

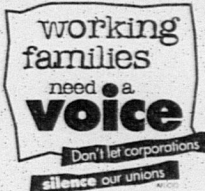
THE GUILD Reporter

March 16, 1998

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Who's behind efforts to silence unions

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SEC rules KR must use Guild proposal on proxy

The U.S. Securities and Exchange Commission has denied Knight Ridder's request that a TNG-CWA shareholder proposal linking executive compensation to principles of community responsibility and good journalism be excluded from its proxy statement.

Knight Ridder had sought the exclusion on the grounds that the proposal, which would link CEO

compensation to fulfillment of the Guild's "Monterey Principles," attempted to tell KR how to manage its business and that the company already upheld the principles, including community involvement and fair hiring practices.

Local President Kitty Caparella submitted the proposal on behalf of the Philadelphia Guild.

It was drafted by combined TNG and CWA research staffs.

The KR annual meeting is April 28, in Miami.

Here is the text of the shareholder proposal:

RESOLVED, the shareholders request that the Board of Directors adopt executive compensation policies that require annual reviews of executive performance that measure adherence to the following principles as part of the process that determines executive

compensation.

► The company must be accountable to the communities in which it publishes.

► The company must be fair, responsible and law-abiding in its dealings with local advertisers, vendors, employees and communities.

► The company must dedicate adequate resources to news coverage in order to ensure that the pub-

lic has a quality product that provides the information needed to make informed civic decisions.

► The company must uphold freedom of speech and the press, and avoid corporate censorship of news.

► The company's newspaper content must reflect the diversity of the communities that they serve.

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Amid strife, Detroit Guild bargains raise at Free Press

Amid down and dirty tactics by Gannet and Knight Ridder, the Detroit Guild reached agreement for a 2 percent pay raise, effective March 1, for editorial employees in the Guild's jurisdiction at the Free Press.

Knight Ridder wanted to distribute the 2 percent merit pay money only to certain individuals, but later offered to give everyone the 2 percent raise after receiving intense criticism for its formula for merit pay distribution.

Then management proposed issuing the raise only for those employees on the payroll May 1, 1997.

The bargaining committee and management also reached agreement on a contract proposal first presented to the company in 1995:

to include same sex domestic partners for health insurance coverage.

The Guild will propose new bargaining dates for discussions of a 2.7 percent across-the-board pay increase it has proposed for May 1.

"The Guild is forward-looking and fighting on behalf of all Free Press editorial employees," the bargaining committee said.

"We continue to advocate across-the-board annual wage increases along with additional merit pay for those employees found doing commendable work."

Many times since the strike began July 13, 1995, representatives of the Free Press, the News and Detroit Newspapers have said the companies' goal in the news-

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Looking up
Bob Higgs of Scranton and Rebecca Bibbs of Indianapolis were among 40 TNG-CWA leaders to attend the 1998 New Local Officers Seminar, Feb. 13-16. See story, Page 6.

3 Plain Dealer reporters win '97 Broun award

Ted Wendling, Joan Mazzolini and Dave Davis, reporters for The Cleveland Plain Dealer, have won The Newspaper Guild-Communications Workers of America's 1997 Heywood Broun Award for a series of articles exposing flaws in America's organ allocation and transplant system.

A \$5,000 award to the reporting team — and a citation to The Plain Dealer — will be presented Tuesday, April 21, at a National Press Club luncheon during the spring meeting of TNG-CWA's Executive Council.

Honorable mentions were:



Mary Fricker of The Santa Rosa (Calif.) Press Democrat for a series debunking the myth of widespread workers compensation fraud in California; Mario Rossilli and Josh Zimmer of The Jackson (Miss.) Clarion-Ledger for a series

about a crisis in Mississippi's funding for AIDS/HIV medication; and Kevin Corcoran of The Times of Munster, Ind., for exposing mistreatment of Indiana's mentally ill inmates.

The award has been made annually since 1941 for outstanding journalistic achievement in the spirit of Broun, the Guild's founding president.

Broun's abiding concern for the underdog and the underprivileged was reflected in his newspaper columns published in the 1920s and '30s.

Broun died in 1939.

Judges for the 1997 Broun

Award were: Sharon Schmickle, assistant chief of the Washington bureau of the Minneapolis Star Tribune; Don Barlett of Time-Warner, who won the Broun in 1973 and 1991; Leonard Sloane, retired New York Times financial columnist; and Murray Seeger, retired reporter and editor, now with the Nieman Foundation.

The judges selected Wendling, Mazzolini and Davis for their series "Transplanting Life," which thoroughly detailed problems within the nation's multi-billion dollar organ transplant market.

The Plain Dealer's team com-

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The TNG-CWA Executive Council has approved an updated version of the Guild logo for use on official communications.

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XEROX UNIVERSITY
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Providence 'Follies' 25 a sell-out show

More than 1,320 people, including most of Rhode Island's top politicians, attended the 25th edition of the Providence Guild's "Follies."

The show, a satirical musical revue of the events of the prior year, was first organized in 1974 to assist in healing divisions left by a better two-week strike against the Journal.

Since that time, the "Follies" has become an institution, with politicians often unsure whether it is better to be lampooned or ignored by the show.

Proceeds from the show go into the Guild's scholarship fund.

This year's show raised about \$10,000.

Members at AFP praise 4-day week

Members of the Washington-Baltimore Guild who work on the English desk at Agence France Press have been experimenting with a four-day work week and they've told management they like what they see.

Management has indicated less enthusiasm, reporting, without documentation, that workers had made some errors at the end of their 10-hour shifts.

Sacramento unit has a blood bank

Guild members at the Sacramento Bee can donate or withdraw blood through a club set up for members.

Needham attends CWA staff training

Marian Needham, TNG-CWA's executive secretary to the contracts committee, attended CWA's 1998 new staff training seminar in January at the George Meany Center for Labor Studies in Silver Spring, MD.

The two week session included grievance, arbitration, organizing, mobilizing and other training.

Providence works out fitness problem

The Providence Guild has persuaded the Providence Journal to allow the Providence YMCA to offer health and fitness programs in the plant to resolve a dispute over the elimination of staffing at the company's fitness center.

The costs of the programs will be paid by workers.

Singletown newsletter hits the streets

The Singletown News Letter, put together by TNG-CWA's locals with members at papers owned by W. Dean Singleton, is out there. The Singleton Network of locals includes Denver; Los Angeles; York, PA.; and Northern California, which have banded together to demand fair contracts and higher quality journalism.

The group plans coordinated actions to get community support and to inform other unions about the struggle for respect and decent wages at Singleton papers. For a copy, e-mail Bruce Meachum at 71112.313@compuserve.com.

Fresno unit plans rights seminar

A seminar covering contract interpretation, contract enforcement, grievance investigation, Weingarten rights and other issues has been set up by the Fresno Bee unit of the Northern California Guild.

An attorney for the unit will run the session to answer any and all members' questions.

Northern California steward training set

The Northern California Guild and CWA will sponsor its 17th annual shop steward training seminar in April.

The session is for beginning stewards and unit officers who have not had previous training.

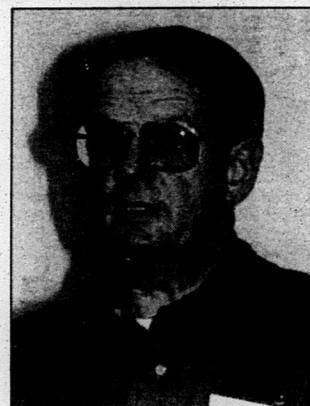
The weekend seminar, presented in conjunction with the San Francisco Community College District, includes lectures, videos and role playing.

Special emphasis will be placed on communication skills and grievance investigation and presentation.

Mystery author in Baltimore

Laura Lippman of the Baltimore Sun is one of the nominees for best original paperback — for "Charm City" — in the upcoming Edgar Allan Poe mystery writers awards.

These are the most prestigious in mystery field and winners will be announced April 30.



Dick Ramsey

Washington-Baltimore names Ramsey AO

Local 35 has promoted Dick Ramsey, long a local representative for the Guild, to the position of administrative officer.

Ramsey was the choice of the executive council.

He brings a wealth of Guild experience to the job and among the six applicants was the overwhelming recommendation of the search committee.

Ramsey has worked for Local 35 since 1989, first as a consultant, then as a local representative.

He has negotiated and enforced contracts for 14 units in the local, including the newest unit, the United Way of America Labor Participation department, which he helped to organize.

From 1970 to 1974, Ramsey was an international representative for TNG in the Midwest and South. From 1974 to 1989 he worked at international headquarters as executive secretary to the contracts committee.

Local representative

The Newspaper Guild of the Twin Cities is accepting resumes for the position of local representative, the number two job in this union of about 850 members. Experience in organizing, contract bargaining, grievances and arbitrations is required.

Desktop publishing, word processing and database computer program work is preferred. All applicants must have experience in the newspaper industry.

Send resumes to:

John M. Sweeney,
executive officer,
Newspaper Guild
of the Twin Cities,
922 Plymouth Building,
12 South 6th St.
Minneapolis, MN 55402

Competitive wages and benefits.

DEADLINE: APRIL 15, 1998.

Local representative

The Washington-Baltimore Newspaper Guild has an immediate opening for a local representative. With the Washington Post and the Baltimore Sun as the two largest units in an 1,800-person local that represents employees working for government publications, wire services, public relations firms and labor organizations including the AFL-CIO, we face many challenges in contract negotiations, enforcement, organizing, mobilizing and stewards training — the whole gamut.

We're looking for someone with experience, who is computer literate, hard-working, skilled in working with a diverse workforce.

Send resumes to:

Search Committee, WBNG,
Suite 900, 1511 K St., NW,
Washington, D.C. 20005

Excellent pay and benefits.

DEADLINE: APRIL 18, 1998.

Nominations open for service award

Nominations are open for the Guild Service Award, TNG-CWA's annual recognition of excellence in local leadership. Deadline for submission of nominations is Monday, April 13, 1998.

That is, nominations must be received at TNG headquarters by that date in order to be judged during the spring meeting of the International Executive Board, which begins April 21st.

Given annually for outstanding service to the Guild at the local union level, the Guild Service Award is open to local members who serve in an unpaid capacity as local officers or in other responsible local positions.

Its purpose is to recognize and encourage the development of local Guild leadership, and it may be viewed as a counterpart to the Heywood Broun Award for journalistic achievement.

Although both awards are premised on the principle of recognition by one's peers, the procedure for the Guild Service Award is somewhat different in that individuals may not nominate themselves.

They must be sponsored by their locals and nominated by the

The purpose of the Guild Service Award is to recognize and encourage development of local Guild leadership.

local executive board or representative assembly or a general membership meeting.

This authority may not be delegated — to units, for example. Nor may one local nominate a member of another local.

The importance attached to the award by the Guild is second to no other award.

TNG-CWA's Sector Executive Council has urged: "every local to give serious consideration to the possibility of nominating someone from its ranks who has demonstrated that quality for which the award is given — outstanding Guild service on the local level —

in order to make the contest a meaningful competition among deserving local leaders."

Emphasizing the same theme, the judges and Guild conventions have specifically urged small locals to consider submitting nominations for the Award.

The award is a scholarship of up to \$2,000 for a course in trade union education "appropriate to the winner."

Typically, there are no fees, or minimal ones, for short courses; basically, the scholarship is applied to the costs of room, meals and travel, plus lost time.

In some cases, locals have supplemented the scholarship with funds of their own to cover expenses, particularly for a longer course.

Recent winners have attended residential courses lasting a week at the AFL-CIO's George Meany Labor Studies Center in Silver Spring, Md. just outside Washington, but arrangements can be made for the winner to attend other appropriate labor-education courses in his or her area when available.

Note that "up to \$2,000" means that the cost of instruction, room, meals, lost time, etc., up to that

amount will be covered by the scholarship. Any lesser costs will not result in a stipend to the winner of the balance.

Other details:

► Judges will be selected from among TNG-CWA Vice Presidents.

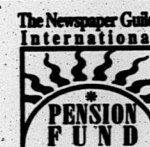
► Eligibility is reserved to local Guild members who, during the past year, have held office or other responsible positions such as unit officer, steward or committee member.

In special circumstances, consideration may also be given to persons who can reasonably be expected to assume such office or positions upon completion of their studies. Paid local officials and employees of locals are not eligible.

► There are no academic requirements.

► Nominations must include — or be accompanied by — a detailed description of the achievements and qualifications of the candidate. In the past, some locals have neglected to provide the information, with the result that judges had insufficient data on which to evaluate the candidate.

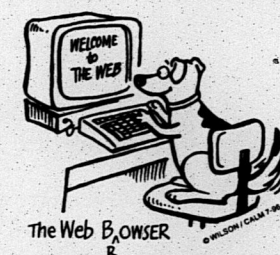
Please contact your local if you have any additional questions about the award.



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

1-888-893-3650

105064.3217@compuserve.com



www.newsguild.org

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Who's behind efforts to silence workers

The key backers of the state legislation and ballot initiatives against union political participation are the same groups that consistently try to block increases in the minimum wage, dismantle job safety laws, and cut Medicare, education, and pensions. They are retaliating against working families and their unions for their role in the 1996 elections, and trying to remove them from the political playing field in future policy debates and campaigns.

Here's a look at the key players:

► **John Patrick Rooney.** A former chairman of Golden Rule Insurance Company, Rooney is a conservative businessman who



funds political and lobbying initiatives to push school vouchers, medical savings accounts and reductions in state workers' compensation systems. He stands to gain millions of dollars if Medicare is rolled back to allow the

implementation of medical savings accounts. Rooney has already contributed \$49,000 to the California initiative — just under the \$50,000 contribution limit that triggers disclosure of campaign finance. "I don't need the publicity," he said. (Washington Post, November 13, 1997)

► **Golden Rule Insurance Company.** Golden Rule's long-term profitability is threatened by the trend toward managed care, which undercuts the market for the individual (rather than group) health insurance the company provides. That's why Golden Rule is aggressively advocating Medicare medical savings accounts, which

would preserve the company's billion-dollar business in the changing health care market. Members of the Golden Rule "family" gave more than \$1 million to the Republican party and Republican candidates in the 1993-94 elections.

► **Grover Norquist.** This long-time Republican consultant and president of Americans for Tax Reform is one of the leading backers of the initiatives to silence working families. His past accomplishments include "discovering" Willie Horton while working on the Bush campaign. His Philosophy: "If you privatize Social Security, if you voucher-ize education, if you sell \$270 billion worth of airports and

wastewater treatment plants, eliminate welfare and so on, you can cut the government to basically half its present size." (Reason Magazine, February 1997)

► **Americans for Tax Reform.** This well-known organization laid the foundation for the attack on working families by producing and disseminating a resource and strategy guide for introducing the state ballot initiatives and legislation. In the guide, Norquist gloats: "The more states succeed in placing 'pro-worker' initiatives, the more divided the counterattack by labor union bosses will have to be." (Time Magazine, November 3, 1997)

Guild locals pledge action on April 3, Equal Pay Day

TNG-CWA locals in Albany, Boston, BGEA, Buffalo, Denver, Detroit, Northeast Ohio, Philadelphia and Hawaii will be holding events to mark Equal Pay Day, April 3.

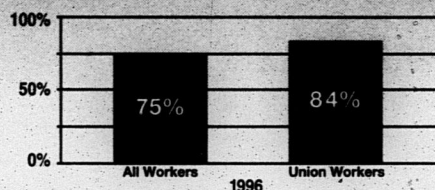
Working women earn three-quarters of what men earn. Union women earn 84 percent of men's earnings. It takes until April 3 for women's paychecks to add up to what men earned in 1997. Ninety-nine percent of the women responding to the AFL-CIO's "Ask a Working Woman" survey said that equal pay is important to

them and more than one-third said they don't have it.

Men agree. They know it's an issue of economic fairness.

Equal Pay Day events will be sponsored by the AFL-CIO, Coalition of Labor Union Women and the National Committee on Pay Equity and supported by women's groups to inform the public of continuing pay inequities for women and people of color and inspire support for legislation and organizing. Call Anna Padia, TNG-CWA director of human rights, for more information.

Women's Earnings as a Percentage of Men's Earnings, All Workers and Union Workers



Source: Bureau of Labor Statistics.

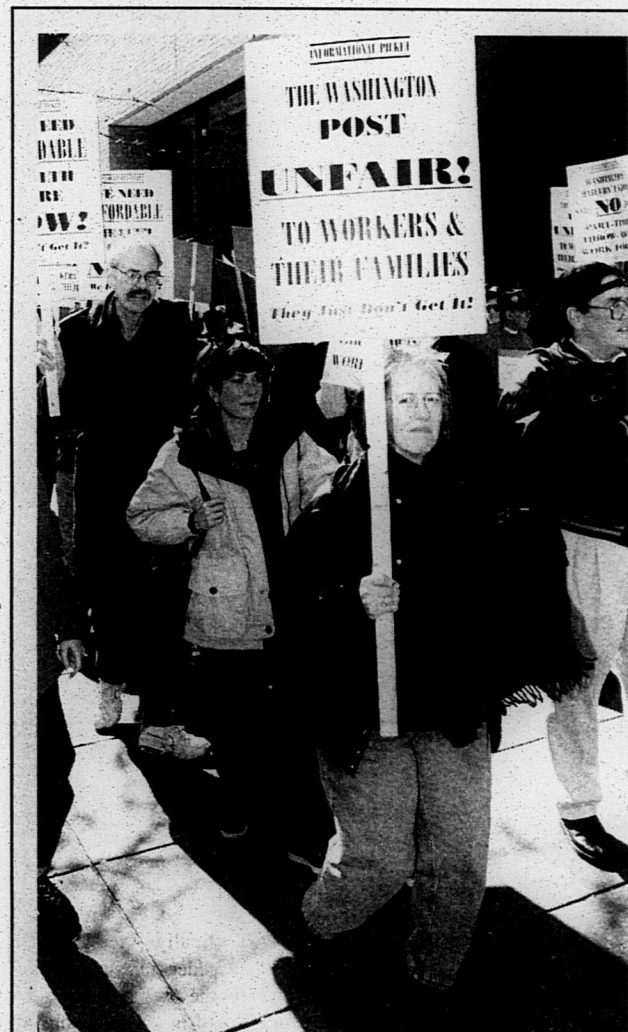
Forums, survey shape U.S. legislative agenda

In forums around the United States in February and March, more than 2,500 union members and their families met with AFL-CIO president John Sweeney to talk about issues key to their lives.

Workers in Atlanta discussed their fears about cuts in pensions and health care. In Hartford, CT, they expressed outrage about corporate assaults on union's rights to organizing. In Toledo, families said wages aren't keeping up with the cost of living.

These discussions, along with worksite surveys and a national poll of working families by Peter D. Hart Associates, will form the foundation of a working families' agenda for action in Congress in this year's elections and beyond.

Sweeney told workers in Kansas City, MO, that the union movement's success in restoring the voice of working families results from "the energy and activism of millions of unions members doing their share."



Washington Post march

TNG-CWA staff and officers joined Washington-Baltimore Guild leaders and members at a demonstration supporting efforts by CWA-represented mailers to get fair contracts at the Washington Post. The demonstration clogged the sidewalk in front of the Post building as hundreds fired up by rock music and labor songs of solidarity marched, chanted and demonstrated. The mailers, part of CWA's print sector, are working without a contract. Management has attacked jurisdiction and affordable health care, among other issues. The mailers' ability to get a contract will have an impact on Guild talks at the Post, scheduled to begin later this year. TNG-CWA's Bruce Nelson, membership coordinator; Linda Foley, president; and Larkie Gildersleeve, director of research, information and technology, are pictured. Foley also addressed the crowd.

NLRB rules against Avondale Shipyard

In a sweeping 700-page order, the National Labor Relations Board has directed Avondale Shipyard CEO Albert Bossier to personally read a cease and desist order to 4,100 current and former shipyard workers, reinstate 28 fired workers and rescind disciplinary actions taken against another 15.

The order covers hundreds of actions by the company to try to reverse the results of a 1993 union representation election won handily by the New Orleans Metal Trades Council at the massive New Orleans-based shipyard.

Union officials estimate the company's back pay liability in this case at more than \$3 million.

Scores of additional charges of firings and improper disciplinary actions against union supporters are still pending before the NLRB and in the U.S. Court of Appeals.

"In this case, the Board decision affirms what we have alleged all along: that the company has violated the law in just about every conceivable fashion," declared Bill Lurye, the union's New Orleans-based attorney who has handled this case since the June 1993 representation election in which shipyard workers voted overwhelmingly for union representation.

John Meese, president of the Metal Trades Department in Washington, said the union is heartened by the decision, but frustrated by the inability of the government to put any muscle behind its findings.

"As long as Avondale gets away with spending government tax dollars to frustrate the organizing rights of its workers, Avondale is going to continue breaking the law with impunity," Meese said.

IFJ condemns Serbian attacks on independent media

The International Federation of Journalists condemned the Serbian authorities for the attacks they have made on independent media who have been covering the actions of police in Kosovo.

"They have learned nothing from the lunacy of censorship and propaganda during the Bosnia war," said IFJ General Secretary Aidan White. "Attacks on media only create ignorance, fear and intolerance. This encourages more

violence not less."

According to the IFJ, the Serbian authorities have threatened to punish independent media who have been reporting the police actions against alleged members of the Kosovo Libera-

tion Army (KLA).

TNG-CWA and TNG Canada are affiliates of the IFJ, which represents more than 450,000 journalists in 96 countries, and has member organizations in Serbia and Kosovo.

Papers curtail online ventures, costs

The online media industry, which mushroomed during the internet boom that began in 1993, faces widespread job losses as companies attempt to bring costs down in line with poorer-than-expected advertising revenues, according to a report by Nicholas Denton of London's Financial Times.

Recently, groups including Microsoft, America Online and some of the largest U.S. newspapers have either cut back on staff or closed their online media ventures entirely to stem losses.

Analysts expect the cutbacks to spread.

In the latest retrenchment, Gannett, Hearst, the New York

Times, the Washington Post and five other media groups decided this week to shut New Century Network, the organization they established three years ago to co-ordinate their online efforts and act as a showcase for online news.

It was hampered by its complicated ownership, and its site attracted a tiny fraction of the viewers claimed by other super sites such as Yahoo! and Excite.

Also, "Word," one of the first and most innovative of the electronic "(maga)zines" made possible by the elimination of printing and postage costs in distributing content over the internet, was closed down along with its sister

publication "Charged."

Microsoft, expanding out of its core business of personal computer software into media and services, recently sacked 30 to 40 employees at "Sidewalk," its collection of local information sites which compete directly with local newspapers.

The software company, which has come under criticism for using the PC gateway to the internet to funnel users to its media properties, also cut online shows on its online Microsoft Network, such as @WaterCooler and Maunty's Kitchen, at the cost of 40 jobs.

America Online, a big service which has rarely experienced pos-

itive cashflow, fired or redeployed 80 staff with its Digital City online guides and 50 at its Entertainment Asylum show, as it decided to buy in more content from outside producers.

Forrester Research, the market research company, estimates the cost of the average-content site has risen by more than 300 per cent in the past two years to \$3.1 million and will double again by the year 2000.

Simba Information estimates web advertising revenues were \$170 million in the third quarter of 1997, more than triple the level of a year earlier but below expectations of optimistic forecasters and insufficient to support media site.

Dow Jones may sell Ottaway chain

Dow Jones & Co. is said to be beginning to mull an eventual sale of its chain of regional newspapers, according to a published report.

The New York Post reported that Dow Jones' board of directors has discussed a possible sale of the Ottaway newspaper chain and that the chain could fetch \$700 million to \$800 million.

But a Dow Jones spokesman said the company's board had not discussed a sale. Although he agreed that the Ottaway chain is not a strategic holding for Dow Jones, he said it has been a good business for the company.

Possible buyers would include Gannett Co. and the Journal Register Co., according to the New York Post. Dow Jones publishes newswires, The Wall Street Journal and its interactive and international editions, Barron's, SmartMoney and other magazines.

Ottaway publishes 19 daily papers in 12 states, with a combined daily circulation of about 576,000.

Nashville Banner ceases publication

After 122 years of continuous operations, the Nashville Banner has ceased publication.

Citing a precipitous circulation drop in the past six months and predicted faster readership erosion into the millennium, publisher Irby Simpkins Jr. ceased publication Feb. 20.

"We came to a textbook decision that we had a failing business," Simpkins told Editor & Publisher. "People just don't have time to spend on an afternoon product. It isn't because they don't like us. They just don't have the time."

The Banner had been part of a joint operating agreement with the Tennessean since 1937. Gannett, which owns the Tennessean, bought out the Banner's owners.

Guild asks: 'Where have all the NJ papers gone?'

TNG-CWA and several other organizations will sponsor a symposium in New Jersey dealing with the growing number of chain-owned daily newspapers in that state.

"New Jersey: Where Have All The Papers Gone?" will be held on Saturday, April 4, from 9 a.m. to 1 p.m. at the Rutgers Labor Education Center at Rutgers University.

Sponsors include the Teamsters, the New Jersey Industrial Union Council, Fairness and Accuracy in Reporting (FAIR) and the Rutgers University journalism department. The symposium will feature experts on the issue of newspaper consolidation who will discuss the effects on communities.

And there will be discussion on how New Jersey residents can help keep local independent papers alive and how to make chain-owned newspaper responsive to their needs.

Linda Foley, TNG-CWA president; and Jim Schaufenbil, international representative, will make presentations at the event.



Locked out, speaking out

Locked-out workers Dia Pearce of the Detroit Guild, and Dennis Nazelli of Teamsters Local 372 carry signs at a rally in protest of U.S. involvement in the Middle East in front of the McNamara Building in downtown Detroit.

Copley cuts to compete with Singleton

The Outlook, a Santa Monica-based daily newspaper dating to 1875 and the winner of an Associated Press first-place award for its coverage of the 1996 Malibu fire, was abruptly shut down March 13.

According to a report in the Los Angeles Times, Copley Press Inc. of La Jolla, owner of the Outlook, said that edition of the 23,000-daily circulation paper would be its last.

Copley, as part of a broader cutback, also disclosed that it will eliminate the jobs of 82 full-time and 41 part-time workers at its

flagship paper in the Los Angeles area, the Daily Breeze of Torrance.

In addition, the company said it would merge the smallest of its three Southland dailies, the 12,500-circulation News-Pilot of San Pedro, into the Daily Breeze.

All told, Copley's Los Angeles-area newspaper operation is cutting more than 150 staffers through buyouts and involuntary dismissals, leaving a work force of about 400 employees.

Copley officials said the cutbacks were prompted by declining business performance.

James M. Box, editor of

Copley Los Angeles Newspapers, added that the Outlook "has never been really profitable in the 15 years Copley has owned it. It's at best been modestly profitable or break-even."

John Morton, a leading newspaper industry analyst, said that the Outlook and other suburban newspapers in Southern California are feeling financial pressure from Denver-based MediaNews.

That growing newspaper company, headed by William Dean Singleton, has bought the Pasadena Star-News, San Gabriel Valley Tribune, the Whittier Daily

News and, most recently, the Long Beach Press-Telegram and the San Fernando Valley-based Los Angeles Daily News.

"Singleton is enlarging his footprint all around Los Angeles, and the more properties he assembles, the bigger buy he can give to advertisers and the more cost efficiencies he can achieve. So, it makes him a formidable competitor to papers that might not have such advantages," Morton said.

But Box said Copley, which also owns the San Diego Union-Tribune as well as papers in the Midwest, is committed to remain-

ing in the Los Angeles area.

"We've heard the rumors as much as everyone else has, that with his recent acquisition of the Long Beach paper, Press-Telegram, and the Daily News, that Singleton was interested in our group because it would have completed the ring he has talked about around Los Angeles, but our company has expressed no interest in selling. . . . We decided the best way to improve the position of the Breeze was to try to reduce our expenses. . . . It's always been the strongest of our three [Los Angeles] papers."

Star Tribune unit OKs deal pre-McClatchy

By Eric Black
Twin Cities Guild

The Guild unit at the Star Tribune of Minneapolis-St. Paul on March 10 ratified a contract that provides a 16-percent wage increase over five years and offers significant relief on health care costs.

The agreement was approved by a 4-1 margin.

It calls for wage increases of three percent a year in all scales, enhancements in retirement benefits, reductions of 21-37 percent in employees' health care premiums and a signing bonus of \$750 per newsroom member.

The agreement comes at a crucial moment in the history of the newspaper and the unit.

The Cowles family, which has owned the paper for decades, agreed in November to sell

Cowles Media Corp., of which the Star Tribune was by far the biggest holding, to McClatchy Newspapers Inc. for \$1.4 billion.

So the Guild negotiators faced a Cowles Media team, with McClatchy not officially represented but presumably playing a role in the background.

"I'm pleased with the new contract," said Joe Rigert, Star Tribune unit chair. "It's not perfect, but no contract ever is, and it provides decent increases in wages and benefits, while avoiding any give-backs."

In a particularly difficult part of the negotiations, the Guild came to agreement with the Cowles Media Company, parent company of the Star Tribune, to significantly reduce the Guild-represented workforce in the newspaper's circulation department.

In return, the Guild was able to

obtain substantial early retirement and severance packages — as well as \$20,000 signing bonuses — for the 44 circulation members.

Under the agreement, 33 of the circulation workers will leave the company over the next 10 years.

The company gained the right to assign work formerly within the Guild's exclusive jurisdiction to non-union employees.

The contract extension was reached in limited negotiations that were concluded in six weeks.

California-based McClatchy, whose biggest holdings before acquiring the Star Tribune were the Sacramento Bee and the Raleigh News and Observer, has no track record in dealing with a Guild unit as large and well-established as the one in Minneapolis.

Some of its Guild-represented California Bee papers recently worked as long as 10 years with-

out a contract.

McClatchy CEO Gary Pruitt has said that the company's union-management history starts over with the Minneapolis acquisition.

"Another reason we're glad to have this contract extension," said Unit Chair Rigert, "is that it assures us that our new owners won't be able, for five years, to seek wage concessions to help them service the enormous debt they took on to acquire the Star Tribune. It also gives us five years to develop, we hope, a good union-management relationship."

Economics: Three-percent a year for five years, compounded, for a total gain of 15.9 percent. In 2003, the minimum weekly salary of a senior reporter, photographer or copy editor will be \$1,182.

Retirement: Five years ago, the Guild had negotiated a new retirement benefit under which the

employer annually puts 2.5 percent of each employee's salary into a cash balance account where it accrues until retirement.

As part of the new extension, the return on those accounts will now be almost seven percent, and the company will contribute 3.5 percent of each employee's salary for 1998.

Health Benefits: The Guild accepted a schedule of co-pays for non-preventive doctor or hospital visits, which their premiums by five percent; and a bonus program under which the company will put an escalating amount, from \$100,000 to \$140,000 into a pool each year for distribution to Guild members to offset the co-pays and the employees' share of health insurance premiums.

Eric Black is a reporter and a member of the Star Tribune unit of the Twin Cities Guild.

CONTRACTS & CHALLENGES

NY Guild reaches agreement at Standard & Poor's

Minimum salaries for current top-scale Guild members at Standard & Poor's remain among the highest for workers anywhere in the Guild under the terms of a new four-year contract that pays fully retroactive annual increases of 4 percent and 3.5 percent for 3 years beginning December 30, 1996.

For the first time in more than 25 years, job security has been improved, with, among other gains, temporaries being required to become permanent staffers after six-months' service, enforcement of existing limits on the use of

casuals, and expansion of the arena for finding other Guild jobs and for bumping, in the event of reductions in force.

New York Guild President Barry Lipton said, "this is an extraordinary agreement, a far better contract than we had any reason to believe could be won."

"Guild negotiators, led by Local Representative Dona Fowler and Unit Chair Sandi Henson succeeded in winning the most far-reaching job security protections in the shop's history and securing some of the highest pay rates in our union," he said.

Foreign Policy Association becomes a Guild shop

Employees of the Foreign Policy Association in New York now have a Guild shop.

According to a contract agreement which runs from Jan. 1, 1998 to Dec. 31, 1999, current employees in Guild jurisdiction who has not joined the union have been "red circled" and will not be forced to sign up, but any new hires must become members of the New York Guild as a condition of their employment.

In addition to the new language dealing with union security, Guild covered employees have received a 2 percent pay increase as of Jan. 1, 1998 and will receive another 2 percent on July 1, 1998. Two percent raises are scheduled on Jan. 1 and July 1 in 1999.

The agreement also restores Veteran's Day to the list of paid holidays. Improvements also were made in health and dental care coverage, sick leave and bereavement leave.

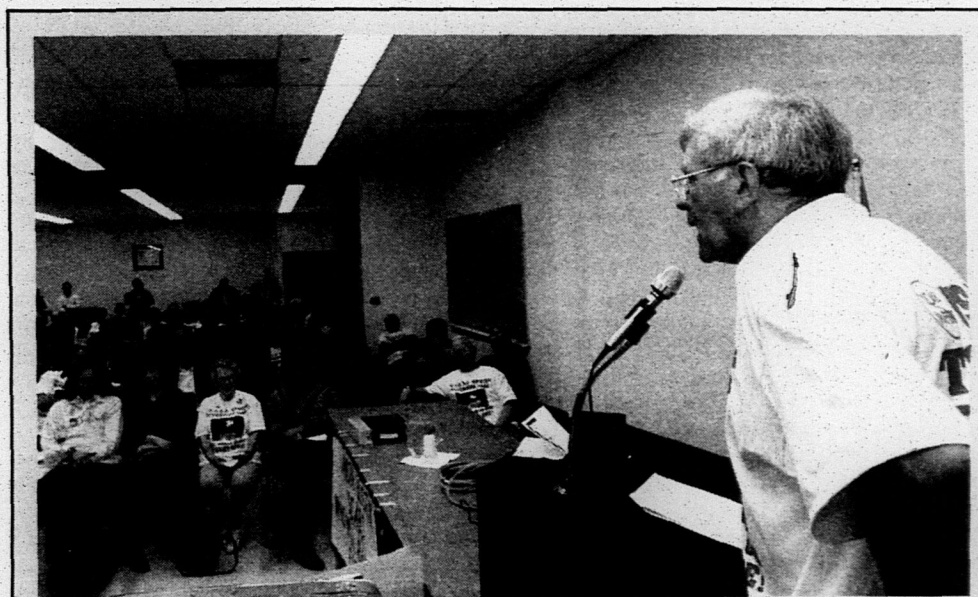
Stringer bonus penalty pays members in Pittsburgh

The Pittsburgh Post-Gazette's increased reliance on stringers has pushed the Pittsburgh Guild's bonus penalty to an all-time high for 1997.

Each qualifying member of the Post-Gazette unit will get a payment of \$1,756.84 before taxes.

The collective bargaining agreement establishes a penalty if the paper spends more than 5.5 percent of the Guild payroll on stringers.

It must match the excess dollar-per-dollar in payment to Guild members.



On the road again

Locked-out printer, John Martin, addresses a crowd of union supporters in Windsor as part of the kick-off of the A.C.O.S.S. (Action Coalition of Strikers and Supporters) Spring Offensive. Four strike activists will be traveling all over Canada, California, Oregon, and Washington State during March.

Judge rules in favor of claims by printers at Detroit papers

A federal district court judge has ordered the Detroit Newspaper Agency to proceed with arbitration over reinstatement and back pay claims by 16 printers represented by the Detroit Typographical Union No. 18.

The six Detroit newspaper unions offered to end their two-year strike against Knight Ridder and Gannett in mid-February of last year.

However, the publishers refused to return most of the striking union members to their previous jobs — including nine CWA printers allegedly discharged over strike related activities and another seven over age 65 who, management claimed, were ineligible to retain their lifetime job guarantees.

DNA claims that a 1974 contract with the printers established

See related story, Page 8.

an age limit of 65 for lifetime guarantee holders.

Judge Julian Abel Cook, Jr., turned aside management arguments which urged the court to void the job guarantees.

The publishers also argued that printers' discharges could not be grieved or arbitrated because the union contract had expired before the workers were fired.

Judge Cook ruled substantial precedent exists for using grievance and arbitration procedures to resolve disputes which "arise under" contracts — even expired contracts; and that the right to lifetime job guarantees does not extinguish even if the agreement establishing those rights expires.

"DNA's arguments against arbitration are unpersuasive," Cook

wrote, adding: "DNA's primary argument is that no job guarantees existed during the strike and [that there are] union members who turned 65 before the return to work offer was made."

Sam McKnight, the attorney representing both DTU and its co-plaintiff, GCIU Local 13-N, said Cook's decision effectively gives all the discharged printers at least two windows of legal opportunity for reinstatement — including the arbitration decision and coverage under earlier NLRB finding that the discharged printers were among strikers who must be offered reinstatement as unfair labor practice strikers.

Some of the 16 involved will have three reinstatement options, he said, as they also are part of a class of 85 who had been determined to be unlawfully discharged in another NLRB case.

Leaders roll up their sleeves and dig in

By Kimber Williams
Eugene Guild

Bulletin boards. Winging across country to attend The Newspaper Guild's intensive four-day training for new local officers in February, I somehow thought that I would be absorbed with something more consequential than cork board in the workplace.

It was a little embarrassing, frankly. I was certain I'd be meeting people from locals with really important, precedent-setting labor issues. Big stuff.

But here I was, absorbed. Our problem stemmed back to last summer, when our local had waged a difficult attempt to organize our part-time workers — a group of employees whose ranks are growing, yet remain uncovered by our contract.

Management had hired a big gun — a high-dollar Tennessee attorney whose name is synonymous with labor busting at newspapers up and down the West Coast.

And one of their first moves was to replace our once-open workplace bulletin boards with locking glass-enclosed boards. Though parameters for space and placement of Guild bulletin boards are spelled out in our contract, our boards had shrunk.

It was all part of a long-planned "bulletin board upgrade program," we were assured.

Guild material was now relegated to "bulletin boards" that you might put in a dorm room for phone messages — you couldn't fit more than one standard piece of typing paper on it.

Just as suddenly, the Guild was restricted from distributing material in the workplace. Almost anything. Invitations to baby showers and appeals to buy candy for your kid's softball teams were suddenly "solicitations."

No workplace solicitation, was the new rule.

"Past practice," we argued.

"Oh, but this has always been a part of our informal corporate culture," came the fuzzy answer.

The message was clear. Both acts amounted to a symbolic silencing of The Newspaper Guild. To grieve any of it at that time threatened to stop our part-timer election. We had been fighting both points with the company ever since.

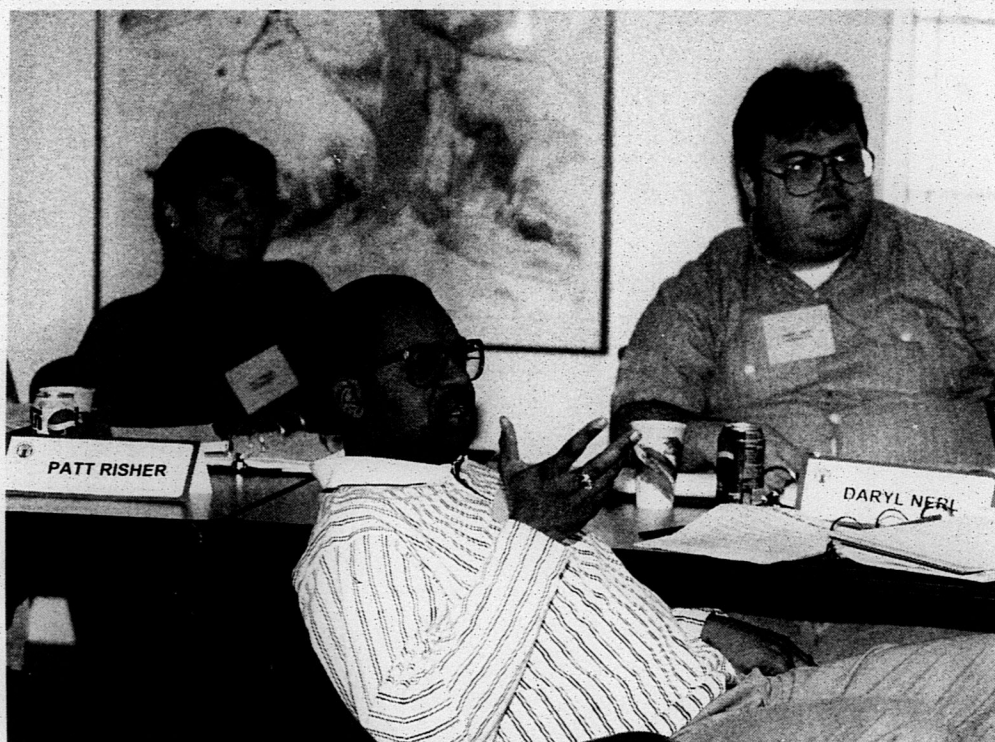
On the grand scale, these weren't problems that made the earth stand still. People weren't losing jobs over it. But it was crippling our ability to communicate with members and making us less visible within the workplace.

So as our local president, Jeff Berger, and I pulled up to the George Meany Center for Labor Studies, in Silver Spring, MD, I was prepared to listen mostly. Absorb. Quietly nod and take notes.

I soon discovered that the New Local Officers program is not a spectator sport.

As a participant, you're not really allowed to sit on the sidelines. You're expected to roll up your sleeves and contribute, to talk about the very real issues that locals face.

From the crazy stuff — anecdotal tales from a business office worker who'd unexpectedly caught an executive editor embezzling —



Patt Risher of Pittsburgh, Russell Bellamy of Albany and Daryl Neri of Scranton.

to the nuts-and-bolts of labor work: intense, impromptu role-playing around contract negotiations.

It was a dawn-to-dusk endeavor. After the first full day, which ended around 9 p.m., I felt like an old Gary Larson cartoon: The grimacing student who wearily announces, "My brain is full."

There was simply a lot of good material to absorb. Our presenters were seasoned with practical experience in both the labor movement and the curious anomalies of life at a newspaper.

Their work was deeply rooted in real life, not theories.

I met people from all over. The

reporter from the New York Times and the accountant from Wisconsin, the secretary from Ontario, Canada, and the copy editor from Providence, RI. Great people wrestling with, surprisingly, many of the same issues.

Although seminar participants had a range of experience, everyone seemed on equal footing. And there was some comfort in the fact that we're all in this, working it out, learning as we go along.

Labor work is a living thing, it seems.

You could sit down at any dining table and find yourself in the midst of a practical tutorial on

problem-solving. I considered it supplemental education.

One lunch hour, Jeff and I col-lared contract analyst Marian Needham to hash out the frustrations of our bulletin board issue.

She was tenacious, and full of great ideas. It is no exaggeration when I said it was the most productive 25 minutes we'd spent in a year.

From referencing national labor law to some very practical interim strategies, we were hooked. The message from national staff seemed sincere: We're here for you.

For me, one bit of advice rang strong through the entire weekend. I packed it into my brain for the trip home.

And it still reverberates as a reminder, a motto, a mission.

As complicated and absurd as labor work can seem at times, as frustrating as situations and personalities can become, my job, our job, boils down to a primary task — defending the contract.

Our Guild contract is our legacy. At our newspaper, that's a legacy that's been intact for more than 52 years.

Our work is to defend it, to uphold it for generations to come.

Bulletin boards, as trivial as they sound, are a piece of that. And that's how our work proceeds — one issue, one piece, one step at a time. In the end, it adds up.

I returned to Oregon fortified with the strength of others, the strength of their experiences.

And I returned with a reminder to use our own strengths, to use a process that has worked, and continues to work for us.

The tools for success? We already have them.

Kimber Williams is a features reporter for the Register-Guard newspaper in Eugene, Ore., and vice-president of the Eugene Guild.



The class of '98.



LOOKING AHEAD

TNG, freelancers find common cause

By Arnold Amber, Director TNG Canada

After years of shunning each other, purposely or 'subconsciously, it's time for newspaper unions and freelancers to get together.

If not, newspapers will increase their use of freelancers to the detriment of Guild members and freelancers.

Most locals have approached the freelance issue by building jurisdictional walls around the work of permanent staff and allowing occasional or specialist contributors, such as gardening or bridge columnists, to act as freelancers or stringers.

Most locals paid no attention to the freelancers and their concerns and didn't care how low their pay was or how much they might have been exploited.

That approach has failed.

The low freelance rates encouraged newspapers to increase the use of freelancers and stringers.

Freelancers now are particularly active in feature work, so-called specialty areas, and in producing all sorts of copy, including news coverage, for suburban zone editions.

A recent survey by TNG Canada found that many union contracts contain little or no control over the newspapers' use of freelancers. For example:

- One contract boldly states "nothing in this agreement shall prohibit the employer from using freelancers."

- Five permit the unfettered use of freelancers with "special expertise."

- Nine prohibit the use of freelancers only if such use would displace full-time positions or employees.

- Two prohibit the use of freelancers only if such use would reduce employees' hours.

Even where jurisdiction clauses are stronger, they have not controlled the spread of freelance work. In TNG's model contract, the jurisdiction clause sets limits on freelancers.

It prohibits them from doing the kind of work normally performed by the bargaining unit, work that is similar in skill and nature to that of the bargaining unit, and work that is assigned to be performed within the bargaining unit covered by the agreement.

But there have been major problems in enforcing even the good language.

Some locals have turned a blind eye to the use of freelancers and now, when they want to invoke their contractual rights, find that arbitrators are using the concept of "past practice" over other labor rights.

Although not in every case, bad history of not demanding contractual compliance is being thrown in the union's face.

In some cases there has been very strong language concerning freelancers.

The Montreal Guild, for example, not only has general clauses limiting the use of freelancers, but also caps at 9 percent of the annual editorial employees payroll the amount of money that the Montreal Gazette can spend on freelancers.

The Montreal Guild also has language that covers the use of freelancers in strikes, lockouts and layoff situations.

Additionally, The Gazette is required to pay 2 percent of all freelance pay to the union and provide it with records of the use of freelancers and the total amount of money they are paid.

The problem with the Montreal Gazette

Cadillac is that if you don't already have it in your driveway it's not likely you will be able to get it now.

Newspapers, as they move to using more and more freelancers, stringers and try to contract out other jobs in their non-editorial departments, are not likely to grant new jurisdictional rights to unions.

We need a new approach.

I believe that, on the one hand, we should strengthen our jurisdiction where we can and be very vigilant in guarding the clauses and protections that we do have.

But equally important in this new age is for unionism to move where the work is and an increasing amount of that work now is with freelancers.

We must get over the belief that freelancers are the enemy.

Indeed most of them are worse off than any of our members and they barely register at all on the newspaper's food chain.

When it comes to being exploited and taken advantage of, freelancers face a much greater burden than any of our members.

On these grounds alone we should be holding out our hands and trying to organize freelancers and get clauses in our contracts to protect them.

Freelancing has led many budding journalist to permanent newspaper staff employment and to Guild membership.

On a more union self-centered basis, while newspapers can get copy produced for very cheap rates, they are going to exploit any loopholes they can find in our contracts to drive more and more work into the freelance area.

We should regard freelancers as allies who are seeking fairer wages and for those who work solely at being freelancers, benefits as well.

Although freelancers have not had much help from unionism in the newspaper industry, there is a far better record in broadcasting and magazines.

In fact, there are unions in both these industries devoted solely to freelancers.

My own local, The Canadian Media Guild, recently formed a special freelance branch of about 800 members working at The Canadian Broadcasting Corporation, to better promote freelancers' issues.

In this era of the new media and electronic newspapers and the Internet, there is more common ground among freelancers and union members than ever before.

Newspapers are now using everybody's copy, mostly without compensation, to feed the insatiable appetite of new internet services.

Unions must fight to get the pay for these stories and to ensure that the editorial work on the internet services is done under union contracts.

It's interesting to note that both in the United States and Canada it's the freelancers who have gone to the courts to get ownership of copyright and the right for proper remuneration for work newspapers are putting on the internet.

TNG should coordinate an across-union strategy concerning freelancers.

Marian Needham, executive secretary to the contracts committee, is ready to assist all locals with information and suggestions.

It's time to embrace our freelancers, both figuratively and otherwise.

Grievance Procedure



Let's look at 'decerts' and learn from them

By Harry Kelber
The Labor Educator

There's one important problem that labor leaders avoid talking about at union conferences or in their publications, because it's embarrassing and troublesome.

The hush-hush subject is the loss of union membership through decertification elections.

Every year the National Labor Relations Board conducts hundreds of decertification elections in which the defending unions have been losing a shocking two-thirds of them.

In 1996, for example, there were 485 decertification elections, involving a total of 25,011 workers, with the defending unions winning 149 for a win rate of only 30.7 percent. In fact, since 1950, the annual win-rate has never been higher than 34.1 percent (that was in 1994).

It takes a costly effort in money, staffing and other resources to organize a company by winning the support of a majority of employees and then going on, despite numerous obstacles, to secure a first contract. These victories often take years to achieve.

So isn't it a cause for concern that workers are turning against a union that they voted for, after living under a union contract a year or more?

Shouldn't we be asking what has been happening in so many workplaces where organized workers are deciding they want to get rid of their unions?

The humiliating losses in "decert" contests give union-busters an additional argument to defeat organizing campaigns. They can say, "Workers who have experienced union control are glad to get rid of it."

To most workers, a union is an agency that bargains with management to improve wages and benefits and affords them a certain amount of protection against employer mistreatment.

That's what they expect for their dues. But what else would they like to get to improve their life in the workplace that the union is not providing?

Perhaps we can get some fresh insights on worker needs and satisfactions by studying the views of management experts who write books and conduct expensive seminars for company executives and supervisors.

Studies show that while workers wel-

come increases in wages and benefits, these gains have only a short-lived, minimal effect on them in terms of enriching their lives in the workplace.

Management experts believe that workers can be conditioned to be more productive and feel more loyal to the company, if they are treated as "associates" and "team" members, rather than employees under the rigid control of a supervisor.

This includes more individual responsibility for the operation and completion of a job or project; more recognition of the quality of their work; less supervision; encouragement of a worker's input and opportunities for advancement.

Many of these "enrichment" factors are incorporated in the "team" concept, which an increasing number of companies are adopting, and to which many workers respond favorably.

Many union leaders have opposed the introduction of management-employee teams on the grounds that they have been devised to manipulate employees to work harder and smarter for the company's benefit, under the illusion that they are part of management.

A more basic opposition is that the team idea is a thinly-disguised attempt to replace existing unions with ones controlled by individual companies.

What alternative proposals can unions offer their members to deal with their need for enriching work on the job?

Or is this problem outside of the functions and responsibilities of unions?

Unions should make a detailed analysis of every instance where it has suffered a loss in decertification contests and come up with solutions to eliminate or reduce their number.

At a time when the AFL-CIO is making a major effort to increase its membership, it is distressing to lose what unions have once won.

The Labor Educator is published bi-monthly. Contact Hkelber@igc.apc.org

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: April 3.)

Organ-transplant series wins Broun award

Continued from Page 1

bined computer-assisted research with traditional enterprise efforts to reveal wide disparities in the time patients wait for organs; higher mortality rates, on average, at organ transplant centers that perform limited numbers of transplants; and centers that kept desperate patients waiting while healthy organs were rejected because surgeons weren't available or because of other administrative and non-medical reasons.

The reporters worked for 18 months to open up records that could help patients evaluate which transplant centers turn down organs because they aren't prepared to handle them.

It published a list of mortality rates and waiting times for 600 transplant programs.

It analyzed nearly 56,000 records to report that patients who received transplants at centers that do few operations were significantly

more likely to die within the first year than patients who received transplants at high-volume centers.

The judges said it was a tremendous and comprehensive piece of reporting on a subject that affects many people in all walks of life but is so modern that it isn't well understood by most patients, donors or reporters.

The judges also said they were impressed by the high overall quality of the competition for this year's award, from newsrooms of all sizes including some with very limited resources.

The winning entry was increased to \$5,000 this year, from \$2,000.

The award is open to employees of newspapers, news services, magazines and radio and TV stations in the United States, Canada and Puerto Rico.

Entries for the 1998 award will be due in mid-January 1999.



Leonard Sloane, Murray Seeger, chair Bob Steinke, Don Barlett and Sharon Schmickle judged the 1997 Heywood Broun Award at TNG-CWA headquarters on Feb. 27.

KR must use Guild's proposal

Continued from Page 1

An accompanying statement of support for the proposal states:

The need to emphasize the above principles, and to reward executives who carry out these principles, is heightened by the proliferation of one-newspaper cities.

The adoption of the above principles will encourage Knight-Ridder, Inc. (KRI) to act responsibly in the communities the company serves, and to avoid predatory and discriminatory practices.

The need to adopt the above principles is also heightened by the fact that the industry has not solved its long-term dilemma of shrinking newspaper readership, increasing competition from local television news, and potential competition from new electronic media.

In the 1960s more than eighty percent of adults read a daily

paper. By the 1990s, this had fallen to sixty percent.

It is incumbent on newspaper chains to reverse this downward trend in readership by producing quality products and acting as responsible corporate citizens.

By adopting these principles, KRI, the second largest chain, may prevent killing the goose that laid the golden egg.

A quality product is particularly important.

In its September 29, 1997, review of national newspapers, Time magazine declared that the Miami Herald which used to appear regularly on its 'ten-best' lists, seems "a shell of its former self."

It added that, "at the Detroit Free Press, quality has plummeted since a joint operating agreement with the afternoon News."

In the late 1980s KRI received no fewer than three and frequently 5-7 Pulitzer prizes in a given year.

Beginning in the 1990s, KRI has never exceeded three prizes in any one year.

It received no prizes in 1995.

Adoption of the principles by the Board will enhance adherence to sound business practices by our executives, help reverse the threats to our place in the publishing world and protect our investment.

Another shareholder proposal victory was marked by the Bureau of National Affairs unit of the Washington-Baltimore Guild, which succeeded in placing a resolution recommending that, beginning in April 1999, a member of the local nominated by the Guild serve as the thirteenth stockholder member of BNA's board of directors.

Detroit unions stand tough amid Gannet, KR attacks

Continued from Page 1

paper strike is not to bust the six unions that struck.

In a series of recent actions Knight Ridder and Gannett continued their assault on unionized workers by encouraging a decertification petition against the Guild at the Free Press, issuing a misleading press release, saying the companies had reached agreements with the locked-out unions and offering a bogus buyout offer to CWA printers.

'Decert' rejected

National Labor Relations Board Regional Director William Schaub has rejected a decertification petition against the Guild at the Free Press.

Business columnist named Doron Levin filed a petition asking the NLRB to hold an election to allow nonmanagerial workers to vote out the Guild as their bargaining representative.

Before the strike, Levin was a member of Newspaper Guild Local 22.

"We think the company not only was allowing Levin to solicit signatures on company time but was working hand-in-glove with him," said Local 22 President Lou Mleccko.

Schaub declared the petition untimely, concluding that such an election would be unduly influenced by unsettled unfair labor practice complaints stemming from the 19-month Detroit newspaper strike.

Many such complaints are pending.

Misinformation

Detroit Newspapers, Inc. misinformed the metro Detroit community on a labor dispute affecting

more than 2,500 newspaper workers.

The newspapers proclaimed they had reached agreements with five skilled trade unions.

In a clearly calculated move on the part of newspaper officials they failed to mention that nearly 1,400 workers remain locked out of their jobs.

The news media was manipulated into believing there was a major breakthrough in negotiations with the six unions involved in a 31-month-old labor dispute.

Last June, the National Labor Relations Board found the newspapers guilty of causing and prolonging the strike and current lockout.

Nothing could be more egregious to the Metro Detroit community than for newspaper executives to be using the proverbial shell game to misinform the public.

The tentative agreement with the five skilled trades unions only represents about 115 workers, compared with the 2,500 workers represented by the six major unions.

Printers nix buyout

Printers who work at the Detroit papers voted 49-34 on March 1 to reject a buyout offer that would have paid them about \$70,000 each to go away quietly.

"The members of Local 14503 by refusing to accept a buyout without a contract, have sent a strong message that they will not allow DNA, Knight Ridder or Gannett to divide our membership at this critical time," said Bill Boorman, CWA vice president for printing, publishing and media workers.

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Reporter

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DAYBOOK

AFL-CIO Civil/Human Rights Conference, March 26-29, Los Angeles

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

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

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

New England area mobilization training, April 25, Quincy, MA

Workers Memorial Day, April 28

Tri-council (Great Lakes, Midwest, Southern), May 1-3, Memphis

Pacific Northwest area mobilization training, May 30, Seattle

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