

Dip to single-digit profits seen ending

WHILE THE PROLONGED economy-wide recession halted, even reversed, the growth of many other major U.S. industries last year, an examination of available data on the newspaper industry's 1982 financial performance shows that overall its profits increased by 7 to 9 percent while its revenues were up by at least 10 percent.

And several industry analysts now are predicting—albeit cautiously—a return to double-digit growth for the

newspaper industry this year, with profits rising by as much as 15 percent, or more.

Their caution, amidst signs that a lasting turnaround may be on the horizon, appears grounded in doubts in some quarters about the validity of those signs and the vigor of that recovery.

The industry's 1982 growth occurred even as three major dailies were closed, some single-owner, separate morning and evening papers were

combined, and employment freezes and cutbacks were instituted by dailies across the continent.

"Recent history suggests" that newspaper companies will show "single-digit earnings" during recessionary times and "double-digit growth" when the economy is normal, analysts John Morton and Bruce Thorp said in their end-of-February Morton Research Newsletter.

The pair estimated that average earnings growth among the 13 publicly

traded newspaper companies they track will be at least 16 percent in 1983, compared to 8.2 percent in 1982 and 12.6 percent in 1981.

THEY REPORTED that the after-tax profits of the 13 companies increased by an average of 9.8 percent in 1982 and that revenues were up by an average of 10.9 percent.

The U.S. Commerce Dept., meanwhile estimated that the newspaper industry (Continued on Page 4)

The

GUILD REPORTER

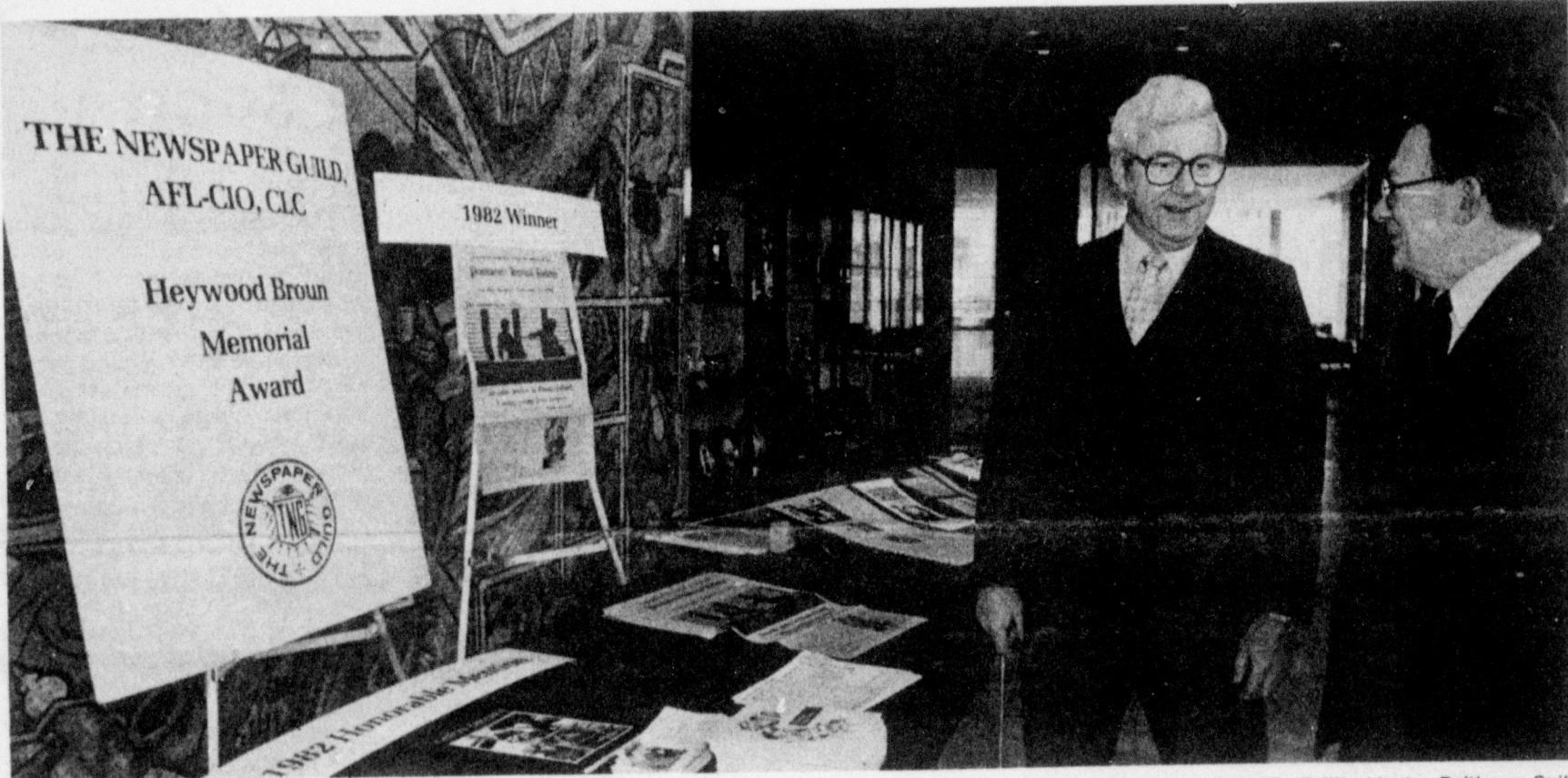


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WILLIAM C. BURKE, JR./Washington-Baltimore Guild

Broun-style journalism on display

AFL-CIO President Lane Kirkland, right, and TNG President Charles A. Perlik, Jr., view exhibit featuring the winner and about two dozen other top entries in this year's Heywood Broun Award competition. Open to the public in the lobby of AFL-CIO

headquarters March 14-25, the exhibit was suggested by this year's judges to give Washington area residents the kind of opportunity the judges had to examine the good, socially conscious journalistic work reporters are doing across the continent.

Guild covers cable news, Lexington daily agrees

Lexington, Ky.—The Lexington Herald-Leader Co. has agreed that editorial work on the company's cable "newspaper" is in the Guild's jurisdiction, settling a longstanding arbitration considered to have Guild- and industry-wide significance.

The cable newspaper, Telepress, transmits printed text on three channels of the community cable television system. Two channels are devoted to news and sports,

one is reserved for classified advertising.

Five cable editors and cable clerks rewrite stories from copy produced for the Herald-Leader newspaper by other staffers and from wire services for transmission on the cable. They condense the materials to lengths suitable for televiewing and emphasize breaking news and up-to-date sports results.

The Guild filed a grievance in

December 1981 after the company refused to provide information on persons hired into the union's editorial bargaining unit to work on Telepress. The grievance was moved to arbitration in February 1982 and a one-day hearing was held before Alan Walt last October. The settlement was reached a day before the first of five more hearing days scheduled for the 3rd week of March.

The Guild was represented by

David Cohen of Barr & Peer. The Herald-Leader, owned by Knight-Ridder, was represented by Sandra Zemm of Seyfarth, Shaw, Fairweather & Geraldson.

"I hope that these events signal a change in the labor relations climate in Lexington," said Guild President Linda Foley. Foley said the company several days earlier had settled an arbitration over the dismissal of a copy editor the

(Continued on Page 2)

Unity units set date to reconvene

Colorado Springs — The full merger committees of TNG and the International Typographical Union tentatively are scheduled to reconvene here April 7-8 to consider changes in the proposed agreement for merger of the two unions at the international level.

The meeting was scheduled after the unions' presidents reported that their meeting March 10-11 in New York had increased their "optimism that the beleaguered merger agreement . . . can be rescued, improved and approved."

They also announced a tentative timetable for completion of action on the merger agreement that would put a revised merger document before both unions' conventions this summer and before the memberships of both unions for a vote in mid or late September.

The timetable, however, is bottlenecked on TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel completing by April 1 the review and revisions they were directed to make in the agreement by both unions' full merger committees in mid-December.

The committees also said they would reconvene when Perlik and Bingel completed that task. The two held their first meeting under the instructions Feb. 17-18 [Guild Reporter, March 11].

In a joint statement from their

(Continued on Page 2)

Survey spurs move against sexual harassment

Sacramento—Based on the results of a pioneering survey of its membership, the Central California Guild has proposed that it and the managements of the five dailies with which it has contracts jointly seek to eliminate sexual harassment at the papers.

The survey, the first such by any Guild local, found that 51 percent of the 218 persons who responded "had either experienced harassment or were aware that other employees had" ex-

perienced it. The Guild represents more than 750 employees at the five dailies. The survey was conducted and analyzed by the Central California Guild's human rights committee.

"Sexual harassment is clearly perceived as a problem" throughout the Guild-represented workforce, concluded the March 12 report of the committee, chaired by Dianne Solis of the local's Fresno Bee unit.

Conducted over a six-week period

in November and December, the survey showed clearly that sexual harassment "can come from management as well as a co-worker, from women as well as men, from outside the office as well as inside," the report pointed out. It did not break down respondents by sex nor seek to differentiate between the sexes of alleged harassers.

Upon receipt of the report, the local's representative assembly voted to distribute its full text to all local mem-

bers and to the five managements together with requests for meetings to discuss setting up workshops on the problem. The workshops would be mandatory for all employees and co-sponsored by the Guild and the managements, under the proposal.

The workshops were suggested by the committee as a means of carrying out recommendations of successive Guild conventions that steps be taken

(Continued on Page 6)

Units on merger set to reconvene

(Continued from Page 1)

New York meeting, Perlik and Bingel said they had exchanged written proposals "for examination by our advisors and colleagues" and expected to report to each other within the following few weeks. They were expected to meet again in Washington during the week of March 27-April 2.

"There's very little reason to believe the remaining issues won't be resolved at that time," the presidents' statement said.

They said they were "now acting on the assumption that final approval of a merger agreement . . . will be effected in accordance with the following time-table:"

- ✓ Completion of the two presidents' assignment by April 1.

- ✓ The full merger committees reconvening and approving a revised agreement by April 15.

- ✓ Submission of that agreement for ratification to TNG's International Executive Board during its spring meeting, April 18-22 in Washington.

- ✓ Publication of the full agreement and its distribution to the unions' respective memberships by May 15.

- ✓ Discussion among membership groups of each union prior to TNG's 1983 Convention, June 27-July 1 in Cleveland, where it also will be presented for ratification, assuming ratification by the IEB.

- ✓ Consideration of the agreement by the ITU Convention, Aug. 6-12 in San Francisco.

Lexington . . .

(Continued from Page 1)

Guild alleged was singled out for union activity. The settlement included \$2,000 in lost wages and destruction of personnel-file references to the dismissal.

"Now we can concentrate our efforts on getting the good contract we deserve," said Foley. Lexington continues to negotiate for a contract to replace one that remains in effect but expired in May 1982. Outstanding issues include dues checkoff and wages.

- ✓ Final action by simultaneous membership referendums in each union in mid or late September, assuming ratification by the Guild convention.

- ✓ Founding convention of the new union in the first quarter of 1984. It would establish the effective date of the merger.

During a special meeting in December, the two unions' merger committees directed Perlik and Bingel to re-examine the agreement and recommend any necessary changes after serious questions were raised about the merged union's financing by new information on its projected membership and financial base [Guild Reporter, Dec. 20].

A special Guild convention to consider the agreement that had been set for Jan. 12 was postponed by the IEB immediately following the merger committees' action.

Pressmen, GAIU see merger vote soon

Washington—A proposal for merger of the International Printing & Graphic Communications Union and the Graphic Arts International Union is expected to go to the unions' memberships for approval or rejection in April and May.

Approved by each union's 10-member board of full-time directors earlier in March, the proposal was before the GAIU's International Council the week of March 21. The council is composed of the union's full-time officers plus 14 councillors elected regionally.

At the same time, the leadership of the IPGCU's North American Conferences and its international representatives also were meeting in Washington for briefings on the merger proposal.

If voted up by both unions' memberships, the two would merge by summer to form the Graphic Communications International Union, with a total membership estimated at about 200,000. A minority of each of the present unions' members is employed in the newspaper industry.

Tony Messineo, foreground, thanks the St. Louis Guild for honoring him with its Page One Civic Award, given annually by the local to a person for civic or humanitarian service that receives little or no public recognition. Looking on is Judy Newmark of the local's award selection committee. Messineo, kitchen and dietary manager at a hospital, was honored for his efforts to care for the city's lonely and homeless, many of them in the city's riverfront area. He provides them with food and clothing provided by his friends and relatives, by area restaurants and purchased with his own funds. At his suggestion, instead of the customary engraved award-plaque, the local presented him with a framed letter and contributed \$100 to his efforts.



The merger of the Printing Pressmen and the Stereotypers, in the mid-1970s.

President of the new Graphic Communications International Union would be the GAIU's Kenneth J. Brown, with IPGCU President Sol Fishko serving in the office of president emeritus.

IPGCU Secretary-Treasurer Michael P. McNally would hold the same office in the new union, with GAIU Secretary-Treasurer

James J. Norton becoming recording and financial secretary.

The eight vice presidents of each would retain their offices in the new union. Its initial general board of 48—20 full-time and 28 parttime—would eventually be reduced to a total of 24 members. First elections in the new union would be in 1984.

Leaders of the two international unions began discussing merger last spring.

Judge vacates default ruling

Los Angeles—A superior court judge has lifted a default judgment against the Los Angeles Daily News and two reporters who refused to identify confidential sources in a \$60 million libel suit over an article that reported that a former Iranian hostage was under investigation in a drug case.

Judge Sara K. Radin ruled March 22 that reporters Arnie

Friedman and Adam Dawson did not have to reveal their sources, vacating her Dec. 17 default ruling. The case now will be tried on its merits.

A lawyer for the paper argued it could not fire the pair for defying an earlier disclosure order from the publisher because "the company still has a business to run and . . . there could have been a revolt in the newsroom."

Key top up \$65, to \$501, in Joliet

Joliet, Ill.—The top minimum for reporters and photographers is raised by \$65, to \$501.90 a week, in a two-year agreement between the Chicago Guild and Copley's Joliet Herald-News.

The \$65 increase comes in four increments, with \$15, to \$451.90 a week, retroactive to July 1, \$16, to \$467.90 a week, from Jan. 1, \$19.50, to \$487.40 a week, on July 3 and \$14.50 on Jan. 1, 1984.

The maximum on major-medical insurance coverage is

raised from \$20,000, to \$250,000 during the contract's term, and a vision care plan is added.

An annual allowance to compensate photographers for the use and repair of their equipment is raised by \$100, to \$600. The mileage rate is increased by one cent, to 19.5 cents.

The top minimum for clerks and typists is raised by \$32.56, to \$251.51 a week, while a flat minimum for assistant city editor is increased by \$65, to \$529.90 a week.

Arbiter's ruling draws company charge

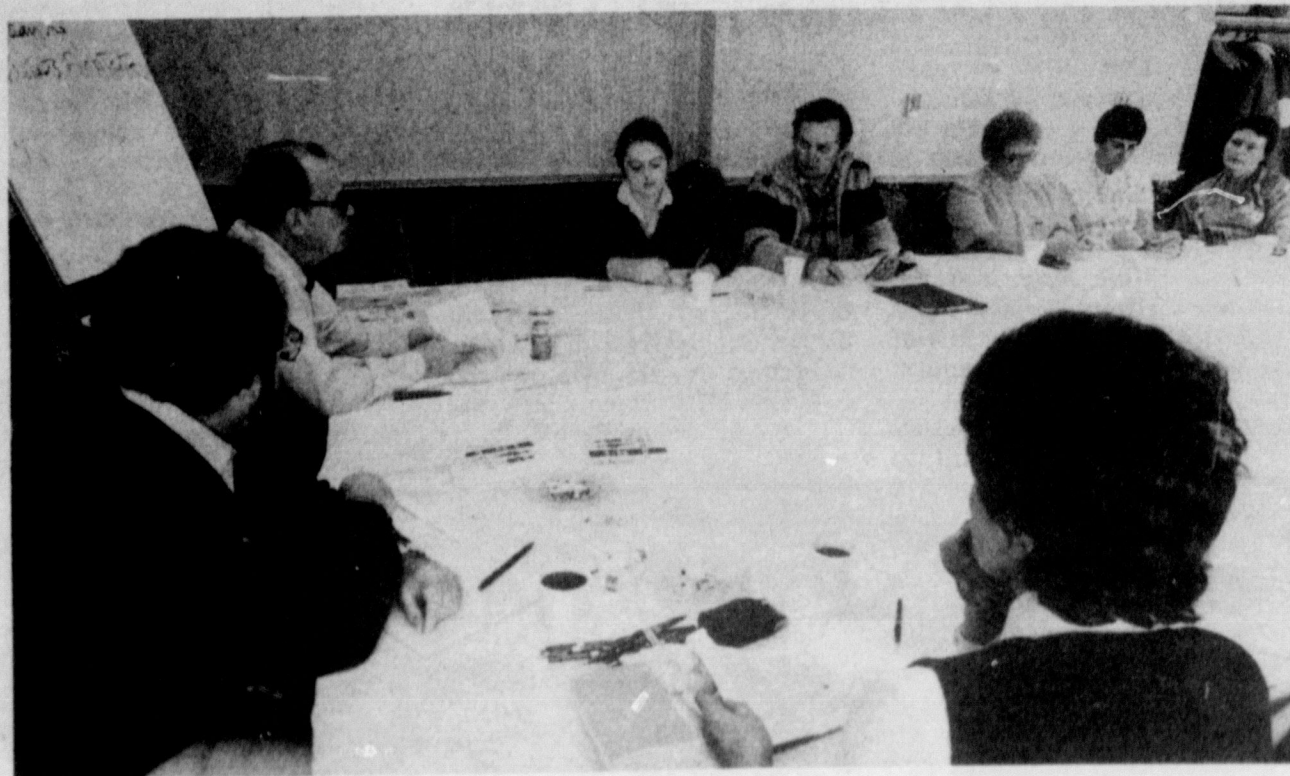
San Francisco—The San Francisco Newspaper Agency has filed an unfair labor practice charge against the San Francisco-Oakland Guild for its seeking to enforce an arbitrator's ruling that persons working in a suburban circulation office are covered by the Guild's contract with the agency [Guild Reporter Feb. 25].

The charge alleges that the Guild is acting unlawfully by demanding that the company terminate its arrangement with an independent circulation dealer and seeking dues payments.

The arbitrator found that the persons working in the circulation

office are employed by the company, rather than the independent circulation dealer as management had contended, and are covered by the Guild contract with the agency. The agency is the joint publishing operation of the San Francisco Chronicle and Examiner.

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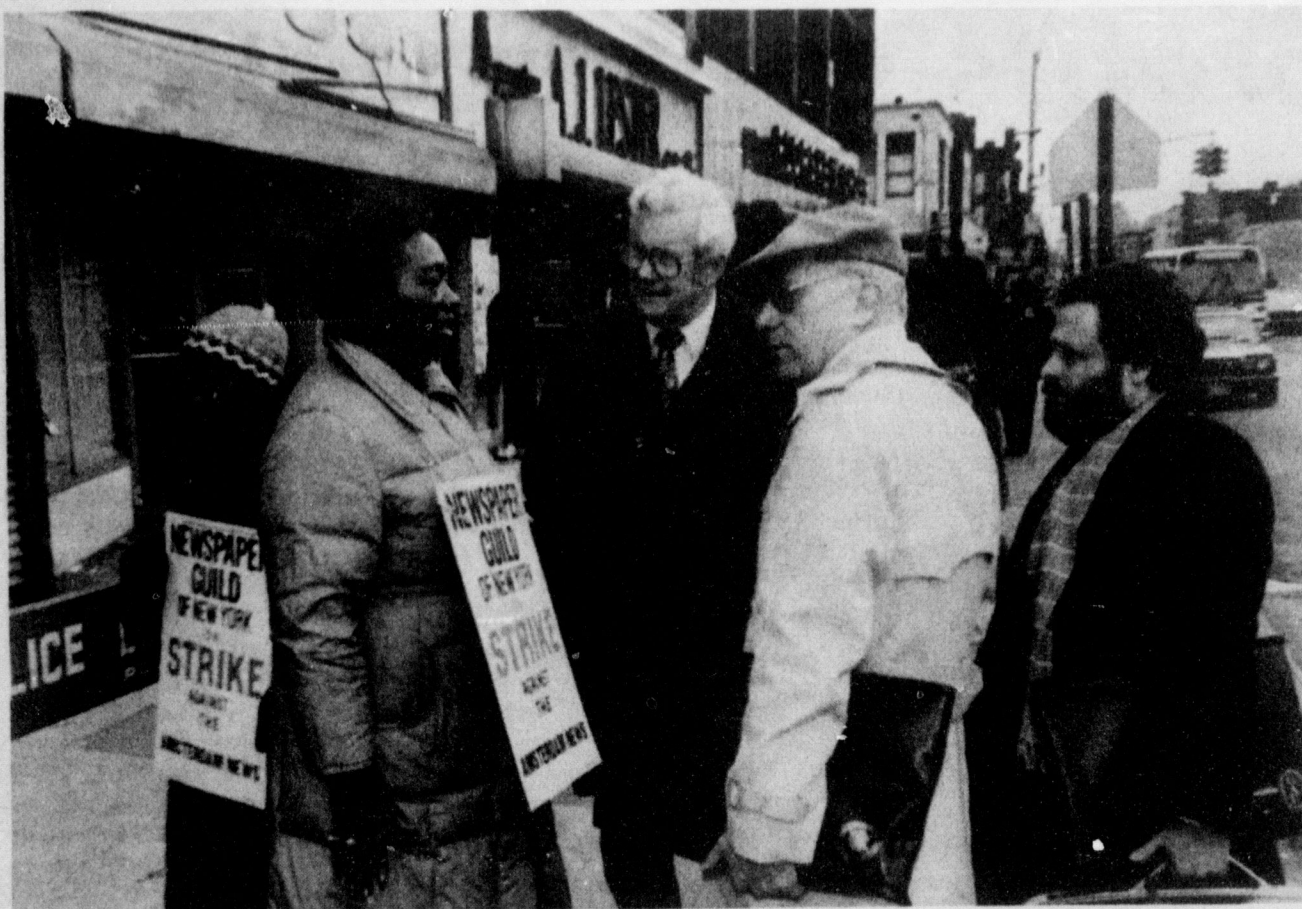


BOB STODDARD/Bufalo Guild

Seminar for stewards in Buffalo

TNG Director of Administrative Operations Ellis T. Baker, top left, leads a one-day seminar for about two dozen Buffalo Guild stewards under the watchful gaze of Buffalo Guild President Dick Christian, left foreground. Others within lens range, clockwise from right fore-

ground: Agnes Palazzetti, Evening News editorial; Lynn Kerwin, local vice president, Tonawanda News; Richard Klineczar, Evening News editorial; and Doris McNamara, Helen Regan and Ruth Comerford, all of the Evening News classified sales department.



TNG AND NEW YORK GUILD LEADERS VISIT AMSTERDAM NEWS PICKET LINE

Foreground, from left: Clara Bennett, AmNews unit chair and local 3rd vice president; TNG President Charles A. Perlik, Jr.; Edwin R. Egan and Barry Lipton, local executive vice president and secretary-treasurer respectively.

IFJ postpones forums with IOJ

Paris—Postponement "for the time being" of any further bilateral meetings between the International Federation of Journalists and its Prague-based counterpart, the International Organization of Journalists, was approved at the IFJ's Bureau meeting here March 1-4.

The action flows from the decision of the IFJ Congress (convention) last summer to seek the IOJ's co-operation in establishing a fact-finding mission to Poland and authorizing a cessation of relations with the IOJ should that organization reject the initiative.

Efforts to enlist IOJ assistance were met with what one bureau member characterized as "mind-your-own-business diatribes."

Saying it is "doubtful for the time being of the fruitfulness of a new bilateral IFJ-IOJ meeting," the bureau at its March meeting

referred the matter to IFJ's executive committee, set to meet in May in Dublin.

In the meantime, IFJ Secretary General Theo Bogaerts was authorized to contact Polish officials in an effort to determine the feasibility of establishing a unilateral IFJ mission to that country.

The bureau also authorized a mission to Turkey, where the IFJ's affiliate has been able to function at best only sporadically and minimally.

By a vote of four to three, the bureau dropped plans for a mission to Israel to study and, if called for, intervene in the treatment and handling of journalists and publications in occupied territories in the Middle East. Instead, a report on the situation is to be prepared from existing and available information, which the majority of the bureau felt was ample for the purpose.

Voting in favor of the motion were representatives from Norway, the United States, Israel and France; voting against were representatives from Switzerland, Tunisia and Greece.

The bureau conditioned its participation in a forthcoming meeting in Prague of international and regional organizations on protecting journalists on an invitation also going to the Latin American Federation of Press Workers de la Prensa (FELATRAP), which the IFJ considers its philosophical ally in the western hemisphere.

Although occurring under the aegis of or in association with UNESCO, such meetings often lack full participation from western-based journalists organizations.

TNG President Charles A. Perlik, Jr., an IFJ vice president, attended the Paris meeting.

News top up \$96, to \$643, at CJOH

Ottawa—The top minimum for reporter-editors in the Ottawa Guild's contract with CJOH-TV is raised by \$96.73, to \$643.18 a week, under a new two-year agreement.

The increase comes in two steps—\$54.65 retroactive to Jan. 1, taking the top minimum to \$601.10, and \$42.08 effective next Jan. 1.

The top minimum for senior reporter-editors is increased by \$115.03, to \$764.94 a week, in increments of \$64.99 and \$50.04.

Added to the fair employment practices clause of the contract are prohibitions against discrimination because of an employee's

parental status, sexual or affectional preference.

A new tuition reimbursement plan calls for the company to pay half the cost of any academic courses completed that are relevant to an employee's work. It also calls for the company to make a "reasonable effort" to adjust work schedules to enable an employee to participate in a class or conference that can be expected to enhance job performance.

Language governing economic dismissals is expanded to permit an employee with greater seniority to "bump" into a job the employee is qualified to perform. The contract had permitted bumping only into a job in which an employee had once worked.

Also added is a requirement that the company maintain medical, dental and disability insurance coverage for up to three months for an employee dismissed in a staff cutback.

Other increases and resulting new weekly top minimums include:

Production assistants, program organizers—Up by \$50.16, to \$333.60, in increments of \$28.34 and \$21.82.

Senior production assistants—Up by \$77.21, to \$513.39, in increments of \$43.62 and \$33.59.

Editorial assistants—Up by \$61.56, to \$409.35, in increments of \$34.78 and \$26.78.

Talks resume with struck black weekly

New York—Bargainers for the New York Guild and the Amsterdam News met under the auspices of a federal mediator March 23, the first meeting between representatives of the union and the black-community weekly in two weeks.

The 37 members of the Guild's AmNews unit have been on strike at the paper since Feb. 1. They walked out after the company unilaterally cut their hours and pay by 20 percent.

Community support for the strikers, who are seeking a renewal of their contract that expired March 31, 1982, remains strong. While the paper continues to publish, it is estimated that fewer than 5,000 copies are being distributed. Members of the Deliverers' Union are supporting the strike.

The paper's prestrike circulation was in more than 40,000.

During bargaining early in March, management rejected out of hand a Guild proposal that called for restoration of a 35-hour work week and increased wages.

The Guild also proposed that the company agree to make back payments due under pension and commission plans and to pay to the Guild the dues that have been checked off from members' wages but never transmitted to the union.

Battle Creek gets bias ban in pact

Battle Creek, Mich.—The number of Guild contracts with daily newspapers with no form of fair-employment practices provision has been reduced to eight with the Battle Creek Guild's recent settlement with Gannett's Enquirer & News.

"In this case, all we had to do was ask," said Guild President Phil Frame. "When we placed the proposal on the table, the company representative said, 'Well, this is something we should have proposed ourselves.'"

The provision prohibits discrimination on the basis of "religion, race, color, national origin, age, sex, height, weight, marital status or handicap" unrelated to ability to perform a job's duties.

Harassment of journalists draws protests

Washington—Government harassment of journalists in South Africa, including correspondents for the Washington Post, the Associated Press-Dow Jones news service and Newsweek magazine, have brought protests from many, including TNG.

Raids by South African security police March 16 on the home and office of Allister Sparks, who serves as correspondent for the Washington Post and the London Observer, appear to have been intended to intimidate him and impede his work, TNG President Charles A. Perlik, Jr., said in a letter to South African Ambassador Bernardus G. Fourie.

Police said they were searching for evidence that Sparks had quoted Winnie Mandela, who is a banned person and cannot be quoted in South Africa.

Whether the prohibition on quoting a banned person can be applied to persons writing for publication outside the country is a point of legal dispute.

Police confiscated several of Sparks' belongings, including his typewriter, a pair of scissors and copies of communications.

At the same time, Bernard Simon, a correspondent for the Associated Press-Dow Jones serv-

arrested and charged with obstructing the investigation.

Police allege that Simon removed material from Sparks' office in advance of their search.

Later, security police warned Sparks that he is suspected of having violated the Internal Security Act by quoting Mandela and the Police Act by allegedly publishing "untrue matter" about police activities.

Newsweek magazine's bureau chief in South Africa, Holger Jensen, has also been warned by a government official that an article he wrote critical of the government's racial policies could have serious repercussions.

A provincial court, meanwhile, has imposed fines of \$300 to \$800 each on three journalists charged with violating security laws by reporting that South Africa's National Intelligence Service was involved in an attempted coup d'etat in the nearby Seychelles.

The fines were suspended for a five-year period on condition that the journalists not violate the country's new Protection of Information Act. That law prohibits reporting information related to security matters that could harm the country's interests.

The South African Associated Newspapers Ltd., owner of the

Rand Daily Mail and the Sunday Times, which published the reports, was also fined \$1,800, with half of it suspended for five years as well.

The trial of the journalists was carried out in secret under another provision of the new information act.

In another letter of protest, Perlik has called on the Argentine government to lift a ban it placed on an issue of Quorum magazine which carried reports of antiguerrilla operations conducted by the country's navy in the late 1970s. The ban was the third the government had placed on the magazine in a six-month period.

Its editor, a native of Italy, had sought refuge in the Italian embassy, which was said to be arranging for his departure from the country.

And in a letter to Soviet Ambassador M. A. Dobrynin, Perlik urged the Soviet Union to reverse its decision to deny press credentials to Bernard Guetta, a reporter for the French newspaper Le Monde.

It appears your government "is discriminating against Guetta because of his reporting from Poland and his penetrating knowledge of Eastern European affairs," Perlik told Dobrynin.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.5-point increase in the index in February to 114.6, up 7.9 points from February 1982, and 19.0 points from February 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 February 1981. Index figures have been converted to a 1981-100 base.

	Index*	Percentage over	
		Same month prior year	February 1981†
March, 1982	108.0	11.6	13.0
April	108.6	11.3	13.6
May	110.1	11.9	15.2
June	111.2	11.2	16.3
July	111.8	10.9	16.9
August	112.3	10.5	17.5
September	112.9	10.4	18.1
October	113.6	10.0	18.8
November	114.4	9.8	19.7
December	114.4	9.3	19.7
January	114.1	8.3	19.4
February	114.6	7.4	19.9

*1981 = 100

†Index = 95.6

\$ingle-digit profits\$ seen rising to do

(Continued from Page 1)

dustry's total revenues in 1982 rose by 9.6 percent, to \$21.75 billion dollars.

An analysis of reports of 1982 revenues and profits from 17 U.S. newspaper companies by the Guild Reporter showed that after-tax profits were up by an average of 7.7 percent and that revenues rose by an average of 11.0 percent, even though two of the companies had lower profits than in 1981.

The average profit-to-revenue margin of the 17 companies was 8.4 percent. The average profit margin for the 13 companies tracked by Morton—all 13 included in TNG's analysis, as well—was 9.3 percent, four-tenths of a percent higher than the margin for 1981.

MORTON'S FORECAST for 1983 anticipates a 1-to-2 percent increase in advertising lineage and an 8-to-10 percent rise in advertising revenues. These gains coupled with "more modest increases in expenses" should produce "healthy improvements in profit margins," Morton said.

The "Morton companies" own papers that account for 25 percent of the circulation by U.S. dailies.

Dow Jones & Co.'s vice president for finance, Frederick G. Harris, has projected a 10-to-15 percent growth rate for publicly traded newspaper companies in 1983.

In analyzing the 1982 performance of 1,200 companies in 39 industry groups, Business Week magazine reported that 26 publishing and broadcasting companies had after-tax profits for the year averaging 7 percent.

The publishing-broadcasting group ranked fifth in average profitability, behind drugs, with an average increase for the year of 17 percent, tobacco, at 12 percent, utilities, at 10 percent, and beverages and office equipment, at 8 percent each.

Among all the companies surveyed, Business Week found that average profits for the year declined by 16 percent and that net losses were experienced in five industry groups, the highest number since the magazine began its survey 12 years ago.

The average profit margin among all the companies for the final quarter of 1982 was a record low at 3.6 percent, Business Week said.

While precise estimates of expenditures for newspaper advertising in 1982 had yet to be released, Craig Standen, president of the Newspaper

Advertising Bureau told a Jan. 25 meeting of advertising executives that outlays for newspaper advertising during the year totalled \$18.3 billion, a 5.2 percent increase from 1981.

Standen estimated that expenditures for national advertising rose 12 percent and that retail advertisers spent 8 percent more than in 1981, while expenditures for classified advertising were down in 1982.

He predicted that 1983 would bring increases of 10 percent in expenditures for classified and retail advertising and 12 percent in the national advertising category.

Analyst and Vice President Robert J. Coen of McCann-Erickson, meanwhile, has forecast a 9.2 percent increase in expenditures for all forms of advertising in the United States this year.

Edward T. Parmalee, Knight-Ridder's vice president for marketing, foresees a 10 percent rise in newspaper advertising revenues in 1983, with lineage remaining flat or rising by 1 percent. He estimated late in 1982 that newspaper advertising lineage declined by 4-to-5-percent in the year while advertising revenues rose by 5 to 6 percent.

Of course, 1982—a year which McCann Erickson's Coen labelled one of "modest expansion"—had its darker sides, as well.

Three major metropolitan dailies—the Philadelphia Bulletin, the Cleveland Press and the Buffalo Courier-Express—were closed, and in several cities commonly owned morning and evening newspapers were merged into a single paper. The cities included Minneapolis, Duluth, Lexington and Norfolk.

In addition, Guild locals and other unions agreed to a variety of conces-

sions, including staff cuts, at papers facing financial problems. Among them were the New York Daily News, the Boston Herald American, and early this year, the Oakland Tribune. In Boston and Oakland concessions were agreed to in talks with prospective new owners.

MANY NEWSPAPER publishers instituted other cost-cutting measures during 1982 including hiring freezes, salary freezes or modified increases and tighter expense policies.

Knight-Ridder's vice president for finance, Robert F. Singleton, commenting on cost cuts that chain had instituted, called the recession "an opportunity to build for the future." An economic recovery will have a "disproportionately favorable impact" on Knight-Ridder, Singleton told a Wall Street media conference in New York.

Robert G. Marbut, president of Harte-Hanks Communications, told the same group that his company viewed 1983 as a year to "eliminate excess baggage." With tighter controls on expenses and personnel, Harte-Hanks will "emerge leaner and stronger and better positioned than when the recession started," he predicted.

The recession seemed to have little impact on some newspaper chains' capital expenditures, however. Several, including Capital Cities, Gannett, Knight-Ridder, Dow Jones, the New York Times Co. and Harte-Hanks, told Editor & Publisher magazine that they were proceeding with capital expansion projects.

One chain, Times Mirror, reported that it had trimmed \$50 million from its capital expenditure plans.

Staff cuts appeared to be even more widespread among newspapers in Canada. Declines in career (help wanted)

advertising were reported to be a particular drain on the profits of Canada's major metropolitan dailies.

Newspaper advertising lineage dropped by 20 percent nine months into 1982, according to the Canadian Daily Newspaper Publishers Assn.

Available reports show the following performance among newspaper companies for 1982:

Knight-Ridder Newspapers ended 1982 with a 23.3 percent increase in after-tax profits for the fourth quarter. Its net income of \$36.1 million for the quarter came on revenues of \$361 million, up 9.8 percent.

For the full year, the chain's revenues totalling \$1.33 billion, up 10 percent from 1981, and after-tax profits of \$102.9 million, up 2.6 percent. The after-tax profit-to-revenue margin for the year was 7.8 percent.

Gannett Co., Inc. had its 15th consecutive year of record profits in 1982 despite operating losses in excess of \$10 million associated with the introduction of USA Today. Gannett's revenues were up 11.1 percent, to \$1.1 billion, and after-tax profits for the year were up 4.6 percent, to \$111 million. The profit margin was 10 percent.

In the fourth quarter the company's revenues were up 13.5 percent, to \$281 million, and after tax profits of \$55.7 million were up 2 percent.

Washington Post Co., having disposed of two properties—Inside magazine and the Trenton Times—reported that had dampened the company's profits in the two previous years. The company recorded a 60.2 percent increase in after-tax profits, to a total of \$52.4 million in 1982. Revenues for the year were up 6.3 percent, to \$800.8 million. The company's profit margin was 6.5 percent.

Pre-tax profits from the company

Publishing ranked third among ma

THE PUBLISHING industry's growth and profitability make its financial performance—both short- and long-term—third best among major U.S. industries, according to Forbes magazine's evaluations in its 35th Annual Report on American Industry.

Using 12-month and five-year yardsticks to measure the growth of both profitability and sales, the report ranks only "oilfield drillers and services" and "the enormously profitable tobacco industry" ahead of publishing among 46 categories of industries studied.

Immediately behind publishing in the Forbes rankings are health care, broadcasting and drugs. Airlines, "the thrifths," autos, steel and railroads are on the bottom of its ranking.

The 46 industry groups encompass 1,002 individual "big public companies" with at least \$450 million each in sales in their last complete fiscal year at the time of the study. It was published in January.

Eighteen publishing companies are among the 1,002. Newspapers or magazines, or both, account for substantial portions of the business of nine of the 18 and are the principal business of seven of them.

Among the 46 industry groups, publishing's third-place overall ranking is based on the same position in rankings of return on stockholders' equity, first place for return on total capital (stockholders' equity plus other funds), 15th place in sales growth and 10th place in growth of earnings per share.

The median five-year average of return on equity for the publishing group was 20.5 percent; for the "latest" 12 months, it was 19.5 percent. Both figures were well above the report's "all industry" medians of 15.9 percent and 12.7 percent respectively.

For return on total capital, the median of publishing's five-year average was 17.4 percent; for the latest 12 months, it was 15.6 percent; ahead of the corresponding all-industry medians by 6.4 and 6.3 points respectively.

Median publishing profit margin on sales during the latest 12 months was

6.3 percent, compared to an all-industry median of 3.4 percent.

Median of publishing's average five-year growth in sales was 15.5 percent, 2.2 points higher than the industry median.

Median five-year average growth in earnings per share for the publishing group was 16.4 percent, 4.1 points ahead of the all-industry median.

Among all 1,002 of the "big public companies" measured by Forbes' yardsticks, the nine newspaper and magazine publishers ranked as follows:

Dow Jones—27th in return on equity (a 32.4 percent five-year average and 32 percent in the latest 12 months); 12th in return on total capital; 252nd in growth of earnings per share; and 320th in sales growth.

Washington Post Co.—102nd in return on equity (a 24.2 percent five-year average and 22.5 percent in the latest 12 months); 95th in return on total capital; 159th in per-share earnings growth; and 438th in sales growth.

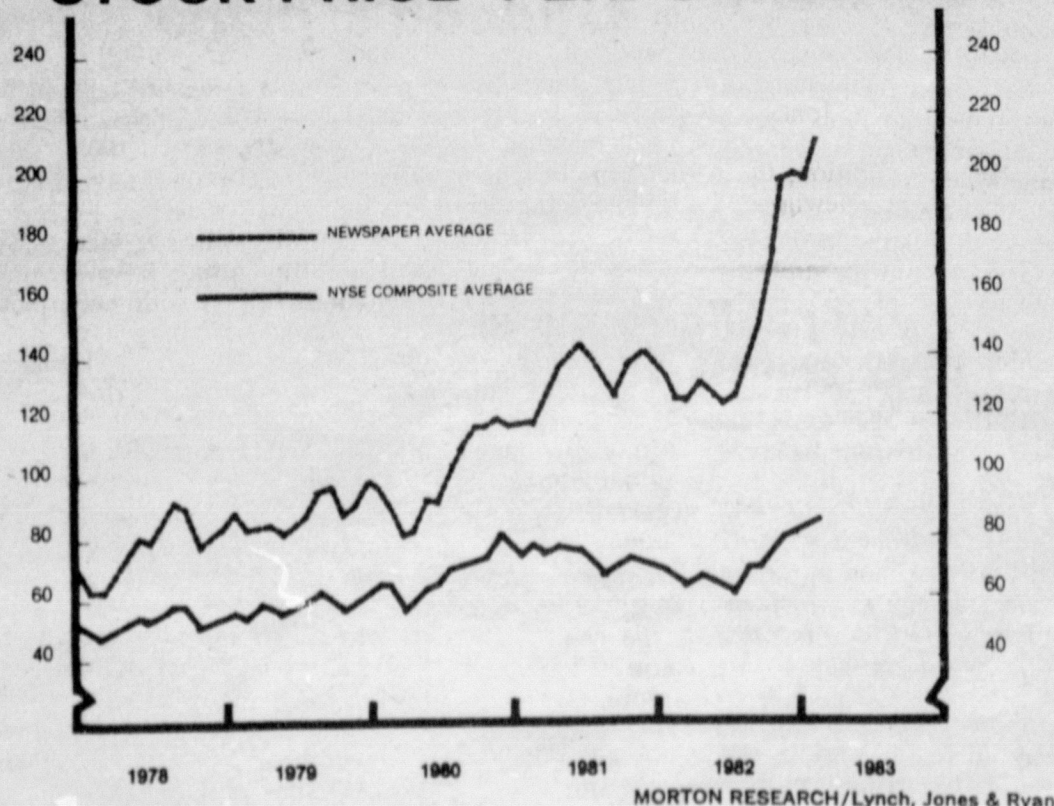
Capital Cities—140th in return on equity (a 22.5 percent five-year average and 20.1 percent in the latest 12 months); 124th in return on total capital; 1st in per-share earnings; and 190th in sales.

Gannett—167th in equity return (a 21.8 percent five-year average and 21.2 percent in the latest 12 months); 1st in return on total capital; 265th in per-share earnings; and 125th in sales.

Times-Mirror Co.—220th in return on equity (a 20.3 percent five-year average and 14.9 percent in the latest 12 months); 162nd in return on total capital; 257th in per-share earnings; and 366th in sales.

Meredith Corp.—342nd in e

STOCK PRICE PERFORMANCE



able digit\$ in '83

newspaper division rose by 84 percent during the year, to \$57 million. Revenues from the newspaper group for 1982 were up 12 percent, to \$414 million.

In the fourth quarter of the year, the company's after-tax profits increased by 23 percent, to \$22.2 million, while revenues rose by 3 percent, to \$224.8 million.

The New York Times Co. had a 10.9 percent increase in revenues in 1982, to \$933.7 million. After-tax profits for the year of \$54.3 million, up 8.6 percent, were deflated by a \$14.1 million buyout of 147 New York Times composing room employees in the fourth quarter of the year.

A 29 percent decline in the company's fourth quarter after-tax profits, to \$9.5 million, was attributed solely to the termination payments. Revenues for the quarter were \$252.1 million, up 8 percent.

The buyouts "obscured what otherwise was an especially strong performance by the company's newspapers," the Morton research team observed.

Without the buyout expense the company's newspaper division would have had a 50 percent increase in pre-tax profits and a pre-tax profit margin of 13 percent for the fourth quarter, according to Morton's calculations. Instead pre-tax profits from newspaper operations—which account for more than 80 percent of the company's overall direct pre-tax earnings—declined by 28.3 percent for the quarter, producing a profit margin of 6.1 percent.

The savings from the staff reductions should produce pre-tax profit margins of 11.5 to 12 percent in the newspaper division for 1983 and 1984, Morton predicted.

For 1982, pre-tax profits in the

newspaper division were \$64 million, up 19 percent.

Capital Cities Communications, had revenue of \$663.6 million in 1982, up 15.6 percent, and after-tax profits of \$96.3 million, up 19.6 percent. The after-tax profit margin for the year was 14.5 percent.

Dow Jones & Co. had a 23.4 percent increase in after-tax profits in 1982, to \$88.1 million, on revenues of \$730.7 million, up 14 percent. The profit margin was 12.1 percent.

In the fourth quarter of the year after-tax profits were up 4.6 percent, to \$24.4 million, and revenues were up 13.9 percent, to \$197.6 million.

Expenses in the fourth quarter included depreciation on three new Wall Street Journal printing plants and start-up costs associated with a new European edition of the Journal, the company reported.

Harte-Hanks Communications had after-tax profits of \$27.3 million in 1982, up 7.6 percent. Revenues rose 13.9 percent, to \$396.9 million, for a profit margin of 6.9 percent.

In the fourth quarter of the year the company reported a 15.9 percent increase in revenues, to \$109.96 million. After-tax profits for the quarter were up 9.4 percent, to \$8.45 million.

Affiliated Publications, publisher of the Boston Globe, had after-tax profits for 1982 of \$15.8 million, up 11 percent. Revenues were up 9.9 percent, to \$259.4 million. The profit margin was 6.1 percent.

Media General had revenues for 1982 totalling \$429.4 million, up 17.2 percent. After-tax profits for the year rose 4.3 percent, to \$32.6 million. The profit margin was 7.6 percent.

Cox Communications reported after-tax profits in 1982 of \$65.4 million, up 18 percent, and revenues of \$514.7 million, up 28 percent, for a profit margin of 12.7 percent.

The Post Corp. of Appleton, Wis., had a 10.7 percent increase in after-tax profits, to \$3.8 million. Revenues of \$84.1 million, were up 6.4 percent. The profit margin was 4.5 percent.

A. H. Belo, publisher of the Dallas Morning News, had after-tax profits for 1982 of \$23.1 million, up 14.2 percent. Revenues of \$203.4 million were up 11.6 percent. The profit margin was 11.4 percent.

Multimedia had revenues of \$225.5

million for 1982, up 15.5 percent, and after-tax profits of \$29 million, up 12.2 percent. The profit margin was 12.9 percent.

Time Inc. had an 8.1 percent increase in revenues in 1982, to \$3.56 billion. After-tax profits were up 2.9 percent, to \$153.1 million. The profit margin for the year was 4.3 percent.

The company said performance in its magazine division was ahead of 1981 throughout the year, but reported a \$5.5 million pre-tax loss in the fourth quarter in its book division due to restructuring.

Also in the fourth quarter the company had expenses of \$3 million associated with the 1981 closing of the Washington Star and pre-tax profits in its forest product division dropped by 25 percent. Foreign currency translations cost the company another \$8.8 million in the quarter and \$19.2 million for the year.

Revenues in the fourth quarter were up 7 percent, to \$975.7 million, while after-tax profits for the quarter dropped by 19 percent, to \$43.2 million.

The company was to launch its most expensive new magazine ever April 10, a weekly television program guide called TV-Cable Week. Start-up costs were put at \$100 million over five years.

Times Mirror Co. had revenues of \$2.21 billion in 1982, up 2.5 percent. After-tax profits for the year declined by 7 percent, to \$139.9 million. The profit margin was 6.3 percent.

In the fourth quarter after-tax profits rose by 7.6 percent, to \$53.8 million. Revenues were up 3.6 percent, to \$596.8 million.

While the pre-tax profits from the company's newspaper division declined by 11.9 percent for the full year, to \$149.7 million, they increased by 4.4 percent, to \$46.9 million in the final quarter.

McGraw Hill had revenues for 1982 of \$1.19 billion, up 7.5 percent, and after-tax profits of \$110 million, up 12.1 percent. The profit margin was 9.2 percent.

In the fourth quarter the company reported a 14.7 percent increase in after-tax profits, to \$32.7 million. Revenues rose by 4.1 percent, to \$335.4 million, in the quarter.

The company, which owns the Standard & Poor's financial reporting service, said its pre-tax profits in 1982 were up in all divisions except publishing.

The Tribune Co. reported a 73 percent decline in its after-tax profits for

1982, to \$23.9 million. Buyouts and other costs associated with the New York Daily News were responsible for the sharp drop.

The company's revenues for the year were up by 2 percent, to \$1.43 billion. In the fourth quarter, its \$50.9 million in profits were up by 68.9 percent over the year before.

Nine months into 1982, the company had reported a net loss of \$26.6 million. It took a \$75-million charge in the second quarter for the costs of restructuring the Daily News. In December it completed sale of the Daily News building for a pre-tax gain of \$45 million, the Wall Street Journal reported.

The same month, News editor James Wieghart told the Overseas Press Club that the paper will have profits of "several millions" in 1983 and that they might exceed six percent as early as 1984. Six percent is the trigger for profit-sharing under contracts between the News and the unions that represent its employees.

Blue Chip Stamps, owner of the Buffalo Evening News, reported a 52 percent increase in revenues from the paper in the fourth quarter—to \$22.9 million—following the closure of the competing Courier-Express.

Newspaper revenues for the year were up 16.3 percent, to \$63.6 million.

In all segments, the company had a 64.1 percent increase in after-tax profits for the year, to \$45.3 million, on revenues of \$252.2 million, up 2.5 percent. The profit margin was 18.0 percent.

In Canada, **Southam, Inc.**, reported a 53.8 percent decline in after-tax profits, to \$20.6 million, in 1982. Revenues for the year were down 0.3 percent, to \$810.2 million. The profit margin was 2.5 percent.

The company reported that fourth-quarter after-tax earnings of \$11.25 million "represented a significant recovery" from the third quarter of the year. It said that at year's end employment levels were down by 8.8 percent from midyear, the equivalent of 640 full-time employees.

Quebecor Inc., the Montreal-based printing and publishing firm, reported an 86 percent increase in after-tax profits for 1982, to \$4.8 million. Revenues were up 11.2 percent, to \$54.8 million. The company's 1982 performance follows declines in after-tax profits in 1980 and 1981. The company closed the Philadelphia Journal in December 1981.

or industries

return (a 17.8 percent five-year average and 17.1 percent in the 12 months); 405th in return on total capital; 73rd in per-share earnings; and 407th in sales.

New York Times Co.—374th in return on equity (a 17.1 percent five-year average and 19.8 percent in the 12 months); 247th in total-capital return; 378th in earnings per share; and 665th in sales growth.

Knight-Ridder—390th in equity return (a 16.7 percent five-year average and 14 percent in the 12 months); 210th in total-capital return; 296th in per-share earnings; and 534th in sales.

Time, Inc.—504th in equity return (a 14.7 percent five-year average and 11.6 percent in the 12 months); 425th in total-capital return; 441st in per-share earnings; and 129th in sales growth.

The other companies included in the publishing category stacked up this way among the 1,002 firms in the report:

Dun & Bradstreet—39th in profitability and 252nd in growth.

Deluxe Check Printers—56th in profitability and 229th in growth.

McGraw-Hill—161st in profitability and 198th in growth.

A. C. Nielsen—206th in profitability and 302nd in growth.

Interpublic Group—208th in profitability and 345th in growth.

Equifax—268th in profitability and 685th in growth.

R. R. Donnelley & Sons—464th in profitability and 364th in growth.

Harcourt Brace Jovanovich—575th in profitability and 671st in growth.

Macmillan—941st in profitability and 928th in growth.

Newhouse tops list of private media

S. I. Newhouse & Sons, parent of several firms in newspaper, magazine and book publishing and cable operations, appears to have become the largest privately held media company in the United States during 1982.

The New York Times reported early in February that industry estimates place Newhouse's 1982 profits at \$100- to \$150-million, on revenues of about \$1.6 billion.

That's a 14 percent increase over estimates of its 1981 revenues and pushes Newhouse just past Tribune Co., which reported revenues of \$1.43 billion in 1982.

Tribune Co. was ranked just ahead of Newhouse last spring in a Fortune magazine list of the nation's "50 largest private industrial companies." Tribune was eighth on the list, Newhouse was 9th.

A total of seven newspaper and magazine publishing companies were included in that Fortune list. The other five on the list, in order of ranking, were Readers Digest (13th), Hearst (15th), E. W. Scripps (25th), Triangle Publications (42nd) and Cox Enterprises (47th).

In an article reviewing the list, the magazine quoted a 1975 study by the

University of Southern California business school showing that private companies generally outperform public ones both in profit margins and return on assets.

The "lion's share" of Newhouse's sales and profits come from its 29 newspapers, the Times reported, quoting Bruce Thorp, a newspaper analyst at Lynch, Jones & Ryan, a brokerage house.

In addition, the Times reported, all seven of Newhouse's established Conde

Going public to mean 2,949 shares for 1?

Chicago—Tribune Co., privately held for more than 120 years, may offer its stock to the public "later in 1983 or in 1984," according to materials for its April 7 annual meeting.

If it does, it would require a stock split or distribution of 2,949 to one to bring the price of the company's existing stock to a value of \$25 per share, making it more saleable than the \$73,750 value placed on each of the 7,395 shares outstanding as of Dec. 1, the proxy noted.

Nast magazines, as well as their "once-troubled European editions," now are profitable.

And, with more than 700,000 subscribers, Newhouse's Vision Cable Communications firm is the eighth largest cable firm in the United States.

Each of the empire's branches stands on its own financial feet, the Times reported, quoting Samuel I. Newhouse, Jr., saying that "the only crossover is between my brother [Donald] and me."

Meanwhile, the Times reported March 6, magazines have become the dominant division within the privately held Hearst publishing empire during the past five years.

It reported estimates that the magazine division produces half the company's \$120 million in profits, with two, Cosmopolitan and Good Housekeeping accounting for about \$45 million by themselves.

The company's 14 dailies and 30 weeklies provide its second largest revenue base, with broadcasting and books in third place. All 30 weeklies have been added to Hearst's holdings since 1978, as have five medium-sized and smaller dailies, at the same time the company has sold or moved to merge papers in major cities.

Survey spurs move against sexual harassment

(Continued from Page 1)

to eliminate sexual harassment from the workplace.

The local has contracts covering employees in the art and editorial departments of the Fresno and Modesto Bee newspapers, the advertising, art and editorial departments at the Sacramento Bee, the advertising, business, inside circulation, commercial-sales, editorial and maintenance departments at the Sacramento Union, and the advertising, circulation, editorial and maintenance departments at the Stockton Record.

Fifty-seven percent of the survey respondents believe that the Guild and management should have specific grievance and disciplinary procedures and 52 percent favor both working together on a joint educational program, the committee reported.

The committee defined sexual harassment as "deliberate, repeated and/or unsolicited" comments, gestures or physical contacts of a sexual nature that are offensive or objectionable to the recipient, cause the recipient discomfort or humiliation or interfere with the recipient's job performance.

"Eighteen percent of those responding said they and other employees had experienced it, 7 percent said they alone were the recipients and 26 percent were aware of someone else being harassed—a total of 51 percent of the respondents," the committee reported.

"Fifty-one percent is a startlingly high percentage of people to perceive a problem," it said. "And although [responses from] some individual units indicate the problem is not widespread there, the lowest percentage is 20—20 percent . . . indicating that they or others are harassed on the job."

Reactions to the survey itself demonstrated the "magnitude of the problem," the committee noted.

"The jokes and snide comments this survey provoked demonstrate the lack of sensitivity of some men and—to my horror—some women to the seriousness of the situation," one respondent wrote.

Overall, the committee reported, 43 percent of the respondents said they were subjected to "sexual remarks or teasing" and 39 percent to "leering or ogling," while other reported offensive behavior included "subtle sexual hints" (27 percent) and "touching, grabbing, pinching or brushing against" (22 percent).

And 7.8 percent described other behavior patterns, the report said:

"One guy stands next to women and heaves big sighs, almost moaning. . . ."

"On two occasions a man referred to me as a 'cunt.' What are you doing in here, cunt?" . . .

One reported an "uninvited night visit by a supervisor with a wine jug in hand."

In addition, two respondents reported being invited for dates "with the implication that refusal would be penalized," another received a sexual proposition with the same implication about the result of refusal, three others said they were offered better working conditions, hours or assignments in return for sexual favors and still another said she had been physically assaulted or raped, the committee reported.

"Interestingly, 17 respondents indicated there was no problem, then proceeded to list the following behaviors: leering or ogling, sexual remarks or teasing, subtle sexual hints, and touching, grabbing, pinching or brushing against," the report noted.

Sources of the harassment reported ranged from co-workers (32 percent) and employees in other departments (27 percent), through immediate supervisors (15 percent), higher management (8 percent) and clients or customers (5 percent).

"Sexual harassment is sexual harassment, period," said one respondent. "The effect isn't any less devastating if it comes from a co-worker [rather] than a supervisor."

But, the committee reported, most respondents worried more about "the

'Jokes and snide comments show sensitivity lack by some men—and women.'

threat of being fired or careers being harmed by the power of supervisors."

"Employee-employer relationships have a built-in slave-master factor, so sexual harassment compounds the felony," wrote one.

"Management almost holds the employee hostage to the harassment," wrote another.

Yet another noted that supervisors should be role models. And one addressed the problem of subordinates:

"When you're forced into a position of having to say no or show anger, the aggressor can retaliate by refusing to take orders, sabotaging your work or generally making life miserable."

The behavior evoked strong feelings in the victims, the report said. Eighteen



JOHN G. TAYLOR/Central California Guild

TWO WHO CONCEIVED, GUIDED CENTRAL CAL HARASSMENT SURVEY

Dianne Solis, Julie Charlip, chair and vice-chair, human rights committee

percent were embarrassed; 24 percent were angry. Six percent felt intimidated, but 8 percent said it did not affect them. A few—8 people—felt flattered. But two were frightened, 11 felt powerless, 19 were humiliated, and two felt guilty.

Wrote one respondent:

"I think with sexual harassment the victim always feels he/she should be able to manage the situation. Bringing the company into something that personal is embarrassing and bound to bring gossip among managers. Just reporting it could easily harm one's career standing."

"If there's a procedure, it should work as quietly as possible or people will never report."

"In the case of a supervisor who made several advances and later rude remarks, I feel I was punished for rebuking him. He bad-mouthed me and my work to other supervisors. But how could I ever prove or even discuss what I felt was the reason behind it."

Wrote another:

"After giving these incidents a lot of thought, I felt I did not want to be responsible for the man possibly being fired on losing time from work. His remarks were his problem. I mention it now only in the hope that some tactful action will prevent it happening again."

Most respondents, 34 percent, said the harassment had no effect, the committee reported. But 26 percent said

their morale decreased and 17 percent said productivity decreased. Six employees said their personnel records were affected, four said they were ostracized, seven said their assignments or shifts changed and one said another employee had been fired.

"His supervisor denied me promotion because I could not get along with him after I refused his advances," wrote one respondent.

"I've been told 'unofficially' such things are a hazard of being a professional woman and it is up to me to learn to deal with it," wrote another.

Only a tiny percentage of respondents described how victims coped with the problem, the report noted. Some said they asked the harasser to stop. Others complained to management or reported it to the Guild. Few were pleased with the results.

"(I) told him I would complain to the Guild. He stopped, but he was only the most overt. The others I try to ignore, but I find it embarrassing and frustrating to be hounded by inane remarks—even if they are not intended to be serious," wrote one respondent.

Education is needed, the committee concluded. Some people thought the survey was "asinine." Seven percent of the victims thought they alone were being harassed and were unaware that others were experiencing similar problems.

The need also is demonstrated by the numbers of those who were unaware of the Guild's or management's policies regarding sexual harassment. Fifty-eight percent were unaware of the company's policy, and 69 percent were unaware of the Guild's, the committee noted, adding:

"The right to work in an atmosphere free of harassment is a basic human right, protected by law and by contract. It matters little how small the number who are harassed."

"Some of the percentages were, indeed, insignificantly low. But should

'Should even one person be assaulted, fired, touched, grabbed or pinched?'

even one person be assaulted or raped? Should even one be fired? Should 48 be touched, grabbed, pinched or brushed against while trying to perform their jobs?"

The survey, which covered three pages, was developed primarily within the Guild's Fresno Bee unit, with advice from TNG's human rights coordinator, Anna Padia.

"Rough" response rates by Guild unit were: 14 percent for the Sacramento Bee, 26 percent for the Sacramento Union, 51 percent for the Stockton Record, 33 percent for the Modesto Bee and 34 percent for the Fresno Bee, the committee reported.

Bans on sexual bias include harassment

SEXUAL HARASSMENT that is engaged in or condoned by employers is among the acts that are covered under contractual fair-employment-practice clauses that prohibit discrimination because of sex, TNG reminded leaders of all Guild locals in mid-1980.

The reminder came as the U.S. Equal Employment Opportunity Commission was issuing guidelines affirming its longstanding policy that Title VII of the 1964 Civil Rights Act covers sexual harassment in its general ban on sex-based employment discrimination. The guidelines were made final in November of 1980.

The affirmation coincided with the Guild's longstanding assertion that contracts need not refer specifically to

sexual harassment if they bar discrimination because of sex.

The agency guidelines also state that an employer is responsible for acts by "its agents and supervisory employees . . . regardless of whether the specific acts . . . were authorized or even prohibited by the employer and regardless of whether the employer knew or should have known of their occurrence." TNG's memo also noted that the guidelines apply to unions and their agents, as well.

The EEOC guidelines also state that an employer is liable for sexual harassment of one employee by another "unless the employer can show that it took immediate and appropriate corrective action." And they state that an em-

ployer may be responsible for harassment of an employee by a nonemployee, such as an advertising customer or a news source.

TNG's memo also points out that while federal and state or provincial laws and commissions may cover sexual harassment, complaints under them in both nations generally take a long time to be settled and usually bring little more than token remedies.

It pointed out that the Canadian Labour Congress' Women's Bureau "rightfully asserts that 'the woman worker has her best and least expensive remedy against sexual harassment through her union'."

In a special report on sexual harassment, TNG's 1981 Convention pointed out that the offense "may come from Guild members as well as management" and that, while it may be difficult, it must be dealt with because "it demeans both women and men in our union."

Dealing with it, the convention noted, "might mean recommending confidential hearings for victims and the accused."

Just under 93 percent of the Guild contracts in effect as of last Dec. 1 banned discrimination because of sex.

Women's Bureau updates guidebook

Washington—The Women's Bureau of the U.S. Dept. of Labor has issued an updated version of a booklet describing laws intended to protect workers.

The booklet, "A Working Woman's Guide to Her Job Rights," is focused toward women because "many women are unaware of their employment rights," explained Lenora Cole Alexander, bureau director.

Topics covered include discrimination, equal pay, sexual harassment, wage and hour protections, social security and occupational safety.

Single copies are free from the Women's Bureau, U.S. Dept. of Labor, Washington, D.C. 20210.

AP talks resuming after members' 'no'

New York—Bargainers for the Wire Service Guild and the Associated Press were scheduled to hold their first formal bargaining session April 7 since the union's membership at AP rejected by a vote of more than 7 to 1 a management proposal for a new contract it had described as a "final offer."

The meeting, to include a federal mediator, was set up March 23 at the first meeting of union and AP representatives following the Guild's tally a week before of its membership's mail-ballot rejection of the proposal.

Guild President William Morrissey described the March 23 meeting as "brief and cordial" and expressed the hope that there would soon be a full schedule for resumed talks.

The Guild's contract with the service expired Dec. 31. Main issue in dispute in the talks for a new one, Morrissey said, is job security. He said the AP is demanding serious and extensive retrogressions.

One would extend the new-employees' probation period by three months, to nine, and make three months more "almost automatic," he said.

AP also is demanding removal of most restrictions on the use

of temporary employees, Morrissey added, explaining that the service wants temporaries, who are entitled to few contract benefits, to be able to work up to a year without being made permanent employees and to make that year renewable upon reassignment to a different desk or bureau or after 60 days off the payroll.

The company also is demanding changes in the contract's arbitration provisions that would restrict their use only to cases of dismissals, he said.

AP has proposed increasing top minimums for newsmen and newswomen by \$26.00 in a new contract's first year and by \$26.50 in the second. Top minimums under the expired pact, under a geographic differential system, were \$548.50, \$553.50 and \$558.50 a week.

Meanwhile, Editor & Publisher magazine reported that AP's directors have approved a budget of \$185 million for 1983, an increase of 8.8 percent over 1982 expenditures.

It plans to spend \$15.7 million on capital expenditures, the magazine reported, with slightly more than \$4 million coming from a 9.5 percent general assessment increase on the wire service's member clients.



From Fresno Bee unit to a friend—\$1,200

Still wearing a neck brace, Juan Bejar accepts checks and a bank book, totalling more than \$1,200, from Erik Strom, member of the Central California Guild's Fresno Bee unit. From

left: Teresa Bejar, holding Alonzo, 1, and Marysela, 2; Bejar, holding Marcos, 4; Strom and John Taylor chairperson of the Fresno Bee Guild unit.

Janitor's plight moves Guild unit

Fresno, Calif. — When Juan Bejar, night-shift maintenance worker at the Fresno Bee, was shot in the head and robbed while driving his cab during his "off-

hours," the Guild unit at the Fresno Bee moved quickly to help him deal with the staggering medical bills and lost income.

With \$200 in "seed money" from the Central California Guild's welfare committee, Fresno unit member Erik Strom and unit chairperson John G. Taylor set about soliciting contributions from members and nonmembers at the paper and from the general public.

The more than \$1,200 raised in about two weeks was turned over to Bejar, his wife and their five children at their home where

he was recovering from his injuries. (See picture above.)

While Bejar is not a Guild member—he works for a janitorial services firm, not the Bee—he is a popular and respected person at the Bee, Taylor explained.

"Juan has always had a kind word for everyone, especially those of us who work on the night side. His was a tragedy that drew all of us together," and demonstrated that Guild members in Fresno "aren't afraid to put our money where our hearts are," Taylor said.

Judge orders end to impersonations

Washington—A U.S. District Court judge has ordered the staffs of two publications associated with the U.S. Labor Party, headed by Lyndon H. LaRouche, to not impersonate reporters for U.S. News & World Report.

The permanent injunction settles a \$1.5 million suit that the magazine and reporter Sara Fritz had filed against Campaigner Publications, Inc., and New Solidarity Press Service, Inc., both reportedly affiliated with the Labor party. [Guild Reporter, Sept. 10, 1982.]

The suit alleged that persons associated with the publications had in several instances identified themselves as Fritz or other employees of U.S. News and World Report.

While the defendants denied the charges, they agreed to abide by the injunction.

Joint publishers study law

Five newspaper publishers involved in joint operating agreements have been studying the need for changes in the Newspaper Preservation Act to remove a possible bar to joint publishers' participation in electronic publishing ventures, Editor & Publisher magazine has reported.

The group, including Honolulu Advertiser publisher Thurston Twigg-Smith, is concerned that the law's definition of a newspaper as a publication "produced on newsprint," might technically preclude newspapers operating under a joint arrangement from publishing electronically.

The law establishes criteria for granting exemption from anti-trust prosecution to newspapers wishing to merge their commer-

cial operations when no more than one is not a "failing" paper.

Twigg-Smith told Editor & Publisher that the group, which has discussed the question over the past year, hopes to hold a final meeting in advance of the American Newspaper Publishers' Assn. convention in April.

He noted that Knight-Ridder Newspapers is among several publishers that see no need to amend the law.

Knight-Ridder's Miami Herald is produced under a joint operation with Cox's Miami News. The Herald also participates in Knight-Ridder's Viewtron videotext system.

Twigg-Smith's Honolulu Advertiser is in a joint publishing operation with Gannett's Star-Bulletin.



JAMES GRIFFIN / Federation of Guild Representatives

Bargainers' briefing

Bargainers for the Washington-Baltimore Guild's Post unit gather for a lunch-time strategy session at TNG headquarters. The local is bargaining for a new contract for more than 1,000 employees in the Post's editorial and commercial departments. In the foreground, right, Richard J. Ramsey, executive secretary of TNG's Contracts Committee,

who is serving as the unit's chief spokesperson in the bargaining; with Ramsey is Charles Babcock of the Post Unit. Others, from left: Warren Brown, unit chair; Sandra Pearlman, local representative; Dorothy Struzinski, the local's administrative officer; Robert Paul, the local's counsel; Ernie Mercer, local president; and Claudia Levy, unit bargaining committee.

LOCAL ELECTIONS

Bakersfield

Peter Titti, president; Felix Adamo, vice president; Joan Swenson, secretary; Bob Cox, treasurer.

Battle Creek

Phil Frame, president; Ron Lietzke, vice president; Leslie Rardin, secretary; Phil Smith, treasurer.

Harrisburg

Charles H. Muir, Jr., president; Roger R. Selp, 1st vice president; Oran K. Patton, 2nd vice president; Anderson Isaacs, secretary; Mary O. Bradley, treasurer.

Lake Superior (Duluth)

Arne Wuorinen, president; Pam Brochu, vice president; Deb Pearthree, secretary; Sandy Battin, treasurer.

Madison

Bill Christofferson, president; Mike Konopacki, secretary-treasurer.

Memphis

Beth Tamke, president; Faye McCracken, 1st vice president; Fred Baty, 2nd vice president (Baty, 148; Anita Houk, 120); Mary Sue Jones, 3rd vice president; Mamie Martin, recording secretary (Martin, 173; Mary Powers, 90); Edith Kuchenmeister, secretary-treasurer.

Mountaineer (Morgantown)

Karen Kuehn, president; Paul Marti-

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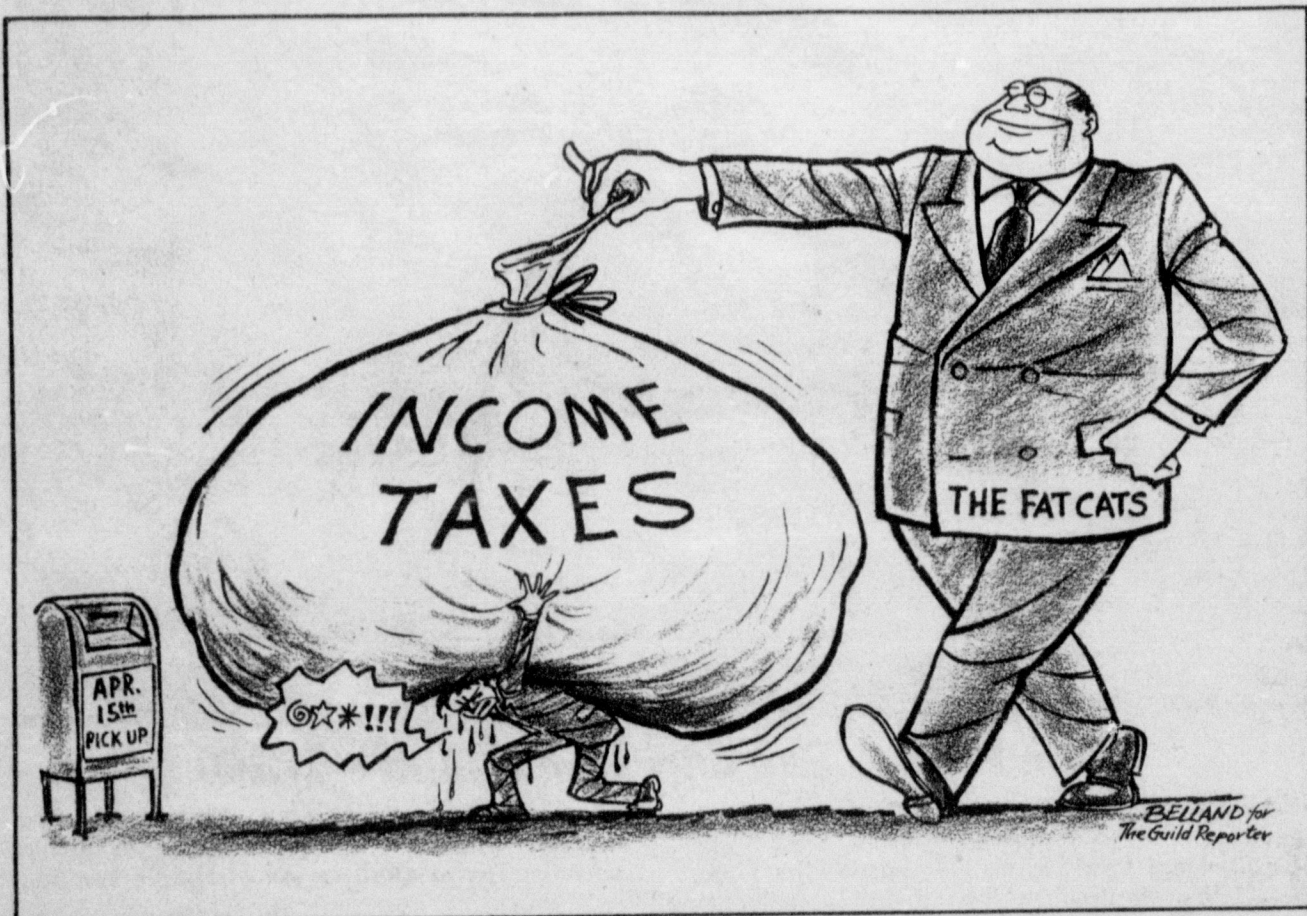
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Sharing the load



SENATOR PREPARES TO COUNTER FOR FOI

Reaganauts launching new effort to substitute secrecy for openness

By Patrick J. Leahy
U.S. Senator, Vermont

WE ARE FACING a year when it will become something of a cliché to discuss whether the government and technology will prevail over the individual mind and human spirit.

I can note with great satisfaction that 1984 will not mark the beginning of Big Brother and the end of free expression, but rather the 10th anniversary of amendments to the Freedom of Information Act securing in practice rights that had been established in theory eight years earlier.

So important has the Freedom of Information Act become in an age when complexity can make secrecy pose as a virtue, that it is difficult for me to remember that the FOI Act is only a statute and not a part of the Constitution. But the act is only another statute on the books, and the current administration has given ample warning that it is one statute it would like to see weakened or even crippled.

IT IS TRULY sad that the president's most profound statement to date on openness in government appeared a short time ago in one statement: "I've had it up to my keister with these leaks."

I know it must be terrible to have your policies leaked to the press in advance, but his problems aren't really so bad. He has to live with a lot of leaks. Some of us feel we have it much worse. We have to live with the policies.

President Reagan would be in

This is excerpted from remarks by Sen. Leahy (D-Vt.) in accepting the First Amendment Award of the Society of Professional Journalists/Sigma Delta Chi on Jan. 27. He is preparing to introduce his own FOI Act amendments, which would include making it harder for federal agencies to withhold information Congress wants disclosed and generally exempting reporters and others from search and copying fees.

a lot better frame of mind if he understood that the FOI Act strengthens the people's faith in their government. This one act has proved to be an invaluable tool for turning government accountability from a catchphrase to a reality. It has led to public disclosure of government waste and wrongdoing, as well as expanding public knowledge of health, safety and environmental matters.

Through the FOI Act, the press revealed discrimination in the administration of federal contracts, major Medicare fraud by private health organizations, defective and unsafe consumer products and harmful drugs and medical devices.

But the FOI Act is more than the sum of its specific achievements. It puts a mammoth government on the same plane as any citizen it serves. It makes available to that citizen the information to deal with the complexity of government and to understand its actions and purposes. The act is one of the most stabilizing forces in our democracy. It is not to be tampered with casually.

In the 97th Congress the Reagan administration, along with its

Senate allies, presented the Congress with a set of proposals which would have gutted the act. Working with a broad coalition of public-interest groups—and with special help from press groups—I was able to convince my colleagues on the Senate Judiciary Committee to accept a substitute for the Reagan-Hatch bill which left the essential features of the law intact. Once that substitute was accepted, those whose agenda was to destroy, and not improve the act, lost interest.

BUT IF I WAS unconvinced by President's Reagan's arguments on amending the FOI Act, I'll admit that his actions have done a good job of convincing, where his words have failed.

I now agree that the FOI Act needs to be amended. It needs to be more resistant to obstruction from within by a government hostile to its purposes.

✓ The Justice Department recently adopted a stringent—perhaps I should say stingy—policy on fee waivers, after the Senate Judiciary Committee rejected a similar proposal in the administration bill.

✓ EPA has undertaken a policy to restrict the release of industry data that would help expose pesticide threats to workers and others, after the House rejected a similar proposal and Sen. (Jesse) Helms failed in his effort to include it in legislation before the Senate.

✓ President Reagan's executive order on classification swept away a trend of nearly three decades aimed at better informing the American public about national defense and foreign policy issues.

MORE THAN ANY ONE of these examples, I am concerned that all of them together reflect a policy that promotes secrecy as the norm dominating transactions with the government.

As they put it

Holes in the floor

America's Golden Age, as President Reagan apparently views it, began to tarnish early this century. That's when government began to climb on the backs of the people, according to the White House reading of history.

The President explained it all in his message to Congress advocating a cut-rate "youth opportunity wage."

"For nearly a century and a half, this nation experienced no significant youth unemployment problem. Then, just after the turn of the century, state legislatures began enacting minimum wage laws," the President complained.

But, as the presidential message notes, those early state efforts were so minuscule that "there was little impact." Even he couldn't complain too strenuously over the minimum wage of \$1 to \$1.25 a day, applicable only to women and girls, in effect in Arkansas from 1915 until 1968.

The real culprit, the President insisted, was enactment by Congress of the 1938 Fair Labor Standards Act, which included a federal minimum wage for firms in interstate commerce.

This federal wage floor "contributed to declining youth employment in manufacturing." But fortunately, "other industries such as retail trade and the service sector still provided an outlet for the energies of youth who wished to work," the President said.

Then, during the 1960s and the 1970s, the minimum wage was increased and its coverage was expanded. Youth unemployment increased, Reagan said, conveniently ignoring the fact that unemployment has likewise increased among all age groups.

Two years ago, Labor Sec. Raymond J. Donovan took a more skeptical view at Senate hearings on a subminimum youth wage proposed by a right-wing Republican senator. Donovan noted that present law allows full-time students to be employed at 85 percent of the minimum wage in after-school and summer jobs—and that hundreds of thousands of them are.

But, he was told, procedures for hiring at the student rate are "cumbersome."

His reply then was that it might be even more "cumbersome" to supervise a broader youth subminimum wage to make sure that it was not abused.

Now, singing the White House tune, Donovan makes the incredible claim that the administration's subminimum wage proposal "would not displace adult workers" and would create a minimum of 150,000 to 640,000 new jobs for youth.

Of course, the erosion of buying power since Congress last adjusted the pay floor has had the effect of cutting the real pay of everyone employed at the minimum wage. At least \$4.14 an hour would be required to restore the original value of the \$3.35 wage floor.

Mr. Reagan had something to say about that, also. He will "vigorously oppose" any increase in the minimum, even if limited to adults, because it would add to unemployment.

If a lower minimum wage will increase jobs and a higher pay floor will decrease jobs, it doesn't take much of a leap of the imagination to see where the Reagan administration's line of reasoning might take us.

—AFL-CIO News, March 19, 1983

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JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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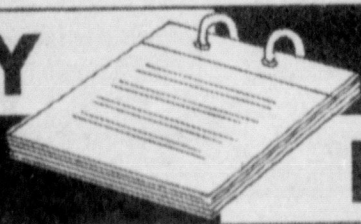
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DAY



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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