

THE GUILD Reporter

January 16, 1998

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 65, Number 1

50 killed in '97
in pursuit
of journalism

Page 3



Long Beach purchase hurts members

Singleton fires 120, engages LA Guild

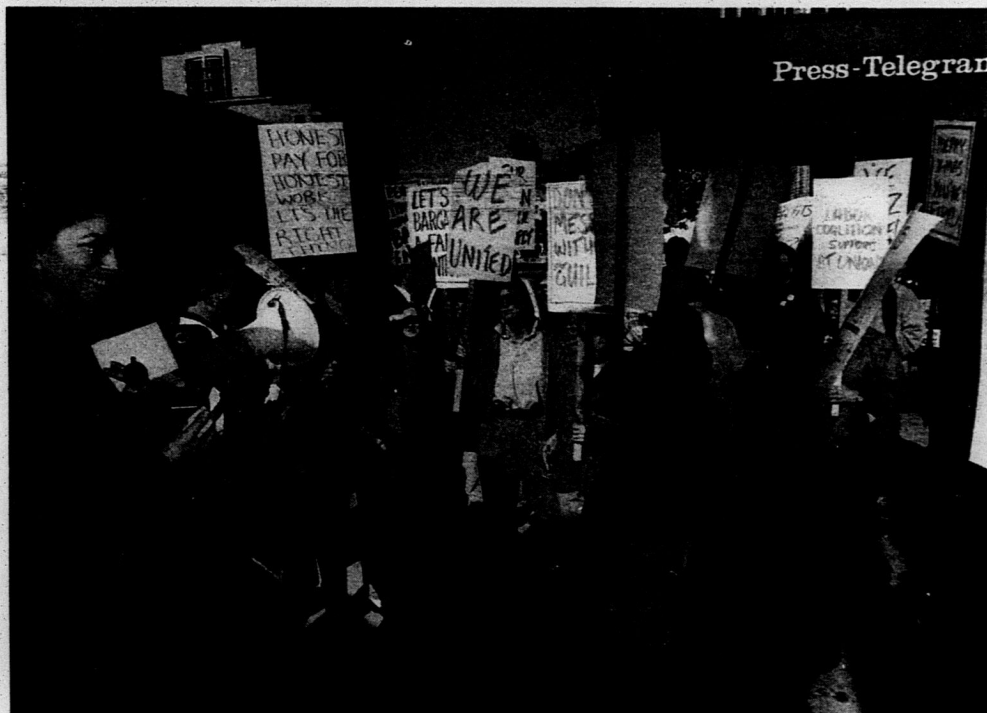
The 100-year-old Long Beach Press-Telegram changed owners Dec. 17, and the price was high for workers.

About 120 no longer have jobs and those remaining have had pay cuts of up to 47 percent.

Workers face much higher employee health costs and the loss of Guild, CWA and GCIU contracts providing other wages and rights. Some entire departments were eliminated.

Meanwhile, Garden State Newspapers, the arm of Dean Singleton's MediaNews that bought the Press-Telegram from Knight-Ridder, Inc., is expected to close Jan. 20 on its purchase of the Los Angeles Daily News. Editorial workers at both papers are represented by the Los Angeles Guild.

An arbitrator has ruled that Garden State does not have to honor the contract negotiated only last June between the Los Angeles



Natalie Shore, Long Beach Press-Telegram unit chair, spoke to nearly 200 protesters Dec. 19 outside the paper where 120 workers were let go and most of the remaining 400 suffered severe pay cuts.

Guild and Knight-Ridder.

The contract included language calling on the "successors and assigns of the publisher" to honor the contract.

"The decision is part of a trend in arbitrations not to hinder business at the expense of working people," said Gary North, local president.

"It is further evidence of the whittling away of meaningful language in collective bargaining agreements," he said.

Continued on Page 4

Baltimore adds online, promotions to jurisdiction

More than 18 months of effort to bring the promotions and events department and the online department into Guild jurisdiction at the Baltimore Sun has paid off.

In a 42-page decision, Richard L. Ahearn, regional director of Region 9 of the National Labor Relations Board, has added the two departments to the jurisdiction of the Sunpapers unit of the Washington-Baltimore Guild.

"This means the benefits and protections of our contract now extend to the employees in these departments who are not managers or supervisors," said Connie Knox, local president and TNG-CWA at-large vice president.

In reaching his decision, Ahearn turned aside the publisher's arguments that the petitions before the labor board were untimely and that the Guild was trying to do through labor board action what it failed to do in bargaining.

In the 1996 round of negotiations, faced with a blatant attempt to take Guild work out of members' hands, the local proposed adding the two departments to Guild jurisdiction.

When the parties were unable to reach an agreement on the issue, the company proposed and the guild accepted putting off the issues until a later date.

Another attempt at resolution was made when the parties met to sign the contract in July, 1996. Both parties agreed to address the issue in another forum.

In August, 1996, the local filed a petition for the promotions and events department.

It filed a separate one for the online department in October, 1996.

A later ruling by the board combined the petitions into a single unit clarification case.

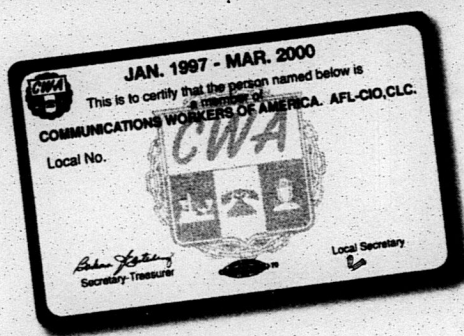
Next the local and the publisher must negotiate certain terms and conditions of employment for the new members.

The Sun has said it will appeal the decision, but pending that Ahearn's ruling stands.

"This is a solid and substantial legal victory that should withstand any legal challenge," said Barbara Camens, TNG-CWA general counsel.

"This is a win for all of us," Knox said. "As a union we are stronger when the people working side-by-side with us are union, too."

Membership cards



TNG-CWA cards, valid for three years, are in the mail to locals.

Monterey efforts expand to include San Jose unit

Peninsula Free Press Staff Report

Boyed by strong community and labor support, union leaders are expanding their campaign for justice from the Monterey County Herald to the San Jose Mercury News, where union contracts are set to expire this fall.

Leaders from labor, religious and community groups in San Jose have begun organizing for a

broad-based campaign designed to demonstrate strong support for workers at both the Mercury News and Herald.

The campaign in San Jose will build on and join forces with a similar campaign now under way in Monterey, said Luther Jackson, executive officer of the San Jose Guild, which represents employees at the Herald and the Mercury News.

Continued on Page 4

NLRB backs Guild, worker who wouldn't scab

The National Labor Relations Board has said it will issue a complaint in the firing of a man who refused to cross a potential picket line at the Chicago Sun-Times.

The NLRB in Grand Rapids, Mich., said the complaint in the November firing of computer systems worker Dwight Biermann would be issued against the St. Joseph (Mich.) Herald-Palladium

and American Publishing Co., a division of Hollinger, Inc., which owns the Sun-Times.

Biermann, 29, had been informed by the company that he was being sent to Chicago to train

in the event of a strike at the Sun-Times. He agreed to train, but informed management he would not cross a Guild picket line. He was then fired.

Continued on Page 4

Inside this issue



SF local merges with typos Page 3

Decision against McClatchy upheld . . Page 5

Detroit lockout: '97 in review Page 8

9003537 / 7 /
XEROX UNIVERSITY
ATTN: MICROFILM
300 NORTH ZEEB ROAD
ANN ARBOR, MI 48106

Hawaii's Stapleton settles suspension

The Hawaii Guild and Donrey Media Group have reached a mutually satisfactory settlement in the suspension of veteran Hilo, Hawaii newspaperwoman and Guild activist Frankie Stapleton.

The terms of the agreement are confidential.

"Frankie and the Hawaii newspaper Guild are very satisfied with the settlement," said Wayne Cahill, the local's administrative officer.

Stapleton, a reporter and copy editor at the Hilo Tribune-Herald for 20 years, was suspended indefinitely in January, 1997, while organizing workers at Kona's West Hawaii Today.

Both papers are owed by Fort Smith, Ark.-based Donrey.

The local filed unfair labor practice charges with the National Labor Relations Board.

Sacramento photog's case still open

The primary suspect in the beating of Sacramento Bee photographer and Guild member John Trotter has been booked for a second time on attempted murder and street gang terrorism.

Four other suspects have been arrested in connection with the assault in March, 1997, when Trotter was beaten unconscious while on assignment in Sacramento.

BNA among 100 top companies

The Bureau of National Affairs, an employee-owned publisher where workers are represented by the Washington-Baltimore Guild, ranked 65 in Forbes magazine's top 100 companies to work for.

Washington-Baltimore prepares member-driven organizing strategy

By Calvin Zon
Washington-Baltimore Guild

Local 35 is on the move, thanks to an organizing initiative that veterans of the Washington-Baltimore Guild say is without precedent.

"In all my years here," said local representative David Bates, "I don't think rank and file involvement and enthusiasm have ever been this high."

Bates, who began work in the local in 1990 as an organizer, has been assisting Local 35's newly formed organizing committee.

Since May, about a dozen members from several bargaining units have been meeting to discuss how expanding the membership could strengthen the union on the shop floor and at the bargaining table.

The committee was quick to conclude that nothing less than a major, ongoing effort by elected leadership, office staff and, most importantly, members, is needed to recruit non-members within its bargaining units and to organize non-union publishing a communi-



LISA HARTER/LABOR DONATED

Speaking out in Oakland

Editorial employees of Dean Singleton's Alameda Newspaper Group were joined by union supporters at a Dec. 9 rally in support of a labor contract. More than 70 people attended the event, staged outside the office of ANG's flagship paper, The Oakland Tribune. "This rally is a turning point because it shows this community and the journalists who work here at ANG will not wait another 10 years," said Benny Evangelista, a business reporter and chair of the ANG unit of the Northern California Guild, including 220 reporters, photographers, copy editors, paginators, image desk employees and assistant city editors.

San Jose's Webb settles grievance

Gary Webb, San Jose Mercury News Reporter and Guild member, has resigned from the paper. Webb, who in August, 1996, wrote a first-praised, then maligned series suggesting links between Los Angeles' crack cocaine epidemic and the CIA, stood behind his reporting.

The San Jose Guild settled the grievance on his behalf when the paper transferred him from the Sacramento bureau to its suburban Cupertino office in July, 1997, in an effort to force him to quit. Webb and the paper agreed not to disclose the terms of his departure.

Translators active at convention

The Translators and Interpreters Guild had a strong presence at the 1997 American Translators Association in San Francisco.

More than 300 translators and interpreters stopped by the Guild exhibit over a 4-day period to pick up Guild membership information, discuss the best ways to get work and learn of the benefits of belonging to a union.

At a special organizing event, Guild officers and staff met with more than 100 potential members and discussed how TTIG could further their careers.

Justices reject Sandy Nelson case

The U.S. Supreme Court has refused to hear the appeal of a former reporter who claimed the Tacoma, Wash., News Tribune violated a state law that prohibited discrimination against employees because of their political activism.

Sandra Nelson filed suit in 1995 after she was transferred to the McClatchy-owned paper's copy desk in 1990.

Editors told her that her involvement in a gay-right ballot initiative constituted a conflict of interest.

Deadline set for return of human rights surveys

The deadline for locals to return TNG-CWA's human rights survey has been extended to Feb. 6.

The survey, done annually since 1978, is compiled and used to assess the status of women and minorities in Guild leadership positions.

For more information, call Anna Padia, TNG-CWA director of Human Rights, 202-434-1263.

In February, 1997, the Washington Supreme Court ruled that a state law forbidding employers from discriminating against employees because of political activity does not apply to newspapers.

TNG-CWA had supported Nelson in her legal challenges.

San Jose members increase dues

Members of the San Jose Guild approved a temporary, modest dues increase to help finance the local's fight at the Monterey Herald and build its war chest for negotiations at the Mercury News.

Dues increased from 1.51 percent of base salaries to 1.99 percent on Jan. 4, when a Guild-negotiated pay increase took effect at the Mercury News.

The increase will remain in effect until the local signs contracts with both the Mercury News and the Monterey Herald.

The increase amounts to \$4.55 a week for a top-scale reporter or advertising salesperson.

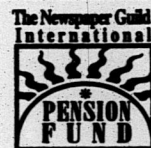
New Local Officers' Seminar



Feb. 13-16
George Meany Center
for Labor Studies
Silver Spring, MD



www.newsguild.org



For information about your benefits, contact Helen L. Coleman, assistant to the trustees:

1-888-893-3650
105064.3217@compuserve.com

The Guild Reporter (ISSN: 00175404) is issued monthly, generally at four week intervals, at 501 Third St. NW, 2nd Floor, Washington, D.C. 20001.

Periodicals postage paid in Washington, D.C., and additional mailing offices. Printed in the U.S.

Postmaster: Send address changes to: The Guild Reporter, 501 Third St. NW, 2nd Floor, Washington, D.C. 20001

Subscription: \$20 a year.
Single copies: \$1.50.

cations businesses in and around Baltimore and Washington.

After winning unanimous approval of its plan at a September membership meeting, the organizing committee scheduled a meeting devoted to "organizing for our future."

Thirty-five members attended the meeting, held in October at CWA headquarters.

The AFL-CIO units and the Bureau of National Affairs were strongly represented.

Connie Knox, local president and TNG-CWA vice president at-large, opened the meeting and was followed by Carol Oberdorfer, co-chair of the BNA unit and a member of the organizing committee.

Oberdorfer pinpointed the significance of the task: While the local represents through contracts about 3,000 workers, only about 1,700 are members.

Most of the 1,300 free-riders (43 percent of those employed under the local's contracts) work at the Washington Post and BNA, two shops that lack union security language in their contracts.

Dues from these free-riders would give the local the resources to add about a dozen local representative and organizers to its staff, Oberdorfer said.

Featured speakers at the meeting were Eric Geist, TNG-CWA director of field operations, and Eduardo Diaz, CWA District 2 organizing coordinator.

"The bad news is that we have a ton of free-riders in the local," Diaz said. "The good news is that we know who they are and we work next to them every day. This allows us to keep talking to them until they sign up."

Committee members were scheduled to attend TNG-CWA training that includes how to organize in a systematic way and how to talk one-on-one to non-members about why they should join. (See Looking Ahead, Page 7.)

Local leaders also planned a January strategy session to set goals and allocate resources for the local's 1998 organizing efforts.

Calvin Zon is a member of Washington-Baltimore's executive council.

Northern California Guild, Bay Area printers merge

By Bruce Cuthbertson
Northern California Media
Workers Guild

Local 52 Guild members have approved a merger with the Bay Area Typographical Union Local 21, creating a new union: The Northern California Media Workers Guild/Typographical Union-CWA.

Nine out of the ten Guild shops in the Northern California Guild voted for the merger of the two locals. President Larry D. Hatfield (also TNG-CWA vice president at-large) said the merger brings more strength to the Guild.

"Combining the 1,300 members of the Guild with 400 BATU members will give the union more bargaining power," he said.

Hatfield appointed vice president of the local Carl T. Hall to chair the bylaws committee, which will spend the first four months of 1998 working out the details of the merger.

"I see this as the most important assignment I have undertaken in the Guild, since it will set the future course of the combined locals," said Hall. "We will begin our deliberations shortly after the first of the year."

Hall said the merger is proof

that the unions are responding to the increasingly blurred lines between traditional media, new media, Web publishing, and computer and technical work.

"This merger creates the pre-eminent media union in Northern California and gives us a chance to start a whole new era of progressive bargaining for people in all aspects of modern media," said Hall. "We're the creative union for the creative work in all media."

With the advent of computers, BATU and Guild jobs started to overlap. Because of an arbitration award in the late 1980s, BATU gained the right to place its mem-

bers in artist's jobs covered under the Guild contract.

Linda Frediani, chair of the San Francisco Newspaper Agency unit, said because of the overlap of artist's jobs in both unions, the merger was the obvious next step.

In 1995, the Guild lost an arbitration over the salaries of technical artists. But through the BATU supplemental negotiations, their salary cap was removed. In fact, they now come under a new classification, production artist, with a new and better salary schedule.

"Without the BATU's involvement, this would not have been possible," Frediani said.

Under the merger agreement, all current elected officers will hold their titles for an additional 120 days during the transition period. The new hierarchy will consist of a paid executive officer and sector president. Unpaid officers, who will be elected by the combined active membership, will be a president, first vice president, secretary and treasurer. A sector vice president will be elected by the former BATU membership, including retirees.

Hatfield said Guild dues will not increase. He added that former BATU members will see a slight decrease in their dues.

CWA calls for hearings on MCI, WorldCom merger

The Communications Workers of America is continuing to raise government and public concern about the negative effects of the proposed merger of WorldCom Inc. and MCI Communications Corp., particularly in these areas: access and control over the Internet, universal service, and restricting competition in the local and long distance markets.

In documents filed with the California Public Utilities Commission and the Virginia State Corporation Commission, CWA pressed state authorities to reject WorldCom's request for expedited review of its bid to take over MCI and to hold full evidentiary hearings on how the public interest would be harmed by this merger.

A merged MCI/WorldCom would control more than 63 percent of the United States Internet "backbone" market and drastically affect competition, CWA pointed out in its California PUC filing.

The "backbone" is the super computer infrastructure that provides access to nearly 3,000 internet service providers.

"This merger would transform the current vibrant competitive Internet access market into one in which the merged entity would have the market power to set the price of and the rules for Internet access," the CWA filing noted, a serious problem anywhere but especially in California where "the explosive growth of the Internet has been a major factor driving the economy" of the state.

The proposed merger would harm universal service by shifting revenues from the public switched network to the private MCI-WorldCom network, adversely affecting service for public utility ratepayers in California and other states, the CWA filing pointed out.

In calling for hearings in both California and Virginia, CWA stressed that "because MCI, WorldCom and the Internet are not

regulated, the petition for approval of the plan of merger is the only opportunity" for states to review whether this merger is in the best interest of their citizens.

CWA also has protested WorldCom's proposed acquisition of MCI to the Federal Communications Commission and will make the case to the U.S. Justice Department that the deal violates federal anti-trust laws.

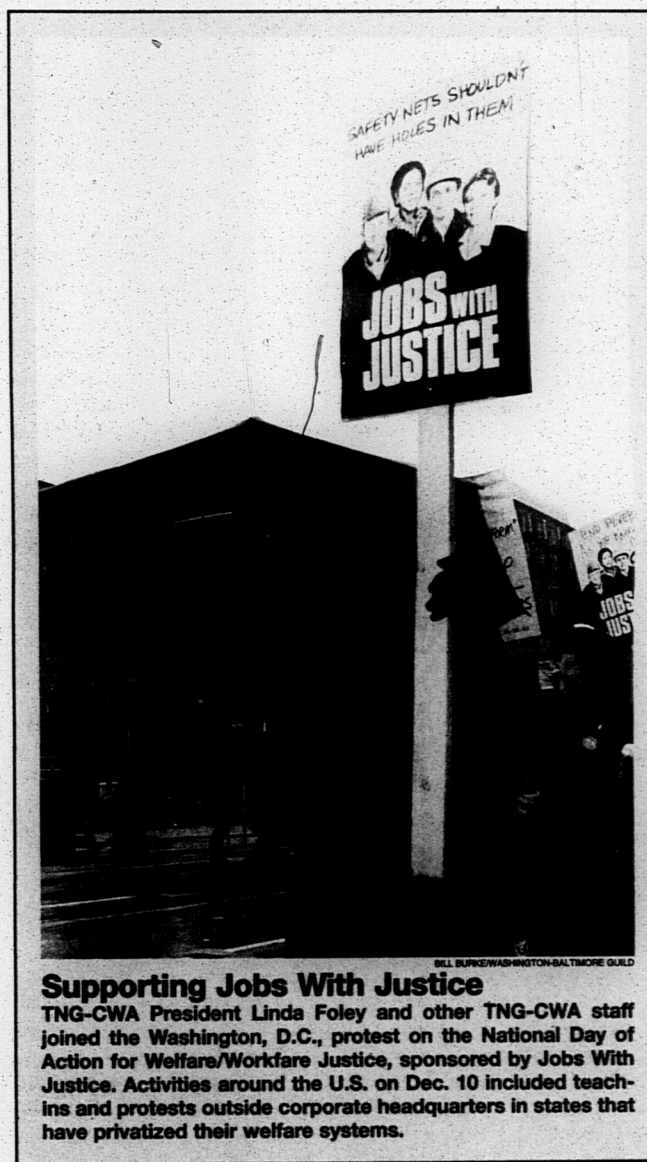
CWA President Morton Bahr called the deal "anti-competitive, as defined by both the Telecommunications Act and the FCC's public interest guidelines."

The FCC filing charged that the merger would give the company near monopoly control — more than 63 percent — over the Internet backbone; would violate the pro-competitive intent of the Telecommunications Act by stifling local and long distance competition; and would severely retard the delivery of universal service.

The merger also would cut job growth in the industry by more than 75,000 jobs over the next four years, because MCI/WorldCom has indicated it will curb MCI's planned investment in local network development by as much as \$5.3 billion over four years.

Internationally, member organizations of Communications International — the former Postal, Telegraph and Telephone International, a worldwide federation representing five million communications workers — are pressing the European Commission to oppose the merger because it "threatens competition in European Union markets and will represent an enormous danger for European telecom operators," wrote CI General Secretary Philip Bowyer to Commissioner Karl Van Miert.

CWA is the nation's largest telecommunications union, representing 650,000 members nationwide, with 65,000 in California and 9,000 in Virginia.



Unions plan to fight latest anti-worker initiative

The anti-worker initiative that began with three Orange County, Calif., conservatives, has taken on a national dimension.

The proposed measure would require unions to get written permission from members to use dues money for political action.

Unions and the AFL-CIO are planning a coordinated national response.

"California is often a model for the rest of the country," Art Pulaschi, secretary-treasurer of the California Labor Federation, told the California Labor News.

"Unfortunately, we are currently a model for how to attack labor unions. Next, the state can model an aggressive union campaign to defeat our opponents."

In November, California Gov. Pete Wilson sponsored a resolution at the conference of Republican governors, endorsing the anti-worker initiative for all states.

Union leaders met in December in Chicago to set AFL-CIO strategy on how to fight the latest round of union bashing. Another strategy session is planned for February in Baltimore.

50 killed in '97 in pursuit of journalism

At least 50 journalists and media workers were killed in yet another year of "Murder, intimidation and censorship" said the International Federation of Journalists in its annual report on media workers killed in the exercise of journalism.

In Latin America the number of journalists killed has tripled in a wave of violence motivated by political terrorists, corrupt politicians and the drugs mafia.

The main countries affected include Mexico, Peru, Guatemala, Columbia and Brazil, where a total of 21 journalists died during the year.

Behind the figures lies a pattern of systematic violence and intimidation.

"Whether covering corrupt local politicians, exposing the drug underworld, or simply reporting on the movement for peace, these journalists put their lives on the line for decent, professional and ethical journalism," said IFJ General Secretary Aidan White.

"Journalism remains a most dangerous profession," White said.

Although the professional integrity of journalists in the west has recently come under public scrutiny, the IFJ report emphasizes "the crucial and hazardous role journalists play in support of democracy."

The IFJ plans to highlight the crisis in Latin America at its 23rd Congress to be held in Brazil in May 1998.

The IFJ has launched a draft international code of practice for journalists and media organizations to eliminate the risks to journalists and media staff.

TNG-CWA is an affiliate of the International Federation of Journalists, which is the world's largest organization of journalists representing more than 450,000 members worldwide.

Los Angeles local, TNG-CWA challenge Singleton

The two newest members of the Singleton group are the Long Beach Press-Telegram and the Los Angeles Daily News, where the sale from the Jack Kent Cooke estate was expected to close Jan. 20.

At Long Beach, where Singleton fired 120 people and imposed pay cuts of as much as 47 percent

on those remaining, the Guild is coordinating with the other two unions — CWA Printing Sector and GCIU — in a multi-faceted campaign to get new contracts.

On the legal front, numerous unfair labor charges have been filed.

Those from the Guild include unilaterally changing the unit by

removing circulation department work, discrimination against two employees for union activities and unilaterally changing working conditions.

And the local is launching a community campaign to include a committee of concerned readers, which was in the works while Knight-Ridder owned the paper,

and a subscription-boycott pledge campaign.

A speakers bureau is sending out members to talk with labor, civic and religious groups and show them how they can join the fight to keep their newspaper the same quality product it has been in the past.

At the LA Daily News, mem-

bers are excited about joining with Long Beach workers — now that they both work for the same corporation — and continuing to build that unit.

Local President Gary North is coordinating these efforts with help from TNG-CWA international representatives Linda Cearley and Bruce Meachum.

Singleton fires 120, engages LA Guild

Continued from Page 1

The unions at the Press-Telegram are pursuing remedies, including filing unfair labor practice charges with the National Labor Relations Board charging Singleton of discriminating against workers who belong to the Guild and unilaterally implementing terms and conditions of employment.

MediaNews, a closely held company, is known for slashing workforces and other operating costs while increasing its newspapers' bottom lines.

Singleton is familiar to TNG-CWA members across the U.S. He has been buying papers at a quick pace recently.

After announcing his purchase of the Press-Telegram in November, he offered to buy the Daily News in December. He also bought the Lowell (Mass.) Sun, where the Boston Guild has filed unfair labor practice charges for anti-union discrimination and unilateral implementation of terms and conditions.

Dean Singleton is familiar to Guild members across the U.S.

He now owns 33 dailies and 106 paid weeklies and free papers across 11 states. His firm now ranks among the top 10 newspaper companies in the U.S.

With the purchase of the Daily News he leaps from 13th to 8th largest U.S. newspaper operator.

The Daily News is the second largest paper in his growing chain, after the Denver Post, where workers are represented by the Denver Guild. And he owns Alameda Newspaper Group which includes the Oakland Tribune where workers are represented by the Northern California Guild.

Singleton's efforts to cluster papers in the Los Angeles area mirror what he's done around San Francisco with Alameda Newspaper Group. And his purchases follow the industry trend toward consolidation of ownership.

Gifts from the Guild

Luther Jackson, executive officer the San Jose Guild, gave a turkey to Bob Hughes, one of the 28 Monterey Herald workers not hired when Knight-Ridder bought the paper in August. Guild members at the San Jose Mercury News donated the turkeys, which they received from Knight-Ridder.

In Detroit, Santa Claus (Gary Rusnell, striking/locked-out and fired newspaper worker) delivered coal and stockings to Heath Meriwether and Frank Vega at the Free Press and News buildings. About 300 people attended the Dec. 23 rally sponsored by religious groups.



WH CANAVAN/SAN JOSE GUILD



DAYMON J. HARTLEY/DETROIT GUILD

Monterey: Efforts expand to include San Jose

Continued from Page 1

Knight-Ridder, Inc., which acquired the Herald on Aug. 24, also owns the Mercury News, which earned a 29 percent profit in 1997.

The corporation's takeover tactics at The Herald, including the firing of 28 employees and the elimination of union contracts, sparked widespread community anger in Monterey.

"Our goal is simple: to win fair contracts in Monterey and San Jose," Jackson said. "We encourage Knight-Ridder to reassess the course it has taken. We caution the company not to underestimate the resolve of our members and the community."

Newspaper Guild members in Monterey and San Jose took an important strategic step in their campaign by voting to increase their dues until contract settlements are won at each newspaper.

The dues increase accompanies a sharp increase in financial support from TNG-CWA.

Among the organizations that have signed on to the campaign in San Jose, the Bay Area and the state are the California Federation of Labor, the Bay Area Conference of Newspaper Unions, the South Bay AFL-CIO Labor Council, CWA District 9, the CWA's Northern California Nevada Council, The Interfaith Council on Religion, Race, Economic and Social Justice in San Jose and several union locals, including CWA Local 9423.

The Peninsula Free Press is a monthly publication of the Monterey Council of Newspaper Unions.

NLRB backs worker who wouldn't scab

Continued from Page 1

The Chicago Guild, with the support of TNG-CWA, filed an unfair labor practice charge with the NLRB on Biermann's behalf.

The board said it agreed with the Guild that there was enough evidence to proceed with a formal complaint against the company in a full hearing before an administrative law judge.

The board is first seeking to settle the matter with the company.

Ken Edwards, the Chicago

Guild's attorney, has told the board that any settlement must include Biermann's lost wages and his moving expenses to East Lansing, Mich., where he now works as a computer systems operator for the student-run newspaper at Michigan State University.

"We're very happy," Edwards said of the NLRB's findings. "It gives people that are non-unionized some form of protection."

He said the case also could set

precedent on questions such as whether employees may refuse to be scabs even before a strike is launched. The Sun-Times unit settled at the last-minute.

Biermann told the South Bend (Ind.) Tribune he believes he did the right thing.

"They tried to push me into doing something against my conscience," he said. "I tried to quietly object, and they tried to push me out the door. Now, the government says that I did the right thing."

You can help

A welfare fund has been established by the Monterey Council of Newspaper Unions to give financial assistance to the 28 former Herald employees not hired by Knight-Ridder.

Anyone interested in donating to the fund should make their checks payable to: San Jose Newspaper Guild/CWA Local 39098, 735 E. Brokaw Rd., San Jose, CA 95112.

Reporter, Photographer Top Minimums in 101 Contracts as of October 1, 1997

Covering 108 Papers—Number of Papers per Contract in Parentheses

Contract	Minimum	After	Contract	Minimum	After
New York Times	\$1283.23	2 yrs	Joliet, IL, Herald-News	\$741.60	4 yrs
Boston Globe	1179.18	5 yrs	Albany, NY, Times Union	733.20	4 yrs
Victoria Times-Colonist	1139.55	5 yrs	Peoria, IL, Journal Star	721.00	5 yrs
Montreal Gazette	1129.00	5 yrs	Fall River, MA, Herald-News	719.12	4 yrs
Phila Inquirer, Daily News (2)	1110.00	5 yrs	Sheboygan, WI, Press	712.65	5 yrs
Chicago Sun-Times	1101.96	5 yrs	Brockton, MA, Enterprise	706.83	4 yrs
Ottawa Citizen	1044.11	5 yrs	Mt. Clemens, MI, Macomb Daily, Daily Tribune (2)	700.65	5 yrs
St. Louis Post-Dispatch	1028.00	5 yrs	Scranton, PA, Times-Tribune	699.10	3 yrs
Minneapolis Star Tribune	1019.75	5 yrs	El Diario - La Prensa, NY	694.37	4 yrs
Cleveland Plain Dealer	1001.76	5 yrs	Youngstown, OH, Vindicator	676.35	5 yrs
Honolulu Star-Bulletin	1000.00	5 yrs	Canton, OH, Repository	675.49	5 yrs
Honolulu Advertiser	1000.00	5 yrs	Duluth, MN, News-Tribune	675.38	5 yrs
Pittsburgh Post-Gazette	985.00	6 yrs	Fresno, CA, Bee	675.00	6 yrs
St. Paul Pioneer Press	979.08	5 yrs	Los Angeles Daily News	672.44	6 yrs
Baltimore Sun	979.00	5 yrs	Knoxville, TN, News-Sentinel	672.00	4 yrs
Washington Post	968.60	5 yrs	Dayton, OH, Daily News	660.50	5 yrs
Buffalo News	962.97	5 yrs	Modesto Bee	660.00	6 yrs
San Jose Mercury-News	946.76	6 yrs	Kingston, NY, Daily Freeman	652.03	4 yrs
SF Chronicle, Examiner (2)	944.35	6 yrs	Pawtucket, RI, Times	650.50	4 yrs
Toledo, OH, Blade	944.03	4 yrs	Sacramento, CA, Bee	649.00	6 yrs
Denver Rocky Mountain News	925.00	5 yrs	York, PA, Daily Record	645.00	4 yrs
Denver Post	925.00	5 yrs	York, PA, Dispatch	642.87	4 yrs
Maui, Hawaii, News	904.69	5 yrs	Gary, IN, Post-Tribune	638.18	5 yrs
Providence Journal-Bulletin	895.01	4 yrs	Harrisburg, PA, Patriot, News (2)	631.90	4 yrs
Boston Herald	877.38	4 yrs	Pueblo, CO, Chieftain	617.69	5 yrs
Santa Rosa, CA, Press Democrat	874.37	6 yrs	Lansing, MI, State Journal	617.03	5 yrs
Delaware County, PA, Times	866.17	5 yrs	Sioux City, IA, Journal	606.66	4 yrs
Eugene, OR, Register Guard	852.63	6 yrs	Woonsocket, RI, Call	582.70	4 yrs
Cincinnati, Kentucky Post (2)	842.50	5 yrs	Lynn, MA, Item	579.60	4 yrs
Manchester, NH, Union Leader	839.89	3 yrs	Yakima, WA, Herald-Republic	574.80	4 yrs
San Diego Union-Tribune	832.76	6 yrs	Bakersfield, CA, Californian	550.00	5 yrs
Akron, OH, Beacon Journal	820.00	4 yrs	Hazleton, PA, Standard Speaker	547.71	4 yrs
Allentown, PA, Call	818.32	4 yrs	Waterville, ME, Sentinel	540.40	5 yrs
Long Beach, CA, Press-Telegram	817.48	5 yrs	Bellevue, WA, Journal-American	532.00	5 yrs
Seattle Post-Intelligencer	816.88	6 yrs	Monessen, PA, Valley Independent	526.33	5 yrs
Indianapolis Star	816.25	6 yrs	Lexington, KY, Herald-Leader	525.00	4 yrs
Kenosha, WI, News	815.50	5 1/2 yrs	Terre Haute, IN, Tribune-Star	523.35	5 yrs
Seattle Times	814.90	5 yrs	Wilkes-Barre, PA, Citizens' Voice	489.00	4 yrs
Monterey, CA, Herald	808.00	6 yrs	San Juan Star	484.00	6 yrs
Erie, PA, News, Times (2)	795.66	5 yrs	San Juan El Vocero	470.00	5 yrs
Memphis, TN, Commercial Appeal	792.69	6 yrs	Massillon, OH, Independent	464.24	4 yrs
North Bay, ONT, Nugget	783.76	5 yrs	Noticias del Mundo, NY	457.25	4 yrs
Hilo Hawaii Tribune-Herald	783.15	5 yrs	Norristown, PA, Times Herald	445.00	5 yrs
Portland, ME, Press Herald	772.75	4 yrs	Rochester, NY, Democrat		
Pottstown, PA, Mercury	763.95	5 yrs	& Chronicle, Times Union (2)	419.00	4 yrs
Jersey City Jersey Journal	755.03	4 yrs	Utica, NY, Observer-Dispatch	387.50	5 yrs
Milwaukee Journal Sentinel	752.00	4 yrs	Norwalk, CT, Hour	360.00	2 yrs
Detroit News	750.54	4 yrs	Chattanooga, TN, Times	351.52	4 yrs
Waukegan, IL, News-Sun	750.42	5 yrs	Battle Creek, MI, Enquirer	346.00	5 yrs
Detroit Free Press	749.84	4 yrs			
Sudbury, ONT, Star	741.94	6 yrs			

U.S. court upholds merit pay decision against McClatchy

By Barbara Yuill
Daily Labor Report

The publisher of the Sacramento Bee acted unlawfully when it unilaterally granted merit pay increases after reaching an impasse in collective bargaining over wages with the Northern California Newspaper Guild, the U.S. Court of Appeals for the District of Columbia Circuit ruled Dec. 19.

Writing for the court, Judge Laurence H. Silberman deferred to a 1996 decision of the National Labor Relations Board in the long-running case (McClatchy Newspapers Inc. v. NLRB, CA DC, No. 96-1399).

The NLRB agreed with the Guild that McClatchy Newspapers Inc., publisher of the Sacramento Bee, violated the National Labor Relations Act when it implemented discretionary merit pay increases without the union's consent after contract talks deadlocked in 1986.

A divided NLRB in 1996 created an exception to the "implementation after impasse" doctrine, which allows an employer to implement a management bargaining proposal after reaching an impasse during contract talks with a union.

In the McClatchy case, the labor board found that due to the nature of discretionary merit pay increases, the doctrine did not apply.

The reasoning behind the doctrine, the NLRB posited, is that impasses are temporary, and that the parties are expected to sit down at the table and negotiate at

a later date.

The purpose of the doctrine is to allow the employer to implement its final offer in order to exert economic pressure aimed at breaking the impasse.

Viewed in that light, the NLRB held that because the publisher's merit pay increases were entirely discretionary upon management, the union lacked information needed to meaningfully challenge the plan in subsequent bargaining sessions.

Therefore, the NLRB found McClatchy committed an unfair labor practice when it implemented its final offer after the parties reached impasse.

"The Board took pains to emphasize that its holding was limited to a case where an employer refused to state any 'definable objective procedures and criteria' for determining merit," the D.C. Circuit noted.

The Northern California Guild (now the Northern California Media Workers Guild) represents editorial, advertising, and telephone-switchboard employees at the Sacramento Bee, a daily newspaper.

Under a collective bargaining agreement that expired in 1986, employee salaries automatically increased each year until employees reached the maximum salary in their job classification.

At that point, merit pay increases could be awarded in management's discretion.

The court wrote that 90 percent of the Sacramento employees represented by the local had reached the top of their job classification in 1986.

CONTRACTS & CHALLENGES

Albany, NY

The Albany Guild ratified a new three year contract at the Times Union that is retroactive to Aug. 1, 1997, and forward to Aug. 1, 2000.

"With the assistance of TNG, we were able to organize our members using the CWA's Mobilization Model," said Melissa Locke, local president. "Our members used a number of strategies to let management know they wanted a decent contract."

"In the face of riled employees, management backed off of several volatile issues including merit pay and commission sales," she said.

Economics: Wage increases of 3 percent, 2.5 percent & 2.5 percent at the reporter classification. As a result of pagination, copy editors were upgraded to an editor classification which gives them \$20 above scale.

Differentials: Improvements were made in both the amounts paid and the pay classifications covered.

Health insurance: Domestic Partner coverage for health and vision care plus improvements in the eyecare coverage.

Non-economic: Reduction in the amount of time a new employee is on probation from 90 work days to 90 calendar days.

Washington-Baltimore, Kamber Group

Washington-Baltimore Guild members at The Kamber Group ratified a new three-year contract that will raise pay by almost 16 percent over the life of the agreement.

By a vote of 25 to 1, members approved the agreement, which provides some new benefits and improves on several others.

Economics: Five-percent pay hikes in each of the next three years.

► A 15-percent increase in all salary minimums, with an additional increase of four percent to the minimums in Los Angeles and eight percent to the base salaries in New York.

► Overtime pay of time and a half for ALL Guild-covered employees, regardless of their position or salary.

Benefits: A first-time 10-percent minimum match from management to every employee who has a 401(k) retirement plan.

► Creation of a sick leave bank in which employees may donate accrued sick days to needy colleagues who have run out of such leave.

In addition to these changes and improvements, the Guild suc-

cessfully argued to preserve employees' cost-of-living adjustment (COLA), which offers additional protection against sharp increases in inflation.

The Kamber Group is a public relations and communications consulting firm whose clients include labor unions, political candidates, corporations and nonprofit organizations. The Washington-Baltimore Newspaper Guild represents some 35 artists, clerical workers, public affairs specialists, writers, and video production personnel in Washington, New York, and Los Angeles.

Portland, Maine, Waterville unit

Members of the Waterville unit of the Portland Guild agreed to a 3-year contract.

Economics: A lump sum payment equivalent to 3 percent of

each employee's current rate in 1997. Wage rates will increase 2 percent in 1998 and on a sliding scale in 1999, and 2000 based on the cash flow performance of the publisher, Central Maine Newspapers.

Non-economic: The Guild and the publisher agreed to meet monthly to review the financial reports of Central Maine Newspapers.

Organizing

► After attending a TNG-CWA weekend organizing seminar in Toronto, members of the CWA local in Petersborough, Ont., went out and organized the 13 employees of the Lindsay Daily Post.

► The Milwaukee Guild lost an organizing drive at the alternative weekly Shepherd Express.

Protecting the firewall in Minneapolis

By Tony Kennedy
Twin Cities Guild

Six months after calling newsroom attention to isolated breakdowns in the wall between advertising and editorial at the Star Tribune, the Twin Cities Guild unit there has established a group look out for cases of further erosion.

In early January, Guild leaders selected four members to monitor newsroom independence. The action was the outcome of an ad hoc Guild effort to smother a small outbreak of troubling conflicts between news and advertising during the first half of 1997.

The move followed a failed overture to management to produce a joint Guild-management statement on standards and guidelines to maintain the Star Tribune tradition of publishing the news without influence from advertisers

Members to monitor newsroom's independence from advertising

or other special interests.

An established Guild-management Worker Participation Committee went through four drafts of a newsroom independence proposal trying to find a formula management would ratify.

The statement set forth simple principles for upholding basic journalism standards.

In a Nov. 11 letter to Worker Participation Chair Mike Meyers, Star Tribune Editor Tim McGuire asserted that the proposed joint statement was beyond the scope of the Worker Participation process.

"It reads very much like a negotiating document and yet it addresses issues of newsroom policy and leadership which are non-negotiable," McGuire wrote.

The editor, who met with the

staff in August to reaffirm his commitment to editorial integrity and independence, said in his letter that he had articulated a clear policy on the topic. In his August remarks, McGuire said newsroom independence didn't require isolation from the advertising department. He said he would defend the newspaper's right to do tough stories "in appropriate parts of the newspaper."

The issue of journalistic integrity, championed nationally by TNG-CWA President Linda Foley, surfaced at the Star Tribune in July after news of four troubling events reached local Guild leaders. Fearing a trend, the leadership team released a report on the instances at a heavily attended all-unit meeting.

Joe Rigert, chair of the Star Tribune unit of TNG, noted that Guild leaders are not aware of a single breakdown in the wall between editorial and advertising since the Guild brought the issue to the forefront.

In fact, an executive in the Star Tribune advertising department, Tom Mohr, wrote a memo to advertising department employees Dec. 31 stressing the importance of newsroom independence.

The letter said the newspaper's business is "is built on a bedrock of trust" between readers and the news product.

"If and when we face pressures from marketers wielding their spending leverage we should safeguard the precious independence of news at all costs," Mohr wrote.

Tony Kennedy is a business reporter and secretary treasurer of the Star Tribune unit of the Twin Cities Guild.

Freelance photographers to challenge ruling that favored AP

The Associated Press won when a federal court dismissed a lawsuit filed by a group of freelance photographers, but the freelancers plan to refile in accordance with the court's ruling.

In a 31-page decision, U.S. District Judge Denise L. Cote rejected five claims by the National Association of Freelance Photographers — including allegations that AP violated antitrust, monopoly, restraint of trade and copyright infringement laws.

But Cote, ruling partially on procedural grounds, said the National Association of Freelance Photographers, which filed the suit, had no authority to speak on behalf of individual photographers who can file their own claims.

Based on her ruling, NAFP said it is looking for photographers to file new suits. Joel Hecker, an attorney at Russo & Burke, the New York firm representing the freelancers, said, "There are factual scenarios where AP will lose."

The three photographers brought six claims, five of which were thrown out. One is still pending, along with countersuits by AP.

The photographers challenged AP's claim to copyrights on pictures they took. AP prints a statement on freelance checks saying, "endorsement signifies consent." Freelancers said the statement does not constitute a valid transfer of copyrights, which include the right to license images for fees.

They also claimed AP violated federal and state antitrust laws by conspiring with member papers not to utilize the services of photographers who disagreed with AP policies.

The judge rejected these claims, saying NAFP had no standing to assert them on behalf of photographers in general and the freelancers hadn't proved their claims.

But she indicated individual photographers could file new cases addressing the "discrete circumstances substantiating their claims."

In August, a federal court in New York ruled in Tasini vs. The New York Times that the newspaper is entitled to place the contents of the paper into electronic databases and CD-ROMs without securing the permission or paying additional compensation to freelance writers who did the work. The case, filed by Jonathan Tasini and the National Writers Union, is being appealed.

The freelance writers also have appealed to Congress for legislation protecting the work of writers and other creative professionals.

Please sign the statement and fax it to the Committee of Concerned Journalists at 202-293-6946.
Or mail it to the committee, 1875 Eye St., NW, Washington, D.C. 20001.
Also fax a copy to TNG-CWA at 202-434-1472.

The Statement of Concern was drafted in the summer of 1997 by two dozen leading journalists. It has been signed by scores of others who in doing so joined the Committee of Concerned Journalists. The Committee is open to all journalists. The statement is the basis on which the series of nationwide public forums have been built. The statement of concern reads as follows:

A Statement of Concern

This is a critical moment for journalism in America. While the craft in many respects has never been better — consider the supply of information or the skill of reporters — there is a paradox to our communications age. Revolutionary changes in technology, in our economic structure and in our relationship with the public, are pulling journalism from its traditional moorings.

As audiences fragment and our companies diversify, there is a growing debate within news organizations about our responsibilities as businesses and our responsibilities as journalists. Many journalists feel a sense of lost purpose.

There is even doubt about the meaning of news, doubt evident when serious journalistic organizations drift toward opinion, infotainment and sensation out of balance with news.

Journalists share responsibility for the uncertainty. Our values and professional standards are often vaguely expressed and inconsistently honored. We have been slow to change habits in the presentation of news that may have lost their relevance. Change is necessary.

Yet as we change we assert some core principles of journalism are enduring. They are those that make journalism a public service central to self government. They define our profession not as the act of communicating but as a set of responsibilities. Journalism can entertain, amuse and lift our spirits, but news organizations also must cover the matters vital to the well being of our increasingly diverse communities and foster the debate upon which democracy depends. The First Amendment implies obligation as well as freedom.

For much of our history, we believed we could let our work enunciate these principles and our owners and managers articulate these responsibilities. Today, too often, the principles in our work are hard to discern or lost in the din, and our leaders feel constrained.

Now we believe journalists must speak for themselves. We call on our colleagues to join as a community of pro-

fessionals to clarify the purpose and principles that distinguish our profession from other forms of communication.

Since the change we face is fundamental, it requires a response of the same magnitude. We need a focused examination of the demands on journalism of the 21st Century.

We propose to summon journalists to a period of national reflection. First, we ask our colleagues young and old to sign this declaration of concern. We believe the consortium of journalists who share a commitment to common principles is so broad and so significant that it will constitute a powerful movement toward renewal.

Next we will convene a set of public forums around the country over the next several months to hear the concerns of journalists as well as other interested individuals. The forums should reiterate two simple messages: that journalists of all generations are concerned about the direction of the profession; and that they want to clarify their purpose and principles. We do not presume to enumerate those principles here, but to have them be articulated through the forums. These sessions will include the public. We will publish an interim report after each one. At their conclusion, the group will release a final report that will attempt to define the enduring purpose of journalism, along with its principles, responsibilities and aspirations.

We see this as a beginning, a catalyst forging new ideas and a renewed spirit of conviction. We plan to carry the dialogue forward with a web site, videotapes of the forums and through other means. We do not intend to propose a set of solutions: this is an attempt to clarify our common ground. Nor is our motive to develop a detailed code of conduct: if journalism is a set of aims, how we fulfill them should change with changing times and be left to each news organization to decide. But if journalism is to survive, it falls to individual journalists, especially in each new generation, to articulate what it stands for.

Signature

Print Name

Affiliation



LOOKING AHEAD

Members come out ahead by organizing

By Eric D. Geist, Director of Field Operations

There is some question as to the necessity of using dues money for organizing instead of using it for existing units in bargaining, contract enforcement, etc. After all, some argue, "I pay dues and I want it to benefit me!"

For those wondering why organizing is important:

Suppose your employer announced a new business plan — instead of spending income on attracting new advertisers, the company will save the money and just keep the current advertisers.

When expenses go up, the rates paid by the advertisers will go up correspondingly. The business plan can estimate what new revenue could have been generated and will, instead, recoup the money from current advertisers.

And, if an advertiser stops advertising, that revenue can be apportioned to the remaining advertisers.

Thus, with revenue remaining the same and expenses eliminated for attracting new advertisers, your company will forever come out ahead.

Theoretically, this formula works — but not in the real world. And, neither does a union formula that says let's focus on current members and not use dues money to organize.

While the downsizing of the late '80s and early '90s at newspapers and magazines seems to have abated, newspaper closings have, and will, occur. Downsizing at the Canadian Broadcasting Corporation is a continuing problem as the government seeks reduced funding levels.

So what is the Guild doing about organizing?

The finalization of the affiliation with the CWA, including the move into headquarters, is helping us to focus more of our energy on organizing.

As part of a union that just organized 10,000 employees at US Airways, plus tens of thousands of others in 1997, we are eager to take advantage of CWA's knowledge and resources. And the CWA organizing depart-

ment has been more than willing to help, providing staff for training and organizing drives.

To start with, the 1997 Guild convention voted to have locals establish an organizing fund. Each local pays \$1 per member per month to the fund. It is a modest amount, but for many locals it represents an increase in money designated for organizing.

The CWA convention adopted a proposal urging locals to dedicate 10 percent of local dues income to organizing. Nothing speaks like success and those CWA locals who are spending money for organizing are organizing new members and growing.

The Guild is also in the process of training organizers. Weekend sessions in Toronto and Seattle trained members who want to organize. And we plan more organizing schools in other locations. And why not? The best organizers should be Guild members like you who know what it's like to work in a union environment.

In addition, the CWA is paying expenses for Guild members to attend the AFL-CIO Organizing Institute for more training. Like the CWA, the AFL-CIO has taken an aggressive approach to organizing.

It may take some time to see results. Although an item on Page 5 in this issue of The Guild Reporter reports that TNG Canada members who attended the Toronto training session held in September have organized a new unit.

If you're still not convinced of the importance of organizing, please call me at (202) 434-1271. I will be glad to discuss the issue. In fact, if I can be any assistance at a local meeting in persuading members of the need to organize, I would be happy to do that.

LETTERS

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. (Next deadline: February 6.)



K-R's actions legal, but are they right?

By Michelle A. Welsh

Can the Monterey Herald do that? This was the most frequently-asked question after Knight-Ridder took over the Herald in August. The short answer: they can, and they did. Unless a particular law is violated, a company like Knight-Ridder can conduct its business as it chooses.

But should the Herald do things this way? That is a separate question, and one that involves ethics, responsible journalism, and accountability to the community and its values.

Many were shocked that the E.W. Scripps Company could nullify long-standing union contracts with Herald employees simply by selling "assets" to Knight-Ridder.

Since Knight-Ridder "rehired" more than 50 percent of the Herald employees, Knight-Ridder now has to bargain with the unions, but the courts have held that such new owners are not bound by the prior union agreements.

Knight-Ridder does not have to agree, just to bargain. Bargaining can take months, and in the meantime the Herald can set the terms of employment.

So the Herald now employs everyone "at will" and retains the right to fire employees at any time, with or without cause.

This may be legal, but is it fair? Employees who worked under union contracts for decades suddenly have no say over their wages, transfers, or assignments.

They have no right to severance pay, and can be fired at any time, according to Knight-Ridder's new "policies."

The Herald employees who were not "rehired" were given no prior warning and no explanation. Even though federal law requires prior warning to employees when their plant closes, the law applies only to closures affecting fifty or more employees.

Even though the Herald fired all 235 employees, the ones "rehired" do not count. So the plant closure law didn't apply and the Herald could fire the remaining twenty-eight employees without prior notice.

What if the employees not "rehired" were mostly over age 40? Isn't that age discrimination? If age, race, sex, disability, or other unlawful factors played a part — even a small part — in the selection of employees who were not rehired, then both California and federal laws were violated.

Employment issues aside, concerns have also been raised about the Herald's refusal

to publish letters to the editor, to cover certain community events, or even to accept paid advertising when Herald management disagrees with it. Can Knight-Ridder do this? Of course it can; it owns the paper.

But should it?

The role of the press in a free society has been acknowledged by our country's founders, and protected for two centuries by the First Amendment to our Constitution.

Our founding fathers did not expect newspapers to rely on the government's laws to set their standards.

The rights of citizens in our country to know and to speak are inviolate. But, when our local paper abdicates its role as a provider of information and a forum for our community to speak, these precious rights are diminished.

The Herald is the only daily newspaper on the Peninsula. It has always been identified as a community paper reporting local news and events.

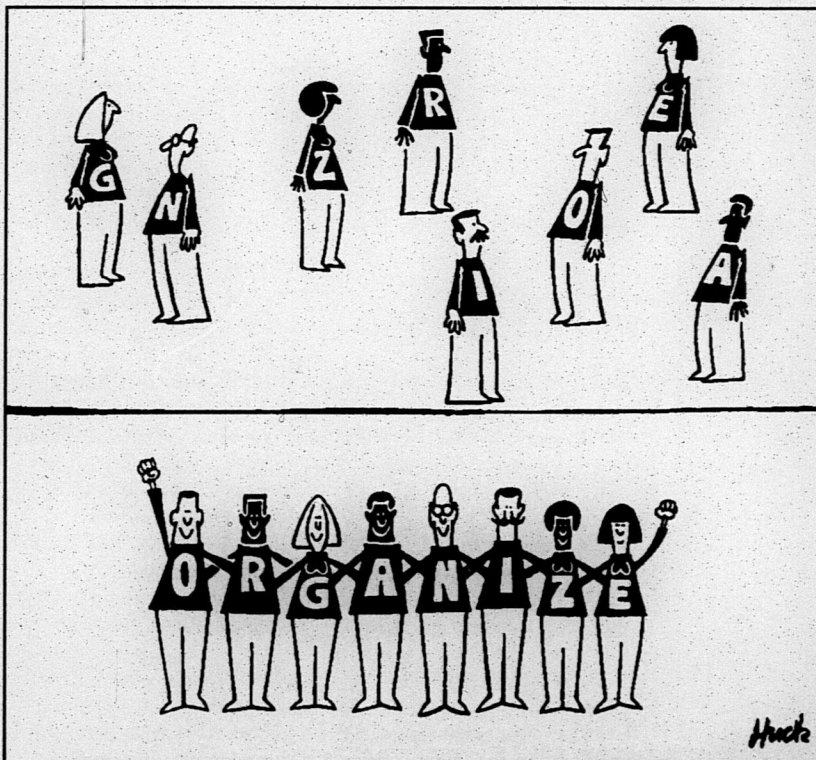
But to remain a community paper, the Herald must respond to the needs and expectations of the people who live and work here.

Thomas Jefferson once said that if he had to choose between a government without newspapers, or newspapers without a government, he would not hesitate to choose the latter.

Our founding fathers did not expect our newspapers to rely on the government's laws to set their standards.

The Herald has a choice. It can do the minimum required by law. But it should do the maximum expected of a free press in a free society.

Michelle Welsh is a Pacific Grove attorney and the chair for the Legal Committee of the American Civil Liberties Union, Monterey County Chapter. This article first appeared in the Peninsula Free Press.



Detroit: 1997 in review

By Alan Forsyth
Detroit Sunday Journal

1997 was the year the newspaper strike became a lockout and the year the workers got their most important legal victory.

When the six union locals striking the News, Free Press and Detroit Newspapers made unconditional offers to return in mid-February, the company publicly accepted and declared the strike over.

In the months since, fewer than 400 of the 2,000 workers who were out at the time of the offer are back on the job, and Knight-Ridder Chairman and CEO Tony Ridder recently told securities analysts it will be another 12 to 18 months before union members who want to return are back.

Ridder also said at the Paine-Webber Media Conference in New York on Dec. 11: "Even though the unions made an unconditional offer to come back to work in February, they are still out there raising hell and they still picket our buildings and they still picket advertisers from time to time and they still go door-to-door passing out leaflets and putting signs in people's lawns and things like that. So they are saying that they are still on strike, even though they have made this unconditional offer to come back to work."

GUILTY!

It was also the year tens of thousands of union members came to Detroit for Action! Motown on June 20-21.

Thomas Wilks was the life of that party even though he didn't make the scene.

The NLRB administrative law judge ruled the day before the national march weekend that the companies were guilty of unfair labor practice charges.

Wilks said the newspapers had "caused and prolonged" the strike, and he ordered strikers reinstated in their jobs, displacing replacement workers if necessary.

He decided 10 of 12 charges in favor of the unions.

Both sides have appealed their losses, and the appeals are before the National Labor Relations Board in Washington.

With the recent Senate confirmation of four new members, the

"Voices of the Strike," a 128-page book by award-winning newspaper photographer George Waldman, tells a story few have seen or heard.

It is the story of the women and men, white-collar and blue-collar, who have waged one of the longest, most difficult labor strikes ever against corporate media giants in the United States.

Stunning black-and-white photographs, taken by Waldman over the past two years, chronicle the profound effect the struggle has had on journalists, printers, delivery drivers, pressmen, and mailers who went on strike in July 1995 against Gannett and Knight-Ridder, corporate owners respectively of The Detroit News and Detroit Free Press.

Waldman, one of 2,000 striking workers, uses his photographic sensitivity to profile workers in nearly always personal moments.

Few of these photographs have ever been seen in the mainstream media, which has almost categorically avoided reporting on a strike that — according to recent court rulings — was provoked by Gannett and Knight-Ridder, the nation's two largest newspaper chains.

Yet the images go beyond clichés about strikes and reveal

the human face of an historic event. Waldman's photographs show workers in pain, in love, in newfound friendships, and in lives radically altered.

The workers themselves write their own brief expressions of what the strike has meant to them.

"I know that I'm proud of the personal courage shown by my friends in the face of incredible odds," writes striking Detroit News music critic Susan Whittall. "Even for those of us who were damaged by it, the strike somehow

rearranged molecular structures and created new beings. What didn't kill us made us strong."

News Photographer Magazine called "Voices of the Strike" "a powerful document" and "a bitter-sweet diary proving once again that adversity brings out the best in people — all of it is touching."

"Voices of the Strike," published by Detroit Journalism Photography, is a project conceived and produced by Waldman, who is former president of the Michigan Press Photographers Association.

His freelance work has appeared in The New York Times, the Washington Post, The Village Voice, People Magazine, Los Angeles Times, and Solidarity Magazine.

He was a photographer for The Detroit News for nearly 10 years before joining the Free Press in 1985.

To order the book, send a check or money order for \$25 to George Waldman, Detroit Journalism Photography, PO Box 1273, Detroit, MI, 48231.

Stories involving the labor dispute are sanitized so that a reader cannot tell a labor dispute continues. Stories refer to "the strike that ended in February." The unions' circulation boycott is virtually never mentioned.

To win back subscribers, DN telemarketers not only say that "the strike is over" but that most, if not all, of the union workers have returned to their job. Telemarketers even say that they are returned strikers.

Gannett and Knight-Ridder are claiming each made about \$10 million in Detroit in 1997, after losing about \$10 million each in 1996. They predict profits will rise to \$20 million each in 1998.

Union representatives are skeptical about the claims, for which no verification is available.

The '97 profit would be the first since a reported \$56 million for both companies in 1994.

1997 would be only the second year in the black since the joint operating agreement between Gannett and Knight-Ridder went into effect in 1989.

Alan Forsyth is a locked-out Detroit News copy editor.

'Voices of the Strike' expanded



Reporter Raja Mishra worked for the Free Press for two months before the strike and was recalled in April 1997. In a few weeks, he'll join the Knight-Ridder Washington Bureau.

the human face of an historic event. Waldman's photographs show workers in pain, in love, in newfound friendships, and in lives radically altered.

The workers themselves write their own brief expressions of what the strike has meant to them.

"I know that I'm proud of the personal courage shown by my friends in the face of incredible odds," writes striking Detroit News music critic Susan Whittall. "Even for those of us who were damaged by it, the strike somehow

rearranged molecular structures and created new beings. What didn't kill us made us strong."

News Photographer Magazine called "Voices of the Strike" "a powerful document" and "a bitter-sweet diary proving once again that adversity brings out the best in people — all of it is touching."

"Voices of the Strike," published by Detroit Journalism Photography, is a project conceived and produced by Waldman, who is former president of the Michigan Press Photographers Association.

His freelance work has appeared in The New York Times, the Washington Post, The Village Voice, People Magazine, Los Angeles Times, and Solidarity Magazine.

He was a photographer for The Detroit News for nearly 10 years before joining the Free Press in 1985.

To order the book, send a check or money order for \$25 to George Waldman, Detroit Journalism Photography, PO Box 1273, Detroit, MI, 48231.

DAYBOOK

Western District Council, Jan. 31-
Feb. 1, Bakersfield, CA

New local officers seminar,
Feb. 13-16, Silver Spring, MD

Great Lakes District Council,
Feb. 21-22, Toledo

CWA Women's Conference,
Feb. 25-29, San Diego

New England District Council,
Feb. 28-March 1, Providence, RI

CWA legislative conference,
April 19-22, Washington, D.C.

Executive Council, April 21-24,
Washington, D.C.

Heywood Brown Award luncheon,
April 21, Washington, D.C.

TNG-CWA sector conference,
Aug. 28-29, Chicago

CWA Convention, Aug. 31-
Sept. 1, Chicago

TNG-CWA sector conference,
Spring 1999, Ottawa

Injunction denied

In another ruling, U.S. District Judge John Corbett O'Meara in mid-August rejected the NLRB's request for a 10(j) injunction that would have returned locked-out workers to their jobs.

The NLRB's appeal is before the Court of Appeals in Cincinnati. Oral arguments could take place in March. Lawyers say a decision could take weeks or even months.

The court could grant the injunction, affirm O'Meara's opinion or send the case back to district court for further proceedings.

Down for the count

Days after O'Meara's rejection of the injunction, Knight-Ridder Inc., owner of the Free Press, and Gannett Co. Inc., owner of the News, received some bad news.

The Audit Bureau of Circulations released audited figures for the year that ended March 31, 1997. They showed Free Press and News daily circulation still down 32 percent daily and 28 percent on Sundays from the last pre-strike figures.

The following November the News and Free Press presented unaudited figures. The Free Press

THE GUILD Reporter

Volume 65, Number 1

January 16, 1998

President: LINDA K. FOLEY
Secretary-Treasurer: BERNIE LUNZER
International Chairperson: CAROL D. ROTHMAN
Director, TNG Canada: ARNOLD AMBER

At-Large Vice Presidents:

Percy Hatfield
Larry Hatfield
Connie Knox
Beverlyann Morris
Lesley Phillips

Regional Vice Presidents:

Region 1—Thomas J. Thibault
Region 2—Lela Garlington
Region 3—Jane Snow
Region 4—Russ Cain
Region 5—Peter Szekely
Region 6—Jack Norman
Canada East—Larry McInnis
Canada West—Scott Edmonds

Director of Field Operations:

Eric D. Geist

Editor:

Liz McConnell

Executive Secretary,

Contracts Committee:

Marian Needham

Collective Bargaining &

Research Associate:

Deborah W. Thomas

Director of Research,

Information & Technology:

Larkie Gildersleeve

Human Rights Director:

Anna M. Padia

Organizer:

Shelly Taylor

Membership Coordinator:

Bruce R. Nelson

International Representatives:

Michael R. Burrell,

Darren Carroll, Linda Cearley,

Janet David, Leo J. Ducharme,

Bruce Meachum, Jim

Schaufenbil, Dan Zeidler

Canadian Representative:

David Wilson

Office Staff:

Scott Bush, Portia Clare,

Malinka Franklin, Virginia Koch,

Larry Smoot

Administrative Assistant:

Kathy Mulvey

