

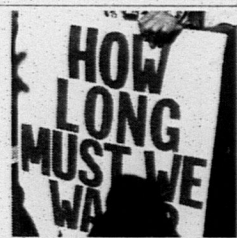
THE GUILD Reporter

June 19, 1998

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*Detroit clergy
urge end
to lockout*

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Merger at CMG creates largest Guild local

The Canadian Media Guild will acquire 750 new members this month as the result of a merger with the Canadian Broadcast Employees Union.

The membership of both unions at the Canadian Broadcasting Corporation ratified the merger agreement by a vote of better than 91 percent.

The pact takes effect July 1.

"Workers at the CBC continue to build their power by increasing the strength of the Canadian

Media Guild," said TNG-CWA President Linda Foley, who credited TNG Canada Director Arnold Amber, CMG President Lise Lareau and CBEU President Glenn Gray for facilitating the merger. "The Canadian Media Guild is setting the pace for unions all across North America."

With completion of the merger, the Media Guild will become the largest TNG-CWA unit.

Lareau estimated total membership at about 4,200 at CBC out-

lets nationwide.

The Canadian Broadcast Corporation, explained Amber, is a nationwide public broadcast organization of 35 radio stations, an all news TV channel, two television networks and about 12 additional stations.

"That's on the English (speaking) side," he added.

The CBC also broadcasts over a number of French and international stations.

For over 25 years the Cana-

dian Union of Public Employees (CUPE) — with 300,000 members mostly in provincial and municipal government — represented workers at the CBC.

CBEU, then part of CUPE, comprised two bargaining units: office and professional, and production.

In the late 1980s the CBC petitioned the Canadian Labor Board for a global realignment of bargaining units.

Then, in 1992, a vote on union

representation resulted in the CBEU production unit being split between the Canadian Wire Service Guild and yet a third union for technical employees.

In 1994, CMG was formed as a nationwide local to represent reporters, anchors and production workers at the CBC, French- and English-language wire services, Reuters and news production freelancers.

Layoffs further depleted

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Philly correspondents get contract

By Kitty Caparella
Philadelphia Guild

They used to be called stringers before they moved into the suburban bureaus of the Philadelphia Inquirer.

Reporters sat next to reporters earning less than half their peers.

Photographers mastered computerized photography and then had to show their well-paid counter-parts how to operate the equipment.

They had no sick days, no vacation and maybe, if they were in an accident, their health insurance would barely pay for their injuries. They had no prospect of earning more money based on experience, merit or anything else.

Some were two-year interns, some were long term writers and photographers, who had been working for the newspaper from three to nearly 17 years. Except for about 15 full-timers in the 130-member unit, they were part-timers, working four days a week.

Now, they have a historic first contract, hammered out over 4 years of negotiations between the Philadelphia Guild and Philadelphia Newspapers Inc., publisher of The Inquirer.

This is the first time that stringers, or part-time editorial workers, have been organized and won a collective bargaining agreement in Guild history.

In a ratification meeting on June 17, Suburban Writers and Photographers Unit voted 78-to-12 to accept the historic 26-month first contract.

The contract includes a \$30



Bargaining committee members Jay Gorodetzer, Linda Johnson, and Dave Warren (chair of the correspondent's unit) at the ratification vote in Philadelphia on June 17.

raise. It expires Aug. 31, 2000, the same as the main PNI unit contract.

The hard-fought contract, which bucks a national trend by creating full-time workers from a part-time work force, is expected to set a precedent for other Guild locals in the U.S. and Canada to organize their suburban part-time workers.

"We are thrilled. The long struggle paid off," said Kitty Caparella, Local 10 President, who, with now-Field Director Eric Geist, co-supervised the organizing drive in mid-1993. "It feels good to be able to get people sick leave and vacation and other benefits."

Since mid-April 1996, chief negotiator TNG-CWA International

Representative Bruce Meachum bargained the complex contract.

Earlier this year, both sides decided to trim their proposals and stepped up the twice a month meeting schedule.

At the end, the team bargained for nine days, with only a Sunday off, to reach a tentative agreement.

The bargaining team included: David M. Warren, chair of the Suburban Writers and Photographers unit, former SWP chair Jay Gorodetzer (whose wife Laura brought their newborn son to visit shortly before the TA), Vice Chair Cindy McGroarty, Secretary Linda Johnson, longterm writer Dan Hardy, former main unit chair Jerry Williams and Caparella.

Photographer Liz Robertson and sportswriters Chris Morkaides and Frank Bertucci also played key roles.

"In the last two years, we have rewritten every word of this contract. It has gone from mere words to a living entity that will guide and protect the people who have entrusted us with their future," said Warren, unit chair and a photographer who has worked 16 years at the Inquirer.

McGroarty, a longterm writer, worked side-by-side with staff writers for nearly nine years.

"This contract will give us a new found sense of professionalism and will improve the quality of life for all of us."

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Copley ousts Guild in San Diego

Despite losing a close decertification vote on June 11, leaders of the San Diego Newspaper Guild have vowed to continue their union.

In an election conducted by the National Labor Relations Board, 406 workers at the San Diego Union-Tribune voted to decertify the Guild and 387 voted to keep it.

"The Union-Tribune used fear, intimidation, and a lot of cash to crush any hope that justice would prevail," said local president Lisa Petrillo, a general assignment reporter.

"I worry for the future of the paper when they care more about profits than people," she said.

The San Diego local had represented workers in editorial, advertising, circulation, finance and business for more than 60 years.

"We put up with 10 years of bullying and arrogance, but our sense of the local's history endures," said Craig Rose, chair of the San Diego Guild's bargaining committee and a stalwart activist for more than a decade at the Union-Tribune.

"The majority has spoken for now. We will respect that," Rose said.

The Guild will not file formal challenges to the election with the NLRB because to do so would prolong the years of agony Copley Newspapers has inflicted on the 844 workers in the Guild's U-T bargaining unit, said TNG-CWA President Linda Foley. But, she added, the conduct of the Union-Tribune was outrageous.

During the monthlong campaign leading up to the vote, the paper took employees out to expensive lunches and dinners, bestowed free golf outings and parties and promised a 401(k)

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Correspondents get a first contract in Philly

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Job security and wages were primary for a workforce that hadn't seen a raise in more than eight years while the cost of living rose more than 29 percent. Now, top scale after three years experience will be \$710 for a 40-hour week, compared to the \$450 for four days that most were earning.

They'll have health insurance, an HMO called Keystone 10B Point of Service, that actually covers doctor's visits among other previously uncovered services.

Other benefits include a 401k plan, a Flexible Spending Account for child care and medical expenses, sick leave of up to seven weeks based on years of service and a car allowance of 28 cents a mile.

A modest \$15-a-week contribution will be made to the Newspaper Guild of Greater Philadelphia Pension Fund that will entitle retirees to a monthly sum of \$24 times years of service. Interns are not eligible for the pension.

Photographers will receive a \$49 a week camera allowance to pay for new equipment, repairs and insurance, but must also have a well-stocked camera bag as spelled out in a side letter.

The contract includes grievance and arbitration language, dues deduction and \$20,000 death benefits. There is no severance if a member is fired.

The biggest hurdle involved PNI and the main unit. The main unit didn't want to make any changes to its contract unless there was a ratio of main unit staffers to SWP staffers in the suburbs.

Until March, PNI opposed

such a ratio. But the union and company arrived at a ratio that would allow for growth.

After 4 years, how did it happen? It wasn't easy.

"You just don't give up. You believe. You persevere, despite adversity. And you persuade TNG and your local officers to provide training, alternative strategies and funds to keep things going," said Caparella.

In 1982, then-Inquirer editor Gene Roberts saw the future of his newspaper in the suburbs. He cajoled, persuaded and ordered the regular full-time staff to work in the suburbs. To show grousing staffers that such an assignment would not hurt their career, a suburban main unit staffer was promoted to become a foreign correspondent.

The newspaper began enlisting an army of maybe one-story-a-week stringers to do more work.

By 1985, the main unit felt the "stringer problem" was out of control. Non-staff suburban correspondents, as they were then called, had desks, telephones and were working along side of staffers.

With a backlog of grievances and negotiations about to open, the Guild and PNI agreed to a side letter that established a ratio of four full-time staffers to one full-time correspondent and set a three-year deadline for correspondents to leave.

The agreement was mum on part-timers, a problem that would haunt the Guild for years to come.

By 1988, the full-time correspondents were about to be let go because of the three years-and-



Paulene Bogart, Mary Blakinger, Kay Raftery, and Tammy McGinley of the correspondent's unit at the ratification meeting. Correspondents hadn't seen a raise in more than eight years.

out-rule. It seemed an impossible task until 1993.

Enter the TNG-funded bench-strength organizers, including the local's current administrative officer Frank Santafede, who were trained at the George Meany Center for Labor Studies. Richard Bensinger, former head of the AFL-CIO Organizing Institute, introduced a new organizing approach called "The Blitz." It was a quick drive to reach a lot of employees by a flood of organizers over a short period of time.

TNG Field Director Eric Geist and Caparella did the groundwork leading to the blitz. They obtained lists of non-staff correspondents, picked up Pennsylvania and New Jersey maps to locate their homes, developed a home visit report and

identified main unit volunteers who would help.

Then, one August weekend — three weeks before the main unit contract was to expire at the Inquirer and Daily News — the volunteers blitzed the area with home visits.

Jerry Williams signed up all of the photographers himself. Within days, the Guild filed for representation. PNI officials were shocked.

On Jan. 16, 1994, the non-staff correspondents voted 107-37 to have the Guild represent them.

The next few years were marked by rancorous negotiations. The Guild filed unfair labor practice charges against PNI on behalf of photographers, sports writers and others. And the Guild, particularly the suburban writers and

photographers themselves, kept up the pressure.

By mid-1996, exempt and Guild-covered suburban editors were lobbying their bosses to work out a deal.

The lack of a contract was now hampering coverage.

Many editors felt they could not send correspondents with no insurance and a lack of company cars and equipment on certain assignments. With approval from Knight Ridder, PNI began serious negotiations.

"When I saw you reached an agreement, I was ready to crack open a bottle of champagne," said Laurie Conrad, a Guild-covered editor at the Daily News who worked on the organizing campaign 10 years earlier as a correspondent.



Pattison earns labor studies degree

Mark Pattison, secretary of the Washington-Baltimore Guild, posed with AFL-CIO President John Sweeney, Sue Schurman of the George Meany Center for Labor Studies, and Tom Juravich of the University of Massachusetts at Amherst, after receiving his master's degree June 5. The Union Leadership and Administration program is offered through the University of Massachusetts and the George Meany Center in Silver Spring, MD. Students go to campus twice a year for 10 days at a time, taking six hours of classes each day. TNG-CWA Executive Secretary to the Contracts Committee Marian V. Needham earned her bachelor's degree in 1994 through a similar program offered by the Meany Center. Pattison began the program in 1995 and was part of the first graduating class of 10. Other Local 35 members in the program are Judy Fitzgibbon, Jimmy Torres-Velez and Joni Ketter, and former local representative Gordon Green.

EDITOR The Guild Reporter

TNG-CWA has an opening for editor of The Guild Reporter. The editor will be appointed by the TNG-CWA Executive Council and will be solely responsible for all phases of production of the monthly paper.

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

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

Excellent salary and benefits.

Potential candidates should contact:

Linda Foley,
TNG-CWA President
501 Third St. NW,
2nd Floor
Washington, D.C. 20001

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Corrections

The Pulitzer-winning staff of The Grand Forks Herald are members of CWA. Mike McAlary of The New York Daily News is a former member, now exempt.

Alex Ferguson, a financial editor in Reuters' Washington bureau, was incorrectly identified as Stephen Jukes, editor of Reuters America.



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

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

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Victory in California shows labor's strength

A letter from AFL-CIO President John Sweeney:

"A modern political miracle, the defeat of California Proposition 226 by an overall 54 to 46 percent margin, sprang from voters' strong sense of fairness and union members' unprecedented mobilization against a right-wing effort to silence the voices of working men and women in our nation's political system.



"Union members rejected the proposition with a resounding 71 to 29 percent vote. Even more, we gained new strength and momentum for a pro-working-family agenda heading into the fall elections. More than 24,000 new union member political activists emerged in California in the course of the campaign.

"In the final days of the campaign, over ten thousand trade unionists—from rank and file vol-

unteers to national union and state/local federation staff from across the country—came together in an unparalleled effort to get out the word and get out the vote.

"Working families and our unions are fed up with phony campaign reform schemes and ready for the real thing.

"Instead of challenging the participation of working women and men in the political system through our unions, we need real

campaign reform that challenges too-powerful corporate special interests and helps restore the participation and confidence of ordinary Americans.

"It's time to go on the offensive on behalf of a working family agenda, demanding that elected officials take action in support of the right to organize and on behalf of key worker concerns like health care, fair pay, and retirement security."

Foley elected vice president of IFJ

TNG-CWA President Linda Foley is among a new slate of officers elected at the International Federation of Journalists' conference in Recife, Brazil, in May.

More than 2,000 participants at the biggest journalism event ever held in Brazil joined almost 200 IFJ delegates from 77 countries for the opening of the 23rd IFJ World Congress.

The Congress theme — New Perspectives for Journalism 2000 — provided a centerpiece for debate.

IFJ's new president is Christopher Warren, federal secretary of the Media Entertainment and Arts Alliance in Australia.

He was elected unopposed as was the new senior vice president, Gustl Glattfelder of the Deutscher Journalisten Verband.

Warren paid tribute to the work of out-going President Jens Linde and promised personal commitment and passion to the job of leading the IFJ in the coming years.

Foley and Francisco Sant'Anna of the Brazilian host union FENAJ, were elected vice presidents.

The administrative committee was completed with the re-election of Hans Verploeg as Treasurer.

"It's an honor to be elected an officer of such an important organization for journalists around



Jonathan Tasini of the National Writers Union; Carol Rothman, TNG-CWA international chair; Arnold Amber, director, TNG Canada; Chris Warren, IFJ president; Linda Foley, TNG-CWA president and IFJ vice president; and Aidan White, IFJ general secretary, attended the IFJ conference in Recife, Brazil in May.

the world.

After several years of non-involvement, the Guild is now rightfully a full participant in the important activities of the IFJ," Foley said.

"The continuing globalization of media and convergence of information technology make it imperative that journalists in North

America join with their colleagues around the world," she said.

"In the post-Cold War age, the ability to practice journalism freely is too often threatened by government interference, corporate greed and violent conflicts," she said.

"I'm proud to represent TNG-CWA and North American journalists on the IFJ Executive Commit-

tee as we fight for democracy and press freedoms around the world," she said.

The Congress welcomed new delegates from Asia, Latin America and Africa.

The Recife Congress was the first time TNG-CWA was represented by two delegations, one from the U.S. and one from Canada.

Ameritech, CWA reach positive, early pact

CWA reached a tentative 32-month contract with Ameritech, covering some 30,000 workers at the regional Bell company in the Midwest. The agreement was reached some two months before the current contract is set to expire.

CWA Vice President Jeff Rechenbach said the agreement "clearly meets the objectives set by our members, and reflects the real contributions our members make to Ameritech's productivity and success."

"This was a great opportunity to negotiate a positive, forward-looking agreement with Ameritech, and we achieved the improvements in opportunity, compensation and working conditions that our members deserve," he said.

CWA President Morton Bahr noted that this is the fourth settlement this year among major telecom companies, and the third that was bargained considerably before contract expiration.

"CWA was willing to sit down at the bargaining table with any employer that indicated it wanted to reach a fair settlement and wasn't interested in making concession demands," Bahr said. CWA has reached early agreements with SBC (which includes Southwestern Bell and Pacific Telesis), AT&T, Ameritech, and negotiated a new five-year pact with Lucent Technologies.

More than 72 percent of voting members approved the Southwestern Bell settlement, which provides a compounded wage increase of about 12 percent; a 9.2 percent pension increase with a lump-sum payout option; and new limits on forced overtime and subcontracting of work, among other improvements.

After last-minute negotiating sessions and a brief strike call, the International Brotherhood of Electrical Workers (IBEW), CWA and Lucent Technologies reached tentative agreement on a national contract covering 44,000 company employees represented by the two unions.

UNION MADE

Watch Wheel of Fortune the week of Labor Day, September 7-11 for a

Salute to America's

WHEEL of FORTUNE
WORKING FAMILIES

Featuring union families and union-made products.

Today's Unions

Getting word out

The AFL-CIO will hold two day-long seminars on political communications, covering the Working Families Agenda for 1998 and communicating political messages effectively. The sessions are for labor editors and writers, as well as activists.

Sessions will be held July 11 in Denver and July 25 in Linthicum, Md. For more information, contact Judy Robbins at the International Labor Communications Association at 202-637-5068.

City by city

Hundreds of union members and their community allies will meet in Chicago July 31 through Aug. 2 for a national conference on new tactics and local strategies to boost organizing, mobilization

and political action to win economic justice. Union, City by City will give labor councils, local and international unions and their community partners a chance to share ideas and struggles and map out new strategies. For more information, call 202-637-3919.

Summer heat

The AFL-CIO has kicked off its third Union Summer to develop and educate new union activists. The first contingent of interns has begun in New Orleans with a drive among hotel and restaurant workers, and in Denver working with the Justice for Janitors campaign.

Union Summer will place 300 activists in another dozen or more sites for an educational experience in organizing either through recognition or in first-contract drives.

Goodson sells NY, PA and Ohio papers Mercury Center drops fee

Journal Register Company has reached an agreement to acquire the Goodson Newspaper Group's Pennsylvania, New York and Ohio newspapers for \$300 million in cash, including the Guild-represented Pottstown (PA) Mercury, Delaware County Times and Massillon (Ohio) Independent.

The acquisition includes five daily newspapers with 123,693 paid daily circulation and 107,686 paid Sunday circulation, and 20 non-daily publications with combined distribution of approximately 360,000.

"We're definitely not going to prejudge them," said Adam Traylor, a Delaware County Daily

Times political writer who heads the Guild unit of about 100.

The announcement put to rest weeks of rumors.

Guild members had feared a repeat of the 1993 experience at the Times Herald, where the Journal Register Co. fired 16 employees and imposed cuts in wages and benefits after buying the paper.

"They are honoring our contract and recognizing our unit," said Tammy Matthias, chair of the Guild unit of about 120 at the Pottstown Mercury.

"I'm hopeful that we're not going to see any change other than the names on our paychecks," she said.

Journal Register Company is a

leading U.S. newspaper publishing company that currently owns 19 daily newspapers, including the New Haven Register, Connecticut's second largest newspaper with 100,082 daily and 111,576 Sunday circulation, and 155 non-daily publications in nine states.

Journal Register Company currently has total paid daily circulation of approximately 534,000 and non-daily distribution of approximately 3.1 million.

The company's operations are clustered in six geographic areas:

Connecticut, Ohio, Philadelphia and its surrounding areas, the greater St. Louis area, central New England, and the Capital-Sara-

toga, NY Region.

The Goodson Newspaper Group, Incorporated, a privately held newspaper company, is based in Lawrenceville, NJ.

Gannett Co. Inc. will acquire several newspapers in New Jersey, including the Daily Record (Morristown), from Goodson.

Gannett will also acquire the Ocean County Observer, a daily newspaper in Toms River, N.J., and several weekly newspapers in Toms River and Manahawkin, N.J.

In addition to the newspapers, Gannett will acquire various total market coverage products associated with the newspapers.

Gannett currently publishes five daily newspapers in the state.

Knight Ridder sues Gannett over trademark

Philadelphia Newspapers Inc., which owns the Guild-represented Philadelphia Inquirer and Daily News, has sued Gannett Co., the owner of the Camden Courier Post for trademark infringement.

Philadelphia Newspapers Inc. is a unit of Knight Ridder Inc.

The suit was filed in U.S. District Court in Philadelphia under the federal Lanham Act.

It names Gannett's Satellite Information Network Inc., the Courier Post's owner.

In the suit, PNI alleges the Courier Post began using a classified advertising program that closely copied its own "Tri-Classified" advertising program, and that made reference to PNI's "Tri-Classified" plan.

The suit says the Courier Post, which circulates in many suburban Philadelphia communities across the Delaware River in New Jersey, began its "Tri-County Classified" about a month after the PNI newspapers introduced their program.

PNI's "Tri-Classified" plan allows advertisers to have their classified ads appear in the Inquirer, Daily News and PNI's website simultaneously and save on costs, the company said.

Newsprint consumption, prices increase

The Newspaper Association of America reported that newsprint consumption for February was 712,000 metric tons, nearly three percent higher than in 1997.

Despite growing stock, the return of Fletcher Challenge Canada to production and increased competition from Asian paper companies, newsprint companies began raising prices \$40 in May, bringing them to over \$625 per ton.

Selections from Fortune's list of top revenue makers among publishing and printing companies:*

Company	1997 Rank within Industry, top 1,000	1996 Rank within Industry, top 1,000	1997** Revenues	% change from 96	1997** Profits	% change from 96
Gannett	2	322	4,729	1	723	-24
Times Mirror	4	434	3,319	-2	250	21
Knight Ridder	5	457	3,139	13	413	54
New York Times	6	487	2,866	10	262	210
Tribune	8	501	2,720	13	394	6
Dow Jones	9	520	2,573	4	-802	-522
Washington Post	12	628	1,956	6	282	28
A.H. Belo	17	884	1,248	51	83	-5
E.W.Scripps	18	887	1,242	-11	158	0

*Not including publishing or printing companies that do not publish newspapers as a major activity of their businesses. Fortune magazine, April 27, 1998.

**In millions of dollars.

Protest stops presses of gay paper

A small daily newspaper in Georgia reversed its decision to print the largest gay newspaper in the South after a group of 47 ministers met and encouraged parishioners to cancel subscriptions and advertising.

According to a report in the New York Times, Chris Jensen, publisher of the Gannett Co. owned Times in Gainesville, Ga., said he told the publisher of The Southern Voice, a 10-year-old gay newspaper with editorial offices in Atlanta, that scheduling press time had become too complicated.

Jensen said the protest "had nothing to do with the decision" to stop printing The Voice as of June 1. "This is a print job," he added. "This has nothing to do with our responsibility as a newspaper."

One of the clergy, the Rev. Todd Pendergrass, the minister of education at the Blackshear Place Baptist Church, said: "I believe in the First Amendment, but we stand for what is right. And it is blatantly wrong to promote homosexuality. This is a scriptural issue, not a constitutional issue."

Chris Crain, the editor and

publisher of The Voice, said that the Gainesville paper's production manager had solicited The Voice's business six months ago.

The paper moved its 25,000 weekly press run to The Times's press in late April. The Times's pressroom also prints The Times, which has a weekday circulation of 22,642, and some copies of Gannett's USA Today.

Crain also said that after June 1, The Voice would go back to its old printer, Gannett Offset Atlanta, which is also owned by the Gannett.

Southam buys dailies, weeklies from Thomson

Media baron Conrad Black's Southam Inc. has purchased two more dailies and a string of weeklies, all on Vancouver Island, from Thomson Newspapers Inc.

According to a report in the Financial Post, Southam, a subsidiary of Hollinger International Inc., will acquire the TNG Canada represented Victoria Times-Colonist and the Nanaimo Daily News, as well as a handful of community papers. Terms of the deal were not released.

Southam, Canada's largest newspaper owner, already publish-

es 32 daily papers, as well as community newspapers, across the country.

The deal leaves Thomson with eight dailies in Canada, including the Toronto Globe & Mail.

It owns about 60 U.S. dailies.

Thomson's strategy is to hold newspapers that share a geographic region, so they can share resources, said Stuart Garner, Thomson's chief executive and president.

"Our experience in the last two and a half years is that although the policy overall has worked very well, it hasn't worked as well as

we would have hoped on Vancouver Island," Garner said.

Garner said Thomson is still on the lookout for other papers in the U.S. and Canada that fit its "strategic marketing groups" policy.

"I would like to strengthen the calibre of our portfolio and I would like to strengthen our strategic marketing groups."

The average daily circulation of the Victoria Times-Colonist, the largest paper of the block, is 75,000.

The Vancouver Island newspapers together employ 540 people.

Mercury Center (www.mercurycenter.com)—the Guild-represented on-line sibling of the San Jose Mercury News—abandoned the monthly subscription charges it had required for on-line access to the newspaper.

The site continues to charge readers for access to its news archives and other services.

The move is a departure for the Mercury Center, one of the earliest Web publishers to charge visitors a monthly subscription fee.

It also comes at a time when more sites are going in the opposite direction by adding subscription fees to their sites in order to bolster revenue.

Mercury Center's monthly charges were preventing it from reaching a broader audience.

First launched on America Online in 1993, Mercury Center began publishing on the Web in January 1995, and in April of that year started charging Mercury News subscribers \$2.95 a month and all others \$4.95 a month to read stories on-line.

KR selects HQ site

Knight Ridder has selected a site in downtown San Jose, Calif., for its new corporate headquarters.

The building, now known as the Fairmont Plaza, is a 17-story structure in the heart of the city's central business district.

It is already home to Knight Ridder New Media, which occupies the seventh floor.

Knight Ridder, which announced in April that it is moving from Miami to Silicon Valley, will occupy the 15th and 12th floors.

The facility will be renamed the Knight Ridder Building.

Murdoch LA's richest

For the second year in a row, Australian-born media mogul Rupert Murdoch is ranked the richest person in Los Angeles, according to an annual listing published in Monday's Los Angeles Business Journal.

With a net worth estimated at \$4.9 billion, News Corp. Chairman Murdoch far outranks the second wealthiest Angeleno, oil and real estate baron Marvin Davis, whose net value is estimated at \$3.9 billion.

Rounding out the top five are the Chandler family of Times Mirror fame, with a combined fortune of \$2.7 billion; SunAmerica Chairman Eli Broad, who is worth \$2.1 billion; and David Geffen, co-founder of Dreamworks SKG, with a net worth of \$2.1 billion, according to the Business Journal list.

A minimum net worth of \$500 million was needed to make the top 50 list this year, as opposed to last year, when a fortune of \$300 million was sufficient.

NE Construction News joins TNG-CWA

On May 29, employees of New England Construction News voted 18 to 3 to certify the Guild as their collective bargaining agent.

They produce a twice-weekly publication listing construction bids, which is distributed to contractors.

The drive began in early February when seven of the employees met at the Guild office in Dorchester and decided it was time to do something about the abusive treatment they felt they were receiving from upper management.

The assault began with a Labor Department Wage and hour audit the first week of March.

By March 9, a majority had signed pledge cards and the Guild requested voluntary recognition from the employer who denied recognition on March 16.

The Boston Guild filed a certification petition on Mar. 27 with the NLRB.

A hearing was set for April 9.

At that hearing, leaders testified that certain outside employees should not be included in the unit because they didn't have a sufficient community of interest with the rest of the employees.

The hearing officer asked the Guild if it still wanted to go forward if the Regional Director decided to include the challenged group. The Guild replied affirmatively.

The board disagreed with the Guild, included all inside and outside employees, and scheduled an in-plant and mail ballot.

The ballots were mailed May 11; the in-plant vote was conducted May 19.

The group convened at 5 p.m. the day of the count, put on "We Want a Contract" buttons and partied until midnight.

New England Construction News is headquartered in Rockland, Massachusetts and is a division of Construction Data Corporation.

CDC publishes three other papers serving the east coast.

The corporate headquarters is in Vero Beach, FL.



The newest members of the Boston Guild work at New England Construction News. Left to right, Kneeling: George Maria, Laura Mullen, Anita Carver and Joyce O'Malia; Standing: Matty Latini, Liz Gratta, Gael Stockwell and Greg Kelly.

Woonsocket Guild adds accounting department

The Woonsocket Guild has organized the accounting department at the Woonsocket Call, part of the Journal Register Co.

The local represents workers in editorial, advertising, maintenance and administrative staff in the circulation department.

The new members have voted to become part the existing bargaining unit, the terms and conditions of employment remain to

be bargained.

The contract expires in October. The first meeting with the group was April 15.

The Guild quickly got a stipulated agreement from the National Labor Relations Board without a hearing. The election was held June 17.

Local president Scott Cole, vice president Larry O'Brien, and TNG-CWA International Representative Leo DuCharme lead

the drive.

Members in the accounting department at Manchester Union Leader, who came into the Manchester Guild recently, wrote a letter of support.

Members of the larger Woonsocket turned out in force to support the drive.

Providence Guild Administrative Officer Tim Schick will bargain for the overall group this fall.

Portland Guild pursues new role in purchase

Officials of Portland Guild are optimistic that employees can participate in the purchase of Guy Gannett Communications as a minority investor.

They began to pursue the possibility of joining someone else's bid immediately after Guy Gannett informed the union that its bid was unsuccessful, said John Porter, who has been leading the buyout initiative on behalf of

the union.

The Guild, which is the largest of several employee unions within Guy Gannett, does not represent executives, managers and non-union workers at the company.

However, the Guild's employee-buyout plan, if successful, would have included participation of all of the newspapers' employees, Porter said.

Guild employees had put together a bid that would have

transferred ownership of the Portland Press Herald/Maine Sunday Telegram, Morning Sentinel in Waterville and Kennebec Journal in Augusta to all the employees of those papers.

The money being offered by other bidders was more than what the employees could muster.

An investment banker hired by the company confirmed that offers to buy the company came in at high levels.

Detroit clergy vow to press for end to prolonged lockout

By Alan Forsyth
Journal Staff Writer

Metro Detroit religious and government leaders left a newspaper summit meeting May 18 pledging to engage their communities in the labor struggle.

Among their missions are contacting the News, Free Press and Detroit Newspapers management to schedule a follow-up meeting, writing to the National Labor Relations Board, and urging business leaders to apply corporate pressure to resolve the 34-month dispute.

Mayor Aldo Vagnozzi of Farmington Hills will author the letters to newspaper management about a future meeting.

Vagnozzi said it should be open, so that the dailies are held to the same standards they urge on government bodies.

But the tenor of the summit suggested that a delegation would agree to meet with management under any circumstance.

Representatives of 24 area city councils and three county commissions participated in the Communities for a Settlement at the Detroit Newspapers conference at Sacred Heart Seminary.

It was convened by Religious Leaders for Justice at the Detroit Newspapers.

The absence of Detroit newspaper representatives was almost as notable as the attendance of nearly 300 locked-out workers from six unions; community, union, religious and government leaders, and private citizens.

And management's absence only underscored the need for such an event, several participants said.

Rev. Ed Rowe, pastor of Central Methodist Church and a spokesman for the religious leaders, said a full report on the summit would be provided to the Detroit papers, possibly including a video of the event.

Southfield Councilman Paul Condino said he would introduce a resolution seeking the help of Southfield businesses in resolving the dispute. "I think that is our next step," he said.

Although Condino had planned to introduce the resolution at that evening's council meeting, he postponed it until Tuesday because of other items on the council agenda.

He also said he would urge the Southfield City Council to write to William B. Gould IV, chairman of the National Labor Relations Board in Washington, encouraging an expedited ruling.

The board is considering appeals of Administrative Law Judge Thomas Wilks' decision last June that found the newspaper guilty of 10 unfair labor practices, includ-

ing causing and prolonging the strike (now a lockout).

Other officials expressed their intent to also write to the NLRB.

Maryann Mahaffey, president pro tem of the Detroit City Council, suggested public officials speak to executives of major companies at the Greater Detroit Chamber of Commerce's annual confab on Mackinac Island later this month.

"We have to get the corporate leadership to put some pressure on the newspapers," she said.

Detroit City Councilman Nick Hood III said members of his church, Plymouth United Church of Christ, burn a candle every Sunday for locked-out workers.

He also pointed out that only two of nine City Council members talk to scab reporters. "Hold onto the fight," he said to the newspaper workers. "Victory will be yours."

Mayor Frank Sall of Lincoln Park said, "It's critical labor and management get together. We don't need another Caterpillar, in Michigan." The 6-1/2-year labor dispute at Caterpillar Inc., a manufacturer of heavy equipment, ended recently with a contract for the United Auto Workers.

Sall said if Lincoln Park has a labor relations problem, "we call a mediator and settle it."

Hazel Park Councilman Ken Mayo said citizens in his city would continue to boycott the two dailies.

Virtually every government official spoke to the difficulty of disseminating news without access to the local dailies.

"The communities are not aware of what's going on in government. People of principle are not talking to or reading" the News and Free Press, said Jeff Kingzett of the Oakland County Commission.

Kay Beard of the Wayne County Commission agreed: "We need to get better information than we do now. I think having the religious leaders call the summit must be of concern to these two conglomerates. Leaders have to speak out, and we have to bring more people with us."

Their remarks were echoed by participants ranging from Steve Gallop, who represented U.S. Rep. David Bonior, and pastor Bill Wylie-Kellerman.

Rowe, a driving force behind the summit, promised the gathering would lead to further action. "We're not going to let this thing become an altar call. You know what an altar call is, don't you? You come forward and you think you did it."

Wylie-Kellerman said two things emerged from the summit:

"One, this thing is not over, and, two, it needs to be."

Effort, organizing will turn the tide

CWA Organizing Director Larry Cohen comments on the decertification:

"The Newspaper Guild-CWA's efforts in San Diego should be viewed in terms of a 10 year effort by the publisher to eliminate collective bargaining at the Union-Tribune no matter what the costs. The Union-Tribune is insulated from even the limited pressure that shareholders can bring to a publicly traded corporation.

"The Copley family decided to eliminate the unions whatever the costs. This has been great for the King and Ballow law firm with millions of dollars in fees, but bad for Union-Tribune staff, their families and the communities they serve.

"This pattern is all too familiar in the U.S. as organizing and collective bargaining rights become

little more than legal fiction.

"Just south of San Diego on the other side of the Mexican border a similar situation exists.

"The Mexican Constitution practically ensures collective bargaining, but Sindicatos Blancos (blank or phantom unions) are the rule, with no effective voice from Mexican workers at most enterprises.

"The few truly independent unions that exist are now banding together in the UNT (national union of workers) to again challenge the unholy alliance of state, management, and phony "union" bosses that block real worker led unions and effective collective bargaining.

"In the United Kingdom, 20 years of union busting have resulted in eliminating collective bargaining at most newspapers.

Murdoch and other publishers have similarly taken advantage of conservative politics to wipe out collective bargaining and de-recognize the unions.

"The National Union of Journalists has been the victim of 1/3 of all decerts throughout the UK. But last week the year old labour government, with pressure from the labor movement introduced legislation that would help NUJ and other unions battle back.

"We cannot view San Diego and similar fights as isolated problems. That's why three CWAers spent the last several months working full time with TNG Rep. Darren Carroll and activists at the Union Tribune.

"Many of us in CWA realize that these defensive fights are but the flip side of the general toughness in building our union any-

where and extending collective bargaining through organizing.

"Some in CWA, the Guild, and the AFL-CIO would pretend that San Diego is an exception.

"I would argue instead that we must stand by our members there, continue to organize in the media sector throughout southern California, whether Copley or Singleton, or we will soon not be able to bargain effectively anywhere else.

"The momentum either remains on the side of management or we engage, build strong support inside and regain the momentum.

"We may not always like it, but that's the deal. Hiding won't help us, hard work and organizing will.

"We narrowly lost this election in San Diego, but standing by those members and recruiting more support is the only way to build our union and turn the tide."

Union-Tribune, Guild waged a bitter fight

The decertification effort was merely the latest salvo in a long, bitter struggle San Diego Guild members have been fighting for 12 years.

In 1986, owner Helen Copley decided she wanted a fundamental change the 50-year relationship with her employees and to become "union free."

She hired Bob Ballow, an infamous union-buster from Nashville.

King and Ballow spent the next decade and millions of Copley's dollars frustrating Union-Tribune employees and their unions.

The Guild's contract, which had been essentially unchanged for more than 40 years, was decimated as the company's intransigence at the bargaining table frustrated union negotiators.

Over the years, Copley committed numerous blatant unfair labor practices and exhausted the union's treasury by needlessly prolonging litigation.

A unit clarification petition filed by the company to remove hundreds of jobs from the Guild's bargaining unit took several years and hundreds of thousands of dollars to resolve.

The company appealed the unjust firing of a Guild activist all the way through the U.S. Court of Appeals.

The Union-Tribune lost the case, and the Guild lost thousands of dollars fighting it.

At one point, lengthy litigation by King and Ballow lawyers had so taxed the San Diego office of the National Labor Relations Board that Region 21 exhausted its budget and was unable to prosecute any cases for several months.

In the meantime, two other unions at the newspaper were decertified, the printers in 1994 and the mailers last year. Internal memos distributed by the labor relations director to all supervisors outlined additional benefits received by those employees as a result of decertification. U-T managers became advertisements for decertification in Guild-covered departments.

Through all those years, Guild Local 95 struggled to sustain the fight. There were picket lines and rallies. A Jobs With Justice coalition was formed to respond to worker abuses at the Union-Tribune. When dues checkoff was canceled, the Guild set up a dues collection system through the credit union at the paper.

San Diego Guild: 'We lost honorably'

Continued from Page 1

match and improved health care.

The decertification is the third at the paper in recent years including unions in the mailroom and composing room.

"We lost honorably," said Catherine Thompson, a member of the bargaining committee and a long-time activist in the outside circulation department who was an election observer. "We didn't mislead people or print half truths the way the company did."

'Just because the employees lost their bargaining rights they didn't give up their union.'

Thompson said the local will keep functioning, possibly maintaining a small office, and keep records on merit pay and grievances in the next year.

A year after the election date a union may petition to represent workers in a decertified workplace. "We want a union for practical and personal reasons,"

she said. "So we'll keep up the organization."

"The decertification effort was planned and orchestrated by the company to bust the union," Foley said.

"Just because the employees lost their bargaining rights they didn't give up their union. The Guild is not going away. We have other strong locals in the area and will stick by the people who still want a union."

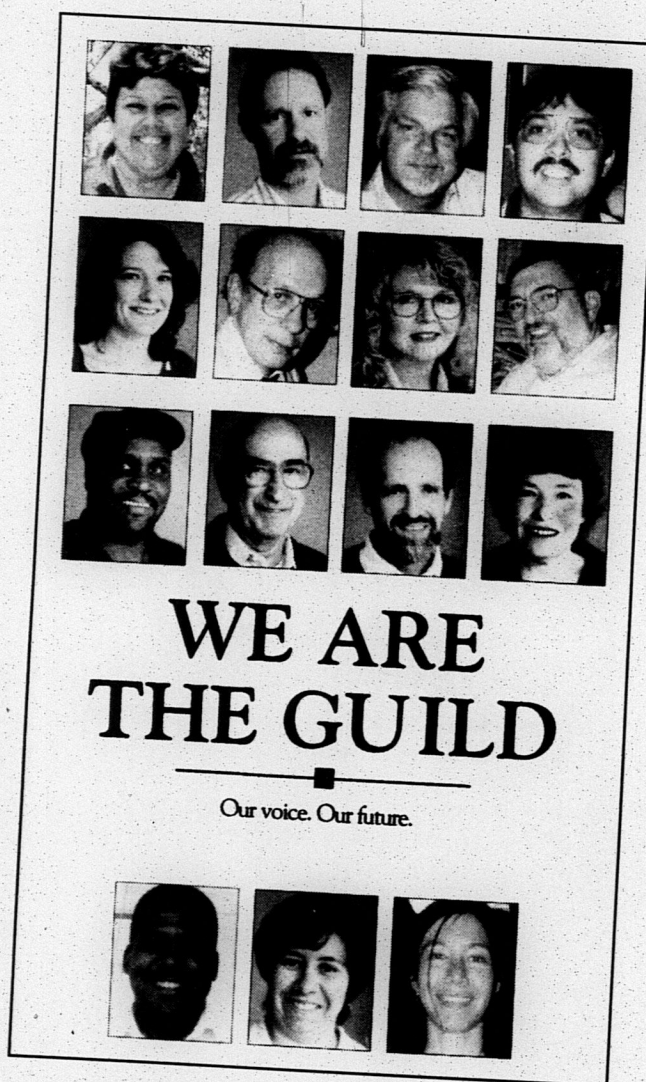
TNG-CWA International Representative Darren Carroll, who worked with the local for many years, said the Guild had not had a contract since 1994 and that the company had stonewalled negotiations since that contract expired in January, 1995.

The main sticking point in bargaining was the Guild's demand for across-the-board wage increases. The company wanted to keep a performance-based merit pay system, Carroll said.

Rose, Thompson and others in the San Diego Guild praised Carroll and the CWA District 9 staffers assigned to the decertification effort, John Dugan and Louise Quirk.

"Dugan came up with a unifying strategy and we kept to it, Rose said. "TNG and CWA gave us the best people we could ask for."

The GCIU and Teamsters still represent about 180 workers at the Union-Tribune.



A battle of words

The San Diego Guild put out this brochure with photos of members and quotes supporting the union. The Union Tribune put out numerous handouts, a slick annual-report-style booklet and a video, as well as wining and dining employees and paying for rounds of golf at a local country club.

COMMITTEE OF CONCERNED JOURNALISTS PANELS

■ A Status Report

(June 24, Fort Lauderdale Sun-Sentinel will host on the eve of the National Association of Hispanic Journalists convention, Fort Lauderdale, FL)

■ Core Principles and Journalism Education

(August 6, American Educators of Journalism & Mass Communication convention in Baltimore, MD)

■ The Economics of Journalism's Future

(The week of September 21, with The Seattle Times, Seattle, WA)

■ Topic to be determined

(September 28, University of Missouri School of Journalism, Columbia, MO)

■ Young Audiences

(October 14, Emory University, Atlanta, GA)

■ Accountability

(October 22, with several organizations in Minneapolis, MN)

■ Lessons Learned

(Early November, The Nieman Foundation at Harvard in Cambridge, MA)

LOOKING AHEAD



Members won't give up the fight in San Diego

By Linda K. Foley, President

How's this for election fraud: Voters are wined and dined at fancy restaurants. They're told, "Vote right and there'll be rewards." Bribes are proffered openly. The day before the election, liquor is on the house for everyone.

A Depression-era election in a poor rural county? Tactics used by a heavy-handed big-city ward boss? Blatant attempts by a military regime to influence the outcome of some Third World election?

No. It was all part of the multimillion dollar effort by Copley Newspapers to get its employees at the San Diego Union-Tribune to decertify The Newspaper Guild. Undoubtedly champagne corks popped in the corporate suites after the vote count on June 11, 1998 — 378 to retain the Guild, 406 to oust it.

A 61-year relationship was destroyed. The Union-Tribune spent enough money, hired enough lawyers and pounded their employees for enough years (12 to be exact) to get the result they so desperately sought. Bargaining rights annihilated by a swing of 15 votes.

The destruction of the Guild's bargaining rights didn't happen all at once. The Union-Tribune removed them by fiat a long time ago. There hasn't been a collective bargaining agreement at the newspaper in San Diego for four years. There hasn't been a semblance of a decent contract for more than 10.

Yep, the union's bargaining rights are gone for at least a year (the minimum amount of time before another election can be held). However, the Guild and 378 employees who believe in it are not gone. U-T owner Helen Copley — or any employer — cannot kill a union so long as employees believe in it and are willing to fight for it. At the San Diego Union-Tribune, they believe and they fight.

Dumping more than \$1 million in the decertification campaign just in the last few months, the Union-Tribune sprung for lunch and/or dinner at San Diego's finest restaurants for each of 844 employees in the Guild bargaining unit. Some dined two and three times with their supervisors. Those pricey one-on-one meetings were followed by a slick video presentation sent to each employee's home.

Employees were treated to five hotel banquets. Many got to watch the Padres from the paper's luxury skybox at Qualcomm Stadium.

Others took advantage of free rounds of golf at a nearby country club. The country club's bar was opened to employees, free of charge, all day on June 10, the day before the decertification election. There was a lavish party there that evening.

But the real inducements to vote against the union came in the form of out-and-out bribes. Lower health care costs and matching 401k compensation were the biggest carrots. These same benefits had been proposed over and over by the Guild at the bargaining table and refused. Now, the company now made it abundantly clear they would bestow them if the Guild were decertified. Posters around the building proclaimed how generously 401k matching funds would grow in the years after decertification.

Meanwhile, the company stated flatly it would never agree to the Guild's proposal

for across-the-board wage increases because such increases weren't "fair." This despite the fact that Copley granted across-the-board increases in other departments that decertified their unions. Guild-covered employees' last general wage increase was on April 1, 1991.

Sound like these tactics should be illegal? Should be, yes, but under U.S. labor law, most of them are not, so long as the company is careful about how it words things.

Whatever words the Union-Tribune used, the message wasn't lost on anyone: "Vote out the Guild and you'll get better health care, a 401k match and probably a pay raise. Keep the Guild, and we'll continue to withhold these benefits from you."

It's an incredible testament to our union and what it stands for to realize that 378 of those Union-Tribune employees voted for the Guild anyway. They knew they probably would be worse off in the short run, but in the long run, they believed the union was more important than a 401k match.

The decertification effort was merely the latest salvo in a long, bitter struggle San Diego Guild members have been fighting for 12 years. Over that time, Copley committed numerous blatant unfair labor practices and exhausted the union's treasury.

Through it all, Guild Local 95 struggled to maintain the fight. Year after year, Guild leaders fought for workplace improvements at the bargaining table. Year after year, they were stonewalled.

Month after month, they met to plan strategy and mobilize their coworkers. They responded to all kinds of attacks on workers by King and Ballou, notorious union busters from Nashville. Even the closure of the afternoon paper didn't daunt efforts to sustain their Guild.

The petition to decertify the Guild was filed in April. Barely 30 percent of the employees — the minimum required "showing of interest" by the National Labor Relations Board — had signed during a six to seven month effort. Three employees who spearheaded the drive were allowed to campaign and solicit signatures freely on company time. Once they collected the requisite number of signatures, the company took over the campaign.

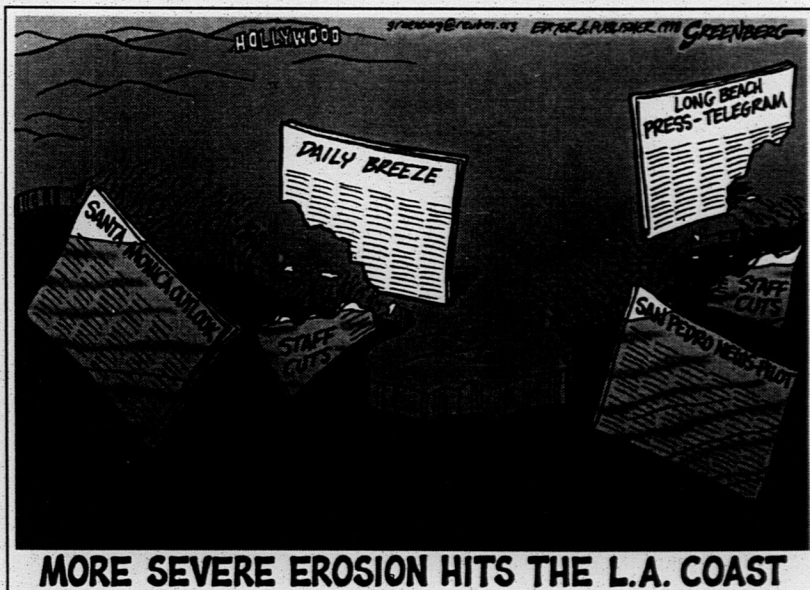
And with the campaign won, the company no doubt is ready to toast victory.

But what did Copley really win? There won't be any great cost-savings because the Guild is decertified. In fact, the company will have to spend more to deliver on the benefits it promised. No hefty increases in profit margins will result.

Productivity won't improve. More than likely, the workers will be divided and demoralized. The company has disgraced itself in the eyes of its employees and in the eyes of its community.

What's the prize for Copley's 12-year, multimillion-dollar slugfest with the Guild? I guess they now have the right to abuse employees without accountability, that sounds like more of the same. Hardly cause for celebration.

Meanwhile 378 Union-Tribune employees still believe in their union. They invested too much of their lives and their spirit in the Guild, and they're not about to give it up. So keep the champagne on ice.



Respect for workers labor's bottom line

By Luther Jackson

Nine months after the fact, the questions remain. How could Knight Ridder sweep into Monterey, cause 28 loyal workers to lose their jobs and wipe away union contracts guaranteeing basic dignity and job security?

How could a huge wealthy corporation, which last year earned \$396.5 million on sales of \$2.9 billion, place such a premium on profits at the expense of workers, their families and the community?

It's all a question of values. Situations like the Monterey Herald debacle occur when corporations value earnings per share and return on investment more than justice and human dignity, fulfillment, happiness and spiritual well-being.

I was thinking about Knight Ridder's Monterey actions when I participated on a panel at a colloquium on labor sponsored by the Catholic Diocese of San Jose and the Markkula Center for Applied Ethics at Santa Clara University.

Santa Clara University professor William Spohn said that work is "part of our calling from God. We cooperate in God's creative activity when we work. Unemployment takes an incredible human toll. Humanity is at stake when we don't work."

He further said that the "primary moral test of any economic arrangement is: what does it do to people? Does it help them participate in society? Human dignity is the measure of work."

I recalled the power of the Rev. Martin Luther King Jr.'s words in his April 3, 1968, speech to striking AFSCME sanitation

workers in Memphis: "You are demanding that this city respect the dignity of labor. Let me say to you whenever you are engaged in work that serves humanity and is for the building of humanity, it has dignity and worth."

We don't have to have our values forced upon us. While some may believe that maximizing profit at any cost is a fine value, we don't have to accept that.

We get to "vote" on our values. How?

When you participate in a union rally for worker justice and dignity, you are voting on a set of values.

When you join the ethical investing movement and only buy the stocks of companies that treat workers fairly, you are voting on values.

When you make a donation to the Monterey welfare fund to support those 28 former Herald employees Knight Ridder refused to hire, you are making a firm statement about values.

Thanks to the formation and growth of a growing number of interfaith religious, community and labor coalitions, more people will be able to join together and make their voices heard in the values debate.

South Bay Labor Council chief executive Amy Dean told the colloquium that rather than rating corporations on their profitability and performance on behalf of shareholders, "we should evaluate businesses on value added to the community and return on investment to our community."

Amen.

Luther Jackson is executive officer of the San Jose Guild. This column is reprinted from the local's newsletter, Guild News.

LETTERS

Editor:

Having been an Executive Board member of CWA at the time of TNG's merger, it makes me proud to see how quickly the Guild is becoming integrated with CWA. Too many times a union that merges with a larger union will try to remain separate for too long.

I felt when you merged that your union was different and would not only want to be a full participating member of CWA, but also would contribute your long and great history to make CWA a better union.

I hope CWA uses what you have

done as a model of how mergers should be accomplished. Linda Foley, Bernie Lunzer and the Executive Council should be congratulated on their forward-looking decisions.

In unity,

Gene Russo, retired
CWA vice president, District 3

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: July 10.)

Tentative agreement reached at Canadian Press

A tentative contract has been reached between The Canadian Press and Broadcast News and its employees.

The three-year contract between the news agency and the Canadian Media Guild was negotiated, just hours before both sides would be in a legal strike-lockout position.

The contract provides for wage increases of three percent in the first year, two percent in the second year and 1.5 percent on Jan. 1, 2000, and two percent on July 1, 2000.

In addition, a two percent bonus based on 1997 earnings will

be paid to all unionized employees on staff at ratification.

No date for a ratification vote has been set.

The agreement also includes better benefits for part-time employees and other improvements.

"This is a good deal for everybody," said Guild spokeswoman Kathy Viner.

"The experience means that in the next three years we will embark on a new relationship between the Guild and the company. There's going to be better dialogue, more exchange of information and ideas and a willingness to sit down and solve problems

together and look at solutions."

Eric Morrison, appointed CP president last summer with a mandate to carry out a restructuring plan for the 81-year-old agency, said he's pleased the new contract provides "the stability in the company that we want."

"The discussions that we'll have ongoing with the staff on how to improve the company, how to make it more effective, how to provide better service and build a first-rate modern organization is really a plus for us."

The two sides resumed bargaining Wednesday, nearly two weeks after talks had broken off,

primarily because of a deadlock over wages.

Senior reporters at CP, BN and related services currently earn about \$1,033 a week, a rate that ranks 11th among Canada's leading newspapers and news services.

With 300 full-time and about 70 part-time and temporary employees, CP and BN provide a constant feed of news and photos to 95 of Canada's 105 daily newspapers, 450 radio and television stations, 145 cable outlets, and online services, government and commercial clients.

A strike would also have affected the French-language ser-

vices La Presse/Canadienne and Nouvelles Tele-Radio.

CP nearly collapsed in 1996 when Southam Inc., Canada's largest newspaper publisher, announced it would pull out of the co-operative at the end of the year.

But the news agency's demise was averted with a sweeping restructuring plan that cut costs and staff and lowered the fees paid by member newspapers by about 25 percent.

In addition, CP sought new revenue sources and retooled its operations to rely more heavily on news stories provided by member papers.

Detroit activists thank Canadians for support

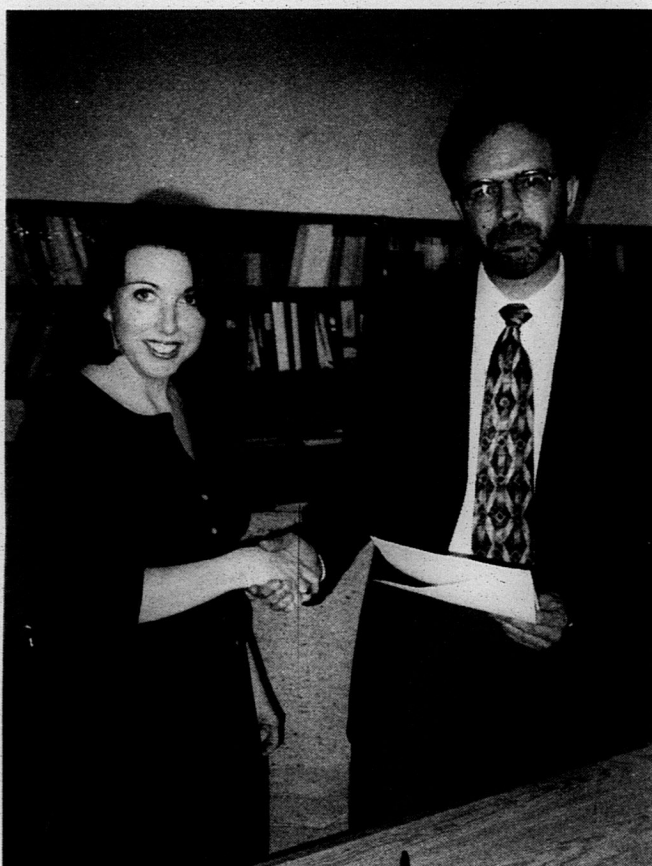
Two hundred people attended the ACOSS awards dinner at UAW Local 22 in Detroit on May 30, held to thank Canadian unionists for their support of locked-out workers.

The Action Coalition of Strikers and Supporters presented the Metropolitan Council of Newspaper Unions a check for \$4,600 raised by the ACOSS Spring Offensive Tour in Alberta, British Columbia and Ontario, and the U.S. Northwest.

Jack Howe, president of GCIU Local 13N, and Loraine McClure, president of GCIU Local 289, accepted for the council.

Activist Bruce Allen from St. Catharines, Ontario, was honored for organizing the tour. In a short speech, Allen talked about the possibilities the Internet has created for cooperation between the labor movements of many countries.

Through the Internet, he said, ACOSS is developing an international reputation. Call the ACOSS hot line at 810-447-2716 for updates and events.



Canadian Media Guild President Lise Lareau and Canadian Broadcast Employees Union President Glenn Gray shake on merger pact that will create the Guild's largest local.

Merger at Media Guild creates largest local

Continued from Page 1

CBEU's membership to the point that, with staffing of only a few people, some locations were unable to maintain viable locals.

CMG and CBEU bargained jointly two years ago, staving off contracting-out of services and other concessionary demands.

The two unions found they had much in common. Amber, a producer for CBC news, then served as CMG vice president. With the president on extended sick leave, he was a principal point person for talks.

Pleased with the merger, he said it "increases the commitment of the CMG to public broadcasting. It's the kind of merger that helps both units. We bring to them some muscle, facilities and a very good structure they fit into. They bring a wealth of history and experience to us. They are the oldest union in the CBC."

Said Lareau, a CBC assignment editor who became Media

Guild president in January, "What's good about this, for basically everybody at the CBC, is that it creates a common front with the employer. It brings together two unions that have a history of taking on major battles with the CBC and doing well with them."

Gray added, "In all locations and at the national level we will be able to pool the expertise of union volunteers and pool our financial resources. Everyone will benefit from the increased bargaining strength of being part of the largest union at the CBC."

CBEU members will become the new CBC Administrative Branch of the Media Guild, which will add a new staff representative in Toronto to coordinate those members' affairs.

They will also gain the benefit of representation by four existing Media Guild staff in Toronto and one each in Eastern and Western Canada. The two union's executive boards will merge.

British Columbia translators form local of TNG Canada

CWA has chartered a new local for TNG Canada. The Canadian Translators and Interpreters Guild Local 30100 was born last month in the hopes of attracting some 400 members in British Columbia.

The new CTIG will seek to represent close to 200 certified interpreters who work for various government institutions as well as another 200 who are uncertified but freelance for the same employers.

The President of the new local, Yolanda Salazar Hough, says the Guild is a natural home for Interpreters and Translators because its union approach is both industrial and professional.

"There are so many people out there who have a second language who feel they can do the job...but can't. They give the employer an inferior service while the true professionals are given a bad name. Through the Guild we hope to raise professional standards."

As well, Salazar Hough says employers tend not to understand the function of interpreters, don't take them seriously, offer low pay and extremely long hours.

"We get tired just like everyone else. Collective agreements should give us some relief." Organizing efforts continue with the assistance of TNG Canada staff.

Local representative

The Buffalo Newspaper Guild-CWA has an opening for a labor administrator. Newspaper background and computer knowledge a plus. Will deal with contract administration, run the union office on a day-to-day basis and represent a diverse, multi-departmental membership of 350 people. Salary and benefits negotiable. EOE. Deadline for replies is August 15, 1998. Send resume to: Search Committee, Buffalo Newspaper Guild-CWA, P.O. Box 1350, Buffalo, NY 14205-1350.

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DAYBOOK

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



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