

THE GUILD Reporter

February 13, 1998

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 65, Number 2

**Bills would
silence
unions**

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**working
families
need a
voice**
Don't let corporations
silence our unions

TNG joins CWA member relief plan

The Executive Council of TNG-CWA has approved the Finance Committee's recommendation to begin full participation in the CWA Member Relief Fund retroactive to Nov. 1, 1997, 2.5 years ahead of schedule.

This eliminates the 2(d) dues mechanism, which increased a member's dues when the TNG-CWA Defense Fund fell below a certain dollar level.

The council will recommend to the Chicago sector conference that this change be recognized in the

Guild Constitution.

Under policy adopted by the 1997 Guild Convention, strike benefits are \$150 to \$160 per week for six months, after which they increase to \$200.

"I'm pleased that we can increase benefits and decrease the cost to Guild members," said Bernie Lunzer, TNG-CWA secretary-treasurer. He noted that the death of 2(d) dues came well ahead of schedule in TNG's merger with CWA.

The strike benefit allowable

from the Member Relief Fund will be \$200 per week beginning the second week of the strike or lockout.

The change in funds was made possible when the CWA Defense Fund Oversight Committee recalculated the cost and the method of charging TNG-CWA for the benefit.

TNG-CWA's Defense Fund will pay \$.50 monthly per member to the \$150,000,000 Member Relief Fund.

That is considerably less than

what TNG-CWA's Defense Fund has been paying in lockout benefits to Detroit members.

The change also allowed for full re-payment of \$360,000 borrowed by the Guild from CWA. This loan was made to the Guild by CWA during our affiliation period to forestall 2(d) dues, which would have been triggered by the Detroit strike.

Increased payments to locked-out Detroit members from the CWA member relief fund have begun retroactively to Nov. 1, 1997.

The executive council will work out the details of the move to the relief fund in at its April meeting, and will pass its recommendations along to the August conference in Chicago.

The council also submitted a tentative budget to CWA for July 1, 1998, through June 30, 1999, recommending expenditures of \$3,892,072 against anticipated income of \$4,769,903.

The budget will be sent to the Chicago Guild sector conference for approval.

Network plans Singleton-minded campaign

El Nino isn't the only thing causing discomfort in the west these days. Unlike the atmospheric conditions in the Pacific, though, William Dean Singleton's MediaNews Group isn't likely to go away on its own next year.

So, in a meeting in Long Beach on Feb. 7 and 8, western Guild leaders and activists from Northern California, Los Angeles, Long Beach and Denver discussed ways to throw some cold water on the chain's anti-labor policies.

The group, calling itself Singleton Network (Live) or SNL for short, developed a plan in which members pledged to work together to achieve fair contracts and improve working lives of (chain) employees and maintain and improve the quality of journalism in the chain.

The plan outlines specific responsibilities and timelines for participants to do such things as publish a national newsletter, develop a web page, produce buttons and fliers, hold regular conference calls, and coordinate other, more aggressive activities

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Return of a warrior

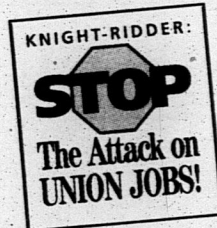
Photographer Pat Beck hugs Audrey McKenna as McKenna returns to work at the Detroit Free Press a year after six unions, including TNG-CWA, made an unconditional offer to return to work. Tom Schram, left, was one of the first Guild members to return and has been elected unit chair. Lou Mieczko, holding the sign, is president of the Detroit Guild. More news from Detroit, Page 8.

NLRB rules in favor of Monterey members

The Monterey County Herald and Knight Ridder violated federal labor law when the Miami-based corporation acquired the paper last year, according to a complaint issued last week by Region 32 of the National Labor Relations Board.

The Herald committed an unfair labor practice when it refused to bargain with the San Jose Guild over wages for employees hired after the Aug. 24,

1997, takeover, according to the complaint issued Jan. 30 by the NLRB's Oakland, Calif., regional office.



The NLRB complaint also alleges that the Herald committed an unfair labor practice when it ceased paying overtime to some of the paper's employees.

The complaint will be heard by an administrative law judge in a hearing scheduled for June.

The union filed unfair labor practice charges against the Herald on Sept. 3, 1997.

The NLRB regional office refused to issue a complaint on

Continued on Page 8

Canadian Media Guild emphasizes freelancers

The Canadian Media Guild has moved a step closer to a merger with ACTRA Media Guild, which will bring a new emphasis on the activities and welfare of freelance workers at the Canadian Broadcasting Corp. and other Canadian media outlets.

The merger will bring together several hundred ACTRA (Association of Canadian TV and Radio Actors) members and the approximately 3,500 members of CMG, which represents workers at the CBC, Canadian Press/Broadcast News and Reuters News Agency in Canada.

CMG's national executive committee voted unanimously for the merger on Jan. 17.

The merger still must be approved by a referendum of the active members of ACTRA. That vote is expected in the next few weeks.

The merger agreement, which was negotiated late last year, calls for a one-year affiliation after which ACTRA will become part of CMG, while retaining its membership in the ACTRA Fraternal Benefits Society.

"With the help of the Canadian Media Guild, we will be able to give those members a wider range of support while reaching out to workers in the ever expanding freelance sector," said Arnold Amber, CMG vice president and director of TNG Canada, who helped negotiate the agreement.

CMG's national executive council also created a freelance branch of the union, to be composed of ACTRA members, about 700 freelance workers at CBC and all newly organized freelance workers.

Inside this issue

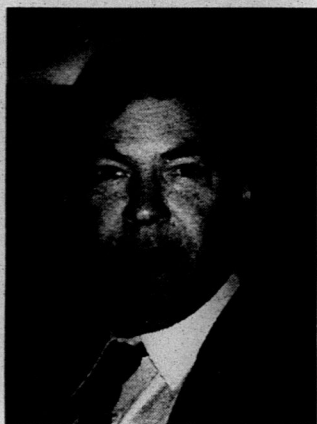


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Frank Santafede

Santafede selected in Philadelphia

The Philadelphia Guild has hired award-winning Guild leader and journalist Frank Santafede as its administrative officer.

Santafede has a wide range of union experience, including eight years as president and two years as treasurer of the Providence Guild. He worked for the Providence Journal-Bulletin for 20 years.

"We're really thrilled to have Frank. He brings a wealth of Guild experience, and he knows our local and helped in the organizing drive for the suburban correspondents in 1993," said Kitty Caparella, president of the Philadelphia Guild.

Santafede won the Guild Service Award in 1995. He worked as a reporter, bureau chief and copy editor in Providence.

The Philadelphia local includes the Inquirer and Daily News and numerous smaller units in the Philadelphia metro area.

Canada's Hatfield outstanding in field

Percy Hatfield, TNG-CWA at-large vice president, is a television reporter for the Canadian Broadcast Corp. in Windsor, Ont.

He broke a great story one day in January about a delay in dispatching an ambulance after a call to 911. The delay may have contributed to the death of the heart attack victim.

Hatfield's report included his own exclusive footage of the victim being attended by an ambulance crew. It also raised serious questions about the 911 system in the Windsor-Detroit area.

That's good reporting. But Hatfield also was a good citizen. Twice he put down his camera when the ambulance crew asked him to help move the victim.

"When I was helping them get the victim out of the car, I forgot all about this as a news story and was more concerned about saving the man's life," Hatfield said.

General counsel forms new firm

Barbara Camens, TNG-CWA general counsel, has formed a new law firm with partner Jill Wrigley Sarbanes. Barr and Camens began operation in January, retaining the name of David Barr, to honor David Barr, longtime Guild general counsel who died in March, 1997.

Is The Guild Reporter on your mailing list?

All locals and units are reminded to mail copies of their official publications to The Guild Reporter, TNG-CWA, 501 Third St. NW, 2nd Floor, Washington, D.C. 20001

San Jose's Jackson joins leaders' group

Luther Jackson, executive officer of the San Jose Guild, has joined the Silicon Valley chapter of the American Leadership Forum.

The group is dedicated to building the community by joining and strengthening leaders to serve the common good by developing collaborative leadership skills to identify and approach complex and difficult issues.

The program includes leaders from the business, government, academic and non-profit sectors.

In Buffalo, thanks and a \$40 donation

The Buffalo Guild accepted a donation from a member in appreciation of improved benefits for all members in a recently ratified contract.

Len Delmar, a part-time reporter in the Buffalo News' Niagara County bureau, contributed one week's salary increase to the local, keeping alive an old, but rarely honored Guild tradition to share increased benefits with the local.

Members tagged in Sacramento

Workers at the Sacramento Bee are required to wear identification badges in the newsroom. McClatchy management claims the tags will help prevent theft, but members of the Northern California Guild imagine the day when the scannable tags will track the frequency and duration of trips to the bathroom.

"We got into this business so we wouldn't have to walk around wearing these things," one member said.

Canadian locals get disaster relief

Members of the Ottawa Guild, including 325 at The Ottawa Citizen, suffered power outages and risked treacherous driving conditions during a week of ice storms the paralyzed Eastern Ontario and Quebec in early January. Things got worse for many in second and third weeks without electricity or phones.

Funds from the CWA disaster relief fund are available to those members who have suffered financial losses that create an exceptional need as a result of natural disasters. "Some of our members in the Northeastern U.S. and in Ontario and Quebec might be in need of this assistance," said Linda K. Foley, TNG-CWA president.

Applications have been sent to locals affected by the ice storm. Any local can get information on the disaster relief fund from TNG Canada in Ottawa, 613-820-9777.

Minneapolis unit helps food bank

Twin Cities Guild members at the Star Tribune raised \$7,421 in December for the Emergency Foodshelf Network in Minneapolis and St. Paul. The amount was matched by the paper's publisher through the Cowles Media Foundation.

Franklin named confidential secretary

Malinka Franklin, a member of TNG-CWA's headquarters office staff since 1993, has been named confidential secretary to President Linda K. Foley. Virginia Koch resigned in January.

Executive Council OKs dates for sector conferences

TNG-CWA's executive council accepted dates and is reviewing proposed agendas for 1998 and 1999 Guild sector conferences, which will replace Guild conventions.

"The Finance and Administration committee is working with the full executive committee to come up with an agenda that allows us to conduct our governance effectively in the time allotted," said Bernie Lunzer, TNG-CWA secretary-treasurer.

Lunzer emphasized that every third year, beginning with the 1999 conference in Ottawa, the meetings will be over four days, only one day shorter than a traditional Guild convention.

These triennial conferences will include nominations for international office.

1998 Guild Conference, August 27-29: Chicago Hyatt Regency, registration on Thursday night, followed by full meeting days Friday and Saturday.

Committees may be stream-

lined so that motions will come through the resolutions committee. Financial matters, as well as Guild structure and policy issues may be conducted with the convention body serving as a committee of the whole.

The CWA Convention will be held Aug. 31 and Sept. 1 at the same site. Single room rates start at \$115.

1999 Guild Conference, April 29-May 2: Chateau Laurier, Ottawa, registration on Wednesday night, followed by full meeting days Thursday, Friday and Saturday. A half-day is scheduled for Sunday.

The committee structure probably will be more traditional, although some committees may be combined. Nominations may take place on Friday for Guild-wide offices, and elections (if necessary to reduce the number of candidates to two per office) could be held Sunday morning.

Single room rates start at \$150 Canadian (currently \$106 U.S.).

FINANCIAL SECRETARY

The Newspaper Guild-CWA has an opening for a Financial Secretary. This is a full time position.

This secretary will be working with TNG-CWA's Secretary-Treasurer. The primary duties include the preparation of financial documents, including invoices for payment by CWA.

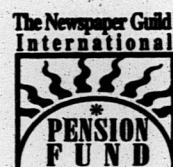
Assists the Secretary-Treasurer in the preparation of insurance, bonding, and pension documents/correspondence and answering questions from TNG-CWA members or CWA personnel in connection with these areas. Maintains files for all TNG-CWA financial activity.

THE NEWSPAPER GUILD-CWA IS AN EQUAL OPPORTUNITY EMPLOYER.

Contact Kathy Mulvey, administrative assistant, 202-434-7176.

DEADLINE: March 6, 1998

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

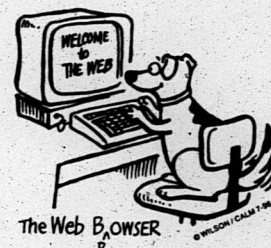


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105064.3217@compuserve.com

Correction

The top minimum weekly salary for reporters and photographers at the Pittsburgh Post Gazette is \$1,000 after five years.



The Web Browser

www.newsguild.org

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Initiatives, bills would mute union voices

Initiatives and legislation to limit the role of working families and their unions have one purpose, and that's to further skew the political balance of power in America.

As working families and their unions increasingly speak out on important political and legislative issues, a coordinated, nationwide campaign to silence them is mounting.

Corporations, right-wing foundations and national anti-union lobbying groups are introducing initiatives and legislation in all 50 states designed to limit working families' participation in the political process by singling out unions



for burdensome restrictions.

Backers of the initiatives claim to be protecting the interests of working Americans and represent their proposals as "campaign finance reform." In truth, the initiatives are designed to silence the

voice of working America. They exacerbate — they don't alleviate — the flaws and imbalances in a campaign finance system that heavily favors corporations and the wealthy.

And they are a direct response to the AFL-CIO's aggressive education and mobilization efforts among working families that in 1996 increased the minimum wage and prevented cuts in Medicare, pensions and education.

In the political process, corporations outspend unions 11-to-1. In the 1996 election cycle, corporations accounted for more than 40 percent of the \$1.6 billion raised by political candidates and parties

— while unions accounted for less than 4 percent. And the disparity is growing.

In "soft money" contributions (unlimited contributions to parties and committees), the gap is even wider: In 1996, corporations spent 23 times more than unions did.

These efforts single out unions. They would silence the voice of working families, without limiting political spending by corporations or special interest groups.

This is not a grassroots movement by union members. The overwhelming majority of union members support their union's involvement in political activities.

Union members want their

unions to be active in the political arena. By a 6-to-1 margin, union members want their unions and the AFL-CIO to speak out about politics and legislation, according to a 1996 poll by Peter Hart Research and Associates.

The overwhelming majority of union members support the AFL-CIO's position on working family issues: 86 percent, for example, approved of "fighting to protect Medicare from large cuts" and "fighting to increase the minimum wage."

A full 90 percent approved of their union's efforts to educate and involve them in the political process.

NPR engineers and technicians vote to join NABET-CWA

Engineers and technicians at the National Public Radio network voted for union representation by the National Association of Broadcast Employees and Technicians (NABET-CWA).

The National Labor Relations Board election was held Feb. 4.

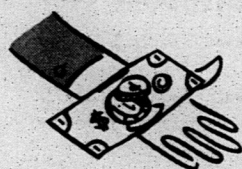
The results: 66 of 76 employees at NPR headquarters in Washington and bureaus in New York, Los Angeles and Chicago voted for new representation, with NABET-CWA winning 51 percent of the total vote.

"The Communications Workers of America are proud to represent the engineers and technicians of one of America's most respected news, information and entertainment networks," said CWA President Morton Bahr.

NPR employees contacted NABET-CWA in November, said Ken Moffett, assistant to NABET-CWA President John Clark.

NABET, the broadcast sector of CWA, represents 12,000 technical and administrative employees at television and radio stations across the nation, including the NBC and ABC television networks.

It pays to be union



On payday make sure there's a union card in your wallet. Recent studies conclude that American union workers average 20 percent more on payday than non-union workers.

And if pay isn't enough, union members' benefits average two to four times as much as non-union workers.

For example, 85 percent of union workers have health insurance, while only 57 percent of non-union workers do.

The union card's financial advantages are most pronounced for women, Hispanic, and African-American workers, and those with little formal education.

Unionized workers without a high school education made 22 percent more than their counterparts.

Even professor Leo Troy of Rutgers University, no friend of unions, commented to the New York Times, "From a standpoint of wages and fringe benefits the answer is yes, you are better off with a union."

Some fear union organizing might push the boss to close the door. No effect, said professors Richard Freeman of Harvard and Morris M. Kleiner of the University of Minnesota.



In companies that went bankrupt between 1983 and 1990, the failures were evenly split between union and non-union workplaces.

"Is a company with a union more likely to go out of business?" Freeman asked. "The answer is no," he said.

From Solidarity, the United Auto Workers newsletter.

Workers return to Frontier Hotel after 6-year strike

Detroit Sunday Journal

One of the longest strikes in recent history ended Feb. 1 when union workers at the Frontier hotel and casino in Las Vegas returned to work.

Amid joyous chants of "Union! Union!" the workers, who had been on strike for six years, four months and 10 days, marched triumphantly into the casino shortly after midnight.

They were accompanied by several thousand supporters, including national labor leaders, politicians, the Rev. Jesse Jackson and ordinary well-wishers.

"We had a rally and a ribbon-cutting outside the casino, then we walked in," said Glen Armodo, political action director for Culinary Workers Local 226, which represented the largest number of strikers.

"Thousands of people poured inside, and we had a party. It was wonderful."

The Frontier strike began in September 1991, when 550 members of five unions walked off the job after the company cut workers' pension contributions and imposed

new work rules and wages.

When the strike began, the Frontier was owned by the Elardi family of Las Vegas.

Although the hotel management was found guilty of dozens of charges of violating labor law, movement toward a settlement did not begin until last October, when Phil Ruffin bought the Frontier and announced he wanted to settle with the unions.

All the strikers were offered their jobs back with seniority and pension benefits intact; about 300 of them accepted the offer, back to regular shift station classification wage scale.

The Frontier strike drew national attention because of the dedication of the strikers, who maintained an around-the-clock picket line in front of the hotel during the entire dispute.

Union officials said that not one striker crossed the picket line.

Over the years, union members from around the country traveled to Las Vegas to walk the Frontier picket line.

"It was amazing," Armodo said. "We must have had 10,000 union people joining our line."

CWA, Jesse Jackson oppose MCI, WorldCom merger

In a grassroots protest against a huge corporate merger, a coalition of groups, including CWA, led by the Rev. Jesse Jackson is trying to block the marriage of MCI and WorldCom by condemning its impact on workers and consumers.

CWA, the industry's biggest union, fears that the combination of two large nonunion companies will hurt the union's ability to grow.

CWA had supported GTE Corp.'s proposal to buy MCI last

fall, which failed. GTE has strong union representation.

The opponents from minority, labor and religious groups have said they may resort to "strategic" boycotts against the merged company if they fail to convince government regulators of their view.

The \$37 billion deal is expected to be approved by U.S. regulators, who have approved a series of other mega-mergers in the telecommunications industry.

GTE Corp., Baby Bell regional

phone companies and consumer groups also have filed complaints with the Federal Communications Commission about the MCI-WorldCom deal's potential to reduce phone industry competition.

"We are speaking for the stakeholders who represent higher standards and consumers who want more and fairer access," Jackson told a midtown Manhattan press conference on Feb. 3.

Jackson, representing the Rainbow/PUSH Coalition, a civil

rights and social justice group he founded, contended the merged entity would target lucrative business customers for local, long-distance and other communications services at the expense of low income and minority residential customers.

Jackson frequently has come out against businesses for anti-minority practices, but his criticism of MCI and WorldCom was the first time his group has targeted a corporate merger.

He was joined by CWA, with

650,000 members, and the National Council of Churches, which represents major Christian religions in the United States, and several minority and other businesses.

MCI disputed CWA's contention that the merger would lead to 75,000 job cuts.

Industry observers said the protest reflects broader public concerns about the recent spate of telecommunications mergers, which is rapidly reducing the number of players in the phone and Internet businesses.

AP rejects domestic partner benefits

The Associated Press again has said no to the Wire Service Guild's request that health insurance benefits be extended to the partners and dependents of all employees. The health plan doesn't cover partners of unmarried heterosexuals, same-sex partners and their dependents.

The local and company met on Feb. 6. It was the first of a series of sessions to continue talks on domestic partners.

AP agreed in the 1996 contract talks to keep discussing the issue.

The Guild said excluding domestic partners is discrimination.

The benefits are offered by many top companies, including Reuters, The New York Times, the Times Mirror Group, American Express, NYNEX, IBM, Microsoft, Xerox and Disney.

The company says it is not discrimination under federal law. Anna Padia, TNG-CWA director of human rights said, "It doesn't violate federal law. It violates human law and civility."

"AP's employee handbook

says the company does not discriminate based on sexual orientation. But we think there is discrimination because some employees' life partners or dependents aren't covered by benefits," said Howard Goldberg, and editor on the general desk.

He said employees in that situation feel a real sense of urgency about the issue.

Several Guild members at the session spoke of how they were saved by the company's health plan.

"One serious illness or injury

can leave someone in 'The AP Family' bankrupt because they were excluded from coverage for an arbitrary reason unrelated to their loyal service to the company," said Adolphe Bernotas of Concord.

The Guild said this is not an issue for just a few people.

"We care for our colleagues with whom we work shoulder-to-shoulder," Bernotas said. "Many of us who enjoy the full benefit of the health insurance plan feel angered and hurt by your discriminatory treatment of our fellow

staffers. You turn your back on them when they are most in need."

The local told AP that it is also an issue of competitiveness.

It is a significant, low cost benefit that would help retain highly-valued staffers and draw talented people to The Associated Press.

Representing TNG-CWA were Howard Goldberg of New York, Adolphe Bernotas and Norma Love of Concord, Dick Carelli of Washington, Wire Service Guild President Kevin Keane and Anna Padia of TNG-CWA.

4 members not rehired as Hollinger buys Gary Post-Tribune

Four of 73 Gary Guild members were not rehired by Hollinger Inc., which has closed its purchase of the Gary (Ind.) Post Tribune from Knight Ridder.

One of those four was a probationary employee. The Guild was recognized immediately after the close of the sale on Feb. 2.

Employees continue to be paid at their old rates, including all merit and differentials.

Hollinger, which also owns the Chicago Sun-Times, Montreal Gazette and Ottawa Citizen where workers are represented by TNG-CWA, has agreed to continue dues checkoff and has taken under advisement the local's proposal to place three other provisions in effect while the two sides negotiate a new contract.

Those proposed interim measures would include union security, just cause for dismissal and arbitration of discipline cases.

Meanwhile, the Gary Guild has filed a grievance and unfair labor practice charges against Knight Ridder for refusing to grant severance pay, vacation benefits and notice pay to employees who were terminated. The former owner paid such benefits only to those employees not rehired by Hollinger.

The Guild's contract with Knight-Ridder expired in 1994. Negotiations on a new agreement were ongoing at the time of sale.

NY Guild urges Reuters to be less adversarial

With Reuters plagued by legal problems, the Newspaper Guild of New York urged managers of the company's U.S. operating subsidiary to call off their war against employees and work together to build a better workplace.

Reuters America Inc. (RAM), a unit of the London-based global news and information group Reuters Holdings PLC, is proposing a new contract that would slash pay, shrink benefits, gut job security and further remove the company's highly professional workforce from any meaningful role in decision-making.

The New York Guild said management should rethink its position in the wake of a New York grand jury investigation into whether a Stamford, Conn., subsidiary, Reuters Analytics Inc., illegally acquired proprietary information from rival Bloom-

berg LP.

"The troubles in North America, as they may well become known in the London home office, should make management realize that we're all in it together and that we should stick together as much as possible to build our business," Reuters Guild Unit Chairman Peter Szekely told the company's 600 TNG-CWA members.

Among management's demands are a proposal to abandon its commitment to reassign and retrain, if necessary, employees who are displaced in the event the company exercises its right to subcontract Guild jobs.

"Instead of trying to make it easier to dump loyal Reuters employees and replace them with rootless subcontractors, management should seek our help in cultivating an even more committed workforce whose place in the company is secure and open to

opportunities for training and advancement," said Szekely, who is a Reuters correspondent in Washington and region 5 vice president of TNG-CWA.

"Instead of insisting on confrontational 'traditional' contract negotiations, management should return to 'mutual gains' bargaining where together we could find ways of improving productivity without cutting corners or devaluing employees," he added.

Management and a committee led by Guild Representative Bill O'Meara have been bargaining since November for a contract to replace the one that expires on Feb. 28.

The New York Guild represents print and television reporters, producers, editors, technicians, photographers, camera operators, computer network operators, sales support and clerical employees at Reuters locations

throughout the United States.

Despite the prosperity of Reuters, management is seeking to reduce the salaries of new journalists and freeze those of others, cut hourly pay rates by lengthening the work week, increase employee health care costs, reduce pension contributions and disability pay and reduce job security by cutting severance pay and eliminating any obligation on the part of the company to find other jobs for employees displaced by subcontracting, technology or cutbacks.

The Guild is seeking a no-lay-off commitment for the duration of the next contract, a yet-to-be announced wage increase, pension and medical improvements, enhanced opportunities for employee training and advancement and a greater role for the joint "Partnership Committee" that was set up in 1995.

Dailies driving growth of online news sites

The "typical" online news site in North America employs eight people and is expecting to grow to 11 within a year — representing growth of nearly 40 percent among a cross-section of small, medium and large sites.

Online news operations run by daily newspapers will drive this growth, with the typical site increasing staff by 57 percent in the next year, according to a survey of 140 online news Web sites

conducted by Interactive Publishing Surveys: (<http://www.interactivepublishing.ch/survey>).

The same survey reveals salary structures of 19 different online news job titles. The median (worldwide) annual salary for online editors is US \$51,000; for new media managers, \$59,000; and for Webmasters, \$43,000. The median starting annual salary for recent college graduates is about \$25,000.

At European sites, the median starting salary is about \$31,000, and 46 percent of new grads earn more than \$32,000 annually (vs. 8 percent at U.S. news sites).

These and other findings are available in this detailed survey of managers of 140 online news sites worldwide.

The survey represents a first international benchmark on salary and staffing trends within the online news industry.

The authors of the survey are:

- Riley Kirby/Interactive Marketing & Research (USA);
- Steve Outing/Planetary News (USA), a well known interactive media columnist for Editor & Publisher; and
- Norbert Specker/Interactive Publishing (Switzerland), proprietor of the popular annual Interactive Publishing conference in Europe.

Online classifieds could reach \$1.9 billion by 2001

Up to \$1.9 billion a year will be spent on online classified advertising in the United States by the year 2001, according to industry researchers who appeared at the 1st Online Classifieds Industry Symposium.

The conference was organized by Electric Classifieds, Inc., the leading provider of technology for hosting private-branded online classified sites.

The sold-out symposium was attended by more than 150 indus-

try leaders from major publications as the Wall Street Journal, Cox Newspapers, LA Times, NY Times, Boston Globe, USA Today, Chicago Tribune, Knight-Ridder, Newsday, San Francisco Chronicle, Media General, Toronto Star.

Estimates on the size of the fast-growing online classified market were provided by representatives of Forrester Research and Jupiter Communications. Jupiter predicts the online classified market will reach \$1.9 billion

in domestic sales in the year 2002, while Forrester estimated the market at \$1.5 billion.

In two days of panel discussions, participants learned:

- Publishers interested in providing classifieds online must enter the market quickly.
- Competition on the online classified market will continue to accelerate.
- It is essential for online revenue sites to generate multiple

revenue opportunities.

- Integrating the appropriate solution with existing technology, marketing/sales and operations environments is a complex undertaking.

A free pamphlet summarizing the proceedings is being published by ECI. For your free copy and for additional information about the symposium, visit ECI's website at www.eci.net or via e-mail at info@eci.net.

Knight Ridder's new name

Knight-Ridder, Inc. has announced that the company will now be known as Knight Ridder, dropping the hyphen and the incorporation designation.

The change is part corporate identity campaign, including a new tagline — Information for Life — and a new logo.

Mobilizing members worked in Albany

Editor's note: The Albany Guild represents 265 employees at the Hearst-owned Times Union newspaper. The Guild covers editorial, advertising, circulation, business office, maintenance, audiotext and online.

In the TNG dictionary it is defined as a "small" local. There is no paid staff.

To handle the "business end" of the local, it has a core group of volunteers comprised of elected officers and rank and file members augmented by a part-time office manager.

Over the last 8 years the Albany membership has experienced downsizing in the form of layoffs and negotiated buyouts. Contentious contract talks have been the norm with the worst in recent history taking almost two years to negotiate.

That proved to have a decisive impact on the membership. It can be described with one word — mobilization.

By Melissa Locke
The Albany Guild

Three years ago I wrote a column for this newsletter that was very different than the one you're about to read (or about to recycle).

We were in the middle of protracted contract negotiations that, unbeknownst to us, would go another year plus before a resolution and another six months before being signed.

It was a lengthy battle that ended with acrimony on both sides of the bargaining table.

Painful to remember, isn't it? But oh, what a valuable education we got. Guild members learned that if they didn't want their contract decimated, they had to stand together and fight to be heard. And management learned that when Guild members get riled, they can be formidable opponents.

Our "commencement" came at the end of twenty-two months of

Contract improvements result of unified action at Times-Union

angry and frustrated negotiations with a new contract that wasn't all that much different from the ones that preceded it, with one major exception.

This membership came away from those negotiations with the strong desire not to see history repeat itself.

So, early last year, your union leadership took a trip to International headquarters to attend a seminar on "membership mobilization", a program developed and honed by the members of the Communications Workers of America.

Instead of the traditional top-down style of unionism (members do what their leaders decide they should do), this program puts the power squarely in the hands of the members.

For Guild members this is not

really such a novel idea.

Our members have always been real good at doing tactical things like wearing buttons and carrying signs.

What we weren't real good at was developing an ongoing structure whereby our members could be "mobilized" into action for the cause of the day — including, but not limited to, getting a fair contract.

We came back to Albany, held our own mobilization training, got ourselves a mobilization coordinator, Ray Pitlyk, put together a group of mobilizers and went to work. The rest is history.

Throughout contract negotiations you wore buttons, you ate pizza and you communicated to management that you were united and loaded for bear. And management heard you. You forced them

to play fair, something that is not at the top of their list in this era of "bottom line management".

We bargained a contract in six months — the shortest amount of time we have taken to negotiate in more than twenty years.

And it's a good contract.

Significant improvements were made to benefits and our job security.

Wage increases are at industry levels and above the rate of inflation.

Significant changes and increases to the differentials were also made for the first time in more than a decade.

All because we took that "education" we got during the last round of negotiations and we used it.

That brings me to the shiny promise of the Guild in 1998. We spent a lot of time and energy on putting together a mobilization structure. We saw how it worked to our advantage. Let us continue to use it.

CONTRACTS & CHALLENGES

Montreal Gazette

Negotiations with The Gazette have yielded agreements covering 323 of the local's 363 members.

The outside circulation bargaining unit covering 17 full-time and 11 part-time members agreed to the implementation of a negotiated distributorship program under civil law, instead of under labor law with conventional union certifications.

The program will take effect April 1, and was triggered by what The Gazette called a cost-cutting measure to bring home-delivery distribution costs into line with those of other Southam newspapers.

The newspaper had threatened to dispose of the distribution operations outright.

Meanwhile, the advertising and editorial units at The Gazette ratified a 3-year agreement.

► **Economics:** 2.75 percent signing bonus in 1998, wage increases to a maximum of 1.25 percent in the second year and a maximum of 2 percent in the third year.

► **Benefits:** The Gazette is dropping its fleet of vehicles. Instead members who use their cars for work will receive a \$473 monthly car allowance.

Youngstown Vindicator

Members of the Youngstown Guild ratified a 3-year contract without exercising the strike sanction authorized by TNG-CWA. Members in circulation, editorial and classified will receive 7 percent raises over the life of the contract, which expires in November, 2000.

ORGANIZING



Training for Washington-Baltimore

Left to right: Reza Namdar, David Bates, Maggie Cohen, Posadee Nitisalsilp, Carol Oberdorfer, and Robert Herndon attended a TNG-CWA organizing training seminar for Guild members who work at the Bureau of National Affairs.

Lindsay Daily Post

Nigel Sonnes, Peterborough, Ont., local business agent, turned the skills he learned at the September TNG-CWA organizing seminar into victory for 20 mailroom workers at The Lindsay Daily Post in Lindsay, near Peterborough.

Sonnes attended the weekend workshop, where he reviewed organizing basics and how to handle a drive.

"We had done organizing before, but this was a good refresher course," he said, adding that he left the seminar with a better understanding of TNG-CWA's

commitment to organizing.

Sonnes looked for a place to organize and found one close to home.

His local represents 200 workers, including 40 in composing advertising, editorial and circulation at The Lindsay Post, so he approached mailroom workers.

They were interested and formed a small committee.

Within four weeks, 60 percent of them had signed cards saying they wanted to join TNG-CWA.

Five days after filing the cards, the Ontario Labour Relations Board conducted an election.

The vote was 13 to 0 in favor.

Toledo Blade

The Toledo Guild won an election at the Toledo Blade Credit Union 4-0. Larry Vellaquette, a Guild member at the Blade who has assisted the Guild in three other drives, helped the local organize the workers at the credit union.

Steward's guide

Larkie Gildersleeve, TNG-CWA director of research, information & technology, recommends "The Union Steward's Complete Guide," (\$19.95) edited by TNG-CWA member David Prosten. Call 800-321-2545 for more information.

Canadian Press unit gives OK to strike

Guild members at Canadian Press/Broadcast News gave their bargaining committee an overwhelming strike mandate. Members of the Canadian Media Guild voted by almost 90 percent to authorize the bargaining committee to take action up to and including a strike to achieve a fair contract.

"I've never seen such anger among the employees in my 20 years at Canadian Press/Broadcast News," said Scott Edmonds, national vice-president of the Canadian Media Guild and Western Canada vice president of TNG-CWA.

"They viewed the Canadian Press offer as an insult, coming after 5 years with a minimum or no wage increase," said Edmonds, a CP reporter in Winnipeg.

The national wire service had offered 1.5 percent in each of three years beginning in Jan. 1, 1998.

In the summer of 1996, the 80-year-old news agency almost collapsed. But it survived and ended 1997 in a surplus position.

"We've lost 40 percent of our staff, workloads are up and stress levels are unbelievable. Personally, I feel exploited," said Sylvia Strojek, a reporter-editor from Edmonton.

Besides salary, other items on the table include improved rights for part-time and temporary employees and workload.

Canadian Press/Broadcast News provides news and other information services to some 90 newspapers, about 400 radio and TV outlets and other clients across the country.

Diversity seminar rife with differences

By Alan Forsyth
Detroit Sunday Journal

Detroit News editorial page editor Tom Bray told a gathering of journalists Feb. 2 that companies could achieve more diversity if it weren't so hard to fire workers.

Bray made his observation in a panel discussion at a daylong "Diversity and the News" seminar sponsored by the Committee of Concerned Journalists at University of Michigan in Ann Arbor.

His comments drew attention because the Detroit News, the Free Press and Detroit Newspapers have claimed repeatedly they were able to increase the racial, sexual and ethnic composition of their work forces after six newspaper unions went on strike in July 1995.

Fellow panel member John Hockenberry of NBC's "Dateline" said he loves irony, but Bray's remark was too much.

The loudest and most sustained applause went to panel member Linda Foley, TNG-CWA president.

Foley told the audience that the struggle at the News and Free Press is real and needs to be discussed.

She said journalists need job protection, decent wages and encouragement.

And they need a conscience, she said.

The Free Press was represented by David Ashenfelter, a Guild line crosser who identified himself as a Pulitzer Prize winner and a born-again Christian.

As the panel participants were introduced, union members and sympathizers in the audience booed News and Free Press representatives.

Other audience members expressed displeasure at the noise.

Responding to the uproar, moderator Charles Gibson of ABC's "Good Morning America" scolded the vocal unionists and

threatened to have them removed.

No one left.

After the session, Foley said she "saw a lot of support for the strikers in that audience. I saw a lot of heads bobbing, a lot of eyes misting."

University of Michigan Professor Charles R. Eisendrath selected the four panels including four News/Free Press representatives, and several video clips prominently featured News and Free Press scabs.

All other Michigan daily newspapers were shut out.

The program was one of a series being held across the country by the Committee of Concerned Journalists.

David Hanners, a reporter at Knight Ridder's St. Paul Pioneer Press and vice chair of the St. Paul unit of the Twin Cities Guild, attended the day's diversity panels.

He said the Guild can play a major role in broadening diversity in the news industry.

"In the drive for crazy profits, conscience and soul are discarded. The Guild has to make sure they're not lost," Hanners said.

"Corporations generally don't do the right thing unless prodded by an outside source. The Guild is the only thing resembling an outside source in the news business today," he said.

Eisendrath, a member of the committee, is director of the Michigan Journalism Fellows program, which has received \$5.5 million in grants from the John S. and James L. Knight Foundation of Miami, Fla.

Although the foundation is separate from Knight Ridder, owner of the Free Press, the two institutions have significant links.

Eisendrath said, "When planning 'Diversity and the News,' I gave no thought, whatever, to improving the image of the Free Press or News."

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

Forum topics and schedule

■ Feb. 26

Competency in the newsroom

The Poynter Institute, St. Petersburg, FL

■ March 4

News as entertainment and entertainment as news

University of Southern California, Los Angeles

■ March 27

Peer pressure and individual conduct

Washington, D.C.

■ Mid-April

The quality of journalism online

University of California at Berkeley

■ April 14

Press coverage of local government

University of North Carolina Chapel Hill

■ May 22

The separation of business and news

Harvard University, Boston

■ May or June

The future of journalism on the internet

The Seattle Times

■ June 5 or 6

A session with the Investigative Reporters and Editors

IRE Convention in New Orleans

■ June 5

A status report

National Association of Hispanic Journalists Convention, Fort Lauderdale, FL

■ Aug. 6

Core principles and journalism education

American Educators of Journalism & Mass Communications Convention in Baltimore

■ Mid-September

The reporting of business news

Emory University, Atlanta

■ Late October

Lessons Learned

Nieman Foundation at Harvard

The topics, sites and dates could change as circumstances dictate. We will alert you as plans for each forum finalize.

Concerned journalists search for consensus

By Murray Seeger

American journalism is going through a period of self-analysis and conscience-searching that is comparable only to the 1950s when Sen. Joseph R. McCarthy manipulated the press, bringing shame and shock to the entire trade.

The current debate may lead to the formation of a national citizens' committee to make a widespread examination of the industry as the Hutchins Commission did 50 years ago.

In addition to taking part in the debate, TNG-CWA's Committee on the Future of Journalism will make its own statement of concern on the issues.

After the McCarthy Era, journalists were more careful of reporting undocumented accusations. The Washington press corps, especially, felt guilty for its role in perpetuating the senator's myths about "communist influence" in the making of American foreign policy and for helping to destroy the careers and reputations of innocent men and women.

An inclusive approach

In order to assure that everyone in the Guild is heard in this evolving discussion, TNG-CWA is forming a Committee on the Future of Journalism.

The committee will represent all areas covered by the Guild, including commercial departments, and Canada where some of the same issues are under examination.

The Guild will assure that the voices of working men and women are heard on the professional issues they value most.

The newest phase of self-examination had no single defining moment.

Instead, it represents the culmination of frustration and disillusionment among journalists of the day and a wider concern about the course of American politics.

American democracy cannot survive if vital decisions are made

by an elite that manipulates the system through unlimited sums of money and other forms of arbitrary power.

Over history, journalists acted as a counter-weight to narrow power interests by acting as the public's watchdog.

Reporters and editors used their skills and courage to "tell the story" to the public.

And the public, through the ballot box, would make the ultimate political decisions.

But something has gone wrong. A huge portion of the public doesn't trust political leaders and they feel strong disdain for all journalists, print and electronic.

The controversy has been elevated by the over-zealous photographers who haunted Princess Diana and the current media orgy around the White House.

Some social scientists blame the media for denigrating political leaders through excessive, ill-conceived investigations and routinely-cynical reporting.

Journalists respond that the system has slipped far off the

tracks because of the declining quality of political leadership and the corrupting influence of unlimited, self-interest campaign financing.

Against this background, a group of leading journalists formed the "Committee of Concerned Journalists" and issued its "A Statement of Concern."

"Many journalists feel a sense of lost purpose," the group stated. "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."

The committee, seeking a broad consensus among the best people in journalism, made a general comment on the issues.

Following up, the committee is holding a series of forums to collect views on the issues confronting journalism.

Murray Seeger is a veteran reporter and editor, now with the Nieman Foundation. He is working with TNG-CWA to coordinate efforts with the Committee of Concerned Journalists.

'Cowardice in the face of European media moguls'

The European Federation of Journalists on Feb. 6 accused the European Commission of "cowardice in the face of media moguls" following news that plans for a media concentration directive had been quietly dropped.

"The crisis of concentration of ownership of media is growing and threatens the fabric of democracy and pluralism in European media," said EFJ General Secretary Aidan White, after reports from the cabinet of Internal Mar-

ket Commissioner Mario Monti that a long-overdue directive against media monopolies had been abandoned.

A fierce lobby by media owners against such a move has apparently succeeded.

"If a handful of big companies take control of Europe's media, as is now possible, it will be at the expense of cultural diversity and quality journalism."

The EFJ said social and professional rights of journalists and media-workers have been sacri-

ficed for short-term profits by media owners.

"As a result, standards of journalism have tumbled throughout Europe."

"It is nonsense to say that because of technological change and media convergence, concentration rules are not needed."

"In fact, the explosion of new media and monopoly control of technical resources make it more urgent for concentration rules," said Aidan White.

"The campaign against media

monopolies will not go away," said White.

"If anything the Commission's action shows just how important it is to raise public awareness of how the media industry is dictating public policy to meet its own commercial objectives."

TNG-CWA and TNG Canada are affiliates of the International Federation of Journalists, a trade secretariat that is the world's largest organization of journalists, representing more than 420,000 worldwide.



LOOKING AHEAD

Democracy requires reporting what's real

By Linda Foley, President

Tom Bray, the self-described conservative editorial page editor of The Detroit News, was using up his five minutes on "Newsroom Minorities of Conscience," a panel discussion held recently at the University of Michigan. He and I participated in a Feb. 2 forum on "Diversity and the News."

He was complaining that the conservative viewpoint often is ignored and belittled by a news media he described as "liberal." Among his complaints: There isn't balanced coverage about the efficacy of government. Excuse me?

In today's technologically advanced world, journalism should be a rock of credibility amid a sea of information.

Until that comment, I had been trying not to look at Bray, even though he was seated next to me. After all, he has been an outspoken and active proponent of Gannett's union-busting tactics in Detroit. But his statement was too absurd to ignore. I stared at him askance.

"Hey, Tom," I wanted to say (and eventually did), "the reason we have a free press is to ensure the efficacy of government." The framers of the U.S. Constitution wrote the First Amendment so people would have access to information necessary to help them be good citizens in a democratic republic.

The journalist's job is to go where ordinary citizens can't, ask questions so ordinary citizens get answers and help put news in perspective so it becomes relevant to ordinary life. In short, credible journalism should empower citizens. It should inspire them to vote, to work, to change what they don't like and to improve their lives.

Too often, that doesn't happen. Too often, in today's rapid-fire, digitally driven Information Age, ordinary people feel powerless. Journalists aren't doing their jobs very well these days, and it's not because they don't want to. It's because most of them can't.

In modern newsrooms, the emphasis is on consumerism, and the pressure to get it first overrides the need to get it right.

A corporate culture emanating from the board rooms of giant media corporations pervades newsrooms of local newspapers, television stations and other media outlets.

So a reporter who won last year's Heywood Broun Award for exposing medical fraud perpetrated by phony doctors on unsuspecting Asian immigrants was ordered to forego a follow-up because her paper demanded weekly "happy" stories about Asians in New York City. (She resigned.)

On Jan. 2, many major newspapers ran front page stories about a fast-food chain offering free French fries. Last year, several major broadcast news outlets touted an investigative story about hidden stains on

bed sheets in many hotel rooms. The earth-shattering "Stinky Sheets" exposé.

Many metropolitan and suburban newspapers run weekly auto sections with "news stories" that are little more than wordy car ads. Press releases go straight from company p.r. departments to news pages.

The Los Angeles Times has a managing editor in charge of marketing. Meanwhile the Guild is resisting management's inclinations at the Minneapolis Star Tribune to let advertisers vet news stories.

Someone should tell editors there's more to life than buying. Life — real life — is a lot more complicated than who's winning the "burger wars."

Millions of families can't afford to feed their children. The vast majority of people — real people — don't own any stock. For them, it doesn't matter if the Dow Jones hits 1,000 or 10,000.

The news is filled with computer-related developments, yet only about 12 percent of U.S. citizens have home computers.

The debate over in-home child care, spawned by last year's sensationalist murder trial of an English au pair, was completely irrelevant to most working mothers for whom even group day care is prohibitively expensive.

What's real isn't what's being reported. So real people are turning off to reporters.

Enter the Monica Lewinsky story. Leaks; unidentified sources; sources quoting unidentified sources; sources quoting other media quoting unidentified sources followed by clarifications, allegations and retractions. Sordid descriptions and accusations based on hearsay and unconfirmed reports. Even reporters covering the story don't know what to believe.

Sure they're selling lots of papers, and ratings for news broadcasts are way up. This stuff is pretty entertaining.

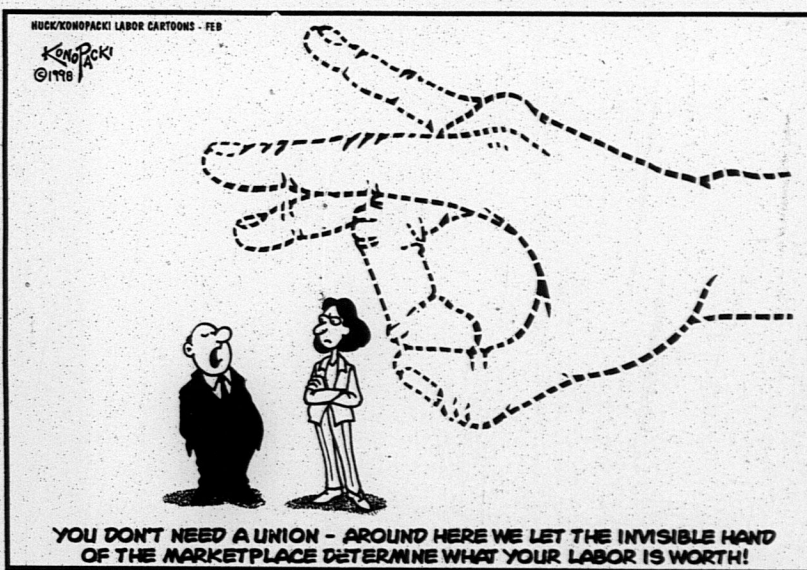
But, the public knows the difference between entertainment and news. And they want news — not entertainment — from newspapers and news broadcasts.

So along with a huge relevancy gap, the news media has a widening credibility gap with the public. If it isn't narrowed soon, journalism will become a relic, on display, perhaps, at the Newseum.

No wonder the polls show support for news media and journalists at an all-time low and falling. You can't believe hardly anything you read in the papers anymore. No wonder voter apathy is at an all-time high. What's the point of trying to change things if you can't figure out what needs to change?

In today's technologically advanced world, journalism should be a rock of credibility amid a sea of information. Instead news is becoming an incredibly confusing jumble of fact, fiction and spin. And the public is getting dizzy.

Speaking of dizzy, Detroit News' Bray made another questionable pronouncement during that diversity discussion. He said it was difficult to achieve diversity in newsrooms because "it's nearly impossible to fire anybody." That statement came from a Gannett executive who helped fire hundreds of journalists because they chose to stand up to corporate greed and went on strike against two giant media companies. Incredible.



Don't let corporations silence working families

From the state legislatures to the corridors of Congress, it's open season on working families and their unions.

In most of the fifty states, corporate interests and right-wing activists have introduced initiatives and legislation singling out unions for burdensome restrictions on their political participation.

Meanwhile, on the national level, many of the same groups are promoting Congressional hearings portraying unions as the leading polluters of the political process.

But the last thing these political operators want is a full, factual and freewheeling debate about why and how working Americans can make their voices heard, from their workplaces to Washington, D.C.

After all, while the national economy is prospering and major corporations are profiting, working Americans still suffer stagnant wages, insecure jobs, and vanishing health care and pension benefits.

These concerns explain why working families and their unions have been speaking out more than ever on public issues, from raising the minimum wage to defending Medicare, Medicaid, education and environmental programs.

And, because today's unions have been winning some victories, they've become the targets of efforts to drive them out of public

debate. That is why some would single them out for burdensome regulations that wouldn't apply to major corporations or special interest groups, such as the National Rifle Association, Chamber of Commerce or Christian Coalition.

These measures and their promoters ignore important facts. First, the political process is drowning in corporate money, foreign money, and wealthy individuals' money — not working families' money.

For instance, in 1996, corporations outspent unions by 11-to-1 in campaign contributions and 19-to-1 in "soft money" donations to parties and committees.

Second, unions are subject to more stringent reporting requirements than other organizations, and union members have stronger protections than corporate shareholders or members of other groups.

And, most important, the great majority of workers support their unions' legislative and political activities because they flow from the fight to win gains on the job.

In today's America, the real problem isn't that working families have too strong a voice in American politics but that they have too small a share in American prosperity.

For more information on how to fight efforts to silence working families in your state, contact Liz McConnell at TNG-CWA.

LETTERS

Editor:

It is time to retire (46 years a Guild member.) But, before I go I do want to express my most sincere appreciation to those who have had a profound impact on my life, education, experience and happiness.

Space restriction has limited me. I may miss a name here or there, please forgive me. But allow me to mention those who have had a profound impact on my life, education, experience and happiness.

God bless you now and always:

Alfano, Barr, Brown, Caruso, Coleman, Dale, Edgington, Fletcher, Hatfield, Joyner, Kennedy, Lem, Lubin, Montanez, Murphy, McCormick, McLeman, Pattison, Przybyzewski, Rothman, Szekely, Schwab, Stewart, Turner, Arthur, Blatz, Bruner, Cesnik, Collis, Degan, Farson, Foley, Hiltz, Karis, Kurtz, Leuther, Martin, Mulcahy, MacDonald, McFarland, Nuttal,

Pennacchio, Puerto Rican "friends," Rosset, Schaufenbil, Sherlock, Stonebanks, Williamson, Atkinson, Brandow, Bryant, Christopherson, Crocker, Delaney, Fisher, Griffin, Holt, Keane, Kruse, Lipton, Minkinen, Murray, McCarthy, McGreely, Oldfield, Perlik, Roger, Rushton, Schiewe, Schick, Stull, Young, Bailey, Brookshire, Buchanan, Clifford, Cuthbertson, Ducharme, Fisdell, Guererra, Jones, Klusina, LaPoint, Louth, Mieczko, Murphy, McCracken, McLaughlin, Orr, Pesavento, Rosenbaum, Sabatini, Schroder, Souza, Steinke, Thibeault.

Jack Wallace, Wilkes-Barre Guild

By TNG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline: Friday before publication. (Next deadline: March 6.)

Detroit printers return to work

By Alan Forsyth
Detroit Sunday Journal

Twenty-four union printers whom Detroit Newspapers had paid to sit for 10 months are being integrated into the DN's composing room.

This week, the 24 reported to the Detroit News building, where they work in a room with replacement workers and members of Detroit Typographical Union Local 18 who had been given production work earlier.

Some printers said there was not enough work to keep everyone occupied. The newspapers have said they would not discharge replacement workers hired during the newspaper strike, which started July 13, 1995. "They are still keeping two work forces," one printer said Tuesday.

The situation is noteworthy because Knight Ridder, owner of the Detroit Free Press, has said union featherbedding was the reason for the Detroit strike.

The newspapers have paid more than \$1 million to keep union printers sitting with nothing to do. The printers referred to their holding area in the Free Press as the "decomposing room."

The sitting began after six striking union locals made unconditional offers to return to work in mid-February. In late March and April 1997, the papers recalled 78 printers who had been guaranteed lifetime jobs in a 1974 agreement. Two of the 78 were immediately fired for allegedly participating in a short sit-down demonstration on the steps of the Detroit News building on Aug. 30, 1996.

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



Front row: Ed Fraenheim, Benny Evangelista, Mary Nauman, Stacey Wells, Erin Tyson Poh. Back row: Dave McNary, Jeff Leib, Jeff Israely, Tony Mulligan, Linda Cearley, Ron Watson, Natalie Shore, Sean Holstege, Dorothy Korber, Lindsay Chaney, Bruce Meachum, Lorraine Darrington, Gary North.

Group plans chain-wide approach to Singleton

Continued from Page 1

among locals. The group also will reach out to other Guild locals and to other unions operating within the chain.

"I believe we have sown the seeds for something huge, a revolutionary change, if you will, in how Guild employees are treated at all of our MediaNews Group papers," Ben Evangelista, chair of the ANG unit of the Northern California Guild said after the meeting.

"I know the ANG (Alameda Newspaper Group) members who attended received an extra boost of energy and walked into work Monday ready to redouble their efforts to improve conditions here at ANG," he said.

Improved conditions at ANG are sorely needed. Guild members

have fought for 12 years to reach a contract there.

Pay is so low that many reporters and editors qualify for low-income housing and other public assistance.

Working conditions on the centralized copy desk, where all of the group's five newspapers are edited, easily evoke images more of sweatshop than newsroom.

The meeting in Long Beach was organized after Singleton's purchase in December of the Long Beach Press Telegram from Knight Ridder. After the "asset sale," Singleton fired 120 workers and drastically slashed the wages of many others.

He refused to honor the Guild's contract with the newspaper and farmed out some Guild-covered work to other facilities.

The group will reach out to other locals and other unions.

Singleton purchased the Los Angeles Daily News in January.

He did honor the Guild contract at that newspaper, but employees are concerned with job security because of the expected consolidation of work within his cluster of five suburban newspapers in the Los Angeles area.

Negotiations for a new contract

at The Denver Post have been hampered by Singleton's demands for concessions, including some that clearly are intended to cripple the union and its representatives.

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.

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.

DAYBOOK

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, April 29-May 2, 1999, Ottawa

NLRB rules in favor of Monterey members

Continued from Page 1

additional union charges that Knight Ridder violated the law by:

- ▶ not assuming the same contract employees enjoyed when the paper was owned by the E. W. Scripps Co., and
- ▶ discriminating against Monterey employees when it caused all 235 employees to be fired and forced them to reapply for their jobs when it did not require employees of the non-union San Luis Obispo Telegram-Tribune to undergo the same hiring process.

Knight Ridder acquired that paper from Scripps at the same time as it acquired the Herald.

The union intends to appeal these rulings to the full National

Labor Relations Board in Washington, D.C., Guild executive officer Luther Jackson said.

The Guild represents about 135 of the paper's employees.

"The NLRB's actions are a partial vindication of the union's position that Knight Ridder broke the law in the manner in which it took over the Herald," Jackson said.

Meanwhile, the unions and the Herald are attempting to bargain a new contract amid continued community furor over Knight Ridder's takeover practices, which included the refusal to rehire 28 former Herald employees.

There has been little progress to date because of Knight Ridder's inflexible bargaining posture, Jackson said.

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