Acquisitions attest to industry's health

This article and accompanying material on Pages 4 and 5 are adapted from the Industry Section of the Officers' Report to TNG's 1985 Convention. The section analyzes the financial performance of the newspaper and magazine industry in the United States and Canada.

"PERHAPS THERE is no better indication of the [financial] future of the newspaper industry than the prices buyers are willing to pay for newspaper acquisitions."

That observation by industry analyst John S. Reidy of the investment firm of Drexel Burnham Lambert was included in a turn-of-the-year forecast section in the American Newspaper Publishers Assn.'s magazine, "presstime."

Applying Reidy's barometer, the health of the industry has never been better nor its prospects for the future brighter as record-level prices for newspaper properties this year continue to astound observers. Witness:

- $200 million. Gannett is buying the Des Moines Register & Tribune Co.'s 240,000-circulation Des Moines Register, 35,000-circulation Jackson (Tenn.) Sun and a pair of weeklies for that figure.
- $100 million. The New York Times Co. is paying the Public Welfare Foundation that amount for three small dailies. The papers — the Spartanburg (S.C.) Herald-Journal, the Tuscaloosa (Ala.) News and the Gadsden (Ala.) Times — have a combined daily circulation of 106,400.
- $70-$85 million (estimated). The New York Times Co. is paying that for the Santa Rosa Press Democrat, a 73,000-circulation daily, plus the twice-weekly Healdsburg Tribune.
- $55 million. The Washington Post Co. is paying that for a 17 percent interest in Cowles Media Co., owner of the Minneapolis Star & Tribune, the Great Falls Tribune and papers in Idaho and South Dakota.
- $140 million. The Washington Post is paying that amount to buy back 1.25 million shares of its own stock.
- $332.2 million. Knight-Ridder Newspapers, Inc., is buying 9.5 million shares of its own stock for that amount from the estate of company founder John S. Knight.
- $20 million (approximate). Thomson Newspapers, Inc., reportedly is paying that sum to Richard Mellon Scaife for the 27,000-circulation Lebanon (Pa.) Daily News.
- $500 million. The value placed on Multimedia's newspaper group, including 13 small-to-midsize dailies and 26 nondaily papers during a takeover effort.

For a further measure of the health of the industry, add to the list above the prices that companies with extensive newspaper holdings have paid recently for other communications-industry properties. (The profitability of those newspaper holdings, it goes without saying, contributed mightly to the buyers' ability to make such high-ticket purchases.)

- $3.5 billion. Capital Cities Com-

(Continued on Page 4)

The GUILD REPORTER

Official publication of The Newspaper Guild (AFL-CIO, CLC)

Vol. 52, No. 11 | Washington, D.C. | June 7, 1985

Support for pilots brings TNG shift in convention hotel

Washington — In support of the strike by 5,000 members of the Air Line Pilots Assn. against United Airlines, TNG has moved the headquarters for its 52nd Annual Convention June 24-28 from the Westin Hotel chain's William Penn Hotel to the Pittsburgh Hilton. The Westin chain and United Airlines are commonly owned.

Dates, times and the convention city are unchanged. TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale said in a June 4 letter advising locals of the change in hotels.

Members of TNG's Int'l Executive Board authorized moving the convention from the hotel owned by UAL Inc. in a conference call meeting May 31.

Striking pilots are conducting "rolling" picket lines at some Westin properties, but the common ownership of the William Penn and United was "reason enough to take our revenue-producing convention out of UAL Inc.'s cash-flow projections," Perlik and Dale explained.

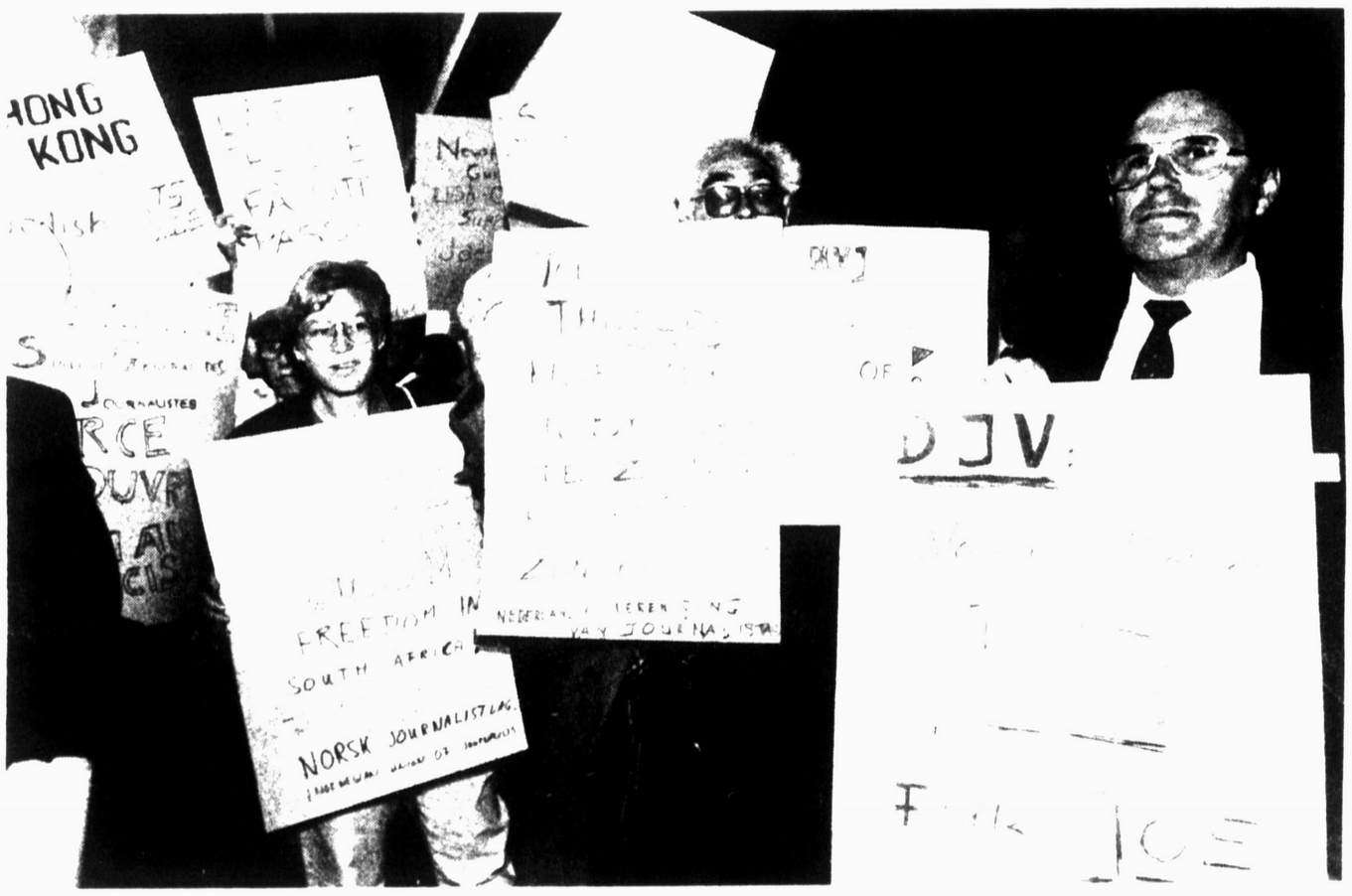
In a June 3 letter to Perlik, ALPA Secretary Charles J. Pierce explained that the union is seeking the support of other AFL-CIO affiliates in its "battle against unfair labor practices and vindictive management. Any assistance you may be able to lend would be deeply appreciated," Pierce wrote.

The ALPA is picketing in United's nine pilot domicile cities as well as at various Westin Hotel facilities. Support on those picket lines from other union members "will be welcome," Pierce said.

Guild locals' and delegates' room reservations at the William Penn have been cancelled and reservation cards transferred to the Hilton, the officers said. They noted, however, that locals that made reservations by telephone should contact the Hilton to reserve space.

For a time during the search for alternative hotel space it appeared that the convention site might have to be shifted to Philadelphia, Perlik and Dale said, adding a note of

(Continued on Page 6)



IFJ apartheid protest

Delegates to the Int'l Federation of Journalists' Executive Committee picket at the South African Embassy in Brussels to protest the South African government's refusal to issue a passport to black union leader Joe Thloloe, president of the Media Workers Assn. of South Africa and its representative to the IFJ's Executive Committee. Holding signs above, from left, are Ann Skatvedt, president of the Norwegian journalists' union, Wim Klinkenberg of the Holland journalists' union, and Lutz Franke of the German journalists' union. Story and text of resolution of protest, Page 3.

Culver leaves UPI after 35 years

Oklahoma City — Harry S. Culver, TNG's international chairperson and a veteran leader of the Wire Service Guild, has resigned from the staff of United Press Int'l to become public information officer for the Oklahoma Office of State Finance.

Culver managed UPI's state capitol bureau in Oklahoma City. He had covered the state legislature for 34 of the 35 years he worked for UPI.

Culver said he would maintain his Guild membership in his new work in the public relations field and that he would serve the remainder of his term as TNG's international chairperson.

Delegates to TNG's June 24-28 convention will nominate candidates for international office for new two-year terms to begin Oct. 15.

Culver said that he would announce his plans for seeking re-election when the convention meets. Earlier, during the spring meeting of TNG's Int'l Executive Board, Culver had said he would be a candidate for re-election.

As international chairperson, Culver presides over TNG conventions and meetings of the Int'l Executive Board. He has held the position since 1977, being elected to four consecutive terms without opposition.

Before election to the office of chairperson, Culver served two terms on the IEB as an at-large vice president.

He represents TNG on the Int'l Federation of Journalists' Executive Committee, along with TNG President Charles A. Perlik, Jr., and has been a TNG delegate to

(Continued on Page 6)

Globe and Mail ad unit votes Guild

Toronto—Globe and Mail advertising department employees have voted to be represented by the Southern Ontario Guild.

The approximately 140 display and classified advertising employees join with more than 400 other employees of the Thomson-owned daily who are represented by the Guild local.

Advertising employees voted 72 to 64 for Guild representation in a May 30 election conducted by the Ontario Labour Relations Board. The vote was scheduled after a petition was filed with the board May 10 seeking recognition of the Guild as the group's bargaining representative.

The local's first contract with the paper, covering editorial department employees, was signed in 1955. It added agreements covering delivery garage and maintenance employees in 1958, inside circulation employees in 1964 and circulation sales representatives in 1983.

VP challenge in Region 3 . . . 2
New Maclean's pact . . . 2
Organizer added in Denver . . . 6

Detroit News unit chair challenges Region 3 VP

Detroit Gene Schabath of the Detroit Guild has announced that he will be a candidate for TNG vice president from Region 3, the Midwest.

Schabath's announcement June 3 set up the first prospective contest in this year's regular biennial election of TNG officers.

Father Richard M. Peery of Cleveland had declared himself a candidate for re-election to a third term as the vice president from Region 3.

Schabath, a member of the local's representative assembly, was elected vice chair of the local's Detroit News Unit in 1984 and has been serving as chair of the unit since late last year.

He is editor of the local's bimonthly membership publication.

Peery is a former president and long-time leader of the Cleveland Guild and its Cleveland Plain Dealer Unit.

He has held the Region 3 seat on TNG's Int'l Executive Board since 1981. He currently chairs the IEB's Guild Reporter Committee and also serves on the IEB Constitution and Research and Information Committees.

Delegates to TNG's June 24-28 convention will nominate candidates for international office. Contests will be decided by membership referendum in the fall.

In the case of regional vice presidents, nomination and election procedures are conducted among locals and members within the region.

Nominees for uncontested offices are elected by convention. The convention also pares the field of nominees to two for any office (12 nominees for the six at-large vice presidents).

Gene Schabath
Detroit

Richard M. Peery
Cleveland

Special offers for Mother's Day during our FRAGRANCE FAIR 30 April to 11 May
Sandton City Cosmetics 783-5212

Rand DAILY MAIL
JOHANNESBURG, TUESDAY, APRIL 30, 1985
PRICE 27c + 3c tax

MORNING FINAL WITH Business Day

DAILY MAIL

Go in peace

Machel to whites: You're Africans

By BENJAMIN POGRUND and JOSE CASTANO

MOZAMBIQUE'S President Samora Machel has issued a passionate plea to white South Africans — and especially Afrikaners — to think of themselves as Africans.

He said that during an exclusive interview with the Rand Daily Mail in Maputo:

"You are Africans", he said. "Peers as South Africans. It's no use to run away, pretend you are not Africans. You are Africans, you have your roots here, your graves are here, your children are here. You have to live with us, you have to die with us, you have to struggle with us."

He said all countries had their own problems and had solved them without dividing their citizens along racial or ethnic lines, this applies to all ethnic groups.

President Machel's candid views, given in Afrikaans and his personal comments on the interview by South African journalists.

But at the start of the hour-long meeting in the garden of his office he explained that he had decided to give this interview as a tribute to the Rand Daily Mail which he described as a newspaper with a history of struggle in our region, a struggle for democracy for equality and a newspaper that is at the very root of the anti-apartheid struggle.

These are the fundamental characteristics of your newspaper and that is why the newspaper is admired by the international community and therefore by all humankind.

He added: The problem is that the Rand Daily Mail is being closed at a crucial time of the struggle against apartheid at a time when even the South Africans of all races are becoming conscious that apartheid must end.

President Machel spoke against apartheid and about his government's ability to eliminate the armed bandits of the Mozambique National Resistance Movement.

He referred to SA as a society of terror regardless of your colour or race. There is a climate of unrest due to apartheid because of racial discrimination. I think even the South African leaders themselves do not feel themselves free they themselves are not free.

President Machel said his only regret about signing the Nkomati Accord last year was that it has not yet brought peace like it could have brought.

MAIL EXCLUSIVE

Mozambique he said, had fully observed the accord. But he blamed SA for the continuing existence by the MNR.

Asked whether he thought SA was doing enough to eliminate the MNR, he replied:

In February of this year the South African Minister of Foreign Affairs, Mr Roelof Botha made a statement saying that there were individuals within South Africa who were violating the Nkomati Accord.

So why ask me.

I was not the one who made the statement. It was a member of the South African Government who said it publicly."

Other points made by President Machel included:

- He did not believe the question was whether apartheid South Africa and Marxist Mozambique could live side by side in peace, because the entire world condemned apartheid, and so did his country.

But a socialist Mozambique and a capitalist South Africa could and should exist, and have relations of good neighbourliness.

- With Mozambique approaching the 10th anniversary of independence from Portuguese colonial rule he pointed to a wide range of achievements including the reduction by 20% in illiteracy, provision of housing for hundreds of thousands, free medical care and free legal aid.

● Full interview — Page 29

President Samora Machel in his interview with the Rand Daily Mail in the tropical gardens in Maputo

The final deadline

World focus on Mail's closure

By MAURITZ MOOLMAN, DAVID CAPEL, DIANNA GAMES

INTERNATIONAL media networks focused on the Rand Daily Mail yesterday as the newspaper — regarded as one of the best in the world — prepared its last editions after 83 years as South Africa's leading

Unions plan action against giant Anglo

International anger over mine firings

By PHILLIP VAN NIEKERK

IN an unprecedented display of international trade union solidarity with South African workers, three of the leading union federations in the West have threatened action against Anglo American over the weekend sacking of more than 14 000 migrant workers.

They are the 61-million strong International Confederation of Free Trade Unions (ICFTU), the Miners International Federation (MIF) and the British Trade Union Council (TUC).

And Mr Joe Foster, general secretary of the Federation of South African Trade Unions said Fosatu was completely and utter

widespread international interest and have come at a sensitive time in South Africa's battle against international moves to disinvest from the country.

The ICFTU has demanded peated for the workers to be immediately reinstated and condemned Anglo for victimising those who were demanding genuine trade union rights.

Similar tenders deploring

Last edition of the Rand Daily Mail

"With the passing of the Mail a vigorous voice of dissent has been stilled," staff of the Rand Daily Mail wrote in a front-page editorial in the paper's final editions. The paper, a critic of the South African government's apartheid policies for more than a quarter century, ended publication April 30. Its owner, the South African Associated Newspapers chain, cited losses from operation of the Mail over the last decade and a serious loss chain-wide in 1984 as the basis for its decision. It continues to publish the Mail's Business Day supplement as a national financial daily. Former staff members, meanwhile, were planning to publish an alternative paper, The Weekly Mail.

Guild signs 2nd pact at Maclean's

Toronto—Salaries of editorial employees of Maclean's magazine were raised by as much as 14 percent from Jan. 1 under the terms of a new two-year agreement between the Southern Ontario Guild and the news magazine.

Major gains in the agreement, the second covering the 58 editorial department employees of the weekly magazine owned by Maclean Hunter Ltd., include the addition of an experience-based schedule of minimum salaries and improvements in overtime compensation, a Guild representative said.

The weekly top minimum for staff writers is raised by $95.60 over the term of the contract, to $585.98 for employees with more than three years in the classification. Under the old contract there was no progression schedule for reaching the top minimum.

The $95.60 increase in the top minimum for staff writers comes in two increments. The first, $70.37 a week retroactive to Jan. 1, takes the top minimum to $560.75 a week, followed by a weekly increase of $25.23 on Jan. 1, 1986.

A flat minimum—one covering all employees in the classification—for senior writers is raised by $89.71, to $743.56 a week, in increments of $57.69 and $32.02.

The contract's lowest top minimum, that covering receptionists and library clerks, is raised by $59.75, to $312.15 a week, in increments of $46.31 and $13.44.

Writers and editors, exempt from regular overtime provisions, will receive an hour of compensatory time off for the 43rd and 44th hour of work in a week and one and a half hours off for each hour worked beyond 44 in a week under the new agreement. As in the old contract, they also will continue to receive a minimum of five consecutive days of compensatory time off each year.

Provision for condensing the 36¼-hour work week into a four-day period is added to the agreement, but current employees are given the option of maintaining a five-day schedule.

Provision guaranteeing employees the right to take paid or unpaid time off on recognized religious holidays is also added.

The agreement provides writers the unqualified right to have their byline withheld and calls for a "reasonable effort" to be made to discuss changes of substance with writers before publication.

Health and safety provisions are expanded to require that work areas be properly lighted and ventilated, and a $300,000 life and disability insurance policy covering employees working in a war-risk zone is added.

Salaries of individual employees were raised by as much as 14.2 percent retroactive to Jan. 1, through implementation of the experience-based minimum salary schedules.

A general-increase provision guaranteed increases of at least $12.50 to $25 a week, or 4.5 percent, with the lower minimum increase applied to employees paid $30,000 a year or more who had received an increase in 1985 prior to the settlement.

Minimums are raised by 4.5 percent on Jan. 1, 1986, and employees paid above top minimum will maintain their dollar differential above the minimum.

The local's first contract with Maclean's was reached in the fall of 1983 after a two-week strike.

OSHA told to expand access to chemical data

Philadelphia A federal appeals court has ordered the Occupational Safety and Health Administration to expand the rights of employees and their unions to information about toxic chemicals in the workplace.

Upholding an appeal by the United Steelworkers of America, the 3rd Circuit Court of Appeals ordered OSHA to redefine the trade secrets exemption to its Hazardous Communication Standard adopted in 1983. In doing so, the court pointed out that "there is no legal justification for affording broader trade secret protection" in the federal standard "than state law affords."

The court also instructed OSHA to adopt a rule that would provide workers and their unions access to chemical data protected by the trade secret exemption. Access to such information under the current federal standard is limited to health professionals who may be required to pledge to protect the secrecy of the data.

At the same time, the court ordered OSHA to extend the federal standard beyond its current application to manufacturers alone, unless the agency could show why extension was not feasible.

The AFL-CIO, which supported the Steelworkers' appeal along with several states that have adopted far broader "right-to-know" laws, called the ruling a "major victory."

It estimated that the federal standard failed to cover 60 million workers, including communications-industry employees.

Perhaps now OSHA will "do what it should have done years ago," by issuing "a comprehensive federal standard that truly provides all workers the right to know" about hazardous substances in the workplace, the AFL-CIO said.

The appeals court upheld the OSHA rule's status as a standard that pre-empts state law, but noted that OSHA "appears to have been motivated at least in part by the desire to reduce the regulatory burden posed by multiple state laws."

Local leader assails Gannett profits

Rochester Noncompetitive salaries for newsroom employees and a shrinking news budget for its Rochester dailies helped boost Gannett's record profits for 1984, Rochester Guild President Denna Bunis charged during the company's annual stockholders' meeting.

The news budget for the Rochester papers, once flagships among the Gannett chain dailies, has declined in recent years from 9.3 percent of revenues to 7.3 percent, Bunis told the shareholders' meeting May 21.

The papers' newshole is shrinking, she said, while low newsroom pay has created vacancies on the staff that the company has let go unfilled.

Bunis said the average pay for newsroom employees in Rochester is $461 a week.

Carol Eisenberg of the Guild unit told the meeting that the newsroom attrition rate has reached 22 percent in recent months.

Meanwhile, Rochester publisher Vincent Spezzano explained Gannett's policy of paying "on merit," noting that a 5 percent wage pool has been established. From that, he said, the "best employees" will receive raises of more than 5 percent, while others will receive "less or nothing," Editor & Publisher magazine reported.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.5-point increase in the index in April to 126.2, up 4.7 points from April 1984, and 10.4 points from April 1983. 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 1983.

		Percentage over	
	Index*	Same month prior year	April 1983†
May, 1984	121.7	4.8	5.1
June	122.2	4.1	5.5
July	122.9	4.2	6.1
August	122.9	3.7	6.1
September	123.0	3.8	6.2
October	123.2	3.4	6.4
November	124.0	4.0	7.1
December	124.1	3.8	7.2
January, 1985	124.6	3.7	7.6
February	125.4	3.5	8.3
March	125.7	3.7	8.6
April	126.2	3.9	9.0

***1981 = 100** **†Index = 115.8**

Italian journalists' union affiliates with IFJ

Brussels, Belgium—Admission of the 8,000-member Italian journalists' union into the Int'l Federation of Journalists was approved by the IFJ's Executive Committee meeting in Brussels in late May.

Executive Committee members devoted a major portion of their energy and concern at the meeting May 21-24 to protesting the South African government's refusal to permit black-journalists-union leader Joe Thloloe to travel to Belgium.

TNG President Charles A. Perlik, Jr., and Int'l Chairperson Harry S. Culver joined other IFJ delegates and members of the Belgium journalists' union in a protest march in front of the South African Embassy.

"Once again," the IFJ stated in a resolution adopted by the Executive Committee, "the government of South Africa has dashed any hope of any fresh air of freedom blowing through its relations with the world journalistic and trade union community."

Hans Larsen, IFJ general secretary, said that the affiliation of the Italian journalists' union had increased the IFJ's membership to 115,000, representing 34 unions in 31 countries.

The Italians' preference for the IFJ was warmly welcomed. The IFJ had been competing with the Prague-based Int'l Organization of Journalists (IOJ) for the Italian affiliate.

The Italians were granted full affiliate membership. Affiliate membership was also approved for the Portugal journalists' union, which had held associate status; associate status was granted to a Phillipine union of broadcasters, now being organized.

The IFJ Executive Committee, following the steps taken by TNG's Int'l Executive Board in April, unanimously approved a resolution condemning the "burst of ownership consolidation in the American mass media" in both print and broadcast fields.

The IFJ "supports the determination of its affiliate, The Newspaper Guild, to apply the brakes to the trends toward American media concentration," the Executive Committee said.

The IFJ conference sent a delegation to the South African Embassy in a futile attempt to win approval of a passport for Joe Thloloe, president of the Media Workers Assn. of South Africa, so he could attend the Brussels meeting.

The delegation included Perlik, who is second vice president of the IFJ, IFJ President Kenneth Ashton of the National Union of Journalists of Great Britain and Ireland and Pat Sidley, president of the Southern African Society of Journalists.

"Mr. Thloloe has been attempting to get a passport since 1961, but never since then has he been allowed to travel outside his country," the IFJ said. "Instead, he has endured a steady pattern of harassment and intimidation; even worse, official trials, bannings and burnings."

The IFJ called on all affiliates to join in the protest and to urge other appropriate bodies in their countries to do so as well.

IFJ's South Africa protest

Following is the text of the resolution adopted by members of the Int'l Federation of Journalists' Executive Committee, protesting the South African government's refusal to issue a passport to Joe Thloloe, president of the Media Workers Assn. of South Africa (MWASA). Thloloe, a black journalist, was prevented from attending the IFJ meeting May 21-24 in Brussels, Belgium.

ONCE AGAIN the government of South Africa has dashed any hope of any fresh air of freedom blowing through its relations with the world journalistic and trade union community.

It has done so by refusing a passport to Joe Thloloe, the president of the Media Workers Assn. of South Africa and MWASA's representative to the Executive Committee of the International Federation of Journalists, who was to attend the latter's meeting between May 20-24 in Brussels, Belgium.

The South African government's action was taken, as usual and not unexpectedly, without announced reason or explanation, to either Mr. Thloloe or to a delegation of the Executive Committee which made a special appeal to an official of the South African Embassy in Brussels this morning.

The refusal also was an affront to Mr. Tindemans, Belgium's minister of foreign relations, who told . . . the Executive Committee that his office had interceeded with the South African Embassy on Mr. Thloloe's behalf.

Mr. Thloloe has been attempting to get a passport since 1961, but never since then has he been allowed to travel outside his country, by this or any other means. Instead he has endured a steady pattern of harassment and intimidation; even worse, official trials, bannings and jailings.

WHY? BECAUSE, the Executive Committee cannot otherwise conclude, he is a member of that beleaguered and suppressed majority which lives under the thumbs and boot of the minority government that rules South Africa.

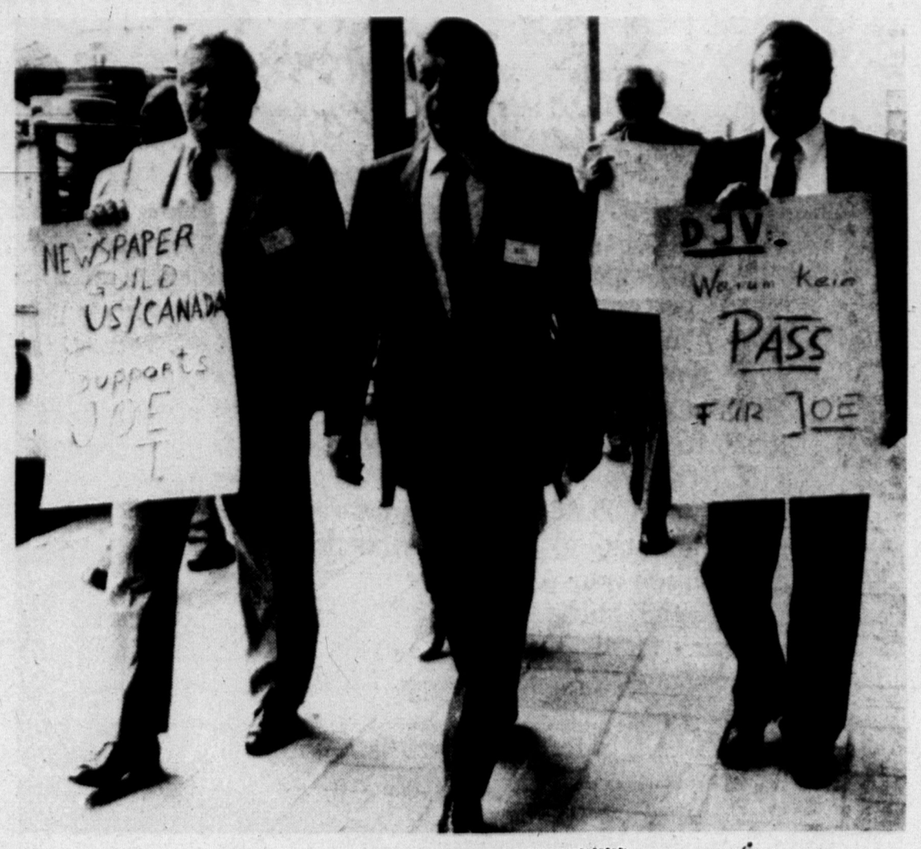
The Executive Committee resents and vigorously protests this latest indignity heaped upon its colleague, Mr. Joe Thloloe.

The Executive Committee demands, once again, that he be granted a passport so that the viewpoint of his union, MWASA, can be raised and heard in the journalistic and trade union councils represented by the IFJ.

The Executive Committee also calls most loudly for all of its affiliates to raise their voices in protest against this latest, and, we pray last, mistreatment of its friend, colleague and ally, Joe Thloloe.

The Executive Committee calls on the foreign ministries and other appropriate offices of its affiliates' countries to put pressure on South Africa to grant Mr. Thloloe his passport.

Adopted by the IFJ Executive Committee May 21, 1985.



IFJ EXECUTIVE COMMITTEE MEMBERS PICKET EMBASSY

Picketing in Brussels at South Africa's Embassy are, from left, TNG President Charles A. Perlik, Jr.; IFJ President Ken Ashton of Britain's National Union of Journalists; and Lutz Franke of the German journalists' union.

Perlik urges investigation of Argentine violence

Washington—A resurgence of threats and violence against Argentine journalists and human rights advocates, threatens your country's "promising new democracy," TNG President Charles A. Perlik, Jr., said in a letter to Argentine President Raul Alfonsin, urging him to conduct a full-scale investigation of recent occurrences.

Citing the bombing of a Buenos Aires radio station and the kidnapping and torture of human rights activist Adalberto Gervasio Armayor, Perlik in a May 23 letter called on Alfonsin to take immediate steps to "curb this extremely dangerous trend by acting against the military forces that appear to be responsible."

More recently Argentine police were reported to have conducted raids on right-wing strongholds, making several arrests and uncovering a cache of weapons and electronic equipment, a move that observers considered significant, the Washington Post reported June 2.

Ten armed men, three of them clothed in the uniforms of federal police, bombed the transmitter of Radio Belgrano April 29, according to a report released by the New York-based Committee to Protect Journalists. The station had been highly critical of Argentina's previous military government and had issued calls for more arrests of those responsible for the reign of violence that gripped the country in the 1970s.

Nine military leaders have been indicted on charges associated with those activities; eight are imprisoned, the CPJ reported.

Following a second attack on the radio station days later, Argentine Interior Minister Antonio Troccoli told a press conference that former police chief General Ramon Camps, currently imprisoned for his role in the "dirty war," is reorganizing death squads. Troccoli also warned a Buenos Aires journalist association that the names of a number of journalists are included on a "hit list," the CPJ reported.

"It is obvious the military that was demoralized and forced to relinquish power after the Falklands War, has now begun to regroup," the CPJ said in a release condemning the attacks.

Earlier, Perlik called on Indian Prime Minister Rajiv Gandhi to bring an end to attacks against Indian newspapers and journalists and to compensate those harmed.

The plant of the Gujurat Samachar group of newspapers in Ahmedabad in the Gujurat State of India, was reportedly set on fire by police, Perlik pointed out in an April 26 letter to Gandhi.

Vancouver publisher invites Guild views

Vancouver—Members of the Vancouver-New Westminster Guild's executive committee were to meet with officials of Southam's Pacific Press, the company that publishes the Vancouver Sun and Province, to discuss ways of improving the profitability of the company and ensuring the survival of both daily papers

Province publisher and corporate vice president Gerald Haslam solicited the Guild's views in a May 8 letter to local President Mel Morris, proposing a meeting with the Guild committee, after an exchange between Morris and Southam President Gordon N. Fisher during the parent company's annual stockholder's meeting.

Morris told the shareholders' meeting that poor industrial relations policies were responsible for a strike that closed the papers for eight weeks last spring and that the Guild had some ideas that might help improve conditions and the company's performance in Vancouver.

His comments came in response to Fisher's description of the situation in Vancouver in "stark terms," citing losses at Pacific Press over the last three years, and concluding that the Province "will not survive another strike." The paper's survival over the next two years "is dependent on an acceleration . . . of economic activity in British Columbia, a full commitment of management resources and talent and a high level of cooperation from all employees," Fisher told the meeting.

Morris and Guild Treasurer Doug Louth attended the stockholders' meeting in Toronto April 25.

While Southam had a record year in 1984, with after-tax profits up by more than 8 percent from 1983, the strike against Pacific Press "was the major negative in what should have been a more positive year," Fisher told the gathering. Southam's income from newspaper operations declined by $10 million in 1984; half of that decline "attributable directly" to the strike, Fisher said.

Publication of both the Vancouver Sun and Province was suspended last spring when five craft unions struck March 28 during bargaining for new contracts. The Guild's 950-member unit at the papers first supported and then joined the strike.

Employees returned to work and publication of the papers resumed in May after members of each of the six unions ratified new three-year agreements.

Meanwhile, the company was proceeding with plans to combine the advertising departments of the two Vancouver dailies early in June. About 25 Guild-covered jobs were to be eliminated by combining the advertising functions of the two papers.

Eleven Guild-represented employees hired in the past year received notices in April that their employment with the company may be terminated at the end of a six-month notice period required by the Guild contract. Other affected employees hired prior to March 1, 1984, were guaranteed continued employment, although those who find no other acceptable jobs with the company have the option of resigning with severance pay.

All the employees affected by the reorganization have priority under the contract in filing vacancies.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, except monthly in July and December, at 1125 15th St. NW., Washington, D.C. 20005. $20 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in the U.S.A.

Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #550, Washington, D.C. 20005.

GR publication shifted in June

The Guild Reporter will be published on the first and third Fridays of June—the 7th and 21st—rather than the customary second and fourth Fridays.

There will be a single issue of the paper in July.

Acquisitions attest to industry's health

(Continued from Page 1)

munications, Inc., has agreed to pay that for the American Broadcasting Cos.

That deal; at the time the largest corporate acquisition outside the oil industry, is being carried out by a company whose newspaper interests accounted for 63 percent of its 1984 revenues of $939.7 million.

- $162 million. Rupert Murdoch's News Corp. reportedly will pay that much for a half interest in 20th Century Fox. In addition, Murdoch and Fox partner Marvin Davis will acquire seven television stations from Metromedia in a $2-billion transaction.
- $350 million. Murdoch's News America Publishing Co. is paying that to Ziff-Davis for a dozen special-interest magazines.
- $42.5 million. Gannett is buying Family Weekly magazine from CBS for that amount.
- $142 million. Newhouse's Advance Publications, Inc., is paying that much to acquire outstanding shares of the New Yorker magazine, and take it over.
- $100 million. The Times Mirror Co. is buying Xerox Learning Systems for that price.
- $510 million. That's the price the Tribune Co. is paying for a single TV station, KTLA in Los Angeles, according to reports in mid-May. The amount is the highest ever for a single TV station, topping the $450 million Hearst is paying Murdoch for WCVB-TV in Boston. Murdoch is getting the station—to sell again under FCC cross-ownership rules—in the Metromedia deal.

BY THE MORE traditional financial yardsticks—revenues and profits, advertising and circulation—the industry also continued to register solid gains in 1984 and in the early part of 1985.

While the profits of 448 U.S. industrial corporations of all sorts tracked by the Wall Street Journal declined by an average of 16 percent in the first quarter of 1985 from year earlier results, the 14 publishing companies on the list showed an average gain in after-tax profits of 19 pecent for the quarter.

The 13 U.S. newspaper companies monitored by the research team headed by John Morton of the investment firm of Lynch, Jones & Ryan had average first-quarter earnings gains and increases in after-tax profits of more than 12 percent, bettering the 9 percent earnings growth the publicly traded newspaper companies showed in 1984's fourth quarter. Revenues of the 13 companies rose by an average of 10.5 percent in the first quarter of 1985.

The companies' first-quarter performance looks "even more impressive when you consider" that it is measured against the first quarter of 1984, when the newspaper companies posted average earnings gains of about 25 percent, the Morton researchers noted.

For 1984, the 13 U.S. newspaper companies had an average increase in after-tax profits of 17 percent, while revenues were up by an average of 16 percent.

In Canada, meanwhile, four publicly traded newspaper companies recorded average increases in revenues of 18 percent for 1984, while after-tax profits of the four rose on average by more than 48 percent.

Expenditures for advertising in U.S. newspapers rose by 15.4 percent, to $23.7 billion in 1984, nearly matching the 16.3 percent rise in advertising expenditures in 1983.

Canadian newspaper advertising expenditures rose by more than 11 percent in 1984, to $1.4 billion. In 1983 spending for advertising in Canada's newspapers had risen by 10 percent, to $1.2 billion.

Newspaper circulation rose slightly, too, in both the United States and Canada. U.S. Sunday circulation showed the largest gain—an average increase of 826,543 copies, or 1.5 percent, for an average Sunday circulation of 57,573,979, according to figures compiled by Editor & Publisher.

Average U.S. daily circulation was up by 437,137 copies, to 63,081,740, with all the increase coming in the morning market. Morning circulation rose by an average of 1,582,276 copies, while evening circulation declined by 1,145,139.

At the same time, the number of daily newspapers published in the U.S. declined by 13, to 1,688, according to E&P's calculations.

Daily circulation among Canada's newspapers rose by an average of 11,551 copies in 1984, to 5,557,932, while the number of dailies declined to 113, from 115 in 1983, according to figures released by the Audit Bureau of Circulation and the Canadian Daily Newspaper Publishers Assn.

CIRCULATION REVENUE, meanwhile, was making up a larger portion of a newspaper's revenues. Circulation accounted for nearly 22 percent of a daily's revenues from advertising and circulation in 1983, up from a low of 20 percent in the 1970s, according to the Inland Daily Press Assn.

Steady increases in circulation rates have contributed to the shift in the revenue ratio. The most common single-copy price of a newspaper in the United States or Canada currently is 25 cents daily and 50 cents on Sunday, compared to a prevailing price of 10 cents daily and 25 cents on Sunday as recently as 1974.

The record prices being paid for newspapers and other communications-industry properties have won new converts to the theory long held by some associated with the industry—that news companies are greatly undervalued on the stock market.

Apparently the discovery of what one pair of writers in The Washington Post called the "hidden value of media companies—their remarkable ability to churn out cash—" was responsible for a 30 percent increase in newspaper stock prices in the first three months of 1985. Even following that upsurge in prices, however, the stocks of all but one of the 13 major U.S. newspaper companies were trading on March 31 at prices that were more than 30 percent below their estimated value should the company be broken up and its assets sold, according to an analysis reported in the Morton Research Newsletter of April 2.

"The underlying values" of the newspaper companies "are based primarily on what are in effect local franchises mostly immune to damaging competition," the Morton researchers said.

Other analysts were suggesting that newspaper stocks have been undervalued because investors have concentrated on the net worth of the companies, overlooking the potential of their cash flow, as well as their often unique monopoly status in their market areas.

Cash flow could be a better yardstick for communication companies than net profit, Post reporters David A. Vise and Michael Schrage said in the paper's March 24 business section. "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," the team pointed out.

The growing belief that the stocks of newspaper companies are significantly undervalued, coupled with an upsurge in hostile takeovers of public companies, has prompted several of the newspaper companies to ask stockholders to approve measures that could discourage or block an unwanted buyout.

Typical of the steps the companies were contemplating are proposals approved recently by Gannett stockholders: Bylaws were changed to stagger terms of office of directors, and a "fair price amendment" was enacted requiring an 80 percent majority vote on a shareholders' takeover bid that lacks the support of a majority of the directors, unless all stockholders are offered a substantially equivalent price for their stock.

Other publishing companies that have made or proposed recent changes seen as defensive moves include Knight-Ridder, McGraw-Hill and A.H. Belo.

Still others, such as the Washington Post Co. and the Evening News Assn. of Detroit, have recently bought back blocks of stock.

MULTIMEDIA, meanwhile, like Harte-Hanks last year, has proposed a leveraged buyout of its stock to take the company private. Acting through an investor group representing top management and members of the families that founded the company, Multimedia has been forced to up its bid to shareholders, however, in face of counter-offers for the company at prices totaling more than $1 billion.

An investor group led by Harte-Hanks management and founding-family members paid $457 million to take that company private last year.

Analysts have projected that 1985 will be another year of steady growth for the newspaper industry. Spending for advertising is expected to rise by another 9 to 10 percent this year, while profit-growth forecasts fall in the 10 to 15 percent range.

Growth in spending for classified advertising in U.S. newspapers in 1984 led the separate categories with an increase of about 25 percent, followed by increases of about 12 percent in retail advertising and 10 percent in national.

Once more in 1984 both U.S. and Canadian newspapers received a larger share of total advertising expenditures than any other medium. In the United States, newspapers' share of the advertising dollar was over 27 percent, while in Canada it was 25 percent. The closest competitior in both countries was television, at just under 22 percent in the United States and nearly 18 percent in Canada.

The U.S. Commerce Dept., meanwhile, in its "Industrial Outlook" for 1985, sees "steady increases" in newspaper advertising revenues over the next five years and projects average revenue growth for the industry over the period of 2.5 percent after adjusting for inflation.

EMPLOYMENT IN the U.S. newspaper industry rose 3.5 percent in 1985, to 443,000, the American Newspaper Publishers Assn. reported, citing preliminary estimates by the Bureau of Labor Statistics.

Revenue of U.S. newspapers rose by 11 percent, to $26.7 billion, in 1984, the Commerce Dept. has reported. Payroll costs, it said, accounted for 52 percent of the industry's expenses in 1984, down from 59 percent in 1974, while expenditures for materials rose from 41 percent, to 48 percent, over the 10-year period.

Magazines also recorded strong gains in 1984.

Time Inc. credited its magazine group as the prime force behind record earnings for the year. In what company chairman J. Richard Munro called a "brilliant" performance, the magazines' advertising revenues for the year were up by about 20 percent, while circulation revenue climbed another 13 percent. The Time Inc. magazines' advertising revenues accounted for about 21 percent of all ad dollars spent in consumer magazines for the year, Advertising Age reported.

The boom continued into 1985, with advertising revenue from Time Inc.'s magazines up by 11 percent in the first quarter.

The Commerce Dept. reported that expenditures for advertising in all U.S. magazines rose by 14 percent in 1984, with spending for ads in consumer magazines registering a 15 percent increase, to $4.9 billion.

Advertising pages were up by 8 to 10 percent in consumer magazines in 1984, the federal agency said.

As S.I. Newhouse, Jr., whose holdings include the Conde Nast magazine group, as well as the New Yorker, told a gathering of magazine publishers last fall:

"It was a fine thing to be a publisher in 1984, and I expect that it will be an even finer thing in 1985 and 1986."

Following are the individual 1984 performance records of the public newspaper companies and several others in the communications industry, plus first-quarter results for many of them.

Affiliated Publications, Inc., publisher of the Boston Globe, had revenues for 1984 of $343.8 million, up 17 percent, and after-tax profits of $27.4 million, up 23 percent. Its after-tax profit-to-revenue margin for the year was 8 percent.

In the first quarter of 1985 the company had after-tax profits of $5.3 million, up 16.7 percent, on revenues of $86.3 million, up 11.6 percent. Its profit margin for the quarter was 6.1 percent.

A.H. Belo Corp., including the Dallas Morning News and seven community papers among its holdings, reported a 46 percent increase in revenues in 1984, to $354.2 million. After-tax profits for the year, excluding a $25.5 million gain from the sale of two television stations, a cable system and other assets, were $28.6 million, 8.2 percent below those recorded in 1983.

In the first quarter of 1985 after-tax profits of $2.4 million were down by more than 65 percent from the first quarter of 1984. Revenues of $85.7 million were up 13.6 percent. The company attributed the drop in profits in the first quarter to costs associated with the acquisition of several other television stations and softness in its broadcast operation.

The Buffalo Evening News, owned by Berkshire Hathaway, Inc., had before-tax profits last year of $26.7 million, up 40.4 percent from 1983, on revenues of $101.6 million, up 12.7 percent. Its pre-tax profit margin was 26.3 percent, up from 21.1 percent.

Capital Cities Communications, Inc., reported a 17.9 percent increase in after-tax profits in 1984, to $135.2 million, excluding a $7.6 million gain from the sale of an interest in the St. Regis Corp. Revenues for the year of $939.7 million were up by 23.3 percent. Its profit margin was 14.4 percent.

For the first quarter of 1985 the company had after-tax profits of $27.7 million, up 2.4 percent, on revenues of $234.1 million, up 13.2 percent. Its profit margin for the quarter was 11.8 percent.

Dow Jones & Co., Inc., had after-tax profits in 1984 of $129.1 million, up 13.1 percent, on revenues of $965.6 million, up 11.4 percent. Its profit margin for the year was 13.4 percent.

In the first quarter of 1985 the company reported after-tax profits of $32.7 million, up 6 percent, on revenues of $245.8 million, up 7.5 percent. Its profit margin for the quarter was 13.3 percent.

Gannett Co., Inc., counting 85 dailies and 35 nondailies among its holdings at the end of 1984, reported revenues for the year of $1.96 billion, up 15.1 percent. After-tax profits for the year were $223.9 million, up 16.8 percent, for a profit margin of 11.4 percent.

In 1985's first quarter the company had after-tax profits of $41.3 million, up 18.6 percent, and revenues of $482.7 million, up 13.5 percent. Its profit margin for the quarter was 8.6 percent.

Knight-Ridder Newspapers, Inc., had after-tax profits in 1984 of $140.8 million, up 17.9 percent, on revenues for the year of $1.66 billion, up 13.2 percent. The year's profit margin was 8.5 percent.

In the first quarter of 1985 the company reported after-tax profits of $29 million, up 7.4 percent, on revenues of $421.8 million, up 8 percent. Its profit margin for the quarter was 6.8 percent.

Lee Enterprises, Inc., ended its 1984 fiscal year Sept. 30, with after-tax profits of $26.7 million, up 17.5 percent, on revenues of $183.8 million, up 9.3 percent. Its profit margin for the year was 14.5 percent.

McGraw-Hill, Inc., the publishing company that includes Standard & Poor's financial services among its holdings, had 1984 revenues of $1.4 billion, up 8.2 percent. After-tax profits for the year were $144.2 million, up 14 percent, for a profit margin of 10.3 percent.

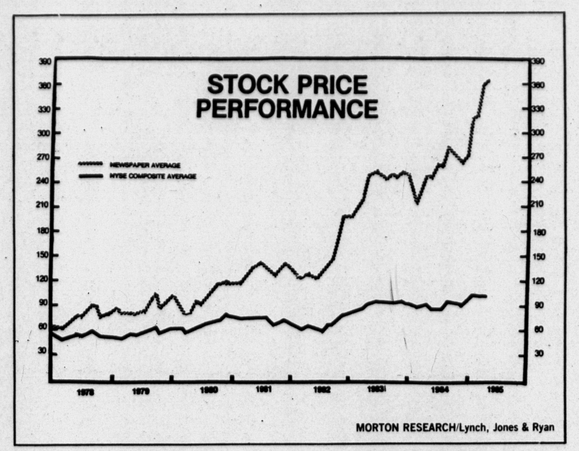
Meredith Corp., publisher of Better Homes and Gardens and other magazines, posted after-tax profits for the year ended Dec. 31 of $40.6 million, up 5.4 percent, on revenues of $465 million, up 6.6 percent. Its profit margin for the year was 8.7 percent.

In the quarter ended March 31 the company had a 16.2 percent increase in after-tax profits, to $9.8 million, on revenues of $119.6 million, up 5.5 percent.

Media General, Inc., reported revenues for 1984 of $547.7 million, up 7.9 percent, and after-tax profits of $39.8 million, up 10.7 percent. Its profit margin for the year was 7.3 percent.

Multimedia, Inc., had a 12.8 percent increase in revenues for 1984 of $304.4 million, while after-tax profits of $33.7 million were 4.2 percent lower than in 1983. Its profit margin for 1984 was 11.1 percent.

New York Times Co. reported after-tax profits for 1984 of $100.2 million, up 27.3 percent, on revenues of $1.2 billion, up 12.7 percent. Its profit margin for the year was 8.1 percent.



In the first quarter of 1985 after-tax profits rose by 20.4 percent, to $29.5 million, excluding a $2.8 million gain from the sale of real estate. Revenue for the quarter rose by 10.3 percent, to $327.9 million.

Quebecor, Inc., including three dailies and 32 weeklies in its newspaper publishing group, ended its 1984 fiscal year Sept. 30 with revenues of $278.9 million, up 26.4 percent. After-tax profits for the 12-month period of $11.4 million were up 49.3 percent from 1983, producing a profit margin of 4.1 percent.

Reuters Holdings PLC, the British-based worldwide news and information service, had revenues for 1984 of $333 million, up 29 percent. After-tax profits for the year more than tripled, from $12.3 million in 1983, to $45.3 million in 1984 after adjustment for extraordinary items.

Southam Inc., including 15 daily newspapers and the Financial Times of Canada among its holdings, reported revenues for 1984 of $1.08 billion, up 20.7 percent. After-tax profits for the year were $44.6 million, up 8.1 percent, for a profit margin of 4.1 percent.

In the first quarter of 1985 the company had revenues of $284.1 million, up 8.2 percent, but after-tax profits of $9.1 million were 30 percent lower than in the first quarter of 1984.

Thompson Newspapers Ltd., with daily and weekly newspapers numbering 144 in Canada and the United States at year's end, reported 1984 revenues of $811.8 million, up 14.9 percent. After-tax profits for the year of $153.8 million were up 22 percent for a profit margin of 18.9 percent.

In 1985's first quarter after-tax profits of $35.3 million were up 16.1 percent on revenues of $214.1 million, up 16.7 percent. Its profit margin for the quarter was 16.5 percent.

Time Inc. reported a 28.1 percent increase in after-tax profits for 1984, to $216.4 million, on revenues of $3.07 billion, up 12.9 percent. Its profit margin for 1984 was 7.1 percent.

In the first quarter of 1985 the company had revenue of $747 million, up 7.6 percent, and after-tax profits of $44 million, up 1.1 percent. The company attributed the small earnings gain to a decline in profit from its Home Box Office unit.

Times Mirror Co. had after-tax profits for 1984 of $232.7 million, up 16.6 percent, on revenues of $2.8 billion, up 12.6 percent. Its profit margin for the year was 8.3 percent.

In 1985's first quarter the company reported revenue of $695 million, up 3.8 percent, and after-tax profits of $44.2 million, up 2.2 percent from the first quarter of 1984, when it had an extraordinary gain from the sale of property. Its profit margin for the quarter was 6.4 percent.

Torstar Corp., publisher of the Toronto Star, reported revenues for 1984 of $619.4 million, up 10.1 percent, while after-tax profits for the year of $20.3 million were more than double profits of $9.4 million in 1983 before an extraordinary loss of $4.1 million.

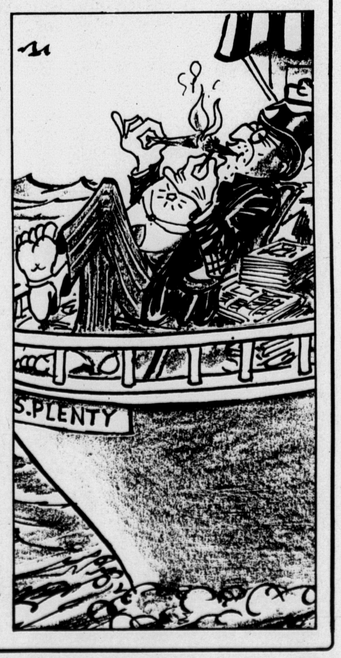
First-quarter profits, aided by a gain of $1.5 million from sale of a 50 percent interest in Torstar's Harlequin Enterprises operations in France, rose 128 percent, to $9.92 million, on revenues of $150.8 million, up 12.4 percent.

Tribune Co. reported after-tax profits for 1984 of $103 million, up 48.8 percent, on revenues of $1.79 billion, up 13.1 percent. Its profit margin for the year was 5.7 percent.

In the first quarter of 1985 after-tax profits rose by 66.4 percent, to $16.6 million, on revenues of $449.4 million, up 14 percent. The profit margin for the quarter was 3.7 percent.

Washington Post Co. reported a 25.6 percent increase in after-tax profits for 1984, to $85.9 million, on revenues of $984.3 million, up 12.1 percent. Its profit margin for the year was 8.7 percent.

In the first quarter of 1985 after-tax profits were up 53 percent, to $13.9 million, excluding an extraordinary gain of $11 million from the sale of assets. Revenues for the quarter of $243.6 million were up 11 percent.



Publishing fortunes advance on 500s

THE 17 PUBLISHING and printing companies included on Fortune magazine's list of the 500 largest public U.S. industrial corporations in 1984 showed a 17.9 percent increase in after-tax profits for the year.

Among the 27 industries included on the Fortune 500, publishing and printing ranked first by total return to investors and second by return on stockholders' equity. Measured over a 10-year period, the publishing and printing companies ranked second by total return to investors.

The industry ranked third by return on sales and registered a 12.1 percent increase in sales in 1984.

Twelve of the 17 printing and publishing companies included in the Fortune 500 are newspaper or magazine publishers. All of the dozen publishing companies were among the Fortune 500 companies in 1983, as well. They are Capital Cities Communications, Dow Jones, Gannett, Knight-Ridder, McGraw-Hill, Media General, Meredith, the New York Times, Time, Times Mirror, Tribune Co. and the Washington Post. (Harte-Hanks, formerly on the list, is missing this year because it no longer is publicly owned.)

All but Media General and Meredith were also included in Forbes magazine's rankings of the nation's largest companies by four measures.

All of the publishers that qualified for one of the Forbes lists were among the top 500 companies by both net profits and market value. Six ot them—Gannett, Knight-Ridder, McGraw-Hill, Time, Times Mirror and the Tribune Co.—were also among the top 500 by sales, and Time and Times Mirror were also ranked among the top 500 companies by assets.

Forbes magazine measures the performance of service as well as industrial corporations in its rankings. A total of 785 public companies are included on at least one of the Forbes' lists.

Publishers' 1984 rankings among the Fortune 500

	By Sales Volume		By	By After-Tax Profits	By After-Tax Margin		By Return On Stockholders'
Company	1984	1983	Assets		Rank	Margin	Equity
Time Inc.	132nd	91st	116th	84th	112th	7.1	55th
Times Mirror	139th	154th	124th	79th	64th	8.4	102nd
Gannett	186th	203rd	167th	82nd	26th	11.4	76th
Tribune Co.	209th	218th	172nd	161st	163rd	5.7	267th
Knight-Ridder	224th	234th	214th	118th	59th	8.5	190th
McGraw-Hill	245th	255th	228th	116th	37th	10.3	56th
New York Times Co.	270th	281st	280th	167th	71st	8.2	57th
Washington Post Co.	304th	323rd	319th	185th	51st	8.7	33rd
Dow Jones & Co.	308th	326th	290th	134th	12th	13.4	25th
Capital Cities Communications	313th	356th	225th	126th	7th	14.4	101st
Media General	439th	453rd	334th	304th	105th	7.3	220th
Meredith Corp.	482nd	479th	397th	310th	55th	8.5	143rd

Pilots strike brings shift in convention

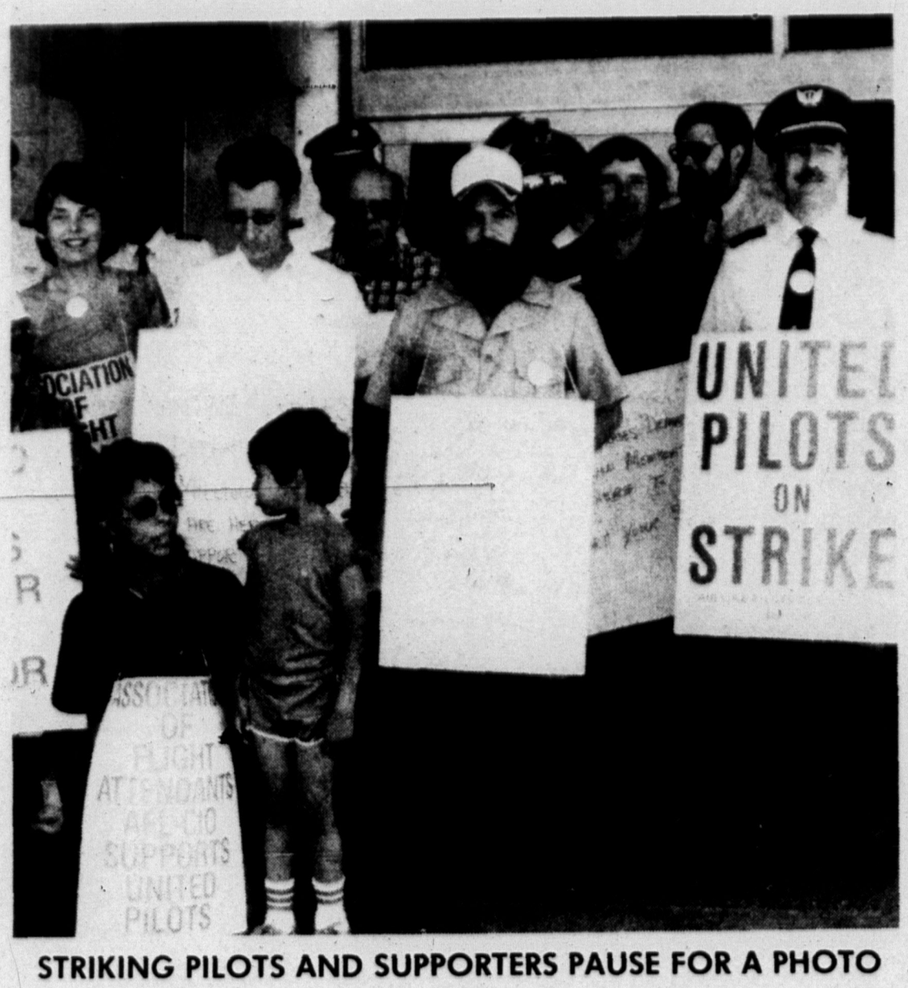
(Continued from Page 1)

thanks to the Philadelphia Guild for its willingness to accommodate such a late change.

TNG's 1979 Convention was moved from Providence to Boston due to difficulties unions representing hotel, restaurant and service employees faced in obtaining bargaining recognition from management of the Providence hotel where the convention was to meet.

Pilots struck United May 17, and although a tentative agreement on new contract terms was reached a week later, disputes over the terms of the back-to-work agreement were prolonging the strike.

Key among the differences was the company's insistence that more than 560 newly trained pilots that honored the union's picket lines be accorded no preference when new pilots are hired. United was also demanding "super seniority" for strikebreaking pilots.



STRIKING PILOTS AND SUPPORTERS PAUSE FOR A PHOTO

The issue of pay for future hires was the pivotal one in the strike. Only four of 570 recruits that had been trained by United in recent months had agreed to cross picket lines and fly during the strike.

Some 9,000 members of the Flight Attendants Union were also refusing to work for United during the strike.

Denver adds organizer under TNG's program

Denver—The Denver Guild has added an organizer to its staff through a subsidy from TNG's Special Organizing Fund, bringing to six the number of locals currently engaged in organizing programs with assistance from the fund. It was created with the proceeds from special dues assessments Guild members paid last summer after TNG's convention approved the program to expand Guild organizing.

Ron Watson of the Denver Guild's Denver Post Unit joined the local's staff June 1 for a six-month period under the subsidy arrangement. He was appointed by the local's executive board.

Other locals with organizers subsidized by the special fund are Detroit, Washington-Baltimore, Central California, Philadelphia and Twin Cities. The fund has also assisted other locals in special organizing projects.

Sunday Independent pact raises key salaries by $52

Wilkes-Barre—A new two-year agreement between the Wilkes-Barre Guild and the Wilkes-Barre Sunday Independent will raise the top minimum for key advertising and editorial employees by $52.50 a week, to $562.25.

The $52.50 increase comes in two increments of $26.25 each, with the first taking the top minimum for reporters, photographers and outside sales employees to $536.00 a week, retroactive to Dec. 23. The second increase comes on Dec. 23, 1985.

The top minimum for copyreaders is raised by the same amounts, taking it to $569.75 a week this December.

All other minimums are raised by $43 a week over the contract's term, in two increases of $21.50 each. Those raises take the top minimum for bookkeepers to $460.75 a week, that for clerk-typists to $438.10 a week and the top minimum for messengers to $420.85 a week.

The company's weekly payment to a supplemental pension plan is raised by $2.50, to $17.50, beginning Dec. 23, 1985.

'THE WAIT IS OVER'

Foundation laid with first contract

By Bob Goldstein
Pacific Northwest Guild

Goldstein is chairperson of the Pacific Northwest Guild's Bellevue (Wash.) Journal-American Unit, where advertising, business, circulation, editorial and mailroom employees of the 27,000-circulation daily recently ratified a first Guild contract. It raised salaries by a minimum of 5 percent the first year, with individual increases as high as 29 percent immediately, and established a key top minimum of $445 a week from Jan. 1.

ALTHOUGH NONE of our members are dancing in the streets over a 5 percent salary increase, we can view the long-term benefits of the contract with some satisfaction. But the most significant accomplishment was establishing the unit itself.

The evolution of the Bellevue Journal-American Unit, in this era hostile to organized labor is, perhaps, unique.

Bellevue is a conservative white collar community, with few unions. Journal-American employees generally follow this conservative profile.

Countering this was the high degree of employee discontent that had been building at the paper in recent years. This stemmed from an authoritarian, highly centralized management that was insensitive and hopelessly out of touch with the rank and file.

This structure worked to our advantage because it reacted slowly and clumsily to events, like a dinosaur that suddenly stumbles into a tar pit.

We got off to an inauspicious start. Our first meeting in June 1983 was almost the last.

Only myself and another employee showed up. We both decided to call one more meeting, this time ingeniously switching the rendezvous from a restaurant that will remain nameless to a popular tavern.

This time the results were impressive, with employees from nearly every department in attendance. For security reasons, we called ourselves the Investment Club, a title laced with irony because none of us earned enough to invest in anything more substantial than a lottery ticket.

Even with employee discontent and alienation running high, we were cautious about organizing a union. I had been through a similar effort in Walla Walla in 1978, and was fully aware of the difficulties involved. We proceeded slowly, hoping conditions would improve. They didn't.

Our success was not an accident. Initial members of the Investment Club were all highly respected, creative and enthusiastic employees. Many had worked for the Journal-American for years.

This was a key factor because it monopolized the best talent on the newspaper and prevented the creation of a credible counter-organization. Later, our leadership ranks suffered some from attrition—a product of management harassment and the long, excruciating wait between the last election in March 1984 and the conclusion of bargaining in mid-April 1985.

The wait is over. The contract is a reality.

Yes, the salary increases are disappointing, but for the first time we achieved a night differential, severance pay, protection against arbitrary firings, a grievance procedure and, perhaps more importantly, a good union shop provision.

The new mileage reimbursement rate of 20.5 cents per mile is not adequate, yet it is far better than the 18 cents we received prior to the union movement.

Management also has been more sensitive to employee concerns, a change that shouldn't be taken lightly.

Now it is vital for us to rigorously enforce the contract. Every deviation must be contested.

Areas we fell short on this time can be rectified in the next round of negotiations, little more than a year away.

The foundation has been laid. I believe it is a sturdy one.

Lastly, I thank the Newspaper Guild, especially its PNNG administrative officer, Bob Bruner, and our chief spokesman, TNG Int'l Representative Eugene Bryant. Bryant lived up to his reputation as one of the Guild's top negotiators.

CapCities seeks rule waiver

New York—Capital Cities Communications has said it will ask the Federal Communications Commission for waiver of a rule prohibiting a single company's owning TV stations with overlapping signals in order that it might retain ownership of its largest, WPVI-TV in Philadelphia, after its purchase of the American Broadcasting Cos. is complete.

ABC currently owns and CapCities would acquire ownership of WABC-TV New York, a station with a signal that overlaps in some areas with that of WPVI-TV.

Cap Cities has said it expects to sell three television stations, five radio stations, 54 cable systems and a daily newspaper in Red Bank, N.J. in order to comply with various FCC regulations, while ABC expects to sell one television station and 10 radio stations. Proceeds from the sales, expected to produce an estimated $1 billion, will be applied toward the price for purchase of ABC.

Culver leaves UPI job

(Continued from Page 1)

several conventions of the AFL-CIO and its Industrial Union Dept.

Culver co-ordinated TNG's voter registration drive among U.S. Guild members in advance of last fall's elections.

He is a delegate to the Wire Service Guild's representative assembly, where he has represented Guild members working for UPI in the Southwest over many of the last 26 years.

He served two terms as president of the Wire Service Guild and was its secretary-treasurer for four terms.

In addition, Culver has served on numerous Guild bargaining committees and was the national co-ordinator during Guild strikes at UPI in 1974 and the Associated Press in 1969.

An award-winning reporter, Culver has been elected to Oklahoma's Journalism Hall of Fame.

Harry S. Culver
Leaves UPI after 35 years

IT SEEMS TO US

Lipton explains N.Y.'s view of finance plan

NEW YORK, N.Y.

Editor:

An April edition of the Guild Reporter reported that the New York Guild's Executive Committee and Representative Assembly have gone on record against a switch to biennial conventions and have called for a membership referendum on any dues changes.

I wish to point out that we are calling for such a membership referendum to take place *before* any permanent changes in the dues structure is implemented. While the local supports the concept of overhauling TNG's financial structure, we feel strongly that the members themselves should have the right to make the final decision in this area.

We also feel strongly that annual conventions, which are the backbone of the democratic processes of our union, must be retained.

The leaders of the New York local have found widespread support for its position among other Guild leaders throughout the international.

BARRY F. LIPTON
President
New York Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.
Deadline: Friday before publication.

LOCAL ELECTIONS

Twin Cities

Neale Van Ness, president; **Karl Karlson**, editorial vice president; **Mike Felien**, commercial vice president; **Dorothy Lewis**, secretary; **Dick Hyllestad**, treasurer.

Peoria has ESOP; management has control

By Elaine Hopkins
Peoria Guild

WHEN BANNER headlines two years ago announced that the Peoria Journal Star planned to set up an employee stock ownership plan (ESOP), the move was widely hailed as progressive, an example of democratic capitalism in action.

The decision by Journal Star owners Henry Slane and members of his family was viewed as a way to keep Illinois' largest downstate newspaper locally owned. With a daily circulation of around 100,000, the paper is the third largest in the state and one of a diminishing number of family owned papers of its size.

The public immediately believed Journal Star reporters, district managers, printers and other workers had become bosses overnight. But as the facts of the complicated ESOP proposal became known, Journal Star employees, including around 120 members of the Peoria Newspaper Guild, soon realized the ESOP was more of a retirement program than worker ownership.

Nevertheless, those employees participating in the ESOP have seen their net wealth increase substantially over the first year of the plan. For example, an experienced reporter who last year earned the top minimum of $470 a week was able to invest around $1,200 in Journal Star stock. At the end of the year the reporter's holdings in the company amounted to over $7,400.

That means if the reporter had worked for the paper for the 10 years required for vesting in the ESOP plan, he or she could resign, sell back the stock to the company and walk away with the money. In addition, the reporter would also be entitled to a pension at age 65 under the more traditional pension plan.

For reporters with less than 10 years with the company, the amount would be somewhat less because of the vesting provision, but it would still be substantial.

Under the Journal Star's ESOP plan, an employee can invest up to 5 percent of gross pay, with the company matching the investment.

Hopkins, a reporter for the Peoria Journal Star since 1977, is a vice president of the Peoria Guild and an investor in the paper's employee stock ownership plan.

The investment functions like an Individual Retirement Account. The tax on it is deferred until the employee actually receives the benefit. Thus, not only the investment but all profits from it are tax deferred.

Whether they choose to invest or not, all Journal Star employees receive a small amount of company stock in their accounts.

The Peoria Journal Star, Inc., is actually a small conglomerate consisting of the newspaper and magazine and radio divisions. The corporation netted $1.3 million in income in 1984. Total corporate revenue was up 11 percent over 1983, to about $49.7 million.

The newspaper, the largest segment of the company, had revenues of $28 million, up 8.5 percent over 1983. The only daily newspaper in Peoria, it employs 360 full-time and 146 part-time workers.

Circulation and advertising revenues increased by 8 percent from the previous year, due mainly to increases in ad and subscription rates. The newspaper's circulation dropped slightly as the paper, like almost every other enterprise in central Illinois, felt the impact of hard times in mid-America's rust belt.

The magazine division, less tied to the local economy, is expanding rapidly and showed revenues of $18.2 million, a 26 percent increase from the previous year. It publishes Shooting Times, Crafts, Sew News, Profitable Crafts Merchandising and Rotor and Wing International out of its Peoria offices.

The company's broadcast division lost $678,000 after taxes. It operates six radio stations in New Mexico, Colorado and Kansas.

WORKERS AT THE Journal Star companies now own more than one-fourth of the company's stock. It rose in value nearly 25 percent in one year, but that rate of increase is not expected to continue.

Over 80 percent of the employees have opted to invest in the stock. Plans call for the total transfer of all stock into employee hands within 10 years. The stock is not publicly traded. It can be bought only by employees and resold only to the company.

The plan operates through three trusts established in the names of employees and managed by the company's three top officers. The trustees vote the stock held in the names of employees.

Company officers have been evasive about when workers will begin voting for the trustees and directors. They say they expect to permit employee voting in the future, but unless federal law governing ESOPs requires it, such a shift will be at their discretion.

Thus, while workers now own over 25 percent of the stock, they have no control over the company and must rely on the three trustees—Slane; John T. McConnell, Slane's son-in-law and Journal Star publisher; and Steven R. Koch, vice president and treasurer. However, as trustees, they are bound by the legal responsibilities that designation entails, says Koch.

Federal law requires unions to approve a company ESOP before it can be enacted. The company's five unions, including the Guild, approved the ESOP through the collective bargaining process.

THE LOCAL hired an independent consultant to analyze the ESOP proposal. In his report, the consultant, a Peoria attorney, pointed out that the plan as proposed would not allow worker control. "An inner circle of upper management would likely control both the ESOPs and the corporation, with little or no direct accountability to the ESOP participants," he wrote.

An independent appraiser each year determines the value of the company. This year it was found to be worth $46.6 million. The cost of acquiring stock rose by about $10 per share as a result, but those who bought the first year savored their profits. A special additional offering of stock with some shares at last year's prices has also been made to employees.

Federal tax laws provided the initial incentive to owner Slane and his relatives to sell their holdings to employees through the ESOP, by reducing their tax liability on the sale. If they had sold the paper or magazine and radio divisions to a private corporation, they would have owed hefty taxes on the sale.

Federal tax laws favor ESOPs because worker ownership is deemed to be a public good. But the tax advantages to the sellers can be viewed as a type of federal subsidy.

Unions are sometimes reluctant to sanction ESOPs because they fear workers will suddenly develop the outlook of managers and question whether they should be bargaining with themselves, as company owners.

An unforseen benefit of the ESOP is the amount of financial information the company must now report to the SEC because it is selling securities.

BEFORE THE ESOP plan, union negotiators were kept in the dark about revenues and profits of the family held enterprise. When the figures were released with the advent of the ESOP, many workers were shocked at how profitable the company is. Now they are determined to share in these profits through collective bargaining.

The Journal Star ESOP is one of 7,000 in the U.S., involving nearly 10 million workers. As these plans grow in popularity, so does public scrutiny of them. Unless laws change, ESOPs next year will account for a $2.5 billion revenue loss to the federal government, the U.S. Office of Management and Budget has estimated.

Some ESOPs have also permitted greedy managements to slice off most of the profits for themselves at worker expense, without giving workers a voice in the process.

Sometimes pension plans are terminated in favor of an ESOP. This happened to management employees at the Journal Star, but there have been few complaints since they were compensated in company stock.

ESOP advocates argue many plans increase company productivity and give employees a voice in decision-making. Yet, studies show 85 percent of companies with ESOPs do not permit worker-owners to have voting rights.

ESOP critics argue there are better ways to distribute wealth to workers, such as profit sharing. They also question the wisdom of basing a company's major retirement benefits in only one stock—the company stock. If the company fails, a worker could be left with nothing.

Yet tax incentives for both owners and the financial institutions loaning money for ESOP buyouts, as well as the use of ESOPs in some company takeover schemes, has raised interest in this relatively new way of turning workers into owners. Unless changes in the law make ESOPs unattractive, more and more employees will be studying their company's earnings as closely as they scrutinize their own paychecks.

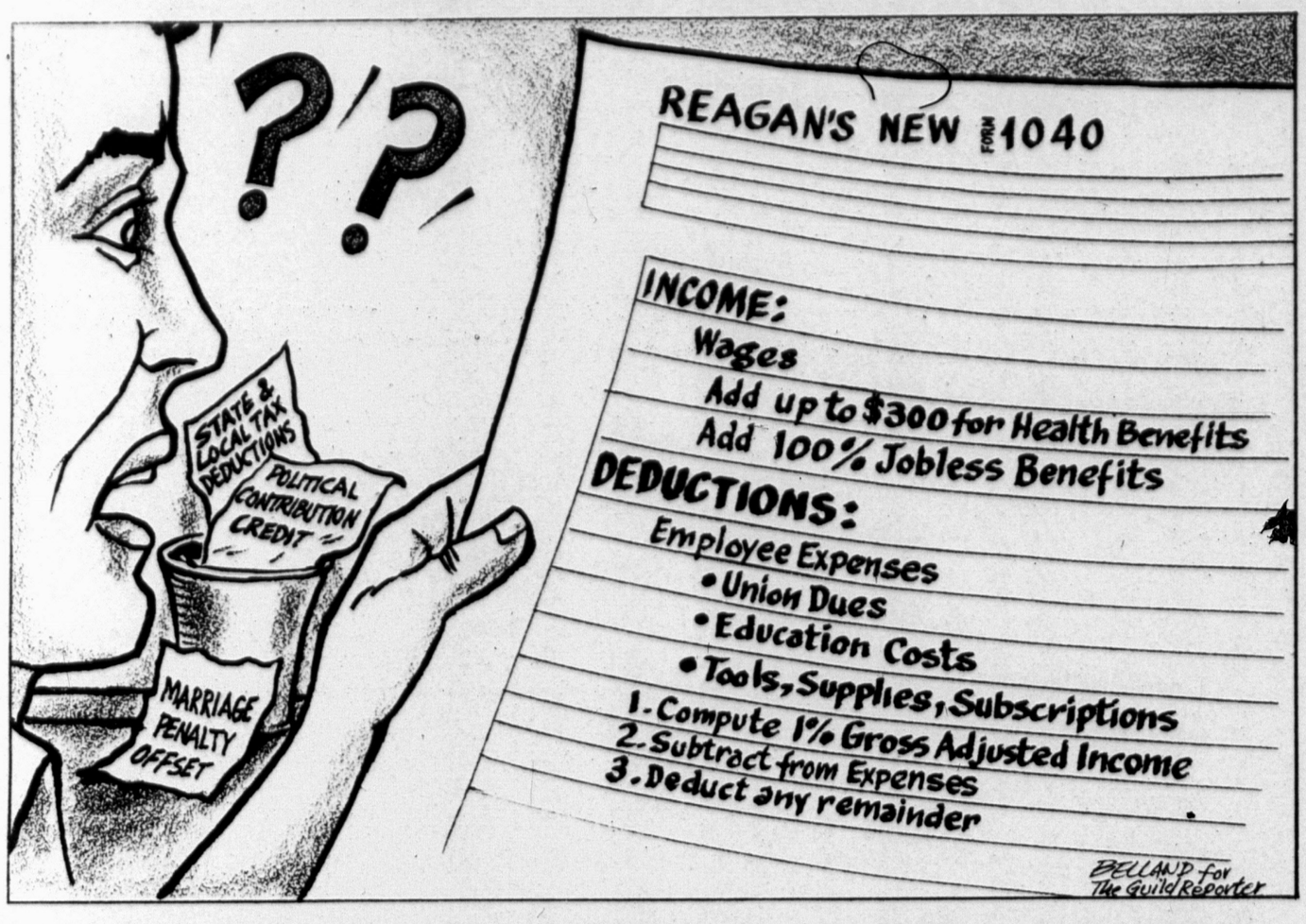
$583 leads list of minimums for data entry jobs

FOLLOWING ARE the minimums for experienced key punch operators, data entry employees and employees in related jobs covered by Guild contracts with daily newspapers and news services. The data as of June 1 was compiled by TNG's Collective Bargaining Dept.

	Minimum	After
Vancouver Sun and Province		
Data entry supervisor	583.04	flat
Key station operator	449.16	1½ yrs.
Ottawa Citizen		
TTS perforator operator	$540.28	1 yr.
Toledo Blade		
Key punch operator	503.16	3 yrs.
Key punch clerk	402.51	1 yr.
New York Times		
Data entry operator	433.16	2 yrs.
Toronto Star		
Key punch operator	419.23	3 yrs.
Senior key punch operator	466.65	4 yrs.
Seattle Times		
Key punch operator	408.75	3 yrs.
San Mateo Times & News Leader		
Key punch operator	406.95	3 yrs.
San Diego Union and Tribune		
Key punch operator	396.24	3 yrs.
New York Post		
Key punch operator	[1]395.60	3 yrs.
San Francisco Chronicle and Examiner		
Key punch operator	393.29	2 yrs.
Supervising key punch operator	413.81	2 yrs.
San Jose Mercury-News.		
Key punch operator	393.29	2 yrs.
Supervising key punch operator	413.81	2 yrs.
Honolulu Advertiser and Star-Bulletin		
Data entry operator	389.37	3 yrs.
New York Daily News		
Key punch operator	387.71	3 yrs.
Associated Press		
Key punch operator	366.66	3 yrs.
Denver Post		
Key tape operator	361.00	3½ yrs.
Memphis Commercial Appeal		
Key punch & verifier clerk	351.35	5 yrs.
Boston Herald		
Key punch operator	351.34	3 yrs.
Detroit Free Press		
Key punch operator	349.64	3 yrs.
Providence Journal and Bulletin		
Data entry clerk	343.20	2 yrs.
Lead data entry clerk	387.40	3 yrs.
Philadelphia Inquirer and Daily News		
Key punch operator	331.27	4 yrs.
Unit record machine operator	372.36	4 yrs.
Baltimore Sun and Evening Sun		
Data entry clerk	330.00	5 yrs.
St. Louis Post-Dispatch		
Key punch operator, verifier operator	324.53	3 yrs.
Washington Post		
Key punch operator	310.40	2 yrs.
Buffalo Evening News		
Data entry	293.06	3 yrs.
Data entry advanced	315.55	3 yrs.
United Press International		
Key punch operator	288.23	3 yrs.
Lead key punch operator	294.37	flat
Duluth News-Tribune & Herald		
Data entry clerks	283.00	4 yrs.
St. Louis Globe-Democrat		
Key punch operator	279.86	3 yrs.
Brockton Enterprise		
Key punch operator	277.61	2 yrs.
Columbus Dispatch		
Data entry bookkeeper	[2]276.14	2 yrs.
Data entry customer service desk	[2]230.83	2 yrs.
Albany Times-Union and Knickbocker News		
Key punch operator	271.30	3 yrs.
Pueblo Chieftain		
Key punch operator	266.00	3 yrs.
Great Falls Tribune		
Data entry clerks	[3]261.00	4 yrs.
San Juan Star		
Data entry operator	240.00	4 yrs.
San Juan: El Mundo		
Key punch operator	235.00	3 yrs.
Terre Haute Tribune-Star		
Terminal input operator	216.31	flat

[1]Applies to hires after 3/30/82. If hired on or before 6/11/81: $441.50.
[2]$321.15 and $299.20 if hired prior to 7/1/84.
[3]$306.00 if hired prior to 6/22/84.

TAX EQUITY AND SIMPLIFICATION!



Will Reagan's rising judicial star mean dark days for free speech?

This is reprinted from the OpEd page of the New York Times of April 29. William Safire, a New York Times columnist, was a White House speech writer during the Nixon administration.

IF YOU WERE a lawyer and wanted to become the next chief justice of the United States, what cause would you embrace, or philosophy would you expound, to ingratiate yourself with Ronald Reagan?

Strict constructionism? Judicial restraint and respect for precedent? No, that old-time conservative stuff has lost its appeal to an administration eager to use the courts to reverse decisions made in the last generation.

These days, the way to a president's heart is to espouse government secrecy and to march in the vanguard of the media-haters.

Consider the meteoric rise to contention for the next high court vacancy of Antonin Scalia, 49 years old, who has shown himself to be the worst enemy of free speech in America today.

Three years ago, as a professor of law at the University of Chicago, he focused White House attention on himself in an interview with U.S. News about the Freedom of Information Act. That act, I can testify, has done more to inhibit the abuse of government power and to protect the citizen from unlawful snooping and arrogant harassment than any legislation in our lifetime.

Professor Scalia denounced Freedom of Information's "tunnel-vision zeal" in eliminating what he called "institutional privacy." In effect, he placed desire for government and corporate secrecy ahead of the individual's right to find out what such faceless institutions are doing to him.

SOON AFTER, and not soley because of publicity, Antonin Scalia was appointed a judge on the Court of Appeals in Washington, one of the top jobs in the federal judiciary.

In that post, he has endeared himself to the press-bashers in the executive bunker with his dissent in the libel suit against the columnists Rowland Evans and Robert Novak.

In a 6-to-5 decision hinging on the separation of fact from opinion, the court held that an Op-Ed page was "the well-recognized home of opinion and comment"; and the Supreme Court's dictum that "breathing space" was essential to the exercise of free speech "counseled strongly against straining to squeeze factual content from a single sentence in a column that is otherwise clearly opinion."

JUDGE SCALIA disagreed, calling one statement "a classic and coolly crafted libel." He added: "The expectation that one who enters the 'public, political arena' . . . must be prepared to take a certain amount of 'public bumping' as already fulsomely assured by The New York Times v. Sullivan . . . requirement of actual malice in the defamation of public figures."

The word "fulsomely" means "foully, disgustingly, offensively" or at the least, "excessively"; Judge Scalia has too sharp an intellect and too precise a writing style to have lapsed into a misuse of the word to mean "fully."

To me, his signal to justice-pickers is clear: On the Supreme Court, he would tear down the "fulsome" free-speech protection in Sullivan.

This month, the darling of the secrecy-and-libel set surpassed all their hopes by providing the swing vote in the most egregious assault on freedom of speech in this country since the silencing judgment against William Cobbett. Judge Scalia voted to reinstate a verdict—thrown out by the trial judge, who understood the Supreme Court's Sullivan ruling—against the Washington Post by the former president of Mobil Oil.

The stunning rationale was this: One way to read the mind of a newspaper in determining malice is to see if it favors "hard-hitting investigative stories." Docile publications that polish government's apples are thus not suspect; newspapers doing their jobs have two strikes against them.

In this column, every word is opinion, pure opinion, and nothing but opinion, anything apparently factual herein to the contrary notwithstanding. With that said, do I here impugn a jurist's motive, suggesting that he is throwing red meat to the young lions at Justice and in the White House in order to fatten his chances for advancement?

On the contrary, I suspect Judge Scalia has persuaded himself that institutional privacy outweighs personal privacy and that reputation is a higher value than free speech. (That proves "actual charity.")

BUT WE ARE entering a summer of smouldering administration resentment at rising opposition, which bunkerites think is magnified unfairly by the media. At such time, when recommendations for the high court are made to the president by Ed Meese with a covering memo from Pat Buchanan, the posture of being the fiercest opponent of the First Amendment does not hurt a judge's chances.

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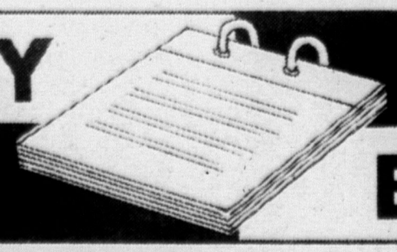
DAY BOOK



Int'l Executive Board, pre-convention meeting, June 21-22, Pittsburgh Hilton, Pittsburgh.
Gannett Labor Caucus, annual meeting, June 22-23, Pittsburgh Hilton, Pittsburgh.
52nd Annual Convention, June 24-28, Pittsburgh Hilton, Pittsburgh.
Int'l Executive Board, post-convention meeting, June 28, Pittsburgh Hilton, Pittsburgh.
Int'l Executive Board, fall meeting, Oct. 15-18, TNG headquarters, Washington.
Canadian District Council, fall meeting, Oct. 19-20, Victoria.
Midwest District Council,. fall meeting, Nov. 23-24, Milwaukee.
Western District Council, fall meeting, Oct. 26-27, Great Falls.
Western District Council, winter meeting, Feb. 1-2, 1986, Honolulu.
53rd Annual Convention, June 23-27, 1986, Buffalo.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.

As they put it

A mid-course correction?

With the departure of Robert A. Rowland from his post as interim director of the Occupational Safety & Health Administration, Labor Secretary William Brock has an opportunity to do a great service for the working people of the United States.

Rowland was named last July to head OSHA after the original Reagan appointee to the job, Thorne Auchter, Jr., resigned to take a job with a Kansas City company. That company had benefited from reduced fines for safety violations during Auchter's term as OSHA's director.

The AFL-CIO opposed Rowland's nomination for the clear, sound reason that his service on the Occupational Safety & Health Review Commission had been dedicated to serving the interests of employers. Like Auchter, Rowland believed the best way to exercise health and safety laws, rules and regulations was with little or no enforcement at all.

Previous administrations had appointed health experts to the OSHA posts. Under President Reagan, OSHA's administration, like that of many other federal agencies, was turned over to ideologues seeking to practice their reactionary theories of government.

The Auchter-Rowland team was proud that in four years it had produced only one new health standard regulating dangerous substances handled by workers. The Reaganites blamed some inaction on the Office of Management & Budget, an arm of the White House, but it was clear that neither Auchter nor Rowland put workers' risks at the top of their priorities.

At one point, the public was treated to the spectacle of one federal agency warning consumers about products that might carry traces of a dangerous preservative known as EDB, while OSHA still had not written a standard to protect workers who actually handle EDB every day.

Rowland was forced into the spotlight recently when he refused to draft a standard for basic sanitary conditions for migrant field workers, which a federal court had ordered OSHA to consider.

That obstinate posture brought environmentalists, minority representatives and members of Congress to rally around the position that organized labor had previously taken to criticize Rowland's concept of public service.

Now, the new secretary of labor has a chance to put OSHA back into the business of protecting workers.

Administering the federal safety and health codes in the nation's workplaces should not be subject to politics or ideological experimentation.

OSHA jobs should be filled with professional health and safety experts—individuals who would direct and inspire the staff of the agency to carry out the law as it was intended to protect employees wherever they work.

Adapted from an editorial in the AFL-CIO News.

The Guild Reporter

CALM ACPS

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BARBARA E. NELSON, Assistant Editor

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