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Limits urged on industry concentration

Washington—In the face of what it termed the "burst of ownership consolidation" in recent months in the U.S. communications industry, TNG's Int'l Executive Board has renewed a call for federal legislation to limit the concentration of newspaper ownership without infringing on First Amendment rights.

The board pointed particularly to the announced purchase of the American Broadcasting Companies by Capital Cities Communications, the hostile bid by cable-TV magnate Ted Turner to take over CBS and several other pending and completed transactions.

The high prices involved in the transactions were drawing unusually widespread attention to the robust financial position of the industry and that attention itself was generating new interest by investors in acquiring major holdings in it.

The current rash of acquisitions which are further concentrating ownership of U.S. newspaper, magazine and broadcast firms makes it incumbent on Congress to "take a fresh look" at the proposal that was advanced six years ago by TNG and others, the IEB said in a statement adopted during its spring meeting April 22-25.

That proposal, first suggested by press

analyst and critic Ben Bagdikian, would put a ceiling on the number of newspapers or the aggregate circulation a single company could control. To avoid infringement on First Amendment rights, newspapers established, rather than purchased, by the company that owns them, would be excluded from the limit, the IEB pointed out.

Such a measure "would simply prevent" newspaper chains "from gobbling up any more" existing papers or other chains, TNG's 1979 Convention said in voicing its support for the proposal.

[The 1979 Convention also urged that

such limitations be enacted in Canada, as well as in the United States, and more recent conventions have called for enactment of legislation introduced in Canada's Parliament that would have limited the size of newspaper chains.]

From 1979 to the end of 1984, the percentage of U.S. dailies under chain ownership grew from 61 percent to more than 68 percent while the circulation of chain-owned dailies rose from 75 percent to 78 percent. Chain dailies' share of total circulation rose by 0.6 percent in 1984 alone, and the number of independently owned

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First raises range up to 29 percent in Bellevue pact

Bellevue, Wash.—An initial Pacific Northwest Guild contract covering the Bellevue Journal-American's 150 advertising, business, circulation, editorial and mailroom employees raises individuals' salaries by as much as 29 percent in its first year.

The two-year agreement, retroactive to Jan. 1, sets the top minimum for reporters, photographers and outside sales employees at \$445.20 a week, rising to \$463.01 on next Jan. 1.

Employees' salaries are raised to the minimum appropriate for their jobs and corresponding experience as set out in the new contract, or by 5 percent, retroactive to Jan. 1, whichever produces a greater increase.

Several employees in ad service jobs will receive increases of 19 to 22 percent immediately, while 10 circulation department employees receive immediate increases ranging from 13.5 to 29 percent, a Guild representative said.

One reporter gets an immediate raise of 10 percent.

Retroactive raises for inside classified sales employees range from 8 to 9 percent, while the

salaries of many clerks also are upgraded, including an increase for one business office employee of 21.5 percent and a 13-percent raise for another.

All minimums are raised by 4 percent in the second year of the contract.

The top minimum for senior clerks—set at \$333.08 retroactive to Jan. 1—will rise to \$346.40 next Jan. 1, and the top minimum for news clerks, classified telephone sales employees, telephone operators and proofreaders—\$290.43 from Jan. 1—will rise to \$302.05 next Jan. 1.

Employees first voted for Guild representation in a National Labor Relations Board-supervised election in November of 1983, then again, in a rerun election conducted in March of 1984.

Shortly before the second vote, the company had raised employees' salaries by 6 percent from Jan. 1, 1984.

The second vote was set after an NLRB hearing officer upheld a company objection to a Guild statement that membership initiation fees would be "waived for this

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'Fewer on Sunday!'

Stan Swenk, left, a Philadelphia Guild shop steward at the Pottstown Mercury, leads other Guild members at the paper in an informational picket line April 11 to protest the increased use of stringers, instead of staff members, for the new Sunday edition first published three days

later. During the demonstration, Guild representatives were meeting with management on a temporary agreement on the use of stringers, reached less than an hour before the paper hosted an open house to introduce the Sunday edition. Final resolution will be by arbitration.

14 on IEB to seek new terms, two bowing out

Washington—Fourteen of the 16 incumbent members of TNG's Int'l Executive Board—including President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale and Int'l Chairperson Harry S. Culver—said during the IEB's spring meeting that they expect to

seek new, two-year terms in this summer's TNG election.

The other two IEB members—six-term Canada West Vice President Roger L. Stonebanks of Victoria and Region 1 (U.S. Northeast) Vice President Thomas R. Hiltz of Boston—said they will

step down when their current terms end in mid-October.

Perlik, who will be seeking his ninth term, Dale, his fourth, and Culver, his fifth in his current office, were definite about their candidacies in response to a Guild Reporter poll.

Five of the six incumbent vice presidents elected from the membership at large also said definitely that they will run for re-election.

Robert C. Holt, Jr., of St. Louis; Carol D. McGarvey Rothman of Philadelphia; Marie Shellock of Youngstown; Stanley Souza of Hawaii; and Gene Turner of Central California.

Holt will be seeking his fifth term, Rothman, Shellock and Souza their second two-year terms, and Turner, named last summer in an interim election, his first full term.

Three of the vice presidents elected from geographic regions also were definite about their re-election plans.

Faye McCracken of Memphis, Region 2, the South; Richard M.

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Report said to back VDT shielding

The director of the Bioelectromagnetics Research Laboratory at the University of Washington has advised a major VDT manufacturer that "it certainly is desirable to shield" the covers of some older VDTs to block emissions, according to the March/April issue of VDT News, a bimonthly newsletter.

While stating that he considers

it "highly unlikely" that there is a relationship between birth defect clusters and VDT emissions, professor Arthur W. Guy offers the advice in the "recommendations" section of a report commissioned by and prepared for IBM's director of health and safety, VDT News reported.

At the same time, Guy concluded that newer VDTs manufac-

tured under federal standards aimed at reducing static in short-wave radio reception contain sufficient shielding, according to the VDT News report. The standards, issued by the Federal Communications Commission, have been in effect since Oct. 1, 1983.

The newsletter also said that until it obtained a copy, "the 66-

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**'Stay home,'
IEB tells
president—3**

**GCIU leader
Ken Brown
to retire—5**

**Plan to tax
fringes hit
by IEB—2**

First raises range up to 29% in Bellevue accord

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campaign. The local sought an early rerun of the vote, rather than appeal the ruling.

The contract protects employees against discharge except for just and sufficient cause or to reduce the staff and calls for discussions between the Guild and company about job sharing or other work arrangements in lieu of layoffs.

It includes a five-day, 40-hour week and calls for two 15-minute rest breaks in addition to a meal break during each eight-hour shift.

Family health insurance coverage is provided by the company for employees who average 30 hours of work of more a week.

The agreement also calls for consultation with employees over substantial alterations in by-lined copy or in advance of publication of a formal retraction or correction of an employee's work.

Where possible, the Guild is to be given three months advance notice of the introduction of new or substantially altered equipment, and the company is to consult with the Guild before replacing existing video display terminals.

An annual vacation of four weeks is provided for employees after eight years of service, and employees with at least 25 years of service will receive five weeks of vacation. Two weeks of vacation come after a year's service and three weeks after three years.

A \$200 lump-sum bonus is to be paid to all Guild-covered employees on Nov. 1, 1986.

The contract expires Dec. 31, 1986, in tandem with a first contract won by a Graphic Communications Int'l Union local for the paper's composing room employees. The GCIU also represents the



JACK ARENDS/Pacific Northwest Guild

PACIFIC NORTHWEST GUILD BELLEVUE BARGAINING COMMITTEE UPON REACHING INITIAL PACT WITH JOURNAL-AMERICAN

Rebecca Case, Robert Goldstein, Guild-unit chair, Jenny Morgan, Pam Driscoll and TNG Representative Eugene Bryant.

Journal-American's pressroom employees.

Other top minimums include:

Mailers, assistant district sales managers, building and ground maintenance staff—\$233.96 a week from Jan. 1, 1985, and \$243.32 on Jan. 1, 1986.

Mailroom supervisors, mailroom mechanics—\$327.20 a week from Jan. 1, 1985, and \$340.29 on Jan. 1, 1986.

Junior clerks—\$271.96 a week from Jan. 1, 1985, and \$282.84 a week on Jan. 1, 1986.

Tour guides—\$182.80 a week from Jan. 1, 1985, and \$190.11 on Jan. 1, 1986.

TNG Representative Eugene Bryant assisted the local with bargaining for the new contract.

Plan to tax fringe benefits unwise, IEB warns, calling for its demise

Washington—Proposals to tax employee health insurance and other fringe benefit programs are "unwise, unfair and unwarranted," TNG's Int'l Executive Board said during its spring meeting, calling on the Reagan administration to abandon the proposals and upon Congress to defeat them.

As part of what it calls a "tax simplification" plan the Treasury Dept. is recommending that a variety of employee benefits, including health and life insurance, dental, child-care and legal service plans be treated as income and subject to federal tax. So would education assistance to upgrade employee skills. The Treasury Dept. also would tax all unemployment compensation and benefits received through workers' compensation payments to employees injured on the job, the IEB said.

"The pattern of shifting the tax burden to those least able to afford

it" evidenced in the Treasury Dept.'s proposals "is consistent with past administration tax policies that have proved a bonanza for the most affluent," the IEB said.

Three-quarters of workers covered by health insurance plans are paid less than \$25,000 a year and only 2.8 percent earn more than \$50,000, the board noted. It pointed out that unemployment compensation is already subject to federal tax "for all but those near poverty-line income."

The elimination of corporate tax deductions for employee benefit programs, moreover, would bring cuts in those benefits, the IEB cautioned, noting that a long-standing congressional policy of encouraging such benefits "to provide a safety net for American workers against economic disaster" would be reversed.

Many benefit plans covering

Guild members have been bargained "under the assumption they would not be taxed," the IEB said, calling the tax proposal "a government attack on the collective bargaining process itself."

The board urged Guild members and locals to express their views on the proposals directly to their congressional representatives.

Senate Finance Chairman Bob Packwood (R-Ore.), meanwhile, told a meeting of the AFL-CIO's Building and Construction Trades Dept. that he has advised Treasury Secretary Baker that he will work to defeat any proposal to tax employee benefits.

All tax-reform proposals will be given a fair hearing before the Senate Finance Committee "save one . . . the issue of the taxation of employees' benefits," Packwood told the department's annual legislative conference.

IEB endorses renewed grape boycott

Washington—The United Farm Workers have renewed a boycott of table grapes harvested by nonunion workers and TNG's Int'l Executive Board is urging Guild members to support it.

California grape growers, abetted by Republican Governor George Deukmejian's failure to

enforce the state's Agricultural Labor Relations Act, have become hardened "in their refusal to bargain fairly" with the farm workers' union, the IEB said. As a result, it added, the UFW has been unable to negotiate contracts on behalf of some 36,000 members in California vineyards and farms.

14 on IEB to seek new terms, two bowing out

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Peery of Cleveland, Region 3, the Midwest; and Lee C. Clifford of the Canadian Wire Service Guild, Canada East.

McCracken will be seeking a second consecutive term, third overall; Peery will be seeking his

third term; and Clifford, his second term.

At-large Vice President David M. Mulcahy of New York and Region 5 Vice President Peter E. McLaughlin, also of New York, said that they anticipate being candidates for sixth and second terms respectively and will be seeking their local's endorsement.

Larry D. Hatfield of San Francisco-Oakland, vice president from Region 4, the U.S. West, said that "as usual" he will make his announcement to the Western District Council's spring meeting May 11-12 in Los Angeles. He is serving his second term.

Hiltz, a photographer with the Malden (Mass.) News and president of the Boston Guild, said he decided to step down because of the press of increased personal and local-Guild responsibilities.

First elected to the IEB in 1982 to fill the remaining year of a term left vacant by a resignation, Hiltz is chairperson of the IEB Research & Information Committee and a member of its Finance Committee and also has been a member of its Constitution Committee.

Stonebanks, a reporter on the Victoria Times-Colonist, is the

only person to have held the vice presidency from Western Canada since it was established by TNG's 1972 Convention and first filled in 1973. He has been elected to each of his terms without opposition.

"Now it is time to step down," he said, as he did in a letter quoted in the April issue of his local's publication, the Insider.

On the IEB he currently serves on the Organizing Committee, as he has in each of his terms; on the Human Rights Committee, as he has for five terms; and on the Collective Bargaining Committee, as he has for four terms, chairing it for two terms. He also served two terms each on the IEB Guild Reporter and Research & Information Committees.

Under TNG's Constitution, candidates for international office are nominated at convention and uncontested nominees are elected by the convention.

If more than one person is nominated for chairperson, president, secretary-treasurer or any one of the seven regional vice presidencies or if more than six are nominated for the at-large vice presidencies, elections are by membership referendum, held late in the



Roger L. Stonebanks
12-year VP to step down

summer or early in the fall.

If more than two persons (more than 12 for the at-large vice presidencies) are nominated for any single office, votes by convention delegates pare the field to two candidates for each position (12 for the six at-large vice presidencies).

'American tuna' project endorsed

Washington—Guild members should look for the "American tuna" label, TNG's Int'l Executive Board has advised in a resolution of support for a union-backed effort to revive the domestic tuna industry.

"The dumping of foreign-packed tuna" in the United States has devastated "a once healthy industry," the IEB observed, noting that only four tuna canneries employing fewer than 3,000 workers continue to operate in the U.S. and Puerto Rico.

To reverse this trend a commercial food processor, C.H.B. Foods, Inc., in co-operation with the United Industrial Workers and the Seafarers Int'l Union is marketing canned tuna under the "American tuna" label, the board pointed out, urging support for the project.



Thomas R. Hiltz
Region 1 VP bowing out

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Economic pressure said sure means to end apartheid

Washington—Economic pressure on the white minority that controls the government of South Africa is the only sure way to put an end to that country's apartheid policies, Dumisani Kumalo, a black South African journalist-in-exile and projects director of the American Committee on Africa, told TNG's Int'l Executive Board April 24.

Kumalo described that organization's efforts to persuade state, county and municipal governments, as well as institutions and organizations, to adopt plans for divesting funds from companies operating in South Africa.

Pension trustees and others with fiduciary responsibility in making investment decisions need not be reluctant to embark on a divestment plan, Kumalo said, explaining that South Africa "is so much a country in turmoil that continuing to invest" in firms associated with it "is not prudent."

Arguments that divestment policies will hurt black workers employed in South Africa by multinational firms ignores the fact that those companies employ far more white workers than non-whites, he noted. For example, Kumalo said, IBM—a company whose representatives have advanced such arguments against divestment—employs about 1,500 workers in South Africa, but only 200 of them are nonwhites. Control Data's black workers number just 16, while Hewlett Packard has but 10 black workers among its South African work force, according to Kumalo.

About 350 U.S. companies operating in South Africa employ about 66,000 blacks, out of 12 million working in the country, Kumalo estimated.

The Int'l Confederation of Free Trade Unions, meanwhile, has

adopted a plan that calls for selected divestment in companies operating in South Africa, along with an end to new corporate investment in the country and a curtailment of loans to the South African government from the Int'l Monetary Fund and commercial banks.

The labor secretariat adopted the plan during a meeting of its board in Washington early in April. The AFL-CIO and 144 other labor federations and organizations from 99 countries are affiliated with the ICFTU.

The ICFTU urged governments world wide and the United Nations to adopt tough sanctions against South Africa. "The threat of economic isolation is a major concern for the apartheid regime," according to a statement issued by the ICFTU board. It noted, however, that the threats of economic sanctions "must be made more credible by the large industrialized countries."

Emphasizing the U.S. union federation's "full support" for the plan, AFL-CIO President Lane Kirkland told reporters following the meeting that the goal of the ICFTU plan "is not simply to improve performance of apartheid or to ameliorate or to seek a way of living with apartheid. We want to eliminate apartheid," he said.

Companies to be targeted for divestment by the ICFTU are to be announced at a June 4 meeting in Geneva. As soon as those companies are identified "we will take the steps that are recommended," Kirkland announced at the news conference.

In a related action, AFL-CIO Secretary-Treasurer Thomas R. Donahue has urged Congress to take steps to persuade the South African government to abolish so-called "preventive detention laws"



RAYMOND CROWELL/Washington-Baltimore Guild

DUMISANI KUMALO SPEAKS TO TNG'S BOARD ON SOUTH AFRICA DIVESTMENT CAMPAIGN

Journalist-in-exile sees it as only hope to eliminate apartheid in his native nation.

that are used to harass, intimidate and imprison leaders of South Africa's black trade union movement.

"It is not enough to bring external pressure to bear on the South African government, Donahue told a pair of congressional subcommittees. He warned, however, that change will not be forthcoming until "democratic forces within South Africa—pre-eminently the black trade union movement—are able to organize and effectively represent the will of the majority."

Testifying before units of the House Committee on Foreign Affairs, Donahue endorsed legislation before the subcommittees to ban the sale of gold Kruggerands and South African coal in the United States, while expressing concern that they fail to address the need for eliminating preventive detention laws.

Congressional measures aimed at elimination of those laws "would be a powerful encouragement to those who are fighting on the front lines of freedom in South Africa," he said.

IEB cautions Reagan: "Better to stay home"

Washington—In a statement hand-delivered to the White House after being signed by its members, TNG's Int'l Executive Board unanimously has called President Reagan's plan to lay a wreath at the German military cemetery at Bitburg an "obdurate decision" betraying "blindness, insensitivity or both."

"Better to stay home," the IEB advised Reagan.

Board members affixed their signatures to the statement and transmitted it by messenger to the White House April 24, the third day of their spring meeting.

The Bitburg cemetery "contains the remains of 50 of the elite SS men who sent to their deaths" the victims whose memorial Reagan initially chose to exclude from his itinerary, the IEB pointed out.

Responding to White House

statements that the cemetery also contains the graves of hundreds of teen-age soldiers who were themselves Hitler's "victims," the board observed that "if the soldiers are victims, they are victims of an order of magnitude dwarfed by the Holocaust."

What balance does the president's "hastily scheduled visit to a concentration camp" bring to the proposed cemetery salute? "the board asked.

On one side of the scale is the burial ground "whose occupants are colored, in death as they were in life, by those of their number who set the agenda for the greatest act of inhumanity known to history," while on the other is one of the camps where 6 million Jews, Poles, Russians, Ukrainians, Gypsies, gays and others were sent to their deaths, the IEB said.

Copies of the statement were dispatched to locals, as well.

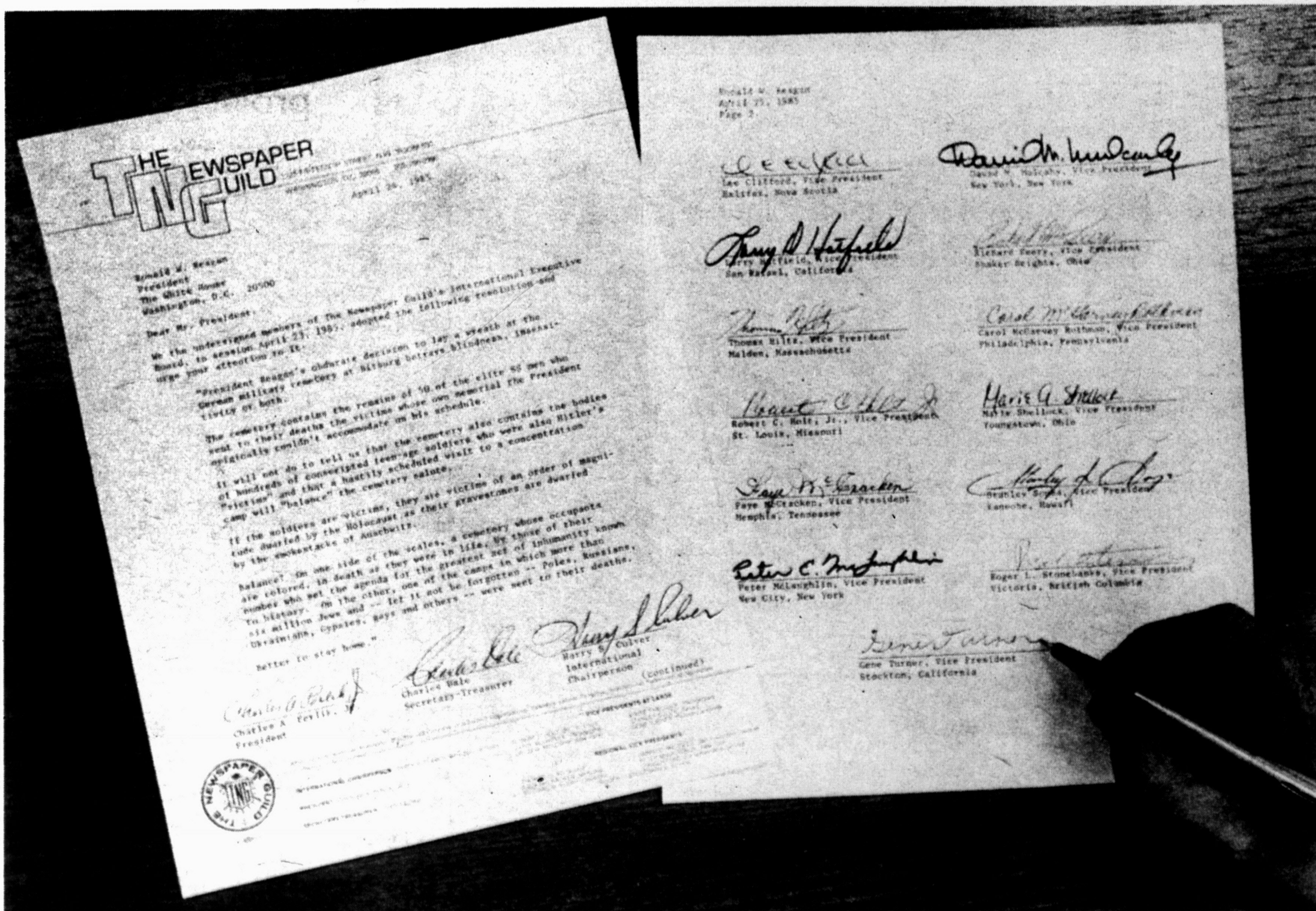
Ruling on unit ends petition

Minneapolis—The Twin Cities Guild has withdrawn its petition to be certified as bargaining agent for the editorial-department employees of a string of 23 suburban weeklies here after the NLRB's regional director held that the group by itself does not constitute an appropriate unit under federal labor law.

Ronald M. Sharp, director of the National Labor Relations Board's office here, said that because "strict departmental lines are non-existent" in the operations of the weeklies, the only appropriate unit would cover all nonmechanical employees of the Sailor, Focus, Current and Sun-Current papers.

The Guild had petitioned for a 35-member editorial-only group in mid-February after a substantial majority had signed cards designating the Guild their bargaining agent.

While the NLRB has found single-department employee groups appropriate at many newspapers, it has done so only where there are "distinct departmental lines," Sharp said in his April 1 ruling on a company challenge to the Guild's petition.



Immediately after the 16th signature was completed, the IEB statement was hand delivered to the White House April 24

IEB urges federal limit on industry concentration

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dailies declined during the year by 15, to 543 papers.

Citing newspaper-industry analyst John Morton's recent observation that "we're a long way from the day when a handful of companies will control all of the media, but not far away from the day when a handful will control most of it," the IEB called upon Congress to give the situation prompt and serious attention.

"We do not think the news industry, its employees or the American public can afford to quietly await" the day Morton sees as "not far away," the IEB said.

"Broadcasting," the board continued, "may be difficult to protect adequately against further concentration, although it takes no great wisdom to determine that the Federal Communications Commission, with its loosening of ownership restrictions, is going in precisely the wrong direction. But in the case of newspapers, late as it may be, there is still time to stem the tide."

If Congress does not act, the IEB said, "the problem will not disappear, but the solution will. As chains gorge on chains, all possibility of combatting media concentration short of massive divestiture will disappear. A handful of media moguls will control the news going to the nation's entire newspaper readership and perhaps much of its broadcasting audience," the IEB cautioned.

The ever greater concentration of ownership of the information industry is made "even more ominous" by the threats of hostile takeovers being waged against publicly traded companies, the IEB said. It pointed to that advocated by North Carolina Senator Jesse Helms, who seeks control of CBS in order to end what he calls the network's liberal bias.

The board issued its statement as the communications industry and Wall Street analysts were weighing the implications of a hostile takeover bid for CBS announced April 18 by Ted Turner, owner of Turner Broadcasting and its Cable News Network.

Turner, who in announcing his offer to buy up CBS stock emphasized that he was acting independently and without allegiance to any ideological group, earlier was reported to have had held discussions with Helms and his conservative allies in the Fairness in Media group about co-operating in a bid for CBS.

Following Turner's announcement,

an FIM official said that the group will "do anything we can to assist" Turner in his takeover effort, while a representative of the Moral Majority said that group would view CBS under Turner's control "as an improvement."

Daniel Schorr, a former reporter and correspondent for both CBS and Turner's Cable News Network, speculated that Turner would want to set the agenda if he controlled CBS News.

"If you believe his speeches," Turner would "have a piece every day on the Boy Scouts and a big dose of good news," Schorr told the Wall Street Journal. Writing in the April 22 Washington Post, however, Schorr discounted reports speculating that the Helms and FIM groups were involved in Turner's takeover bid, though he confirmed that Turner had met with them earlier.

Current employees of CBS News and officials of affiliated stations were also expressing concern over any takeover by persons or groups who would seek to control the network's news broadcasts.

The initial reaction by most financial analysts was that the Turner bid would be unsuccessful. The bid involves no cash but would trade shares in CBS for Turner Broadcasting stock and so-called "junk bonds."

Turner's move on CBS came just one month following announcement that Capital Cities Communications had agreed to pay \$3.5 billion for the American Broadcasting Cos.

That deal, so far the largest corporate acquisition outside the oil industry, was just one of the seemingly ever-increasing number of sales and acquisitions in the communications industry for prices that are astounding to many observers.

Transactions like Gannett's winning \$200-million bid for the Des Moines Register, Newhouse's \$142 buyout of New Yorker magazine, Time Inc. paying \$480 million for Southern Progress Corp.'s magazine group, and the more than \$700 million brought by the sale of Ziff-Davis Publishing Co.'s two dozen specialty magazines to Rupert Murdoch and CBS, plus the Capital Cities-ABC deal have drawn unprecedented attention to the communications industry.

"Wall Street has discovered the hidden value of media companies: their remarkable ability to churn out cash," Washington Post writers David A. Vise and Michael Schrage, observed in the

paper's Sunday business section of March 24.

"Investors in the stock market are starting to see the values that have been apparent to investors in the private merger market for these [publishing and broadcasting] companies," Steven Rattner of the Morgan Stanley investment banking firm told the Post team. "The discrepancy in value arises because the stock market tends to look to a greater extent at the reported net earnings, which frequently are not the true measure of the value of these properties," Rattner said.

ABC's cash flow—revenues—in 1984 came to \$3.7 billion while its profits were \$195 million, 5.3 percent of revenues. Capital Cities' profits of \$135.2 million were 14.4 percent of its \$939.7 million in revenues.

One reason cash flow could be a better yardstick for communications companies, Vise and Schrage reported, is that "the real profits of the most acquisitive and successful media companies are frequently reduced by accounting rules that require certain noncash expenses, such as depreciation, to be listed on a company's books."

Another may involve failure to recognize that most newspapers and many broadcast properties are unregulated, mini-monopolies within their market areas.

As a result, Rattner said, newspapers "have been able to produce growth in revenue and profitability that you don't see in many other businesses."

"A good monopoly newspaper has 25 percent plus operating margins and a good TV station in a major market goes above 40 or 50 percent," he said.

CapCities-ABC: plus-minus billions

New York—Between them, Capital Cities Communications and the American Broadcasting Cos. currently own a dozen television stations, two dozen radio stations, 10 daily newspapers, 27 weeklies and 35 business and specialty publications, plus one television network, seven radio networks, 55 cable systems and other publishing and production operations.

If current Federal Communications Commission regulations prevail some of those properties would have to be sold:

Beginning April 1, FCC limita-

Those views were being repeated by other observers who agree that many communications companies have been undervalued on the stock market because the potential of their cash flow and consequent ability to support a large debt have been overlooked.

"We're in a cash flow business, and Wall Street didn't recognize that. I think they are just starting," broadcast owner Carl Hirsch told Broadcasting magazine.

"There's more to it than speculation... with a hard asset industry it was easier" for investors to determine a company's value on the private market, said Hirsch, who noted that news that communications companies are undervalued on the public market "is something the owners have believed all along." Broadcasting reported April 15.

While changes in the method of assessing the value of publishing and broadcast companies appear likely to drive stock prices upward, the threat of takeovers looms for companies thought to be undervalued.

Of 155 companies that own two or more newspapers, at least 120 of them "are candidates for acquisition," according to Morton, whose observations were included in a report on the rash of transactions in the industry by Alex S. Jones in the New York Times' March 24 business section.

Industry analyst Edward J. Atorino of Smith, Barney predicted that "in 10 years, the current list of the top 20 communications companies may be smaller by a quarter to a third, and maybe more."

"New confidence in the profitability of newspapers and other segments of the communications industry," the advertis-

tions on broadcast ownership were loosened to permit an individual company to own 12 television stations, 12 AM radio stations and 12 FM radio stations, up from the old limits of seven of each.

At the same time, a new rule limiting a single owner from controlling television stations that reach more than 25 percent of the nation's households was instituted. The 12 television stations currently owned by Capital Cities and ABC are said to reach about 28 percent of the nation's TV audience.

Cable systems owned by CapCities also would appear to run afoul of an FCC prohibition against a television network's owning any cable systems, and the two companies' holdings would appear to conflict on several fronts with FCC limitations on cross ownership of communications properties in a single market. Rule changes now under consideration could eliminate the former prohibition, however, the New York Times reported.

Analysts predict that the sale of broadcast properties, cable systems, and possibly a newspaper or two, would produce revenues of as much as \$1 billion for the new company. This infusion of cash, plus a \$517 million investment in Capital Cities/ABC from Berkshire Hathaway chairman Warren Buffett, who will become a director, would reduce outstanding debt on the \$3.5 billion deal, to \$2 billion. [Buffett also has substantial holdings in the Washington Post Co., Time Inc., Affiliated Publications (the Boston Globe) and the Interpublic Group, which owns the McCann-Erickson ad agency, among other things.]

Capital Cities already has announced that it will sell its Buffalo television station to avoid a cross-ownership conflict with Buffett's Buffalo Evening News.

ing and circulation revenues they generate, their sometimes undervalued stock prices, plus the "lure of glamour and power that swirls around the business" combine to make communications companies "very desirable acquisitions," the Times' Jones reported.

To guard against the unwanted buy-outs some publicly traded companies were taking defensive measures.

Among them were proposals being put to stockholders of McGraw-Hill and Knight-Ridder seeking approval of so-called super-majority clauses. McGraw-Hill officials also were proposing to stagger the terms of office of company directors.

The Washington Post has offered to buy back 1.1 million shares of its stock at \$112 per share, and Time Inc.'s reincorporation in Delaware was reportedly intended as a protective measure.

Time Inc. is among the companies reported to be potential takeover targets, while the Washington Post is among the companies considered untouchable because of strong family control of large shares of stock. Others on the protected list include the New York Times, the Tribune Co., Times Mirror and Dow Jones & Co., according to Advertising Age.

An investor group representing top management officials and members of the families that founded Multimedia Inc. 17 years ago had proposed to take that company private in a leveraged buy-out of the company's stock, valued at \$825 million, but that proposal has been replaced by a \$900 million recapitalization plan that would allow stockholders to retain a reduced interest in the company.

Other newspapers that could be involved in a cross-ownership conflict include the Red Bank (N.J.) Daily Register, which circulates in the same field with ABC's New York broadcast stations, and the Oakland Press of Pontiac, Mich., a suburb of Detroit, where ABC owns another television station.

Capital Cities President Daniel B. Burke has said that the sale of the Red Bank paper appears "pretty much inevitable," according to the American Newspaper Publishers Assn.'s "presstime" magazine.

Analysts anticipate that Capital Cities may sell television stations in Tampa-St. Petersburg, Fla., Fresno, Calif., Raleigh, N.C., and New Haven, Conn., plus Buffalo, for an estimated \$500 million, the New York Times reported.

Advertising Age, meanwhile, reported that a leading broker has toted up a \$440 million price tag for a group of AM and FM radio stations it believes likely to be divested. Prices for individual stations include: \$39 million for WJR (am) Detroit, \$33 million for WPAT (am) Paterson, N.J., \$70 million for KABC (am) Los Angeles, \$48 million for KGO (am) San Francisco.

Capital Cities cable systems could bring another \$350 million, another analyst predicted.

ABC currently owns both radio and television stations in New York under an exemption to the FCC cross-ownership rule that "grandfathered" existing cross-ownership when the rule was adopted in the 1970s.

It could be argued that the exemption should be maintained for the ABC and Capital Cities properties if the transaction is considered a merger with separate operating companies to be maintained, an FCC representative told the New York Times.

In the interim, company directors turned down two billion-dollar offers to buy the South Carolina-based company.

In response to the bids, company officials issued a statement announcing that it was not for sale and asserting that a takeover would be difficult given a South Carolina law that requires a two-thirds vote of stockholders to approve a merger.

One of the offers came from an investment banking firm which said it would sell Multimedia's newspaper holding to pay off the debt it would incur in the purchase.

A potential buyer for the papers, valued at nearly \$500 million, had been found in the Thomson newspaper chain, Broadcasting reported, citing a Multimedia director as its source.

Multimedia owns 13 small-to-mid-size dailies and 26 nondaily papers, in addition to its broadcast properties, cable systems and production interests.

Other communications industry transactions that have been making headlines include:

Sale of a 17-percent minority interest in Cowles Media Co., owner of the Minneapolis Star & Tribune, the Great Falls Tribune and papers in Idaho and South Dakota, to the Washington Post Co. for \$45 million.

That transaction was followed by news that the Des Moines Register & Tribune Co. will negotiate to sell its 14.3 percent interest in Cowles to Gannett, leading to speculation about a possible bidding war between the Post Co. and Gannett.

Cowles family members had boosted their voting interest in the Minneapolis-based company from 44 percent to 51 percent after a similar voting trust that controlled the commonly owned Des Moines Register & Tribune Co. approved liquidation of that company's holdings. Gannett purchased the Des Moines Register, another daily and two weeklies for \$200 million as part of that liquidation.

Members of the Cox family were offering \$75 a share, or \$1.26 billion, to buy the 16.9 million shares in Cox Communications, Inc., not already owned by the family or its newspaper chain, Cox Enterprises Inc. Under the proposal, Cox Enterprises, owner of the Atlanta Journal and Constitution and other daily papers, and the Cox family members that own it, would gain full control of the broadcast company. Currently they own 40.2 percent.

Meanwhile, Cox Communications announced that it will sell four cable television systems to McCaw Communications Cos. of Bellevue Wash., for \$90 million.

Rupert Murdoch, through his News Corp., is purchasing a 50 percent interest in Twentieth Century Fox Film Corp. for \$162 million and a promise to "advance" it another \$88 million.

Murdoch was reported to have sought to buy the film company outright, but oil investor Marvin Davis, who owns it along with other family trusts, would only part with half.

Still other recent transactions in the communications industry include: A. H. Belo, publisher of the Dallas Morning News, acquiring six television stations owned by Dun & Bradstreet's Corinthian Broadcasting for \$606 million.

Thomson Newspapers Inc. buying the Lebanon (Pa.) Daily News from Richard Mellon Scaife for some \$20 million.

Taft Broadcasting Co. of Cincinnati offering \$755 million to buy Gulf Broadcasting Co.'s five television stations and seven radio stations.

Xerox announcing that it is selling its educational publishing companies to four buyers for more than \$500 million: Times Mirror Co., Thomson, the Field Corp. and Gulf and Western Industries.



ROBERT W. WHITAKER/Boston Guild

Good week's work!

Rick Spencer, left, chairperson of the Lowell unit of the Boston Guild, and Ken Chutchian, chair of a membership sign-up campaign at the Lowell Sun, display some of the results of the first week of the ongoing effort to increase the Guild's strength there by improving its majority status. In addition, the unit's leaders wrote re-

cently, the recruitment effort has resulted in "a resurgence of interest and enthusiasm on the part of our seasoned Guild members." The Guild represents the 90 employees in the Sun's advertising, business, inside circulation, editorial and maintenance departments. TNG Organizer Jim Schaufenbil is assisting the unit.

Back pay settles charge in Gary

Gary, Ind.—Knight-Ridder's Gary Post-Tribune has agreed to pay \$3,500 in back pay and benefits to a former advertising department employee in settlement of a complaint issued by a National Labor Relations Board regional director alleging that the employee was discharged because of her union activity.

The employee, dismissed from her outside sales position late in January, had been a vice president of the Gary Guild and a leader in its 1983 campaign to extend union representation to advertising department employees.

They voted 33 to 15 for Guild representation Dec. 15, 1983, in an election supervised by the NLRB. The local continues to seek an initial contract for them.

The back pay and an agreement to furnish a letter of recommendation was part of a settlement of several unfair labor practice charges against the company on which the board's regional director had issued complaints. The former Guild leader opted not to return to the paper.

The settlement, worked out in talks between an NLRB administrative law judge, the Guild and the company, also requires the company to rescind a memo establishing "minimum performance standards" for advertising department employees and calls for it to bargain "exclusively" with the Guild before making any changes in the advertising territories or altering an incentive program.

Regional Director Donald J.

Crawford had issued a complaint last summer on Guild charges that the company violated federal labor law by unilaterally changing sales territories and the incentive plan and by seeking the agreement of individual employees to the changes. A hearing on the refusal to bargain charge was postponed, however, and later combined with a second unfair-practice complaint issued by Crawford in March.

Settlement of charges included in both complaints was reached April 23, the day set for a hearing in the case.

The local has had a contract covering the paper's editorial department employees since the early 1940s and has represented its maintenance department employees, as well, since 1960.

GCIU's Brown retiring Sept. 3

Washington—Kenneth J. Brown, president of the Graphic Communications Int'l Union, has announced that he will retire Sept. 3 after serving more than 25 years as international president of major printing-industry unions.

Soon to mark his 60th birthday, Brown headed three of the several international unions whose successive mergers culminated in the formation of the GCIU in July 1983.

Since late summer 1983 Brown also has been a vice president of the AFL-CIO.

He has addressed several Guild conventions in recent years.

He will vacate the presidency of the 200,000-member GCIU with just under three years left to run in his current four-year term.

In an April 19 letter to GCIU locals announcing his decision to retire, Brown said that while "it has been my good fortune to occupy a position which permitted me to work on a wide range of policy issues I care deeply about and strongly believe in... there is more to the totality of the human experience than our daily work, no matter how productive."

Under the agreement that merged the old Graphic Arts Int'l Union and the Int'l Printing & Graphic Communications (Pressmen's) Union into the

GCIU, the presidency is reserved for a former member of the GAIU until the end of a nine-year "transition period" in 1992.

The GCIU's Constitution calls for a successor to be elected in union-wide balloting held 120 days after the vacancy occurs from among nominees receiving endorsements from at least 10 percent of the union's locals within sixty days.

During the election process, the recording and financial secretary—an office also reserved for a former GAIU member—is to serve as acting president.

Under a formula designed to reduce the number of international officers during the GCIU's transition period, only vacancies in the offices of president, secretary-treasurer and a single Canadian vice president are filled. The secretary-treasurer's position is reserved for a member of the former IP&GCU during the transition period.

Brown, a former president of the Toronto local of the Amalgamated Lithographers of America, was elected the Lithographer's international president in 1960. He was instrumental in developing a merger of that union with the Int'l Photo Engravers Union in 1964, forming the Lithographers &



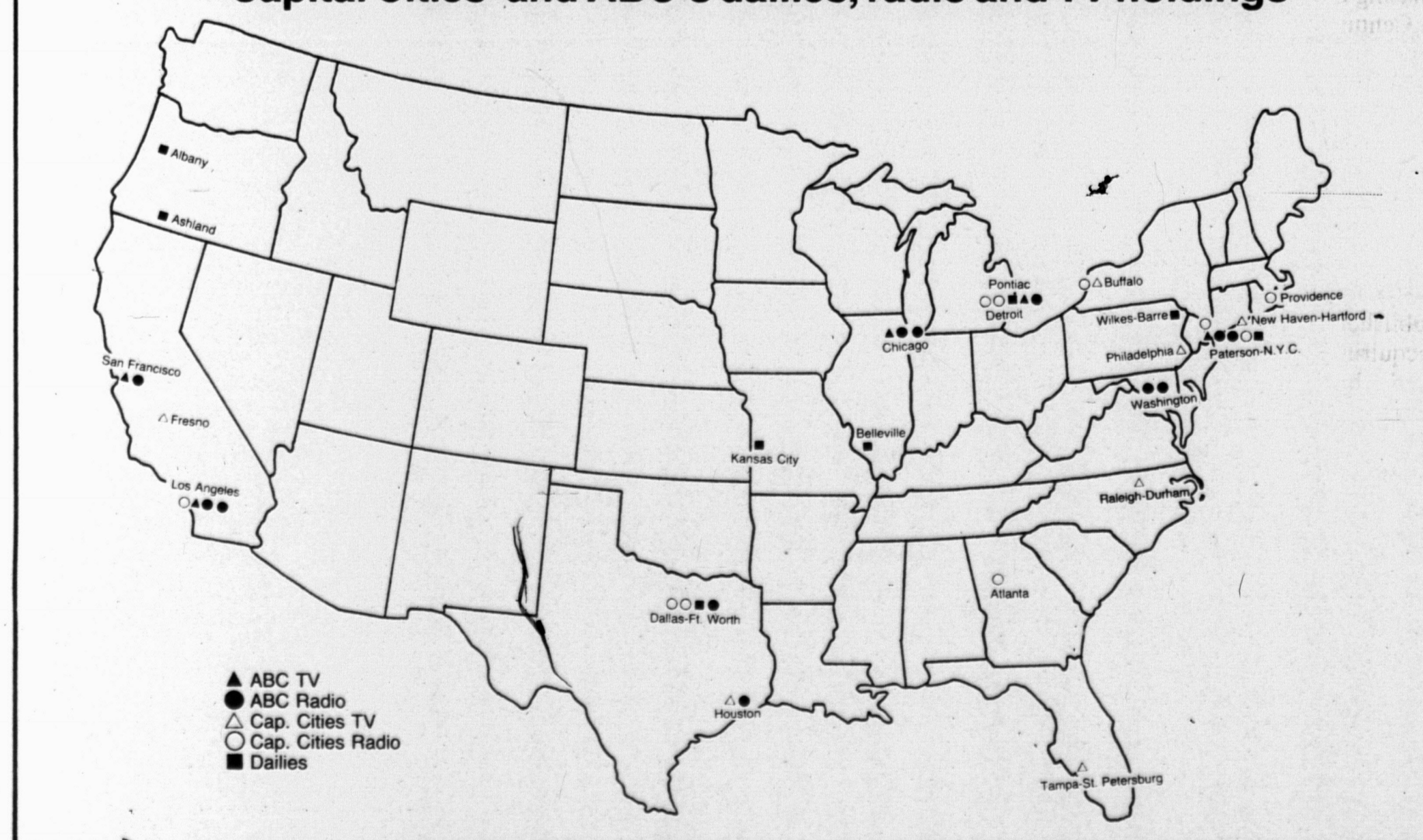
GCIU's Kenneth J. Brown Sets retirement date

Photoengravers Int'l Union, of which he also was president.

In 1972, the LPIU merged with the Int'l Brotherhood of Bookbinders to form the GAIU, again with Brown as president, a post from which he then helped fashion the merger creating the GCIU.

A vote on a proposal to merge the Int'l Typographical Union with the GCIU was called off recently after the GCIU's General Board voted March 12-13 to disapprove the proposal.

Capital Cities' and ABC's dailies, radio and TV holdings



Bargaining ordered in Fairfield

Washington—The National Labor Relations Board has ordered the Fairfield Daily Republic to begin bargaining with the Northern California Newspaper Organizing Committee (NOCNOC), the union the paper's employees voted for more than a year ago.

At the same time, the NLRB also ordered that the union's initial period of certification as the employees' bargaining agent begin only after the company starts bargaining in good faith so that "the employees are accorded the services" of the union they selected "for the period provided by law."

Federal labor law prohibits a challenge to a union's majority status for a year after it is certified by the NLRB.

In a third part of its April 8 ruling, a three-member panel acting for the full NLRB also ordered the paper's management to supply NOCNOC with information about the employees' terms and conditions of employment that the union says it needs for meaningful bargaining.

In its ruling, the labor board rejected company arguments that it is under no obligation to bargain with NOCNOC, pointing out that the management was repeating arguments that had been considered and rejected before the union was first certified as the employees' representative.

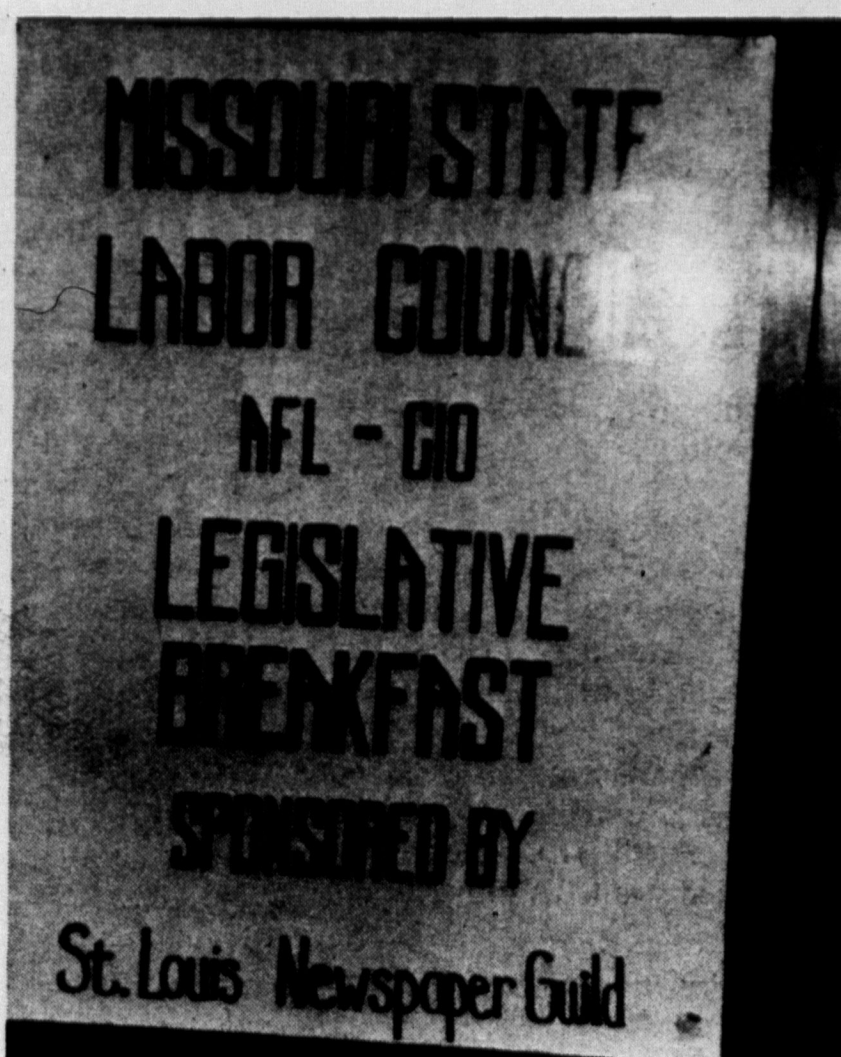
NOCNOC was formed by a group of San Francisco-area newspaper unions, including the San Francisco-Oakland Guild, and filed for an NLRB-supervised election to establish its majority status at the Daily Republic in August of 1981. In the face of union objections to the employer's pre-election conduct, the result of an election held that November was set aside and a rerun vote held March 8, 1984. NOCNOC has been seeking to begin bargaining for an initial contract for the Republic's employees ever since the second election.

At the same time the board issued its order to bargain and supply information to the union on the employees it represents, a union request for information about employees not included in its unit was remanded to the NLRB regional director, as was a request for information about anti-discrimination actions that may have been taken against the company.

In doing so, the board suggested that a hearing might be in order to determine the relevance and scope of the union's request for the additional information.

Signing the decision were NLRB Chairmen Donald L. Dotson, and members Robert P. Hunter and Patricia Diaz Dennis.

OTTAWA GUILD REQUIRES an executive officer to run its office and negotiate and enforce its three contracts covering 350 members. Hours and pay are negotiable, although it is expected the job will be part time. For more information, call the current executive officer, Wendy Jackson, 613-225-3606. Apply to: Tony Cote, president, Ottawa Newspaper Guild, 1755 Courtwood Crescent, Ottawa, Ont. K2C 3J2, Canada.



Guild hosts Missouri solons

Members of the Missouri legislature and the state's lieutenant governor chat with leaders of the St. Louis Guild and other unions April 4 when the Guild hosted the weekly labor-legislative breakfast in Jefferson City, Mo. From left, above, are: State Reps. Charles Quincy Troupe, chair of the legislature's black caucus, and Bill Clay, Jr.; Lt. Gov. Harriett Woods (a former member of the St. Louis Guild), and Robert A. Steinke, the Guild local's executive secretary. Between 70 and 80 legislators attended.

Washington University scientist's report said to back VDT shielding

(Continued from Page 1)

page report was kept confidential by IBM" and that a six-page summary the company released last October contained no mention of shielding for older VDTs.

An IBM representative, however, charged that the VDT News account is "inaccurate and grossly misleading," asserting that Guy's report has not yet been completed—that it is "still under peer review"—that IBM expects that it will be completed shortly and that it then will be released.

IBM's Tom Mattia also said that Guy himself has discussed the report publicly in at least two scientific forums and is scheduled to do so at a third and that nowhere does the report recommend that IBM's older machines need extra shielding.

The company's internal standards on shielding were "virtually the same" and "closely parallel" since 1971 to those that were issued by the FCC, Mattia said.

Guy's undertaking, Mattia said, was to review and analyze existing literature and studies of the possibility of health hazards from emissions from VDTs and did not involve new research by Guy.

The Guild Reporter could not reach Guy for comment, his office reporting that he was in the Soviet Union.

While calling harmful effects from emissions "highly unlikely," the "recommendations" quoted by VDT News also point to at least

TNG first urged shielding in 1981

TNG has been calling since January of 1981 for the installation of metal shields around so-called flyback transformers on plastic-encased VDTs, as a precautionary measure.

Last summer's Guild convention added to TNG's Collective Bargaining Program a requirement that locals seek contractual guarantees that such VDTs be shielded against very low frequency (VLF) radiation emissions.

The 1981 call was issued after the National Institute for Occupational Safety and Health (NIOSH) issued a report that a third brand of plastic-encased VDT had produced an abnormally high emission reading near its flyback transformer.

NIOSH itself at the time suggested that grounded metal shields be installed around the transformers. Earlier a TNG consultant had said that precautionary shielding would assure "negligible emission."

two studies in the last two years as indicating that "there could be a relationship."

Noting that there are questions about the studies, which involve magnetic bone growth stimulation, the "recommendations" quoted by VDT News point out that "until this validity issue is resolved, critics will use the results of the above works to argue that the level of emissions from VDTs are not safe."

The quote continues:

"The localized [Electric]-fields at the surface of an unshielded cover of a VDT nearest the flyback transformer can reach extremely high values as a result of the associated high voltage and close proximity of the transformer to the cover."

"Since these fields have a capability of inducing much greater currents in an exposed user of the device than the relatively low magnetic field emissions it certainly is desirable to shield the cover of the VDT."

"Since such shielding is relatively inexpensive, the benefit-to-cost ratio is large. Such shielding is generally present in newer models of VDTs to satisfy FCC requirements for reducing electromagnetic interference."

VDT News said that Guy told it that he was shocked at the high levels of emissions he found for "direct hand contact with the surface" of an unshielded Hazeltine 1500 terminal cited in the report.

Overall, Guy found that the new generation of shielded terminals reduced emissions to less than one-tenth that of unshielded machines, VDT News reported.

Firm pushes 'tune ups'

Sunnyvale, Calif.—A computer-disk manufacturer which has distributed 500,000 copies of an exercise booklet called "Tune up at the terminal" now is offering video tapes demonstrating them.

Strike lines honored in Philadelphia

Philadelphia — Philadelphia Guild members at the Inquirer and Daily News observed the picket lines of building service employees April 14 during a 17-hour strike that ended with a new contract between a Teamsters union local and the Knight-Ridder dailies.

The strike, which began shortly after midnight and ended at 5 p.m. the same day, prevented distribution of most Sunday editions of the Philadelphia Inquirer. Teamster-represented drivers supported the strike, along with members of other unions.

Although Sunday is a day of light employment inside the newspaper plant, some Guild-covered employees in the circulation department and computer-related jobs, plus about 50 newsroom employees were scheduled to work.

The agreement, retroactive to last April 16, raises the salaries of porters, cleaners and elevator operators by \$58.91 a week, over a 16½-month term. It expires Aug. 31, along with other union contracts with the papers.

It is the first Teamster union contract covering the building maintenance employees, who had been represented by an independent union.

WANTED:

Administrative Officer

Flex/time of 65 hours monthly. Salary to \$16,500. Resumes to:

Search Panel
Los Angeles Guild
3667 Atlantic Av. (#2)
Long Beach, Calif. 90807

IEB raps Khomeini on rights

Washington—News organizations and governments around the world should condemn the human rights abuses being carried out by the Khomeini government of Iran "in a voice so loud it will be heard even in Teheran," TNG's Int'l Executive Board said during its spring meeting.

The Khomeini government not only has closed all opposition newspapers, the IEB noted, but it has exiled, jailed, tortured and executed the persons who had worked for them.

While the Khomeini regime "may be deaf to pleas," it is "long past time" for world-wide condemnation of its having "consigned every principle of human rights to the dustbin," the board declared.

By 1984, at least 40 journalists and writers had died under torture or been executed, while others are known to "still languish in prison and face death," it said.

An estimated 3,000 newspapers and other publications have been forced to close since Khomeini came to power, the board noted.



AL CODISH/Brockton Guild

Certifying Brockton's first 50

Robert Townsend, center left, president of the Brockton Guild, accepts a certificate marking the local's 50th anniversary from Brockton Central Labor Council President Marchie LaGrasta during anniversary dinner-dance April 13 attended by more than 200 members and guests. Also pictured, from left: TNG Vice

President Thomas R. Hiltz, of Boston; Shirley Rajala, local secretary-treasurer; Massachusetts AFL-CIO President Arthur Osborne; and Paul Donovan, deputy press secretary to Sen. John Kerry (D-Mass.). Other guests included leaders of other area Guild locals and TNG as well as other area unions.

Inside top to go to \$356

Wilmington, Del.—The top minimum for bookkeepers and secretaries in the circulation department of the Wilmington News and Journal is raised by \$38.06, to \$356.71 a week, in a new three-year agreement between the

Philadelphia Guild and the Wilmington dailies.

The increase comes in three increments, the first—\$12.75—retroactive to June 1, and additional increases of \$11.59 this June 1, and \$13.72 on June 1, 1986.

The top minimum for single-copy distributors is raised by \$51.82 to \$485.61 a week, in increments of \$17.35, \$15.79 and \$18.68, and that for clerks is raised by \$34.93, to \$327.35, in increments of \$11.70, \$10.64 and \$12.59.

Last summer a National Labor Relations Board regional director

excluded circulation district managers from coverage under the local's contract on grounds that the district managers are supervisors since they oversee the work of newspaper carriers.

That action reduced the coverage under the local's circulation-only contract by more than a third, to some 40 employees.

Highest minimum for computer jobs is \$885 a week

HIGHEST TOP minimum among 105 for a wide variety of computer-related jobs in 41 Guild contracts with daily newspapers and wire services is \$885 a week—for systems analysts, senior programmers and senior systems programmers at the New York

Times with four years' experience.

Thirty-two percent, or 34, of the minimums exceed \$550 a week, and 20 of them are higher than \$600 a week, according to a tabulation by TNG of the top or flat minimums in effect April 1.

A total of 47 of the minimums were \$500 a week or more and 74 exceeded \$400 a week.

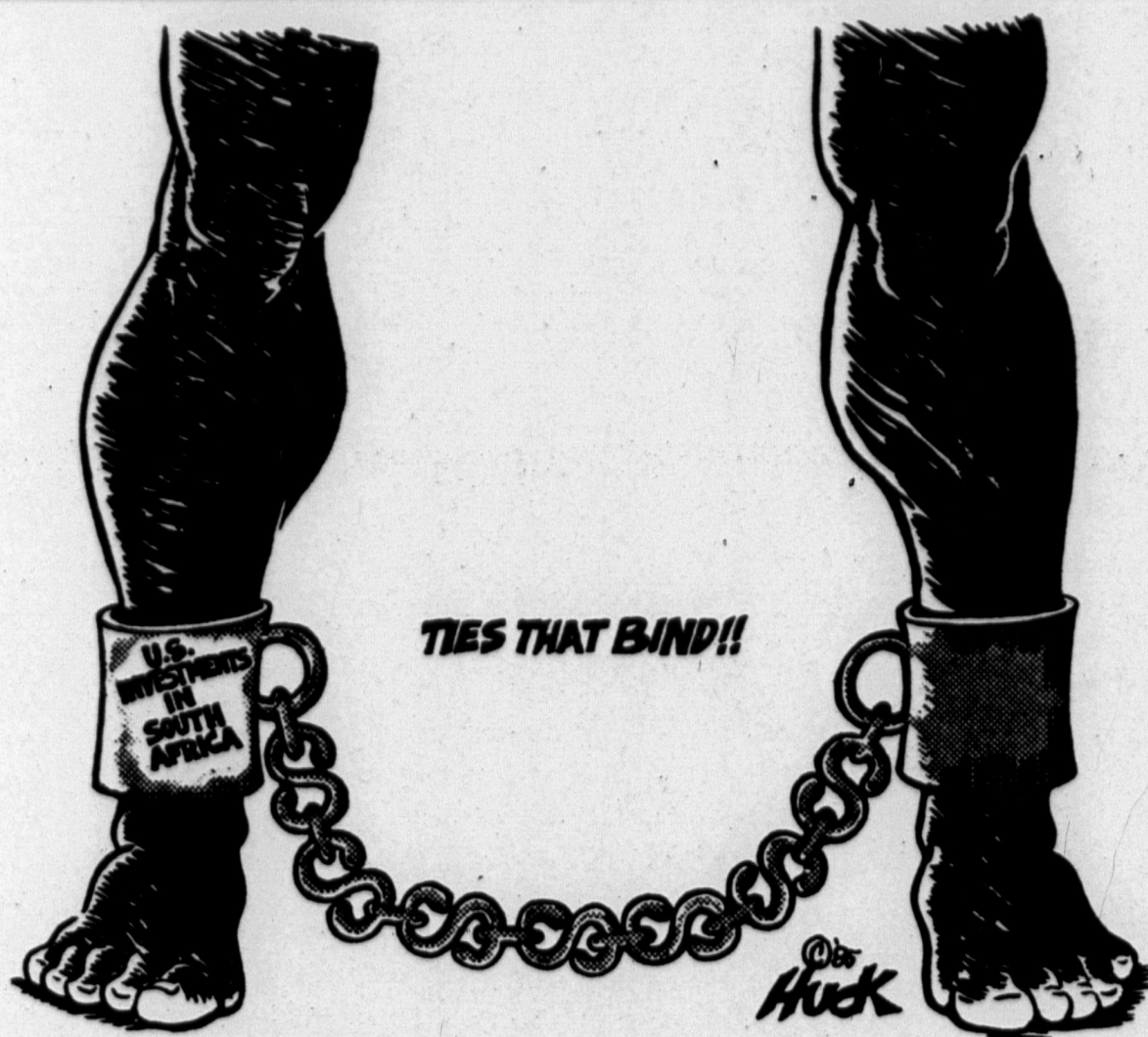
Seven of the minimums for experienced employees were higher than \$700 a week. They were found in contracts covering data processing em-

ployees at the New York Times, New York Daily News, Vancouver Sun and Province and Detroit Free Press.

Listed below are the minimums as of April 1. Results of settlements or deferred increases effective in the interim are not included.

	Minimum	After		Minimum	After		Minimum	After
New York Times			Senior computer operator	486.63	—2 yrs.	Computer operator "A"	422.95	—1 yr.
Senior programmer, senior systems			Computer operator	441.09	—2 yrs.	Computer operator "B"	347.17	—1 yr.
programmer, systems analyst	\$885.00	—4 yrs.	EDP machine room supervisor	550.35	—2 yrs.	Clerk-computer input	321.31	—flat
Systems programmer, programmer	598.22	—3 yrs.	San Jose Mercury-News			Victoria Times-Colonist		
Computer operator	766.38	—4 yrs.	Computer programmer "A"	675.74	—6 yrs.	Operator-mini computer	463.28	—flat
EDP control clerk	565.08	—3 yrs.	Computer programmer "B"	561.96	—3 yrs.	Baltimore Sun and Evening Sun		
EDP posting clerk	460.36	—3 yrs.	Senior computer operator	530.79	—2 yrs.	Programmer	460.00	—5 yrs.
EDP tape library clerk	433.16	—2 yrs.	Computer operator	440.90	—2 yrs.	Computer operator/data control		
New York Daily News			St. Paul Dispatch and Pioneer Press			analyst	373.00	—5 yrs.
Systems analyst, computer operations			Senior programmer-analyst	673.18	—5 yrs.	Head computer operator	394.00	—flat
supervisors, senior programmer	866.87	—1 yr.	Programmer-analyst	560.42	—4 yrs.	Programming librarian	350.00	—5 yrs.
Programmer, senior computer operator,			Programmer	533.73	—4 yrs.	Philadelphia Inquirer and Daily News		
data control supervisor	732.43	—6 yrs.	Junior programmer	400.78	—2 yrs.	IBM programmer, computer operator	455.13	—4 yrs.
Computer operator	572.40	—3 yrs.	Computer room shift supervisor	581.80	—5 yrs.	San Mateo Times & News Leader		
Ass't computer operator, head data			Senior computer operator	509.03	—4 yrs.	Computer operator	433.47	—4 yrs.
control clerk	537.42	—3 yrs.	Operator	484.79	—4 yrs.	Denver Post		
Data control clerk	416.54	—2 yrs.	Junior operator	330.44	—1 yr.	Computer operator	426.00	—3½ yrs.
Vancouver Sun and Province			Washington Post			United Press International		
Programmer analyst	773.45	—4 yrs.	Data processing programmer			ADP programmer	406.86	—5 yrs.
Senior programmer analyst/operations			analyst	640.75	—4 yrs.	ADP operator	321.49	—3 yrs.
supervisor	773.45	—flat	Data processing programmer	445.75	—3 yrs.	San Juan Star		
Computer operator	616.50	—3 yrs.	Senior processing machine operator	386.50	—1½ yrs.	Programmer, EDP office		
Detroit Free Press			Data processing machine operator	339.40	—3 yrs.	operations supervisor	404.55	—5 yrs.
Systems programmer	712.20	—3 yrs.	Associated Press			Computer operator	284.00	—4 yrs.
Programmer-analyst	584.79	—3 yrs.	Programmer	618.50	—5 yrs.	Salem News		
Computer programmer trainee	400.75	—2 yrs.	Computer maintenance controller &			Computer applications specialist	377.46	—flat
Computer operator	568.14	—4 yrs.	tabulator	457.89	—1 yr.	Computer operator	355.11	—3 yrs.
Computer operator trainee	317.50	—1 yr.	Toledo Blade			Mt. Clemens: Macomb Daily		
New York Post			Programmer	591.22	—4 yrs.	Data processing operator	354.87	—2 yrs.
Ass't data processing supervisor	694.20	—3 yrs.	Honolulu Advertiser and Star-Bulletin			Yakima Herald-Republic		
Machine operator-data processing	486.90	—3 yrs.	Senior programmer	575.26	—4 yrs.	Computer operator/payroll clerk	335.75	—4 yrs.
Head machine operator-data			Computer operator/junior			Duluth News-Tribune & Herald		
processing	552.80	—3 yrs.	programmer	507.42	—3½ yrs.	Computer operator	325.00	—4 yrs.
Toronto Star			Eugene Register-Guard			Columbus Dispatch		
Senior programmer	690.67	—1 yr.	Programmer/operator	570.00	—5 yrs.	Circulation computer operator	320.49	—2 yrs.
Intermediate programmer	640.40	—2 yrs.	Programmer/operator-on-call	600.80	—5 yrs.	Bristol Press		
Junior programmer	553.46	—2 yrs.	Data processing "B"	375.60	—5 yrs.	Computer operator	318.07	—5 yrs.
Programmer trainee	435.38	—1 yr.	Data processing "A"	342.30	—4 yrs.	Allentown Call		
Senior computer operator	538.40	—2 yrs.	Memphis Commercial Appeal			Information systems computer		
Computer operator	476.35	—4 yrs.	Senior computer programmer	544.50	—5 yrs.	operator	312.00	—2½ yrs.
Data processing machine tender	409.55	—3 yrs.	Computer programmer	450.85	—5 yrs.	Albany Times-Union and		
Ass't supervisor data processing	519.59	—flat	Computer operator	366.35	—5 yrs.	Knickerbocker News		
Supervisor data processing	660.17	—2 yrs.	Boston Herald			Computer operator	310.10	—2 yrs.
Senior supervisor data processing	666.67	—flat	Programmer	530.19	—3 yrs.	Brockton Enterprise		
St. Louis Post-Dispatch			Computer operator	434.98	—3 yrs.	Computer operator	308.79	—4 yrs.
Senior programmer, senior systems			Monterey Peninsula Herald			Great Falls Tribune		
analyst	686.25	—5 yrs.	Computer operator	523.00	—4 yrs.	IBM machine operator	306.00	—4 yrs.
Junior programmer, junior systems			Providence Journal and Bulletin			Pueblo Chieftain		
analyst	512.68	—5 yrs.	Computer operator	503.80	—3 yrs.	Computer operator	287.00	—3 yrs.
Machine operator (computer)	476.76	—4 yrs.	Computer room supervisor	535.60	—2 yrs.	Buffalo Evening News		
San Francisco Chronicle and Examiner			Lowell Sun			Computer operator advanced	285.36	—3 yrs.
Computer programmer	675.74	—6 yrs.	Computer operator-programmer	476.00	—5 yrs.	Computer operator	265.02	—3 yrs.
			Portland Press Herald and Express			San Juan: El Mundo		
			Computer programmer	465.06	—3 yrs.	Programmer	267.00	—4 yrs.
						Computer operator	257.00	—2 yrs.

1 Applies to hires on or after 3/31/82. If hired on or before 6/11/81: Machine operator—\$543.45; head machine operator—\$617.00.
2 \$385.95 after 6 months if hired prior to 7/1/84.



CLOSING STREETS AND FIXING LEAKS

The White House's security mania

By Tom Wicker

IS IT REALLY so hard to protect Ronald Reagan—or any future president—that the Secret Service must close the two blocks of Pennsylvania Avenue that run in front of the White House? And if the threat is that great, will even such an extreme measure prevent some fanatic terrorist from doing his evil work at some other location or in some as-yet undreamed-of fashion?

Fortunately, James A. Baker 3d, who as Secretary of the Treasury oversees the Secret Service, has told Congress that the proposal to seal off the historic avenue is "still in the planning stage." So there should be time to stop this latest highhanded scheme of Washington's myriad security zealots.

They don't always get their way. The Reagan administration, for instance, has just smothered a proposal by its chief cloak-and-dagger man, William J. Casey, the CIA director. Mr. Casey wanted to include in a CIA authorization bill a provision making it a crime for government employees to disclose, to anyone not authorized to receive it, classified information that "reasonably could be expected

This is reprinted from the OpEd page of the New York Times of March 29. Tom Wicker is a columnist and associate editor of the Times.

to damage the national security." Reasonably?

Secrecy buffs like Mr. Casey might consider it "reasonable" to expect that disclosure of an impropriety by, say, the CIA director would damage national security. And all kinds of information, some important and much not, gets classified by the thousands of government officials, high and low, who are authorized to wield a secrecy stamp.

Thus Mr. Casey's brainchild, if enacted, could have been used to muzzle whistle-blowers, cover up official wrongdoing, hide embarrassing administration blunders and generally clamp a lid on information the public needs about government policy and its effectiveness—or lack of it. It's not certain that it would have protected vital secrets, whatever they are, any better than such matters are now shielded.

A SECRETS ACT, though aimed at government officials, also would hamper journalists by intimidating their sources and would lead inevitably to the criminal prosecution of reporters. If an official defied the act and gave classified information to someone in the press who then printed or broadcast the information, the reporter could be subpoenaed and ordered to disclose his source. If he refused, he could be held in con-

tempt of court and sent to jail.

The major weakness in any official secrets act is in defining what's to be kept secret on pain of criminal prosecution. "Classified information" is no answer, since virtually anything, for any reason, can be and is classified by government officials in any "administration." And even some military secrets—for example, a plan to invade Nicaragua, if one existed—would be better exposed to the public before the United States found itself involved in a war that was a *fait accompli*.

That, however, is not why an interagency group rejected the Casey plan. "If you're going to do something like this," an official told Stuart Taylor, Jr., of the New York Times, "you don't do it in an obscure provision in a CIA authorization bill." That suggests that the administration might yet put forward a secrets act, since Mr. Reagan and other high officials are known to be eager to stop leaks to the press. But a major political effort probably would be required to overcome Congressional resistance.

Recognizing that, surely the Administration will move slowly and think long and hard before trying to close Pennsylvania Avenue. Tearing two blocks out of its heart would not only disrupt a major Washington traffic artery; it would prevent the hundreds of thousands of Americans who bring their children to the nation's capital from enjoying one of its great symbolic sights—the view of the north portico of the White House from the avenue passing between it and Lafayette Park.

WHY NOT sandbag the President's house itself? Or build a 20-foot concrete wall around it? Little more damage would be done to the openness of this society, or to the confidence in its institutions. Americans, after all, have been strolling or riding along Pennsylvania Avenue for nearly two centuries, sometimes even catching a glimpse of the White House's temporary occupants; they've watched inaugural parades from the sidewalks, and funeral parades too, and seen the leaders of the world come and go.

The security zealots can protect nothing more important than what they would risk: the democratic sense that this government belongs to its citizens.

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As they put it

A test of fairness

The following is excerpted from testimony by AFL-CIO President Lane Kirkland before the House Labor Committee.

The industrial nations of the world have looked upon health care, education, retirement security and life, disability and unemployment insurance as fundamental necessities.

Most have dealt with them through government programs financed through general revenues. . . . The United States has chosen a different path. Congress chose to try to meet these needs by encouraging the untaxed diversion of a part of each worker's wage to meet perceived social needs.

The success of this social policy is testified to by the fact that 140 million people now have job-related health-care insurance protection in the United States. Thus, this is not a tax incentive that has benefited only a small, powerful minority or a narrow, special-interest lobby.

This network of protection, created under the leadership of the union movement through the institution of collective bargaining, has long since become deeply embedded in the nation's whole employment structure.

The attack on employee benefit programs is taking place at a time of huge and deepening federal deficits. But the tax treatment of benefits is not the source of this crisis. The revenue shortfall should not be met by levying additional burdens on working people and adding to the unfairness that has characterized economic policies of the past several years.

Taxing workers' life-support benefits has been a part of this administration's agenda since its earliest days. Health insurance, accident and life insurance, unemployment compensation, workers' compensation, day care, education programs, group prepaid legal plans—even pensions—are all on the hit list. The Bradley-Gephardt "fair" tax plan, it should be noted, also would tax employees' benefits.

The administration and others who would tax benefits seek to justify this effort with the notion of equal treatment of similarly situated taxpayers. This would make some sense if applied to preferences and abuses motivated by tax avoidance with few, if any, redeeming features. Unfairness is epitomized by such abuses as expense account living, country club membership and other questionable preferences that discriminate in favor of those at the top. Such practices have no social purpose and certainly should not be encouraged by the tax code.

In contrast, the employee benefit programs under attack are not frivolous perks or gimmicks to shelter income. They don't generate phony losses or otherwise reduce the taxes of the privileged, but are widely distributed in the national interest.

It is unfair that all workers do not benefit by an adequate medical program, pension protection, life insurance and other benefits. But such inequities should be resolved through public and private policies that encourage a leveling-up of benefits, not by policies that seek to reduce everyone to the lowest common denominator.

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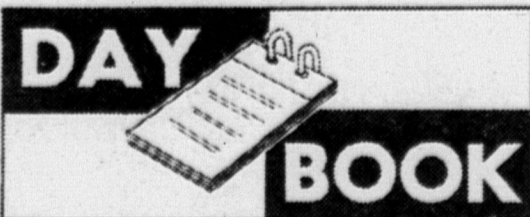
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Western District Council, spring meeting, May 11-12, Hacienda Inn, Los Angeles.
Middle-Atlantic District Council, spring meeting May 18-19, Wilkes-Barre.
New England District Council, spring meeting, May 18-19, Portland.
Int'l Executive Board, pre-convention meeting, June 21-22, William Penn Hotel, Pittsburgh.
52nd Annual Convention, June 24-28, William Penn Hotel, Pittsburgh.
Int'l Executive Board, post-convention meeting, June 28, William Penn Hotel, Pittsburgh.
Int'l Executive Board, fall meeting, Oct. 25-18, TNG headquarters, Washington.
Midwest District Council, fall meeting, Oct. 26-27, Milwaukee.
53rd Annual Convention, Buffalo, 1986.
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