



The GUILD REPORTER

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Bias-in-pay charge filed by PacNW

Seattle—The Seattle Times and its joint publishing partner, Hearst's Post-Intelligencer, discriminated on the basis of age, race and sex in evaluating employees and assigning increases under a "pay-for-performance" system, the Pacific Northwest Guild has charged in a petition to the U.S. Equal Employment Opportunity Commission.

The increases, effective last Sept. 1, were the first under annual performance appraisals called for under the local's contracts with the dailies. No criteria for the appraisals are spelled out, however. Ranging from 1.8 percent to 6 percent at the Times, the raises were allocated on the basis of performance evaluations made by management and supervisory officials of the papers.

Guild representatives resisted management demands for performance-based pay increases in bargaining for new contracts with the papers last year but ultimately recommended ratification of agreements including the system as a means of avoiding what leaders feared would have been "a suicidal strike."

The contracts established 1.8 percent as the minimum increase to be granted under the annual performance rating system.

The Times' own reports of the results of those performance ap-

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Terre Haute staff-cut protest



Both form and substance of staff-cut edict by Terre Haute Tribune-Star publisher draw protesters to informational picket line outside the Ingersoll-chain daily's offices as Guild representatives seek rationale for move in meeting

with management. Publisher embargoed story from Tribune-Star for nearly a week, giving broadcast news people a field day. Microphone-wielding reporter is at work in background, left. (Story, more pictures, Page 3.)

TERRE HAUTE GUILD PHOTO

Aid sought for victims in S.Africa

Silver Spring, Md. — Guild members and locals are being urged to respond to an "urgent plea" by the Media Workers Assn. of South Africa for funds to aid the families of MWASA members arrested under the Botha government's latest crackdown on news organizations and labor unions.

"The victims of Pretoria's ruthless suppression need both our material and moral support," said TNG President Charles Dale in a letter to all local presidents and administrative officers late in March.

He was responding to a report from leaders of MWASA—the primary union in South Africa representing black employees of news organizations—that three organizers for the union have been imprisoned in recent months as the regime intensifies efforts to stifle activities aimed at bringing an end to its apartheid policies.

Wilson Sidina, an MWASA organizer in South Africa's Western Cape Region, and Kgalabe Kekana, an organizer in the Northern Transvaal, were arrested under decrees imposed under the government's latest nationwide emergency decree, while another organizer, Marapodi Mapalakyane, was being held in the Southern Transvaal under the nation's Internal Security Act.

Last year Kekana was arrested and held prisoner for 12 days when he appeared in court to testify as a witness at an inquest into the prison death of another journalist, Lucky Makompo Kutumela. The two had been arrested together in the spring of 1986; Kutumela died the following day. There were reports that he had been tortured.

Guild members "responded generously" to an appeal early last year for funds to aid South African journalists, primarily MWASA members, Dale said. Funds raised through that effort, however, are "nearly exhausted," he added.

He urged Guild locals and members to send contributions for MWASA in care of Secretary-Treasurer John C. Edgington at TNG headquarters.

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Guild-UPI accord called next step to stability

Washington—The Wire Service Guild has called on the new managers of United Press Int'l to take "the logical next step towards stability" by signing an equitable new Guild contract covering employees of the news service.

The union issued the call March 30 after UPI President Paul Steinle gave Guild leaders an advance outline of the company's plan for turning a profit within the next 18 months. The plan calls, among other things, for cutting 150 jobs from UPI's payroll for an annual savings of \$5 million.

Details of the plan were an-

nounced at a news conference later the same day. It also calls for cutting administrative costs by \$10 million through operating efficiencies and technical changes and expanding the company's client base.

"We agree" with UPI management that what the company "needs now is stability," said Sean McCormally, Guild bargaining committee chair. "The logical next step towards stability is for management to reach a fair and equitable contract with its employees," McCormally said in a statement issued to reporters.

The added stability of a contract "should prove attractive to potential investors," added McCormally.

The local has been bargaining for a new contract with UPI for more than year. Efforts to conclude an agreement since Steinle and partner Earl Brian took over control of the company have met with little progress as management has issued new demands for concessions in any new contract.

Before management of the news

service changed hands Feb. 19, UPI owner Mario Vazquez Rana had declared talks at an "impasse," posting work rules to replace the contract.

The new wave of staff cuts will raise to nearly 400 the number of employees who have left their jobs with UPI since Nov. 1 when the work rules were posted, according to McCormally's statement.

"We have already seen 115 people fired and more than 100 re-

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Formula raises per capita by 39¢

Silver Spring, Md.—With the average daily newspaper reporter top minimum being paid under Guild contracts on April 1 up by \$20.13 a week over a year earlier, per-capita payments by Guild locals to TNG will increase by 39 cents, to \$12.10 a month, on May 1 under a constitutional formula linking the two.

The increase is the second lowest annual adjustment since 1979 when the formula produced a 37-cent rise in the per capita. This year's increase is 23 cents less than the record increase of 62 cents in the spring of 1981 and one cent

more than last year's 38-cent increase.

The per-capita increase applies only to the monthly payments made by locals to TNG. It does not affect members' dues.

The per-capita will rise by 3.33 percent, compared to a 3.35 percent increase last year and an increase of 3.95 percent in 1986.

TNG's General Fund will receive \$9.95 of the new per capita, while the remaining \$2.15 will go to the Defense Fund, TNG Secretary-Treasurer John C. Edgington said in a April 6 letter to locals announcing the new per capita.

That allocation takes place under another constitutional formula that apportions per capitas between the two funds.

Of the 39-cent increase, 31.2 cents goes to the General Fund and 7.8 cents to the Defense Fund as a result of the apportionment.

The constitutional formula for annually adjusting the per capita was first adopted by TNG's 1964 Convention. It ties the per capita to a percentage of the average reporter top minimum in effect in Guild contracts each April 1 at newspapers published at least five

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Guild locals, members urged to aid South Africa's victims

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Meanwhile, invoking sweeping powers of censorship authorized under the government's 22-month-old state of emergency, South African officials on March 22 closed a leading anti-apartheid news-

paper, the New Nation. The weekly tabloid will be closed until mid-June under the government order.

"Closing down a newspaper for three months is, in effect, sounding its death knell," said another

leading anti-apartheid voice, the Daily Sowetan, in a front-page editorial the following day.

Said the Johannesburg Star, one of the country's largest dailies: "After this, no other newspaper is safe."

The New Nation, founded by the Southern Africa Catholic Bishops Conference in January 1986, is the first newspaper shut by the government under its current emergency powers. It had 22 full-time employees.

The paper's editor, Zwelakhe Sisulu, had been held prisoner for more than 15 months at the time of the closure. His writing in the newspaper was cited by government officials as reason for his detention. Sisulu is a former president of MASA.

South Africa Home Affairs Minister J. Christoffel Botha, who ordered the New Nation's closure, said the paper carried advertisements that "implied police torture" and stories and photographs that "promoted the image" of the outlawed African National Congress.

editor, Alex MacLeod, suggesting that older employees may have scored lower as a group in the performance appraisals because they may have been hired when standards were lower and may not have been able to keep up with changes at the paper.

A local committee is developing statistical information and other material to support the changes.

The Guild represents some 135 editorial department employees at the Post-Intelligencer and approximately 750 in the advertising, circulation and editorial departments of the Times, in which the Knight-Ridder chain has a substantial interest.

Pay bias charged in Seattle

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praisals showed that a greater percentage of whites received more favorable ratings than minorities, while women fared better than men, the local said in charges filed with the EEOC Feb. 24.

Noting that a higher percentage of men than women are found among older, long-term employees, the Guild also said the companies appeared to have discriminated on the basis of age in evaluating employees' performance.

The Times has acknowledged the disparity favoring younger employees, a local representative said. He cited a memo to employees from the paper's managing

Sac'to Victims Fund tops \$48,200

Sacramento—The Northern California Guild reports contributions totaling \$48,207 for its Sacramento Union Victims' Fund through April 1; \$2,683 since March 18.

The fund was established to help replace wages and benefits lost to the four-member Union Guild-unit bargaining committee fired by the Richard Mellon Scaife-daily in mid-October. A hearing on charges that the firings violated U.S. labor law was held Feb. 9.

Latest reported contributions to the fund included:

Bay Area Typographical Union ..	\$125	Northern California Guild	
Bristol (Conn.) Guild	20	—Chronicle	200
Denver Guild	100	—Examiner	64
Hawaii Guild	250	Philadelphia Guild	500
Los Angeles Guild	50	San Jose Guild	150
New York Guild	330	Washington-Baltimore Guild	70
		Youngstown Guild	100

Contributions, the local said, should be addressed to: The Victims Fund, c/o The Newspaper Guild, 1330 21st St., Sacramento, Calif. 95814.

The emergency decree permits the government to close or censor a publication without explanation.

Several other publications had received government warnings in recent months, including the Sowetan and the Weekly Mail, a liberal paper launched by former employees of the old Rand Daily Mail, the New York Times reported March 23.

Earlier, on Feb. 24, the government invoked its emergency powers to ban the activities of 17 organizations opposed to apartheid, including the Congress of South African Trade Unions. COSATU is the country's largest federation of unions.

Special restrictions were placed on the labor federation prohibiting it from campaigning for disinvestment by foreign interests in South Africa or sanctions against the government.

It also is prohibited from calling for the release of persons held in detention or for the lifting of bans outlawing political organizations. Calling of work stoppages on the anniversaries of events of significance in the anti-apartheid struggle also is forbidden.

Archbishop Desmond F. Tutu, reacting to the ban, called on white South Africans to realize "they are at the crossroads."

If white South Africans "don't stop this government soon, and there's not much hope that they will, we are heading for war," the

Nobel Peace Prize winner said.

The New York-based Committee to Protect Journalists, in testimony before the House Subcommittee on Africa March 15, described the impact South Africa's restrictions on news reporting have had on the flow of information inside and outside the country.

A primary aim of the restrictions is to "calm the white minority by keeping them ignorant of events in the black townships," CPJ said.

Secondly, the CPJ continued, South African President P. W. Botha "seeks to deprive foreign audiences of information" about events in South Africa, knowing that people are far more affected by images of violence than by knowledge of press restrictions.

In addition, by prohibiting coverage of most anti-apartheid activities, Botha has succeeded in keeping "oppressed communities in the dark about what is going on in other parts of the country."

CPJ also submitted a chronology of attacks and restrictions on the press from 1985 through the first week of March that covered 21 single-spaced pages. It was "not comprehensive," CPJ noted.

Another listed 13 reporters and photographers expelled from South Africa during this state of emergency, while yet another, consuming three single-spaced pages, listed 29 South African journalists detained but neither charged nor tried as of March 12.

Per capita to rise by 39¢

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days a week. It was designed to provide TNG with increasing income to meet rising costs as members' incomes rise.

The new top minimum average, computed from 109 contracts, was \$624.02, an increase of 3.33 percent over the April 1987 average of \$603.89. The \$624.02 top minimum average was multiplied by a factor of 0.01939 (1.939 percent), producing a figure of \$12.09972, rounded to \$12.10 under the constitutional formula.

Another constitutional formula sets the salaries of TNG's president and secretary-treasurer each April 1 at 2.16 and 2.02 times the reporter top minimum average on that date. The formula would raise the officers' salaries by 3.33 percent, increasing the president's by \$43.48, to \$1,347.88 a week, and the secretary-treasurer's by \$40.66, to \$1,260.52 a week. Both officers, however, said that because of TNG's current financial situation they plan to forego the increases.

Computations made in determining the new reporter top minimum average showed that 45 (41 percent) of the 109 reporter top

minimums in effect April 1 had increased by more than the \$20.13 increase in the average. Twenty-seven were up by \$30 or more a week, 13 were up by \$40 or more, four were up by \$50 or more and three by \$70 or more.

The same compilations showed:

- ✓ 107 daily newspaper contracts with top reporter minimums of \$400 or more a week;
- ✓ 100 contracts with top minimums of \$450 or more;
- ✓ 92 contracts with top minimums of \$500 or more;
- ✓ 55 contracts with top minimums of \$600 or more;
- ✓ 31 contracts with top minimums of \$700 or more.

Two reporter top minimums were between \$300 and \$399 a week; no contract had a reporter top minimum of less than \$300 a week.



Memphis honors service

Memphis Guild leaders pose with awards presented them by the local for their service to the union and its members over both the long and short term. Above, from left: Faye McCracken, named the local's "Guildsman of the Decade" for her many services as both a local and Southern District Council officer and as TNG vice

president from Region 2, the South and Puerto Rico; Beth Tamke, honored for serving six consecutive terms as local president (through 1987); and Jesse Ray, named "Guildsman of the Year" for 1987. Below, all presented the local's "Guild Service Award" for 1987, from left: Tony Biffle, Dean Ferguson and Arch Stewart.



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Staff 'restructuring' draws Terre Haute protests

Terre Haute, Ind.—Following protests and meetings with the Terre Haute Guild, the Tribune-Star has agreed to offer extra severance pay and extended health insurance to try to induce employees to quit as it cuts staff as part of what the Ingersoll daily's pub-

lisher calls "restructuring my company."

At the same time, notices from publisher Joseph M. Zlomek to 12 individual employees that their jobs were eliminated effective March 28 were withdrawn pending response to a 15-day buy-out plan

that emerged from several meetings with Guild representatives.

After agreeing March 24 to the voluntary buy-out arrangement instead, Zlomek said the "details of the restructuring" were being left to the department heads involved because they know best "how to allocate the manpower."

Under the arrangement, eligible employees who leave will be paid an extra four weeks' severance pay and can retain company-paid health insurance for three months after resigning. The payments will be on top of service-based severance pay of up to 30 weeks under the Guild's contract.

Eligible for the buy-outs are employees in the editorial department—where the company wants to cut the equivalent of eight full-time jobs—district managers in the circulation department—where the company has said it will cut two full-time jobs from its current staff of eight—and employees in the inside advertising sales department—where it wants to cut the equivalent of one full-time job from its current staff of five.

Before any cuts there were 28 full-time and 8 part-time Guild-covered news room employees.

While the publisher, in a column in the March 19 Tribune-Star, called staff cuts and reductions in labor costs part of "restructuring my company," Guild representatives said there was no economic necessity for them. They speculated that the real aim might be expansion of the use of non-staff contributors and contractors in violation of the terms of the Guild contract, which has been open for renewal since last summer.

In a March 21 letter to TNG

Representative Hannah Jo Rayl, Zlomek said that "the facts upon which the dismissals were based" were that he had decided that the company "could produce a satisfactory newspaper with fewer employees" and that "it would be in the company's best interests to produce the newspaper with fewer employees."

Local members mounted informational picket lines at the Tribune-Star plant on four consecutive days leading up to the March 24 agreement. Protests over the proposed firings were accompanied by expressions of outrage over the publisher's refusal to answer reporters' questions about the cutbacks and the paper's failure to cover the story for most of a week.

While the staff cuts were covered from the outset by local radio and television and the Indiana Statesman—the student publication of Indiana State University here—first mention in the Tribune-Star of the planned firings was on March 19 in a "Letter to the Reader" column under the byline of publisher Zlomek. The paper's first story was carried March 20.

The story "wouldn't have gotten as much play" were it not for its embargo from the Tribune-Star itself, a local television reporter explained in a sidebar to that first Tribune-Star story. "The fact that the information was being withheld made it more of a story because it was coming from the newspaper," said Michele Mitchell of WTHI-TV.

Students and faculty from ISU's journalism department joined in the protests, objecting particularly to the news black out as well as to the cutbacks in the paper's edito-

rial department. Students for many years have found part-time employment there and, later, full-time jobs. Six who received discharge notices were ISU students, while two were recent graduates.

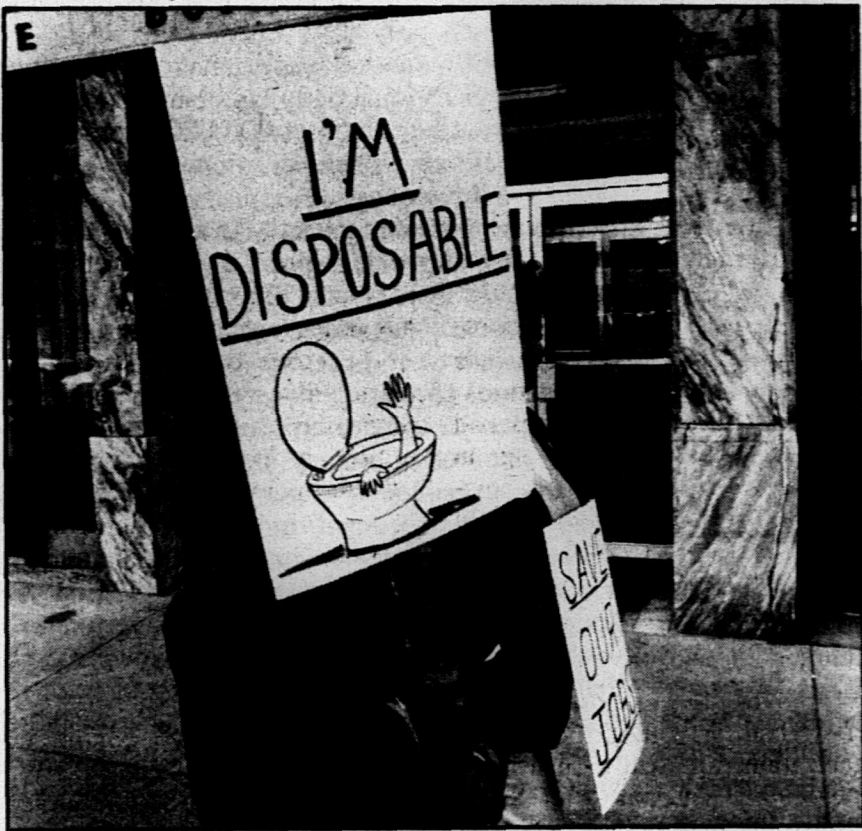
In his March 19 column, Zlomek said a renewed emphasis on local news coverage would be a part of the restructuring plan, a statement that caused staffers as well as others to wonder out loud how the paper could increase local coverage with a smaller local staff.

"We're going to shed more light by putting out some candles," one anonymous employee was quoted as saying in the Tribune-Star's March 20 story by staffer Jan Chait. A local resident who called the news room the day before said she felt "it doesn't make sense that he's going to increase local coverage and do away with employees at the same time," Chait reported.

Zlomek said he had withheld comment on the staff cuts, which also call for reductions through attrition and cuts in part-time hours, pending discussion of plans with employees' unions.

"I will continue to limit my public response and comments to the media, including the Tribune-Star," he said in the column. "I prefer to hold discussions of this kind directly with the people involved and not through a third party like the press," Zlomek said.

The agreement on the voluntary buy-out plan halted the layoffs slated for March 28. None will be necessary if the number of employees opting for buy-outs matches the company's targeted number of cuts. The period for resignations was to run through April 8.



SIGNS ATTACK BOTH STAFF CUTS, BOSS'S SILENCE
Terre Haute Guild mounted information line for four days.



Pulitzer Prize winners include former leaders in Guild locals

At least three of the reporters awarded 1988 Pulitzer Prizes have held elected positions in Guild locals in recent years.

A fourth winner currently is engaged in helping his local raise funds to relieve a financial pinch and a fifth, though exempt from contract coverage while working overseas, nonetheless voluntarily maintains Guild membership.

Winners of Pulitzers for work published in 1987 were announced April 1.

✓ Jacqui Banaszynski—who won the feature writing award for a series in Knight-Ridder's St. Paul Pioneer Press Dispatch about

two bachelor-farmer AIDS victims—in fact has held elected offices in two Guild locals: Twin Cities and Eugene.

She was president of the Eugene Guild in 1980 while working for the Register Guard. After leaving Eugene she was a shop steward at the Star Tribune in Minneapolis in 1982-84 and then, after moving to the St. Paul daily, was a delegate to the local's representative assembly from 1984 through 1986. Earlier, while at the Duluth News-Tribune she was active in membership recruiting.

✓ Walter Bogdanich—who won the specialized reporting award for a series in the Wall Street Journal on faulty medical-lab testing—was second vice president of the Cleveland Guild before going to the Journal's staff in 1984 as an investigative reporter. While in Cleveland he worked first for the Cleveland Press and then for the Plain Dealer.

✓ Tim Weiner—who won the national reporting award for a series in Knight-Ridder's Philadelphia Inquirer on the Pentagon's burgeoning "black budget" for secret projects—was elected a delegate to the Philadelphia Guild's representative assembly in both 1985 and 1986.

✓ Tom Shales—who won the award for criticism for his daily television reviews in the Washington Post—is one of several well-known Post reporters and writers who have volunteered to



Jacqui Banaszynski
Pulitzer Prize winner is former president of the Eugene Guild.

Kenen, founder in Cleveland, early VP

Washington—I. L. Kenen, a founder of the Cleveland Guild and an early vice president of the American Newspaper Guild, as TNG was known until the 1970s, died of a heart attack at his home here March 23. He was 83.

While working as a political editor for the old Cleveland News, Kenen was instrumental in forming the Cleveland Guild in 1933—it was the first local chartered by the fledgling national union.

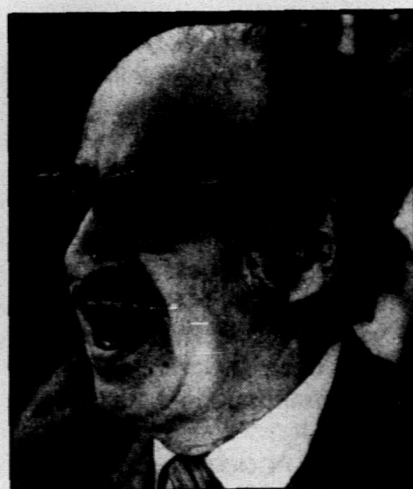
He was a delegate to the Guild's founding convention in December 1933 where he chaired the constitution committee, as he also did at six succeeding conventions.

Kenen left the News in 1943 to work in efforts to build U.S. support for the establishment of Israel.

He was a founder and executive director of the American Israel Public Affairs Committee, the nation's largest pro-Israel lobbying organization. He also founded and was the long-time editor of a newsletter, Near East Report. He also was a member of the first Israeli delegation to the United Nations.

An ANG vice president from 1938-40, Kenen was one of several Guild pioneers honored at TNG's 50th anniversary convention in 1983. In 1985 he served as chairperson of TNG's annual journalism competition, the Heywood Brown Award.

A native of St. Stephens, New Brunswick, Kenen worked as an actor in Toronto before moving to Cleveland.



I. L. Kenen
At TNG's 1983 Convention.

Survivors include a son, Peter Bain Kenen, of Princeton, N.J.

be "prizes" themselves in a "celebrity auction" the Washington-Baltimore Guild is planning to help raise funds to meet extra-ordinary expenses. Shales as a prize will watch television with the winning bidder, presumably offering instant critiques.

✓ Thomas L. Friedman—who won his second Pulitzer for international reporting for the New York Times, for "balanced and informed coverage" of Israel—is exempt from coverage by the New York Guild-Times contract as an overseas reporter. He has, however, maintained membership in the local since joining the Times' staff in 1982, from United Press Int'l in Beirut, the local reported.

TO GIVE CITIZENS a choice in ideas and information is to give them a choice in politics: if a nation has narrowly controlled information, it will soon have narrowly controlled politics.

This book has described a threat to that need for broad choices: the alarming concentration in the control of information during the last half of the 20th Century. Today the integrity of news and other public ideas depends on corporate self-control, on the hope that the large corporations that now control most of the media will never use that power as an instrument to shape society to their liking.

The history of those who hold great power inhibited solely by self-control is not reassuring. It was the morbid record of absolute power left to its own devices that led to the formation of democracies in general and the United States in particular.

The threat does not lie in the commercial operation of the mass media. It is the best method there is and, with all its faults, it is not inherently bad. But narrow control, whether by government or corporations, is inherently bad. In the end, no small group, certainly no group with as much uniformity of outlook and as concentrated in power as the current media corporations, can be sufficiently open and flexible to reflect the full richness and variety of society's values and needs.

The answer is not elimination of private enterprise in the media, but the opposite. It is the restoration of genuine competition and diversity.

In periods of prolonged and basic change, societies that survive with any coherence need a social glue that holds them together. Today there is a weakening of national patterns that once constituted an automatic glue. In times past, within small communities, people of different classes may not have approved of each other but at least were forced to recognize each other. In public schools the children of the poor and the children of the rich came to know each other before the social status of their parents pulled them apart.

In this new urbanized world, the glue of personal contact is weakened and something else is needed to maintain common bonds and mutual understanding. The "something else" should include publicly supported institutions, like schools, libraries, community centers, and some private institutions like the mass media. But public institutions are being starved when they are most needed, at the behest, largely, of corporate political values that dominate contemporary politics and promote private-sector affluence and public-sector poverty. The parent firms of most of the major media are part of the corporate political power that has pressed for inadequate tax support of public institutions.

The media themselves are rapidly evolving into a service for the material ambitions of 18-to-49-year-old affluent citizens. That is not the kind of glue that helps hold together a democratic nation.

IN AN EARLIER edition of this book I avoided suggesting remedies that seemed politically impossible. In that edition, I argued as I do in this one, that the media power of a handful of industrial giants is dangerously excessive as an element in American democracy. So there is a certain logic to the proposition that if the concentration is too great it ought to be diluted; it would seem to be common sense that if one corporation has too many outlets for the country's economic and social health, the corporation ought to divest itself of the excess. I believe that it is logical and makes common sense.

But for logic and common sense to emerge from the democratic process, the public requires adequate information. Other themes of this book suggest that when it

Bagdikian adds proposals to undo the excess in updating book on 'The Media Monopoly'

By Ben H. Bagdikian

This is the text of the concluding chapter, headed "To Undo Excess" (abridged somewhat for space), of the updated and expanded second edition of Bagdikian's book, "The Media Monopoly." It was published last year by Beacon Press of Boston. The first edition was published in 1983. This chapter plus two others in the 298-page second edition are new.

Currently dean of the graduate school of journalism at the University of California at Berkeley, Bagdikian has been a widely respected news-industry analyst and critic for nearly two decades. Also a reporter and editor for more than 30 years, he is a former member of the Providence Guild and was the first president of the Mellett Fund for a Free and Responsible Press.

comes to the issue of the media's corporate power, the media have never permitted news and commentary to make their corporate power a subject of common knowledge. It is alone of public debate.

Political leaders take their cues of public interest from what is emphasized in the mass media. Politicians do not often take issue with a corporation that controls their public image. It is unlikely that any administration in the foreseeable future will use antitrust law to reduce holdings of dominant media corporations. A bill merely to study the degree of concentration in important industries, including the media, was introduced in 1977 by Rep. Morris Udall; it died in committee without a whisper.

Because it is politically unrealistic to expect divestiture by the giants, in an earlier edition of this book I did not suggest it as a remedy. In retrospect I think that was wrong. The political realities are unchanged. But what is logical and good ought to be expressed even if it appears unachievable at the moment.

In the gravitational field of Washington, the idea of rigorous divestment by monopolistic corporations has no present weight. Yet the acceleration of control has been so unrestrained that at some point the reality of czar-like media control may break through even media indifference to the issue.

Antitrust laws are generally applied to corporations whose market power tends to limit competition and restrain healthy trade. But there has been a basic error in applying this law to daily newspapers and broadcast stations. Traditionally, the law has been applied to control of the national market. But the American newspaper and broadcast-station market is not national, it is local. Today, for example, no newspaper chain has more than 10 percent of the national market but most of the individual newspapers they own have from 80 to 100 percent of their local markets. In antitrust law, 10 percent of a market is meaningless. But 80 or 100 percent control normally would arouse even the most somnolent administration.

The ideal ownership pattern for newspapers is one for each owner. That is how the best American dailies developed, and they did so for obvious reasons. A single owner concentrates energies, skills, and managerial and journalistic resources on one newspaper and has the power (and often the economic motivation) to reinvest surplus profits in the long-term strength of that paper and its relationship to that one community. A chain owner does the opposite. With rare exceptions, reinvestment into the long-term health of individual daily papers is a low priority compared to the inexorable demand of its parent firm for maximum profits, often for expansion elsewhere.

If there were one daily paper per owner, something else of importance would be gained. As long as most newspaper revenues come from advertising, there would still be local monopoly. But 1,000 or more separate local owners would increase the chance for a wider spread of political and economic values than the chiefs of a dozen national and multinational corporations.

THERE IS NO GOOD social or economic reason for a single corporation to control more than one local monopoly. Individual daily newspapers are economically viable. Yet two corporations own more than 90 local papers, all but a few monopolies. Other chains own

dozens of monopolies. Consequently, it is generous, and more politically feasible, to suggest that no newspaper company should have a controlling interest in more than 30 local monopoly daily newspapers. Nor should any firm control monopoly papers that constitute more than 3 percent of national daily circulation. (In the 1980s, 3 percent would be about 1,800,000 papers sold daily.) Papers operating with direct competition would not come under the limitations.

If such a law were passed, the sudden sale of hundreds of newspapers would depress their market values. Even though most owners have already earned back their purchase prices many times over, a solicitous regard for owners' habits of generous profit-making might give corporations 15 years to divest themselves of their surplus newspapers or circulation.

No corporation already at the new legal limit could buy another monopoly paper without selling one in order to keep within the legal limit.

Forbidding anyone, including a corporation, to publish a newspaper raises a constitutional question. The First Amendment prohibits governmental interference in freedom of the press, which has been interpreted to mean that anyone can print anything without prior restraint.

A law forbidding a corporation to publish more than a fixed number of newspapers could be interpreted as a violation of the First Amendment freedom to publish anything anywhere. Consequently, a divestment law restricting the newspaper ownership of corporations should be limited to corporate acquisition of existing monopolies. Any corporation, regardless of its ownership of other daily papers, would always be permitted to create a new newspaper. Such a policy might also help put excess profits into creation of new enterprises rather than merely collecting existing ones.

Magazines would require a more complex formula, given their variety of specialties and frequency of publication. But there, too, a limit on degree of market share, measured against revenues for the entire magazine industry, and for the specialties of subject matter of magazines, would be applied only to acquisitions of existing magazines, and not limit creation of new ones.

Broadcasting presents no constitutional problem to governmental regulation of ownership. It is a regulated industry because of limited channels and at its own insistence that government protect assigned frequencies from competitors.

The same argument for one newspaper per owner is even stronger for broadcast stations. The potential number of newspapers is unlimited, since paper and presses are for sale to all. But there is a limit to the number of available broadcast channels. Ownership should be limited to one AM, one FM, or one television station per owner, not one of each.

There should be severe limits on cross-ownership of the media. When confronted with the accusation that they have monopolies and near-monopolies, most owners insist that they face competition from other media, newspapers from radio and television, magazines from newspapers, books from movies, and so forth. While this is generally exaggerated, if taken at face value, they should not be permitted to buy their competitors. But there are better reasons to forbid cross-ownership than forcing the media to take the consequences of their exaggerated claims of competition. Media that truly compete with each other produce more variety and innovation and they monitor their competitors' business practices more closely.

The deadening effect of cross-media ownership is clear in the sad loss of the original dream of cable. The great promise of cable—one that started to be realized 20 years ago—was copious channels for each city, organized as a public utility. A block of channels carried standard commercial programs from existing television stations, others provided a variety of specialized national and local subject matter for small clusters of listeners, and still other channels were devoted to noncommercial and educational uses. In return for the exclusive franchise given by a municipality, the cable operator would provide some channels free of charge for civic users.

The original dream for cable is all but lost. There are enlightened exceptions, but for most communities the original idea has been reversed, thanks to lobbying that produced changes in congressional law and policies of the Federal Communications Commission. When these changes were being considered, most newspaper and

broadcast news was silent on the profound consequences of the changes. It is not coincidental that most cable systems are owned by companies who already are owners of other media—newspapers, radio, television, and magazines.

MASS ADVERTISING is the engine that drives much of the media into giantism, toward monopoly, toward socially insignificant editorial content, and raises barriers to new media entrepreneurs. A progressive tax on advertising would reverse or slow the present self-feeding process.

Mass advertising has shifted consumer power in the economics of newspapers, broadcasting, and magazines. For example, in the past, the readers of newspapers were sovereign: they were the majority support of each paper and if the paper did not satisfy the high priorities in readers' interests, the paper lost its major economic revenue. Either the paper changed or new papers filled the gap. The result was not only competition, but a diverse presentation of information that more accurately reflected the varieties of group interests in the community. It was the era that Horace Greeley spoke of when every community of 15,000 people had competing daily papers.

Today the advertiser is sovereign in newspapers, broadcasting, and magazines. It is not sovereign in the sense that the advertiser necessarily dictates the nonadvertising content explicitly, though that may be a significant practical effect. The advertiser is sovereign by the simple businesslike decision to place its ads in the newspaper, broadcast station, or magazine that reaches the most affluent consumers in the most precisely targeted way and with content that most maximizes the selling power of the ads. The form and content of contemporary American newspapers, magazines, and broadcasting are, of course, a combination of what the advertiser and what the audience wants. But with each passing year, newspapers and broadcasting have put more weight on what makes for effective advertising than on inherent community interest and need.

Increasingly, the nonadvertising content in American newspapers, magazines, radio, and television is what in television is called "LOP," the Least Objectionable Programming. It does not meet the greatest needs and interests of the audience but it is mildly interesting to many. It is good for advertising. It is not an adequate method of deciding what the public needs for self-government and cultural variety.

A progressive tax on advertising would reduce its volume and elevate the public's needs in the media's selection of non-advertising content. Reduced advertising would not eliminate its socially useful functions—announcing new goods, providing specifications and prices, and permitting consumers to make comparisons. But beyond a certain level of a company's total budget, advertising spending would be subject to a tax that increases with the excess over the limit.

A SACRED PRINCIPLE in journalism has been the wall of separation between "church and state," that the reporting, writing, and selection of news shall never be influenced by the business side of the news organization. It is considered unethical for any money interest to influence the selection of news. The only legitimate criterion for news is what the journalist perceives to be true and significant in the life of the nation and community, and what may be humanly interesting. It has always been a somewhat porous wall, but it is the one principle almost every journalist would agree is central to uncorrupted news.

Among contemporary working journalists in the United States, respect for "the wall" in their personal finances is higher than ever. When some journalists violate the rule, they are held in contempt by their peers. Most of the companies that journalists work for stress the same principle; the individual reporter found altering news to fit a personal financial interest is usually fired or otherwise penalized. Many news organizations spell out the prohibition for the individual journalist in forceful terms.

But the wall of separation between American news and the business interests of the companies who control the news is being systematically dismantled at institutional levels of journalism. The problem is no longer the reporter or editor who accepts money or favors to insert or delete a piece of news. It is more widespread and

insidious. Executive editors throughout the country are being trained not to select news of interest to their community as a whole, but only for those people who live in selected neighborhoods that have certain characteristics wanted by major advertisers. The news thus becomes profoundly altered for financial reasons unconnected to the principle of never permitting business advantage to influence the news.

What is properly forbidden the individual reporter is increasingly demanded of the reporters' professional superiors. The practice of selecting news in order to make advertising more effective is becoming so common that it has achieved the status of scientific precision and publishing wisdom. Corporate headquarters send out experts to train editors in its fine points. Editors are supplied with the location of postal zones of most interest to major advertisers, are shown the census data about the characteristics of residents of those postal zones, and are instructed to select national news and cover local news with those zones and those characteristics in mind. The result is the rapidly growing exclusion in standard American newspapers and broadcast operations of the activities and interests of the less affluent and older people who live in the circulation area of the standard media.

Excluding coverage and news of interest to the nonaffluent and elderly is growing rapidly because new corporate owners are under more pressure than independent ones to show ever higher profits in order to maintain their competitiveness in the stock market. They use their news subsidiaries to subsidize their corporate acquisitions elsewhere. It is becoming more deeply imbedded into journalistic decision-making by giving bonuses to top editors based on their paper's annual profits, with implied and sometimes explicit threats of demotion or undesirable transfer if their paper, regardless of the reason, fails to achieve its annual assigned profit margin.

Because the country's top editors are being integrated into the managerial imperatives of the corporation, journalists, through their editor, become less responsible for the integrity of the news and more for the profitability of the whole enterprise. That is not journalism. It is advertising and marketing. Combining journalism with advertising and marketing ultimately will destroy the integrity of the news.

Newspapers are not alone in the practice. It is true as well in commercial broadcasting—and increasingly in noncommercial broadcasting that is now dependent on corporate support—and with magazines. But destruction of the "wall" in newspapers is particularly alarming. Newspapers are the central news gatherers in the United States.

A CHANGE IN THE governance of professional journalists in the American news media would slow the destruction of the supposedly sacred wall of separation. Newspaper professional staffs should elect their own top editor, as is the case in distinguished daily papers in Europe. This would alleviate the growing pressure to alter news to fit merchandising.

American journalists confronted with the idea of electing editors sometimes respond that it would create office politics. It would. But office politics concerned with elevation to editorial power already exists, but with decisions deeply influenced by factors irrelevant to journalistic leadership. Judgment of peers would lessen managerial pressures on an editor to conform to corporate wishes in the news.

Few collective votes of a reporting staff would be directed at an editor who was known to be incompetent, a bad administrator, or had displayed disrespect for journalistic standards. Contemporary newspaper journalists almost universally condemn sloppy reporting, blatant personal bias, lazy collection of information, and clumsy writing. They are as interested in their incomes as any other worker, professional or not. But when it comes to the opportunity to perform at the highest possible levels of competence and responsibility, American journalists, almost universally, try to work for newspapers, networks, and broadcast news operations known to have high standards.

The basic barrier to election of editors is the removal of an owner's traditional property right to manage his own possession, including the selection of serious news. Election of top editors could not occur unless owners suspended that proprietary right. At least a third of chain editors have said they would not feel free to publish news harmful to the interests of their parent firm. Owners will be reluctant to relinquish that feeling in their editors. That is the reason

they should relinquish it.

The growth of monopoly and of unprecedented control by a few giant corporations will, sooner or later, raise the issue of undemocratic control of public information. Inserting one institutional barrier to corporate abuse could diminish not only the real abuses, but the public's fear of abuse. Permitting professional staff members to elect their editors for fixed terms would be a way not only of moving toward greater professional integrity in the news, but would relieve owners of some of the public concern with excessively concentrated control of the media, especially in newspapers, almost all of which are monopolies.

IT WOULD BE USEFUL if each local newspaper and broadcasting station were required to make available to the public, and to announce periodically, a listing of the owners and their principal outside interests. Postal regulations now require newspapers to file a list of those with a 1 percent or more interest in the property. But these lists are largely meaningless since they make no distinction between a 1 percent and a 90 percent owner, the names of trusts and other uninformative entities can be listed, and there is no readily available list for most local readers of the other major interest of the company, its officers, and major stockholders.

Public knowledge of the media's outside financial investments will not, by itself, eliminate the desire of corporations to exploit their control of news. But as the news media know well from journalistic experience, public knowledge has wonderfully therapeutic effects on sinful temptations.

The United States, along with other major democracies, is moving swiftly toward media control by a handful of gigantic multinational corporations. The trend is unmistakable. Leaders in the trend are quite candid: they predict that in a few years a half-dozen corporations will control most of public information available to Americans.

At issue is an extraordinary national resource whose diversity is vital to the maintenance of true democracy. There are tens of thousands of individual outlets of news, commentary, entertainment, ideas and popular culture. They are potentially capable of a broad spectrum of ideas and perceptions. Yet the manic rush of media giants toward market dominance has made the thousands of outlets increasingly imitative and narrow, a sameness that flows from huge bureaucracies with identical goals and strategies.

CONCENTRATED CONTROL OF THE media is not the most urgent danger facing society. It pales before more compelling threats—imminence of economic disorder, deterioration of the planetary environment, growing violence between the world's rich and the poor, and the possibility of nuclear annihilation.

But the ability to cope with larger problems is related to the peculiar industries we call the media, to their ownership and the nature of their operation. They create the popular base of information and political values out of which all critical public policy is made. In a world of multiple problems, where diversity of ideas is essential for decent solutions, controlled information inhibited by uniform self-interest is the first and fatal enemy.

The "enemy" is not wicked individuals who operate the dominant media. The enemy is avarice married to arrogance. It is the insidious power that comes with unchallenged dominance over the information of others. The object of reform is not to silence voices but to multiply them, not to foreclose ideas but to awaken them. For it is in diversity and openness that the genius of the United States can flower.



DENVER GUILD'S NEW PRESIDENT MUSES

Why the Guild in this day and age?

By Dave Krieger
President, Denver Guild

WE ARE OUT of fashion. Unions are out of fashion in our economy and collectivist thought is out of fashion in our pop philosophy. Companies are in fashion now. So are high profit margins. They make stock prices go up. *Matewan* was a better movie than *Wall Street*, but no one went to see it.

We take heart, though, because the swings of the pendulum are getting shorter all the time, as if time is losing rhythm. At one end is a free people indulging the survival instinct as it grows into self-interest and selfishness, which is all human nature. At the other is our conviction that we are not just Darwin's creatures grappling with one another for all we can get. We know there are more profound rewards than that.

So we look for values and find it hard to argue with those glorified in our political rhetoric. But we look more closely and find they are values preached everywhere and practiced almost nowhere outside the government.

We believe in democracy, not just every four years but every day. We don't believe in dictatorships by anybody, including newspaper publishers. But corporate authoritarianism is a way of life.

We believe in fair hearings, and not just in the courthouse. But people lose their livelihoods as a result of favoritism before the most biased of judges.

We believe in helping our fellow man and fellow woman in need, in getting on our hands and knees to brace one another when winds of authority roll through the work place. But people still get blown down.

What is the logic at work here? Is democracy just another religion that worships values on Sunday while it ignores the rest of the week? Ours is just an echo of questions that have been asked by Patrick Henry, by Martin Luther King, Jr., by Lech Walesa, so we decide some things—many things, in fact—are more important than corporate advancement.

Dave Krieger, president of the Denver Guild since January, is a sports reporter at the Rocky Mountain News. Before coming to the paper in 1981 he worked for the Cincinnati Enquirer. While there he was president of the Enquirer Editorial Employees Professional Assn., which affiliated with the Cincinnati Guild in 1983. Last year he was chairperson of the Guild unit at the News. This is reprinted from the March-April issue of the Denver "Guild News."

We believe all people are created equal. We don't believe that being a private company bestows the right of ethnic and racial discrimination. Yet we work in environments far whiter than the surrounding community. Where the decisions are made, the whiteness is all-male, too. So we take every step available to us—and there are not many—to persuade or force or embarrass these companies to stop making excuses and commit to racial justice within their own walls.

We don't believe that people's work should kill them. So we try to understand the safety issues that accompany new technology or machinery or procedures. We find the main research in video display terminal safety related to low-level emissions, which have been linked in early research to problems in pregnancies. Yet our companies, when they observe their contractual commitments to regular testing at all, test almost exclusively for high-level emissions, the results of which always make the equipment appear safe. So we try to achieve better tests and we prod the companies to conduct them.

IN SHORT, we intervene in an authoritarian corporate government where we can, where labor law and our individual collective bargaining agreements let us.

We provide counsel. In a system where the prosecutor is also the judge, there must be a public defender. That's us, in the form of a steward who accompanies employees into disciplinary meetings, a grievance committee that examines the situation, an executive board that decides whether to pursue it to arbitration, an administrative officer and a labor lawyer on retainer to represent the Guild. We seek to resolve such disputes in the early stages, in meetings with company representa-

tives. But the people with the power are still in charge. If they choose to make the meetings a joke, they can.

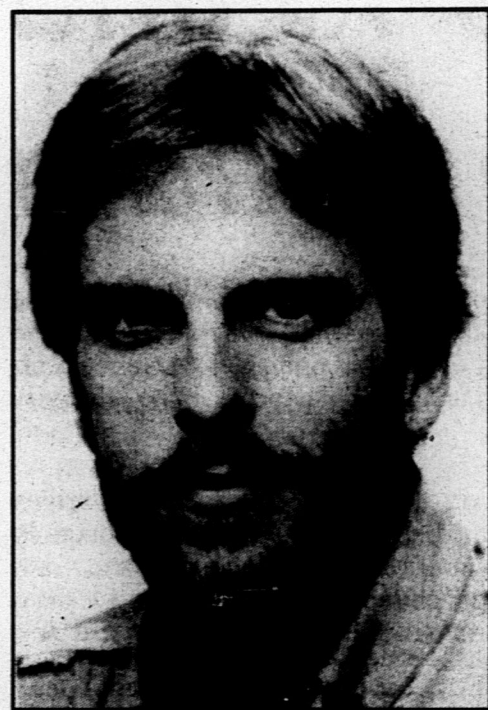
When we commit the time and the money to go to a professional arbitrator, our chances usually depend on the language in our collective bargaining agreement with the company. If we have negotiated strong provisions establishing rights of employees, we can win. If the language has the effect of allowing the company to do whatever it pleases, generally the arbitrator will let it.

We represent everyone in trouble and we negotiate for everyone on wages and benefits and working conditions. Not everyone pays the dues required to finance this work. Those who do bear the burden for those who don't. All we can withhold from those who don't is our respect, and we do.

We take pride in our work. Regardless of the environment imposed by management's profit motive, we can do our individual best at whatever it is we do, take pride in how well we do it when it is finished, then give it to the company, which commissioned and paid for it, and not lose any sleep over what it does with it.

On a grander scale, we don't believe in the domination of American journalism by a few large corporations. We don't believe in the domination of a market place by a single newspaper. We believe in diversity of many voices, in democracy.

But here we are anyway. Chains rule the newspaper industry and monopoly newspapers rule many major cities. The profit motive is so uninhibited that venerable papers like the Detroit News and Detroit Free Press are locked in suicidal price wars when they could both make a profit operating at the prices that prevail elsewhere. They do this because the profits that come with



victory—a monopoly paper or a Joint Operating Agreement—are much greater than the profits of competition.

The value which has put us out of fashion is competition. But it is just another platitude preached and not practiced. The companies arrange to eliminate competition every chance they get.

Their view is they have the right to do whatever they like within the corporation. They own it, don't they? Yet we established more than a century ago that ownership rights do not apply to human beings. "There is no such thing as 'natural rights'," wrote Aldous Huxley, "there are only adjustments of conflicting claims."

Americans are free not because we have a right to freedom but because we claimed freedom and took it. Our political leaders then bestowed it upon the people. Our corporate leaders did not.

OUR VISION? A little more democracy and justice and prosperity in our lives, in the workplace through better contractual procedures or in the board room through employee ownership of company stock.

Until then, we're here to negotiate a good living for all of us, even the freeloaders; to provide a public defender; to raise the standards of journalism above the profit motive; to object to the abuses of arbitrary authority. We are here to represent a claim that conflicts with the corporation's: the claim of the people that earn its profits.

Guild-UPI accord called next step to stability

(Continued from Page 1)
sign since November," McCormally said. "That means nearly 400 people who devoted their talents and energies to helping keep UPI afloat . . . have been lost and UPI is poorer for that loss," he added.

Expressing regret that "many of our colleagues are losing their jobs," McCormally said the Guild was happy to hear Steinle's assurances that staffing levels will be set for a year or two after the cuts.

The Guild-represented 850 employees in UPI's news, accounting and other departments last fall.

UPI management, meanwhile, had begun contacting employees early in April offering some of them incentives to terminate their employment. For some there were offers of 100 percent of the severance pay set in the Guild contract, paid in installments, while others were offered half the contractual severance pay, a Guild representative said.

Several days of bargaining in mid-March broke off after representatives of the new managers de-

manded a series of contract retrogressions, including elimination of prohibitions on dismantling UPI's New York and Washington bureaus, elimination of the union's two seats on the company's board of directors and forfeiture of employees rights to purchase an interest in the company.

Also unresolved were questions of who would be covered by the contract and the extent of union security, the local reported.

Management also was demanding that the Guild withdraw unfair labor practice charges challenging the legality of the company's posted work rules, as well as a demand for arbitration over the company's failure to keep the old contract's terms in effect under an "evergreen clause."

The Guild has no bargaining demands that will cost UPI additional money beyond what has been offered nor any proposals that would bar the company from "reorganizing to take advantage of new markets," McCormally pointed out.

In response to one Guild demand, Steinle has said the com-

pany would pay overdue employee expenses and medical claims by the end of April. Those payments total in the hundreds of thousands of dollars, the local reported.

UPI managers estimate that the company will need an infusion \$15 million in capital to implement their turnaround plan. They expect to raise most of the funds through venture capital firms. An immediate investment of several million from Infotechnology will maintain UPI operations in the interim. Brian, who is chairman of WNW Group, the company he and Steinle formed to take over management of UPI, also is chairman Infotechnology.

The plan anticipates that UPI will turn a profit in the quarter beginning July 1, 1989. The company had an \$18 million loss in 1987, which followed a \$9.7 million loss in 1986, according to a four-year balance sheet for UPI published by Broadcasting magazine. It also showed the company registering a \$300,000 gain in 1985, and losing \$2 million a month so far in 1988.

The new managers expect to win back some of UPI's old clients and gain new ones by offering services individually rather than on a package-only basis. They also plan to explore formation of joint ventures with the Financial News Network and the potential for new services aimed at new and broader markets.

Steinle and Brian also head FNN. The cable television network is a subsidiary of Infotechnology.

Technical changes, including use of the vertical blanking interval of FNN's television signal to replace UPI's current transmission by satellite, telephone and FM radio band, will be another area of cost saving, according to the plan.

Reporters' copy will be used interchangeably between the newspaper, radio and television wires, and the company said it will develop a writing style that "emphasizes clarity and compact presentation of stories."

A worldwide news service will continue, with more emphasis on areas like business, health, science and law, the managers said.

DINFOS
Alumni Search

The Defense Information School (DINFOS), preparing for its 25th anniversary in June 1989, is trying to locate the 50,000-plus men and women who have studied print and broadcast journalism and public affairs there.

DINFOS graduates from Ft. Benjamin Harrison, Ind., or any of its predecessor schools — Armed Forces Information School, Ft. Slocum, N.Y.; Air Force Information School, Craig Air Force Base, Ala.; Navy Journalist School, Great Lakes, Ill. — are asked to send their name, address, current occupation, armed service, course and school attended to:

Public Affairs Office
DINFOS—Bldg. 400
Ft. Benjamin
Harrison,
Indiana
46216-6200.

NO CAP ON HMO PREMIUM

Back payment ordered in Repository dispute

Cleveland — Thomson's Canton Repository is required by its contract with the Cleveland Guild to pay half the premium for employees who participate in a health maintenance organization even when those costs exceed company payments for the standard medical insurance plan, an arbitrator has ruled.

"The company is prohibited from improvising its obligation on the costs . . . for the HMO premiums," said arbitrator Hyman Cohen in a March 10 ruling. He ordered reimbursement for the 60-some employees covered by the HMO who have been required to pay more than half the monthly premium since rates were raised last spring.

The company argued that its agreement to pay half the premiums for employees opting for coverage under a new HMO plan included a cap limiting the payment to no more than its outlays on behalf of employees covered by the traditional insurance plan. The company pays half those premiums under its contract with the local.

Corporate policy calls for employees "to share in the equal cost" of health insurance, Repository publisher S. John Siam testified he had told Guild bargainers. "I, my-

self, am required to pay one-half of the cost," Siam said.

Siam said the company's proposal for adding an HMO alternative was premised on its paying no more for HMO coverage than for other health insurance coverage—the minimum obligation under federal law that requires employers to offer HMO options.

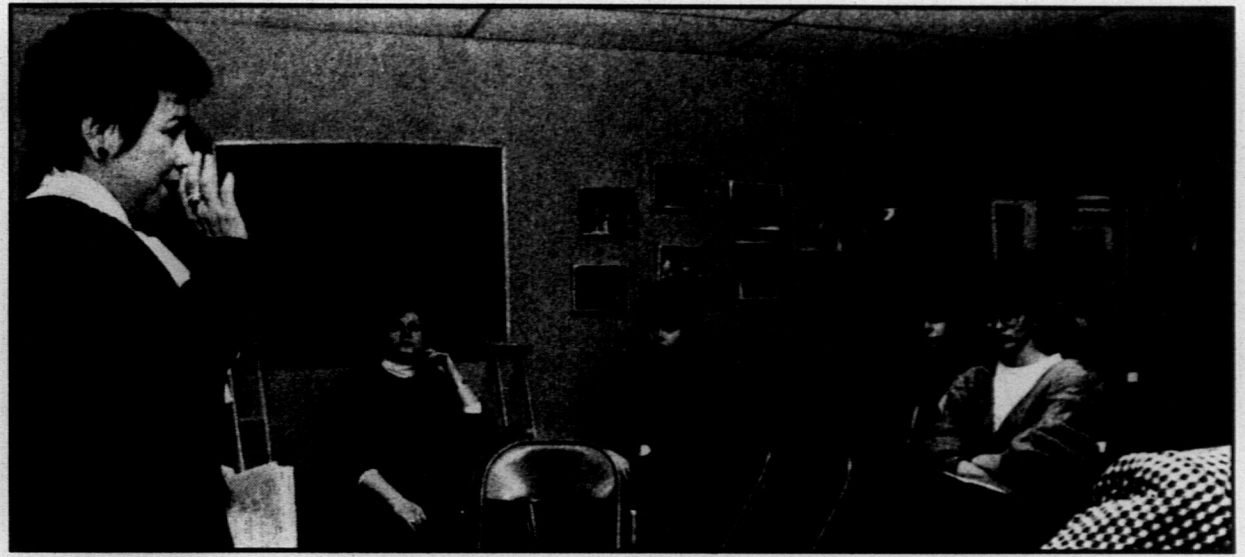
Through testimony and bargaining notes presented in evidence, however, Guild representatives contended that no mention of a limit was included in the company's proposal to pay half the costs of the HMO premiums.

"A common sense appraisal of the testimony" warrants the "inference that a balance of the probabilities supports the position of the Guild," the arbitrator said.

In doing so, he noted that company representatives drafted the contract language incorporating the HMO option. That language is "significant for its omission on the payment of the premium costs for an HMO option," Cohen said. (The contract does specify that the company will "share equally" the monthly premium for the established health insurance plan.)

As the author, the company was in a better position to prevent mistakes in the language "by exactness of expression," Cohen said.

Sexism in an ad (department, that is)



TNG Human Rights Co-ordinator Anna M. Padia, standing left, leads group of Philadelphia Guild members in discussion of manifestations of sexism in the operations of the adver-

tising department of Knight-Ridder's Inquirer and Daily News. Session also included extensive exploration of sexual harassment on job and avenues for seeking its elimination.

Reporter transfer empties city hall

Campbell, Calif.—The business of this Santa Clara County city came to a halt Feb. 22 as city employees and officials gathered with members of the community to pay tribute to San Jose Guild member Jose Stell as a reporter.

Stell, a longtime staffer for the San Jose Mercury News, covered Campbell for almost 30 years before he was transferred from the paper's West Valley bureau last year.

Management of the Knight-Rid-

der daily had suspended Stell for five days and reassigned him to another beat after he wrote a letter on company stationery to Campbell city council members expressing his opposition to a proposed smoking ordinance the council was considering.

While an arbitrator overturned the suspension in a January award, he did not address the Guild's request that Stell be restored to the Campbell beat [Guild Reporter, Feb. 26].

City hall was left virtually deserted as nearly 100 well-wishers, including the city manager, the police chief and city hall clerks, turned out for the luncheon in honor of Stell.

They honored him for accuracy, objectivity and integrity in reporting the good times and bad times in Campbell for three decades.

Stell also was presented the initial copy of the Campbell smoking ordinance, autographed by each member of the city council—plus a ream of plain stationery, so he can keep in touch.

Top minimums for janitors, copy persons listed

JANITORS

	Minimum	After
Ottawa Citizen	\$518.79—flat	
Montreal Gazette	511.00—flat	
Victoria Times-Colonist	507.59—flat	
Maui News	493.75—2½yrs.	
Vancouver Sun and Province	469.80—flat	
Detroit News	460.78—6 mo.	
Boston Herald	449.71—3 yrs.	
Manchester Union Leader	442.80—1 yr.	
Hilo: Hawaii		
Tribune-Herald	440.80—1 yr.	
Erie News and Times	435.71—2 yrs.	
New York Times	433.73—2 yrs.	
Toronto Globe & Mail	428.88—flat	
Royal Oak Tribune	428.27—6 mo.	
Delaware County Times (Primos, Pa.)	421.38—2 yrs.	
Sacramento Union	414.59—6 mo.	
San Jose Mercury-News	411.82—flat	
San Diego Union and Tribune	398.39—1 yr.	
St. Paul Pioneer Press		
Dispatch	394.01—6 mo.	
Monterey Herald	387.00—1 yr.	
Honolulu Advertiser and Star-Bulletin	385.50—2 yrs.	
Long Beach Press-Telegram	382.32—flat	
New York Post	381.10—3 yrs.	
Oshawa Times	373.14—1 yr.	
Denver Rocky Mountain News	373.00—1 yr.	
Denver Post	366.00—1 yr.	
Mt. Clemens: Macomb Daily	362.30—1 yr.	
Malden News, Medford Mercury and Melrose News	349.51—2 yrs.	
Pawtucket Times	345.92—flat	
Albany Times-Union and Knickerbocker News	344.30—2 yrs.	
Sheboygan Press	340.40—3 yrs.	
Providence Journal and Bulletin	338.09—2 yrs.	
St. Louis Post-Dispatch	336.70—flat	
Bakersfield Californian	335.34—1 yr.	
Pottstown Mercury	334.72—2 yrs.	
Stockton Record	329.38—flat	
Kingston Daily Freeman	325.15—2 yrs.	
Gary Post-Tribune	323.02—flat	
Fall River Herald-News	320.65—flat	
Salem News	318.02—flat	
Baltimore Sun and Evening Sun	318.00—5 yrs.	
Portland Press Herald and Express	312.35—1 yr.	
Indianapolis Star and News	304.85—3 yrs.	
Akron Beacon Journal	302.00—6 mo.	
Duluth News-Tribune	295.61—1 yr.	

Minimum After

Toronto Star	295.49—flat
Canton Repository	291.03—3 yrs.
Massillon Independent	285.20—2 yrs.
Woonsocket Call	276.04—flat
San Juan: El Vocero	272.00—5 yrs.
Yakima Herald-Republic	271.75—4 yrs.
Brockton Enterprise	264.67—1 yr.
San Antonio Light	250.80—2 yrs.
Bellevue Journal-American	247.32—3 yrs.
Sioux City Journal	232.53—1½yrs.
San Juan Star	212.00—1 yr.
Memphis Commercial Appeal	210.00—flat
Glens Falls Post-Star	145.00—1 yr.

COPY PERSONS

Vancouver Sun and Province	469.93—1½yrs.
Wilkes-Barre Sunday Independent	461.35—1 yr.
Montreal Gazette	400.00—1 yr.
Ottawa Citizen	397.90—flat
Honolulu Advertiser	397.70—2½yrs.
Honolulu Star-Bulletin	397.70—2½yrs.
Toronto Star	392.33—1 yr.
Manchester Union Leader	385.15—1 yr.
Delaware County Times (Primos, Pa.)	373.35—3 yrs.
San Mateo Times	363.74—2 yrs.
Dayton Daily News	354.30—3 yrs.
Philadelphia Inquirer and Daily News	349.72—3 yrs.
Cleveland Plain Dealer	347.91—1 yr.
San Francisco Chronicle and Examiner	342.74—15 mo.
San Jose Mercury-News	342.74—15 mo.
San Diego Union and Tribune	341.65—2 yrs.
Toronto Globe & Mail (Circulation)	336.56—1 yr.
St. Paul Pioneer Press	
Dispatch	332.20—1 yr.
Lynn Item	331.36—flat
Long Beach Press-Telegram	330.60—flat
Toronto Globe & Mail (Editorial)	330.47—1 yr.
Hamilton Spectator	330.00—2 yrs.
Toledo Blade	329.55—6 mo.
Stockton Record	329.38—2 yrs.
Chicago Sun-Times	327.58—1 yr.
Modesto Bee	327.00—1 yr.
Seattle Times	324.00—2 yrs.
Santa Rosa Press Democrat	322.93—15 mo.
Seattle Post-Intelligencer	322.72—2 yrs.
Denver Post	317.00—3½yrs.

Minimum After

Detroit News	316.24—1 yr.
Detroit Free Press	314.54—1 yr.
New York Times	314.33—1 yr.
Providence Journal and Bulletin	311.96—2 yrs.
Oakland Tribune	310.08—15 mo.
Sacramento Bee	308.14—2 yrs.
Minneapolis Star Tribune	306.00—6 mo.
Brantford Expositor	301.52—1 yr.
Sacramento Union	295.08—1½yrs.
Baltimore Sun and Evening Sun	293.00—5 yrs.
Fresno Bee	292.77—15 mo.
Buffalo News	292.17—1 yr.
Pittsburgh Post-Gazette	291.00—1 yr.
Boston Herald	289.87—2 yrs.
Jersey City: Jersey Journal	289.45—2 yrs.
Pawtucket Times	282.08—1 yr.
San Juan: El Vocero	282.00—5 yrs.
Fall River Herald-News	281.02—flat
New York Post	278.31—6 mo.
York Daily Record	277.07—4 yrs.
Denver Rocky Mountain News	276.00—1 yr.
Washington Post	274.00—1½yrs.
Bristol Press	269.75—5 yrs.
New York Daily News	268.27—2 yrs.
Norristown Times Herald	263.38—1 yr.
Portland Press Herald and Express	261.55—flat
Memphis Commercial Appeal	260.20—2 yrs.
San Juan Star	258.00—4 yrs.
Brockton Enterprise	256.76—flat
Peoria Journal Star	254.00—2 yrs.
Kingston Daily Freeman	251.55—1 yr.
Pottstown Mercury	251.52—1 yr.
San Antonio Light	250.80—2 yrs.
Lowell Sun	250.13—1 yr.
Albany Times-Union and Knickerbocker News	248.80—1 yr.
Gary Post-Tribune	245.84—1 yr.
Youngstown Vindicator	242.10—2 yrs.
Indianapolis Star	237.65—flat
St. Louis Post-Dispatch	237.57—1 yr.
Bellevue Journal-American	234.63—3 yrs.
Allentown Call	232.50—2 yrs.
Terre Haute Tribune-Star	230.60—3 yrs.
Milwaukee Journal and Sentinel	215.00—flat
Salem News	204.75—flat
Yakima Herald-Republic	200.75—2 yrs.
Duluth News-Tribune	200.59—2 yrs.
Knoxville News-Sentinel	199.00—4 yrs.
Sioux City Journal	191.24—1 yr.
Waterbury Republican and American	185.16—flat
Great Falls Tribune	172.00—flat
Chattanooga Times	160.00—2 yrs.
Utica Observer-Dispatch	160.00—flat

*Applies to persons hired since March 30, 1982.

THE HIGHEST minimum for janitors in a Guild daily newspaper contract was \$518.79 a week on Feb. 1, according to a compilation of top or "flat" minimums for the job from contracts in the United States, Canada and Puerto Rico.

On the same date, a weekly top minimum of \$469.93 led a list of minimums for copy persons or messengers in Guild newspaper contracts.

Average of the top or flat minimums for janitors in Guild contracts in Canada was \$443.53 a week on Feb. 1; in the U. S. the average was \$346.07 a week. (A "flat" minimum is the wage guaranteed employees in a job regardless of experience or tenure.)

The minimums for copy persons or messengers averaged \$369.84 a week in Canadian contracts and \$285.86 in the U.S.

More than a quarter of the janitor minimums—16 or 28 percent of the 57 listed—were \$400 a week or more, 26 of them, or 46 percent, were \$350 a week or more. Thirty-eight, or 46 percent, of the 82 copy person minimums exceeded \$300 a week; 11 of them topped \$350.

Results of settlements and deferred increases effective since Feb. 1 are not included.

Search set for cancer in San Jose

San Jose—After months of discussions between the San Jose Guild and the Mercury News, the company has hired an occupational and environmental specialist to conduct an extensive study to identify any possible cancer "hot spots" at the Knight-Ridder daily's plant, or the one it occupied until 1967.

The independent and confidential study, to be conducted by Dr. David P. Discher, will be based on information collected in surveys of current and former employees.

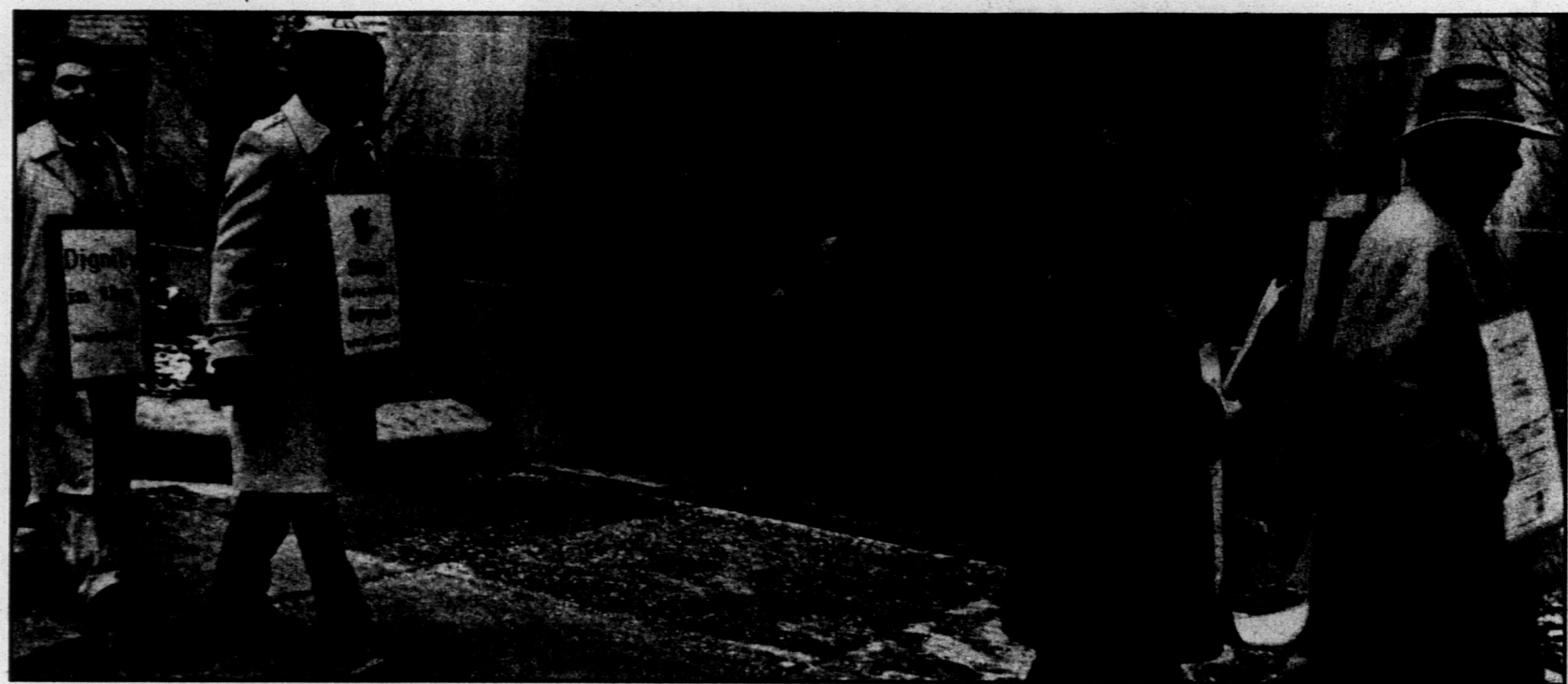
Discher will seek to locate all Guild-covered employees who worked in the paper's advertising, classified, editorial, financial relations, marketing or personnel departments at least as far back as 1958.

Information about cancers reported by employees or their survivors will be compared with experiences in a similar cross section of the population at large to determine any significantly higher incidence of cancer among Mercury News employees.

Employees hired since 1975 will not be surveyed since cancer develops over a longer period of time, a local representative said.

The Guild approved the plan earlier this year after Discher briefed Guild and company representatives on the methodology and

Editor-priest 'shoots' pickets



The Rev. Carl Zablony, background center, consulting editor for the Catholic Universe Bulletin, squats to aim camera at some of more than two dozen pickets marching in front of the weekly's office March 15. Picketing Cleveland Guild members and supporters were protesting "continued harassment" of employees by Zablony and the Rev. Michael Dimengo, the publisher. To left of Zablony is Alan Seifullah, Guild chairperson at Newhouse's

Plain Dealer; to right of the priest is Mary Englert, union chairperson at the Universe Bulletin. First arbitration in the 28-year tenure of the Guild at the paper is scheduled for late April. It is on whether management has to meet with the Guild on its objections to a threat to discharge a long-term employee. Dimengo and Zablony have said it does not, for nearly a year. Now the paper has docked unit leaders for bargaining time.

scope of the investigation he planned. It is expected to take one to two years to complete.

The local raised questions with the company last summer after two members gathered more than 140 signatures on a letter expressing concern over what they believed to be an alarming number of cancer cases at the Mercury News.

Two long-time Guild members were helping Discher reconstruct

the environment in the old Mercury News plant in downtown San Jose. The structure has been demolished since the paper moved to its current facility.

The Guild is urging all employees to participate in the survey. Information gathered will be kept strictly confidential, and no specific information about any individual will be released to either the Guild or the company, the local stressed.

Court o'turns 'Murdoch amendment'

Washington — A federal appeals court panel has upheld Rupert Murdoch's challenge to the constitutionality of legislation blocking the Federal Communications Commission from extending waivers to the agency's ban on cross-ownership of newspaper and broadcast properties in a single market.

The legislation, incorporated in an omnibus continuing budget res-

olution adopted late in December, "strikes at Murdoch with the precision of a laser beam," the panel said in a two-to-one decision.

By focusing on an individual—Murdoch is the only person currently holding a waiver from the FCC rule—the statute violated the equal protection guarantee of the Fifth Amendment to the Constitution, the panel said.

Congress' action "clearly implicates values similar to those behind the constitutional proscription of Bills of Attainder," the court majority said in a March 29 ruling.

The provision, withholding funds from the FCC for the extension of any "current" waivers, was adopted in a closed meeting of a House-Senate conference committee. Put forward by Sens. Edward M. Kennedy (D-Mass.) and Ernest F. Hollings (D-S.C.), news of the amendment touched off accusations that Kennedy proposed it because of criticism of him in Mur-

doch's papers, particularly the Boston Herald.

The decision by Judges Stephen F. William and Laurence H. Silberman of the U.S. Court of Appeal for the District of Columbia, clears the way for the FCC to act on Murdoch's request for an extension of a waiver from the cross-ownership rule for his Boston media properties—the Herald and WFXT-TV. That waiver is due to expire June 30. Murdoch also had sought extension beyond March 6 of a waiver on his owning both the New York Post and WNYW-TV but has since sold the Post.

He has said he will sell the Boston television station and retain control of the Herald if the cross-ownership restriction is applied.

Untouched by the court's decision were portions of the amendment that prohibit the FCC from considering changes in the cross-ownership ban. Those restrictions thus remain in effect until the legislation expires Oct. 1. The FCC has announced its intention to reconsider the ban and Murdoch has said his waiver should be continued until the rule is reviewed.

Judge Spottswood W. Robinson, 3rd, dissented from the appeals court panel's ruling, saying it was incidental that the statute currently affected only one person. The two-judge majority in the decision, recently also invalidated the authority of independent counsels appointed by Congress as an unconstitutional violation of the separation-of-powers doctrine.

Meanwhile, Peter Kalikow, who bought the Post from Murdoch early in March, has said he is seeking to buy a radio or television station in New York.

Detroit dailies' eloquent omission

Detroit—Both Knight-Ridder's Free Press and the Gannett chain's Detroit News ran editorials March 31 expressing concern about Edwin Meese's future as attorney general in light of allegations about his conduct while in that key position.

Neither the usually outspokenly liberal Free Press nor the conservative News went so far as to suggest that Meese quit, though the News, under a head asking "Time for Meese to go?", did conclude that "the time may have come for Mr. Meese to . . . consider his options."

Neither did either daily acknowledge that each has before Meese a petition for approval of their entering a joint publishing operation, which entails exemptions from antitrust laws.

The closest to such an acknowledgement was the following general observation by the Free Press: "The situation is terribly awkward, especially for anyone with important business pending before the attorney general."

One reader characterized it as "perhaps more eloquent than the writer intended."

The Guild Reporter



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BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

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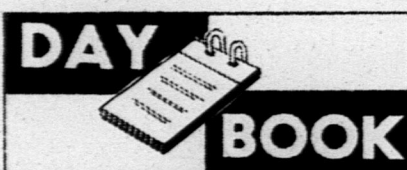
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Knight-Ridder Council, spring meeting, April 22-24, Quaker Square Hilton, Akron.
Int'l Executive Board, spring meeting, April 25-28, TNG headquarters, Silver Spring.
Canadian District Council, spring meeting, April 30-May 1, Halifax, N.S.
New England District Council, spring meeting, Sheraton-Wayfarer Inn, Manchester, N.H., April 30-May 1.
Western District Council, spring meeting, Anaheim, Calif., Inn at the Park, April 30-May 1.
Ingersoll Council, spring meeting, May 14-15, Providence, R.I.
Middle Atlantic District Council, spring meeting, Scranton, Pa., May 14-15.
Great Lakes, Midwest, Southern District Councils, joint spring meeting, Pittsburgh Hilton, Pittsburgh, May 21-22.
55th Annual Convention, June 27-July 1, 1988, Hotel Vancouver, Vancouver, B.C.

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