

CapCities-labor-report motion is cleared

Washington—The Securities & Exchange Commission's chief counsel has held to be proper a proposal that would require the Capital Cities communications conglomerate to make a detailed report in writing to its stockholders on its "labor policies and practices."

John Gorman did so March 9 when he informed Capital Cities' management that he was turning down its request for clearance to refuse to distribute with this year's

proxy statements a shareholders' resolution submitted by the League for Industrial Democracy, holder of one share in the company.

The company owns eight dailies, 24 weeklies, 16 broadcasting operations, 51 cable systems, and more.

A supporting statement to accompany the resolution points out that its aim is to "encourage our company to adopt measures to ensure good labor-management rela-

tions." It noted that CapCities "is currently suffering a loss at the Wilkes-Barre Times Leader," which the Guild, Typographical Union and two other local unions struck in October of 1978.

"In order to avoid further losses, the company should seek to achieve good labor relations at all its properties," the statement continues. "A necessary first step... is a study of the labor policies and practices of our company."

The resolution reflects its au-

thor's "concern for the company's reputation and solid business practices which assure future profitability," it concludes.

Gorman said he turned down CapCities management's request for clearance to not distribute the resolution because none of the reasons it advanced fell under any of the 13 grounds specified in SEC rules for refusing to distribute a shareholders' resolution in advance of a corporation's annual stockholders' meeting.

If a firm refuses to distribute a shareholders' resolution after having a request for a "no action" letter denied, it risks an injunction to force distribution.

At the same time, however, Gorman did approve a CapCities request for a "no action" letter on a second shareholders' resolution. And he said he expected to make a determination on a third resolution—from the Workers Defense League—early the next week.

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CapCities on AFL-CIO's 'unfair' list

Bal Harbour, Fla. — Capital Cities Communications, Inc., has been put on the AFL-CIO's list of "unfair" employers.

The list is a vehicle for publicizing companies with policies and practices viewed as blatantly anti-union.

The action was taken by the AFL-CIO executive council during its winter meeting here at the request of the International Typographical Union, which has launched a campaign for stockholder support to direct CapCities to change its labor-relations policies to make it "a responsible corporate citizen."

There currently is a "corporate-wide pattern" in those policies which is "jeopardizing the rights and job security of its employees," the AFL-CIO council charged.

It pointed to CapCities' use of "a self-proclaimed 'union-busting' attorney" at the Kansas City Star and the firm's use of strikebreakers recruited from its other properties to continue publication during strikes at the Oakland (Mich.) Press and at the Wilkes-Barre Times Leader.

The executive council called upon "all union members and pension funds which own Capital Cities' stock" to assist the ITU in its effort to bring the company's labor-relations policies to a vote at its annual shareholders' meeting and to publicize CapCities' anti-union activities.

At the Kansas City Star, Typographical Union printers and mailers have been working with-

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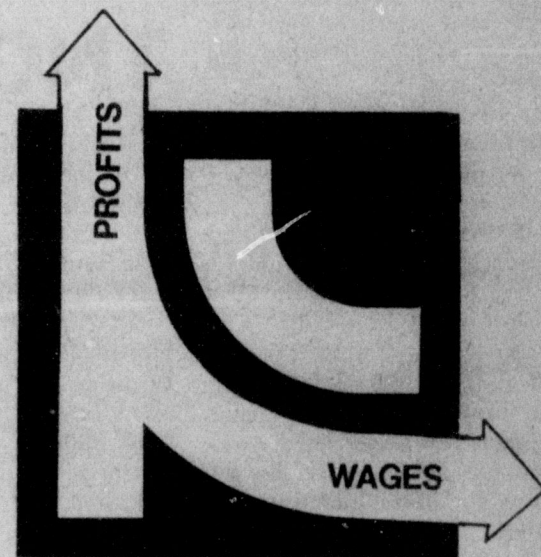
Lexington interprets Times-Leader logotype

The Lexington Guild's membership publication, the Bluegrass Guild Reporter, wonders in its February issue whether there may be a connection between the wage-bargaining position of the Herald-Leader and the company logo, reproduced at left. The local for nearly a year has been seeking a new contract that would raise the top minimum for reporters, copy editors and photographers



to \$400 a week immediately and put it within sighting distance of eighth place among the nine Knight-Ridder papers with Guild contracts. Under the Lexington contract that expired last May 31, the top minimum is \$335 a week, a full \$100 behind the second-lowest Knight-Ridder Guild paper, the Duluth News-Tribune & Herald. The Bluegrass Reporter noted that Herald-Leader editor John Carroll had recently posted a memo congratulating the newsroom staff for helping boost circulation. "The public is noticing your fine work," the memo said. "Too bad Herald-Leader management isn't," observed the Reporter, adding: "A \$400 top re-

porter minimum would restore some dignity to the Lexington wage scale among other K-R papers. A good contract will prove to the Guild and its employees that the Herald-Leader appreciates 'fine work' as much as the public does." Talks were continuing. The Lexington Guild represents only the Herald-Leader's editorial department employees.



Perlik, Bingel resume merger talks

New York—The presidents of TNG and the International Typographical Union were scheduled to hold their second meeting here on March 10 in their effort to resolve difficulties with the proposal to merge the two international unions.

Both TNG's Charles A. Perlik, Jr., and the ITU's Joe Bingel reported that they felt their first such meeting, Feb. 17 and 18 in Bal Harbour, Fla., provided "an excellent start" toward that goal,

as Bingel put it in a memorandum to the ITU's merger committee.

Perlik sent copies of Bingel's memo to the members of TNG's merger committee, as well, with the observation that there was "nothing in it with which I would disagree."

Bingel said that he and Perlik agreed in their Florida meeting to continue to meet "as frequently as possible so that we can bring our respective organizations a formula for merger at the earliest possible date."

In addition, Bingel noted that he and Perlik also had met with the presidents of the Graphic Arts and the Printing & Graphic Communications (pressmen's) unions and that the "very informal exchange of ideas" among the four "may help us in our own deliberations."

Neither president's memorandum reported any specific details of the February meeting. Perlik, however, told the concluding session of TNG's seminar for new local officers three days after-

wards that he came away from it with great optimism that an amended merger proposal could be completed by early summer and could well be before TNG's 1983 Convention, in Cleveland June 27-July 1. He made essentially the same report the next weekend to the Great Lakes District Council at its winter meeting in Cincinnati.

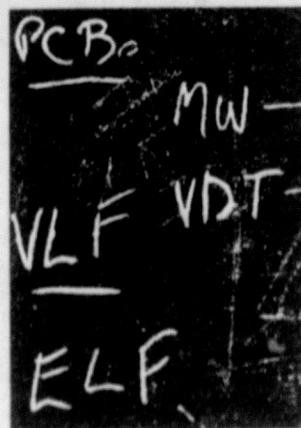
Under TNG's Constitution, a merger proposal must be approved

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Ramis won't run, McCracken will

Newport News, Va.—Charlie Ramis, TNG Vice President from the U.S. South and Puerto Rico (Region 2), will not seek a second term in TNG's elections this summer.

Faye McCracken of Memphis, who served in the office in 1978-79, will seek it again and Ramis will support her candidacy.

Those twin messages were delivered to delegates to the Southern District Council's winter meeting here March 5-6.

In a letter to the council through McCracken, its president, Ramis said that "additional pressing duties" thrust upon him as president of the Puerto Rico Guild will for the foreseeable future "require my fulltime attention."

Those duties, in fact, prevented his attending the meeting to announce his intentions in person, he wrote, at the same time thanking Guild members in the region for having elected him to the post

in 1981. "I have considered it an honor to be their representative," he said.

Addressing McCracken directly, he assured her of "my support and the support of your many friends in the Puerto Rico local if you should run" for the seat.

McCracken was unable to attend herself because of the serious illness of one of her children. But Linda Foley of Lexington, council secretary, told the meeting that

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U.S. launches new method for calculating CPI-W

Washington—With its Feb. 25 release of Consumer Price Index figures for January, the Department of Labor's Bureau of Labor Statistics initiated a third method of computing changes in consumer prices.

The new index series, the revised Consumer Price Index for all Urban Consumers, or revised CPI-U, measures changes in the cost of home ownership on the basis of "rental equivalence," dropping from its calculations changes in mortgage interest rates and other ownership costs.

The rental equivalence component will reflect changes in the estimated rental value of homes occupied by their owners or purchasers.

The BLS will continue to publish an unrevised CPI-U series for six months. The CPI series for Urban Wage Earners and Clerical Workers (CPI-W), the sole index series published until 1978 when the CPI-U was introduced, is scheduled to be converted to the rental equivalence formula in 1985.

The CPI-U attempts to reflect changes in consumer prices based on buying patterns of all consumers living in urban areas—about 80 percent of the nation's population—including the wealthiest consumers and those with the most restricted purchasing power, such as retirees and the unemployed.

The CPI-W, on the other hand, seeks to measure changes in prices based on the buying patterns of wage earners and clerical workers living in urban areas—estimated to include half the population.

The BLS reported that the CPI-U in its revised form was 293.1 for January, while the unrevised CPI-U was 292.6. The revised index was 3.8 percent higher than the unrevised CPI-U for January 1982, while the increase in the unrevised January 1983 index was 0.2 percent less, or 3.6 percent. The BLS did not provide a revised index figure for January 1982.

In 1982, prices on an all-city average rose by 3.9 percent under both the CPI-W and the CPI-U methods of calculation. At the same time, a pilot index, based on the rental equivalence formula applied to the CPI-U, rose by 5 percent, the BLS reported.

The performance of the two unrevised index series has been

not as consistent among individual city indexes, however.

At year's end, among indexes for 19 cities where there are also Guild locals the CPI-U had risen by a larger percentage than the CPI-W in 10, while the CPI-W had risen by a higher percentage in seven cities and in two the increase had been identical.

At the end of 1981, the CPI-U had risen by more than the

CPI-W in 11 cities, the CPI-W had risen by more in five cities and the increase was the same in three cities.

The CPI-U was higher than the "W" index at the end of both years in only six cities. In two cities the "W" index was higher in both years and in two other cities the indexes rose by the same percentage in both years. In the nine other cities, the

CPI-W increased by a greater percentage in one year and the CPI-U registered a higher increase in the other.

Changes in consumer prices for 1982 recorded by the city indexes fluctuated among the 19 cities from no change in San Francisco based on the CPI-U or a three-tenths of a percent increase based on the CPI-W, to a 12.8 percent increase in Cleveland

based on the CPI-U or 12 percent based on the CPI-W.

Meanwhile, economists both inside and outside of government are predicting that 1982's modest 3.9 percent rise in consumer prices for all cities—the lowest increase since 1972—is not likely to be repeated in 1983, according to the Wall Street Journal. They foresee the index rising more rapidly toward year's end.

NO MERCEDES, Please Just FAIR PAY. HAMPTON ROADS NEWS GUILD

Bargaining gets 'sticky' in Norfolk

Bumpers of the cars of members and friends of the Hampton Roads (Norfolk) Guild have been sporting stickers disavowing any Guild intention of proposing that the Landmark chain's Virginian-Pilot provide all Guild members with Mercedes Benz automobiles if management agrees to a fair schedule of experience-based wage minimums. Guild bargainers proposed sup-

planting a "merit-only" pay system unilaterally imposed by management with a minimums system if the union demonstrates that a majority of members prefer it. A company lawyer responded: "Suppose they all want a new Mercedes?" A sticker has been seen on the bumper of a Buick Electra driven by Frank Batten, chairman of the Landmark chain.

TNG seeks full probe in Peru slayings

Washington—TNG has called upon the government of Peru to press ahead with inquiries into the brutal slaying of eight Peruvian journalists in a remote Andean city.

The journalists reportedly were stoned and mutilated by a group of some 400 peasants and questions have been raised about the role military forces stationed in the area may have played in the atrocity.

Meanwhile, TNG also has expressed alarm over the disregard for press freedoms being demonstrated by the government of Philippine President Ferdinand Marcos.

The Peruvian journalists, including reporters and photographers for Peru's largest circulation daily, La Republica, reportedly were investigating reports that peasants in a mountain village had slain seven members of a guerrilla group.

One peasant told reporters that he witnessed the attack on the journalists and that military forces in the area had ordered peasants "to massacre any strangers because they would be terrorists," the Associated Press reported Jan. 31.

Eight Andean provinces have been under military control since the first of the year.

The military commander in the area of the attack is reported to have explained that the peasants mistook the journalists for guerrillas. A government commission later reported the same explanation.

In a letter to Peruvian President Fernando Belaunde Terry, TNG President Charles A. Perlik, Jr., urged that a presidential inquiry into the slaying be pursued "with the greatest diligence."

A congressional probe into the attack has also been ordered by the Peruvian Senate.

Meanwhile, in letters to Philippine President Marcos and the U.S. ambassador to the Philip-

pines, Perlik expressed concern over recent crackdowns against journalists critical of Marcos and his government, including the prosecution of the editor and nine staff members of the opposition newspaper We Forum and the government's closure of that paper.

The We Forum journalists are being tried on charges of conspiracy to overthrow the government.

Marcos ordered the paper closed in December after articles appeared questioning his military record in World War II.

About the same time, six newspaper columnists were summoned before a military intelligence board for interrogations about reports critical of the government and other aspects of their work and their lives.

A group of 29 journalists, including the six questioned, have asked the Philippine Supreme Court for an injunction against further interrogations.

The Army, meanwhile, has

announced that the intelligence board has been disbanded. Earlier, the military announced that it would file a libel suit against five of the journalists over reports about alleged military atrocities.

Writing to Marcos, Perlik called the military board's interrogation of the journalists "another demonstration" of the "disregard for the principles of press freedom" held by the Marcos government. Probing of the journalists' work and their lives is "nothing short of outrageous," Perlik said, and denounced efforts to intimidate and silence the press.

While Marcos lifted martial law more than two years ago, he retains much arbitrary power under numerous presidential decrees issued during martial law. One gives Marcos the power to close "subversive publications or other media of mass communications" and order "preventive detention," despite the existence of a press freedom law said to duplicate the U.S. Constitution's First Amendment.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.1-point increase in the index in January to 292.1, up 10.0 points from January 1982, and 31.4 points from January 1981. 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 January 1981. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	Jan. 1981†
February, 1982	282.9	7.4	8.5
March	282.5	6.5	8.4
April	283.7	6.3	8.8
May	286.5	6.5	9.9
June	290.1	6.9	11.3
July	291.8	6.3	11.9
August	292.4	5.8	12.2
September	292.8	4.9	12.3
October	293.6	5.0	12.6
November	293.2	4.6	12.5
December	292.0	3.9	12.0
January, 1983	292.1	3.5	12.0

*1967 = 100

†Index = 260.7

Inquiry into free lance's death urged

New York—The Committee to Protect Journalists has called on the U.S. State Dept. to conduct an official inquiry into the death in El Salvador of free-lance reporter John Sullivan.

Sullivan, a former member of the New York Guild, disappeared from the Sheraton Hotel shortly after his arrival in San Salvador more than 26 months ago.

In January U.S. Rep. Robert Torricelli from Sullivan's home state of New Jersey secured the release from El Salvador of a body which proved to be that of Sullivan. A positive identification was made by the medical examiner of Rockland County, N.Y.

The "suspicious nature" of Sullivan's disappearance and his "apparently brutal" death "strongly suggest" that he was other than an "accidental casualty of war," the committee said.

It called for a thorough investigation into the circumstances surrounding his death and disappearance and called on the U.S. government to take the steps necessary to see that such an inquiry is carried out with dispatch, pointing to the Reagan administration's recent certification of improvement of human rights in El Salvador.

In issuing the call for an investigation, the committee noted that according to its own estimates 18 journalists have been killed in El Salvador since 1980—six of them foreign journalists and 12 Salvadorans. Many others have been "shot at, imprisoned, kidnapped, threatened, expelled and otherwise intimidated," the group said.

TNG President Charles A. Perlik, Jr., is a member of the committee's board of directors.

Meanwhile, another journalist from the United States was released by guerrillas in El Salvador March 6. He had been missing since Feb. 14.

Michael Luhan, a free lance on assignment for the Dallas Morning News, said the guerrillas released him in a Salvadoran village after he complained he "couldn't walk anymore."

Two Swedish journalists also being held chose to stay with the guerrillas until the Red Cross could arrange their release, the Washington Post reported.

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ELFs, VLFs, KHs, MWs and the SDC

TNG Research & Information Director David J. Eisen, background right, conducts twin seminars on the health and safety aspects of VDTs and the operation of local safety and health committees for the Southern District Council of Guild locals March 5 in Newport News, Va. More than two dozen members

from the Peninsula (Newport News) and Hampton Roads (Norfolk) Guild locals participated in the seminar, as well as delegates from those and other council locals. Delegates also heard reports from J. William Blatz, TNG director of field operations, and TNG Vice President David M. Mulcahy of New York.

TNG urges passage of Illinois VDT bill

Springfield, Ill. — Employees need a law establishing minimum safety standards for what increasingly is being recognized as the number one health hazard in the office environment—the video display terminal—TNG's director of Research & Information, David J. Eisen, said in testimony submitted to the Illinois legislature.

VDT workers need the protections of a VDT bill "just as they need a minimum wage law to assure them a bare subsistence income," Eisen told the Labor and Commerce Committee of the Illinois House of Representatives in a written submission supporting a VDT bill introduced by Rep. John Matijevich (D-North Chicago).

Describing the "stiff resistance" the Guild has met in seeking to win contractual protections for VDT operators, Eisen said, "if this is the problem we face, imagine the problem of the many thousands of nonunion VDT operators in Illinois, who can look only to the law for protection."

Newspaper employees in Guild jurisdiction "were perhaps the first

sizable group of employees" to be confronted by VDTs, more than a decade ago, Eisen explained.

Today, with more than 30,000 of the devices in newspaper plants in the U.S., "it is the typewriter, not the VDT that is a rarity," he pointed out.

And, we are no longer alone, Eisen said, citing estimates that seven million VDTs can be found in U.S. offices and that their number will grow to 10 million by 1985.

Problems in the area of operators' health and well-being began to surface in Guild ranks early and have "multiplied to proportions that would have astounded us, in our innocence, a dozen years ago," he told the committee.

Soon after introduction of the terminals Guild members began to complain of eyestrain, visual fatigue, headaches, dizziness, nausea, aches and pains, "and those complaints have continued unabated," Eisen explained.

One member reports being on the verge of blacking out when the VDT screen flickers excessively, another had four changes in

eyeglass prescriptions within a year of starting to work on a terminal and still another reported that her vision had become inadequate for night driving since working on the machines, Eisen said.

While these "are extreme cases . . . they are not unique," he explained, pointing to a Wire Service Guild poll of its members in which 50 percent of respondents at United Press International said they had visual problems after doing VDT work and 40 percent said they usually went home with headaches.

Thirty-six percent of respondents at Associated Press reported visual problems and 45 percent said they got headaches.

"It should be kept in mind that many of those responding are correspondents, who, unlike copy editors, work only part of the time on VDTs, Eisen observed.

He cited scientific studies conducted in the United States and Europe that have documented the problems developed by many workers operating VDTs, including those conducted by the Na-

Newspapers cited as fertile ground to find bias in pay

Washington—The Equal Employment Opportunity Commission has advised its field officers that charges of wage disparities based on sex from newspaper reporters or editors offer "significant . . . potential" for successful prosecution under the Equal Pay Act.

The EEOC targeted newspaper reporters and editors along with employees in 10 other industries in issuing guidelines for its district offices to follow in selecting complaints that warrant special treatment under its Early Litigation Identification program.

Under that program a district office can expand its investigation beyond an individual's complaint of personal discrimination to cover other employees as well.

The commission says it devel-

oped the list of targeted industries and jobs from an analysis of violations of the Equal Pay Act nationwide.

It recommends that district offices tailor the list and set priorities on the basis of local experience, noting that "rural, nonunionized employers—who may not always have the benefit of counsel or union advice about appropriate wage policies—may be in violation of the act."

"Some cases are better litigation vehicles than others," the commission observed and urged its offices to focus on cases with the "potential for significant impact" or those "requiring the expenditure of substantial resources for processing."

Cases selected for the special litigation program should be supported by strong evidence, involve "a relatively large number of underpaid people" and offer the prospect of substantial monetary relief, the EEOC said.

The cases should hold the potential for legal remedies "significant" enough to encourage voluntary compliance by other employers who will see themselves as vulnerable to similar litigation, the commission said.

Others included on the EEOC's list of potential "respondents," include elementary and secondary schools, colleges and universities, hospitals, retail stores, manufacturing firms, banks and savings institutions, printing and binding shops, transportation, insurance and service industries.

The Equal Pay Act prohibits discrimination based on sex in the pay of employees performing work under similar conditions that requires "equal skill, effort and responsibility." Exceptions are made for pay differences resulting from seniority systems, merit systems, piecework-payment systems or other differences not based on sex.

Labor Day '83 is Solidarity Day III

Bal Harbour, Fla.—The AFL-CIO Executive Council has designated Labor Day as "Solidarity Day III," with rallies and demonstrations in each of the 50 states.

It also approved a proposal to continue annual observances of Solidarity Days into the future, marking it on Election Day in even-numbered years.

The first Solidarity Day, in 1981, brought more than 400,000 union members and supporters to Washington for the largest political protest in the history of the nation's capital.

Court upholds anti-union persuader order

Chicago—An organization of nonunion employers must publicly report the names of all its members and its financial relationship with them even though it acts directly only for some of them to seek to persuade their employees to reject a union, a federal appeals court has ruled.

The 7th U.S. Circuit Court of Appeals did so in upholding by 2-to-1 a lower court order against the Master Printers Assn. in a case brought by then-U.S. Labor Secretary Ray Marshall after an executive of the MPA in 1976 gave anti-union "persuader" talks to employees of three member firms.

The incidents occurred during organizing efforts by the Chicago Typographical Union.

The MPA has petitioned the appeals court for reconsideration.

The court rejected MPA's contention that it should have to report only on its direct "persuader" activities. It agreed with the Labor Dept. that under the

act persuader contact with any of its members' employees triggered reporting requirements on all other indirect labor relations activities as well.

The MPA, an association of 800 nonunion printing firms, offers advice on "union avoidance," including literature, seminars and related programs, the court noted.

After the 1976 speeches Marshall ordered MPA to report the names and disbursement records of all MPA employers who had received labor relations advice, regardless of whether they had received "persuader" services. MPA supplied the information about the three employers but refused to comply with the rest of the order.

The appeals court adopted what it called "the excellent opinion" of U.S. District Judge Prentice H. Marshall which stressed that Congress gave the Labor Dept. broad authority to require reporting on management use of anti-union services because Congress "did not look for a way to limit the activity

of outside consultants and believed they frequently engaged in practices of questionable legality."

"We deal here with the unique and pervasively regulated area of labor relations law," the court said, in which "Congress has set out one of the most detailed legislative and administrative frameworks in our history to promote the free flow of commerce and replace the economic warfare of the 19th Century with a system designed to encourage industrial peace. The Supreme Court has recognized that even first amendment rights may be required to yield to the special interests of the labor relations field."

Judge Marshall's opinion emphasized that employer "free speech" must be made in the context of a labor relations setting, and "an employer's rights cannot outweigh the equal rights of the employees to associate freely."

The record is "replete," it said, with evidence that Congress, when it framed the disclosure law, believed union-busting middlemen

were working with employers to keep workers from exercising their rights to organize. Their activities have included "spending large sums of money behind the scenes or through committees to distribute distorted information," setting up company unions, "and other practices that Congress felt were unethical if not illegal."

While all "persuader" activity is not illegal, the court said, the disclosure of it "permits employees in a labor setting, like voters in an election, to understand the sources of the information being distributed."

Congress looked at management persuaders as "inherently suspect, and at their activities as subject to abuse" in an extremely sensitive area, the decision noted, making disclosure a justifiable way of "discouraging potential abuse."

Consultants have a demonstrated "track record of illicit conduct" and there is only a fine line between persuader and non-persuader activity, and Congress in-

tended for the law to "keep an eye on" anyone engaged in persuasion, the court held.

The Landrum-Griffin Act doesn't concern persuasion itself, the court pointed out, but only the known tendency of persuaders "to engage in unfair labor practices."

It would be "less than effective" if it let management consultants "be entirely free from public scrutiny where they are able to couch their function as 'advice' rather than persuasion," the district court and the appellate court majority concluded.



By Dan Rottenberg

EVERYTHING MOST journalists know about wealth in the media can be found in two scenes from *Citizen Kane*.

In the first, Charles Foster Kane decides to take charge of a small daily he has inherited because, he explains, "I think it would be fun to run a newspaper."

In the second, when scolded by his financial adviser for operating at a loss, the young Kane replies, "You're right, Mr. Thatcher. I did lose a million dollars last year. I expect to lose a million dollars this year. I expect to lose a million dollars next year. You know, Mr. Thatcher, at the rate of a million dollars a year . . . I'll have to close this place in sixty years."

That image to the contrary, most of the people who own America's newspapers, magazines and broadcasting facilities got into their current line of business not for fun, but for money. And they became wealthy because of their media holdings, not in spite of them. As the following list suggests, more than fifty mass media moguls are worth at least \$100 million each. And, unlike *Citizen Kane*, most of them are getting richer every day.

To be sure, there is no scientific method for calculating anyone's net worth, and even the super-rich themselves can't say for certain how much their assets exceed their liabilities at any given moment. But the educated (and conservative) guesses that follow are probably as good as anyone's: They are based on tedious research through proxy statements, Securities & Exchange Commission filings, foundation reports, FCC filings, books, magazine articles, and newspaper clippings, as well as conversations with knowledgeable insiders and analysts.

Aside from its gossip and entertainment value, our Media Rich List should smash two cherished myths.

✓ First is the notion that the media are mere sideline observers of the nation's passing economic scene, when in fact they are major participants. Next to oil, probably no field has generated as much private American wealth as the mass media. If journalists have rarely been prodded to delve deeply into the subject of wealth in their respective communities, the reason may well be that their own bosses are central to the story.

✓ The second myth is the belief that the most influential people in the media are also the richest. Not so. Our search has turned up a few dozen little-known owners of small-town monopoly chains who appear, on the available evidence, to be better fixed financially than the Sulzbergers of The New York Times, the Grahams of The Washington Post, or the Knights of the Knight-Ridder chain.

As the list suggests, there are still a few *Citizen Kane*-style tycoons around—like Richard Mellon Scaife, who inherited his money from an oil and banking fortune and uses it today to promote his political views through marginally profitable newspapers. And there are also people like Malcolm Forbes, who runs Forbes magazine with all the exuberance of a personal hobby but has managed to make it extremely lucrative at the same time.

Lord\$ of the information bu give the lie to 'Citizen Kane

This is reprinted from Quill, monthly magazine of the Society of Professional Journalists, Sigma Delta Chi, with permission of Quill and the writer. Rottenberg's "sub-specialty" is "computing the net worth of the wealthy," Quill reports. He helped develop the lists of the wealthiest individuals and families in the United States published by Forbes magazine last September ("44 in publishing among 400 wealthiest in U.S.," Guild Reporter, Sept. 10).

But most media barons today fit the pattern set by the wealthiest media family of them all—the Newhouses, who betray no interest in the editorial content of their properties as long as the properties are making money.

"I'm not trying to save the world," the family's patriarch, S. I. Newhouse, once explained. "Number one in our operation is whether our editor produces a product that the reader continues to prefer. Once we have that kind of product and a good reaction from the reader, then there's no trouble getting advertising."

That may not be precisely what the Founding Fathers had in mind when they wrote the First Amendment. But John Peter Zenger and Thomas Paine would doubtless be gratified to know that in Twentieth Century America purveyors of news and opinion are at least as prosperous as the wielders of political power.

\$1 billion-\$2 billion

Newhouse family, New York. Brothers Samuel Newhouse, Jr., 54, and Donald Newhouse, 52, share an empire that embraces 28 daily newspapers, eight magazines, six TV stations, five radio stations, and the eighth largest cable system. Father Samuel (1895-1979) was born to immigrant parents on Manhattan's Lower East Side; got his start working as an office boy for a lawyer who'd been given control of New Jersey's shaky Bayonne Times in lieu of a fee. The frustrated lawyer put Newhouse in charge of the paper; by the time Newhouse was 21 he was making \$30,000 a year.

Cox family, Sisters Barbara Cox Anthony, 59, Honolulu, and Ann Cox Chambers, 62, Atlanta, inherited 97 percent of Cox Enterprises (major dailies in Atlanta, Dayton, Ohio, Miami, plus smaller ones elsewhere), and 44 percent of Cox Broadcasting following the deaths of their father James Cox in 1957 and their brother James, Jr., in 1974. Holdings include the nation's ninth-largest newspaper chain, the fifth-largest cable TV system, and an oil refinery. Sisters' grandfather James M. Cox, founder of the family fortune, was Ohio Governor and Democratic nominee for President in 1920.

Hearst family, Children and grandchildren of William Randolph Hearst (1863-1951) control 13 daily newspapers, 13 magazines, five TV stations, seven radio stations, four book publishers, and one syndicate. Also large real estate holdings. Principal members: William R. Hearst, Jr., 74, New York; brother Randolph Hearst, 66, San Francisco; brother David, 66 (Randolph's twin), Beverly Hills; nephew George, Jr., 55, Los Angeles; niece Phoebe Cooke, 55 (George's twin), Woodside, California.

\$600 million-\$1 billion

Pritzker family, Chicago. Financiers whose diversified portfolio approaches \$1 billion in net worth. They qualify as media barons solely through their 1973 acquisition of McCall's magazine for \$8 million, which represents less than one percent of their total net worth. Principal members: A. N. (Abe) Pritzker, 86; sons Jay, 60, and Robert, 56.

Annenberg family, Walter Annenberg, 74, of Philadelphia and Palm

Springs, and his five surviving sisters inherited ownership of Triangle Publications when father Moses died in 1942. Walter, who owns all voting stock, founded TV Guide in 1953. For lack of an heir, Walter has been dismantling the empire lately (the Philadelphia Inquirer and Daily News were sold to Knight Newspapers in 1969), but holdings still include TV Guide, Seventeen, and Racing Form.

Chandler family, Los Angeles. Owns about 31 percent of Times-Mirror Inc. (Los Angeles Times, Dallas Times-Herald, Newsday, Denver Post, Hartford Courant, TV stations, and cable systems). Also vast real estate holdings. Patriarch Harry Chandler (died 1944) married daughter of L. A. Times owner Harrison Gray Otis. Principal survivors: Daughter Ruth Crocker, 85; daughter-in-law Dorothy Buffum Chandler, 81; grandson Otis Chandler, 55.

\$300-\$600 million

E. W. Scripps family, Six grandchildren and 28 great-grandchildren of Edward W. Scripps (1854-1926) control Scripps-Howard newspaper chain and own 75 percent of Scripps-Howard Broadcasting. In addition, grandson Edward W. Scripps, 73, of Charlottesville, Virginia, owns Scripps League Newspapers (21 small dailies, 19 other publications).

Jack Kent Cooke, 70, Upperville, Virginia. Has dealt in newspapers and broadcasting; lately best known for ownership of cable systems, sports teams [Washington Redskins], and real estate.

Richard Mellon Scaife, 49, Pittsburgh. Grandson and heir of Richard B. Mellon (1858-1933), who with brother Andrew Mellon built nation's largest family fortune in banking, oil and aluminum. Richard owns small papers in Pennsylvania and California, formerly published Pittsburgher magazine (folded 1981); heavy contributor to conservative causes.

Pulitzer family, St. Louis. Descendants of legendary publisher Joseph Pulitzer (1847-1911) share ownership of Pulitzer Publishing Company (St. Louis Post-Dispatch, Arizona Daily Star).

Cook-Cox family. Descendants of Clarence Barron (1885-1928), early publisher of The Wall Street Journal, still hold about a third of Dow-Jones stock. Principal members: step-granddaughter Jane Bancroft Cook, 70, Sarasota, Florida; step-great-grandson William Cox, Jr., 51, London; step-great-granddaughter Jane Cox McElree, 53, Newtown Square, Pennsylvania.

\$200-\$300 million

Rupert Murdoch, 51, Sydney, Australia. Family owns 43 percent of News Corp., whose U.S. properties include New York Post, New York magazine, Village Voice, San Antonio Express and News.

Wolfe family, Ohio. Descendants of brothers Robert and Harry Wolfe, builders of Wear-U-Well shoe fortune. Diversified empire now includes TV and a newspaper (Columbus Dispatch). Dispatch chairman John Walton Wolfe is dominant family member.

Joe L. Allbritton, 57, Houston. Made fortune in banking, mortuaries, real estate, and insurance; now owns TV stations (one in Washington) and small chain of newspapers. Owned Washington Star briefly in 1970s.

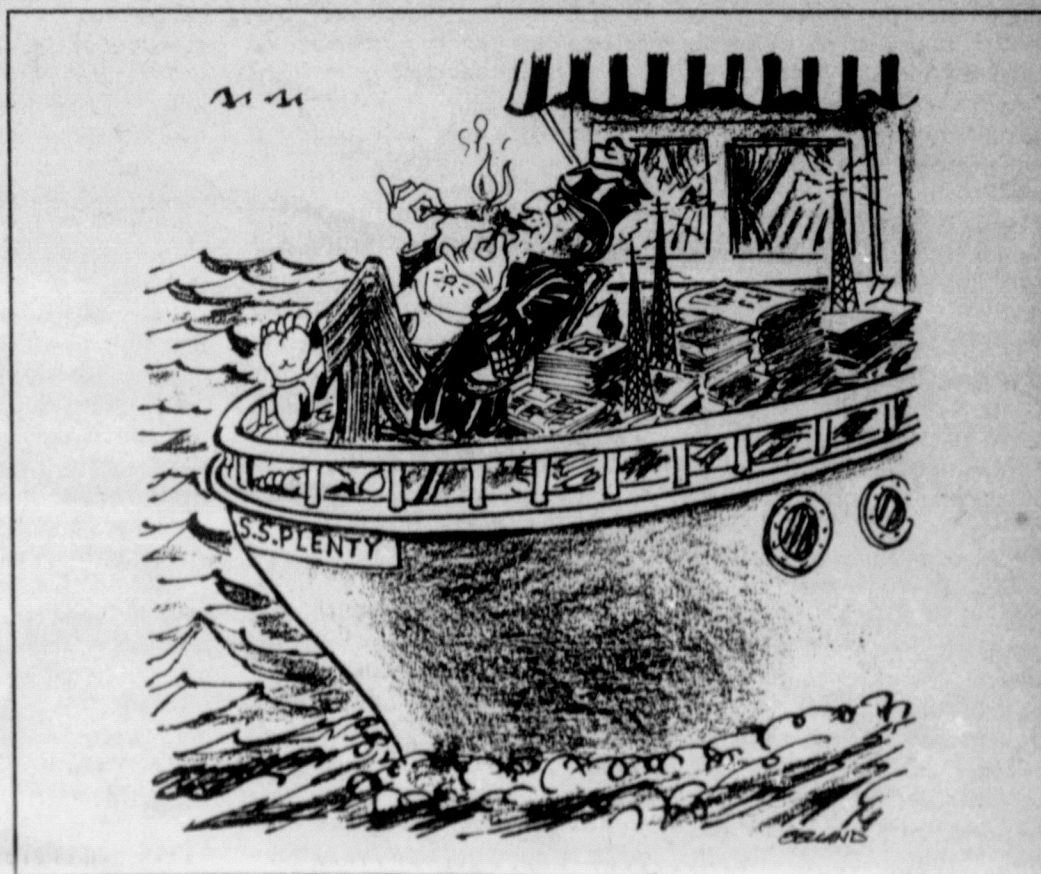
Warren Buffett, 52, Omaha. Diversified investments have brought him control of two newspapers, including the Buffalo Evening News; also chairman and principal shareholder of Berkshire Hathaway Inc., textile manufacturer which owns about 15 percent of Washington Post Company stock.

Edward Gaylord, 63, Oklahoma City. Newspapers, TV, and real estate; Oklahoma Publishing Company. Father E. K. Gaylord (1873-1974) ran Daily Oklahoman from 1903 until his death at age 101.

Hoiles family, Santa Ana, California. Children and grandchildren of Raymond C. Hoiles (1878-1970), founder of Freedom Newspapers Inc., nationwide chain of 33 small newspapers and a TV station.

McGraw family, New York. Six grandchildren of founder James McGraw owns about 18 percent of McGraw-Hill Inc. (Business Week, books, four TV stations, about sixty other magazines). Principal members: Chairman Harold McGraw, 64; his cousins Donald McGraw, 57, and John McGraw, 52.

Block family, Brothers Paul Block, Jr., 71, Toledo, and William Block, 66, Pittsburgh, jointly own Toledo Blade, Pittsburgh Post-Gazette, two smaller papers, TV and radio stations.



ine\$\$ ne'

newspaper chain inherited
father.

Wallace, 91, Mount Kisco,
ow of DeWitt Wallace (1889-
with whom she co-founded
Digest in 1922; still owns
cent (the rest is in founda-

Ziff, Jr., 51, New York.
ner of Ziff-Davis Publishing
Car and Driver, other spe-
est magazines).

S. Pulliam, 68, Indianapolis.
her Eugene C. (1889-1975),
four major papers in Indi-
and Phoenix, also other
ndiana dailies.

Thorne, 50, Millbrook,
urth generation of founding
o run Commerce Clearing
ublisher of legal books and
es for lawyers, accountants,
professionals.

family, Des Moines and
olis. Third-generation de-
s of Gardner Cowles, Sr., own
es Register, Minneapolis Star
ne, handful of other small
papers; formerly published
magazine, Suffolk Sun in New
rper's magazine. Minneapolis
ws about one-third of Harper
ublishing house.

rick-Patterson family. De-
s of Chicago Tribune patri-
ph Medill (1823-1899) are
persed but still control about
shares of Tribune Company,
also owns New York Daily
is TV and radio stations and
smaller Florida and Califor-
ns. Principal members: Mary-
Cormick (widow of Robert
Chicago; Ruth McCormick
ey, 51, Washington; James
1, 60, New York; Joseph Al-
6, Washington; Katrina Mc-
Barnes, 69, Denver.

scripps family. Descendants of
Scripps (d. 1906), brother of
ripps (see above) and founder
etroit News. Descendants own
l of parent Evening News As-

family, Diboll, Texas. East
mber and real estate kings
mple-Eastex empire was sold
Inc. in 1973 in exchange for
ent of Time stock. Principal
Arthur Temple, Jr., 62
nc. vice chairman); his aunt,
Temple Munz, 93; his cousin,
le Webber, 78.

00-\$200 million

family. Marshall Field V, 41,
and brother Frederick W.
eld, 30, Newport Beach, Cal-
each owns a third of Field En-
(Chicago Sun-Times, a syndi-
electronic publishing enter-
e TV stations, cable systems).
is owned largely by their sis-
their great-great-grandfather,
Field (1834-1906), built fa-
partment store, long since sold

(Ted) Turner, 43, Atlanta.
V network pioneer; owns 87
of Turner Broadcasting Com-

uccione, 50, New York. Pent-
her slick skin magazines, and

Culp Hobby, 77, Houston.
her family own the Houston
hich she inherited from her
former Texas Governor Will
(1877-1964). Also owns TV
in Houston and Nashville and
estate in Houston.

Reynolds, 75, Fort Smith,
s. Donrey Media Group (44
ilies, radio stations, TV).

Hubbard, 85, St. Paul, Hub-



bard Broadcasting Inc.; TV and radio
stations in St. Paul, Albuquerque,
Florida. Business now run by son Stan-
ley S., 49.

Frank Batten, 55, Norfolk, Virginia.
Took over Landmark Communications
in 1954 from uncle S. L. Slover. TV,
cable, newspapers in Virginia and
North Carolina.

John W. Kluge, 67, New York. Met-
romedia Inc.

William S. Paley, 80, New York.
Father of CBS retired this year, own-
ing about seven percent of the com-
pany. By contrast, the Sarnoffs never
bought heavily into RCA, parent of
NBC, and so are not among the
wealthiest media families.

Roy H. Park, 71, Ithaca, N.Y. Park
Newspapers (more than 40 small-town
papers, including 20 dailies) and Park
Broadcasting (stations in 12 cities).

Generoso Pope, Jr., 55, South Palm
Beach, Florida. National Enquirer.

Robert S. Howard, 57, Rancho
Santa Fe, California. Howard Publica-
tions (18 newspapers), also cable TV.

Helen Copley, 59, San Diego. 90-
percent owner of Copley Newspapers,
which she inherited from husband
James S. Copley (1916-1973). She
spent 13 years as his secretary before
marrying him in 1965.

John Fetzer, 81, Kalamazoo, Mich-
igan. Owns four radio, four TV sta-
tions, two cable systems, a Muzak
franchise, and the Detroit Tigers.

Katharine Graham, 65, Washington.
She and her family control the major-
ity of Washington Post Company vot-
ing stock.

Malcolm Borg, 44, Englewood, N.J.
Head of family that owns Bergen
County (N.J.) Record, also four TV
stations.

Carmage Walls, 73, Houston. Owns
interests in 26 small Southern papers
through his Walls Investment Com-
pany and Southern Newspapers Inc.

James L. Knight, 73, Miami. Larg-
est individual shareholder in Knight-
Ridder, nation's most profitable news-
paper chain (Philadelphia Inquirer,
Detroit Free Press, Miami Herald,
more than 30 others).

Gordon McLendon, 61, Dallas. For-
mer radio personality who invested in
TV and radio stations, then sold those
interests to invest in gold, silver, met-
als, and real estate.

Patrick McGovern, 45, Nashua,
N.H. Publisher of Computerworld,
largest specialty publication of its kind.

Robert Petersen, 56, Beverly Hills.
Petersen Publishing Company (16
specialty magazines, such as Guns &
Ammo and Motorcyclist, also books).

John H. Johnson, 64, Chicago.
Johnson Publishing (Ebony, Jet, etc.);
also owns radio station, insurance
company, real estate. Probably wealth-
iest black in U.S.

Malcomb Forbes, 63, Far Hills, N.J.
Publisher of Forbes magazine; also
owns real estate, art, castles, collecti-
bles, etc.

Sulzberger family, New York. De-
scendants of Adolph S. Ochs (1858-
1935), who bought The New York
Times in 1896. Principal members:
daughter Iphigene Ochs Sulzberger,
89; grandchildren Arthur O. Sulzber-
ger, 56, publisher of the Times;
Marian Sulzberger Heiskell, 63; Ruth
Sulzberger Holmberg, 61, Chatta-
nooga; Judith Sulzberger Levinson, 58.

Standard & Poor's accord takes highest top to \$987

New York—A new two-year
agreement between the New York
Guild and Standard & Poor's
Corp., the financial reporting
service, will raise minimums by as
much as \$133 a week.

And the \$133 increase will
take the top minimum for senior
industry analysts to \$987.75 a
week, the highest top minimum
in any Guild contract with a for-
profit employer.

The increase comes in incre-
ments of \$64 a week, retroactive
from Jan. 3, and \$69 due next
Jan. 2.

The first increase produces a
top minimum of \$918.75 a week,
exceeded among contract mini-
mums currently in effect only by
a top minimum of \$956.65 a week
for associate editors under the lo-
cal's recent one-year agreement
with Antiques magazine. (See

story immediately below at left.)

The agreement calls for in-
creases both in minimum and
over-minimum pay of 7.5 percent
from this Jan. 3 and another 7.5
percent next Jan. 2.

It raises the top minimum for
analysts, the largest group of cov-
ered employees, by \$96.25 a week
over two years, to \$714.75 a
week, in increments of \$46.50
and \$49.75.

Meal allowance is raised by \$1,
to \$5.50 for employees working
more than two hours of overtime,
and to \$8 for overtime in excess
of four hours.

Provision for tuition reimburse-
ment is extended to part-time em-
ployees working more than 20
hours a week.

A schedule of benefits during
periods of illness or accident is
added to the agreement.

Other increases and resulting
new top minimums include:

Associate editors — Up by
\$102.25, to \$760.50 a week, in
increments of \$49.25 and \$53.

Reference librarians — Up by
\$66.50, to \$494.25 a week, in in-
crements of \$32 and \$34.50 a
week.

Accounting clerks — Up by
\$45.25, to \$335.50 a week, in in-
crements of \$21.75 and \$23.50 a
week.

Secretaries — Up by \$51.50, to
\$383 a week, in increments of
\$24.75 and \$26.75 a week.

Clerks — Up by \$40.50, to
\$301.75 a week, in increments of
\$19.50 and \$21.

Antiques pact raises editor's top to \$956

New York—A one-year agree-
ment between the New York
Guild and Antiques magazine has
raised the top minimum for senior
associate editor by \$54.14, to
\$956.65 a week, while the top
minimum for associate editors and
assistant advertising sales man-
ager is increased by \$46.56, to
\$822.85 a week.

The \$956.65 is the highest
minimum currently in effect un-
der any Guild contract with a
publishing company.

The top minimum for assistant
circulation manager, editorial asso-
ciate, advertising production as-
sistant, accounting assistant and
advertising layout artist is in-
creased by \$34.64, to \$611.85 a
week, under the agreement, retro-
active to October 1.

The contact calls for a cost-of-

living adjustment next October 1
if the Consumer Price Index for
New York City rises by more
than six percent over the 12-
month period.

Provision for paid maternity
leave is increased by one week,
to five weeks, and a new prescrip-
tion drug plan is added.

Other increases and new top
minimums include:

**Assistant editors, senior adver-
tising design employees** — Up by
\$37.34, to \$659.65 a week.

Secretaries, advertising clerks —
Up by \$29.98, to \$529.60 a week.

**Mail and shipping assistants,
cash records and billing clerks,
bookkeeping assistants** — Up by
\$29.15, to \$514.20 a week.

**Bookkeeping clerks, circulation
assis'tants, receptionists, stenogra-
phers** — Up by \$27.01, to \$477 a
week.

AFL-CIO: Boycott Equitable Life

Bal Harbour, Fla.—A boycott
of the Equitable Life Assurance
Society called by the Service Em-
ployees' Union was endorsed by
the AFL-CIO's executive council
during its winter meeting here.

The union has met with man-
agement intransigence in its ef-
forts to bargain an initial contract
for a group of claims processors
at the company's office in Syra-
cuse, New York.

The employees, mostly women
who operate video display ter-
minals, voted for union repre-
sentation in 1981. Three company
appeals to the National Labor
Relations Board seeking to over-
turn the results of the election
have been denied.

In endorsing the boycott, the
executive council noted that while
Equitable—the nation's third larg-
est insurance company—receives

revenue from countless union
members through insurance poli-
cies and pension funds, it refuses
"to recognize the rights of its
employees."

The council also endorsed a
boycott of machine tools and
pumps produced at two plants of
Brown & Sharpe in Rhode Island
where members of the Machinists'
Union have been on strike for 16
months.



Impromptu wage-bargaining workshop?

One observer at the Southern District Coun-
cil's winter meeting in Newport News, Va.,
said he thought it was a spontaneous workshop
on wage bargaining with the leader using
playing cards as "hands-on" teaching aids.
TNG Vice President David M. Mulcahy of New
York, background center, a member of the

International Executive Board's Finance Com-
mittee, said that actually he was using them
to illustrate the fiduciary responsibilities of
unions. Other participants in the activity are,
from left: Linda Griffith, Peninsula Guild;
Grace Barrett, Mountaineer Guild; Karen Cox,
Peninsula; and Tim Wheeler, Hampton Roads.

Perlik and Bingel resume unity talks

(Continued from Page 1)

first by the International Executive Board, then by a convention and finally by the membership in referendum. Disapproval at any of the three steps ends the procedure.

The two unions' merger committees had reached agreement on a merger proposal last Sept. 10. The IEB approved it Oct. 20 during its regular fall meeting and called a special convention to consider it on Jan. 12.

That special convention was postponed indefinitely, however,

in mid-December upon recommendation of TNG's merger committee after questions were raised about the merged union's projected membership and financial base [Guild Reporter, Dec. 20].

Before the presidents' February meeting, held in conjunction with an AFL-CIO Executive Council meeting, the IEB and at least two district councils of Guild locals reaffirmed support for the concept of merger of newspaper-employee unions in general and of TNG and the ITU in particular [Guild Reporter, Jan. 21 and Feb. 11].

Connecticut court approves cable and daily ownership

Hartford, Conn. — The Times Mirror Co. can continue to own both the Hartford Courant and the local cable franchise under a recent ruling by the Connecticut Superior Court.

The State Department of Public Utility Control ruled in March 1980 that Times Mirror must divest itself of either the cable franchises or the newspaper. Judge David M. Borden overruled the agency, however, citing a Federal Communications Commission decision to allow such cross-ownership and other FCC prohibitions against state and municipal involvement in cable regulation.

The state intends to appeal the decision to the Connecticut Supreme Court, according to Barry Zitser, state consumer counsel.

"In my opinion, no decision says the state can't act... a federal policy of watchful waiting doesn't preclude state action," said Zitser.

The Bristol Press, whose advertising, business and editorial department employees have formed one of the Guild's newest locals, joined three other Connecticut newspapers in intervening in support of the consumer agency's divestiture order. Former U.S. Rep. Toby Moffett (D., Conn.) also intervened for the agency.

Yetta Riesel, longtime staffer with TNG, succumbs at 66

New York—Yetta Riesel who retired from TNG's staff in the fall of 1981 died here March 8. She was 66.

On retiring from the position of research and information associate in TNG's Collective Bargaining Dept., Riesel had returned to her native New York City where she had joined the Guild's staff more than 33 years earlier when the international was headquartered there.

As research and information associate, Riesel was responsible for most of the statistical material TNG regularly supplies to locals for bargaining. She had also acted as the unofficial co-ordinator of TNG's annual Heywood Broun

Award for journalistic achievement.

Riesel was a member of the national committee that planned the formation of the Coalition of Labor Union Women and was TNG's representative to CLUW's founding conference in 1974.

She served on CLUW's National Co-ordinating Committee, co-chaired its Publications and Public Relations Committee and was a delegate to the organization's first two conventions.

She was TNG's first full-time equal-rights co-ordinator in 1973.

Before joining the Guild's staff Riesel had worked as a fund raiser for liberal groups, including the American Veterans Committee, and as a researcher and speech writer in the office of the president of the New York City Council.

Survivors include her brother Victor Riesel of New York, the syndicated columnist.

CORRECTION

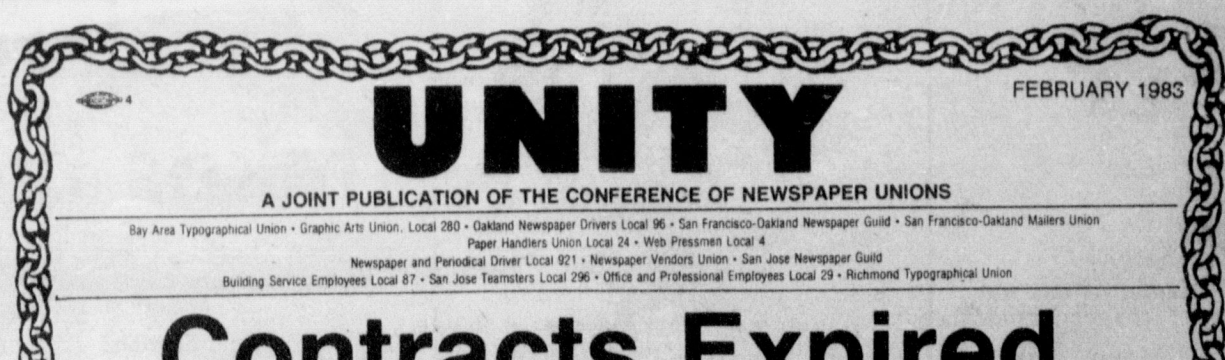
It was Bacheller vs. McLaughlin

Peter McLaughlin of the New York Guild's Daily News unit won the presidency of the New York Guild last fall in a contest with Donald Bacheller of the Times unit.

The Feb. 25 Guild Reporter, in cut lines with a picture of McLaughlin, Executive Vice President Edwin R. Egan and Secretary-Treasurer Barry Lipton, erroneously reported that McLaughlin had run against Betsy Wade of the Times unit. Wade, who did not seek re-election, supported Bacheller.



Faye McCracken
Will seek Region 2 IEB seat



UNITY

FEBRUARY 1983

A JOINT PUBLICATION OF THE CONFERENCE OF NEWSPAPER UNIONS

Bay Area Typographical Union • Graphic Arts Union, Local 280 • Oakland Newspaper Drivers Local 96 • San Francisco-Oakland Newspaper Guild • San Francisco-Oakland Mailers Union
Paper Handlers Union Local 24 • Web Pressmen Local 4
Newspaper and Periodical Driver Local 921 • Newspaper Vendors Union • San Jose Newspaper Guild
Building Service Employees Local 87 • San Jose Teamsters Local 296 • Office and Professional Employees Local 29 • Richmond Typographical Union

Contracts Expired

Maynard To Buy Tribune—Asks For 'Concessions'

On February 2, in a meeting with Robert Maynard, editor and publisher of the Oakland Tribune, representatives of six unions were asked to join him in a "partnership" to enable the newspaper to continue publishing under his leadership.

Maynard shortly thereafter announced to Tribune employees and to the public an agreement reached with

BATU No. 21 Reports

Contracts with almost all the newspapers in the Bay Area expired December 31, and newspaper negotiations are finally in full swing. The three largest employers, the San Francisco Newspaper Agency (Chronicle-Examiner), the San Jose Mercury-News, and the Oakland Tribune, have given indications that bargaining will be tougher than ever this year. The Oakland Tribune is asking our Union to take a 25 percent wage cut, and the negotiators

Volume 1, Number 2

Fourteen local unions with contracts covering employees of newspapers in the San Francisco Bay area put out the second edition of a jointly published "Unity" newsletter in February. The 14 unions, comprising the Conference of Newspaper Unions, include the San Fran-

cisco-Oakland and San Jose Guilds, the Bay Area and Richmond Typographical Unions, the San Francisco-Oakland Mailers Union and four locals of the Teamsters. The unions have been bargaining jointly on economics for more than a decade.

Motion cleared on CapCities

(Continued from Page 1)

In approving CapCities request on the second resolution, from a stockholder in Flushing, N.Y., Gorman upheld a management assertion that it was improper because it related to the conduct of the company's ordinary business.

The resolution would have called for guidelines under which CapCities would undertake to reach new contracts with the Typographical and Mailers' unions at its Kansas City Star. The two unions have been without contracts there since 1980 in the face of company insistence on elimination of job guarantees bargained in 1974.

The first resolution—on which Gorman refused a "no action" letter—asks that the written report the company would have to give shareholders within four months cover its policies in at least six specific areas.

These include, in addition to its policies on wages, pensions, vacations and hiring and firing, its policy on "co-operation with the National Labor Relations Board" and its policy on "fulfilling commitments under prior labor contracts."

In asking clearance not to submit the resolution to its stockholders, CapCities management charged, among other things, that it was actually a subterfuge to

obtain for the unions that struck the Times Leader information that could be used "in aid of an organizing drive or other hostile union activity," presumably involving persons hired to replace those who struck the paper.

It also charged that the unions

"would very likely utilize" the information sought "to flesh out the anti-company contents for use in their competitive publication, the Citizens' Voice." The Wilkes-Barre unions have been publishing the Voice since shortly after the Times Leader strike began.

CapCities is put on unfair list

(Continued from Page 1)

out contracts for three years and have gone without increases for four years in the face of CapCities' demands for elimination of job guarantees. The guarantees were bargained in 1974 in return for work-rule concessions by the local unions.

The Wilkes-Barre Guild, Pressmen's, Typographical and Stereotypers' unions struck the Times Leader in 1978 shortly after CapCities bought it and demanded sweeping contractual give-backs. The four unions have been publishing their own daily, the Citizens' Voice, ever since the strike began.

At the Oakland Press, the Guild relinquished its bargaining rights in the fall of 1979 after a 21-month strike against the paper.

In Belleville, Ill., the Southwest Illinois Building and Construction Trades Council has

launched a boycott of CapCities' News-Democrat charging that the company reneged on an agreement with local building trades workers.

The ITU's corporate campaign against CapCities, keyed primarily to the Kansas City situation, is being financed in part from the ITU Strike Fund as an activity "in lieu of a strike," a use authorized last year both by the union's convention and its membership in a referendum.

Also added to the AFL-CIO's "unfair list" was Sinclair Oil of Wyoming, at the request of the Oil, Chemical & Atomic Workers union. After a bargaining relationship that stretches back to 1934, Sinclair since 1980 has abolished the union's role in settlement of disciplinary disputes, cancelled dues check-off, refused to guarantee wage increases and more, the council noted.

Removed from the unfair list, at the request of the Woodworkers, was the firm that makes charcoal briquettes sold under the brand names CharKetts, Grill Time, Star Grill, plus Sparky lighter fluid.

VP Ramis to stand down, back McCracken for IEB

(Continued from Page 1)

McCracken had asked her to inform them that McCracken will be a candidate for the seat.

Currently first vice president of the Memphis Guild, McCracken has also served her local as president, secretary-treasurer and chief bargaining spokesperson.

She helped organize the Memphis Council of Newspaper Unions and the West Tennessee Coalition of Labor Union Women and has served the former as secretary and the latter as president.

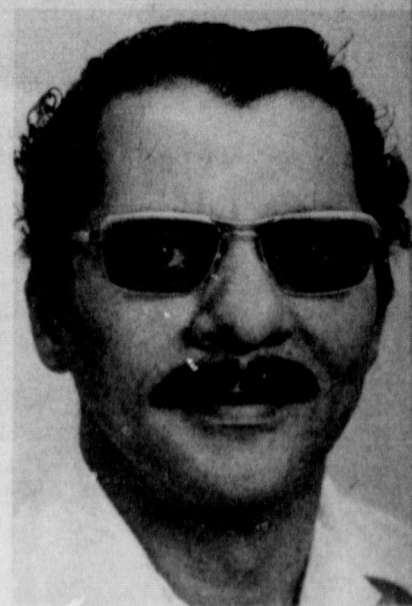
A newsprint inventory bookkeeper, she was elected to the IEB in a special rerun election in January 1978 over the incumbent, Warren E. Howard of Washington-Baltimore. The rerun was ordered when, with McCracken leading by two votes, the International Election & Referendum Committee was unable to resolve

a four-ballot discrepancy in tallies in the regular election the previous September. She had a 300-vote margin in the rerun. In the fall of 1979, however, she lost a bid for re-election by 27 votes to Carlos J. Sutton of Washington-Baltimore.

Ramis became the first member of the Puerto Rico Guild ever to serve in a TNG vice presidency when, three weeks before the election, Sutton withdrew as a candidate for re-election after both had been nominated at the 1981 Convention.

Vice president of his local and chairperson of its San Juan Star unit when elected, Ramis also is the first printer to hold a seat on the IEB.

He is a member of IEB's Organizing, Guild Reporter and Research & Information Committees.



Charlie Ramis
To forego re-election bid

NEWSPAPER FUND'S ANNUAL SURVEY

Newspapers top '82 J-grad hiring

Princeton, N.J.—More than half of 1982's journalism school graduates found work in related fields and more were hired by daily newspapers than any other part of the communications industry.

Of 18,600 students of journalism and mass communications who received bachelors degrees last year, 2,200, or 12 percent, of them were hired by daily newspapers, the Dow Jones Newspaper Fund said in reporting the results of its annual placement survey.

The next highest number, 1,950, or 10.5 percent, took public relations jobs the Newspaper Fund/Gallup survey of May-June graduates found.

Eight percent, or 1,550, of the graduates were hired by advertising agencies, while 1,100 were hired by television stations, 800 by weekly newspapers, 700 by radio stations, 600 by magazines and 350 by news services.

The survey found that the median starting salary paid the graduates who took jobs on daily newspapers was \$220 a week. It was exceeded by median starting

salaries of \$245 for those who went into public relations work and \$235 for those who took jobs with advertising agencies.

Graduates starting in radio and television received a median salary of \$195 a week, according to the survey.

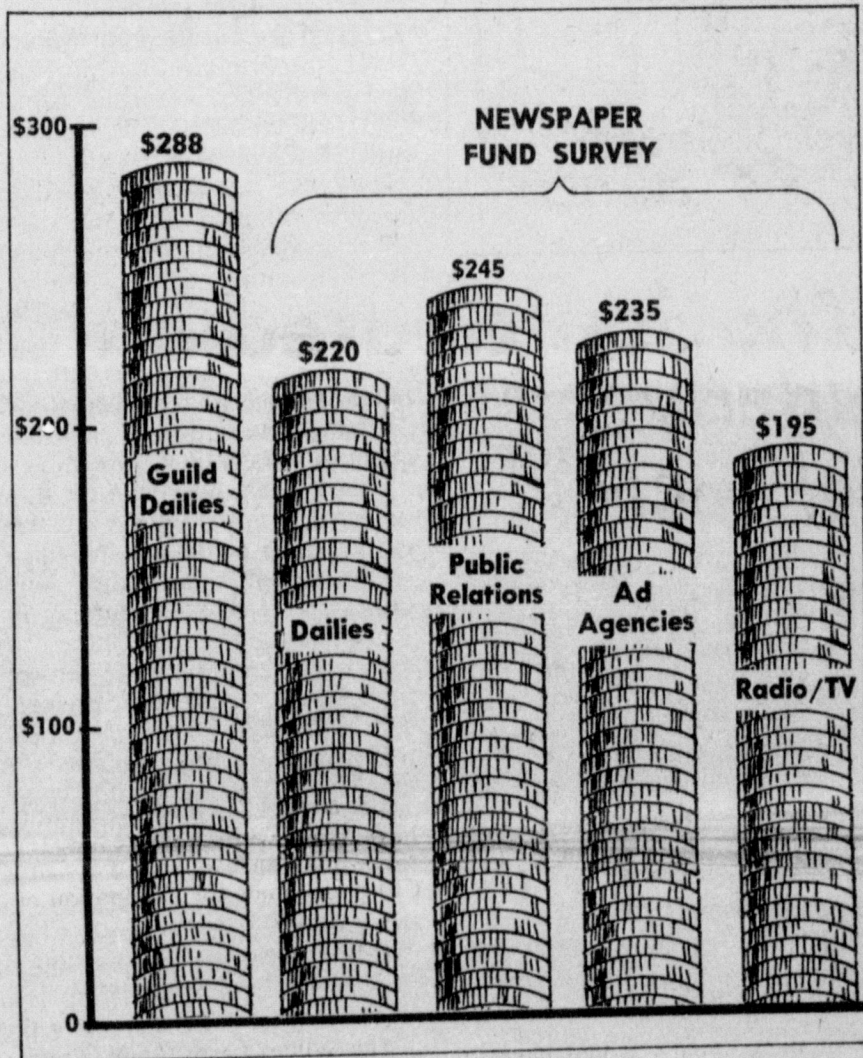
The median starting reporter minimum in Guild contracts with daily newspapers in the United States was \$288.85 in August 1982, while the average was \$297.82.

Television stations hired the largest number of minority graduates, 17 percent, while newspapers hired 10 percent, the Fund reported.

It found that 11.7 percent of the graduates were unemployed four months after graduation, compared to 6.1 percent in 1981.

Twenty-three percent, or 4,200, of the graduates found work unrelated to communications and another 1,700 went on to graduate or law school.

Median '82 starting pay



AFL-CIO leaders re-endorse ERA

Bal Harbour, Fla.—The AFL-CIO's leadership has re-endorsed the Equal Rights Amendment, re-introduced in the new Congress, and has called on all affiliated unions to re-double their efforts for its ratification.

The union federation remains "committed to the principles embodied in the ERA," the AFL-CIO executive council said.

An earlier measure was three short of the required endorsements by 38 states when the deadline expired last year.

Guild one of few Crawford credited

Washington—The Guild "was one of the very few organizations" that the late Kenneth G. Crawford "had any use for," according to his son, Bill, a CBS News producer.

It was not because Crawford was the Guild's second president, in 1940, but because he "always made a decent living" and "he gave the Newspaper Guild the credit for that," Bill Crawford wrote in expressing the family's thanks for the resolution by the International Executive Board upon his father's death Jan. 13.

He explained further that when Kenneth and Elisabeth Crawford were married in 1928 "her uncle—a Detroit newspaperman—opposed the union on the grounds that the groom would never make a decent living."

4-week vacations now in all pacts with dailies

Washington—All Guild contracts with newspapers, wire services and magazines provide for at least four weeks of vacation and in 82 percent of them the service required for four weeks of annual vacation is no more than 10 years, according to a new study by TNG's Collective Bargaining Dept.

Employees are eligible for a fourth week of vacation after no more than 10 years of service in 78 percent of the Guild's 132 contracts with daily newspapers and in 26 percent of those contracts the service requirement for a fourth week is five years or less.

Among all Guild contracts—a total of 205—33 percent provide for a fourth week of vacation after no more than five years' service, the survey of contracts in effect Feb. 1 shows.

Nearly 52 percent of the agreements with daily newspapers and 58 percent of all Guild contracts include a fifth week of vacation.

The most common service requirement for five weeks' vacation is 20 years, but in five daily newspaper contracts and two other agreements employees are entitled to five weeks of vacation each year after five years of service.

Six contracts with daily newspapers, plus one other agreement provide for a vacation bonus. The size of the bonuses range from an extra day's pay to an extra \$600.

The longest vacation included in a Guild contract is 10 weeks, during an employee's 40th year of employment. The longest vacation under a daily newspaper contract is seven weeks a year, after 25 years of employment.

Women's union-skills study announced

Washington—A week-long seminar on "Union Skills for Women" will be conducted March 20-25 at the George Meany Center for Labor Studies in suburban Washington, TNG Human Rights Co-ordinator Anna Padia has informed presidents, administrative officers and human

rights chairpersons of all U.S. Guilds.

While the institute, focusing on leadership training and issues of importance to working women, is open to leaders and staff of all AFL-CIO affiliates there is a limit of 25 participants, Padia said, urging early registration.

Highest magazine-pact minimum is \$956

HIGHEST MINIMUM in effect under the nine Guild contracts with magazine publishing companies as of Feb. 1 was \$956.65 a week, for associate editors at Antiques, according to a tabulation by TNG's Collective Bargaining Dept.

The minimum also is the highest currently being paid under any Guild contract with a for-profit enterprise. (Report on New York Guild contract settlement with Antiques, Page 5.)

EDITORIAL CLASSIFICATIONS WITH HIGHEST TOP MINIMUMS

	Minimum	After
Antiques		
Senior associate editor	\$956.65	—3 yrs.
Consumer Reports		
Senior editor	871.31	—5 yrs.
Newsweek		
General editor	704.00	—flat
Scientific American		
Editor	619.50	—3 yrs.
Scholastic		
Associate editorial director	552.00	—flat
Globe International		
Senior editors, rewrite chief, copy chief, art editors	520.00	—3 yrs.
Time, Inc.		
Writer-reporter, news desk editor, writer-editor	500.00	—2 yrs.
Nation		
Associate editor	453.70	—3 yrs.
American Journal of Nursing		
Associate editor	401.71	—flat

CIRCULATION & SUBSCRIPTION MANAGER, RELATED JOBS TOP MINIMUMS

	Minimum	After
Antiques		
Assistant circulation manager	611.85	—3 yrs.
Consumer Reports		
Division heads:		
Subscription correspondence, subscription order processing, subscription statistical & services	583.87	—4 yrs.
Assistant head subscription statistical & service division	397.02	—4 yrs.
Nation		
Circulation manager	338.45	—3 yrs.
Subscription manager	286.90	—2 yrs.

	Minimum	After
Scientific American		
Subscription fulfillment specialist	390.25	—2 yrs.
Subscription fulfillment supervisor, senior subscription fulfillment specialist	422.20	—3 yrs.
Subscription fulfillment analyst	356.50	—2 yrs.

CIRCULATION CLERICAL, RELATED JOBS TOP MINIMUMS

	Minimum	After
Antiques		
Circulation, circulation billing & circulation records assistant	477.00	—3 yrs.
Consumer Reports		
Mail subscription clerk	371.33	—3 yrs.
Scientific American		
Junior subscription fulfillment clerk	294.00	—2 yrs.
Subscription fulfillment clerks, circulation promotion clerk	305.75	—2 yrs.
Senior subscription fulfillment clerk, subscription relations specialist	319.00	—2 yrs.

COMPUTER, KEY PUNCH OPERATOR & RELATED JOBS TOP MINIMUMS

	Minimum	After
Consumer Reports		
Programmer	583.87	—4 yrs.
EDP machine operator	509.32	—4 yrs.
EDP section head	755.16	—5 yrs.
Asst. head DP div., EDP clerk	397.02	—3 yrs.
Key punch operator	371.33	—3 yrs.
Time, Inc.		
Programmer analyst	500.00	—2 yrs.
Programmer	385.00	—3 yrs.
Teletypewriter as console operator	380.00	—3 yrs.
Programmer trainee (max. 6 mo.)	360.00	—3 yrs.
Console operator	325.00	—3 yrs.
Computer typist	305.00	—3 yrs.
Computer copy typist	305.00	—3 yrs.
Scientific American		
Programmer	457.25	—3 yrs.

Second highest minimum in the magazines' listing was \$871.31 a week, for senior editors at Consumer Reports, also under a New York Guild contract.

Highest minimum among the seven non-editorial categories of minimums listed was \$611.85 a week, for assistant circulation managers, also at Antiques.

Following are the top minimums listed in the tabulation.

	Minimum	After
Senior programmer	522.50	—2 yrs.
Apprentice programmer	375.25	—1 yr.

RESEARCHER TOP MINIMUMS

	Minimum	After
Scientific American	457.25	—3 yrs.
Newsweek	396.00	—3 yrs.
Time Inc.	385.00	—3 yrs.

STENOGRAPHER, TELEPHONE OPERATOR TOP MINIMUMS

	Minimum	After
Antiques*	477.00	—3 yrs.
Consumer Reports	371.33	—3 yrs.
Scientific American†	319.00	—2 yrs.
Newsweek*	304.00	—2 yrs.
Nation*	240.25	—3 yrs.
Time Inc.*	230.00	—2 yrs.

LOWEST CLERK CLASSIFICATION TOP MINIMUMS

	Minimum	After
Antiques	337.50	—1 yr.
Newsweek	319.00	—2 yrs.
Consumer Reports	344.29	—2 yrs.
Scientific American	294.00	—2 yrs.
Globe International	230.00	—2 yrs.
Scholastic	201.00	—3 yrs.
Time Inc.	200.00	—2 yrs.
Nation	176.40	—1 yr.

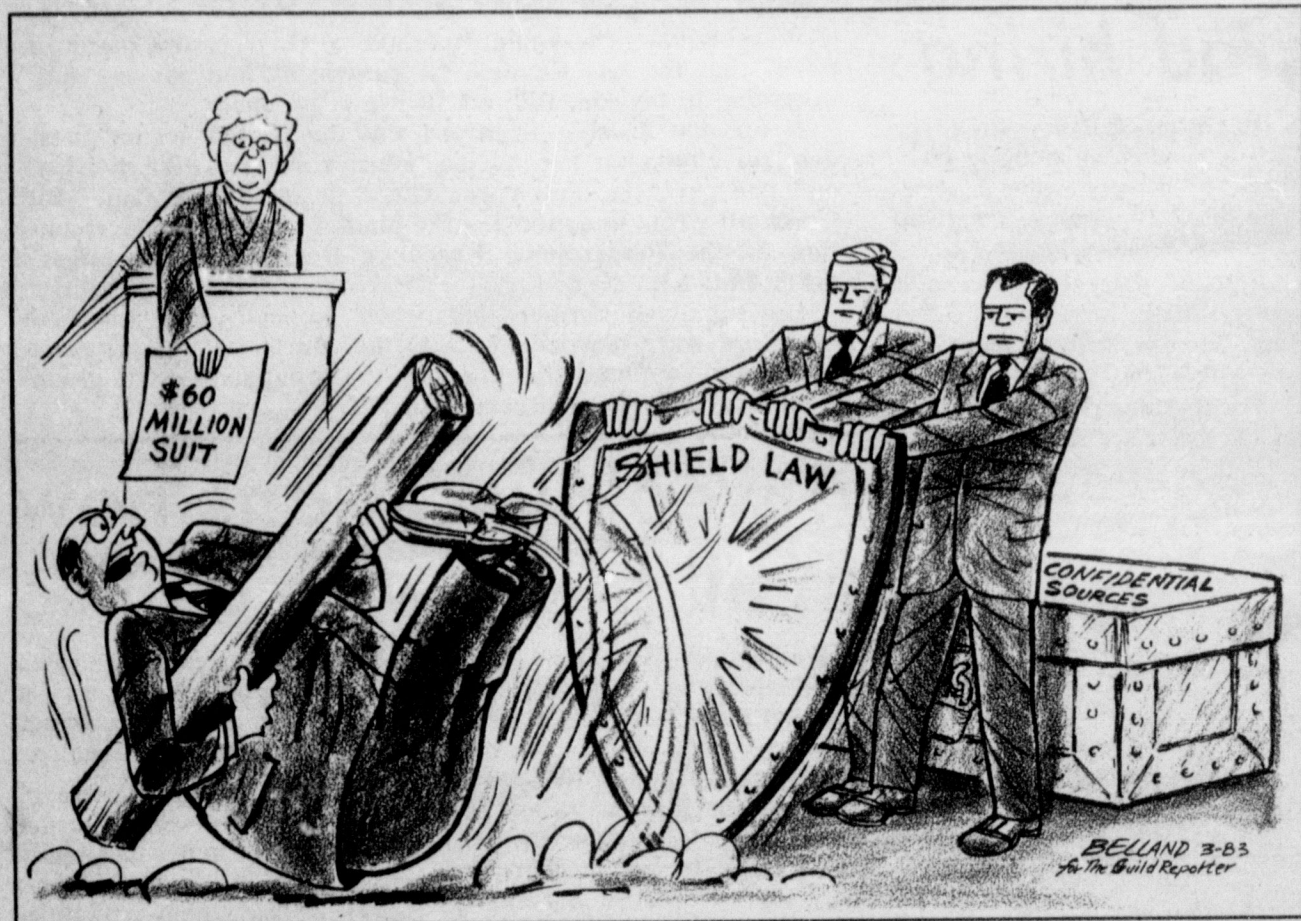
COPY PERSON, MESSENGER TOP MINIMUMS

	Minimum	After
Newsweek	276.00	—2 yrs.
Consumer Reports	251.50	—1 yr.
Time Inc.	220.00	—2 yrs.

* Contract does not list minimums for telephone operator classification.

† Contract does not list minimums for stenographer classification.

'Dammit, you guys, it's a matter of principal!'



MORE THAN EVER 'OUT IN THE COLD'

Jobless, disabled and elderly trapped by spiraling fuel costs

By Calvin Zon
Washington-Baltimore Guild

ALTHOUGH UNUSUALLY mild in most regions of the nation, this winter has meant extreme hardship for millions of American households.

Fast-rising home heating costs combined with economic hard times literally have forced many to choose between heating and eating.

Climbing natural gas prices have been a special problem. Used by well over half the nation's low-income households, gas has risen in cost by an average 25 percent this winter; by 40 percent and 60 percent in some areas. Areas of high unemployment have been among the hardest hit.

As many as 300,000 families faced gas shut-offs for part or all of the winter because of their inability to pay gas bills, according to the Citizen-Labor Energy Coalition. Many of those without heat are elderly and infirm, with obvious risks to health. Tragic deaths have been reported by the news media.

IN ADDITION to an "alarming" increase in shutoffs, "utility bill arrearages are now snow-balling, raising a serious question of whether many households will ever be able to catch up with their utility costs," reports the National Consumer Law Center.

Although natural gas prices have climbed about 150 percent since the beginning of price decontrol of 1978, the federal Low-Income Energy Assistance

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(LIEA) program has remained at the same inadequate funding level.

The plight of those caught between rising fuel bills and fixed incomes was profiled recently by the Consumer Law Center. These people include:

✓ Eileen Choiniere, 39, of Pittsfield, Mass., is disabled and receives \$407-a-month in supplementary Security Income benefits. Her gas bills are averaging 40-50 percent of her SSI check. Rent takes another 45 percent of her income, leaving only 5 to 15 percent for food, clothing and medical needs.

✓ JoAnn Smith, a 60-year-old widow in St. Louis, has a total income of \$2,445 for six months. Gas service to her rented home was disconnected when she was unable to pay her \$727 bill. Still without heat in February, she was eligible for total energy assistance of \$378. The utility company, however, required at least \$575 to reconnect. A community fund eventually made up the difference.

✓ Matthew and Mary Bostick, also of St. Louis, live with their daughter and three grandchildren in a four-room house. Their total family monthly income is \$739. Their gas was cut off last April due to an unpaid bill of \$870. Their only heat comes from do-

nated space heaters. The couple suffers from arthritis. In December they received \$184 in energy assistance, but the gas company won't reconnect them until they are totally paid up.

Actually, only about a third of 20 million eligible low-income households receive help in paying their heating bills from the LIEA program, according to government figures. The average assistance was only \$182.

Since it began in 1980, the program has been funded at less than \$2 billion annually. Congress resisted Reagan administration attempts to cut LIEA, already shrunk by inflation. For the coming fiscal year, the administration wants to cut funding by over a third.

In addition, the administration has proposed to eliminate the modest \$145 million home weatherization program, which helps low-income families reduce their heating costs while creating jobs.

A recent study by the Consumer Law Center, called "Out In The Cold," looked at the predicament of the jobless. "After the average unemployed worker has paid his home energy bill, there will not be enough left for other necessary expenses," it found.

IN 19 STATES, jobless workers fortunate enough to be receiving unemployment benefits have less than \$100 per week left for basic necessities, the study said. In 14 states, less than \$75 remains, and in five states, less than \$50-a-week.

"The situation is even worse for the millions of senior citizens and disabled persons who depend on SSI," the report said.

The LIEA program originally was supposed to be funded at a fixed percentage of the windfall profits revenue from oil and gas decontrol. Congress should fulfill that promise and double the program's funding.

Congress also should enact proposed legislation to boost funding for weatherization as part of a jobs package.

To do less will put increasing numbers of Americans "out in the cold."

Editorial

'Privilege' bargaining

The confidential-source-protection aspects of a \$60-million libel suit against the (Chicago) Tribune Co.'s Los Angeles Daily News make at least a couple of worst-case points for Guild bargainers and members, and others as well.

It was mid-December when Los Angeles Superior Court Judge Sara K. Radin issued a default judgment against the Daily News after two of its reporters, Arnie Friedman and Adam Dawson, refused to reveal their confidential sources to attorneys for the former Iranian hostage who is suing the paper. The pair had reported that city and federal authorities were investigating the hostage for possible drug-law violations. Officials denied it.

Then, four days before Christmas, the Daily News' publisher, in face of the judge's action, ordered the two to reveal those sources. He told "presstime," the American Newspaper Publishers Assn. magazine, that he felt he had "no choice;" that he had to "balance" the reporters' rights "against the result that could materially affect the health of our paper and deny us the resources we need for future improvements."

The reporters refused to comply with the publisher's order. The order provoked a formal protest from 60 other area reporters.

To its credit, the newspaper took no action against Friedman and Dawson. And, while switching attorneys itself, the Daily News also reportedly agreed to pick up the tab for separate attorneys retained by each of the reporters themselves. And all three have petitioned the judge to reconsider her default action. At this writing, that's where it stands.

Regardless of future developments, events to date ought to convince any skeptics still around that so-called "shield" laws by themselves are not necessarily sufficient to protect news workers from attacks upon and court decisions adverse to their right to protect confidentiality, even when the "shield" is part of a state's constitution, as in California.

Even more importantly, however, the case ought to kindle a new resolve in Guild bargainers and members to give renewed emphasis to achieving the full range of contractual guarantees of the "privilege against disclosure" that long have been part of the Guild's Collective Bargaining Program.

Those provisions of the program ban "penalty or prejudice" against an employee for refusal to disclose "knowledge, information, notes, records, documents, films, photographs or tapes or the source thereof." They also forbid a publisher to disclose the same things without the employee's consent, and require notice to the employee, and the Guild, of any demand for disclosure.

They also call for guarantees that the publisher meet all expenses an employee might incur in defending himself or herself, including those for legal counsel "retained by the employee."

They also would guarantee that the publisher would indemnify the employee against any monetary loss.

Contractual guarantees like those well could have saved the Daily News' publisher from the agony he expressed over having to choose between the two reporters' rights and the possibility of not having "the resources . . . for future improvements." He would not have had to choose between principle and principal.

The Guild Reporter

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DAY

BOOK

International Executive Board, spring meeting, April 18-22, TNG headquarters, Washington.

Western District Council, spring meeting and TNG seminar, "An update on VDTs" and "Safety and health committees," April 30-May 1, San Jose.

New England District Council, spring meeting, April 30-May 1, location to be announced.

Great Lakes, Midwest and Southern District Councils, joint meeting, May 14-15, Ramada Inn (Union Avenue), Memphis.

Middle-Atlantic District Council, spring meeting, May 21-22, Wilkes-Barre.

International Executive Board, pre-convention meeting, June 23-24, Bond Court Hotel, Cleveland.

50th Annual TNG Convention, June 27-July 1, Bond Court Hotel, Cleveland.

International Executive Board, post-convention meeting, July 1, Bond Court Hotel, Cleveland.

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

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

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