

THE GUILD Reporter

April 10, 1998

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Scholar
reports from
Harvard

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April 28: Day of action against KR

TNG-CWA is conducting a national mobilization on April 28, the date of Knight Ridder's annual meeting.

The mobilization is in support of workers at the Monterey Herald and the Detroit Free Press and in support of three shareholder resolutions — most notably the Monterey Principles — which have been submitted to Knight Ridder shareholders for consideration.

Knight Ridder's takeover tactics at The Monterey County Herald, as well as its actions in Detroit, have brought dishonor on a com-

pany that once enjoyed a reputation for journalistic excellence.

Quality and editorial integrity never should be sacrificed in favor of short-term financial gain. Many employees believe that Knight Ridder's future is being placed at risk by policies that maximize profits for the short term at the expense of its future growth and standing in the industry.

In Monterey, Calif., the community has largely boycotted the Herald after Knight Ridder swapped one of its properties for the paper and fired the entire staff.

Most staffers subsequently were rehired, but workers and the community expressed outrage at the unprovoked attack. In Detroit, Knight Ridder has lost millions of dollars and a third of its circulation in a continuing war on workers at the Free Press.

"The adoption of this proposal will enhance adherence to sound business practices by Knight Ridder executives, help reverse the threats to the company's place in the publishing world and thereby protect the interests of stockholders," wrote Linda K. Foley, TNG-CWA presi-

dent, in a letter asking shareholders to vote for the proposal.

In its letter to shareholders, the company asked that the principles be rejected because it said they would interfere with the editorial independence of each paper.

The Monterey Principles are:

► 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 adver-

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Guild names group to shape future of journalism

TNG-CWA has named the first members to its committee on the future of journalism.

The purpose of the committee is to separate the day-to-day professional concerns of working journalists from issues of collective bargaining.

"As a group we can get attention for those issues we think are most important that individual workers in the industry cannot get," said Murray Seeger, veteran reporter and editor, now with the Nieman Foundation. "As a group, we can say things that individual Guild members are less likely to say as individuals."

Committee of Concerned Journalists reports on use of anonymous sources, Page 6.

To start, members of the committee will review a report on the industry by Seeger.

The area of greatest concern is the contemporary situation around journalism practice and proposals for future action.

The committee is urged to talk about these issues with colleagues so that the ultimate product will reflect the widest possible view of members.

The committee seeks additional members to assure it has a good cross-section of the Guild.

Contact Linda K. Foley, TNG-CWA president, with nominees.

Members of the committee are:

Jeff Buttle, Canadian Broadcast Corp.; Dick Carelli, AP-Washington Bureau; Kate DeSmet, Detroit News (locked out, fired); Larry Hatfield, San Francisco Examiner; Martha Hodell, AP-Huntington, WVA, Bureau; Bob Jordan, Boston Globe; Beverlyann Morris, Toledo Blade; Jim Price, Milwaukee Journal-Sentinel; Kathy Sawyer, Washington Post; Holly Silbiger, Cleveland Plain Dealer; Peter Szekely, Reuters Washington Bureau and Andy Zipser, Barron's.

Broun-winning series helps heal organ transplants

By Rolie Dreuss
Northeast Ohio Guild

The 1997 Heywood Broun Award winning series on flaws in the U.S. organ allocation and transplant system, has helped change national policy:

Donna Shalala, secretary of health and human services, has imposed rules to help equalize waiting times for organs.

Dave Davis, Joan Mazzolini and Ted Wendling, projects reporters at the Cleveland Plain Dealer, reported on and wrote about the United Network for Organ Sharing, turning up flaws that often had tragic consequences for hopeful patients and their families.

Among their findings:

► At some transplant centers, up to 20 percent of patients died before getting an organ transplant.

► The never-before published mortality rates and waiting times for each transplant center.

► Many hospitals turned down organs for non-medical reasons — such as no surgeon available — and never told their patients.

► That 27 of 167 heart transplant centers had refused one-fourth or more of potential organ donations.

"The doctors say it doesn't matter, that someone else will get the heart," Davis said of the effects of hospitals turning down organs for non-medical reasons.

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Guild makes connection to Mexican media unions

By Robert Collier
Northern California Guild

Bringing media workers into step with the NAFTA-era internationalization of the corporate media, TNG-CWA is moving to develop close ties with its counterparts in Mexico.

The Guild and other U.S., Canadian and Mexican media

unions held an unprecedented series of meetings April 6-7 in Las Vegas at the National Conference of Broadcast, Cable and Media Industry Unions.

At the conference, the three countries' unions agreed that the rapid flow of cross-border investment and information is dissolving national borders and shaping a

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Where have all the papers gone?

TNG-CWA sponsored a symposium on newspaper industry consolidation April 4 with Fairness and Accuracy in Reporting, the Teamsters, Rutgers University, and the New Jersey Industrial Union Council. About 75 community activists attended. Vince DiMarco, Teamsters; Maryann Mahaffey, Detroit City Council president; and Janine Jackson, Fairness and Accuracy in Reporting are in the first two rows. For a report on the day's activities, see Looking Ahead, Page 7.

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Standing strong for 1,000 days

The Detroit strike and lockout marked its 1,000th day April 8. See Page 2 and Page 6 for details.

Washington-Baltimore honors its best people

The Washington-Baltimore Guild has chosen the winners of its Guild Service Awards for union activism and its Front Page Awards for excellence in writing, photography and design.

Sharing the member of the year award are Bernard Mower of the Bureau of National Affairs, who retired in January after 25 years with BNA, for his acumen on the unit's pension committee; and Nick Weiner of the Food and Allied Service Trades unit, for his role in reinvigorating and reinforcing the local's commitment to organizing.

BNA mailroom and composition shop steward Walter N. Johnson was chosen Local 35 shop steward of the year for his efforts in representing workers.

The recipients were chosen by a caucus of unit chairs from nomination letters.

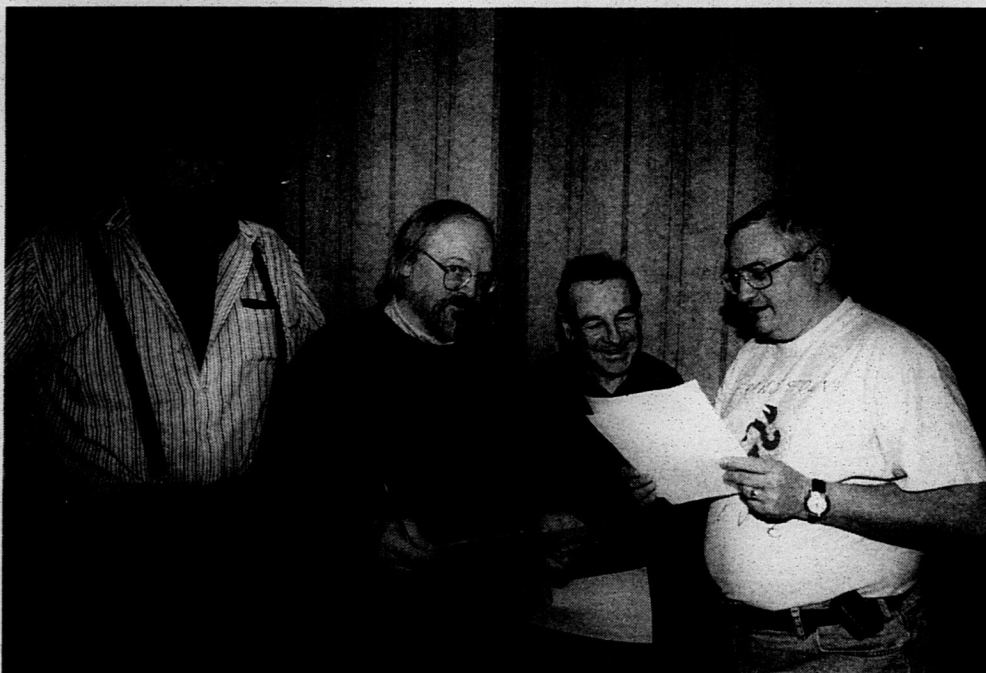
Mower and Weiner will share a \$250 award, and Johnson will receive a \$150 award.

In the Front Page Awards, Don Colburn of the Washington Post won the grand prize for writing for his account of a teenage girl's struggle with brain cancer; Chiaki Kawajiri of the Baltimore Sun won the grand prize for photography for her picture story on Bethlehem Steel.

John Anderson of the Post won the grand prize for design for his detailing of the new Jack Kent Cooke Stadium outside Washington.

Each of the grand prize winners will receive a \$200 award.

Judging the Front Page Awards



New England District Council

Officers of the New England District Council met March 1 in Providence: Jim Baron, first vice president; Adolphe Bernotas, president; Rob Jagolinzer, secretary; and Tom Thibeault, treasurer.

was a team of Washington-based journalists.

A reception and ceremony to honor all Guild Service and Front Page winners will be held May 18 in the lobby of the AFL-CIO headquarters building in Washington.

Forum aims to better The Buffalo News

Newsroom employees at The Buffalo News are about to get their wish. The Guild and The News are organizing an ongoing forum to improve the newspaper.

The intent is to develop a

permanent structure for editors, reporters and other newsroom staff to offer suggestions on everything from news coverage to section changes.

The one area off limits is the Guild's contract with the company.

All labor-management issues will continue to be addressed in other forums at The News.

The forum's roots are several years old. The News agreed to the concept as part of negotiations over advertorials, but the idea was never put into effect. At the Guild's urging, Managing Editor

Margaret M. Sullivan, formerly a Guild member, agreed to spearhead the effort.

The Newsroom Forum will be held six times a year with about 20 managers and employees taking part in each meeting.

The Guild will fill most of the seats with management selecting the rest.

Each session will deal with a single issue and people attending will be asked to prepare for the debate.

All newsroom employees are eligible to take part.

CWA to select top local newsletters

All CWA locals publishing a regular newsletter are invited to enter the CWA local union newsletter awards competition.

Contest entries must come from newsletters published between April 1997 and April 1998.

The deadline for receipt of entries is May 8, 1998.

Information on the contest was mailed to all locals, for more information or an entry form, call CWA's Internal Communications Department, 202-434-1165.

Pacific Northwest hires Paul Glavin

The Pacific Northwest Guild has hired Paul Glavin, a former official with the United Steelworkers of America, as interim administrative officer.

He has been hired under a one-year contract with the local's executive board.

As a subdistrict director for the Steelworkers, Glavin supervised union operations in Washington, Idaho, Montana, Wyoming and Alaska.

"Glavin has the skills the local needs right now," said Liz Brown, local president. "Eleven contracts are up for negotiation this year, and the executive board wants to address some urgent issues in the local's operation," Brown said.

She said the board agreed to hire Glavin on an interim basis, rather than launch a search for an administrative officer at this time.

Ontario members get ice-storm pay

The Ottawa Guild was successful in getting additional family emergency days for six Ottawa Citizen editorial department employees who had to miss work during the ice storm disaster in January.

The Guild and the Citizen reached a compromise to settle the dispute over additional family emergency days requested by employees whose paychecks were arbitrarily docked from vacation allotments, floater days or time banks.

The contract allows one family emergency day per year from June to June.

After informal talks failed to resolve the matter, the Guild filed six grievances.

The special agreement that resulted in the withdrawal of the grievances gives the grievants emergency time for the days they missed work.

Under the contract's two-week schedule rule, the company also agreed to pay overtime to some district supervisors in the circulation department whose hours of work were changed during the storm emergency.

Detroit marks 1,000 days of bitter strike, lockout

The bitter and divisive labor dispute at the Detroit dailies reached its 1,000th day on April 8.

Despite the recent deceptive mainstream media stories on this community issue, more than 1,400 longtime loyal newspaper workers remain locked-out of jobs that have been illegally taken from them by The Detroit News, the Detroit Free Press and Detroit Newspapers, Inc.

Only 440 workers have been returned since an unconditional offer was made in February 1997 and nearly 20 percent of those workers are being paid half of previous contractual wages.

This is being done under illegally imposed conditions.

"This is no more than the Detroit dailies carrying out their threat issued early on," said Al Derey, president of the Metropolitan Council of Newspaper Unions. "They are dragging out this bitter dispute until all of our members have retired, found other jobs or died."

Twenty newspaper workers have passed away during this ordeal.

A bipartisan political summit, scheduled for May 18 and called for by the 900 members of Religious Leaders for Justice at Detroit Newspapers, is intended to put political pressure on corporate executives for meaningful negotiations.

The political power base of southeastern Michigan is angry that Gannett, owner of The Detroit News and Knight Ridder, owner of the Detroit Free Press, ignore the will of the community and won't bring closure to this divisive and prolonged struggle.

In a show of support to the working men and women, many political leaders refuse to be interviewed by the Detroit dailies.

Support has come in the form of the continuing boycott of the Free Press and News. More than 30 percent of the daily and Sunday circulation has been eroded.

Nearly two-thirds of local advertisers have greatly reduced or discontinued spending money with the Detroit dailies.

Advertisers are looking elsewhere because of the poor market penetration. Independent auditing firms report that daily circulation

of the Free Press is reaching just 16.8 percent of homes in the southeastern Michigan region, while the News is reaching a meager 11.9 percent of homes.

Dailies in Oakland and Macomb counties have experienced tremendous growth during the stretch of this dispute.

The NLRB in Washington is expected to rule expeditiously on the companies' appeal of a guilty verdict — rendered last June — on ten unfair labor practices.

This struggle has been determined by an administrative law judge to have been "caused and prolonged" by the "extensive" unfair labor practices of the Detroit dailies.

The NLRB has had the case since Sept. 22, 1997.

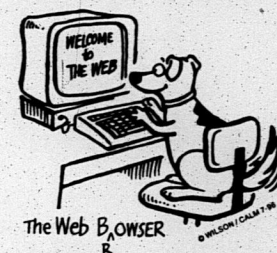
The NLRB is seeking to overturn a U.S. District Court judge's rejection of an injunction that would have returned longtime workers to their positions last August.

That process began with a hearing on March 10 and a ruling is expected shortly from the Sixth Circuit Court of Appeals in Cincinnati.



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

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Clinton, Gore call for equal pay for women

The Clinton administration supports legislation that aims to close the gap between what women and men earn, Vice President Al Gore said.

April 3 was National Equal Pay Day — when a typical woman's earnings for the year, coupled with her 1997 earnings, equal what the average man made in 1997 alone.

Women on average earn 74 cents for every dollar men earn, although that's up from 59 cents in 1970, according to the Census Bureau. The gap is closing at a rate of about a half a penny a year.

The disparity is even bigger for minority women. Black women earn 65 cents and Hispanic women 57 cents for every dollar earned by white men.

In recognition of National Equal Pay Day, President Clinton released a proclamation urging employers to "review their wage practices and to ensure that all their employees, including women, are paid equitably for their work."

Gore said there is no simple reason for this discrepancy and that women's work can no longer go undervalued.

"We insist that women receive

full and fair reward for their work and that the nature of that work reflect a full and fair recognition of women's accomplishments," Gore said. "For me, it's a simple matter of wanting my daughters to have the same opportunities in life that my son will have."

Gore urged passage of the Paycheck Fairness Act, which would toughen the Equal Pay Act by allowing compensatory and punitive damages and easing the way for cases to proceed as class actions.

The bill's author, Rep. Rosa DeLauro, D-Conn., stressed that pay inequality affects not only

women but their families as well. Two out of five working women provide the sole economic support for their family.

"This is fundamentally a day about paychecks and reality checks," Labor Secretary Alexis Herman said to a crowd wearing AFL-CIO stickers that read, "Where's my 26 cents?"

Gore outlined additional administration initiatives to provide better analysis of data on the wage gap and help federal agencies enforce pay discrimination and civil rights law.

He also announced Clinton's

nomination of attorney Ida L. Castro as commissioner of the Equal Employment Opportunity Commission. Castro is acting director of the Women's Bureau at the Labor Department and has been involved in employment and labor issues throughout her career.

"As a Hispanic woman, she has learned to face double discrimination by ethnicity and gender to develop the toughness that she needs to take care of herself and soon, as chair of EEOC, of so many others," Gore said.

Castro's nomination will be sent to the Senate for confirmation.

Think tank sees increased labor activity

Canadian Association of Labor Media

The Conference Board of Canada is predicting a dramatic increase in strikes and work stoppages in 1998.

In a study entitled *Industrial Relations Outlook 1998* released in February, the research center predicted that the biggest issue will be workers' demands to restore lost wages.

"This shouldn't come as a surprise to anyone," said Alberta Federation of Labor president Audrey Cormack. "With the economy growing and corporate profits up, it is only natural that working people will fight to regain the ground they have lost over the past 10 years."

The report points out that real wages have been declining for two decades and that workers will want to restore their purchasing power, pay off their debts, and re-establish their savings.

"Labour has been warning employers and governments for some time now that the reduction in real income was hurting working people and that there would eventually be a price to pay for overly aggressive and unfair attacks on workers' standard of living," said Cormack.

"They can talk all they want about the pressures of global competitiveness, free trade, deregulation and technological change," said Cormack, "but the bottom line is that working people have their own needs and priorities and they will fight for them."

"The corporations have created most of the pressures that they now claim are forcing them to continue pushing low wages and bad jobs," she said.

Cormack further predicted the need for new, permanent, full-time jobs that pay decent wages and benefits will also increase labor unrest.



TNG, TNG Canada meet

Bernie Lunzer, TNG-CWA secretary-treasurer; Linda K. Foley, TNG-CWA president; David Kaufman, TNG Canada treasurer; and Arnold Amber, director of TNG Canada met at TNG-CWA headquarters in Washington, D.C., March 11 to discuss finances.

U.S., Canadian, Mexican labor unite against NAFTA violations

For the first time in history, major labor federations from Canada, Mexico, and the United States have joined with other organizations to charge a U.S.-based multinational corporation with violating the rights of workers under the labor side accord of the North American Free Trade Agreement.

The U.S. Department of Labor held a hearing March 23 on charges that Echlin, Inc. used armed thugs to intimidate and threaten workers and their families during union organizing campaigns at two of the company's

Mexican plants. The company also is charged with numerous health and safety violations.

The AFL-CIO, Canadian Labour Congress (CLC), and the National Union of Workers (UNT), the newly formed independent Mexican labor confederation, have joined unions and human rights organizations in the three NAFTA countries in filing the complaint against the auto parts manufacturer.

"Companies like Echlin can run to other countries, but they can't hide," said AFL-CIO President John Sweeney. "This joint

action signals a new era of labor cooperation across borders."

The U.S. and Canadian unions filing the charges are: Teamsters; United Electrical Workers (UE); United Auto Workers (UAW); the International Union of Electronic Workers (IUE); Canadian Auto Workers (CAW); Union of Needletrades, Industrial and Textile Employees (UNITE); United Paperworkers International Union (UPIU); the United Steelworkers of America (USWA) in both the United States and Canada; and many local unions representing Echlin workers.

U.S. House defeats paycheck destruction act

"Make no mistake, this represents an effort to punish the American labor movement for supporting working families," Rep. Sheila Jackson-Lee (D-Texas) told the U.S. House of Representatives shortly before it defeated the Pay-

check Deception Act (246-166) March 30.

The vote came as Republican leaders used parliamentary tricks to duck votes on serious campaign finance reform. AFL-CIO President John Sweeney said the bill was "an out-and-out attempt to

silence working families, and this vote is an unadulterated scandal."

GOP leaders vow to bring the bill back later this year when the vote is expected to be much closer. On the state level, similar measures are still alive in more than a dozen states.

2 Irish papers win IFJ award

The Irish News and the News letter, two daily newspapers from the divided community in Northern Ireland who collaborated to promote tolerance and an end to violence have been awarded the 1998 International Federation of Journalists written press award.

Belgium's public broadcaster RTBF scooped the IFJ's television award with a film that contributes to demystifying the situation of Algerian exiles in Europe.

The radio category has been won by a DeutschlandRadio / Radio Bremen journalist for a poignant broadcast that traces a young Togolese man's application for asylum in Germany.

The judges — a panel of leading international journalists — also issued a special commendation for the work of an East German freelancer whose enlightened reporting for a local newspaper in their view added much to the theme of the IFJ Prize "A Celebration of Tolerance in Journalism."

The winners received their awards in the European Parliament, Brussels, at the annual European Media Forum.

The awards are supported by the European Commission, the Council of Europe and leading organizations of European broadcasters, publishers and journalists.

The prize for the written press was awarded jointly to The Irish News and News Letter, papers representing the two main traditions of Northern Ireland, for their joint initiative to bring peace to their communities.

During the summer of 1997, when the crisis over the Loyalist parades threatened violent destabilization, the two papers abandoned their normal competitive rivalry and took a unique step in issuing a joint editorial to propose compromise and cross-community tolerance.

"This act provided an outstanding example of how journalists and media organizations can work together for a more tolerant and understanding Europe," the judges said.

Black to launch national Canadian daily

Conrad Black, whose newspaper empire extends from Chicago to London to Jerusalem, is going ahead with plans to publish a new national daily paper in Canada, his home country.

According to an Canadian Press report, Southam Inc., the Canadian newspaper group controlled by Black, announced April 8 that the long-rumored venture would proceed this fall.

The new paper, yet to be named, will be the third nationally circulated Canadian daily, joining The Globe and Mail and the business-oriented Financial Post, both based in Toronto.

The new newspaper also will be

based in Toronto, the only major Canadian city that had no paper controlled by Black.

Between them, Southam and Black's Hollinger Inc. own 59 of Canada's 106 daily papers and serve 41 percent of Canadian newspaper readers.

The new paper initially will be available in nine major cities by subscription and at newsstands.

Other cities will offer it through newsstand sales only, Southam said.

"The newspaper will provide readers with high-quality editorial and a truly national and international perspective," the statement said.

"Our intent is to add to the mix of voices, not to diminish choice

for Canadians."

Southam estimates it will have to invest \$70 million to \$90 million over five to seven years to make the paper profitable.

Plans call for the paper to use editorial, production and distribution resources of existing Southam publications.

Southam president Don Babick will serve as president and chief executive officer of the paper.

Black floated the idea of a national newspaper a year ago after he gave up his fight to win control of the Financial Post from Sun Media Corp.

Southam shareholders have been uneasy about the financial impact of the new daily.

Trading in Hollinger and Southam shares was halted Wednesday on the Toronto Stock Exchange.

As speculation mounted about Black's venture, other major dailies made changes to gear up for the increased competition.

The Globe and Mail expanded its sports coverage, and is planning to introduce color photographs for the first time.

The Toronto Star, which has the largest circulation of any newspaper in Canada, has bought majority control of Sing Tao Holdings Ltd., which publishes Chinese-language dailies in Toronto, Montreal, Calgary and Vancouver.

Southam publishes 32 dailies,

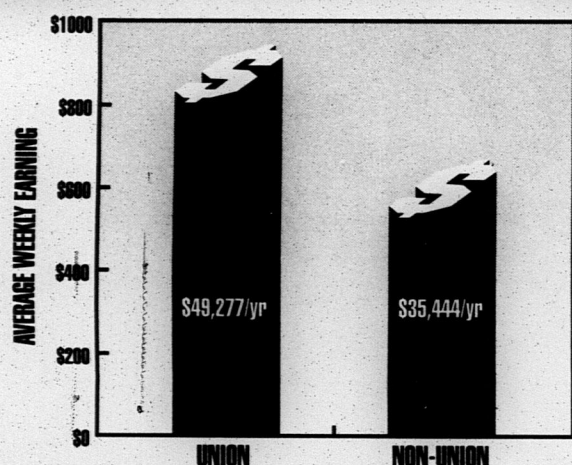
including major papers in Vancouver, Calgary, Ottawa and Montreal. Hollinger publishes 27 other Canadian dailies, while its international holdings include the London Telegraph, Chicago Sun-Times and Jerusalem Post.

Black is a combative, blunt-spoken executive who in the past has taken delight in badmouthing journalists.

But even his critics agree that several Southam papers — notably the Ottawa Citizen — have improved markedly since Black gained control.

They also agree that Black's plan for a new national daily has reinvigorated the newspaper industry in Canada.

NEWSPAPER EDITORS AND REPORTERS 1996 AVERAGE WEEKLY EARNING



Source: Barry T. Hirsch and David A. Macpherson, Union Membership and Earnings Data Book, compilations from the Current Population Survey, 1997 (Barbara Rosen has this book at her desk in the library)

Ridder: 'I truly love newspapers'

The American newspaper industry is healthy, despite the advances of television news and the impact of the Internet, Tony Ridder, chairman and CEO of Knight Ridder, told Asian newspaper publishers.

Opening the Asian Newspaper Publishers Exposition March 30 in Kuala Lumpur, Malaysia, the Associated Press reported that Ridder said he wouldn't presume to advise how to weather Asia's economic storm, but offered an example of how his newspapers have stayed afloat: by catering to communities and never losing sight of the reader.

"I truly love newspapers," said Ridder, a member of the board of directors of The Associated Press.

"I especially love what a good newspaper can do for the community — aiding the growth and development of a civilized society."

Ridder said American newspapers have folded because they failed to control cost, ignored the reader's shifting tastes and forgot community concerns.

Nonetheless, even with the Internet providing endless streams of information, 80 percent of American adults still read either a daily or Sunday newspaper,

he said.

Few American businesses generate the earnings that newspapers do, he said, citing Knight Ridder's record operating profit of \$506 million in 1997.

The company has spent more than \$2 billion in the last two years to buy 10 dailies. Acknowledging that not all the Asian publishers had the same guarantees, Ridder said they still shared a common goal.

"The mission remains essentially the same," Ridder said. "I'm talking about a newspaper's obligation to serve the higher needs of the community."

Rise seen in first quarter earnings

According to a Dow Jones News Service report, newspaper publishers' first-quarter earnings are likely to rise a modest 6 percent from year-earlier levels as higher newsprint prices and softer retail advertising curbed the runaway results the industry saw in 1997. Earnings grew about 10 percent in the fourth quarter.

Newsprint prices rose about 10 percent to 12 percent in the first quarter from the year before, analysts

said. But they noted that the increase fell short of the 15 percent to 20 percent jump many in the industry feared.

Factors like excess supply and economic crises in Asia restrained demand for newsprint — the raw material on which newspapers are printed and a major expense for publishers.

Retail advertising revenue was disappointing, although classified and national advertising remained strong.

"The retail side is still struggling. Ad budgets never really came back," said Edward Atorino of Wasserstein Perella Securities Inc. He and others think the publishing industry and Wall Street were too quick to yell "turnaround" when retail advertising in newspapers blipped upward in 1997 after a number of sluggish years.

Analyst William Bird of Salomon Smith Barney cited competition for retail ad dollars, especially from direct marketing.

Family trust to sell Guy Gannett Group based in Maine

Guy Gannett Communications, a Maine-based media company founded in 1921, is for sale.

The company, with holdings that include the Guild-represented Portland Press Herald, two other Maine newspapers, and seven network affiliate television stations, was founded by Guy P. Gannett in 1921 and has been owned by a family trust since 1954.

"Our decision to sell was not an easy one, but under the terms of Guy Gannett's will, we have a fiduciary responsibility to manage the trust," said Board Chairman Madeleine G. Corson.

Along with her uncle, John H. Gannett, Corson controls the trust that will expire upon their deaths.

"Although the company is extremely healthy, the trust is maturing, and we recognized that a sale of the company would be inevitable once the trust expires," she said. "Given our relatively small size and market conditions that allow us some choice of buyers, we felt that the responsible thing to do was to sell the company while we could better influence to whom we sell."

In December, Corson appointed a special committee of the company's board of directors to study the family's options.

She said that offers will be solicited from both public and private companies and that her hope is that a strong buyer can be found who will continue the Gannett family's commitment to quality journalism.

"A proud tradition of family ownership and community service is coming to an end, but this is a company that is rich with talented and dedicated people," said James B. Shaffer, president and CEO of Guy Gannett Communications since 1991.

"The dedication and commitment of our employees has ena-

bled us to achieve much success with our operating strategies and company cultural initiatives. I know that our people will continue to thrive under new ownership."

Shaffer said that Guy Gannett has engaged the firm of Lazard Freres & Co. LLC to assist with the sale, which he expects to be completed by the end of the year.

Guy Gannett Communications employs approximately 1400 people and is not related to the publicly held Gannett Co. Inc.

Its operating divisions include:

The Portland Newspapers, publisher of the daily Portland Press Herald (circulation: 77,631) and the statewide Maine Sunday Telegram (143,409); Central Maine Newspapers, publisher of the Kennebec Journal (16,702) and Central Maine Morning Sentinel (22,790), both dailies; and the weekly Coastal Journal in Bath.

Other members of the company's Maine media group, all based in Portland, include:

WGME-TV (CBS) (DMA: 79); the New Media Development Group, which is involved in website development, hosting, marketing and publishing; Guy Gannett Direct, a direct marketing firm, and Voice Information Services, an audiotext service.

Guy Gannett's other network-affiliate television stations include:

WGGB-TV (ABC), Springfield, Mass. (102); WOKR-TV (ABC), Rochester, N.Y. (71); KGAN-TV (CBS), Cedar Rapids, Iowa (87); WICS-TV (NBC), Springfield, Ill. (81); WICD-TV (NBC), Champaign, Ill. (81); and WTWC (NBC), Tallahassee, Fla. (116).

Guy Gannett recently acquired a minority interest in KOZ Inc., a North Carolina company that is a leader in the development of a web-based platform for community interaction on the Internet.

Raises for all in Pittsburgh

Members of the Pittsburgh Guild have ratified a contract at the Post-Gazette by a 3 to 1 margin.

All members will receive \$95 in raises over the four-year term.

"This is the first time in 30 years all unit members received the wage increase," said Harry Tkach, local president.

Local 61 was among nine unions bargaining for the first time in a unity council.

All nine reached agreements with the company.

The contract achieved significant improvements in health care coverage, switching from an indemnity plan to a point-of-service plan.

Other improvements included adding a birthday holiday for each Guild member and increases in job classification differentials.

A two-tier wage system for new hires was eliminated and those who work flex-time hours will be considered full-time workers for purposes of the job security clause.



Protesting for a new contract in Michigan

Members of the Detroit Guild and Graphic Communications International Union Local 13-N leafletted in downtown Birmingham, Mich., March 7 to protest lack of progress in getting new contracts at the Observer & Eccentric Newspapers. The Detroit Guild represents about 60 editorial employees, who pulled off a 100 percent by-line and credit-line boycott two days before the protest.

Detroit dailies claim Sunday Journal is a competitor

By Alan Forsyth
Detroit Sunday Journal

Much of a recent National Labor Relations Board hearing about whether Detroit Newspapers had provided financial and circulation information subpoenaed by union lawyers.

Detroit Newspapers has been trying to convince NLRB Administrative Law Judge Carl Buschman that the Detroit Sunday Journal is a competitor to the Detroit News and Detroit Free Press.

Therefore, the newspapers argue, they shouldn't have to bargain with the six union locals that

struck July 13, 1995.

Company lawyer Jeremy P. Sherman of Chicago subpoenaed extensive information from the Journal, including financial and circulation records.

Union lawyers have produced numerous documents, and responded with subpoenas for equivalent information from the

dailies. Sherman said the newspapers would not turn over financial and circulation information.

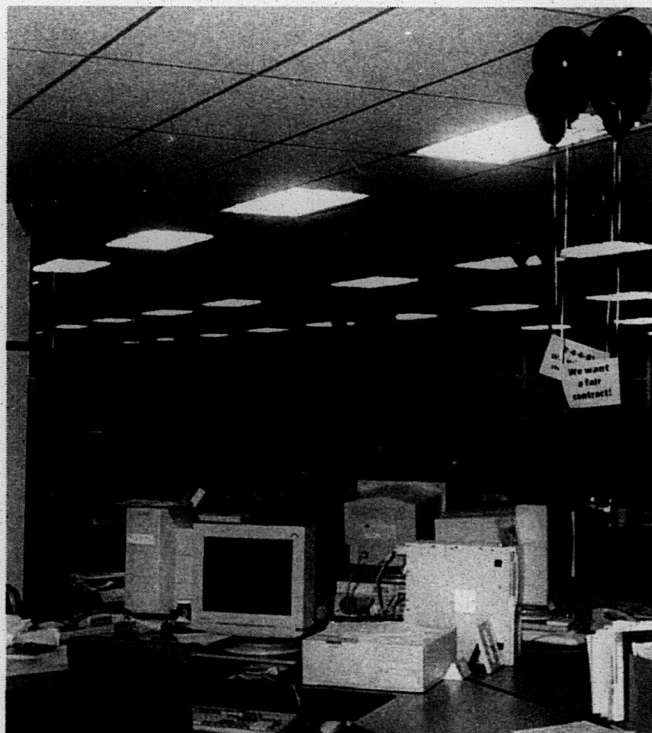
By the next morning the company had provided two glossy brochures, one entitled "Report to Employees," and had promised to turn over bank statements.

At midday, John Jaske, senior vice president of Gannett. Co.

Inc., brought in two large boxes stuffed with papers and another with videotaped reports by company officials.

Union lawyer Sam McKnight examined the boxes and said the DN still had not provided the information subpoenaed.

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



Floating balloons in Harrisburg

Guild members in Harrisburg, PA, set 80 helium-filled balloons afloat in the newsroom of the Patriot-Ledger the day editor and publisher John Kirkpatrick declared a partial impasse and imposed noneconomic conditions after nearly three years at the bargaining table. The balloons were attached to signs reading: "Contract, not impasse!"; "2-4-6-8! We will still negotiate!"; "We want a fair contract!"; and "Guild: the employees' voice!".

NY Guild rips city's deal with Reuters

The Newspaper Guild of New York has criticized a proposed Times Square real estate deal between Reuters America Inc. and the city of New York for giving huge tax breaks to the British-based news and financial information company while it seeks to cut its workers' pay and gut job security.

In the five months that the Guild and Reuters America, the main U.S. operating subsidiary of London-based Reuters Group Plc., have been in contract talks, the prosperous company has leveled a broadside of retrogressive demands at its employees that would erode the quality of every aspect of their working lives.

"Reuters has thrown more than 100 give-back demands on the table," declared New York Guild President Barry Lipton. "If accepted, these demands would destroy the job security of those workers we represent, slash pay for many workers, and reduce benefits across the board for everyone."

Lipton's remarks were given at a public hearing on proposals to attach two small parcels of land on

West 43rd Street to the proposed Reuters building site at 42nd Street and Seventh Avenue.

The hearing was held by officials of the 42nd Street Development Project and New York City Economic Development Corp.

Lipton questioned the reported \$60 million in tax breaks the city would grant Reuters under the proposed deal in light of its contract proposals that would position the company to replace much of its highly professional workforce with disposable jobs.

"The Guild hopes that, before you approve this project amendment, you will make sure that working men and women in New York, including those we represent at Reuters, are getting treated fairly," he said.

Lipton emphasized that the Guild was not seeking to halt Reuters' plans for its new North American headquarters, nor the construction jobs that the project will create.

"We believe that a modern new headquarters at the 'Crossroads of the World' will help position the company for the new millenni-

um," he said. "But Reuters should not reap huge tax benefits on the backs of its workers."

Despite projecting that as many as 500 jobs will be created in the next seven years, Lipton noted that the company has not assured that city that it will create even one single job in return for the deal to build its North American headquarters in Times Square.

"Is that fair to the millions of working New Yorkers who pay taxes and to the many unemployed residents who are searching for work?" he asked.

The company's contract proposals include:

- Elimination of all obligations to redeploy or retrain employees displaced by subcontracting;
- Severe weakening of job security provisions;
- An hourly pay cut for current workers;
- Lower pay rates for newly hired journalists;
- Sharp increases in employee health care costs.

Frediani finds a world of ideas at Harvard

By Linda Frediani
Northern California Guild

I was honored to receive the Irving Leuchter Memorial Scholarship for the 87th session of the Harvard Trade Union Program, which was started in 1942.

I was surprised to learn that in recent years the funding for the scholarship fund has dropped off, making it difficult to send a Guild leader through this unique program every year.

Unions are on the attack so much these days, it would be helpful to send more than one leader a year.

Some international unions did have two or more leaders in the program this year.

TNG-CWA and its locals should step up efforts to bring in more contributions so that more Guild leaders can be afforded the opportunity to grow from this incredible learning experience.

The quality of education received in this intense ten week program is unparalleled.

Not only did I learn more about everyday union work such as grievance and arbitration handling, I was also introduced to a world of labor efforts that would give me faith in the future of workers worldwide.



Linda K. Foley, TNG-CWA president and former Leuchter scholar, and Linda Frediani, 1998 Leuchter scholar, talked at the winter meeting of the New England District Council.

Nearly two months later, at graduation, I thought back about the differences among our unions—a police association in Texas, firefighters in New York City, metal workers in Brazil and service workers in Australia—but greater, and stronger, than our differences, I thought about our strengths and about a positive future for labor.

The union member's life exists outside the United States, which

I sometimes forget, but unions are active and strong all over the world. And despite reports that unions are on the way out, the number of union members increases every year.

Unfortunately, we also lose members every year, through attrition, decertification, and plant closures. Because of this, organizing is the key to the future. We have to make our numbers grow.

As less-skilled jobs disappear,

they are being replaced with high-tech and other white collar jobs.

That's where our organizing efforts need to be focused.

In Korea, the unions are very strong. They're organizing in banking, computer technology, and other business-type jobs.

In recent years, middle management jobs have become the least secure. The rank and file have the union and the executives have the money, but the middle managers are often stuck in between, without anyone to turn to for help.

And we wonder why so many of those managers are loony.

The image of labor is tarnished. We've been branded as anti-business, which is the farthest thing from the truth.

If a company doesn't make any money, how will its workers ever see raises or better working conditions? We are absolutely pro-business, but we also don't want our workers to be forgotten when those profits are achieved.

In San Francisco, we tried an experiment that may lead to how unions and management get along in the future.

We participated in "interest-based bargaining," whereby both sides came to the table with cooperative attitudes.

One of my Harvard classmates, Erika, from Germany, said

she didn't understand why unions and companies didn't work more closely together to create a happy work environment, which makes for a higher quality product.

That's how it's done in Germany, but the idea seems so foreign here.

We can untarnish our image by working in a more cooperative way to improve business, which can help the worker.

We have the ability to use more than the threat of a strike to improve working conditions.

But at the same time, we must respond strongly to attacks from the right to weaken unions with their anti-labor legislation.

The new practice of misrepresenting ballot initiatives with names like "worker rights" misinforms voters and threatens our existing rights.

After 10 weeks away, I returned to the Bay Area with a renewed strength to improve the image of labor and educate Americans and others worldwide about the need for workers rights and job security.

Linda Frediani is a field representative for the Northern California Guild. The Leuchter scholarship honors the Guild's longtime general counsel, Irwin Leuchter. For more information, call Bernie Lunzer, TNG-CWA secretary-treasurer.

Report: Sources given a lot of anonymity

The Committee of Concerned Journalists released a report at its March 27 forum at the National Press Club in Washington, D.C.

"The Clinton Crisis and the Press" found that, as a rule, the press has tended to describe anonymous sources in the vaguest terms in covering the Clinton-Lewinsky saga, according to the results of a new study of what and how the press has reported.

Only occasionally has the press offered audiences a glimpse of what biases or allegiances might be influencing what an anonymous source is revealing.

The study, a follow up to an earlier one in February, raises basic questions about whether the press has become too lax about offering readers as much information as possible, and whether journalists have allowed sources to dictate terms too easily. At the same time, there are signs the coverage over time has moved more toward factual reporting and named sources and away from commentary.

The study, conducted by the Committee of the Concerned Journalists, involved an examination of 2,051 statements and allegations contained in the reporting by major television programs, newspapers, magazines and the Associated Press over four days in January and March. For comparison, the study included a list of tabloid publications and television programs.

The goal for this, the second



David Shribman, Boston Globe columnist and Washington bureau chief; Tom Patterson, professor of government and the press at the Shorenstein Center at Harvard University; Ann McDaniel, Newsweek Washington bureau chief; and Walter Mears, AP vice president and columnist, discussed new journalism in the new media culture at a seminar on Washington and the future of political reporting.

part of a study conducted by the Committee in February, was to find out how sources were described, how the mainstream press compared to the tabloids, and how the coverage may have changed by the seventh week.

Among the findings:

► Six in ten statements from anonymous sources in the mainstream media (59 percent of all anonymously sourced reporting) were characterized in the vaguest terms, "sources said," "sources told our news organization" or "sources

familiar" with the event.

► Less than two in ten statements (17 percent of the anonymously sourced reporting) offered even the slightest hint of the source's allegiances.

► Print was more forthcoming about the nature of its anonymous sourcing than was broadcast.

► The mainstream press' use of anonymous sources was not that different than those of the tabloid press, such as Inside Edition or the National Enquirer, though the tone of the two different kinds of

media differed.

An earlier report by the committee found there has been a shift toward lifestyle, celebrity, entertainment and celebrity crime/scandal in the news and away from government and foreign affairs. But infotainment still comes nowhere near dominating the traditional news package. For more information about these reports and the committee's other work, call 202-293-7394 or check the committee's web site at www.journalism.org/concern.

Forum looks at political reporting

Are there new rules of journalism and a new journalism culture? The Committee of Concerned Journalists held a forum on the future of political reporting at the National Press Club, March 27.

"New Journalism in the New Media Culture" was discussed by:

Jackie Judd, ABC News; Ann McDaniel, Newsweek; Bill Kristol, The Weekly Standard; David Shribman, Boston Globe; Marlin Fitzwater, former presidential press secretary; Sam Fulwood, Los Angeles Times; Tom Patterson, Harvard's Shorenstein Center.

The session was moderated by Walter Mears of the Associated Press. Phil Trounstine of the San Jose Mercury News delivered a paper exploring the differences between skepticism and cynicism in how a story is approached, reported and written.

Other topics included:

What are the types of judgments the press makes and on what basis? What is happening to the practice of due process?

Speakers included:

Deborah Potter, Poynter Institute; Ron Brownstein, U.S. News & World Report; Rick Berke, New York Times; Tom Fiedler, Miami Herald; attorney Stan Brand and Jay Rosen, New York University.



LOOKING AHEAD

We're finding allies are close to home

By Linda K. Foley, TNG-CWA president

Think globally, act locally. The Newspaper Guild-CWA is confronting global issues such as, media consolidation, the future of journalism, new technology and corporate responsibility.

All of them carry serious implications for our members and our society. Where the challenges of the information age will take media workers and Guild members is difficult to predict. Where we start to tackle them is obvious. We must begin close to home.

Throughout our history, we occasionally have reached out to the communities in which employers publish, broadcast and disseminate our work. Usually, we forge community coalitions only in times of crisis, such as a contract dispute, plant closure or strike.

Although our members rely daily on their local communities to provide consumers (readers and viewers) and to supply news and advertising, the Guild has not promoted sustained relationships with them. In fact, our tradition has favored sustained non-involvement.

It's time to break that tradition. Progress toward confronting major issues in this information age, which fosters media consolidation, depends on our ability to educate, enlist and mobilize local citizens to help us fight back.

We've experienced the difference community support can make in our struggles. The examples are all the successful strikes and struggles waged by the Guild over the years.

Boycotts, rallies, letters to the editor, subscription cancellation campaigns, picketing, petitions and other collective community tactics have worked to bring us contracts and settle disputes with our employers. Without the solidarity of our neighbors in Detroit and Monterey, our struggles there would have concluded long ago.

Trouble is, once the crisis passes so does our community outreach. It shouldn't. If we really are committed to fighting the ominous trends that threaten our rights and our ability to produce a quality product, we have to become active, not just re-active. The changes we face are too sweeping and too rapid.

We took a step in that direction on April 4 in New Jersey. TNG-CWA, along with Fairness and Accuracy in Reporting, the Teamsters, Rutgers University Journalism Department and the New Jersey Industrial Union Council, sponsored a symposium for New Jersey community leaders and activists on newspaper consolidation.

Inspired by a well-known song about flowers and war, we titled it, "Where Have All the Papers Gone?" The program was designed to educate and inspire action against the monopolization and denigration of information and media outlets, specifically newspapers. For example:

► In 1970, there were at least 33 daily newspapers in the Garden State. Today there are 19, with only nine owners.

► Chains own five out of six of New Jersey's largest papers, and 84 percent of New Jersey subscribers are reading papers owned by either Gannett or Advance Publications (Newhouse).

► Four major New Jersey newspapers, including the Newark Evening News, have closed since 1970.

We heard from local media experts, such as Professor Robert Comstock of Rutgers and Jon Shure of the New Jersey Policy

Perspective, about the acceleration of consolidation and decline of media voices in the state. MaryAnn Mahaffey, president pro-tem of the Detroit City Council, talked about how the Gannett-Knight Ridder joint operating agreement had brought misery to the media in Motown.

Richard McCord, former newspaper publisher and author of "The Chain Gang: One Newspaper Versus the Gannett Empire," told his story of Gannett's illegal attempts to drive competitors out of business.

The most compelling story came from Elayne Sama, former marketing director for Gannett's Vineland Daily Journal located in the southern part of New Jersey. Her poise and polished appearance belied the very human account she gave of arbitrary dismissal after eight award-winning years with the company. Her tale of Gannett's mismanagement and disregard for people and community values was not unlike stories being told by locked-out Guild members from Detroit for nearly three years.

Apparently, when it comes to employees, Gannett is an equal opportunity abuser.

Democratic Congressman Frank Pallone, who's district includes New Brunswick, site of the Saturday morning forum, eloquently explained how the loss of competition to produce in-depth campaign news coverage disadvantaged moderately financed candidates.

When he first ran for office, Pallone said, he didn't need advertising to get his message out. The competition for a good story forced reporters to probe candidates' stands on issues. Voters didn't have to rely on partisan advertising to provoke political debate.

The Rutgers audience couldn't have agreed more with the speakers' observations. And they wanted to take action to preserve viable newspapers and media outlets in New Jersey. Many pledged to participate in a citizens' coalition or readers' committee that would organize to pressure New Jersey media to become more accountable to the communities they're supposed to serve.

A well-organized community group in New Jersey could make a difference, just as the Monterey Readers' Committee has made a difference in California. If local citizens push from without as Guild members push from within, these media conglomerates may get squeezed into some accountability.

Today in New Jersey, perhaps tomorrow across the globe.

Editor:

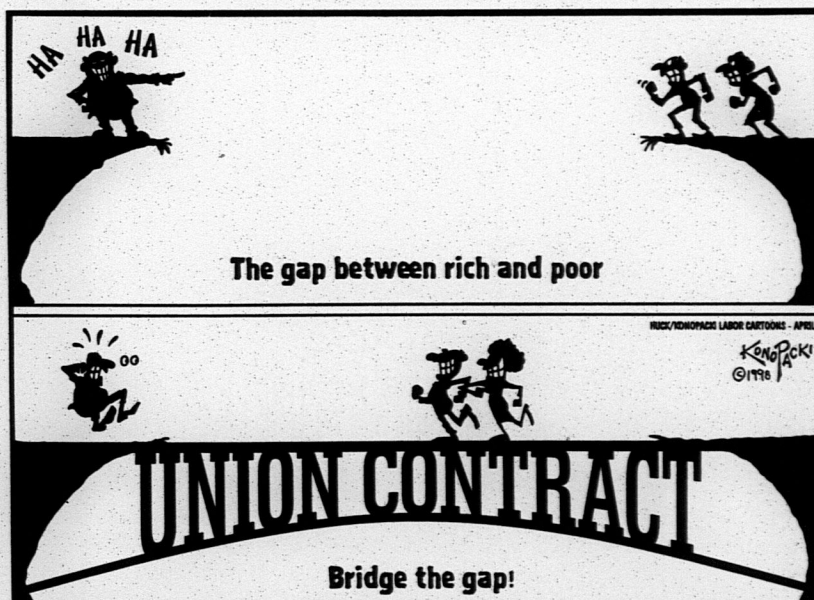
It is terribly misleading for The Guild Reporter to list the top minimum salaries for reporters and photographers for the United States and Canada with the assumption that the two dollars have the same value (Jan. 16, 1998).

Obviously they don't. In fact, the current Canadian dollar is worth just over 30 percent LESS than the U.S. dollar.

Applying this fact to the mythical table published by the GR would lead to a serious reorganization of the table of comparisons.

Why can't you list Canadian and U.S. newspapers separately?

Or, at the very least, tell readers



Layoffs unacceptable choice on human terms

By Judith McCormack
Canadian Association of Labor Media

It's a curious thing that layoffs are so acceptable in North America. After all, as a society we recognize that losing a job is one of the worst things that can happen to a person.

Arbitrators sometimes refer to being fired as "the capital punishment" of labor relations. Popular psychology rates the impact of a job loss as close to that of a death in the family.

And most collective agreements require employers to have just cause before they can fire someone.

So, why can employers lay people off for any reason? It's true they may have to give notice or severance pay, but these requirements are usually minimal.

In fact, the just cause requirement for firing a worker highlights the absurdity of the situation. A unionized worker who has lost her job because of his own wrongdoing generally has the grievance and arbitration process available.

A worker who has been laid off through no fault of her own usually has no remedy.

Partly this is because the law on layoffs was developed at a time when layoffs were not common.

The downsizing frenzy that gripped North American employers in the '80s and '90s has changed all that, to the point where even business analysts are beginning to worry about "anorexic" corporations.

However, an unrestricted right to lay off is also considered necessary for an employ-

er to be able to maximize profits and respond to market forces.

The new buzzword for this is "flexibility," which roughly translates into employers being able to do whatever they want.

Behind this is the idea that the economy is an inevitable force, like a hurricane or a tornado.

We're all at the mercy of the economy, this argument goes, and there is nothing to be done about it.

The flaw in this argument is that the economy is something that we have created.

Whether it's national or global, this structure represents a series of choices about how a society should be run and what values are important.

The law on layoffs puts the seal of approval on this.

What can unions do? Most unions have put some restrictions on layoffs in their collective agreements, ranging from bans to bumping procedures to improved severance pay. Sometimes there are consultation clauses that require the employer to at least discuss other alternatives with the union.

Lobbying for better legislative protection is another route.

In the end, though, the answer lies in educating and organizing activities aimed at changing the choices our society makes.

We seem to have forgotten that the economy is supposed to be serving the interests of human beings, not the other way around.

Judith McCormack, a former chair of the Ontario Labour Relations Board, is a lawyer with Sack, Goldblatt, Mitchell in Toronto.

LETTERS

the respective worth in each other's currency?

—Roger Stonebanks, Victoria-Vancouver Island Guild

Editor:

Bravo to Linda Foley for challenging Tom Bray of The Detroit News for his nutty contention that it's too hard to fire people from the newsrooms of America. Talk about a credibility gap in the media! As we all know, Knight Ridder has brutally embraced wholesale firings as an art form in order to pad its extraordinary profit demands. As Foley points out, entertainment's the thing these days, with rumor, froth and yumminess replac-

ing the lofty news values that editors love to talk about when they speak to the local rotary club or convene at national conference.

If we are to restore some sense of high purpose to the media, it will be necessary for Foley, Murray Seeger and other like-minded souls to keep the issue on the front burner.

—Abe Zaidan, Northeast Ohio 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: May 1.)

Wire Service Guild defends members against CEO's barb

The Wire Service Guild, the TNG-CWA local that represents employees of United Press International, has challenged statements by the company's top executive as reported in a story carried in the March 20 editions of The New York Post.

Chief Executive Officer James Adams said "he'll be replacing the tired hacks with a new generation" of web-savvy young workers and will "destroy the inert bureaucracy of UPI."

That statement has alarmed UPI's staff, especially older workers who have provided years of dedicated service and played an

important role in ensuring the company's survival through difficult times.

"We are pleased to see UPI pursue new technology aggressively and welcome its joint venture with Microsoft to produce new delivery systems and new products," said Kevin Keane, president of the Wire Service Guild.

"However, this plan cannot include an effort to force out UPI's veteran employees in favor of younger staffers. That would violate both federal law and UPI's collective bargaining agreement with the Guild. If it transpires, it will be challenged aggressively by

this local, The Newspaper Guild and the Communications Workers of America," Keane said.

"Guild-covered reporters, editors, photographers and others have long been frustrated with UPI's failure to take steps to strengthen the company. The shortcomings Adams addressed were not caused by UPI's unionized staff, but by past management's failure to listen to UPI's employees to react to a changing industry," Keane said.

The Wire Service Guild represents the editorial, photo and clerical staff of The Associated Press and United Press International.

Guild links with Mexican media unions

Continued from Page 1

new information order that distorts the news and hurts the interests of media workers.

Leaders from six Mexican newspaper, wire service, radio and television unions attended the meetings, which were organized by the Guild and the AFL-CIO's Department of Professional Employees.

The Mexicans told of low salaries, poor working conditions and the growing rights abuses that make Mexico a precarious and dangerous place to practice journalism.

Journalists in major cities earn an average salary of \$88 per week, with few benefits.

According to the International Federation of Journalists, four journalists were killed for work-related reasons in Mexico in 1997, the highest number of any nation except Russia.

In each case, evidence pointed toward corrupt police or government officials.

Another problem is the con-

stant threat of libel suits filed by authorities.

With Mexico's libel laws heavily biased in favor of the plaintiff and allowing sentences of up to 11 months in prison for defamation, government officials and media owners have filed at least 74 libel suits against journalists in the past three years.

"Mexican journalists are reaching out for domestic and international allies, and we hope to develop close ties with the Guild and other North American media unions so that we can all help each other," said Salvador Guerrero, foreign relations director for the union at La Jornada, one of Mexico's most influential dailies.

Linda K. Foley, TNG-CWA president, told the conference that the convergence of media industries and the rapid concentration of power by international media corporations is breaking down the traditional North-South barriers of language, culture and politics that have divided unions.

She noted that TV Azteca,

Mexico's second-largest network, recently announced plans to spend \$50 million to purchase controlling shares of U.S. stations and create a Spanish-language U.S. network to compete with Univision and Telemundo.

"Looking at these current changes and also looking to the future, we have to start making allies in Mexico so that we can defend our unions in the United States and Canada," she said.

As an example of this new cross-border solidarity, the Wire Service Guild has been working with the National Wire Service Union (SNRP) of Mexico in that union's bargaining with Associated Press for a new contract for its members at the AP bureau in Mexico City.

The Wire Service Guild has offered the SNRP \$2,000 for its strike fund if it is forced to go on strike.

Rob Collier is a reporter at the San Francisco Chronicle and a member of the Northern California Guild.

Broun-winning series helps heal organ transplants

Continued from Page 1

"Such an attitude," he said, "put many patients and their families through a lot of misery."

"To be at a place where they're not really going to get a transplant, in terms of emotional resources, is a real tragic situation," Davis said. "But doctors didn't look at it that way."

Such decisions, he said, "just change the zip code of who lives and who dies."

Wendling said it's true that the organ would get offered to another transplant center, but added, "What if it's your mom or relative who's waiting?"

Part of the battle in doing the stories was fighting UNOS for access to records. While UNOS is a private, nonprofit organization, the U.S. Department of Health and Human Services uses tax money to pay doctors to run it.

Wendling said the most outrageous aspect of the national system is the fact hospitals were turning down organs for non-medical reasons but their patients were not being told.

"Organs often became available at accidents," said. "But if a doctor if not available, the organ gets turned down. Some hospitals' transplant programs were basically inactive, but they weren't telling their patients."

Davis said the discovery of how long the waiting times were at some hospitals was a sad situation.

Mazzolini said waiting times vary at transplant centers around the country from a matter of days to two years.

"People think it's a national system," she said. "But in reality, peo-



ple don't have the same chance."

"Because of our fight, you can get on UNOS's web page and see how often each hospital turns down each type of organ, and they give a specific reason," Davis said.

The PD team's persistence in following up on their original series eventually made public what was going on behind closed doors.

"They really did think we'd go away," Mazzolini said of UNOS. "They thought the series would come and go."

"But we're never going away," she added.

The three reporters thanked their editor, John Griffiths, a former Local 1 member, with whom they worked closely on the series and its followup stories. With Griffiths' support, Davis said, "We stuck with this story for basically a year afterward."

"If we hadn't," Mazzolini said, "there wouldn't have been any changes (in the system)."

Davis, Mazzolini, Wendling and Griffiths will attend the Broun award ceremony April 21 at the National Press Club in Washington, D.C. The reporters will receive a check for \$5,000.

This article first appeared in the Local 1 Log, newsletter of the Northeast Ohio Guild.

April 28: Day of action against KR

Continued from Page 1

tisers, vendors, employees and communities.

► The company must dedicate adequate resources to news coverage in order to ensure that the public 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 the news.

► The company's newspapers'

content must reflect the diversity of the communities they serve.

The Monterey Principles give shareholders an opportunity to declare that a quality product and a bright, untarnished brand name are valuable assets Knight Ridder seeks to preserve. TNG-CWA will have representatives in Miami on April 28 to speak in support of our shareholder resolutions. The Guild also will be represented at Gannett's shareholder meeting — also April 28.

ANNUAL PER CAPITA INCREASE

This is official notice that the TNG per capita on May dues, payable by Locals to TNG-CWA on or before June 15, 1998, will be \$15.34.

This is an increase of 46 cents per month in the per capita rate of \$14.88, which has been in effect since May 1, 1997. The per capita payable on behalf of employed members whose dues are less than \$15.34 per month is \$6.14.

By operation of the per capita formula in the Constitution, the increase in the average top reporter minimum in Guild

contracts with daily newspapers is translated into a percentage increase in the monthly per capita payable by Locals to TNG-CWA.

The average top reporter minimum in Guild contracts with daily newspapers on April 1, 1998, was \$790.89 — an increase of \$23.49 or 3.061 percent over the \$767.40 average top minimum on the same date a year ago.

The 46 cent per month increase in the per capita rate from \$14.88 to \$15.34, is an increase of 3.091 percent.

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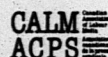
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DAYBOOK

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