

# Data bolster\$ double-digit forecast\$

WHILE THE long-awaited general economic recovery got off to a slow start in the first quarter of the year, a look at the newspaper industry's performance in those first three months bolsters earlier predictions that 1983 would see the industry return to a period of double-digit growth.

The after-tax profits of 20 publicly traded newspaper companies in the United States and Canada rose by an average of 36 percent in the first quarter of the year. Revenues of the 20

*This article is excerpted from the Industry section of the Officers' Report to TNG's 1983 Convention. The March 15 Guild Reporter carried an analysis of the newspaper industry's 1982 performance and forecasts for 1983.*

companies increased by an average of more than 11 percent.

Among the 20 companies, most posted double-digit increases in net profits for the quarter and several registered triple-digit gains. Only one had a decline in after-tax profits.

By contrast, the after-tax profits of more than 800 companies tracked by U.S. News & World Report rose by an average of just 5 percent in the first quarter of 1983, with the printing and publishing companies among them showing a 15 percent increase.

ANOTHER SURVEY of first quarter net profits of nearly 900 companies, conducted by Business Week, found that, on average, profits declined by one percent from the first quarter of 1982 while the first quarter profits of publishing and broadcasting firms included in that tabulation rose by an average of 2 percent.

First quarter results from the 20 newspaper companies would also appear to lend credence to forecasts early  
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The

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BOB CHAMBERS/Southern Ontario Guild

### Talking Guild in Hamilton

Screen Actors Guild President Ed Asner, center, joins bargaining committee members from the Southern Ontario Guild's newly organized Hamilton Spectator unit for a breakfast meeting. Asner, in the Toronto area on a filmmaking assignment, later paid a visit to Guild

members in the Spectator's newsroom, where he also dropped in on the publisher of the Southam-chain paper. With Asner, from left, John Bryant, Guild local executive secretary, Lee Prokaska, Denis LeBlanc, Lyle Slack, John Kernaghan and Jim Ross.

### Hammond unit votes to rejoin Guild

**Hammond, Ind.** — Advertising and editorial department employees of the Hammond Times have voted to disband the independent association that has represented them since 1974 and to reaffiliate with the Chicago Guild.

In a secret-ballot vote conducted May 22, employees represented by the Organization of Newspaper Employees (ONE) ap-

proved reaffiliation with the Guild by a 39-to-16 vote.

The Guild had represented the advertising and editorial employees for 36 years before employees working behind a Typographical Union picket line voted in June 1974 for representation by the newly formed independent union.

The first Guild contract with the paper was signed in 1938,

the year after the Guild's international convention voted to affiliate with the CIO and extend membership to commercial department employees.

A lockout by the company of its Typographical Union printers in August 1973 brought a split in the Guild unit with a majority of the employees crossing the picket  
(Continued on Page 3)

## New merger plan now is endorsed by all six councils

**Memphis** — Delegates to the Great Lakes, Midwest and Southern District Councils voted their endorsements of the new agreement for merger of TNG and the International Typographical Union during their joint meeting here May 14-15, putting all six district councils of Guild locals on record in support of the amended merger agreement.

The other three councils—the New England, Western and Middle Atlantic—had endorsed the agreement during meetings the previous two weekends, following unanimous approval of the agreement by TNG's International Executive Board April 20 during its spring meeting [Guild Reporter, April 22 and May 13].

The most recent endorsements came in separate business sessions of the three councils held in conjunction with their joint meeting, hosted by the Southern council and the Memphis Guild.

Delegates to the Southern District Council were unanimous in their endorsement of the merger proposal, acting on a motion by Ernie Mercer, president of the Washington-Baltimore Guild.

The Midwest and Great Lakes councils voted their endorsements of the merger proposal without dissent. Delegates from the Chicago Guild in the Midwest council and the Akron Guild in the Great Lakes council were recorded as abstaining from the

respective votes, however.

Charles Montague of Akron explained that while he personally favored merger, members of the Akron Guild in a vote conducted late last fall had instructed Akron convention delegates to cast one vote for and two votes against the merger agreement.

Jerry Minkinen of Chicago said that Chicago's council delegates abstained from voting on the endorsement motion because the local was planning to conduct an advisory membership referendum prior to TNG's convention at the end of June.

A vote on the proposed merger agreement by the convention is the next step in the formal ratification process set forth by TNG's Constitution. If approved by the convention, the proposal will move to the final step—a Guild-wide referendum held simultaneously with a vote by the ITU's membership, probably late in September.

The three councils also voted to support the IEB's recommendation to this summer's convention that the 85 percent-15 percent division of TNG's per-capita income between the union's General and Defense Funds be con-

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Rx for VDT eyes

Part II . . . Page 5

## Some tears, some jeers on P-I's 'final' day

By Gil Bailey  
Pacific Northwest Guild

**Seattle**—The Hearst Seattle Post-Intelligencer building with its Daily Planet globe revolving overhead is straight out of an old Superman comic strip, except there is no phone booth and the clock over the entrance is more often stopped than telling time.

Time has run out for the P-I, or at least for independent operation of its business, printing, circulation and advertising. An estimated 300 or more

men and women are out on Reagan streets without a job.

Officially it is called a joint operating agreement (JOA), a merger under the Newspaper Preservation Act, with the Seattle Times winning a decades-old newspaper war. The Times has taken over all the noneditorial functions of the P-I and the entire Sunday newspaper except for a preprinted six-page P-I opinion section.

The P-I careers of 214 Guild members and a hundred other employees,

some with 30 years of service or more, came to an end on May 22, 1983. It came more with a gasp of relief than a surge of anger as Guild members picked up nearly \$2 million in negotiated severance and retention bonuses.

For them the ordeal had begun on Jan. 13, 1981, with the announcement of the proposed JOA, and the ensuing administrative and legal processes had all the charm of a toothache.

During the two years, three months and 10 days of waiting for the JOA,

the P-I refused to die. It gained circulation and held its own in containing advertising losses, all because of employees who did their professional best knowing they were losing their jobs. Much of the middle and some of the top management left, but the employees who stayed took up the slack and often improved the newspaper.

The last day saw some tears, some jeers, but no cheers as the employees picked up their last week's pay and  
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# 1st quarter bolsters double-digit forecasts

(Continued from Page 1)

in the year from some newspaper executives that their companies would emerge from the recession in better shape than ever thanks to recessionary cost-cutting measures undertaken to minimize the impact on profits.

Knight-Ridder, among the companies that had said it was poised to reap the benefits of economic recovery, finished the first quarter with after-tax profits of \$19.7 million, up more than 30 percent. Another, Harte-Hanks Communications, had first quarter after-tax profits of \$4.9 million, up by more than 12 percent.

And the growth experienced in the first three months of 1983 should be just the beginning.

Newspaper analyst John Reidy of Drexel Burnham Lambert Inc. has predicted "some very good earnings gains" among newspaper companies in 1983 and 1984. Reidy forecasts a 15-to-20 percent increase in revenue and profit growth for both years.

Leo Bogart, executive president of the Newspaper Advertising Bureau, revising earlier predictions upward, told the American Newspaper Publishers Association's convention that he is "anticipating real lineage growth in every sector of our business" in 1983. He forecast an 11 percent increase in expenditures for newspaper advertising, to \$19.6 billion, in 1983.

Bogart predicted an 11 percent gain in expenditures for national advertising, a 10 percent increase for retail and a 13 percent increase for classified advertising.

Revised figures for advertising expenditures in U.S. newspapers during 1982 show a 7 percent increase for the year, to \$17.69 billion. Bogart reported. He said expenditures for national advertising in newspapers rose by 8.6 percent, while outlays for retail were up 7.3 percent and expenditures for classified were up 5.9 percent. Linage, however, was down by 4 percent for the year, Bogart said.

Circulation of U.S. daily newspapers rose by more than a million copies in 1982, to 62.4 million. And for the first time, the circulation of morning newspapers, at 33.15 million, topped that of evening newspapers, at 29.29 million, according to ANPA figures, although evening newspapers accounted for more than 76 percent of the 1,710 U.S. dailies.

Daily circulation among Canada's 116 newspapers rose by 102,000, to 5.58 million in 1982, the ANPA reported. But the ANPA said expenditures for advertising in Canadian dailies declined by 2.9 percent, to \$1.16 billion, according to preliminary estimates.

In both the United States and Canada, daily newspapers took a larger share of all advertising revenue than any other medium. In the United States, advertising in daily newspapers accounted for 27.3 percent of all advertising revenues, and in Canada, daily newspapers took 26.1 percent of all advertising revenues, according to the ANPA.

Following are the individual performance records of the 20 public publishers from available first quarter reports:

**A. H. Belo Corp.** had first quarter after-tax profits of \$5.6 million, up 107.4 percent from the first quarter of 1982. Revenues during the first quarter rose by 20.6 percent, to \$52.2 million, primarily from advertising lineage gains in the Dallas Morning News, the company reported. Its after-tax profit-to-revenue margin for the quarter was 10.7 percent.

**Affiliated Publications**, publisher of the Boston Globe, had after-tax profits in the first quarter of \$3.1 million, up 19 percent. Revenues for the quarter were up 9.4 percent, to \$64.9 million. The profit margin was 4.7 percent.

**Blue Chip Stamps**, owner of the Buffalo Evening News, had first quarter after-tax profits of \$7 million, up 187.8 percent from the first quarter of 1982, when its after-tax profits declined by nearly 50 percent from the prior year. Revenues for the first quarter of 1983 were up 18.4 percent, to \$64.1 million. The profit margin was 11 percent.

Among several factors cited as responsible for its dramatically improved performance, Blue Chip pointed to revenues having "increased significantly" at the Evening News, producing a corresponding "sharp turnaround" in the paper's operating profits.

**Capital Cities Communications** had a 17.2 percent increase in after-tax profits in the first quarter, to \$21 million. Revenues of \$170 million were up 13.9 percent. The profit margin was 12.4 percent.

**Dow Jones & Co.** had a 29.5 percent increase in its first quarter after-tax profits, to \$23.5 million. Revenues for the quarter of \$196.8 million were up 15.3

percent. The profit margin was 11.9 percent.

**Gannett Co.** had first quarter revenues of \$386.8 million, up 14 percent. After-tax profits of \$32.2 million were up 2 percent, for a profit margin of 8.3 percent.

**Harte-Hanks Communications** had first quarter after-tax profits of \$4.9 million, up 12.3 percent, on revenues of \$97.8 million, up 13.4 percent. The profit margin was 5.1 percent.

**Knight-Ridder Newspapers** had a 30.2 percent increase in after-tax profits in the first quarter, to \$19.7 million. Revenues were up 9.4 percent, to \$341 million, for a profit margin of 5.8 percent.

**Lee Enterprises** had after-tax profits of \$2.76 million in the first three months of 1983—the company's second fiscal quarter—a 1.8 percent decline from the same quarter of last year. Revenues were up 6.4 percent, to \$38.4 million, for a profit margin of 7.2 percent.

**Media General** posted first quarter after-tax profits of \$8.5 million, up 19.7 percent. Revenues for the quarter were up 23.6 percent, to \$119.8 million. The profit margin was 7.1 percent.

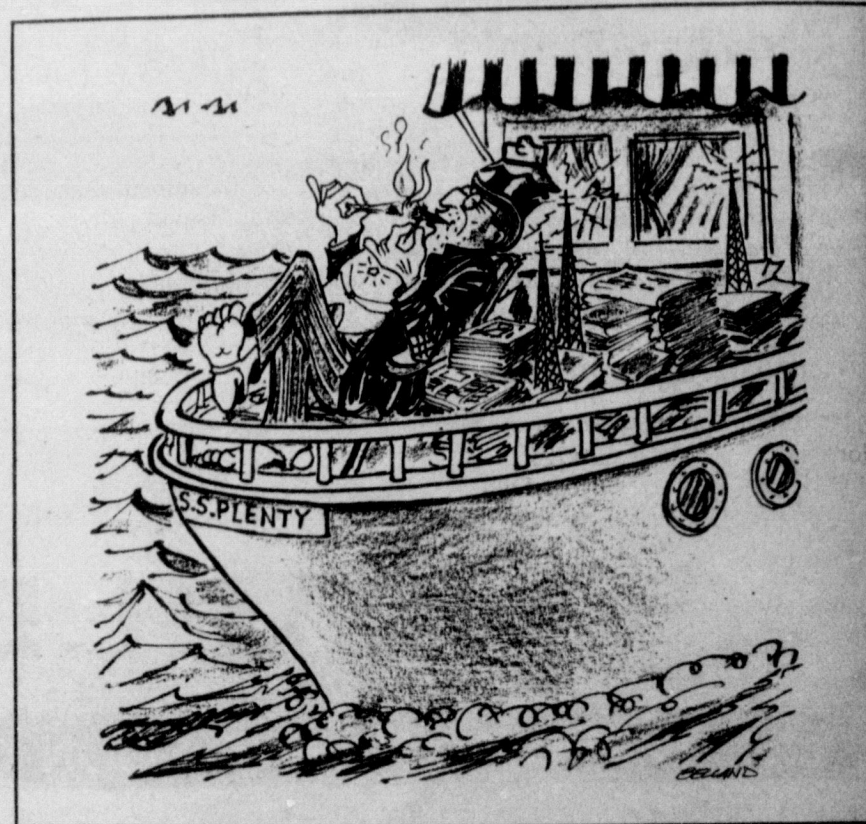
**McGraw-Hill** had revenues of \$275.9 million, up 5.7 percent, and after-tax profits of \$22.7 million, up 13 percent. The profit margin was 8.2 percent.

**Multimedia** had first quarter after-tax profits of \$5.7 million, up 16.3 percent, on revenues of \$58.3 million, up 18 percent. The profit margin was 9.8 percent.

**New York Times Co.** reported revenues of \$258.4 million in the first quarter, up 15.2 percent. After-tax profits were up 4.2 percent, to \$19.8 million, for a profit margin of 7.7 percent.

**Post Corp.** of Appleton, Wis., had first quarter after-tax profits of \$485,000, up 162.2 percent over the prior year. Revenues for the quarter of \$20.4 million were up 10.9 percent. The profit margin was 2.4 percent.

**Southam Inc.** reported its first quarterly gain in more than a year, with first quarter revenues up 2.8 percent, to \$211.7 million, and after-tax profits up 6.1 percent, to \$8.5 million. The profit margin was 4 percent.



## Journal Co. ninth on 'Robust 150'

Providence, R.I.—The Providence Journal Co., publisher of the Providence Journal and Bulletin, is one of the wealthiest privately held companies in New England, according to a survey conducted by New England Business.

The magazine ranked the Journal Co. ninth among "The Robust 150" tally of privately held New England companies, the Providence Guild reported in a May 16 newsletter.

In 1982 the company had revenues of \$313 million, up 18.6 percent from 1981, compared to an average gain of 13.5 percent among the 18 companies leading the 150 listing, the local reported.

In addition to the Providence dailies, the company owns television and radio stations, a cable network and gravure publishing operations, among other holdings.

**Thomson Newspapers** had after-tax profits of \$25 million, up 17.6 percent, on revenues of \$159.5 million, up 2 percent. The profit margin was 15.7 percent.

**Time Inc.** had a 13.7 percent increase in revenues in the first quarter, to \$915.5 million. After-tax profits were up 4.3 percent, to \$28.9 million, for a profit margin of 3.2 percent.

**Times Mirror Co.**, following a decline in profits in 1982, registered a 45.7 percent increase in after-tax profits in 1983's first quarter, to \$29.4 million. Revenues were up 8.6 percent, to \$567.3 million, for a profit mar-

gin of 5.2 percent.

**Torstar Corp.** had first quarter revenues of \$128.6 million, up 2.95 percent. After-tax profits were up 7.7 percent, to \$2.2 million. The profit margin was 1.7 percent.

**Washington Post Co.** reported a 20.5 percent increase, to \$6.2 million, in after-tax profits in the first quarter of 1983. That healthy gain in first quarter net profits came on top of a 181.2 percent increase in the first quarter of 1982. Revenues in this year's first quarter were up 7.3 percent, to \$196.5 million. The profit margin was 3.1 percent.

## Two more publishers join Fortune 500 list

**New York**—Two publishing companies joined the ranks of the "Fortune 500" for 1982, bringing to 11 the number of publishers included in the magazine's annual directory of the 500 largest U.S. industrial corporations.

New on the 500 list are the Tribune Co. of Chicago, publisher of the Chicago Tribune and New York Daily News, among others,

and Media General, which publishes daily newspapers in three cities and includes 31 weekly newspapers among its holdings.

Each of the nine publishing companies returning to the list bettered its standing by sales volume, by assets and by after-tax profits.

The average increase in after-tax profits among the nine return-

ees was 14.1 percent, while overall the profits of the 500 corporations dropped by 27.1 percent—"the largest dip in the 29-year history of the 500," the magazine reported in its May 2 issue. Total sales volume for the 500 companies was down by 5.7 percent, only the second drop in sales ever recorded and the first since 1958.

Among the 11 publishing com-

panies, seven ranked in the top 200 by volume of after-tax profits. Seven of the companies ranked in the top 100 by profits-to-sales margin and nine of them ranked in the top 200 by that measure.

Nine of the publishers—all but the newcomers to the Fortune 500—also were included in the Forbes' listing of the top 500 companies.

## Reuters reports profits up 102%

**New York**—Reuters, the British news agency, has reported that its after-tax profits for 1982 totalled \$54.08 million, up by 102.4 percent from 1981.

The company's revenues for the year were \$291.46 million, up 9.9 percent.

The New York Guild is in bargaining with the news service for a renewal of the local's contract covering business and editorial employees in the United States.

## Publishers' 1982 Rankings Among the Fortune 500

| Company                       | By Sales Volume |       | By Assets | By After-Tax Profits | By After-Tax Margin |        | By Return On Stockholders' Equity |
|-------------------------------|-----------------|-------|-----------|----------------------|---------------------|--------|-----------------------------------|
|                               | 1982            | 1981  |           |                      | Rank                | Margin |                                   |
| Time, Inc.                    | 106th           | 125th | 103rd     | 109th                | 205th               | 4.3    | 240th                             |
| Times Mirror                  | 176th           | 186th | 152nd     | 117th                | 105th               | 6.4    | 160th                             |
| Gannett                       | 229th           | 258th | 193rd     | 89th                 | 19th                | 11.9   | 53rd                              |
| Tribune Co.                   | 237th           | —     | 194th     | 322nd                | 360th               | 1.7    | 386th                             |
| Knight-Ridder                 | 246th           | 272nd | 249th     | 147th                | 70th                | 7.8    | 178th                             |
| McGraw-Hill                   | 262nd           | 294th | 264th     | 141st                | 48th                | 9.2    | 42nd                              |
| New York Times Co.            | 307th           | 344th | 298th     | 213th                | 130th               | 5.8    | 123rd                             |
| Washington Post Co.           | 342nd           | 375th | 358th     | 220th                | 96th                | 6.5    | 43rd                              |
| Dow Jones & Co.               | 360th           | 414th | 332nd     | 166th                | 17th                | 12.1   | 17th                              |
| Capital Cities Communications | 384th           | 438th | 295th     | 152nd                | 7th                 | 14.5   | 79th                              |
| Media General                 | 495th           | —     | 400th     | 287th                | 77th                | 7.6    | 141st                             |



# Six councils back new merger plan

(Continued from Page 1)

tinued for a second year.

Previously, the New England and Middle Atlantic councils had voted their endorsements of the 85-15 extension recommendation, as well.

Delegates from two locals—Chicago in the Midwest council and Detroit in the Great Lakes Council—voted against the endorsement, while the Akron and Buffalo Guilds in the Great Lakes council were recorded as abstaining.

Southern District Council delegates also unanimously endorsed the candidacy of Faye McCracken of Memphis for the TNG vice presidency from Region 2, the U.S. South and Puerto Rico.

At the same time, they also endorsed the announced re-election bids of TNG President Charles A. Perlik, Jr., Secretary-Treasurer

Charles Dale and International Chairperson Harry S. Culver. Also, those of incumbent at-large vice presidents David M. Mulcahy of New York, Robert C. Holt, Jr., of St. Louis and William T. Davis of San Jose, plus Carol D. McGarvey of Philadelphia, who has announced that she is a candidate for an at-large seat on the IEB.

In addition, on a motion by Harold Julian of Knoxville, the Southern council also called on the IEB to prepare a summary that would present "at a glance" the benefits of the merger proposal.

John Mitchell, a former TNG vice president and former Gary Guild president, was elected secretary of the Midwest council, filling a vacancy created by the resignation of Judy Hildner of Pueblo.



TRI-COUNCIL MEETING IN MEMPHIS

Faye McCracken, president of the Southern District Council, chairs joint meeting of Southern, Midwest and Great Lakes District Councils in Memphis May 14-15. With McCracken is William Buchanan, Great Lakes District Council president.

## Survey of journalists finds 19Gs typical pay

Denver—The typical journalist in the United States is a 32-year-old white male, who is married, works for a newspaper and thinks of himself as "middle of the road" politically.

While the typical journalist is said to love his work, he thinks he may have to move to another field—he is being paid just \$19,000 a year, or \$365.38 a week.

Those findings, from a survey conducted by the University of

Indiana among 1,001 journalists, were presented to the American Society of Newspaper Editors' convention here, Jonathan Friendly reported in the New York Times.

[The average reporter top minimum in Guild contracts with daily newspapers on April 1 was \$492.05 a week, or \$25,586.60 a year.]

The board of directors of the ASNE, meanwhile, called on President Reagan to withdraw his March 11 order requiring former government employees who had access to classified information to submit to prepublication review any articles they may write.

Calling the presidential order a violation of First Amendment guarantees of free speech and press freedom, the board said it "constitutes peace-time censorship of a scope unparalleled in this country since the adoption of the Bill of Rights in 1791."

They pointed out that the order would bar officials from previous administrations from criticizing the policies of their successors without submitting that criticism to advance review.

## Hammond...

(Continued from Page 1)

line after a short time.

The current contract between ONE and the Times, a 70,000 evening-circulation daily owned by Howard Publications, Inc., includes a June wage reopener.

The unit includes 44 full-time employees and 41 "space-rate" correspondents.

The reaffiliation vote among all employees covered by the contract was conducted by a committee composed of one advertising employee, one editorial employee and one correspondent.

## The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 1.9-point increase in the index in April to 294.9, up 11.2 points from April, 1982, and 28.1 points from April, 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 April, 1981. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

|               | Index* | Percentage over<br>Same month<br>prior year | April<br>1981† |
|---------------|--------|---------------------------------------------|----------------|
| May, 1982     | 286.5  | 6.5                                         | 7.4            |
| June          | 290.1  | 6.9                                         | 8.7            |
| July          | 291.8  | 6.3                                         | 9.4            |
| August        | 292.4  | 5.8                                         | 9.6            |
| September     | 292.8  | 4.9                                         | 9.8            |
| October       | 293.6  | 5.0                                         | 10.0           |
| November      | 293.2  | 4.6                                         | 9.9            |
| December      | 292.0  | 3.9                                         | 9.4            |
| January, 1983 | 292.1  | 3.5                                         | 9.5            |
| February      | 292.3  | 3.3                                         | 9.6            |
| March         | 293.0  | 3.7                                         | 9.8            |
| April         | 294.9  | 3.9                                         | 10.5           |

\*1967 = 100

†Index = 266.8

## Workers' comp board orders VDT fix at Vancouver paper

Vancouver—The British Columbia Workers' Compensation Board has ordered Southam's Pacific Press, which publishes the Vancouver Sun and Province, to correct several problems associated with video display terminals cited by an inspector who examined the machines in the Province's newsroom.

Finding the equipment in unsatisfactory condition, the inspector cited display instability, characters dimmed by dust, glare from overhead lights, reflections on the screen and poorly fitted screen filters.

Unsatisfactory maintenance of the terminals is a violation of provincial health and safety regulations that require that work

areas be maintained so that workers will not be endangered, the inspector's report said.

The report also cited glare reflected from vinyl flooring, and the screens and keyboards of VDTs as conditions that "could give rise to visual problems."

While the company was ordered to correct the problems within 30 days, the inspector found that it had not yet done so upon a return visit late in May.

Failure to comply with an order of the Workers' Compensation Board can result in a financial penalty, prosecution or a closure order under British Columbia's health and safety law.

The initial inspection of the newsroom was conducted in

response to a request by a reporter who had refused to continue to work on a VDT because he believed it was endangering his vision.

The Workers' Compensation Board, however, held that the employee's eye problem was one that was not caused by VDT work.

For a five-day period pending the board's inspection, management agreed that the employee could work on a typewriter.

The company has advised the Guild that it is in the process of purchasing a new VDT system. It has appointed a search committee, including one Guild representative, to explore alternative systems.

## Closer radiation checks urged

Toronto — A provincial task force examining hazards associated with work at video display terminals has called for the government to require enhanced testing of the machines for ionizing radiation at the point of manufacture.

The checks should be carried out in accordance with a test protocol to be developed by a technical committee composed of management and labor representatives, the task force recommended.

After a year of testing, the results should be reviewed by the committee and recommendations developed for future testing procedures, the report said.

The task force also called for the government to:

✓ Require manufacturers to install electrical shielding in VDTs, particularly around fly-back transformers.

✓ Explore the possibility of conducting an epidemiological study to investigate the possible association of working with VDTs and abnormal reproductive functions. Testing for PCBs and strong electrostatic fields in the VDT environment should also be included in the study which might be carried out in conjunction with the federal government or the government of another province,

the task force said.

✓ Require employers to offer pregnant employees work away from VDTs without loss of pay or benefits, pending review of the outcome of epidemiological studies.

✓ Ensure that where alternative work is not available a pregnant employee be entitled to full compensation and no loss of benefits under the Workman's Compensation Act for the duration of the pregnancy.

Last fall, TNG had called on the Labour Minister for Canada to undertake an epidemiological study of birth abnormalities among VDT operators to resolve the question that has caused "widespread alarm among female VDT operators."

TNG also called for research into the presence of PCB's in the work environment.

Linda Torney of the Southern Ontario Guild was one of two labor representatives who served on the Ontario task force.

The task force's recommendations are now before the provincial Ministry of Labour.

## News top is raised by \$52 in new Woodbridge pact

Woodbridge, N.J. — The top minimum for reporters and photographers is raised by \$52 a week, to \$451, in a new two-year agreement between the New York Guild and the Woodbridge News Tribune.

The \$52 increase comes in two steps, with \$26 retroactive to April 1, 1982, and another \$26 from this April 1.

The agreement also calls for an inspection of the working environment around video display terminals, including lighting, terminal placement and glare, to be conducted by the American

Newspaper Publishers' Assn. A copy of the inspector's report is to be furnished the Guild and the company is to implement any "reasonable" adjustments recommended.

Also included in the agreement is provision for diverting \$4 per employee from weekly pay for coverage under TNG's International Pension Plan on vote of Guild-covered employees.

The top minimum for news clerk-typist is raised by \$38.74, to \$335.88 a week, while that for news aide is raised by \$26.20, to \$227.09 a week.

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# Some tears, some jeers on P-I's 'final' day

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walked from the building for the last time.

In inside classified Mary Bertucci, a P-I employee since 1929, told of joining the Guild in 1936. She embraced Guild Administrative Officer Bob Bruner and President Jack Hopkins.

She also spoke of the historic 1936 P-I strike.

"They were clubbing people right around the building. I was scared," she said. And then she added, "I was always glad I joined the Guild."

Downstairs, in retail advertising, Greg High commented, "It isn't the money I'll miss—I won't feel that for a couple of years—it is the people."

The really final moment came a little after 2 a.m. Sunday, May 22, as the P-I presses—some of them relics of the old San Francisco Examiner—ground to a halt. "Ten, nine, eight... one," the printers called off as the final papers were rolled.

Ironically, the P-I press room and some of its offices were used for the TV movie "Jacqueline Bouvier." The movie makers said the P-I was the only newspaper they found that resembled one in the 1950s.

The struggle for survival was tough on the employees who did not know how long their jobs would last.

An administrative law judge held lengthy and complex hearings before he ruled in favor of the JOA, with his ruling being approved by the U.S. Attorney General. Then U.S. District Judge Barbara Rothstein ordered a stay before overturning the administrative law judge. Finally, in April, the Ninth Circuit Court of Appeals in San Francisco ruled the JOA could be implemented. Opponents are appealing to the U.S. Supreme Court, but they did not request a stay.

**T**WICE DURING the process the advertising, business and circulation staffs had to give the paper mouth-to-mouth resuscitation as dates for the JOA were cancelled by Judge Rothstein. On one occasion they came back to work on a Monday after being told only on Thursday that their last day was not that Friday.

The JOA is fact. For the readers there may be no great loss. The morn-

ing P-I written by its current editorial staff will continue to be published Monday through Saturday on the Times presses. Both the Times and the P-I swear they will continue "to strive for excellence"—a promise both employees and readers hope will be kept.

Advertisers may not be so happy. The Times already has announced a nearly 50 percent increase in Sunday ad rates and is pushing a combined daily ad rate package.

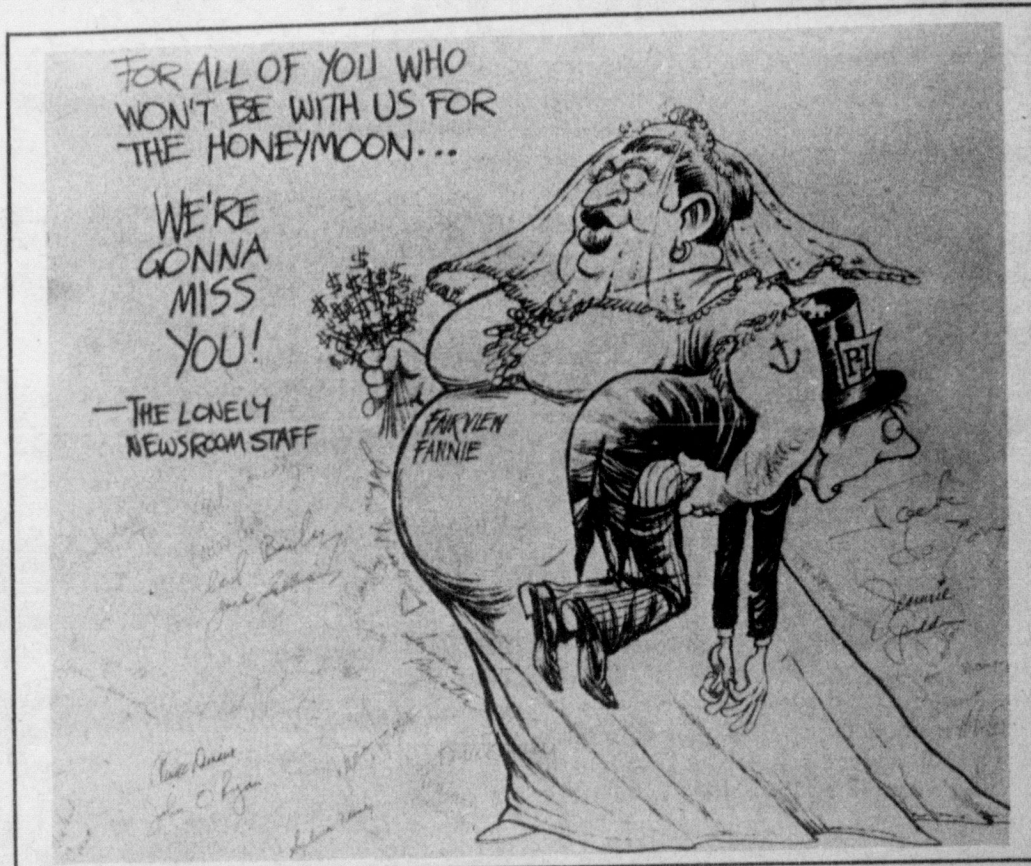
**T**HE TIMES makes money in the afternoon field with its excellent presses, sound circulation staff and hammerlock on the advertisers. It prides itself on being a "well run newspaper," a claim not often made at the P-I which did not become a "failing" newspaper because of its excellence.

On the Hearst business side, the morning P-I lost despite the nationwide trend of A.M. papers dominating the market and often eliminating their afternoon rivals. Old presses, a lack of corporate leadership and direction, plus intra-corporation costs, constant management changes and general mud-dlements were all cited at various legal proceedings as the cause of the P-I's extraordinary swoon.

Strangely enough, the JOA came about because of an apparent P-I victory. The Times introduced a morning edition "to kill the P-I," according to a P-I executive. The P-I, by all accounts, fought off the costly attack, retaining its morning market and loyal readership. "No matter how bad we are, there are always 180,000 people who will buy the P-I," explained a P-I veteran reporter. At any rate, the Times rejoined merger talks and the JOA was signed.

Virgil Fassio, P-I publisher, told the editorial staff it was the P-I's strengths that led to the JOA. He named other papers too far gone for such an arrangement, including some of the other Hearst properties in Boston (since sold), Baltimore and Los Angeles.

Some P-I employees joined an organization which included non-union suburban publishers, the Committee for an Independent P-I (CIPI), which led the legal fight now headed for the Supreme Court. The Pacific Northwest Newspaper Guild joined the fight as



**NEWSROOM STAFF'S FAREWELL TO SEVERED CO-WORKERS**

The Seattle Times' plant is at Fairview Ave. and John St. in downtown Seattle.

a friend of the court before the administrative law judge hearings but did not join subsequent appeals. The Guild also negotiated additional benefits for fired P-I employees.

The Times told the Guild that Times employees would have first priority for jobs created by the JOA. P-I employees would be considered equally with outsiders for those jobs. Only if the P-I employee and the outsider were equal in qualifications, would the P-I employee be given preference.

The Times hired, by Guild count, 53 of the 214 fired P-I employees. Originally, some other staffers were told they would be hired, but then the Times rescinded the hiring notices when it ran into economic problems.

Most employees were ready when the appeals court decision was announced.

"It is time," a grim Marv Larsen said. He was national advertising manager, whose department held its own in the ad battle until the end.

He echoed the majority opinion throughout the plant as employees

lined up to file with the misnamed "employment security" for unemployment benefits.

"People have got to get on with their lives," was the general, although not universal, opinion.

**T**HE JOA ended a lot of tradition at the P-I. On Fridays printer Norm Dawson regularly brewed a batch of buttered popcorn which spread through the plant like measles. The Times immaculate plant has no place for such an operation.

The P-I also printed the porn movie ads with a bit of tasteful art to cover up the too obvious. The Times has refused such advertising and no one is quite sure what the x-rated movie houses will do now.

And the Sunday P-I, slim as it was, usually offered some sort of editorial treat, from a spicy discussion of a Vashon Island cult to lengthy environmental or utility company exposes.

On the editorial side, the staff had readied itself for joint operations and the death of the Sunday newspaper. The news staff will remain in its second-floor newsroom at the P-I building transmitting copy ten blocks to the Times via a radio dish on the roof.

The P-I and the Times may improve under the JOA despite the doubts of some members of both staffs. The quality, now as in the past, lies in the hands of the Hearst and the Times managements, including the Times' partial owner, the Knight-Ridder newspaper chain.

It appears unlikely the U.S. Supreme Court will unscramble the JOA egg, according to lawyers, but if it does the P-I could be in stronger position in a year or two just because of the trend in favor of the morning market.

**E**VEN SO, the P-I would still need new presses and large-scale infusion of capital. If Hearst is unwilling to make that commitment, purchasers may be hard to find, and Murdoch's formula does not seem to fit the Puget Sound market. On the other hand, a joint operating agreement should coin money here, as it does elsewhere.

For the men and women who left the P-I for the last time, future profits are not the concern. Fired Guild members received severance pay at the rate of two weeks of pay for each year served, vacation pay, some retention bonuses, six months of medical coverage and job-search help. They also know they kept a newspaper alive.



**POST-INTELLIGENCER'S INSIDE CLASSIFIED STAFF WORE BLACK ON THE FINAL DAY**

Mary Bertucci, a P-I employee since 1929, front row, standing, right, joined the Guild in 1936; mascot's name is Tiger.



# Rx for making VDT work easier on the eyes

By JAMES E. SHEEDY, O.D.

**V**ISION PROBLEMS and video display terminals do not mix. When subjected to the stress of concentrated VDT work, even minor problems, that normally would not affect a person's ability to function often show up as fatigue and discomfort. Moderate and more severe problems may be aggravated.

Human eyes were made for seeing at a far distance—a skill that met the needs of hunters and farmers of generations and ages past. VDTs, on the other hand, call for concentration on a task close at hand, usually only a couple of feet away.

When the eyes change focus from far—their natural state—to near, several different muscles are called into action. A small one inside the eye changes the shape of the eye's lens to focus sharply and clearly on the VDT screen. Others turn the two eyes inward, pointing them together at the same character on the screen. Still others move the eyes quickly and accurately from one character or word to another.

It is no wonder that these tiny muscles get tired when required to perform these tasks over and over again hour after hour, day after day. And when even a minor uncorrected vision problem exists, extra effort must be exerted.

There are many different vision problems that can contribute to fatigue or discomfort for VDT users. Among the most common are nearsightedness, farsightedness, presbyopia and astigmatism.

Moderately or severely nearsighted people need prescription eyewear to see the VDT screen clearly. Mildly nearsighted people—those with, for example 20/30 or 20/40 eyesight—may not need glasses or contact lenses to see the VDT clearly. Their nearsightedness, however, may force them to exert extra effort to keep their two eyes working together to read words and lines on the VDT screen. After a period of time before the VDT, they may find they are missing words or lines and have to go back and reread what is on the screen. Prescription lenses worn only when doing VDT work or vision therapy would eliminate the difficulty.

Mildly nearsighted VDT users are not the only ones, however, who may need to exert extra effort to keep their two eyes working together.

In order for the two eyes to work together when viewing the VDT screen, they must turn inward toward the nose. Some people's eyes turn inward too far. Others may have difficulty keeping the eyes turned inward. Still others may have one eye which tends to point above the other eye. Without correction, each of these conditions can cause blurring of vision, occasional double vision, eye strain, headaches, fatigue and general discomfort for the VDT user.

Difficulties with using the two eyes together can be remedied through the use of glasses or vision therapy. The treatment of choice will depend on the particular intricacies of the problem.

**V**ISION THERAPY is a treatment program designed to teach the entire vision system to operate at peak efficiency. Although often thought of as something only for kids, it can help adults sharpen their vision skills. It consists of prescribed visual tasks practiced under controlled conditions, usually in the optometrist's office but

sometimes also at home. The tasks are designed to improve eye movements, co-ordination of the two eyes, focusing ability, depth perception and other skills.

Farsighted people can see more clearly at a distance than up close but usually have to exert effort for both. The mildly farsighted generally can get by without prescription lenses for normal seeking tasks such as driving or reading but they may well experience blurred vision or visual discomfort when using the VDT.

Some younger farsighted people may be able to handle the added stress the VDT puts on their eyes but most farsighted persons will benefit from prescription lenses when working with a VDT.

**P**EOPLE OVER 40 are affected by presbyopia, a vision condition that comes with age. It blurs vision for reading and close work. Due to presbyopia, most middle-aged and older people need to wear glasses or contact lenses when using a VDT. Reading glasses may suffice for those in their forties, although different prescriptions may be required for VDT work than for reading because the eyes are focusing at different distances for each task. When reading glasses won't do the job, bifocals or trifocals will.

Bifocal and trifocal wearers need to take special care to be certain the different lens segments are properly placed for VDT viewing. It is a good idea to actually measure the seeing distances from the eyes to the screen and provide this information to the optometrist or ophthalmologist. It also is an advantage if the person examining the eyes also designs the lenses and fits the frames.

Astigmatism is another common vision problem that blurs vision at all viewing distances. This happens because the front surface (cornea) of the astigmatic eye, instead of being round, is shaped like the side of a football.

Mild astigmatism usually poses no difficulty for normal seeing tasks but, for the VDT user, it may contribute to on-the-job visual discomfort. Prescription lenses worn only when using the VDT will help. People with larger amounts of astigmatism need to wear glasses or contact lenses for all seeing tasks.

A less common vision problem that can cause visual discomfort for a VDT user is difficulty in quickly and accurately moving the eyes from one point to another. People whose eyes tend to jump rather than move slowly across a line of words may find it difficult to use a VDT. Glasses and/or vision therapy can help.

There are many other eye conditions that can contribute to blurring of the VDT screen, increase susceptibility to glare problems, or otherwise make it more difficult to perform VDT tasks. These include cataracts, glaucoma, corneal opacities (clouding of the outside surface of the eye) or inflammation of the eye. Depending upon the condition involved, treatment with drugs or surgery may be needed.

In addition, studies have shown that many people with normal vision experience discomfort and sometimes blurred vision at both near and far after prolonged VDT use. Glasses with a mild prescription for near seeing usually will eliminate the problem by doing most of the focusing work for the eyes.

Although it may seem from what has been discussed that every VDT user needs glasses or contact lenses on the job, it is not true. Sometimes, periodic rest breaks, that give the eyes a chance to relax and look off into the distance, are all that is needed to relieve VDT stress.

The National Institute for Occupational Safety and Health (NIOSH) recommends a 15-minute break after two hours of continuous VDT work for users under moderate visual demands and/or

## EYE EXAMINATION CHART

### Central Visual Acuity

- ☐ Sharpness of vision
- ☐ Clear vision at a distance of 20 feet
- ☐ Near vision of 13 to 16 inches.

### Muscle Balance and Eye Coordination

- ☐ Appropriately balanced eye movement
- ☐ No significant eye deviation horizontally or vertically

- ☐ Ability to relay images from various distances which the brain can correlate without difficulty

### Depth Perception

- ☐ Ability of eyes to judge relationships in space

### Color Discrimination

- ☐ Ability to judge color correctly

This guide for VDT operators was prepared by the National Safety Council, which suggests that VDT users clip it and give it to doctors who examine their eyes.

moderate work load. A 15-minute break every hour is recommended for those under high visual demands, high workload or handling repetitive work tasks.

Nevertheless, the most common cause of visual fatigue for VDT users is an eye or vision problem that can be diagnosed during a thorough eye examination. This is why NIOSH also recommends that all VDT users have periodic eye examinations.

**N**OT JUST ANY eye examination will do, however. The VDT user should obtain an examination that covers the more subtle aspects of vision discussed here.

Such an examination should take 30 to 60 minutes and begin with the taking of the patient's health history. Before the actual examination is started, VDT users should tell the optometrist or ophthalmologist about their on-the-job seeing needs and any symptoms they have been experiencing. This can have a bearing on the types of tests provided and the lenses prescribed.

The thorough eye examination for VDT users should include:

- ✓ An exterior and interior examination for disease signs;
- ✓ Tests of the current ability to see sharply and clearly at near and far distances;
- ✓ Tests to determine nearsightedness, farsightedness, astigmatism or presbyopia;
- ✓ A check of eye co-ordination and eye-muscle function to be certain the eyes are working together as a team without stress;
- ✓ Tests of the ability to change focus easily from near to far and vice versa, to hold focus and to avoid fatigue in the process;
- ✓ A glaucoma test for those over 35 or whose health history or other findings indicate a need.

VDT users should avoid eye examinations where drops to dilate the pupils are used at the beginning. These drops temporarily paralyze the eyes' focusing mechanism and make it impossible to evaluate the ability of the eyes to change focus.

There may be no single way to alleviate the visual discomforts of VDT use but the combination of periodic eye examinations, environmental controls and rest breaks can go a long way toward making work with VDTs easier on the eyes.

## News bosses called major stress factor

**Cleveland** — Newsroom management can cause a more serious form of stress than deadline pressure, according to the head of Kent State University's journalism school.

Joe Harper, participating on a

panel on job stress conducted during a regional Sigma Delta Chi convention here, said that editors are often poor at communicating with reporters and "bad about giving praise," according to a report in Publishers' Auxiliary, National Newspaper Assn. publication.

He said that editors are likely to be ill-prepared for their supervisory roles, noting that often the editor moved up from the reporting staff.

"Being successful at badgering a politician for straight answers is

not the same as being able to badger a reporter for a story. Some of the most aggressive reporters make the poorest supervisors," Harper asserted.

Poor management techniques can be a continuing source of stress and frustration, while deadlines can be a useful aid in getting work completed, Harper pointed out.

People who are unable to cope with the pressure of deadlines leave the business, he maintained.

While Harper and co-panelist M. K. Badawyi, chair of Cleve-

land State University's Dept. of Management and Labor Relations, agreed that stress is an integral part of newspaper work, they emphasized that excess stress must be controlled.

"Excess stress can kill you," Badawyi warned, noting that it can lead to ulcers, high blood pressure and heart attack.

Other areas of stress characteristic of newspaper work the panelists cited included the need to quickly shift one's focus from one assignment to another and frustrated ambitions.

## Raises averaged \$34 in '82 pacts

**Washington**—Guild bargaining in the fiscal year that ended March 31 produced increases in the reporter top minimum averaging \$34.97 a week, or 7.5 percent, in the first year of contracts of two years or more with daily newspapers, wire services and news magazines.

In the second year of those contracts, the increase averaged \$35.11 a week, or 7 percent.



# Jailing of Thloloe over banned book assailed by Perlik

Washington—"Outrages by the government of South Africa are so commonplace as almost to dull the senses," TNG President Charles A. Perlik, Jr., said in a letter to the president of the Media Workers' Assn. of South Africa (MWASA), expressing his astonishment and anger on learning that black journalist and MWASA leader Joe Thloloe had been jailed for possessing a banned book.

Writing to MWASA President Charles Mqakula, Perlik said that the two-and-a-half-year sentence imposed on Thloloe by a Johannesburg court April 20 was an act of tyranny the enormity of which is hard to grasp by those who take for granted the freedom to read and possess any material they choose.

Thloloe was convicted for possessing an 80-page book published by the Pan Africanist Congress, an outlawed black nationalist organization.

In Thloloe's defense, his attorney pointed out that the volume is legally available in public and university libraries.

Thloloe had been detained by security police for 10 months prior to his trial.

Another MWASA leader, Mathata Tsedu, detained without charge for the same period, was released after Thloloe's trial. Three other black journalists—all members of MWASA—were

currently serving sentences ranging from 18 months to nine years.

"Our heartfelt support goes to MWASA's struggle on behalf of the freedom and economic survival of South Africa's black media workers," Perlik said in the letter to Mqakula.

South African Ambassador to the United States B. G. Fourie, meanwhile, has responded to an earlier letter from Perlik protesting the search by government security police of the home and office of Allister Sparks, who serves as correspondent for the Washington Post and the London Observer.

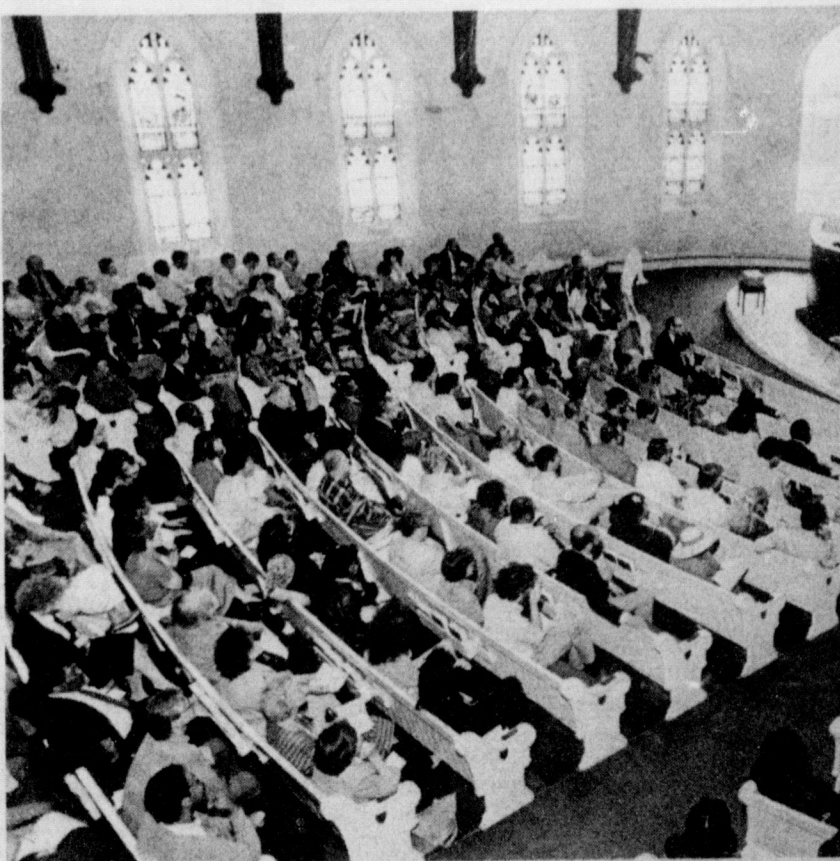
Acknowledging Perlik's protest, Fourie said that the March 16 search had been conducted in accord with South African law and that a proper search warrant had been obtained.

"The search flowed out of alleged violation of South African law" by Sparks—who is a South African national—Fourie wrote to Perlik.

It "was not designed to curb freedom of the press in South Africa, nor was it intended against the Washington Post as such," he said.

At the time of the search, police said they were seeking evidence that Sparks had quoted Winnie Mandela, a banned person who is the wife of an imprisoned black nationalist leader.

South African law prohibits



WILLIAM C. BURKE/Washington-Baltimore Guild

## Post unit says 'no' to interim raises

Members of the Washington-Baltimore Guild's Washington Post unit listen to reports on the status of bargaining before voting 214 to 41 to turn down the Post's latest offer to implement an interim pay increase. Bargaining committee co-chairs Martha Hamilton and Ernie Mercer, right, described the pace of negotiations and recommended that the mem-

bers reject the offer of raises ranging from \$27 to \$42 a week retroactive to July 1—expiration date of the previous contract. In doing so, the unit called on the Post management instead "to engage in intensive, meaningful negotiations for a fair contract now." The unit had rejected an identical offer by a similar vote in January.

whether that prohibition can be applied to persons writing for publication outside the country is a point of legal dispute.

No charges have been brought against Sparks, but his wife, Suzanne Sparks, and Bernard Simon, a correspondent for the Associated Press-Dow Jones service and the Financial Times, have been charged with obstructing justice.

Police say that Simon, at Su-

zanne Sparks' request, removed material from her husband's office in advance of the search.

A trial has been set for Aug. 18. Both Suzanne Sparks and Simon remain free.

Perlik has also registered a letter of protest with Philippine President Ferdinand E. Marcos over the arrest of Antonio Nieva, a columnist for The Bulletin Today and the president of the uni-

on representing the newspaper's employees.

Nieva, who upon his arrest was initially confined to a military camp on grounds of being "subversive," is currently under house arrest.

Perlik called on Marcos to end the repeated harassment and arrest of members of the press and urged the immediate release of Nieva.

## 1982-83 TNG audit: What came in; where it went

Following is the report of TNG's financial standing, including the Defense Fund, and General Fund operations for the fiscal year ended March 31, 1983, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants.

### Balance Sheet—General Fund, March 31, 1983

| ASSETS                                        |                   |
|-----------------------------------------------|-------------------|
| Cash in banks and on hand                     | \$ 245,671        |
| Advances receivable                           | 24,943            |
| Loans receivable                              | 80,098            |
| Exchanges receivable                          | 51,638            |
| Prepaid insurance and transportation expenses | 38,596            |
| Deposits                                      | 675               |
| Investments                                   | 100               |
| Equipment (net)                               | 55,222            |
| <b>Total assets</b>                           | <b>\$ 496,943</b> |
| LIABILITIES                                   |                   |
| Accounts payable                              | \$ 26,630         |
| Payroll taxes payable                         | 4,562             |
| Due to Defense Fund                           | 13,973            |
| Severance pay reserve                         | 220,582           |
| <b>Total liabilities</b>                      | <b>\$ 265,747</b> |
| <b>Net worth</b>                              | <b>\$ 231,196</b> |
| <b>Total liabilities and net worth</b>        | <b>\$ 496,943</b> |

### Income & expense, General Fund, year ended 3/31/83

| INCOME                                         |                    |
|------------------------------------------------|--------------------|
| Membership—Per-capita taxes                    | \$2,639,366        |
| Initiation fees                                | 11,587             |
| Reinstatement fees                             | 471                |
| Agency fees                                    | 33,550             |
| Servicing salaries and expenses paid by locals | 35,819             |
| Guild Reporter income                          | 3,262              |
| Research Department sales                      | 8,884              |
| Expenses paid by Defense Fund                  | 53,600             |
| Charter fees                                   | 5                  |
| Other income                                   | 14,918             |
| <b>Total income</b>                            | <b>\$2,801,462</b> |
| EXPENSES                                       |                    |
| Per-capita taxes                               | \$ 121,587         |
| Field operations                               | 992,941            |
| Administrative operations                      | 435,972            |
| Office management                              | 672,716            |
| Executives                                     | 17,793             |
| Other expenses                                 | 410,556            |
| <b>Total expenses</b>                          | <b>\$2,752,565</b> |
| <b>Operating surplus</b>                       | <b>\$ 48,897</b>   |
| <b>Net worth—beginning of year</b>             | <b>\$ 133,528</b>  |
| <b>Prior period adjustment</b>                 | <b>\$ 48,771</b>   |
| <b>Net worth—end of year</b>                   | <b>\$ 231,196</b>  |

### General Fund, budget & expense, year ended 3/31/83

|                              | Expended<br>Year<br>Ended<br>3/31/83 | Budget<br>Year<br>Ended<br>3/31/83 | (Over)<br>or<br>Under<br>Budget |
|------------------------------|--------------------------------------|------------------------------------|---------------------------------|
| 1. Per-capita taxes          | \$ 121,587                           | \$ 119,055                         | \$(2,532)                       |
| 2. Field Operations:         |                                      |                                    |                                 |
| A. Director—Salary           | \$ 48,677                            | \$ 48,677                          | —                               |
| Expenses                     | 2,312                                | 3,500                              | 1,188                           |
| B. Organizing and Servicing: |                                      |                                    |                                 |
| IRs' salaries                | \$ 520,346                           | \$ 532,916                         | \$12,570                        |
| IRs' expenses                | 174,810                              | 240,000                            | 65,190                          |

|                                                   | Expended<br>Year<br>Ended<br>3/31/83 | Budget<br>Year<br>Ended<br>3/31/83 | (Over)<br>or<br>Under<br>Budget |
|---------------------------------------------------|--------------------------------------|------------------------------------|---------------------------------|
| Secretaries—stenographers                         | 9,694                                | 9,596                              | ( 98)                           |
| Miscellaneous organizing and servicing            | 72,660                               | 80,000                             | 7,340                           |
| Organizing-servicing program subsidies            | 150                                  | 600                                | 450                             |
| C. Collective Bargaining                          |                                      |                                    |                                 |
| Salaries—Executive Secretary, Contracts Committee | \$ 45,486                            | \$ 45,486                          | —                               |
| Pension consultant                                | 15,000                               | 14,500                             | ( 500)                          |
| Secretaries—stenographers                         | 9,694                                | 9,596                              | ( 98)                           |
| Collective Bargaining and Research                |                                      |                                    |                                 |
| Asst.                                             | 22,751                               | 29,094                             | 6,343                           |
| Human Rights Coordinator                          | 34,872                               | 34,000                             | ( 872)                          |
| Research & Information Associate                  | 24,449                               | 24,427                             | ( 22)                           |
| Expenses—personnel                                | 12,040                               | 7,500                              | ( 4,540)                        |
|                                                   | \$ 992,941                           | \$1,079,892                        | \$86,951                        |
| 3. Administrative Operations:                     |                                      |                                    |                                 |
| A. Director—Salary                                | \$ 48,677                            | \$ 48,677                          | —                               |
| Expenses                                          | 866                                  | 1,500                              | 634                             |
| B. Research and Information:                      |                                      |                                    |                                 |
| Salaries—Director                                 | \$ 41,415                            | \$ 41,415                          | —                               |
| Assistant Director                                | 15,322                               | 15,132                             | ( 190)                          |
| Secretaries—stenographers                         | 9,694                                | 9,596                              | ( 98)                           |
| Expenses—personnel                                | 3,907                                | 2,500                              | ( 1,407)                        |
| Books and periodicals                             |                                      |                                    |                                 |
| Legal and bargaining services                     | 1,763                                | 2,500                              | 737                             |
| Subscriptions                                     | 5,539                                | 3,500                              | ( 2,039)                        |
| Other printed material                            | 1,935                                | 2,000                              | 65                              |
| Publications and literature                       | 14,280                               | 11,500                             | ( 2,780)                        |
| Organizing and other literature                   | —                                    | 5,500                              | 5,500                           |
| Institutes and seminars                           | 20,547                               | 19,500                             | ( 1,047)                        |
| Miscellaneous                                     | 112                                  | 500                                | 388                             |
| C. Guild Reporter:                                |                                      |                                    |                                 |
| Salaries—Editor                                   | \$ 43,670                            | \$ 42,082                          | \$(1,588)                       |
| Assistant editor                                  | 15,322                               | 15,132                             | ( 190)                          |
| Clerical                                          | 24,834                               | 25,086                             | 252                             |
| Expenses—personnel                                | 4,582                                | 2,500                              | ( 2,082)                        |
| Printing                                          | 101,895                              | 92,850                             | ( 9,045)                        |
| Postage                                           | 54,010                               | 62,250                             | 8,240                           |
| Addressing                                        | 23,208                               | 19,000                             | ( 4,208)                        |
| Pictures & special material                       | 4,129                                | 4,000                              | ( 129)                          |
| Miscellaneous                                     | 265                                  | 500                                | 235                             |
|                                                   | \$ 435,972                           | \$ 427,220                         | \$(8,752)                       |
| 4. Office Management:                             |                                      |                                    |                                 |
| Salaries—Office manager                           | \$ 28,548                            | \$ 28,548                          | —                               |
| Secretaries—stenographers                         | 29,081                               | 28,787                             | ( 294)                          |
| Bookkeeping                                       | 38,338                               | 38,268                             | ( 70)                           |
| General clerical                                  | 36,853                               | 37,185                             | 332                             |
| Rent & maintenance                                | 86,199                               | 83,200                             | ( 2,999)                        |
| Moving expense                                    | —                                    | 10,000                             | 10,000                          |
| Stationery & supplies                             | 34,703                               | 27,500                             | ( 7,203)                        |
| Equipment                                         | 9,000                                | 9,000                              | —                               |

|                                   | Expended<br>Year<br>Ended<br>3/31/83 | Budget<br>Year<br>Ended<br>3/31/83 | (Over)<br>or<br>Under<br>Budget |
|-----------------------------------|--------------------------------------|------------------------------------|---------------------------------|
| Telephone & telegraph             | 25,915                               | 28,000                             | 2,085                           |
| Repairs & improvements            | 7,172                                | 5,000                              | ( 2,172)                        |
| Postage                           | 22,192                               | 26,000                             | 3,808                           |
| Auditing                          | 12,000                               | 12,340                             | 340                             |
| Insurance & bonding               | 30,000                               | 16,000                             | (14,000)                        |
| Employee pension                  | 75,460                               | 75,560                             | 100                             |
| Employee health and welfare       | 80,258                               | 73,250                             | ( 7,008)                        |
| Directly billed transportation    | 113,887                              | 140,000                            | 26,113                          |
| Data processing                   | 38,729                               | 33,000                             | ( 5,729)                        |
| Miscellaneous                     | 4,381                                | 7,500                              | 3,119                           |
|                                   | \$ 672,716                           | \$ 679,138                         | \$ 6,422                        |
| 5. Executives:                    |                                      |                                    |                                 |
| Officers' salaries                | \$ 104,017                           | \$ 104,017                         | —                               |
| Officers' expenses                | 14,776                               | 13,750                             | ( 1,026)                        |
|                                   | \$ 118,793                           | \$ 117,767                         | \$(1,026)                       |
| 6. Other Expenses:                |                                      |                                    |                                 |
| Legal                             | \$ 52,811                            | \$ 47,500                          | \$(5,311)                       |
| Payroll & personal property taxes | 81,913                               | 57,500                             | (24,413)                        |
| Contributions & tickets           | 9,034                                | 12,500                             | 3,466                           |
| Delegates and committees          | 59,854                               | 26,000                             | (33,854)                        |
| I.E.B. meetings                   | 58,557                               | 55,000                             | ( 3,557)                        |
| Severance pay                     | 50,000                               | 50,000                             | —                               |
| Convention reserve                | 75,000                               | 75,000                             | —                               |
| Broun Award                       | 1,000                                | 1,000                              | —                               |
| Broun Award expenses              | 2,439                                | 2,000                              | ( 439)                          |
| AFL-CIO-IUD                       |                                      |                                    |                                 |
| Conventions                       | 2,742                                | 3,000                              | 258                             |
| CLC Convention                    | 1,092                                | 1,500                              | 408                             |
| IFJ meetings                      | 13,426                               | 13,500                             | 74                              |
| Guild Service Award               | 1,188                                | 1,500                              | 312                             |
| Irving Leichter Scholarship Fund  | 1,500                                | 1,500                              | —                               |
|                                   | \$ 410,556                           | \$ 347,500                         | \$(63,056)                      |
| <b>Totals</b>                     | <b>\$2,752,565</b>                   | <b>\$2,770,572</b>                 | <b>\$18,007</b>                 |

### Balance Sheet—Defense Fund, March 31, 1983

| ASSETS                                                   |                    |
|----------------------------------------------------------|--------------------|
| Cash in banks:                                           |                    |
| Checking account                                         | \$ 8,258           |
| Savings accounts, certificates of deposit                | 1,498,721          |
| Investments (at cost)                                    | 3,431,201          |
| Loans receivable:                                        |                    |
| Detroit Guild                                            | 49,000             |
| Erie Guild                                               | 1,050              |
| Great Falls Guild                                        | 8,980              |
| New York Guild                                           | 113,689            |
| San Francisco-Oakland Guild, Vallejo Unit                | 20,000             |
| Terre Haute Guild                                        | 19,200             |
| Washington-Baltimore Guild                               | 41,815             |
| Wire Service Guild                                       | 11,850             |
| Due from General Fund                                    | 13,973             |
| Other investments (at cost)                              | 8,739              |
| <b>Total assets</b>                                      | <b>\$5,226,476</b> |
| LIABILITIES                                              |                    |
| TNG's Defense Fund had no liabilities on March 31, 1983. |                    |
| <b>Net worth</b>                                         | <b>\$5,226,476</b> |
| <b>Total liabilities and net worth</b>                   | <b>\$5,226,476</b> |



## Judge faults publisher for police patrol

Lexington, Ky.—A county district court judge has criticized the publisher of Knight-Ridder's Lexington Herald-Leader for seeking a special city police patrol in the newspaper's parking lot.

Police had been periodically posted in the paper's parking area since publisher Creed Black had asked the city's mayor to stake out the lot as a means of cutting down on the number of drivers using it as a through street to shortcut a nearby intersection.

The judge, calling the use of police in a surveillance of the newspaper's parking lot a "waste of taxpayers' money," dismissed 40 traffic citations at a hearing May 20.

Among those ticketed for driving through the parking lot had been several employees, including one member of the Lexington Guild. They were represented at the hearing by the attorney that represents the Guild local.

In dismissing the citations, the judge said that he was certain that if another private business had asked for such special attention from the city's police that "Black would be the first one to write an editorial."

He ruled that driving through the paper's parking lot did not violate a statute that prohibits "avoiding a traffic device."

Those who were ticketed faced fines of \$52.50. One police officer who had handed them out said he had doubts about the validity of the charges and advised recipients to go to court.

Black had told the mayor in an April 8 letter that he was concerned that someone would be killed or injured in the parking lot "by a hotshot driver taking a shortcut."

Earlier, the company had posted a private security guard at the entrance to the parking lot to prevent unauthorized traffic.

## Gary key up \$45. to \$562

Gary, Ind.—The top minimum for reporters, photographers and copy readers is raised by \$45, to \$562 a week in the final 18 months of a two-year agreement between the Gary Guild and Knight-Ridder's Post-Tribune.

The \$45 increase comes in two steps, with \$20, to \$537 a week, from April 23 and the remaining \$25 due Oct. 23.

The service required for five weeks of vacation is reduced by five years, to 20.

The company's weekly payment to the pension fund is raised by \$5, to \$15 per employee, and its monthly payment toward the cost of dental insurance is raised by



BETSY WADE/New York Guild

## Rally in Harlem

Henrietta Hogan, right, a striking member of the New York Guild's Amsterdam News Unit, appeals to the people of the Harlem community for their continued support as the strikers seek a just contract settlement with the black community weekly. Hogan made the appeal during a rally May 14 that drew a crowd of several hundred, including a contingent from the Transport Workers' Union. With Hogan is striker Eddie O'Jay, who emceed the program which featured live music as well as speakers, and son Bobby. Hogan, a makeup person on the AmNews, recalled that as she used to finish the paper's makeup each week she would say to herself, "Praise God, another black paper is going out." Now, she said, she was calling on the members of the community to support the Guild members—on strike since Feb. 1—until the dispute is settled. Other speakers included Unit Chairperson Clara Bennett and New York Guild Executive Vice President Ed Egan.



## Rehire ordered in 'relative rule' dispute

San Jose—The San Jose Mercury and News cannot be excused for firing a person it had made a permanent employee in violation of its own rule against hiring employees' relatives, an arbitrator has ruled.

It is an employer's responsibility to know who it employs and under what circumstances its em-

ployees are working, arbitrator Gerald R. McKay said in ordering the Knight-Ridder paper to reinstate the grievant, a part-time dispatch driver.

If a company fails to record employment information properly, "it does so at its own peril," McKay said in rejecting the company's argument that its mistake should be excused.

The grievant, a high-school student, whose mother is a permanent employee of the papers, was hired in February 1981.

The company's policy on hiring relatives of permanent employees—a policy the Guild continues to oppose due to its unilateral and arbitrary nature—prohibits the hiring of relatives on other than a temporary basis, while the Guild's contract limits temporary employment to six months.

Eight months after she was hired, the grievant and the Guild were notified that she had been reclassified as a permanent, part-time employee.

Several weeks later, the personnel manager, who had approved the reclassification, remembered

that the grievant's mother was also a permanent employee of the paper. When the company's vice president for employee relations was told of the mixup, he advised the personnel manager to let it go on the hope, he told the arbitrator, that when the grievant finished high school she would leave the paper for a different job.

When that did not occur, he said, he ordered the grievant's hours cut thinking this might encourage her departure, but when that failed, he directed that she be fired due to her family relationship.

After the Guild lodged a protest over the discharge, the company returned the grievant to the payroll claiming that she was again a temporary employee. Six months later it terminated her once more.

A subsequent offer by the company to reinstate the grievant for another six-month period of "temporary" employment was rejected by the Guild and the dispute moved to arbitration.

While the company's failure to terminate the employee after her first six months of work "may have been a mistake, it was a

unilateral mistake" which worked to her benefit, and one which an arbitrator "has no authority to excuse," McKay ruled.

He pointed to arbitral doctrine that allows the granting of relief in the case of a mutual mistake, but not a unilateral one.

McKay took no position on the "relative rule," stating that since the company had retained the right to decide who it would hire its decision on employing relatives was not subject to his review.

Once a person is hired, however, the treatment of that employee is subject to the contractual grievance and arbitration procedure, he pointed out.

McKay ordered the grievant's immediate reinstatement with full seniority and four weeks' back pay. He said back pay for the full period the grievant was out of work was not justified, however, since she had made no effort to find other work in the interim.

He also ruled that the company could not cut her hours, as it once had, "as a means of discouraging her continued employment."

## In Gannett, no union-vote unnoticed

Stockton, Calif.—A National Labor Relations Board-supervised election among four dock employees of Gannett's Stockton Record did not go unnoticed by the company's corporate headquarters in Rochester. Gannett had one of its labor-relations attorneys on hand for a hearing on the Guild's petition and on the day of the balloting as well.

The Central California Guild was selected as the employees' bargaining representative by a three-to-one vote in the May election.

The Guild subsequently was asked to submit its proposals for a contract covering the new group directly to Rochester.

The local also represents more than 100 employees in the paper's advertising, circulation, editorial and maintenance departments.

## Arbiter rules vacation earned despite leave

New Brunswick, N.J.—An arbitrator has ordered the Home News to pay a reporter for four weeks' vacation it denied her in 1982 after she had taken a 54-week unpaid maternity leave in 1980-81.

The company had maintained that because of the long, unpaid leave the reporter had not "earned" the 1982 vacation. It said it was an "error" that it had not reduced her paid vacation after a 47-week maternity leave in 1977-78.

The New York Guild pointed out that its contract with the paper specifies that maternity leave does not constitute a break in "continuity of service for the computation of experience, vacations and other benefits."

It also argued that the only contractual requirements for a four-week vacation are that a person be an employee and have at least six years' service.

Arbiter Benjamin Wolf noted that the company previously had acted in accordance with the

Guild's interpretation of the maternity leave-vacation language. Because it had not raised its 1977-78 "error" in subsequent bargaining, it had allowed an "apparent agreement" with the Guild's interpretation to stand, he said.

"By failing to raise the question, the employer deprived the Guild of the opportunity to negotiate its understanding of the clause," Wolf wrote. "The employer is . . . stopped from now claiming mistake."





ERIC SMITH in Publishers' Auxiliary/Reprinted by permission

## Gannett holds \$17M mortgage as Oakland Tribune sold to Maynard

**Oakland** — When Robert C. Maynard, editor and publisher of the Oakland Tribune, took over ownership of the paper from the Gannett chain April 30 he did so almost singlehandedly and without having to put up any of his own cash.

Maynard secured loans totaling \$7 million from the Canadian Imperial Bank of Commerce and the Crocker National Bank, while Gannett holds a \$17 million note on the property that it sold to him for \$22 million. Included in the sale, in addition to the paper, is the Tribune Tower building, a parking lot, truck garage and a newsprint warehouse.

Maynard announced that he owns "the overwhelming majority" of the stock in the company. The only other stockholder is Paul Greenberg who represented Maynard in negotiations with Gannett.

Maynard said he avoided forming a group of investors to buy the paper because of concern that

such a consortium might compromise the paper's editorial independence.

The loans, secured by the paper's real estate, run for 15 years with an initial 3-year grace period. The extra \$2 million will provide the paper with operating capital.

Maynard named seven outside directors to a special advisory board. Among the directors are Shirley Temple Black, former child actress and diplomat, and Alex Haley, author of "Roots."

Others include Mervin G. Morris, the founder of a department store chain, Warren L. Larude, former publisher of a pair of Gannett papers, Dr. Robert Fisher, a local university president, Dr. Vertis Thompson, a local physician and former president of the National Medical Assn. and Henry Mestre, the director of an organization that assists nonprofit groups.

Maynard became the Oakland Tribune's editor in 1979 when Combined Communications, the paper's owner since 1977, was merged with Gannett. He has been publisher since 1981. Combined Communications purchased the paper from the Knowland family which had operated it for more than 50 years.

At the time Gannett acquired the paper, Maynard was directing the Institute for Journalism Education, a summer minority training program at the University of California. Gannett is a sponsor

of the program.

Maynard worked at the Washington Post for 10 years where he was a member of the Washington-Baltimore Guild. He was the paper's ombudsman before joining the Tribune.

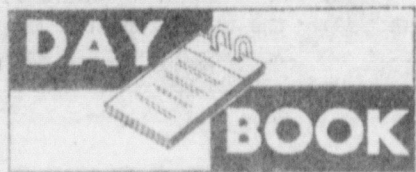
He becomes the first black to own a general circulation metropolitan daily newspaper, but he dismisses this fact as "one of the world's more boring statistics.... the issue is the quality of the paper, not the color of the executive," Time magazine reported.

The six unions representing the Tribune's employees, including the San Francisco-Oakland Guild which represents the paper's editorial department employees, late in February approved new five-year agreements that include wage freezes for the first 18 months [Guild Reporter, Feb. 25].

Agreement from the unions on cost-saving measures were a condition Gannett placed on the sale of the paper to Maynard.

Gannett put the paper up for sale last fall when it announced plans to purchase San Francisco's KRON-TV from the Chronicle Publishing Co. FCC regulations would prohibit Gannett from owning the television station and a newspaper in the same area.

The Tribune lost an estimated \$3 million last year, due in part to start up costs associated with a new morning edition—Eastbay Today. Morning and evening papers were subsequently merged.



International Executive Board, pre-convention meeting June 24-25; Bond Court Hotel, Cleveland.  
Canadian Policy Conference, 2 p.m., June 25-27, Bond Court Hotel, Cleveland.

Conference of District Councils, noon, June 26, 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.

Middle-Atlantic District Council, fall meeting, Nov. 5-6, New York.  
Western District Council, fall meeting, Nov. 5-6, Bakersfield, Calif.

New England District Council, fall meeting, Manchester, dates to be set.  
Midwest District Council, fall meeting, Kenosha, dates to be set.

## Editorial

### White House 'jesture'

"I've been waiting years to do this," President Reagan said as he stuck his thumbs in his ears and waved his hands at the crowd gathered for the White House News Photographers Assn.'s dinner May 18.

The president said that he'd been told the session was off the record and that the cameras were off. But he need not have been concerned about making such a gesture of disdain toward the press publicly, he's been doing it throughout his tenure in the White House, though not in so animated a fashion.

With the mikes on and the cameras rolling, Reagan has displayed an avid determination to restrict the free flow of information and hinder the efforts of the press to keep the public informed about the administration it elected.

The Reagan administration continues to press ahead with efforts to win congressional approval of amendments that would weaken the Freedom of Information Act, while at the same time interpreting the existing law in the most restrictive manner.

The Justice Dept. has issued guidelines instructing government agencies to scrutinize the "qualifications" of those seeking information under the FOI Act, as well as the use they intend for material requested. The guidelines also discourage agencies from waiving fees for compiling the information.

A Senate panel conducting hearings on the administration's proposals to "reform" the FOI Act, recently heard testimony about a \$1,520 fee placed on a request from a university professor who sought the text of a two-page memo from the CIA.

Among its other unique infringements on free speech, the Reagan administration has labelled as propaganda Canadian documentary films and forbidden a Soviet advisor on a lecture tour of the United States to talk to the press.

As Floyd Abrams, a leading authority on the First Amendment, put it in congressional testimony, the Reagan administration treats information almost as if it were "a potentially disabling, contagious disease, which must be feared, controlled and ultimately quarantined."

Perhaps the president's March 11 directive that not only subjects federal employees with security clearances to lie detector tests, but also requires former government officials who had access to classified information to submit any articles they write to prepublication review provides a glimpse of how Reagan would like to handle the press.

And small wonder, from a president whose seeming lack of knowledge about the government he heads comes blundering forth so often when he speaks spontaneously that his aides make excuses about his hearing and consider putting him under wraps.

### Epton vs. Royko and Simon II

Bernard E. Epton, unsuccessful candidate in Chicago's recent mayoral race, has withdrawn himself as a potential buyer for the Chicago Sun-Times. Perhaps Epton learned that the Chicago Guild's contract with the paper would interfere with his stated aim of firing columnists Mike Royko and Roger Simon [Guild Reporter, May 13].

## The Guild Reporter

CALM  
ACPS

JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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