



Executive council urges making itself smaller

TNG-CWA's Executive Council recommends that the August Sector Conference vote to reduce the council's size from 17 members currently to 12 by 2002.

Acting on a proposal submitted by its Guild Structure and Policy Committee, the full council approved the recommendation at its April 21-24 meeting at TNG-CWA headquarters in Washington, D.C.

"We must reduce the size of TNG's Executive Council both to

operate more efficiently in our new CWA environment and to free up additional funds to help locals build our union," said TNG-CWA President Linda Foley.

"I urge the 1998 Sector Conference to take this first step, and I urge future conferences to take further steps to complete the task," she said.

The council recommended:

► In 1999, reducing the size of the Executive Council to fourteen by eliminating three at-large vice presidential seats.

Organizing and financial reports, Page 8.

► By 2002, restructuring the Executive Council with a plan that reduces the Executive Council membership to twelve — possibly composed of the International Chair, President, Secretary-Treasurer, Director of TNG Canada and eight regional vice presidents.

► In conjunction with the restructuring of the Executive Council, the Executive Council begin immediate consideration of

changing the name of The Newspaper Guild-CWA to more accurately reflect the expanding and changing nature of our membership.

The council also raised TNG-CWA's voice in defense of increasing racial diversity in the communications industry.

It passed a resolution condemning the American Society of Newspaper Editors for for retreat-

ing from its pledge to reach racial parity between newsrooms and the U.S. population by 2000.

The council urged ASNE to stick to its commitment.

The council also voiced concern about the April 14 U.S. Court of Appeals ruling finding the Federal Communication Commission's equal employment regulations unconstitutional.

The council urged appeal of the decision and called for continued efforts to recruit hire and promote journalists of color.

Guild inside, out at Gannett, KR annual meetings

By Alan Forsyth
Detroit Sunday Journal

Union members brought their cause to the forefront at the Gannett and Knight Ridder annual meetings on April 28.

While hundreds made noise outside the corporate headquarters, Gannett's in Arlington, VA, and Knight Ridder's in Miami, Guild members inside took the microphones and gave the corporate audience their side of the story.

That included hearing what had happened to Gannett and Knight Ridder employees during

three years of strike and lockout at the Detroit News and Free Press.

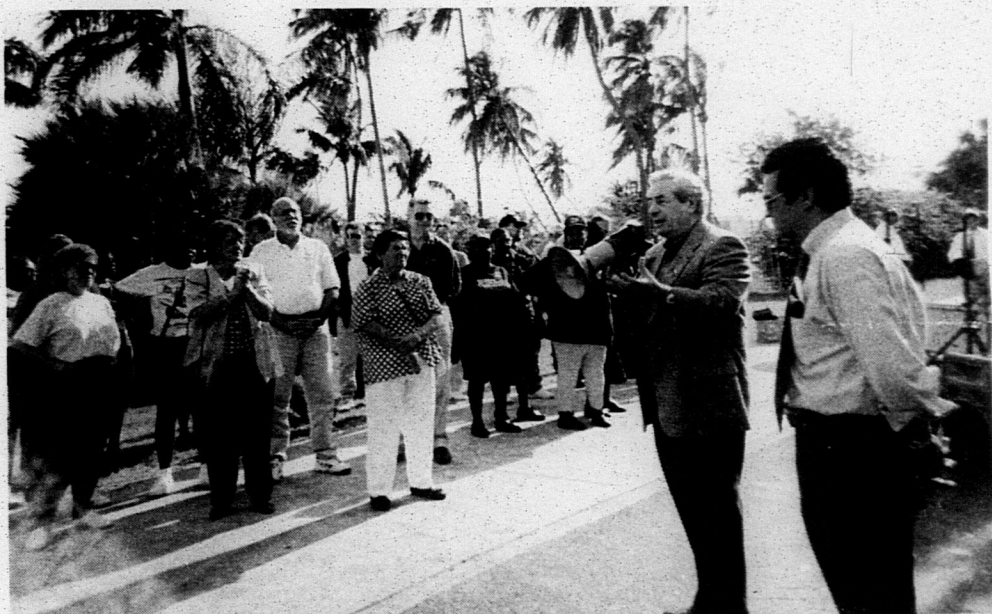
Millie Kenyon, a fired Detroit circulation worker and member of Teamsters Local 372, spoke from the heart at the Gannett meeting.

A day later she recalled:

"I told them we know you guys are making lots of money. That's not the issue. It's really how you made that all that money," she said.

"I said we can improve your paper. We know how. We worked at that paper because we cared. We worked there because we wanted to serve people."

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Morton Bahr, CWA president, spoke at a rally outside the Knight Ridder shareholders meeting in Miami on April 28. About 200 union supporters turned out to urge Knight Ridder to guarantee high-quality journalism and good working conditions at its papers throughout the U.S.

North Bay's Steffan wins service award

Jim Steffan, past president of the North Bay Guild, has been selected to receive the 1998 Guild Service Award.

Steffan was named the 1998 winner at TNG-CWA's Executive Council's April meeting. He was told of the honor at TNG Canada's spring meeting in North Bay, Ont., May 1.

Steffan helped organize the local at the North Bay Nugget of two units in 1989.

He has been a stalwart member, steward and leader ever since.

In selecting Steffan, the Guild Service Award Committee of

TNG-CWA International Chair Carol Rothman, At-Large Vice President Percy Hatfield and Region 4 Vice President Russ Cain said, "Jim is a shining example of the pursuit of the organizing, mobilizing and leadership criteria The Guild is trying to emphasize."

After working on the organizing committee, Steffan recruited officers for the new units.

He was active in bargaining, successfully pursued a pay equity settlement for five women in the local and continued organizing.

North Bay Local President Dan Seguin said, "Through thick and thin, Jim's resilient commitment to

the local has never waned."

"He has humbled me. His contribution has resulted in huge local achievements and I truly am of the opinion that without Jim, the local would not be where it is today," Seguin said.

TNG-CWA President Linda Foley praised Steffan: "You hung in there for members even when it meant hanging by your fingernails. Your faith in the Guild and willingness to stick with our cause has brought out the best in our union."

Steffan will receive the award at the August TNG-CWA Conference in Chicago.



Donna Beyers, Kingston Guild secretary-treasurer; Christine Gaudreau, North Bay Guild vice president; Jim Steffan, Guild Service Award winner; and Arnold Amber, director, TNG Canada.

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Case against Singleton strong

Region 1 of the NLRB has issued a complaint against W. Dean Singleton in the purchase of the Lowell Sun, Page 6.

Out and about in Memphis

The weekend of April 24 was busy for Memphis Guild members as reported in the local's newsletter, *The Guildsman*. The evening of April 24 found 10 volunteers working WKNO-TV's auction.

The event, held each year, was a chance for the local to be active in the community and to gain some name recognition.

Members wore their "true blue" shirts as they assisted in various jobs throughout the evening.

Volunteers Marilyn Kennedy and Victor Hall were lucky enough to be assigned the phone bank, where visibility was high. Their shirts showed up well on camera.

The Memphis Guild was mentioned several times for being one of the organizations that had provided volunteers for the evening.

Steven Hignight, the local's third vice president, planned and coordinated the volunteer program.

Steven, who is from the Building Mechanics unit, is responsible for community outreach as part of his VP duties.

The second event involved informational leafletting in front of the Convention Center during the Southern Women's Show, attended by thousands each year.

Tony Cooke, chairman of the local's action committee, felt that this would be a perfect forum to present the local's situation to the



Tax Day in Harrisburg, PA

Members of the Harrisburg Guild at *The Patriot-News* took to the street April 15 with the help of other CWA and AFL-CIO locals to let citizens know they don't have a contract after three years of bargaining. The publisher declared impasse in February, which the local and TNG-CWA has taken to the National Labor Relations Board. Leaflets distributed at the rally described workers' economic conditions.

public. The Commercial Appeal is one of the show's sponsors and had a booth at the event.

Members handed out carnations and leaflets to people attending the show.

Recipients were asked to leave the flier at the Commercial Appeal's booth if they believed that

"all employees deserve respect."

Cooke, who is also chairman of the editorial unit, will meet regularly with his action committee.

They will be planning ways that will not only take the local's story to the streets, but also put pressure on the company to settle the contract.

McConnell to leave editor's position

Liz McConnell, editor of *The Guild Reporter* since January, 1996, is resigning. She'll stay on until the process for authorizing a replacement is complete. See ad on this page.

Pittsburgh member wins photo Pulitzer

By Kenneth Fisher
Pittsburgh Guild

Martha Rial's vivid photos and stirring first-person account about African refugees captured the hearts of *Pittsburgh Post-Gazette* readers in Jan. 1977. And they have captured a Pulitzer prize for Rial, a member of the Pittsburgh Guild.

Rial's diary accompanied by 43 photographs of Rwandan and Burundian refugees were documented during a three-week visit with her sister — a public-health nurse in Tanzania. It was published in a special section, "Trek of Tears."

Rial was eating cake during a photo department celebration for awards that she and other photographers had won, so she assumed it was a joke when someone told her she had just won a Pulitzer.

Not until scores of reporters, editors, artists and other photographers surrounded her in the photo department and began applauding did she realize it was true. Co-workers then doused her with champagne.

"For me, it is a privilege to go to work in a different culture and bring it back home to the city of Pittsburgh," said Rial in a front-page story April 15, about her prestigious award.

Rial said she initiated the project because she wanted to document the work of her sister, Amy, a



Martha Rial

nurse who serves the refugees Rial photographed in Tanzania.

In December 1996, Rial traveled 9,000 miles to Rwanda and Burundi where she was reunited with Amy. While observing thousands of people, many of them women and children, waiting in long lines for food and health care, Rial spotted her sister emerging from a Land Rover.

"I saw my sister in a whole new light. I saw her responsibilities. She was an angel to these people. And I know why she has this love affair with Africa now," Rial said. "People opened their hearts to me. They had so little to give, yet they still gave."

At one point, a Tanzanian man was driving her along a narrow road in a Land Rover when they encountered a line of Tanzanian Army tanks. The driver told Rial to hide. She tried to take pictures from where she was crouching

Other 1998 Pulitzer-winning Guild members:

- For investigative reporting, Gary Cohn and Will Englund of *The Baltimore Sun*.
- For beat reporting, Linda Greenhouse of *The New York Times*.
- For international reporting, staff of *The New York Times*.
- For public service, staff of *The Grand Forks Herald*.
- For commentary, Mike McAlary of *The New York Daily News*.

beneath the dashboard. But the driver hit her, demanding that she stop before she got him killed.

"I had never seen anything like the brutality of the Tanzanian soldiers. It frightened me," she said of what she witnessed among the refugees. Toward the end of her three-week stay, Rial became seriously ill, with a 104-degree fever.

"But I got some of my favorite photos on my last day there, when I was still sick," she said.

Her work was published in a special section that was produced by a press run at slow speed to ensure the best quality for the photographs. Rial also received *The Pennsylvania Newspaper Publishers Association Keystone*

Award in news photography for her photo story from Africa.

She previously worked at the *Fort Pierce Tribune* in Fort Pierce, Fla., and the *Journal Newspapers* in Alexandria, Va., and as an intern for the *Washington Times*, the *Eugene Register Guard* in Oregon and *The Morning Call* in Allentown, Pa.

Rial, a graduate of the Art Institute of Pittsburgh who also attended Ohio University's School of Visual Communication, was lauded by fellow Pittsburgh Guild members with a plaque and a dinner certificate. She also won praise on local radio talk shows and in the *Letter to the Editor* column.

Michele Fabrizi, president and chief operating officer of Marc Advertising in Pittsburgh, wrote, "Martha's photographs tell a powerful and moving story about the tragic situation for Rwandan and Burundian refugees in Tanzania. It would be hard to imagine that anyone could view these images without being deeply moved."

Mark Macedonia, a high school world cultures teacher, wrote, "I have used the visual images presented in 'Trek of Tears' to make the events of central Africa come alive for the students so that they can make the connection between cultures as they explore the historical, social and political questions surrounding the tragedy in Rwanda."

Kenneth Fisher is treasurer of the Pittsburgh Guild.

EDITOR The Guild Reporter

TNG-CWA anticipates an opening for editor of *The Guild Reporter*. Pending authorization of the vacancy, the editor would be appointed by the TNG-CWA Executive Council and would be solely responsible for all phases of production of the monthly paper.

Duties would include reporting, writing, copy editing, proof reading, assigning photos, photo editing and page layout.

Familiarity with TNG-CWA's structure, procedures and policies would be required.

Excellent salary and benefits.

Potential candidates should contact:

Linda Foley,
TNG-CWA President
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CWA, IBEW reach tentative deal with AT&T

CWA and the International Brotherhood of Electrical Workers reached a tentative agreement on a four-year contract that improves wages and pensions and includes an annual performance bonus plan that directly links union-represented workers' incentives with AT&T's financial targets.

For the three organizations it is both the earliest contract settlement and the longest new contract term ever negotiated.

The settlement also provides for majority card check recognition of the unions in those parts of AT&T that currently are non-union as well as at future acquisitions.

The agreement recognizes employees have the right to make a free and informed choice about union representation.

The settlement came nearly three weeks before the expiration of the current contract and meets an early agreement target, giving each union-represented worker a \$500 bonus and another \$500 if the contract is ratified on or before July 11.

Wages will increase every six months, totaling 2.88 percent in the first year and 3.75 percent, 3.78 percent and 3.85 percent in the final three years.

Pensions will increase 4 percent to 7 percent immediately and

there will be additional future increases for longer service employees during the contract.

Also, for the first time, a cash balance pension plan will be instituted next year allowing union-represented workers to take much of the cash value of their pension with them if they leave the company.

CWA President Morton Bahr noted that, "This is the first early agreement we have ever negotiated with AT&T, and I think it reflects Mike Armstrong's leadership and his recognition that stable and positive labor relations is a key ingredient for business success — now and for the

long term."

CWA's chief negotiator, Vice President Jim Irvine, said:

"We engaged in hard bargaining — very hard at times — but we did so with mutual respect and the goal of getting the job done and getting on with the task of making AT&T highly competitive in a dynamic industry. This settlement insures that AT&T will retain and continue to attract the most skilled and productive workers in the business."

"Our goal was to reach a fair and timely agreement that was good for the company and the people of AT&T," said Mary Anne Walk, AT&T vice president — labor

relations. "The bargaining teams not only hit that mark, but settled early for the first time and agreed to a four-year contract. The trust, respect and shared purpose displayed during these talks will serve us well over the years."

"We think this agreement demonstrates that the wisest course for a major corporation in this economy is to forge a partnership with its workers in order to ensure a strong market position. We would hope that other companies follow AT&T's progressive example," said John J. Barry, International President of the International Brotherhood of Electrical Workers (IBEW).

Clinton opposes Proposition 226 in California

President Clinton said California's Proposition 226 seeks to "muffle the collective voices of working people. It's being done to alter the balance of power in the political debate."

Recent polls show support for the Paycheck Deception Act declining. Labor, community, religious, environmental, civil rights and women's organizations are mounting a strong drive to defeat the initiative in the June 2 primary.

In early May, the Orange County Central Labor Council brought more than 200 union members and allies to a Santa Anna City Council hearing on the anti-working family measure.

The city council voted unanimously to oppose 226.

The initiative, originated by California Gov. Pete Wilson,



would bar unions from using dues for political activity without members' annual consent. Wilson has predicted the measure will pass.

While right-wing front groups and big business interests promised to introduce legislation to silence working families in all 50 states, they have managed to do so in only 29. In 16 states, their efforts have been defeated.



Diversity dialogue at Reuters

Andrea Shalal-Esa, a member of the Reuters unit of the New York Guild, talked with Anna Padia, TNG-CWA director of human rights, during a break in a daylong seminar in Washington, D.C., on increasing diversity among staff at Reuters America. Stephen Jukes, editor of Reuters America, stood behind Shalal-Esa, who was instrumental in arranging the gathering. Reuters paid for workers to attend, including one each from Chicago, New York and Miami, and many from the Washington bureau. A similar program is planned at Reuters' New York office.

UNION MADE

Victory in Montana

About 1,000 employees of Columbia Falls Aluminum in Montana split off nearly \$100 million after winning a class action lawsuit backed by the Steelworkers.

The money was due the workers after the company reneged on a 1985 deal to share profits 50-50 with workers in return for accepting a 21 percent pay cut.

The five-year legal battle was settled last December and checks, as high as \$123,000, were distributed to workers April 30.

"Here's this little union in this little town in Montana where people stood up for their rights and won," said Terry Smith, president of the Aluminum Workers Trade Council (made up of the 11 unions at CFAC) in Columbia Falls.

"The resolution of this case," said USWA President George Becker, "is further proof that unions are essential to the welfare of workers."

Kids, families first

Kids are priceless, but the teachers and workers who look after them every day are paid so little at \$6.12 an hour, less than poodle groomers, that each year one-third leave their jobs.

That's why the AFL-CIO, along with the Center for the Child Care Workforce, sponsored National Working Together for Kids Day May 1.

Actions were held in 35 cities calling for an increase in the nation's attention to child care and improved working conditions for child care teachers.

In Seattle, AFL-CIO Secretary-Treasurer Richard Trumka and Working Women's Department Director Karen Nussbaum joined working families and child care workers to launch the Child Care Union Project.

The drive seeks to give workers a voice in developing child care policy, calls for public fund-

ing for better compensation and will provide the public with information about the key role child care workers play in early childhood development.

High quality, affordable child care is a top item on the AFL-CIO's Working Families Agenda.

Saving Social Security

With the Social Security system's trust fund projected to be solvent and sound until at least 2032, "radical plans to tear apart America's most successful family protection plan and replace it with privatized investment accounts are way off base," AFL-CIO President John Sweeney said.

In calling for responsible action to strengthen the Social Security system, Sweeney noted the program is critical to 44 million disabled and retired Americans.

GTE suit would block MCI, WorldCom merger

GTE Corp. has filed a private antitrust lawsuit in federal court to block the proposed \$38 billion merger of WorldCom and MCI to ensure the combined mega-company will not have the ability to monopolize the Internet or significantly endanger competition in long distance telephone markets.

The suit, which was filed in U.S. federal district court in Washington, D.C., asserts that the merger of WorldCom-MCI — the number one and number two backbone providers — will allow the combined company to monopolize the market for Internet backbone services.

GTE said in its suit that the combined company would own 40-60 percent of the critical Internet "backbone" network that transmits and routes data for consumers and Internet service providers.

The suit also cites the significantly diminished competition in the retail long distance market that would be created by merging the second- and fourth-largest long distance telephone companies.

Combining WorldCom-MCI removes the key supplier from the wholesale long distance market, i.e., WorldCom, and lessens competition for long distance resellers — like GTE — that compete with AT&T, MCI, and Sprint.

GTE and others have strongly opposed the merger before the Federal Communications Commission, the U.S. Department of Justice, and the European Commission.

CWA, Bell Atlantic, Bell South, a number of European companies and the AFL-CIO are among those that have filed petitions against the proposed merger with the FCC.

Knight Ridder leaves Miami for Silicon Valley

Knight Ridder will move its corporate headquarters from Miami to Silicon Valley.

According to a report in the San Jose Mercury News, the move would give the valley the headquarters of one of its biggest corporate players — and return chairman and CEO Anthony Ridder to the place where he was once publisher of the Mercury News.

Ridder announced the move as stockholders headed home from the company's annual meeting. Neither he nor anyone else mentioned the move during the company's 90-minute annual shareholders meeting.

Knight Ridder officials said

they expected about a third of the corporation's 150 corporate employees to make the move.

The move is expected to be completed in the first quarter of 1999. Where the headquarters will be in Silicon Valley was not made clear.

"There is no doubt that some of the best thinking about the future of the information business is in Silicon Valley. And there is little doubt that new technology and the emerging power of the Internet will greatly affect how people get their news and information," Ridder said in a press release.

Knight Ridder New Media, which leads the company's online

efforts, is already in San Jose. If Knight Ridder were in the Silicon Valley area today, it would be the 14th largest company, based on fiscal 1997 revenue, according to the Silicon Valley 150 report, published last month.

Knight Ridder is the nation's second-largest newspaper publisher. It bought the Kansas City Star and Fort Worth Star-Telegram last year.

It swapped the Boulder (Colo.) Daily Camera with Scripps-Howard for the Monterey County Herald and San Luis Obispo Telegram-Tribune in August 1997. It also owns the Contra Costa Times in California, the Miami

Herald, the Philadelphia Inquirer, the Detroit Free Press and 33 web sites affiliated with the newspapers.

"The Internet has created new competitors for our newspapers, as well as new opportunity, and we are positioning ourselves to meet both," Ridder said. "In a way, Silicon Valley is like Detroit at the turn of the century. If you wanted to succeed in the automobile business, Detroit was the place to be."

Though only 148 employees will be affected, the move is seen as a blow to Miami-Dade County and the rest of South Florida, the Miami Herald reported today. Knight Ridder is one of South Florida's most influential and

philanthropic corporations.

The company is one of only two Fortune 500 corporations in the region (the other is Ryder Corp.), and it has adopted a very high public profile.

Ridder said the move should not affect The Miami Herald, the state's best-known newspaper and by some measures still its largest, or El Nuevo Herald, one of the largest Spanish-language dailies in the United States. He said Knight Ridder is determined to create a leaner staff.

The corporation was formed in 1974 by a merger between Knight Newspapers and Ridder Publications.

Canadian national daily to debut in October

Canada's new national daily newspaper should hit newsstands in early October, publishing magnate Conrad Black told shareholders of Hollinger Inc. May 6.

According to an Associated Press report, the newspaper, which has not yet been named, will be the first North American national newspaper startup since USA Today was launched in 1982.

Hollinger is the majority shareholder of Southam Inc., the Canadian newspaper group that will publish the new paper. Between them, Southam and Hollinger own 59 of Canada's 106 daily papers and serve 41 percent of Canadian newspaper readers.

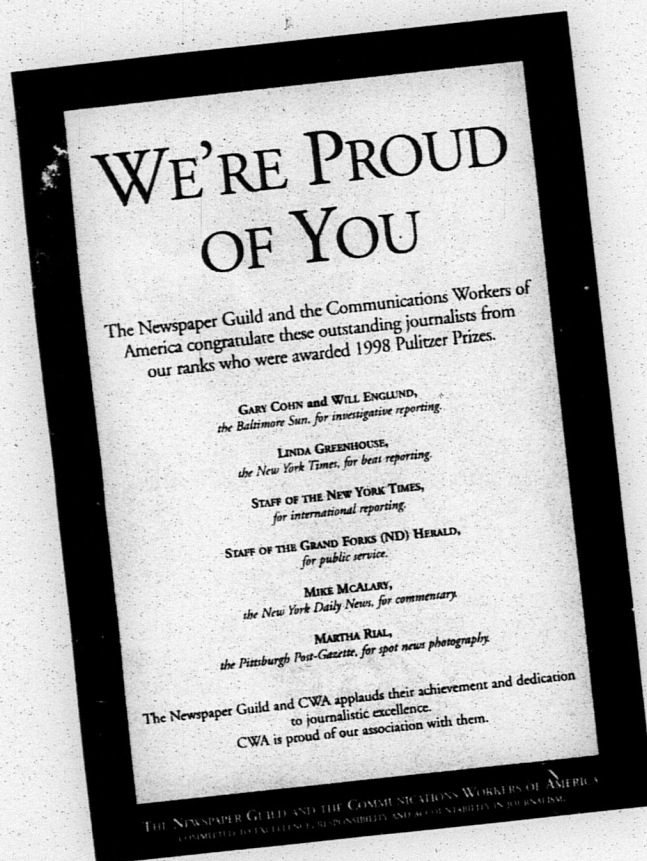
The paper will be based in Toronto, with additional printing and distribution facilities in Montreal, Vancouver, Ottawa, Edmonton, Calgary, Hamilton, Kitchener, Windsor and Halifax.

Southam owns a newspaper in each city except Toronto, and the company is hoping Canadians will buy the new paper as a supplement to local news coverage.

Black said the facilities, staff and equipment at the local papers will help the company avoid the steep losses that USA Today sustained for its parent company, Gannett Co., before it first turned a profit in 1993.

The new paper will be the third nationally circulated Canadian daily, joining the Globe and Mail and the Financial Post. Analysts have estimated the new paper's circulation at 200,000 copies a day.

Black said he expects the first edition to debut Oct. 5. The paper will be published five times a week, but it hasn't been decided whether to publish Monday through Friday, or four weekdays with a weekend edition.



Praise for Pulitzer winners

TNG-CWA ran this full-page ad in the May 2 Editor & Publisher.

News, ad cooperation publisher's hot topic

Mark Willes, the chief executive of Times Mirror Co. who is bucking tradition by fostering cooperation between the news and advertising sides of the Los Angeles Times, found a friendly audience at the Newspaper Association of America convention in April.

"I think he is a very refreshing viewpoint in the industry," W. Dean Singleton, president and chief executive officer of MediaNews Group, told the Associated Press. "You're talking to somebody who really believes in what he says."

Willes, a former vice chairman of General Mills Inc., has been criticized for reorganizing the Times so that each section of the paper has an advertising executive who works with that section's editor.

Journalists such as Max Frankel, former executive editor of The New York Times, and Ben Bradlee, former executive editor

of The Washington Post, have assailed Willes' plan, worrying that story decisions might come to be based in part on keeping advertisers happy.

But Willes dismissed that possibility in his speech to the NAA. He noted that although he has been publisher of the Los Angeles Times only since October, he became president and chief executive officer of Times Mirror three years ago.

Willes said the changes at the Times were necessary to reverse a circulation slide that began in 1991, when it peaked at 1,290,000 daily.

He pointed out that the Times has hired three Pulitzer Prize-winning journalists in the past 12 months, won two Pulitzers this year and recently opened a bureau in Hanoi.

"We are making changes at the Times not because I don't care about newspapers, but because I care deeply about newspapers," he said.

Circulation up at 7 of 10 major dailies

Seven of the nation's 10 biggest newspapers increased circulation in the latest six-month period, another sign of strength from an industry that was reeling a few years ago.

But the gains were relatively modest, far smaller than the profit increases newspaper publishers have posted recently as a result of strong advertising demand, the Associated Press reported.

According to the Audit Bureau of Circulations, the largest increase among the top 10 came at USA Today, the nation's second-biggest paper, which was up 3.2 percent from a year earlier at 1.72 million. The data covers the six months ended March 31.

The other gainers were The New York Times, the Los Angeles

Times, the Daily News of New York, Newsday of New York's Long Island, the Houston Chronicle and the Chicago Sun-Times. But only three of the top papers had increases bigger than 0.6 percent.

"What we might be seeing is a return to the steady, very modest increases we saw before the circulation slide started in 1990," said John Morton, a newspaper industry analyst at Morton Research Inc.

Throughout the early part of the decade, a slowdown in the economy dampened newspaper circulation, and also restricted advertisers' ability to spend. Just when things should have improved in 1994 and 1995, newsprint prices skyrocketed,

forcing many publishers to raise subscription prices and cut back on costly long-range deliveries.

The data indicates that high subscription prices are no longer scaring off readers.

"The last year and half they have not raised prices, and that's one of the reasons I think you're seeing circulation recover," Morton said.

The Los Angeles Times saw its daily circulation rise 2.5 percent to 1.10 million, while Newsday added 2.2 percent to 571,283.

The Houston Chronicle rose 0.6 percent to 553,387; the Chicago Sun-Times rose 0.5 percent to 494,146; the Daily News of New York added 0.4 percent to 730,761; and The New York

Times edged up 0.3 percent to 1.65 million.

The Wall Street Journal, the nation's biggest paper, had an 0.9 percent drop in circulation to 1.82 million. The other declines were at the Chicago Tribune, down 1.4 percent to 655,522; and The Washington Post, down 1.1 percent to 808,884.

Another area of weakness was in Sunday readership, which either fell or grew slower than weekday circulation for most of the top papers.

The discrepancy comes as a surprise to many in the industry, especially since Sunday circulation usually dips only in tough economic times when people are less likely to spend \$2 or more for a paper.

Court rejects injunction against Detroit papers

By Alan Forsyth
Detroit Sunday Journal

Three judges of the 6th Circuit Court of Appeals in Cincinnati Thursday laid to rest the possibility of a Section 10(j) injunction that could have moved the labor negotiations at the Detroit papers off dead center.

The 10(j) would not have ended the nearly three-year labor dispute, but it would have compelled the Detroit News, Free Press and Detroit Newspapers to reinstate most of the workers pending final resolution of the matter.

The May 7 ruling upheld a decision by District Judge John Corbett O'Meara.

His refusal last Aug. 15 to grant the injunction was a major blow to the morale of locked-out workers.

Al Derey, chairman of the Metropolitan Council of Newspaper Unions, said he wasn't surprised, "The 6th Circuit decision did nothing to change the fact that the employer is guilty of causing and prolonging the strike. All it did is elongate the time the locked-out people will have to wait to get their jobs back."

Neither did it surprise Al Young, president of Teamsters

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Local 2040, which represents Detroit Newspapers mailers.

"It's unfavorable and very unfortunate," Young said. "The purpose of the injunction process is to prevent irreparable harm. These decisions have now assured that we are going to experience irreparable harm, and they have given Detroit Newspapers a green

light to keep flouting the law."

The five-member NLRB in Washington, D.C., is considering appeals of a decision by Administrative Law Judge Thomas Wilks. Last June Wilks found the Detroit dailies had "caused" and "prolonged" the strike by their unfair labor practices.

William Schaub, Detroit regional director for the National Labor Relations Board, said, "My reaction is one of disappointment." He said that "on reviewing a matter like this, it is a very high standard, whether Judge O'Meara abused his discretion."

"If we had won at this level, it would have done a lot to get this

situation off dead center. Now we have to turn to the [National Labor Relations Board] level and hope to get a decision there and hope the appeals processes are swift."

An injunction request could come up again.

"Once you have a board decision, and while you are awaiting court enforcement," said Schaub, "you can seek a 10(e) injunction to restore the status quo ante (pre-strike conditions) while the appeals are decided and enforcement is being sought."

The NLRB must ask a federal appeals court to enforce its orders.

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



Weekends in New England

TNG-CWA members attended a May mobilizing seminar, in Quincy, MA. Above: Adolphe Bernotas, Cynthia Loux, Shirley Rajala, Tom Mahoney, Carol Andrews, Larry O'Brien and Jaime Fatas of the Massachusetts Judicial Interpreters.

At right, members of the Massachusetts Judicial Interpreters at an organizing meeting, in Boston, standing: Jivka Peyev, TNG-CWA Director of Field Operations Eric Geist, Maria Valencia, Nancy Rochas of The Translators and Interpreters Guild, Chris Salt. Kneeling: Fatas, Isabel Picado.



Guild plans to merge with other CBC union

Two unions at the Canadian Broadcasting Corp. plan to merge, bringing on-air and production employees together with the administrative and support staff.

The Canadian Broadcast Employees Union (of CUPE) and TNG Canada's Canadian Media Guild, are seeking approval from their members to go ahead with the merger.

If accepted, the 750 members of CBEU would form a branch of the Canadian Media Guild, bringing to 3700 the approximate number of CBC employees in the Guild.

Portland Guild to make employee bid for Guy Gannett papers

By Eric Blom
Portland Guild

A group of workers at The Portland Newspapers is trying to arrange an employee-backed purchase of the four daily newspapers owned by Guy Gannett Communications.

The four papers employ nearly 900 full- and part-time workers in Maine and dominate the newspaper market in the southern half of the state.

Guy Gannett announced April 1 that its owners plan to dissolve the family business and sell off its properties this year. It is soliciting bids nationwide.

Officers of the Portland Guild have been talking with other local newspaper unions, potential investors and lending institutions about how an employee bid for the Portland Press Herald, Maine Sunday Telegram, Central Maine Morning Sentinel and Kennebec Journal might be structured, said John Porter, a member of the local's executive committee.

"It is our intention to make a bid," Porter said.

All newspaper employees,

Employee ownership would be good news for workers and the communities the papers serve.

not just union members, would gain an ownership interest in the company under the proposed plan. They would be asked to vote on the proposal or otherwise show support for the bid before any such offer was tendered, he said.

Porter did not know how much a worker group might offer for the newspapers, but said any bid would be competitive with other offers.

Federal tax breaks, designed to encourage corporate employee buyouts, would help workers make a respectable bid, he said.

Guy Gannett Communications would consider an employee bid along with any other credible offer, as part of the previously announced process for selling its media companies, said James Shaffer, president and chief executive officer of the Portland-

based corporation.

Guy Gannett has hired Lazard Freres & Co., a New York investment firm, to manage the bid process.

"We set up the process. It's the right process. That process will continue," Shaffer said. The final decision among bidders will be made by representatives of the Gannett family trust.

In addition to its Maine daily newspapers, Guy Gannett owns seven television stations, including WGME-TV in Portland, a Portland direct-marketing business, an online media group based in Portland, The Coastal Journal weekly newspaper in Bath, and a voice-information service in Portland.

Porter said employees might consider bidding on other parts of Guy Gannett's operation, but that workers have initially

focused on the daily newspapers.

Porter said employee ownership of Guy Gannett's newspapers would be good news both for workers and the southern Maine communities that the papers serve.

"This gives the employees the ability to control their own destiny," he said. "We feel the institution is a valuable resource to the community, and we know that if we own it, it'll be responsible to its communities."

"We live here, and we're not going to produce a bad product," he said.

The concept of Employee Stock Ownership Plans, or ESOPs, dates back to 1956, when a California economist created it to help workers at the Peninsula Newspapers Inc. in Palo Alto, Calif., buy their newspaper chain.

The concept did not really catch on until 1974, when it was formally recognized by federal pension law.

Subsequent changes in the federal tax code, designed to encourage the concept, helped the trend gain momentum in

the 1980s.

Today, there are nearly 11,000 ESOPs nationwide, including several in the newspaper industry, said Ryan Weeden, project director of the non-profit National Center for Employee Ownership in California.

Often, family owners are willing to take less money for their businesses than publicly traded businesses because of the private owners' concern for their communities and their reputation locally, he said.

Employee groups seldom offer the most money for a business but often make competitive bids, particularly when the tax advantages are considered, Weeden said.

Newspapers, in particular, often find local investors and institutions willing to lend money for an employee buyout because it is like trying to "keep ownership of a particular ball team in a particular area," said Linda Foley, TNG-CWA president.

Eric Blom is a reporter at the Press Herald. Susan Butler, library assistant, contributed research to the story.

NLRB OKs case against Singleton in Lowell, MA

Region 1 of the National Labor Relations Board has issued a complaint against W. Dean Singleton's Garden State Newspapers for unfair labor practices in its purchase of the Lowell Sun.

The complaint, filed in response to charges by the Lowell unit of the Boston Guild, is the first legal step towards the complete condemnation of Singleton's conduct at the Sun.

The complaint states that Singleton illegally cut employee wages and benefits without bargaining with the Guild, illegally refused to hire two Guild activists because of their union activities and sympathies, and improperly singled out the Guild-represented unit for more punitive employment terms than non-union workers.

Another highlight of the complaint has broader ramifications for clarifying the current legal

standard for "perfectly clear successorship" in the case of a business sale.

Successorship imposes on the buyer an obligation to bargain initial employment terms.

TNG-CWA General Counsel Barbara Camens intends to argue that the proper legal test of successorship should turn solely on the employer's intention to retain the workforce, not on the intention to rehire the majority of employees

before it announces unilateral changes to working conditions.

Camens said NLRB Region 1 Director Rosemary Pye has been speaking publicly and favorably about the Guild's case and the legal theories it raises regarding successorship.

"This is the legal standard we advocated to the NLRB in the Monterey Herald purchase," Camens said.

The Herald was purchased by

Knight Ridder in August, 1997.

Region 32 of the NLRB ruled that Knight Ridder and The Herald committed unfair labor practices when it refused to bargain with the San Jose Guild over wages for employees hired after the takeover and ceased paying overtime to some of the paper's employees.

The Monterey complaint and the Lowell case are scheduled to be heard separately by administrative law judges in June.

Guild inside, out at Gannett, KR annual meetings

Continued from Page 1

After Kenyon spoke, Gannett's former chairman Al Neuhaar tried to change the mood by bringing the subject back to Gannett's great 1997 profits. He called for applause for the board.

According to Teamsters international representative Mike Zielinski, Neuhaar also said strikes, though easy to start, are hard to stop. Neuhaar said he hoped for an end to the labor dispute.

Gannett had tried to force the union sympathizers into an "overflow room."

The ruse became apparent when people carrying the same yellow passes as locked-out workers were admitted to the main room. Not only Vance International security guards but Arlington police were in the meeting room.

Meanwhile, in Miami

At Knight Ridder's annual meeting, held nearly simultaneously 1,100 miles away in Miami, company Chairman P. Anthony Ridder struck a conciliatory note on the Detroit lockout, saying, "If we can settle that strike, it will be in everyone's best interest."

Ridder's remark came in response to comments by TNG-CWA President Linda Foley who commented that Knight Ridder's annual report and Ridder had lamented that circulation was flat in Detroit and attributed it to the residual bitterness from the lock-out there.

Foley asked Ridder what he was doing to reduce the bitterness and help circulation grow.

Foley also introduced the Monterey Principles, which link compensation of top executives to a set of ethical guidelines, and urged passage of the resolution.

Foley urged shareholders to support the resolution to ensure that Knight Ridder papers are accountable to the communities they serve.

She said it is important to maintain high quality news coverage, and that Knight Ridder's reputation has been slipping lately.

Knight Ridder stockholders overwhelmingly defeated TNG-CWA's proposal.



The motion got 2 percent of the shareholder vote. Two other shareholder proposals opposed by management won 38 percent of the vote.

The defeat of the Monterey principles doesn't lay them to rest, though.

The Guild's Knight Ridder Council intends to take the principles to the publishers and community activists in each city where members work at KR papers.

About 60 people attended the meeting, including Miami police.

Some 200 turned out for a rally beforehand to protest Knight Ridder's treatment of workers in Detroit and Monterey, Calif., and cities where Knight Ridder shed newspapers.

As the meetings took place, and throughout April 28, Guild members at Knight Ridder papers across the U.S. demonstrated, distributed leaflets and called in to the chain's Miami service center.

Members in San Jose, Philadelphia, St. Paul, Akron, Detroit and Duluth, MN, wore stickers, sent faxes and e-mail to Ridder and Monterey Herald Publisher Pat Kiel protesting poor treatment of workers and promoting the Monterey Principles.

Monterey Herald readers were asked to forward the following electronic message to Keil:

"A labor contract with job security and good wages and benefits between the Herald and its unions is very important to members of the Monterey County community. Therefore I will now subscribe to the Herald on a monthly basis while I monitor negotiations for substantial progress toward these goals."

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



Locked-out worker addresses Gannett shareholders' meeting
Millie Kenyon spoke to shareholders at the Gannett annual shareholders meeting in Arlington, VA, April 28, telling them "I worked at the Detroit News for 28 years and I'm ruined. I have nothing. I wish that every family whose life you have ruined could be sitting here." Kenyon was one of four women who were the first to join teamsters local 372 when she began working at the News. She was one of about 10 from all six locals affected by the Detroit labor dispute who spoke to shareholders while about 250 people demonstrated outside the building.

TNG Canada seeks share of profits

By Scott Edmonds
Canadian Media Guild

The belt-tightening is over, profits are up and newspaper owners are stuffing their vaults but few seem eager to share the wealth with their employees, delegates to the TNG Canada meeting in North Bay, ON, heard May 2-3.

In fact, settlements are lagging well behind those south of the border.

Many papers in Canada are looking at their strongest financial performance in a decade.

Southam Inc., which owns 32 dailies making it Canada's largest single newspaper publisher, reported a first-quarter profit increase of 30 per cent to \$23.4 million.

Quebecor, which owns the largest paper in Quebec plus two others and the Winnipeg Sun in Western Canada, reported a 16 per cent increase in the first quarter profits to \$18.2 million.

Performance is also improving at Torstar Corp. and Sun Media Corp.

Hollinger International, the media giant controlled by Conrad Black which owns Southam, reported operating profits alone more than doubling to \$15.2 million in the first quarter.

In some cases, the black ink comes in no small part thanks to layoffs and restraints imposed a few years ago and hold-the-line contracts many union locals were told were necessary to ensure the health of their employers and the job security of their members.

It would seem that after meager or no wage increases in many cases, employees could expect a little loosening of the purse strings now that brighter days are here, but that is clearly not the case.

Concentration of ownership in Canada, with Black's Southam-Hollinger conglomerate controlling most of the major dailies in the country, is another wall that Canadian locals have to scale on their way to fair contracts.

Money is expected to remain a key issue in bargaining but with many branching out onto the Internet, the question of jurisdiction over new employees as

well as ownership rights to intellectual property are hot topics at many tables.

TNG Canada locals also were reminded at the spring meeting that it's a constitutional requirement that they submit contract proposals, proposed contracts and final contracts, in advance, to international headquarters in Washington for approval.

Rather than an onerous duty, Executive Secretary to the Contracts Committee Marian V. Needham said locals should look on the process as a good way to get valuable information on what other locals are doing.

In other business, it was agreed that locals need a good, readable guide to help them conduct elections. Some locals have run into problems after the fact because they failed to follow the book on conducting votes.

The next TNG Canada meeting has tentatively been set for Sept. 19-20 in Fredericton, NB.

Scott Edmonds is a reporter for Canadian Press in Winnipeg and TNG-CWA vice president for Western Canada.



LOOKING AHEAD

Struggle for our rights renewed with each day

By Bernie Lunzer, Secretary-Treasurer

My daughter Emily was complaining to me about her lack of rights at her middle school.

"I guess we just get used to the fact that we're inferior, that we have no rights. Why is it like that?" she asked.

I told her that it was probably just preparation for the workplace. In reviewing the booklet of her rights (which she had requested two months earlier) she discovered that there were very few.

Even strip searches (with some limitations) were allowed. I told her that in spite of the U. S. Constitution, most workplaces afforded even fewer rights.

I told her about the Chicago Tribune, where employees were recently reminded that all of their keystrokes were open to review by the employer. Workers expressed outrage when they were told that e-mail and any electronic discourse was open to full review by the company. The publisher was stunned by the response, saying he was only restating the established policy. Workers were reminded that they had no zone of privacy, truly no rights. They didn't like it.

If we assume that certain rights are the hallmark of a free society, why then do those rights stop at the workplace door?

At my home paper, the Knight Ridder owned St. Paul Pioneer Press, the Guild has established an "open bulletin board" policy over the years. Staffers can say whatever is on their minds, with one caveat. They must sign their names.

I remember explaining this cherished tradition (also protected by past policy under the contract) to a new manager in the newsroom. He was shocked that people could post anything. He thought that management should be able to review postings, based on their "appropriateness." He wasn't ready for free speech inside the newsroom. Most companies now use locked bulletin-boards with glass fronts for just this reason.

In fact, when Knight Ridder took over the Monterey Herald recently from Scripps-Howard, one of the first casualties was any sense of free speech in the workplace. Workers reported to the Guild that they could not talk freely among themselves, could not post any materials, and were even restricted from putting family photos on their desks. The publisher later "clarified" the policy and removed some of the more onerous restrictions but the damage had been done. Workers were intimidated and are still not able to communicate freely within that environment.

The irony is very clear. Most papers maintain a team of lawyers on retainer to protect any perceived threat to the papers' First Amendment rights. Many of those same papers restrict the rights of their

employees in the workplace. I think we should put the First Amendment in our contract proposals and show several publishers what hypocrites they are. Let them argue against it. I'm certain that would generate an interesting news story.

Why should employers be able to state without question that all of our phone calls and e-mail are subject to review? How far will this go? If we assume that certain rights, such as free speech and a zone of privacy, are the hallmark of a free society, why then do those rights stop at the workplace door?

I was made to read anti-totalitarian literature in high school, stating the evils of communist systems — books like "1984" and "Animal Farm." You'll remember reading about evil places where people lived in fear that everything they said was being listened to.

The enemy was always the state, with jack-booted police as enforcers. How surprising to find out that the real threat was the modern American corporation, with jack-booted HR representatives.

I spoke with a reporter two years ago who told me he had to leave the paper where he was working. He had just won an award for a hard-hitting investigative piece that exposed the exploitation of innocent people. He was praised by his editors, but within the week was asked to do similar work but "make it more positive and upbeat."

When he refused he was told that it was an order. Unfortunately his paper had recently been sold, and he was working without a contract. He told me how he missed the contract, and that without it he couldn't fight back. Given a bitter choice, he chose his dignity and resigned.

Workers need protection and rights. With the majority of our time spent at work, can we afford to check all of our cherished American principles at the door?

If these principles matter, and make for a better society, why not at work, too? I also believe that good journalism flourishes in newsrooms that understand this. Good reporters need to be trusted. They also need the ability to challenge the decisions of their editors, especially in this era of corporate ownership.

As members of the Guild we can use our bargaining process to add protections against needless, random monitoring of both e-mail and phone calls. In some contracts, we've done that.

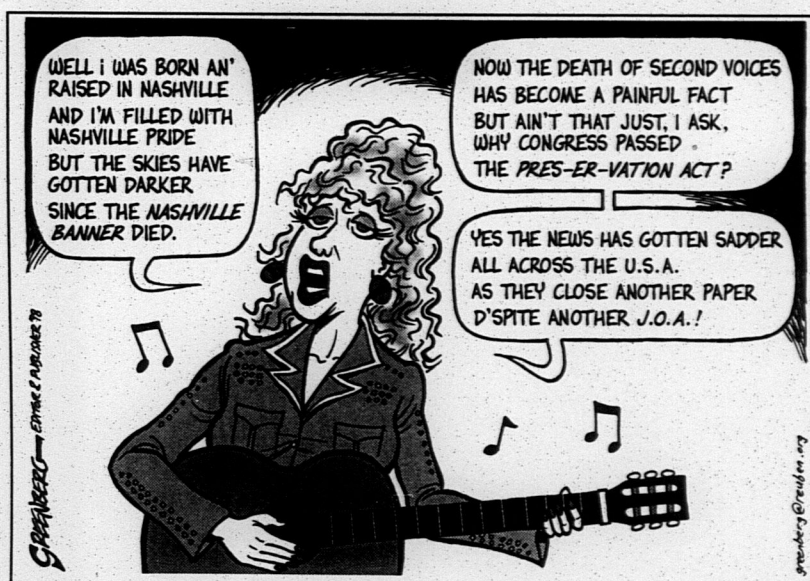
We can, and do, fight for free speech — even in newsrooms. A union contract is always our best protection.

When my daughter was done reading her short list of rights at school I reminded her that it was her responsibility to continue to fight for her rights. And, it's your responsibility, too. No one has ever handed us our rights. We fight for them one day at a time.

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: June 5.)



Solidarity is strength in resisting chains

By John Shure
New Jersey Lawyer

It was an interesting, and potentially powerful, mix. At the front of the room, newspaper people related horror stories about what happens when big chains gobble up previously independent newspapers. In the audience sat a large delegation of Teamster's.

That was the scene at a recent conference called "Where Have all the Papers Gone?" held at Rutgers University Labor Education Center in New Brunswick, NJ. And if the topic was similar to other forums where folks get together in the name and the hope of maintaining journalistic standards, the vibes seemed different.

Maybe it was the presence of a few employees of the Detroit newspapers who went out on strike in 1995 against the city's two papers owned by Gannett and Knight Ridder and have been locked out by employers who won't bargain with them.

Maybe it was the militant Linda Foley, head of The Newspaper Guild and a vice president of the Communications Workers of America, who served as moderator.

Whatever it was, it left the impression that if two groups that traditionally don't feel they have much in common — journalists and unions workers — could get together, they might have a chance to stop the bleeding at American newspapers.

It's bleeding from two wounds — journalistic and economic — as the speakers put it.

While unions like The Newspaper Guild have been strong over the years at some newspapers, it generally has been the case that the college-educated people who write the stories and the blue-collar folks who truck the newspaper act like they're from different worlds.

Bill Kane, president of the New Jersey State Industrial Union Council, put it this way: "You look at some of the Teamsters — they were there for the jobs point of view and they probably learned about the content point of view. The journalists were there because of the free press aspects and they might have learned something about the jobs aspect."

You expect a forum like this to hear that chain ownership results in cost-cutting and deteriorating journalistic product.

But at this one, there also was a good deal of personal testimony that made the

issue feel a lot less academic.

There was Elayne Sama, talking about how she was fired from her job as marketing director of the Gannett-owned Daily Journal in Vineland, NJ.

They told her it was because she was opening a daycare business on the side, but she is firmly convinced it had only to do with the corporate bottom line.

Along with two editors who had invested in her new business, she was ushered out the building and told she couldn't return unless escorted by an employee.

Detroit City Council President Maryann Mahaffey relayed tales of the picket line and company-hired security guards who seemed to come out of the 1930s. One of her proudest accomplishments, she said, was helping to persuade the city not to reimburse the newspapers for the cost of those guards.

By the time everyone spoke, people in the audience were ready to swear off reading USA Today or anything else put out by Gannett.

But of course, that's easier said than done, especially in New Jersey, where Gannett's recent purchase of the Asbury Park Press and Home News Tribune of Middlesex County gives the chain four papers in the state and a circulation second only to Newhouse (Star-Ledger, Jersey Journal, Times of Trenton).

And that, in a way was the point. The chains aren't going to disappear. So how do you try to fight them?

There was talk of trying to get shareholders to apply pressure and of creating "readers committees" such as in Detroit and Monterey, CA, where community leaders monitor the papers and demand accountability on a range of issues, including profits, content and staffing levels.

But there was no way to determine if what happened at Rutgers ever will amount to more than a half-day's blowing off steam.

Kane would like to think it could be the start of the kind of working-class consciousness-raising that many feel is needed across a whole range of the U.S. economy. Journalists and unions. Perfect together?

"It's all the same stuff, the same spirit," Kane said after the conference. "We want to make sure we're not swallowed up by the insatiable race to the bottom line."

Reprinted from the New Jersey Lawyer. Jon Shure is a former political reporter, Washington correspondent and press secretary to former NJ Gov. Jim Florio.

TNG-CWA's organizing plan: One to grow on

The TNG-CWA Executive Council recommends the following as the basis for TNG-CWA's expanding organizing goals for the 21st Century:

Broaden focus

Broaden the focus of Guild organizing to include the full range of TNG-CWA local units that we already represent, i.e., we should pursue non-profits, alternative press, on-line and other information services not already in

Guild-CWA jurisdiction, financial services, radio and TV stations and networks, research firms (profit and non-profit), libraries and other community-based employers.

It doesn't matter whether newspapers are or are not dying, they have become a subset of the information industry and we can and should expand our area of organizing to include all information sectors.

Expand member's role

Expand rank-and-file Guild members' role in organizing. We have already expanded the number of members in the Guild who think about organizing, traditional or otherwise, with organizing training. We can use Guild members who participate in TNG-CWA or AFL-CIO Organizing Institute training for internships and apprenticeships in CWA organizing drives to expand opportunities to work on actual campaigns.

Increase resources

Work with locals to have them commit to increasing their organizing resources. Ask locals to sign the CWA pledge to organize 100 new workers in the coming year.

It is not enough for locals to earmark the dollar for organizing, it should be used for organizing.

Pursuant to the CWA and TNG-CWA constitutions, locals shall notify and consult with TNG-CWA before an organizing drive is launched.

Fund local staff

Identify and support locals to help fund an organizer that does nothing but organize new units.

Encourage efforts

The TNG-CWA special organizing funds that remain shall be used to fund internal organizing projects and to resist decertification efforts.

Report of the Finance and Administration Committee

1 Current expenses as reported internally by CWA through March of 1998 (nine months into the year) are \$2,980,738.

When the Silver Spring building expenses are deducted (\$305,696) the total is \$2,675,042, just \$11,178 less than the \$2,686,220 budgeted for the period.

Per the merger agreement, all Silver Spring building expenses will accrue to the building account and will not be part of the TNG-CWA budget.

2 A closeout audit of all TNG-CWA Funds as of June 30, 1997, has been completed by Shulman, Kurtz, Turer & Topaz.

A further audit of Guild funds as of December 31, 1997 is being completed and will be distributed to the Guild Executive Council.

All remaining operating funds (General Fund and Organizing Fund) have been moved to a TNG-CWA Segregated Fund, to be spent at the Sector's discretion.

The balance as of April 1, 1998, was \$233,816.25.

Approximately \$40,000 is still owed to CWA for advances given for payroll in June, 1997.

The Guild Defense Fund, Anti-Discrimination Fund, and Leuchter Funds also continue forward.

3 The Guild's Defense Fund showed assets of \$4,085,919 as of June 30, 1997 (after repayment of a loan of \$360,000 to CWA). Any Canadian investments are stated in U.S. dollars, per the exchange rate effective as of that date. The Defense Fund continued to make strike payments to Detroit through September 31, 1997, and those costs will be determined in the Calendar Year-End Audit currently being completed. All current strike payments to Detroit are being made by the CWA Member Relief Fund. The Guild makes a payment of approximately \$10,000 per month from the Defense Fund to the MRF to pay for participation in the plan (this number has been agreed to between the parties and fluctuates based on membership).

The Defense Fund continues to fund strategies approved by the council in campaigns to get contracts in various locals. Since October, the Defense Fund has paid for \$41,084 in expenses in Detroit, \$15,762 in Monterey and \$459 in Los Angeles (as of April 15, 1998).

4 Legal costs through Feb. 28, 1998 were \$170,275, including both retainer costs and additional litigation and arbitration. This number includes a payment of \$60,000 to the law firm of Sam McKnight for his services to the Detroit Interplant Council.

TNG-CWA '98-'99 BUDGET

As submitted to CWA's Strategic Planning and Budget Committee.

REVENUE	\$5,046,741
EXPENDITURES CHARGED TO TNG-CWA	
01 - Salaries: Officers & Staff	\$1,256,539
02 - Salaries: Clerical	\$189,668
03 - Salaries: Part-Time	\$54,065
04 - Expenses: Full Time Staff	\$517,000
05 - Expenses: Part Time	\$57,500
06 - Supplies & Printing	\$97,000
07 - Postage, Freight & Express	\$85,000
08 - Equipment Rental	\$3,600
09 - Equipment Maintenance	\$400
10 - Contract Services	\$30,000
11 - Electronic Communications	\$12,000
12 - Rent: Office Space	\$265,000
13 - Rent: Meeting Rooms	\$97,500
14 - Miscellaneous Expense	\$43,000
(046) Professional Expense	\$12,000
(049) Affiliation Dues	\$499,800
(040) Contingency	\$320,000
(043) Information System	\$12,000
(048) Education	\$63,000
(061) Insurance Expense	\$0
(031) Legal Fees & Expense	\$96,000
(060) Pension Expense	\$181,000
(064) Staff Moves	\$0
TOTAL SECTOR EXPENDITURES	\$3,892,072

5 The Finance Committee submitted a budget to CWA containing \$3,892,072 in proposed expenditures for the Fiscal Year beginning on July 1, 1998 and ending on June 30, 1999.

Estimated income (after adjusting for the 3.091 percent increase in per capita, effective May 1,

1998) is \$5,046,741. This estimate is based on a projected dues paying membership of 28,737.

The internal Membership Development Report states Guild membership at 27,683 for the month of March 1998, but understates actual membership.

This discrepancy is based on lack of membership records for several Guild locals.

Several costs such as Member Relief, employee pension and health care are not included in the sector budget.

6 The Finance and Administration Committee will add language to the current Political Objector form that is distributed to Guild locals, explaining the two choices provided for redirection of money.

Executive Council recommendations to TNG-CWA Conference

► The EC recommends that a TNG-CWA budget of \$3,892,072 be submitted to CWA.

► The EC recommends that the TNG-CWA Constitution be changed in 1998 to eliminate Article XVIII, Section 2(d) dues immediately, thereby eliminating any requirements for additional payment of such dues to the Guild's Defense Fund.

Specific language changes will be submitted to the Finance Committee at Sector Conference, for ultimate approval by the SC. The EC further recommends that all strike payments be made to locals in accordance with the rules of the CWA Member Relief Fund.

► The EC recommends that a "first week" payment be paid from the TNG-CWA Defense Fund on the seventh day of a strike or lock-out, with the understanding that the final payment from the Member Relief Fund, which is made the week after the strike or lockout ends, be repaid by the local to the TNG-CWA Defense Fund to compensate the Defense Fund for the "first week" payment.

This will not reduce strike benefits, but is intended only to provide benefits one week earlier than under the Member Relief Fund rules.

► The EC recommends adoption of new rules for the 1998 Sector Conference that allow for the planned two-day Sector Conference on Aug. 28 and 29 in Chicago.

The committee structure will consist of Finance, Guild Structure and Policy and Resolutions (in addition to Rules and Credentials).

All business not appropriately before either Finance or Guild Structure and Policy, will be handled through the Resolutions Committee.

The Secretary-Treasurer is using an operating deadline of August 15, 1998 for submission of all resolutions to conference.

► The EC further recommends a four-day, "long-weekend" schedule for the 1999 Sector Conference to be held Thursday through Sunday, April 29, 30 and May 1, 2, in Ottawa.

The political-year Sector Conference will be governed by rules similar to prior Guild conventions, with a committee structure consistent with the Executive Council's (these are: Finance; Guild Structure and Policy; Organizing; Mobilizing; Collective Bargaining; Human Rights; Research, Information and Technology/Communications (in addition to Rules and Credentials).

Nominations will be held on Saturday, with any necessary elections held on Sunday.

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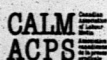
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DAYBOOK

Pacific Northwest area
mobilization training,
May 30, Seattle

Native American Journalists
Association convention,
June 17-20, Tempe, AZ

National Association of
Hispanic Journalists
convention, June 24-27,
Miami

National Association of Black
Journalists convention, July
29-Aug. 2, Washington, D.C.

Asian American Journalists
Association, Aug. 6-9,
Chicago

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

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

National Lesbian and Gay
Journalists Association
convention, Oct. 1-4,
Las Vegas.

TNG-CWA sector conference,
April 29-May 2, 1999, Ottawa