and fees totaling \$473,095, up 8.8 percent.

Walter E. Mattson, Times president, was paid salary, bonuses, fees and benefits totaling \$374,337, up 14.7 percent.

Thomas S. Murphy, chairman and chief executive officer of Capital Cities Communications, was paid salary, bonuses, fees and benefits totaling \$412,680, up 6.3

percent. Daniel B. Burke, president and chief operating officer of Capital Cities, was paid salary, bonuses, fees and benefits of \$385,280, up 7.6 percent.

John B. Sias, president of Capital Cities' publishing division, realized a 12.8-percent increase in salary, bonuses, fees and benefits, to \$333,908.

Phone sales tops top \$350 at 36

TOP MINIMUMS for classified-ad telephone solicitors in effect Aug. 1 exceeded \$400 a week at 14 (17 percent) of the 82 daily newspapers in the United States, Canada and Puerto Rico where the jobs are covered by Guild contracts, according to data compiled by TNG's Collective Bargaining Dept.

The top minimums exceeded \$350 a week at 36 (43.9 percent) of the papers and exceeded \$300 a week at 49 (59.8 percent).

The minimums ranged from a high of \$492.75 a week at the Seattle Times, to a low of \$175 a week at the Tonawanda News, where there also is a commission system, and \$191 a week at the Thomson chain's Monessen (Pa.) Valley Independent.

Average of the top minimums, provided under 66 contracts covering the telephone salespersons for the 82 dailies, was \$324.13 a week. It was \$338.55 a week at Canadian papers and \$328.51 at U.S. dailies.

There was parity for classified telephone salespersons with other key top minimums—a TNG goal under its Collective Bargaining Program—at but one daily, however, the Maui (Hawaii) News. There the top minimum for telephone salespersons as well as outside salespersons, reporters and photographers was \$435.20 a week.

Following are the classified telephone solicitor top minimums in effect under Guild contracts as of Aug. 1:

Minimum After		Minimum After		Minimum After	
Seattle Times	\$492.75—4 yrs.	Evening Sun	368.00—4 yrs.	Pottstown Mercury	287.47—4 yrs.
Seattle Post-Intelligencer	490.00—4 yrs.	Toledo Blade	357.25—3 yrs.	Yakima Herald-Republic	271.25—4 yrs.
Tacoma News-Tribune	489.60—4 yrs.	Washington Post	356.00—4 yrs.	Albany Times-Union and Knickerbocker News	269.80—3 yrs.
Detroit Free Press	474.39—3 yrs.	Stockton Record	354.06—4 yrs.	Great Falls Tribune	269.00—4 yrs.
New York Times	463.05—3 yrs.	Victoria Times-Colonist	352.49—2 yrs.	Bakersfield Californian	267.04—1 yr.
New York News	459.27—3 yrs.	Vancouver Sun and Province	350.06—1½ yrs.	Fall River Herald-News	261.97—2 yrs.
San Francisco Chronicle and Examiner	447.86—4 yrs.	Toronto Star	347.13—3 yrs.	Oshawa Times	261.17—2 yrs.
San Jose Mercury and News	447.86—4 yrs.	Denver Post	342.00—3½ yrs.	Duluth News-Tribune and Herald	255.00—4 yrs.
New York Post	436.95—3 yrs.	Boston Herald American	341.75—3 yrs.	Malden News	255.00—2 yrs.
Maui News	435.20—5 yrs.	Manchester Union Leader and Sunday News	335.25—3 yrs.	Medford Mercury and Melrose News	255.00—2 yrs.
San Diego Union and Tribune	424.79—4 yrs.	Mt. Clemens Macomb Daily	326.52—2 yrs.	Erie Times and News	254.58—3 yrs.
Sacramento Union	393.81—4 yrs.	Memphis Commercial Appeal and Press-Scimitar	315.40—5 yrs.	Sheboygan Press	251.17—3 yrs.
St. Louis Post-Dispatch	393.09—4 yrs.	Chester: Delaware County Times	314.30—4 yrs.	Buffalo News	248.35—2 yrs.
Philadelphia Inquirer and News	389.94—4 yrs.	Monterey Peninsula Herald	306.00—3 yrs.	Lowell Sun	246.53—3 yrs.
St. Paul Dispatch and Pioneer Press	387.75—5 yrs.	Royal Oak Tribune	305.56—1 yr.	Pawtucket Times	246.20—2 yrs.
Sacramento Bee	386.36—4 yrs.	Denver Rocky Mountain News	305.00—3 yrs.	Brockton Enterprise-Kingston Daily Freeman	233.65—3 yrs.
San Mateo Times	382.72—4 yrs.	Portland Press Herald, Express and Telegram	303.50—2 yrs.	Youngstown Vindicator	232.50—3 yrs.
Providence Journal and Bulletin	382.00—3 yrs.	Woonsocket Call	296.88—4 yrs.	Pueblo Star-Journal and Chieftain	221.70—2 yrs.
New Westminster Columbian	381.91—4 mo.	Salem (Mass.) News	290.65—3 yrs.	Massillon Independent	220.00—3 yrs.
Honolulu Advertiser and Star-Bulletin	379.38—4 yrs.			San Juan Star	219.00—4 yrs.
Eugene Register-Guard	371.00—5 yrs.			San Juan: El Mundo	215.00—3 yrs.
Baltimore Sun and				San Juan: El Vocero	212.00—2 yrs.

1 Applies to persons hired since March 30. For those hired before June 12, 1981, minimum is \$498.35 a week.

2 Plus bonus.

3 Contract also has "Classified Inside/Outside" classification with a top minimum of \$420.25 for more than two years' experience.

4 Minimum guarantee; commission system in effect.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.4-point increase in the index in July to 264.8, up 25.9 points from July 1981, and 53.3 points from July 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 July 1980.

	Index*	Percentage over	
		Same month prior year	July 1980†
August, 1981	240.6	12.7	13.8
September	242.4	12.5	14.6
October	244.8	12.7	15.7
November	246.9	12.2	16.7
December	248.0	12.1	17.3
January, 1982	249.7	11.4	18.1
February	252.7	11.6	19.5
March	255.9	11.6	21.0
April	257.3	11.3	21.7
May	260.8	11.8	23.3
June	263.4	11.2	24.5
July	264.8	10.8	25.2

*1971 = 100

†Index = 211.5

LABOR DAY 1982



ADMINISTRATION HELPS PULL CURTAIN

Score it: CIA, 3; Accountability, 0

By JACK C. LANDAU

AFTER SIX YEARS on the political defensive, the CIA and its allies in the intelligence community have launched a successful counteroffensive to restrict public information about and oversight of intelligence activities.

With strong support from the Reagan administration and conservatives in Congress, the intelligence community has won three political victories:

✓ A new executive order that keeps secret a massive collection of foreign policy and defense documents that previously had been available for inspection by scholars and journalists.

✓ The firing by President Reagan of a U.S. attorney in San Diego after he confirmed to a newspaper that the Justice Dept. was investigating a former Mexican official, who was also a CIA intelligence source, for his involvement in a multimillion-dollar California car-theft ring.

✓ Passage by Congress of the Agent Identities Bill, which makes it a crime for a news organization to identify an intelligence agent or source, even if the agent or source is violating federal or state law, agency regulations or presidential policy.

The CIA believes it is quickly restoring the legal protections it had before the Watergate scandals and the Vietnam War.

After Watergate and Vietnam disclosures of CIA misdeeds and misinformation, the agency lost a great deal of popular and political support, especially in Congress and with the Ford and Carter administrations.

Congress was so upset by the disclosure of illegal CIA covert activities in this country and abroad that it established a complex oversight structure requiring the CIA director to report to 14

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different congressional subcommittees on intelligence activities. Both former CIA Director Stansfield Turner and the current director, William Casey, have complained that it is difficult to keep intelligence secrets and sources under wraps with so much exposure on Capitol Hill.

The CIA also has complained about the federal Freedom of Information Act and the declassifying of foreign documents, which started in the Eisenhower administration.

EVERY PRESIDENT for the past 20 years who has studied access to foreign document collections has concluded that the government, and particularly the intelligence agencies, classify too much—or insist on keeping secret information that poses no substantial danger to national security.

A series of presidential study groups have devised systems to release an increasing amount of information.

President Carter signed an executive order that allowed documents to be released if they posed no "identifiable danger" to national security. He also set up a system whereby foreign policy documents were released automatically after a period of between five and 30 years, depending on the level of classification.

Under this system, journalists discovered that CIA agents were conducting illegal break-ins in

this country and were illegally opening mail.

Angered by these disclosures, and by revelations about covert actions abroad, the agency argued that the system of making information public was endangering its sources.

However, the CIA had a difficult time proving its case because it had never lost a suit in court where it was required to disclose classified information nor had any court ever ordered the identity of a CIA source disclosed.

The CIA then turned to the political process and through a series of secret briefings convinced the new administration and Congress that access to foreign affairs intelligence and defense planning information had to be restricted.

The result was the Agent Identities Bill and the new executive order eliminating the automatic time-release of foreign affairs documents and allowing such information to be kept secret forever if disclosure would pose any—rather than "identifiable"—damage to national security.

BUT THE STRENGTH of the CIA's persuasion is perhaps best illustrated by the San Diego incident. There, a former head of Mexico's federal security agency, who also was a CIA source, was being investigated for his alleged involvement in a ring that stole cars in California for resale in Mexico.

The Justice Dept. urged the U.S. attorney to drop the investigation—in effect, engage in a cover-up—because it feared an indictment would disclose that the official was an intelligence source. The U.S. attorney believed he was under legal and ethical obligation to continue the investigation on the theory that CIA sources should not have immunity for breaking U.S. laws.

As a result, he was fired. As one San Diego editor said to a Washington reporter, "Under the CIA's theory, he could commit murder and get away with it."

Editorial

Doublespeak season

Labor Day in an even-numbered year is upon us again, signaling the opening of another season of doublespeak, i.e. the campaigns leading up to November's Congressional elections. Thing is, even though it's not a presidential year, the Congressional races are not separate and individual contests with the outcomes affecting only the residents of each member's district or state. No candidate should be allowed to try to pretend his or her race is. The White House won't. Its occupants know the elections are a plebiscite on the Reagan administration's programs and policies. And they'll treat them that way, unless when they're over the result is something less than they'd like to see.

It's already started, of course. Texts, or scripts, of Labor Day speeches have begun arriving in newspapers' offices.

Remember the last campaign-year Labor Day—just two years ago? That was the one where the man who would soon become president told the nation's working people that his programs and policies would restore national unity, unleash the nation's industrial and economic might and bring back the "good life" that is rightly, naturally and automatically our reward for conscientious and hard work. We could trust him; after all he was—he said—the first person who had been a union president ever to run for the nation's highest office.

The promise of the vote-plea long since has proven as false as the first-union-president-candidate claim was before it was written into his script.

This year—depending on the audience being addressed—we can expect to hear from the administration how well it has done for working people, minorities, women, etc., etc., etc.

There are the number of people who do have jobs. Never mind the 10.5-11.5 million unemployed (depending on if you count those who have given up trying to find work).

There was last year's tax cut. Never mind that thanks to the "trickle down" of accompanying federal spending cuts our local and state taxes are higher and most of us are paying at a higher rate overall than before.

There's this year's tax increase—tax reform the White House is calling it. It is true that there are some genuine reforms in it. But they just mop up a few of the drippings from last year's tax giveaways that further enriched the wealthy.

And more.

Just remember that it's the opening of another season of doublespeak.

Labor and 'more'—all of it

Every Labor Day there are a raft of editorials and speeches that quote Samuel Gompers as giving a one-word answer when asked what labor wants. "More," is the word. Well, that wasn't his whole answer. This is:

"We want more school houses and less jails; more books and less arsenals; more learning and less vice; more constant work and less crime; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures."

We still do.

The Guild Reporter

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