

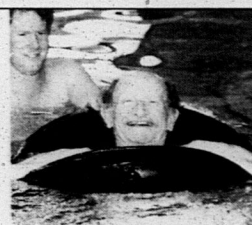
THE GUILD Reporter

July 17, 1998

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 65, Number 7

Monterey
activist going
strong

Page 6



Supreme Court backs ruling against merit pay

Shoring up the principle of collective bargaining, the U.S. Supreme Court has signaled its agreement that employers cannot impose arbitrary wage schemes on workers.

In a key victory for unions, the nation's high court has refused to hear McClatchy Newspapers' petition that the company should have been allowed to impose a "merit pay" proposal on Guild members at the Sacramento Bee.

The decision is a major blow to the newspaper industry's attempts to substitute company-determined performance pay schemes for collectively bargained across-the-board wage increases.

And it will have a clear impact on union efforts to prevail in the Detroit newspaper battle.

"For nearly a decade, some publishers have been trying to make an end run around the collective bargaining process by

seeking to implement these one-sided merit pay plans," said Linda Foley, TNG-CWA president.

"This strikes directly at the heart of the collective bargaining process, and was rightly rejected not only by the Supreme Court but appellate courts as well."

What McClatchy did at the Bee is what Gannett did July 5, 1995, at the Detroit News.

Each company declared an impasse in bargaining and im-

posed a merit pay plan over union objections.

In the case of the Bee, the newspaper's actions led to a protracted legal battle.

The National Labor Relations Board and a U.S. appeals court both ruled the merit pay imposition illegal.

On June 23, the Supreme Court refused to hear McClatchy's appeal of the appeals court ruling, giving TNG-CWA a victory.

In the case of the News, Administrative Law Judge Thomas Wilks ruled a year ago that the merit pay imposition was an unfair labor practice, one of the major factors causing the strike. Gannett and Knight Ridder appealed Wilks' decision to the NLRB.

The Supreme Court's stance makes it unlikely that the companies that own the News and Free Press will prevail in appeals on the

Continued on Page 6

Detroit's locked-out workers still rise to the daily challenge

By Susan Watson
Detroit Sunday Journal

I don't know if poet-philosopher Maya Angelou holds a union card. But I do know that this wondrously gifted woman, who gives the Himalayas something to aim for, has written the definitive description of the three-year struggle by Detroit's striking and locked-out newspaper workers.

The strike had not begun when Angelou penned "Still I Rise," but that doesn't matter. I dare you to read it without being swept up by its intoxicating and triumphal procession of words, its overarching message of hope. You may write me down in history
With your bitter twisted lies,
You may trod me in the very dirt
But still, like dust, I'll rise.
Does my sassiness upset you?
Why are you beset with gloom?

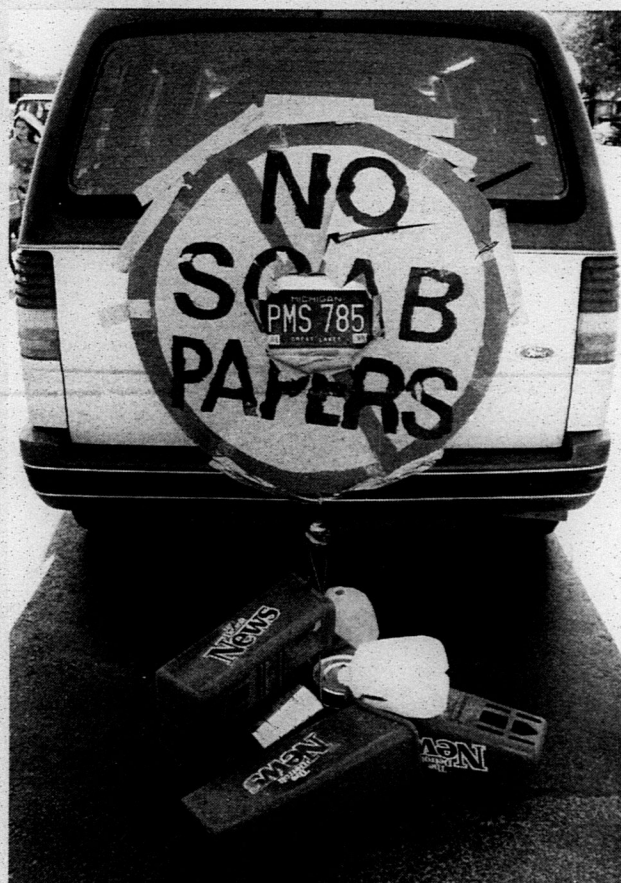
*Cause I walk like I've got
oil wells
Pumping in my living room.
Just like moons and like suns,
With the certainty of tides,
Just like hopes springing high,
Still I'll rise.*

July 13, 1995:

The strike begins after the company terminated our union contracts. Our spirits are high despite hundreds of private security guards who menace strikers and supporters.

*Did you want to see me broken?
Bowed head and lowered eyes?
Shoulders falling down like
teardrops,
Weakened by my soulful cries.
Does my haughtiness offend
you?
Don't you take it awful hard
'Cause I laugh like I've got
gold mines
Diggin' in my own backyard.*

Continued on Page 6



Guild members and supporters had a parade and picnic July 12. July 13 marked the third anniversary of the Detroit strike/lockout.

Providence Journal online staff joins Guild

The Providence Journal has agreed move its online department, which produces "ProJo.Com" into the Guild-covered News and Advertising departments.

The settlement comes almost four years after the department was created and follows years of expensive litigation over contract coverage of the online work.

The agreement settles all outstanding issues, including a grievance, a case pending before the National Labor Relations Board (NLRB) and extends contract coverage to employees in the department.

Seminar to address online, technology issues, Page 5.

"The Journal discovered that by isolating the online people from news department they could not have a thriving, competitive web site," said Tim Schick, the Providence Guild's administrative officer.

Under the agreement the nine employees in the online service will receive wage increases — several of them substantial.

The settlement offer appears to be the result of efforts by the Journal to invigorate the online service by fully integrating it with the newspaper.

The business decision to improve the online service required the company to abandon its union avoidance strategy in the online department.

As a result of the NLRB litigation, the company had isolated its online operations from Guild-covered departments in order to keep the department non-union.

Continued on Page 6

August CWA convention to bring delegates to Chicago

In conjunction with the CWA convention, TNG delegates will attend the Guild's sector conference Aug. 28 and 29, at the Chicago Hyatt Regency.

A special seminar, "New Technology, New Work," will be conducted to discuss the dramatic effects of changing technology on work in the information industry.

Deadline

All resolutions, including "in memoriam" and proposed policy changes, must be received by TNG-CWA Secretary-Treasurer Bernie Lunzer by Aug. 15.

Pre-conference activities begin at noon on Thursday, Aug. 27 with the Council of Council meetings.

Officers of Guild district coun-

cils are urged to attend.

A seminar on the "Beck" law will be held at 1 p.m., Thursday, with the help of Helen Gibson, who administers the Beck program for CWA.

At 2 p.m., the CWA membership records department will conduct a seminar on how to prepare pre-lists, and on available software

to help with the task.

Local treasurers are urged to attend the Beck and membership records seminars.

Sector conference registration will be from 3 to 5 p.m. Thursday.

The Chicago local will sponsor a reception at 7 p.m. All delegates are asked to pay the \$30 reception fee to help the local defray the costs

Continued on Page 2

Inside this issue



Guild grows in Puerto Rico. Page 2

Publishers buying technology Page 4

Reaching Hispanic journalists Page 8

UPAGRA growth expands strength

UPAGRA, TNG-CWA's local in Puerto Rico, is expanding collective bargaining and union rights to employees in newly-established operations of its employers, and organizing external units.

Sixty-three members were added at El Vocero, in a new unit to be renamed El Mundo Vocero Inc. The daily paper's circulation now stands at 240,000, an increase of more than 40,000 since the end of last year.

When the San Juan Star launched an afternoon edition membership increased by about 150, some part-time and some full-time.

At WARA TV Channel 4: 17 members have been added.

At Telemundo Channel 2: 17 have joined up for a total of 122 members in the bargaining unit.

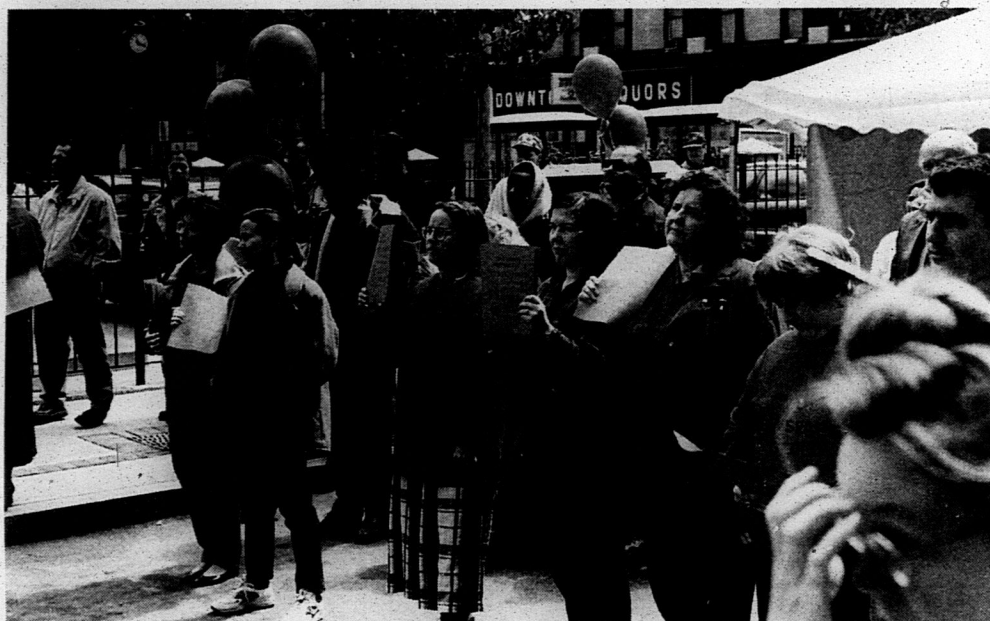
At TeleOnce Channel 11: The unit increased by 24 for a total of 126 in bargaining unit.

And at Accurate Printers: A unit organized in 1997, members have negotiated a contract.

Wire Service Guild offers scholarships

This year the Wire Service Guild will be awarding two \$2,000 scholarships and one \$1,000 scholarship. Applications are being mailed to all Wire Service Guild members.

The scholarships will be awarded by lottery to the following: Any Guild member or his/her



Defending the contract in Providence

More than 20 members of the Providence Guild silently protested the Journal's violation of contractually guaranteed parking during groundbreaking ceremonies for a downtown movie theater. The theater will occupy a parking lot now used by Journal employees.

spouse or partner, children, parents, grandparent or grandchild, or other member of the nominating Guild member's immediate household.

Scholarship candidates must be Guild members in good standing, or sponsored by a member in good standing. Members may sponsor only one candidate.

Milwaukee builds organizing effort

The Milwaukee Guild is actively seeking associate mem-

bers: freelancers, journalism students and teachers and those who work in media and communications for employers other than the Milwaukee Journal Sentinel.

In a letter to all local members, the organizing committee, which was formed this spring by the executive committee, encourages limited associate membership for people who work or study where there isn't a Guild contract.

Dues would be \$2 a month and benefits also would be limited as the Guild constitution says associ-

ates can't vote or hold office and the local has no contract to bargain or enforce.

The local says its next step is to put together an associate member recruiting package and to contact potential members.

Twin Cities hires local representative

Chris Matuzek-Rivas, a former field director for the Minnesota AFL-CIO, began work June 15 as local representative for the Twin Cities Guild.

Matuzek-Rivas replaces David Longerbone, who resigned the position in January after serving for more than two years.

Longerbone returned to his job as a circulation manager for the Star Tribune in Minneapolis.

"Chris brings a wealth of practical labor union experience to the job as well as extensive experience in training union leaders," said Mike Sweeney, the local's executive officer.

Manchester boosts Leuchter fund

The Manchester Guild voted to spend \$200 as a donations to TNG-CWA's Leuchter Scholarship fund, which sends one or two Guild members to the Harvard University Trade Union Program each winter.

The Leuchter Fund is in need of donations to keep the program functioning.

Contact Bernie Lunzer, TNG-CWA secretary-treasurer for more information.

6 locals to host Friendly fellows

Guild locals are encouraged to welcome foreign journalists assigned through the Alfred Friendly Press Fellows program in 1998.

Philadelphia, Pittsburgh, Pacific Northwest, Twin Cities, Denver and Washington-Baltimore have members at papers to which the journalists have been assigned.

Zipser to edit Guild Reporter



Andy Zipser, a reporter for Barron's who is active in the Independent Association of Publishers' Employees (IAPE, CWA Local 1096) there, has been named editor of The Guild Reporter.

Zipser has had a number of writing and editing assignments in nearly 10 years at The Wall Street Journal and Barron's, including copy desk and rewrite work. He will collaborate on the August issue with Liz McConnell, who has been the 30,000 circulation paper's editor since January, 1996.

Zipser has written for the Roanoke Times & World News, the Phoenix Gazette and New Times. Since 1991 he has been active in all aspects of IAPE, including contract bargaining, grievances and finances.

Governor urged to halt violence in Puerto Rico

CWA President Morton Bahr has called on Gov. Pedro Rossello to protect the safety and rights of workers involved in a major labor dispute in Puerto Rico.

Nestor Soto, president of the Guild's UPAGRA local, also has urged a stop to the violence directed at strikers and journalists covering the strike of telephone workers, which has escalated into a broader battle.

On July 7 hundreds of thousands of union members and allies in Puerto Rico joined a national strike, demonstrating their support for strike members of two tele-

phone unions — the Independent Union of Telephone Workers, and the Independent Brotherhood of Telephone Workers.

Members of these unions have been on strike since June 18, protesting the proposed privatization of the Puerto Rico Telephone Company.

CWA has had an alliance of mutual cooperation with the two unions since 1990 and has pledged to help the unions in any way it can.

Bahr urged to governor "to use your good offices to control the security forces and safeguard the right of these workers to gather and demonstrate."

Delegates to consider reducing board's size

Continued from Page 1

of hosting the sector conference.

The sector conference will begin at 9 a.m. Friday, with a plenary session.

Committee meetings will be held after the lunch break. The conference will split into three committees: Finance and Administration; Resolutions; and, Guild Structure and Policy.

The Finance and Administration committee will make initial recommendations on eliminating the Guild's 2 (d) dues structure retroactively to November 1, 1997.

The original plan approved at last year's Convention would have phased out the higher dues rate over three years.

The Guild's Executive Council felt that the timetable could be moved up.

The Guild Structure and Policy committee will take up the Executive Council's recommendation for reducing the size of the council to 12 members over the next two years.

The Resolutions committee will take up all other business.

The "New Technology, New Work," seminar will be held from 7 to 9 p.m. Friday night.

After a brief committee meeting Saturday morning, the convention will meet again in full session to act on any of the committee's recommendations.

Delegates staying on for the CWA convention will register and participate in pre-convention activities on Sunday.

The CWA convention takes place on Monday and Tuesday.

Chicago Guild rolls out red carpet

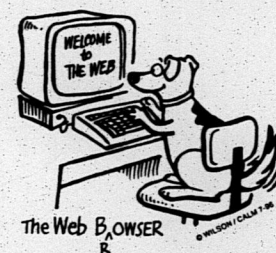
To welcome their Guild brothers and sisters, the Chicago Guild will host a reception Aug. 27, at the Chicago Hyatt Regency Hotel.

Beer, wine and non-alcoholic beverages will be provided, as well as "munchies". A cash bar will serve cocktails.

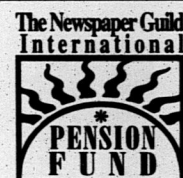
The local also will host a hospitality suite, with beer, wine and cocktails, and Chicago grace, style and conviviality.

It will be open the evenings of Aug. 27 and 28.

The Chicago Guild's members wish everyone a pleasant time.



www.newsguild.org



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

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

The Guild Reporter (ISSN: 00175404) is issued monthly, generally at four week intervals, at 501 Third St. NW, 2nd Floor, Washington, D.C. 20001. Periodicals postage paid in Washington, D.C., and additional mailing offices. Printed in the U.S.

Postmaster: Send address changes to: The Guild Reporter, 501 Third St. NW, 2nd Floor, Washington, D.C. 20001

Subscription: \$20 a year.
Single copies: \$1.50.

Defending the right to organize

On June 24, union activists and community leaders took part in a U.S. effort to move employers to respect the voices of workers who choose to join together in unions.

In rallies and forums from Albuquerque to Yakima, members spoke out in defense of their right to organize.

In Washington, D.C., House members back freedom to organize: Seven members of Congress spoke from the floor of the U.S. House of Representatives about the need to back workers who chose to join together in unions and to highlight activities occurring around the country.

The remarks came from Reps. Gene Green and Sheila Jackson-Lee of Texas, David Bonior of Michigan, Danny Davis of Illinois, Rosa DaLauro of Connecticut, Lynn Woolsey, Bruce Roybal-Allard and Barbara Lee of California, Donald Payne of New Jersey, Frank Mascara of Pennsylvania, Bruce Vento of Minnesota, Richard Neal of Massachusetts.

The support was recorded in the congressional record and broadcast on C-Span.

6,300 vote to join CWA

In a mail ballot vote, the nation's largest remaining independent telephone workers union chose affiliation with CWA.

The 6,300-member Connecticut Union of Telephone Workers, which represents employees of Southern New England Telephone, chose merger with CWA by a wide margin over the International Brotherhood of Electrical Workers.

Triggering the affiliation was the pending \$4.4 billion purchase of SNET by SBC Communications.

CWA represents more than 75,000 workers at SBC subsidiaries Southwestern Bell and Pacific Telesis.

June 24 A Day to Make 1998 Our Voices Heard Our Choices Respected

Overnite drivers in Atlanta win victory before sun sets: Workers with Overnite Transportation were joined by other unions and community and church leaders in a dramatic picket line that shut down one of the company's most important terminals and forced the company to negotiate anew.

Overnite workers in Atlanta chose to be represented by the Teamsters three years ago, but the company still has not negotiated a contract or dealt with local problems facing workers.

The Atlanta demonstration led the company to fly in its chief negotiator, and lent support to shutdowns in other states, including Kansas and Florida.

Employers put on the spot in Boston: Workers from throughout the city joined a rally and speak-

out at the National Labor Relations Board where a report was released listing local labor law violators and the problems facing Massachusetts workers.

Employees trying to organize with UFCW, SEIU, the Steelworkers, IBEW and UNITE! Talked about firings in retaliation for joining together with co-workers.

And they had a quick victory—the Boston Celtics backed off of an attempt to use non-union contractors to build a new training center when they learned workers planned a march.

CWA hall hosts leaders in Goldsboro, N.C.: Workers from several campaigns, including pickle workers organizing with the Farm Labor Organizing Committee, joined community groups and clergy in a speak-out at the local CWA union hall.

The pickle workers were on a 70 mile march to draw attention to their effort to improve conditions in the state's fields that provide cucumbers for Mt. Olive Pickle Co.

Longshoremen shut down Oakland, CA, port: Longshoremen and community supporters shut down the Port of Oakland to protest the replacement of a union contractor by Burlington Northern-Santa Fe after the contractor's employees voted for the ILWU.

Gubernatorial candidate Gray Davis sent a letter of support and the local city council passed a resolution of support.

Proclamation issued in Roanoke, VA: Despite torrential rains, workers, community groups and unions joined in a public show of support for a proclamation by the mayor backing the right of city workers to join AFSCME.

Three city council members joined the workers, as did the Southern Christian Leadership Conference and city employees represented by the International Association of Firefighters, the Police Benevolent Association and the Amalgamated Transit Union.

Teachers' union merger rejected

After rejecting a proposed merger with a rival teachers union, members of the National Education Association voted to have their leaders analyze why the proposal failed, the Associated Press reported.

The vote called for coming up with a more acceptable road map to "unity" with the American Federation of Teachers.

Delegates representing the nation's biggest teachers' union also voted at their convention in New Orleans to encourage the two unions to continue their agreement not to raid each other's members, and to establish procedures to make it easier for state locals to merge.

And the NEA delegates voted to have their union continue to work in a joint council with the smaller, AFT teachers group on issues of teacher quality, school safety and school construction.

The delegates representing the 2.4 million members of the NEA soundly rejected a merger with the 950,000-member American Federation of Teachers, in a major setback for the leaders of both groups.

The merger would have created a super-union of public employees and brought the now-independent NEA under the AFL-CIO umbrella.

The AFT is part of the labor federation.

Many delegates said after the vote Sunday that they agreed with the idea of a merger, in principle, but didn't like the plan their leaders had negotiated.

Among the objections: The plan weakened the rank-and-file organization of the NEA in favor of the more top-down approach at the AFT and it put teachers into the AFL-CIO.

The NEA delegates told their leaders to survey delegates to see why they objected to the merger proposal, and use that information to guide any future negotiations with the AFT.

The resolution approved by the delegates affirmed the union's "historic commitment to the concept of unity with the AFT."

"The dream of uniting America's educators in a single organization is very much alive," said NEA President Robert F. Chase.

Meanwhile, the AFT intends to vote on the merger July 18, also in New Orleans.

Two-thirds of the 4,000 delegates to the group's convention would have to approve the merger in what has become a largely symbolic vote.

Should the NEA agree later to a merger under terms different from those rejected, the AFT would have to vote again on the amended plan.



Rally for worker safety

The Guild-represented Philadelphia Area Project on Occupational Safety and Health put on a Workers Memorial Day event involving 250 union activists from 50 locals who attended a breakfast and listened to speeches before joining a mock funeral procession and service in Philadelphia.

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

Salute to America's WORKING FAMILIES

Featuring union families and union-made products.

Today's Unions

UNION MADE

Gingrich boosts opposition to OSHA

In an effort to "shore up his support on the right," House Speaker Newt Gingrich (R-Ga.) and other GOP leaders "move again to the politics of confrontation" on the FY 1999 Labor/HHS spending bill, Rep. David Obey (D-Wis.) charged.

Unlike last year's bipartisan spending bill, this Republican proposal resumes attacks on OSHA's efforts to establish ergonomic standards, sets up burdensome rules for any new workplace safety proposals and cuts spending, including elimination of a summer jobs program for youths.

1 in 6 diagnosed with carpal tunnel

Carpal tunnel syndrome has been diagnosed in one of six of U.S. telecommunications workers.

A study by CWA and the University of Wisconsin also shows that one in four suffer from tendinitis and more than half from early symptoms of tendinitis or carpal tunnel syndrome.

Many of those suffering injuries work in the booming number of centers that offer call-in services such as technical assistance or in telemarketing firms.

'97 a stellar year for newspaper sales, swaps

It seems 1997 was the best of times — if you were selling a newspaper company.

According to a recent Editor & Publisher story by Robert Neuirth, the 616-page Veronis, Suhler & Associates Communications Industry Transactions Report for 1997 shows another stellar year for newspaper deals.

The number of transactions rose to 67, from 42 in 1996, and the value of newspapers changing

hands tripled to \$7.5 billion.

Newspaper financing transactions — acquisitions plus the sale and redemption of public debt — totaled \$19 billion. All told, newspapers accounted for almost 16.5 percent of the deal-making in the communications industry in 1997, a giant leap from a mere 4 percent in 1996.

"Everybody's repositioning themselves," said Kevin M. Lavalla, managing director of Veronis,

Suhler. "There's been a lot of transactions following the clustering concept. That is certainly a driving factor."

Volume measures aside, price-earnings multiples dropped. On average, 1997 buyers of newspaper companies paid 12.2 times net cash flow, down from 16.6 in 1996. Revenue multiples dropped, too, to 2.4 from 2.7.

Lavalla pegged the decline in multiples to higher profits, a result

of the continuing strong economy and lower newsprint costs.

"As the newspaper industry experiences tremendous growth, profitability increases," Lavalla said. "Higher profits mean multiples are going to drop down."

Last year was also a banner year for companies seeking to raise money. Journal Register Co. raised \$130 million in a public offering and Central Newspapers raised an equal amount in a secondary stock

sale. And seven newspaper companies dipped into the public market, selling notes to raise cash.

In sum, Lavalla said, "I don't think there's any question that the market for media companies right now is at a peak. The question is, how long is it going to last?" He added, "I think you will continue to see a high number of transactions. Newspapers have the funds available to expand. They'll grow through acquisitions and swapping."

State government coverage on the decline, report finds

Tighter budgets and a tendency toward softer news have led U.S. newspapers to pare their coverage of state government, according to a report in the July/August issue of the American Journalism Review.

Television also has pared its reporting at a time when state governments are taking more power, enacting more legislation and spending more money than ever.

The report is the third in a series underwritten by The Project on the State of the American Newspaper, which is supported by a grant from the Pew Charitable Trusts. Since the early 1990s, the report found, newspaper staffing at the statehouse level has declined in more than half the states: 27 states now have fewer full-time reporters covering state government. Over the same period, newspapers in 14 states have increased the size of their reporting staff.

Newspapers in nine states have

Staffing at the statehouse has declined in 27 states.

not changed the size of their staffs.

"We don't try and say that more bodies mean better coverage," Thomas Kunkel, editor and director of the project, told the New York Times. "But this is an important barometer."

Staff cuts at Gannett and Knight Ridder, whose newspapers have the highest circulation in the country, have been particularly pronounced.

The number of statehouse reporters at Gannett newspapers has been pared by 14 percent, the report found. At Knight-Ridder, the number of full-time reporters covering state government has been cut by 16 percent.



Guild protests pay cuts by Singleton

Members of the Los Angeles Guild who work at the Long Beach Press-Telegram turned out with the support of other CWA members and union activists to protest wage and benefit cuts at the paper since it was purchased in December by MediaNews Group, owned by Dean Singleton. Taking advantage of the opening of a world-class aquarium in the community, Guild members distributed leaflets outlining the situation in which more than 200 of 450 workers have lost their jobs, those who remain have suffered pay cuts of as much as 47 percent and union members are charged higher rates than non-members for health insurance.

Publishers pour profits into pushing productivity

By Larkie Gildersleeve
TNG-CWA Director of Research,
Information & Technology

The big product show and concurrent meetings June 19-23 in Orlando contrasted vividly with the Las Vegas conference of two years ago.

The '96 event was all about pagination, low profits and declining readership.

This year's show was about profits, computer-to-plate technology, and integration among systems within a newspaper, among commonly owned newspapers and frequently, among various media.

Two years ago the vendors struggled to look pleased, this year they were bubbling with success.

Panelists at NEXPO/Connections workshops talked of profits and upgrading hardware and software. The need to meet the year 2000 problem, as well as maxed out and mismatched existing systems, are powerful drives for papers to invest in new systems this year.

Together with increased profits, this contributed to an up-beat atmosphere.

I interviewed approximately 50 vendors — from press and pressroom equipment providers to software and content providers.

They all seemed happy with sales prospects obtained during the show.

"Everyone's got backlogs" of orders, said Barbara Gora, vice president of marketing and communications for Goss Graphic Systems. E&P reports that Goss's backlog is the "highest in seven years: \$829 million."

For Guild members, it means that employers will want to upgrade equipment and programs.

We will have strong resistance (as usual) by management to spending an appropriate share on improving our wages or increasing staff.

Another theme was redefinition of jobs: cross utilization of employees and savings made available by clustering functions; using advertising prepared by outside sources, and using one business and circulation office for all sites.

The Orlando Sentinel uses the same reporters and photographers for their print, cable and online

Whether Guild members work for small news organizations or larger operations, we will continue to see the blurring of lines among jobs.

products according to Terrie Mitchell the Sentinel's brand and sales development manager. They are expected to update cable and online news continuously.

Charlene Li of the Community Newspaper Company said her company trained all print ad sales representatives to sell online ads.

The changing culture means working closer to deadline in advertising and editorial departments. Changes in workflow made possible by technology have enabled publishers to enter cable and online media.

Technological changes already in existence are creating workplaces where software and hardware will be changing every three years. Training and trainers will

become even more critical. But in many off-the-record chats with vendors, my impression is that there is no real hope for in the near future for management to realize that training is the weakest piece of the package.

"Pagination, done properly, will break down every barrier," said Rod Miller of the Atlanta Journal-Constitution.

"Furthermore, all departments will have to have input on the process," he said.

The cable and news assignment editors work in a common multimedia desk at the Orlando Sentinel.

Ken Shelby of Thomson's Central Ohio Strategic Marketing Group advocates cross-divisional

teams. The good news is that when members in all departments work together, we will have our best opportunity to organize.

Other impressions from NEXPO: Nothing will stop the new toys and practical tools from coming into our workplaces.

Some we will really like, some will be more difficult than existing systems. All will affect the way we work.

Whether we work for small news organizations or larger operations, we will continue to see the blurring of lines among our old job descriptions.

Unless new staff is hired, we will work in "downsized" workplaces. We will see more outside hires for information systems instead of inside-up training.

Employers will try to evade our scope of coverage language and transport our work to contract employees, many provided by the software vendors.

We will need to be vigilant or our workloads will increase but our participation in determining the nature of our work will decrease unless we enforce our jurisdiction clauses.

Agreement reached ahead of schedule in Peoria

A 3-year agreement providing annual pay increases of 3 percent has been reached at the Peoria Star Journal, which is owned by Copley Newspapers. The pay increase goes into effect 2 months ahead of the traditional schedule, as the current contract would not otherwise expire until Aug. 31.

In addition to the 3 percent annual increases, members will

receive a bonus equal to one week's pay at the start of the contract's third year.

A major improvement in the agreement is the inclusion of a dues checkoff agreement. It also allows workers to use sick leave to care for ill members of their household.

The settlement also resolves three grievances approved for arbitration under the legal services

policy.

The company also agreed to the formation of a joint committee to investigate members' claims that the copy desk needs larger work stations.

It also agreed to investigate the possibility of on-site child care during the life of this agreement.

This settlement was reached within the confines of the 'expedited bargaining' system pioneered at

that paper in the late 1980s.

The local's contract was to expire in August.

This was the first contract bargained since Copley purchased the paper.

The publisher told local Guild leaders that he would undertake expedited bargaining as had been the practice in the last two contract talks.

Both sides limited their agen-

das to a few issues, with no concessions. They met off the record for three days before the normal start of negotiations.

If an agreement had not been reached, conventional bargaining would have begun.

Bruce Nelson, TNG-CWA membership coordinator, introduced this system in Peoria after an intense contract battle in the late 1980s.

Newspaper unions ready to bargain with KR in San Jose

Tensions are rising in San Jose, Calif., as the Conference of Newspaper Unions gears up for contract bargaining at the Knight Ridder-owned Mercury News.

Current agreements covering members of five newspaper unions locals expire Oct. 31. Talks aimed at producing new contracts are set to begin in July.

Knight Ridder's corporate actions against the Guild and other unions in Detroit and Monterey set the stage for a potentially explosive confrontation at the San Jose flagship.

"If Knight-Ridder continues this pattern of behavior in San Jose, we are going to have a serious battle on our hands," said Doug Cuthbertson, chair of the Conference of Newspaper Unions and executive officer of the Northern California Guild.

Five newspaper union locals have a direct stake in the expected battle, including the former Bay Area Typographical union Local 21, which now makes up the Printing Sector of the local.

This marks the first big test of the local since it was created when the typographic union merged with the Northern California Guild.

The other locals with members at the Mercury News are the San Jose Newspaper Guild, Local 98; Web Pressmen and Prepress Workers Local 4 of the GCIU; Teamsters Local 296 and Mailers Local 15.

The conference is made up of 11 newspaper unions with members throughout Northern California.

During a meeting with union representatives held May 4, company spokesmen downplayed rumors of warmongering and said they were prepared to negotiate with the unions as they have done in the past.

Mercury News workers are naturally suspicious of the company's stated willingness to bargain in good faith.

They see instead evidence of a corporation that keenly tracks its bottom line and is more than ready to sacrifice workers who insist on a fair share for those who produce the profits.

Knight Ridder is the second-largest newspaper publisher in the

**Mercury
News workers
are naturally
suspicious of
the company's
stated willing-
ness to bargain
in good faith.**

United States. Earnings for 1997 were \$396.5 million on sales of \$2.9 billion.

The most recent agreements were reached without a strike. The most recent work stoppage occurred in 1959.

The situation is further complicated by the recent outbreak of labor peace in San Francisco, where the unions won long-term extensions and 3 percent to 4 percent annual pay increases from the publishers of the Chronicle and Examiner.

Some observers said that those agreements may make it more difficult for Knight Ridder to stonewall in San Jose.

The San Francisco unions have all pledged major support for their brothers and sisters on the firing line in the South Bay.

"One of the reasons we went after those agreements in San Francisco was to avoid having to divide all our time and resources between two cities," said Charles Tobias, president of the local's Printing Sector. "So we can concentrate now on the battle at hand."

Union leaders have begun a rank-and-file education effort on the traditions and practices of the Conference of Newspaper Unions — regarded as one of the Bay Area's torchbearers for resurgent labor solidarity following the 1994 San Francisco newspaper strike.

Reprinted from *Ralph*, the newsletter of the Northern California Media Workers Guild.



Common cause

Guild locals that represent workers at Journal Register papers gathered July 10 and 11 to discuss common issues and united efforts. Front row: Joe Hart, Philadelphia; Doug Hadden, Pawtucket; Frank Santafede, Philadelphia. Second row: Eric Geist, TNG-CWA director of field operations; Maureen Burke, Philadelphia; Patricia Dossy, Kingston. Third row: Jim Schaufenbil, TNG-CWA representative; Mary Oswald, Philadelphia; Valerie Newitt, Philadelphia; Mike Comfort, Philadelphia.

Guild opposes layoffs, pushes for high quality in CBC Radio changes

The elimination of 14 positions at CBC Radio will mean a heavier workload for those who are left and could affect the quality of network news.

Lise Lareau, president of the Canadian Media Guild, told Canadian Press that reporters, editors and others who attended a meeting after the cuts were announced are "so angry at management for not taking the fall for what's happening."

The corporation has announced that five vacancies won't be filled and nine employees will lose their jobs effective Sept. 1.

In addition to the layoffs, CBC is bringing home correspondent Michael Hornbrook from Moscow and veteran reporter Patrick Brown, who is based in New Delhi.

"They (employees) are very, very worried about what this means to radio as a service," Lareau said.

"We'd like to start a dialogue directly with members of the CBC board about the effect on the product. As board members they should be concerned about that."

Lareau said the announcement got a lot of attention, but employees are hearing about other changes that could affect the service in "drips and drabs."

Alex Frame, director of programming, acknowledged that employees are concerned about workload.

The Guild and the CBC will be in contract negotiations this fall, and Lareau said workload will be "a serious, serious issue."

Seminar to explore changing technology, contracts

Guild locals across North America are struggling with the challenges and opportunities presented by continuing technological developments that reshape the boundaries of our members' work in broadcast, newspapers and emerging media.

Jurisdiction over electronic newspapers, disputes over the nature of competitive publications, job restructuring and the need for ongoing skill development exemplify the types of issues Guild representatives confront in bargaining and contract administration.

The Guild will conduct a workshop at the August sector conference to allow local leaders to share their experiences on these issues.

In addition to conducting panel discussions, TNG-CWA is preparing a handout that includes examples of the agreements Guild locals have achieved to address these emerging issues:

Guild jurisdiction in electronic media

Is the union's jurisdiction extending to include the new work?

Have technological advances shifted traditional craft work into Guild-covered departments?

Job restructuring, training, multi-skilling

How is the Guild responding to the new workplace demands?

Are members adequately prepared to perform the new work?

Are bargaining unit members making television or radio appearances that are tied into the newspaper's content?

Competition in cyberspace

Can the employer prevail in the argument that all on-line services are competitive?

Are on-line services competitive with traditional news sources?

Is there any limitation on how the employer can use employees' work?

Fired Monterey Herald writer, activist going strong

By Luther Jackson
Peninsula Free Press

By many measures, the last year has been pretty rotten for former Monterey County Herald features writer Julius Friedman.

He was one of the 28 union members Knight Ridder refused to hire when it took over the Herald on Aug. 24, 1997.

The paper continued to pay for his weekly column on a freelance basis but has now informed him that it will no longer buy his work.

Further, Julius has been to Stanford University Hospital three times in the last year for angioplasty to clear clogged arteries.

He is also undergoing therapy for severe arthritis in his left leg that makes it very difficult for him to walk.

He has been able to pay for all his required medicines and therapy because of help from the welfare fund established by the Guild to help those not hired by Knight Ridder.

But his outlook brightened considerably on June 1.

That was the first of two days he volunteered to phone fellow union members and encourage them to vote against Proposition 226, the ballot initiative that would have made it more difficult for unions to elect candidates who support working families.

"It made a new person out of me," Julius, 75, said of his first political phone banking experience. "You're doing something



Kurtis King and Julius Friedman at water therapy, which helps Friedman get around despite arthritis.

that is so constructive, so positive, so wonderful. It makes you feel good."

He also enjoyed the camaraderie of working with like-minded union volunteers.

"The minute I came up there they treated me with respect and dignity, I felt like I was at home," Julius said.

What Julius experienced was the transforming joy and power of participation and the jolt of energy you receive when you see that

your actions are making positive societal changes.

It's the power of people connecting or reconnecting with a broader community of labor, community and religious organizations and individuals dedicated to economic and social justice.

Working to defeat Proposition 226 gave people hope that better days are ahead for all of us.

Julius was not the only Guild member who experienced the thrill of volunteering for the June

2 election.

About 20 Local 39098 members in Monterey and San Jose participated in the victorious campaign to defeat Proposition 226.

As pleased as he was with the election results, Julius knew that he had scored a major personal victory before the polls even opened.

His arthritis made it very difficult to walk the two flights of stairs to the phone bank at the Pacific Grove headquarters of

Hotel Employees Restaurant Employees (HERE) Local 483.

"The guy who was driving me that day said 'gee, I don't think you can get up there,' but I said 'I think I can,'" Julius said, crediting his ability to climb the stairs to the water therapy made possible by the Guild's welfare fund.

That 10 to 15 minute struggle was worth it, said Julius de Vera, president of both the Monterey County Central Labor Council and HERE Local 483.

"He did great" on the phones, de Vera said. "He was really clear on his message and he was very engaging with people. People were very supportive because he was a trade unionist himself."

After phoning at Local 483, Julius returned home to phone later that evening.

He then phoned for a third time on Election Day morning before going to his swim therapy class.

He made a total of 200 calls.

Now with Proposition 226 smoldering in defeat, Julius is ready for future volunteering opportunities with the labor council.

"I'd love to do this again," he said. "I'd love to give classes on how to do it. I hope that we can perpetuate this kind of thing. I know more than anybody the real value of the union. I'll do anything" to help.

Contributions to the Welfare Fund should be made out to the San Jose Newspaper Guild, 735 E. Brokaw Rd., San Jose, CA 95112. Please note "Herald Welfare Fund" on the check.

Decision against merit pay stands

Continued from Page 1
ULP charges, said Lou Mleczo, president of the Detroit Newspaper Guild.

"This virtually guarantees that the companies will be unsuccessful," Mleczo said. "The guilty verdict will stand."

Imposing merit pay unilaterally was one of 10 unfair labor practices that Wilks found the companies committed.

Even in the unlikely event the other ULPs are overturned on appeal, the merit pay issue would be enough to enforce the ruling that the strike was caused by illegal company actions.

Newspapers nationwide have been trying to substitute merit pay for across-the-board wages but have been meeting staunch resistance from unions.

Foley said merit pay "would give employers the ability to reward or punish employees, with pay increases based not on standards and criteria but an employer's possibly discriminatory rationale."

Detroit members still rising to challenge

Continued from Page 1
Fall 1995:

The companies start hiring more than 1,400 scabs to replace us; they reject our offers to return to work pending binding arbitration. The companies filed federal racketeering charges against us. The Sunday Journal begins publishing.

*You may shoot me with your words,
You make cut me with your eyes,
You may kill me with your hatefulness,
But still, like air, I'll rise ...*

Spring 1996:

A federal judge begins hearings on charges that the papers provoked and prolonged the strike. While goons and scabs continue to assault and run into strikers, the company steps up its efforts to portray us as greedy, stupid ruffians.

Labor Day 1996:

About a dozen strikers are fired for blocking the entrance to the Detroit News during a peaceful sit-in demonstration. Videotapes show that guards barricaded the front door before the protest began.

February 1997:

The six unions make unconditional offers to return to work without a contract; the companies accept but won't call back all the workers.

*"Does my sexiness upset you?
Does it come as a surprise
That I dance like I've got diamonds
At the meeting of my thighs."*

June 1997:

An NLRB administrative law judge says the companies are guilty of causing the strike and that all eligible strikers should be called back to work.

Thousands of trade unionists from around the country pour into Detroit for Action! Motown. Two months later a federal District Court judge refuses to grant an emergency order that would order the union folks back to work pending a final settlement.

In early summer 1998, the decision is upheld by the federal Appeals Court.

*"Out of the huts of history's shame I rise.
Up from a past that's rooted in pain
I rise."*

*I'm a black ocean leaping and wide,
Welling and swelling I bear in the tide.*

Winter and spring 1998:

Many of us have found other jobs; several hundred others have been called back to the papers, often at lower wages and reduced hours. The papers have lost about third of their readership. We continue to wait for the National Labor Relations Board in Washington to rule in our favor.

June 1998:

The U. S. Supreme Court rebuffs the owners of a California newspaper in an unfair labor practices case that is a direct parallel to ours. That case started about 11 years ago. We fuel our hopes with muscle and heart; we continue the struggle.

Leaving behind nights of terror and fear

*I rise
Into a daybreak that's wondrously clear*

*I rise.
Bringing the gifts that my ancestors gave
I am the dream and the hope of the slave.
I rise. I rise. I rise."*

ProJo.Com workers join Providence Guild

Continued from Page 1

The Company narrowly won an initial ruling from the NLRB's regional office in Boston. The Guild appealed the decision to the full board in Washington.

In the February 1996 decision, Regional NLRB Director Rosemary Pye ruled that 11 employees at the Journal's Rhode Island Horizons (RIH) operation (since renamed ProJo.Com) are not represented by the Guild. The appeal, seeking full NLRB review of the decision, was filed over two years ago. The Guild argued that the regional director improperly applied a higher standard relating to group identity than the law requires, and that even under the higher standard, a separate community of interest does not exist.

The NLRB's decision to review the regional director's decision simply said the Guild's request "is granted as it raises substantial issues warranting review."

The case was the first NLRB review of the relationship between newspapers and their online editions.



LOOKING AHEAD

In the Guild, we still stand by our reporters

By Linda K. Foley, President

Think for a minute and try to remember the last time you heard an editor say, "We stand by our story." Or even more gutsy, "We stand by our reporter."

As the credibility of journalism and journalists wanes, news industry managers are less inclined to defend our work and our honor. Perhaps with good reason.

Two decades of downsizing and consolidation have strained news resources to the limit. Many newsrooms have barely enough staff to gather basic facts let alone check them. Freelancers and story-for-hire writers often cover major stories without having to vouch for their credentials or their methods.

Media moguls and news industry managers are so busy minding their profits that no one is minding the news. In today's competitive atmosphere, getting it first is more important than getting it right. What's true is less important than what sells.

No reporter, save maybe an errant internet hacker, decides to run a story on his or her own. Granted, it's the reporter's responsibility to make sure the facts are true, conclusions are sound and sources are solid.

But the decision to "go with a story" gets made only after several editors, producers, publishers and in some cases, lawyers, give it the green light.

That's why they used to say, "WE stand by OUR story." Now it's more like, "Who, us?" Instead of defending reporters, today's news organizations blame them.

Consider the strange and scary situation involving Gannett's Cincinnati Enquirer and Chiquita Brands.

Shortly after publishing an obvious Pulitzer-seeking, 18-page special report in May that accused the banana company of numerous atrocities and illegal activities, the Enquirer abruptly pulled the story from its Web site and published an apology, under a front-page tabloid-style headline, for three days in a row.

Gannett also paid Chiquita \$10 million even though no legal action had been filed against the paper.

The Enquirer apologized — not for defamation or inaccuracy — but rather for the "unethical" way the story was obtained. It seems reporter Mike Gallagher, who based some of his accusations on internal company voice mail, did not obtain the voice mail tapes from a Chiquita corporate source as he originally allegedly told his editors. Instead, the Enquirer said, he stole the voice mail.

Gannett fired Gallagher and he (but not the paper) is being sued by Chiquita. Scarier yet, a grand jury, local law enforcement officials and even the FBI have launched investigations of how the story was obtained, subpoenaing Gallagher and his co-workers.

Neither Enquirer nor Gannett officials will discuss the incident.

Anonymous sources in newsroom management have claimed the story did not receive proper editing and was kept secret from editors who would have raised questions. So far, Gallagher is the only one who's been fired.

A few observations about this rather appalling incident. First, the Enquirer did not run a "correction." The paper ran an "apology." It's a newspaper's duty to correct misstatements and errors by running a correction. You apologize if you offend some-

one, which seems to me part and parcel of what a newspaper does if it's truly covering the news.

Second, the apology and the payoff to Chiquita were directed from Gannett's corporate suites, not from the newsroom or even the Enquirer's publisher's office.

Incidentally, Carl Lindler, Chiquita's CEO and the main culprit of the story, owned the Enquirer in the 1970s before Gannett bought it.

Meanwhile, no one is talking. The Enquirer staff and, more importantly, Cincinnati-area readers are left to wonder whether the story is true.

While law enforcement officials are building a case against the reporter, no one seems to care whether Chiquita sprayed Latin American workers with pesticides, bribed Colombian officials or smuggled cocaine in banana boats, as the story alleged.

While illegal behavior is indefensible, any good reporter probably has pilfered information for a story at least once in his or her career.

Good stories don't fall in your lap. The essence of investigative journalism means gathering facts in unconventional ways. Ever hear of the Pentagon papers?

Finally, it should be noted, there is no union contract at the Enquirer. Years ago, Gannett, the same company that brought us the Detroit strike, decided it was not going to let Enquirer employees have a Guild contract.

Perhaps this recent fiasco would have occurred anyway.

However, if Gallagher had been covered by a collective bargaining agreement, at least he would have received a fair hearing before being fired.

A grievance investigation would have revealed what really happened. And Enquirer management would have been forced to accept at least some of the responsibility.

Reporters can't do investigative stories if they don't have enough job security to allow for occasional lapses in judgment and errors in fact.

A contract that requires "just and sufficient cause" before dismissal can occur doesn't protect a reporter in all cases of misconduct, as other recent incidents of journalistic malfeasance have shown.

But it does provide enough security so an investigative reporter can do the job with some measure of confidence.

In the Guild, we stand by our reporters.



Financial security builds family values

We hear a lot these days about family values. But the ultimate family value may be the financial security that provides the time for parents to share values with their children.

In the United States, we keep working longer hours.

We averaged 1,740 hours of work in 1994 — 26 more hours than we worked in 1989 and 94 more hours than in 1979.

U.S. workers put in more hours than working people in other western industrialized countries, too.

Most Europeans get four or five weeks of vacation each year, compared to just over two weeks in the U.S.

Europeans also typically get paid maternity leave. But here, the Family and Medical Leave Act doesn't cover all workers, and many of those who are covered can't afford to take the unpaid leave it provides.

Many of America's working parents don't have leave to care for their sick children which is especially hard for families with chronically ill children and parents who can't afford to take days of unpaid leave.

And because our wages have shrunk and America's minimum wage leaves many families below the poverty level, more mothers and fathers are spending their time working two or three jobs — up from 4.9 percent in 1979 to 6.2 percent in 1989, with the most rapid increase among women.

About one-third of the people who don't vote blame lack of time. And it's no surprise that parents today spend about 40 percent

less time with their children than they did a generation ago.

Today's unions are helping working people seize back the time we need for our families. Higher wages give union members more flexibility in balancing work and family.

And our unions bargain for overtime and scheduling limits, holidays and vacation time, paid parental leave, flexible schedules and help with child care.

Higher wages give union members more flexibility in balancing work and family.

Unions fight to maintain wage and hour protections under the law, and the right to a say about our work lives.

Strong unions are a voice for real family values.

Please share your favorite stories about today's economy, and how your working family is coping. Contact the Common Sense Economics Project, AFL-CIO, 815 16th Street, N.W., Washington, D.C. 20006. Fax: 202-508-6987. E-mail: 71112.2271@compuserve.com

LETTERS

Editor:

Your story on the de-certification of the Guild was depressing in the extreme.

Did those who voted to out the Guild soak up too much sand and surf or do they know nothing of the history of labor unions in the United States.

They will soon learn that the free wining and dining and afternoons at the golf course will cost them plenty.

The saddest feature of all is that the Guild will have to go back 60 years and start all over again.

Good luck to the organizers.

—Stewart H. Benedict,
New York, NY

Editor:

I opened my mail and found two letters that should be of interest to working newspaper folks who hesitate about joining the Guild.

One was from the Mellon Bank of Pittsburgh and enclosed my monthly Baltimore Sun Pension. After WWII Navy service, I was told that the company was going to take care of me in my old age. The check was for \$142.33, totaling \$996.31 for the year to date. The other was from Mercantile-Safe Deposit & Trust of Baltimore.

After working 20 years for The Sun, I was told that regardless of how much longer I worked, my Sun pension would

be no more. But Guild officers did not like that and demanded a new pension over which they had some control.

The check for that one was \$318.32 or \$2,228.24 for the year. The Sun-Guild pension, was for four years of service. Don't ever tell em that Guild membership is not worth it!

—Bramwell Terrill, Tavares, FL

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: Aug. 14.)

TNG, CWA reach out to Hispanic journalists

Two questions, "What is CWA?" and "What's the pay?" were asked repeatedly at the Career Expo of the convention of the National Hispanic Journalists in Miami, June 24-27.

The answer sparked increasing interest from the 1,500 students and journalists and editors attending, who were told that with CWA journalists and editors make an average of \$49,277 annually compared to \$35,444 earned for non-union journalists.

The Guild had an exhibit at the conference for the first time.

Anna Padia, TNG-CWA Human Rights director, coordinated participation by other CWA members from the National Association of Broadcast Engineers and Technicians and the CWA local that represents workers at Dow Jones publications.



CWA was represented by Padia, David Pineda, assistant news director at Univision in San Francisco and NABET member; and Laura Kaplan, representative of the Independent Association of Publishers' Employees at Dow Jones publica-

tions; and Juanita Leon, Wall Street Journal copy editor.

Leon, Pineda and Kaplan were financed in part through a Beirne Foundation grant to subsidize CWA members attending the 1998 series of minority journalists conventions.

Padia said the exhibit and increased participation was "vitaly needed to expand our presence, to increase understanding of Hispanic journalists' concerns and to prepare CWA's participation at Unity '99" in Seattle, where four minority journalists' associations and 9,000 attendees will convene July, 1999. She also said CWA delegates had many activities to choose from, including a pre-convention debate on the question "Is Journalism in Crisis?" led by the Committee of Concerned Journalists, workshops on Cuba and bilin-

gual education, investigative and computer assisted reporting.

Career counseling was available, along with a new media laboratory and a Cyber Cafe for coffee and free internet access sponsored by AT&T.

This year's Student Campus, sponsored by a grant from the Freedom Forum and supervised by professional journalists, included newspaper, television, radio and new media projects such as El Latino Reporter, the conventions' daily newspaper and El Latino Digital, which provided readers a full report of convention activities via the internet.

The issues of major concern to the Hispanic journalists included the reduced coverage of Latinos by the three major broadcast networks, the recent court ruling that the Federal Communication Commission's

affirmative action program does not serve a compelling public interest and the April announcement by the American Society of Newspaper Editors that it would not meet and would delay its goal to have minority representation in newsrooms reflect the U.S. minority population by the year 2000.

The NAHJ Board asked ASNE to reconsider, and on another more controversial issue, it surveyed members on whether NAHJ should stay neutral, withdraw from or participate in Unity '99 should Washington State voters approve an anti-affirmative action ballot initiative in November. The CWA exhibit and a video will travel to the conventions of black journalists in Washington, D.C. in July, Asian journalists in Chicago in August and the National Lesbian and Gay Journalists in Las Vegas in October.

Labor rebuilds, grows by organizing women

A report commissioned by the AFL-CIO's Working Women's department, "Lifting as They Climb: The Promise and Potential of Organizing Women Workers," found that labor unions win 51 percent of representation elections in workplaces where a majority of the workers are women.

In elections where men constitute the majority of workers, the union victory rate is 40 percent.

One of labor's biggest wins in a decade was last year's successful effort by 10,000 US Airways' reservationists (mostly women) to be represented by CWA.

Unionization has helped women close the pay gap that exists between men and women performing jobs of comparable work. Union women today make more

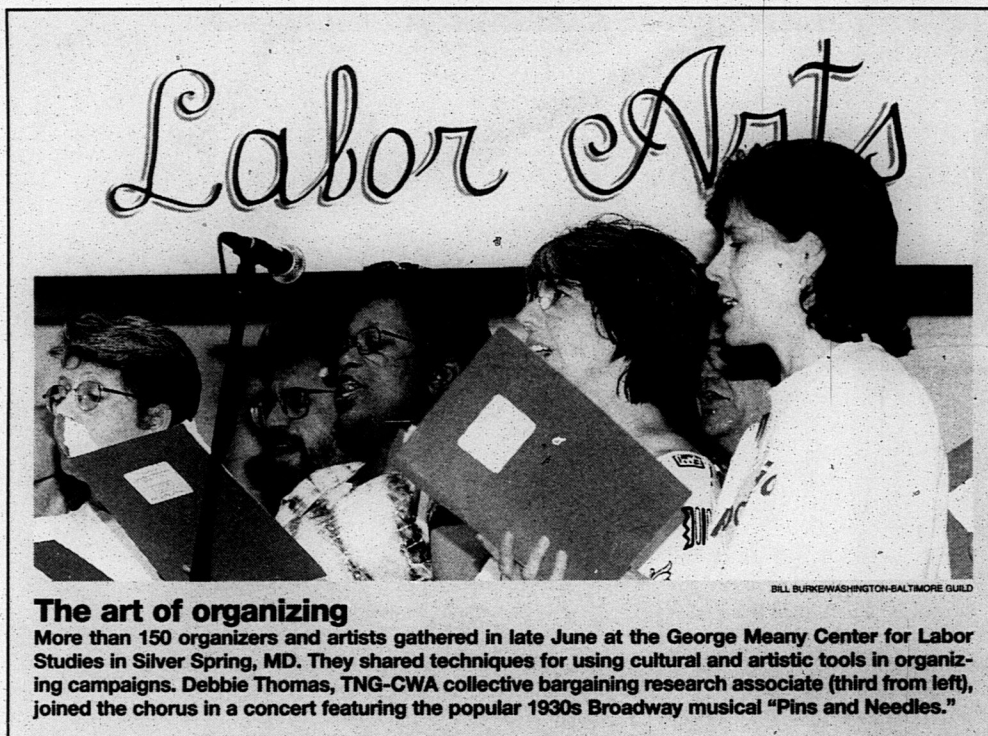
than non-union men.

Women also are increasing their share of America's union members, rising from 30 percent in 1980 to 39.7 percent last year.

"The true face of unions is not now a man in a hard hat as much as it is a woman in a classroom, cleaning smock, or day-care center," said Karen Nussbaum, director of the Working Women's Department.

Nearly half of all workers organized by unions in NLRB campaigns last year were in workplaces where women predominate.

"Women have a tremendous potential for rebuilding the labor union movement if unions commit the resources," said Kate Bronfenbrenner, director of labor research at Cornell University, the report's author.



The art of organizing

More than 150 organizers and artists gathered in late June at the George Meany Center for Labor Studies in Silver Spring, MD. They shared techniques for using cultural and artistic tools in organizing campaigns. Debbie Thomas, TNG-CWA collective bargaining research associate (third from left), joined the chorus in a concert featuring the popular 1930s Broadway musical "Pins and Needles."

THE GUILD Reporter

Volume 65, Number 7

July 17, 1998

Official publication of
The Newspaper Guild-CWA (AFL-CIO, CLC)
501 Third St., NW, Suite 250
Washington, D.C. 20001-2797
Telephone: (202) 434-7177 FAX: (202) 434-1472

President: LINDA K. FOLEY
Secretary-Treasurer: BERNIE LUNZER
International Chairperson: CAROL D. ROTHMAN
Director, TNG Canada: ARNOLD AMBER

At-Large Vice Presidents:
Percy Hatfield
Larry D. Hatfield
Connie Knox
Beverly Morris
Lesley Phillips

Regional Vice Presidents:
Region 1—Thomas J. Thibault
Region 2—Lela Garlington
Region 3—Jane Snow
Region 4—Russ Cain
Region 5—Peter Szekely
Region 6—Jack Norman
Canada East—Larry McInnis
Canada West—Scott Edmonds

Director of Field Operations,
Administrative Assistant:
Eric D. Geist

Administrative Assistant:
Kathleen Mulvey
Editor: Liz McConnell
Executive Secretary,
Contracts Committee:
Marian V. Needham
Collective Bargaining &
Research Associate:
Deborah W. Thomas

Director of Research,
Information & Technology:
Larkie Gildersleeve
Human Rights Director:
Anna M. Padia
Membership Coordinator:
Bruce R. Nelson

International Representatives:
Michael R. Burrell,
Darren Carroll, Linda Cearley,
Janet David, Leo J. Ducharme,
Bruce Meachum,
Jim Schaufelbil

Administrative Staff:
Scott Bush, Portia Clare,
Malinka Franklin, Larry Smart

TNG Canada
Representatives:
David Esposti, David Wilson,
Dan Zeidler

Administrative Staff:
Marjoline Botsford,
Joanne Scheel



Printed by Mount Vernon Printing Co.,

DAYBOOK

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.

CWA Marketing Conference, Oct. 21-25, Cleveland

Great Lakes District Council, Nov. 6-8, Terre Haute, IN

Western District Council, Nov. 14-15, San Francisco

CWA Occupational Safety and Health Conference, Nov. 15-19, San Francisco

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

Ottawa Guild urges caution on jobs with national daily

The Ottawa Guild has urged Guild members at the Ottawa Citizen to exercise caution should they be tempted to move to Southam Inc.'s new national newspaper to be launched this fall.

A recent letter from Southam vice-president Gordon Fisher, who has since been named assistant publisher of the yet-to-be named daily, offered Southam staff "possibilities of working on the development of the national on a temporary basis that could extend from weeks to months, before and after the launch..."

ONG past president Kurt Johnson reminded Guild members in a letter that should they choose to do so, they would be working outside ONG jurisdiction and could be left without the benefits and protections afforded by the Guild

contract.

Previously when Citizen staff have gone to a sister newspaper, they were covered by the union contract for that newspaper.

There is no union contract at the newspaper and employees would be subject to the terms and conditions of employment offered, subject to the Ontario Employment Standards Act.

Staff could expect to retain the normal supplementary benefits offered to all Southam employees, such as pension fund deductions and health dental and vision care plans.

But other terms could be much different.

Johnson suggested anyone offered a position on the new daily compare the pay rate with the ONG schedule and even ask for more.