

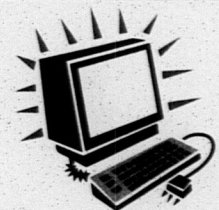
THE GUILD Reporter

August 21, 1998

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 65, Number 8

**Guild wins
on-line
arbitration**

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Guild takes entrance ramp onto info highway

By **Bernie Lunzer**
Secretary-Treasurer

Whether you work in print or broadcast news, on the editorial or business side, as support staff or as a professional, the information technology (IT) revolution is transforming your work.

Print reporters find their stories on radio and television — and sometimes find themselves in

front of a microphone, too. Copy editors paginate stories for print and zap stories onto the worldwide web. Broadcast reporters film news in addition to reporting it. Ad salespeople receive their copy via modem and cross-sell for the web.

Support workers in library and ad departments store vast quantities of graphics and information in computerized storage areas.

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Sector conference breaks precedent

Historic precedent will be broken Aug. 28 and 29 when, for the first time in 65 years, The Newspaper Guild replaces its convention with a CWA sector conference, followed immediately by the CWA convention.

The TNG-CWA Sector

Conference will be held at the Hyatt Regency in Chicago.

Several pre-conference activities are scheduled for Aug. 27, starting with a Council of Councils meeting at noon for District Council Officers.

Other events Thursday include a discussion of locals'

responsibilities under the Beck program, a workshop on tracking local membership data and a presentation of computer software for tracking dues. Most Guild delegates will stay on for the CWA Convention, to be held at Navy Pier Aug. 31 and Sept 1.

Detroit talks resume

For the first time in more than 20 months, representatives of the Detroit News, Detroit Free Press and the six locked-out unions met with a federal mediator Aug. 10 and 12.

The meetings marked the only time that all parties have met in the bitter 37-month labor dispute since a 2-hour session in Mayor Dennis Archer's office in October, 1996.

Brian Flores, former administrative officer of the Washington-Baltimore Guild, is the national representative for the Federal Mediation and Conciliation Service who will oversee the new talks.

"Brian Flores is familiar with the issues," said Lou Mleczo, president of the Detroit Guild. "He is familiar with the parties on both sides."

Information on the meetings and the status of negotiations will be distributed by the Federal Mediation and Conciliation Service.



Federal Mediation and Conciliation Service national representative Brian Flores enters the Michigan State Plaza Building in Detroit on Aug. 12.

Success vs. Singleton: Alameda wins contract after 11-year marathon

Guild members at the six daily newspapers in the Alameda Newspaper Group voted Aug. 17 to ratify their first union contract with the publisher after more than 11 years of negotiations.

They are represented by the Northern California Media Workers Guild.

The contract covers approximately 200 reporters, editors, photographers and support staff, at the Oakland Tribune, Hayward Daily Review, San Mateo Times, Fremont Argus, Alameda Times-Star and the Tri-Valley Herald in Pleasanton.

It provides wage increases through a merit pool of one percent the first year, one percent the second year and two percent the third year of a three-year pact.

Job security provisions include protection against discharge except for just and sufficient cause, and arbitration of disputes.

Lowell votes on contract
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"This is a huge victory for all of us and it could not have been done without the dedication and commitment of everyone here as well as those who came before us," said Stacey Wells, unit chairperson for the Guild group.

"We are grateful to the community for their support, and would also like to thank the company and Dean Singleton for settling this finally," she added.

The editorial staff voted for Guild representation in 1987 after newspaper publishing baron Dean Singleton bought the Alameda County chain of newspapers formerly owned by Floyd Sparks, which then included Hayward, Fremont, Alameda and Pleasanton.

Singleton added the Oakland Tribune and San Mateo Times to
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TNG-CWA, minority journalists to ASNE: Don't alter hiring

Guild delegates at the Sector Conference in Chicago will be asked to approve a resolution condemning the American Society of Newspaper Editors (ASNE) for reneging on its proposed minority employment goals and timetables, set 20 years ago.

ASNE's recent decision to back away from those goals also dominated the agenda at recent conven-

tions of the National Black Journalists, in Washington D.C., and of the Asian American Journalists' Association, in Chicago. The answer will not be known until October when ASNE meets to discuss diversity and its final report.

The question arose after an ASNE survey showed that minorities comprise 11.46 percent of newsroom employees.

ASNE in April proposed to revise its goal to "reach racial parity by 2000" to a goal that reflects the country's minority population, with individual newsrooms reflecting their local communities or reflecting a 20 percent diversity rate industry wide by 2010.

The new goal also proposes to include women, gays, lesbians and people with physical disabilities.

The problem is that the U.S. population of people of color is 26 percent and is projected to be over 30 percent by the year 2010 and a numerical majority in the coming millennium.

Critics also say that local parity is irrelevant because some communities do not have sizable ethnic minority populations.

Moreover, newspapers and

other media cover and interpret for their communities national and world news that is global and more complex because of the many cultures, languages, religions and histories which must be understood to be covered accurately.

The Sector Council of TNG-CWA in April blasted ASNE for its retreat while applauding editors

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**TNG CANADA
ORGANIZING
VICTORIES**

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MAN BITES DOG DEPT.

Reporter sues editor—for libel

Philadelphia Inquirer reporter Ralph Cipriano has been suspended after filing a libel suit against Inquirer Editor Bob Rosenthal and publisher Knight Ridder Inc.

The suit alleges that Rosenthal defamed Cipriano in comments made to the Washington Post in June.

Cipriano has been supported by the Philadelphia Guild ever since he was suspended with pay and barred from company property. He also has been ordered to turn over all the notes, internal memos and drafts of stories that he says support his contention that the Inquirer for years has treated Cardinal Anthony Bevilacqua, leader of the archdiocese of Philadelphia, as a sacred cow.

That allegation is at the heart of the dispute, which reached flash point in June when the National Catholic Reporter published Cipriano's 10,000 word investigative profile of Bevilacqua.

Cipriano sold the story there, he says, because the Inquirer's editors wouldn't publish most of the points raised in the piece.

But when Philadelphia's City

Paper wrote about Cipriano's freelancing, Howard Kurtz of the Washington Post pursued the issue by calling Rosenthal for comment.

And Rosenthal launched a withering countercharge, claiming that Cipriano has "a very strong personal point of view and agenda."

"There were things we didn't publish that Ralph wrote that we didn't think were truthful," Rosenthal added. "He could never prove them."

The public blast prompted several staffers to request a meeting with Rosenthal to air their concerns, with more than 40 editors and reporters showing up to complain about the effect of such comments on the rest of the newsroom.

The meeting on also resulted in a push for a public apology by Rosenthal for his comments, but the letter published in the Post in late July was more a rephrasing of the comments than a retraction.

"We support Ralph 100 percent," Philadelphia Guild President Kitty Caparella told City Paper. "What Rosenthal chose to do was go external and accuse his own staff member of things that were false. And he knew it was false."

Northern Ontario's Udeschini, 34, dead

Ron Udeschini, president of the Northern Ontario Guild, in Sudbury, died Aug. 17 after a month of extensive cancer therapy in July. Udeschini, 34, had been an outspoken supporter of the labor movement, served on the TNG Canada Executive Committee and participated on several other TNG committees. He is survived by his wife, Tracy, and children, Nicholas and Elizabeth.

Former Toledo activist Coakley dies

Cancer also claimed another Guild activist recently, albeit of another era: Eleanor Coakley, a former Toledo Blade reporter who became president of the Toledo Guild and regional vice president of the American Newspaper Guild in the mid 'Forties, died at her home in Washington, D.C. Her later career included several public relations positions in government and industry.

Levis, Pittsburgh photog, dies at 68

William Levis, a photographer for the Pittsburgh Sun-Telegraph and Pittsburgh Post-Gaz-

In brief...

ette for 46 years, died recently of heart disease. Levis, 68, was first vice president of the Pittsburgh Guild from 1980 until 1989.

He is survived by his wife, Elizabeth Jane; four sons and two daughters.

Little progress in Monterey

After more than 20 negotiating sessions over more than 10 months, San Jose Guild negotiators at the Monterey Herald bargaining table. While tentative agreements have been reached on bereavement leave, automobile reimbursements and employee integrity, there has been no agreement on wages, health insurance, vacations, pensions, sick leave or job security.

Aug. 24 marks the one-year anniversary of Knight Ridder's acquisition of the Herald from E.W. Scripps Co.

Still bargaining in Harrisburg

Protracted contract talks continue between the Harrisburg Guild and The Patriot-News.

Negotiations are in their fourth year and moving at a

glacial pace — the most recent session was July 22, the next will be Oct. 1 — and continue to founder over such issues as using part-timers to displace full-time employees, subcontracting and outside activity by Guild members.

Buffalo grieves on freelance issues

The Buffalo Newspaper Guild has filed a grievance protesting a Buffalo News demand that three sportswriters and cityside reporters stop some of their freelance work. In addition, the newspaper has reversed an earlier decision and ordered its sportswriters to end their appearances on a cable network program.

The Guild, citing contract violations, is protesting management's efforts to limit what journalists can do on their own time.

Chicago local has new digs

The Chicago Newspaper Guild has moved to bigger digs, at 36 S. Wabash Avenue, Suite 1400, Chicago, IL 60603.

The new fax number is 312-236-0796. The local's old home is being converted into a hotel.

11-year struggle leaves ANG members even more united

By Stacey Wells
Northern California Guild

After eleven years, hundreds of employees and thousands of hours, editorial employees at ANG Newspapers have their first labor contract.

It was truly a labor of love.

The contract ratified Aug. 17 is not going to make anybody's bank account sing. We never expected we'd get much money, but we did get some of the things we set out

for. We now have minimum salary levels, guaranteed severance pay, more money for mileage, larger stipends for photographers, overtime computed on a daily rather than weekly rate, and a grievance procedure that gives us all some job security.

Who did this? We did. It was not the collective act of a few, but the sheer determination of many and the willingness by everyone to keep doing the sometimes weird things we asked them to do.

There are two important aspects of this effort not addressed in the contract. For the first time in ANG history, employees have really worked together. They attended meetings, drove all over the Bay Area, reached out to organize and sign people up.

This outreach, this getting to know their colleagues beyond their own newsroom or newscenter, was crucial. It's something no ice cream social or afternoon barbecue could have done. It's the one thing

ANG tried to do for years, and the one thing editorial employees accomplished on their own.

And now they can move forward. The unrest and animosity is behind them. Each is committed to making ANG a better work environment because each now has a stake in the company. This is a first step that will serve as a platform for the future.

Stacey Wells is unit chair for the Guild at the Alameda Newspaper Group.

Contract win

Continued from Page 1

the chain in subsequent years.

The 11-plus years of bargaining was among the more protracted negotiation marathons in Guild history. The difficulty in achieving an agreement was attributed by Doug Cuthbertson, executive officer of the Guild, to the company's early efforts to stonewall the union at the bargaining table by using a notorious anti-union law firm from Tennessee.

King & Ballou represents BFI in the Contra Costa County garbage strike, and represented San Francisco Newspapers prior to an 11-day walkout in 1994.

Lowell votes on contract

A contract settlement supported by the National Labor Relations Board was presented to employees of the Lowell (Mass.) Sun at a ratification meeting as The Guild Reporter went to press Aug. 20.

Newspaper baron Dean Singleton added the Sun to his holdings late last year and promptly followed a familiar game plan, refusing to hire Guild leaders and intimidating the staff to such a degree that a decertification petition was signed by most employees.

Yet despite hiring the union-busting law firm of King & Ballou, Singleton was successfully challenged by the Guild when it filed charges of unfair labor prac-

tices with the NLRB.

Highlights of the settlement include:

- Financial compensation for those discharged because of union activities.
- \$80,000 to be distributed to individuals working in Guild jurisdiction.
- A three-year contract modified to conform to current working conditions.
- A 3% general wage increase effective one year after signing.
- A 2% general wage increase effective two years after signing.
- Three sick days per year accumulated up to a maximum of ten.
- One personal day after one year's service, three after three.

► Restoration of \$25 of the reduction in Ad Solicitor's base pay.

Most of the predecessor contract was retained, covering such issues as grievance, job security and severance pay, although some modifications were made to conform to "existing conditions."

Dues checkoff was modified but kept. A new "no-strike clause" was added, but does not extend beyond illegal activities. Severance payments by the Sun's former owners is a separate issue that the Guild is pursuing with the NLRB on its own behalf. The first hearing date has been set for Nov. 3, 1998.

The contract was bargained by Tom Hiltz, administrative officer of the Boston Guild.

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

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

The Newspaper Guild International



www.newsguild.org

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Organized labor: Is anything more American?

By Charles E. Mercer
President, Union Label & Service
Trades Department, AFL-CIO

As we get ready for another Labor Day weekend, we might do well to consider a rather basic question about the place and role of the labor movement in America.

The question: Is anything more American than organized labor?

The question and the answer, however, need to be stated and repeated over and over again this year because this Labor Day weekend kicks off the final two months in the campaigns for November's congressional elections.

As we all know, the majority of members of the current House of



**UNION
LABEL
WEEK
SEPT. 7 TO 13**

Union Label & Service Trades Dept., AFL-CIO

Representatives and Senate are, to put it charitably, less than friendly to unions and union members. Some are openly antagonistic.

As they seek re-election, we can expect to be attacked even more vigorously than usual as the equivalent of revolutionaries.

We plead guilty, and add: Nothing could be more truly

American. Consider the founders of this great nation of ours.

They got together — organized. American workers get together, too, to organize unions.

The founders organized to secure for the people of this nation an effective voice in determining the terms and conditions of their daily lives.

That's why American workers organize, too — to obtain an effective voice in determining the terms and conditions of their lives in the workplace, in their communities, in their states and in our nation.

The founders had to fight to secure their goals.

America's unions and their members sometimes have to do the

same, through strikes and boycotts.

As we said, nothing could be more American than unions and their members.

When you hear candidates this fall attack the labor movement, you might remind them that if it weren't for American unions and their members there wouldn't be a Labor Day weekend for them to use as a platform for their campaigns.

Remind them that history shows that the nationwide Labor Day holiday was officially established only after unions and their members across the nation had begun observing it on their own with parades, picnics, speeches and the like.

Could anything be more American?

AFT backs merger of teachers' unions

The United States' second largest teacher's union voted overwhelmingly to merge with its larger rival, a largely symbolic move since its would-be partner rejected the initial proposal.

Delegates to the American Federation of Teachers convention voted 1,982-46 in late July to join with the National Education Association and create the country's largest single union.

NEA delegates voted against the merger at their convention July 5, saying the blueprint for the merger failed to answer many questions about how the new union would be organized.

Leaders of the two unions will meet in an attempt to draw up new merger terms, AFT president Sandra Feldman said.

The earliest that NEA members could vote again is next year.

And the earliest that AFT delegates could vote on an amended merger plan is in 2000 because the union holds its convention every two years.

The NEA has 2.4 million members. The AFT has 985,000 members and is affiliated with the AFL-CIO. The new organization would become part of the AFL-CIO.

Leaders of both unions have said unification would end years of competing for members, which the NEA says cost more than \$100 million from 1973 to 1992.

It pays to be union, pass the word!

TING-CWA members know that collective bargaining power means better health and retirement benefits, more secure jobs, bigger paychecks and a brighter future for their families.

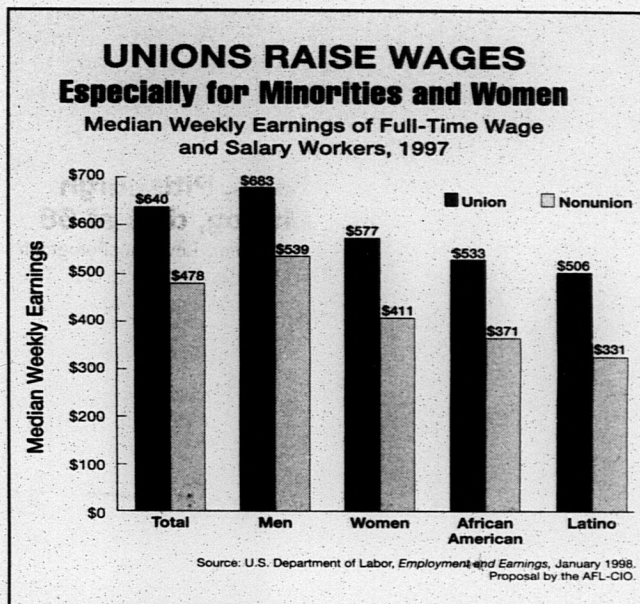
But it can be tough to get that message across in organizing campaigns — especially when many workers have nonstandard work arrangements. These facts prove the union difference:

► Union pay is higher for nearly all types of work. Union workers earn 34 percent more than non-union workers, according to the Bureau of Labor Statistics. In 1997, that meant \$640 in median weekly earnings for full-time work, compared with \$478 for nonunion workers.

► Union women earn 40 percent more than non-union women; African-American union members earn 44 percent more than their nonunion counterparts; for Latino workers, the union advantage is 53 percent.

► Union workers have better benefits. Union workers are more likely to receive health care benefits, according to the U.S. Labor Department.

In 1995, 85 percent of union workers in medium and large



establishments had medical care benefits — compared with 74 percent of nonunion workers.

And organized workers are also more likely to have retirement and short-term disability benefits.

In fact, 79 percent of unionists have defined-benefit coverage plans, which are federally insured with a guaranteed monthly payment, compared with 44 percent of nonunion workers.

► Incomes are higher in free states. Right-to-work laws are a bad deal for workers because they hinder their ability to exercise collective bargaining rights and lower the average pay for everyone at the worksite.

In 1996, the average annual pay in free states was \$29,100 and in right-to-work states it was \$24,600 — an 18 percent difference.

Disney rejects NABET proposal

Contract talks between NABET-CWA and Disney-ABC once again set a record for brevity on July 28, when management quickly rejected outright the union's comprehensive counterproposal.

NABET-CWA's Network Coordinator, John Krieger, presented ABC Vice President of Labor Relations Jeffrey Ruthizer with a package he said reflected "significant modifications" over previous bargaining positions.

But Ruthizer and other management negotiators recessed briefly and then declared the offer "unacceptable."

Krieger told Ruthizer, "We handed you an olive branch and you picked it up and smacked us over the head with it." The contract expired March 31, 1997.

CWA gets contracts at BellSouth, Bell Atlantic

CWA has reached tentative agreements with BellSouth and Bell Atlantic.

Shortly before expiration of the previous contract, CWA and BellSouth reached settlement on a three-year pact covering 48,000 employees.

The agreement is subject to ratification by union members.

Among highlights of the settlement are semi-annual base wage increases totaling 12.4 percent over the contract term.

In addition, workers will receive a \$500 ratification bonus and incentive plan payments of 2 percent to 2.5 percent for plan years 1999 and 2000.

CWA also reported substantial pension improvements and an improved cash balance account plan that will allow workers to take lump-sum cash payouts beginning in 1999. The company agreed to hire workers and to implement policies to curb mandatory overtime, which had become excessive in the view of workers.

BellSouth agreed to require no forced overtime as long as there are workers willing to volunteer for the extra hours, and to set new limits on the extent of forced overtime required of any worker.

Bell Atlantic

After a two-day strike by 73,000 workers, CWA announced

a tentative settlement with Bell Atlantic that includes substantial wage and benefit increases and insures that union workers will perform the work in new growth areas such as Internet services, data networking, and digital multimedia communications.

The settlement includes a renegotiation of labor agreements in the former NYNEX region covering New England and New York and the southern region comprising the pre-merger Bell Atlantic.

In what he termed "an historic breakthrough," CWA President Morton Bahr said: "This settlement insures that jobs of the future will be high skill, good-paying

jobs, and that Bell Atlantic will have the competitive advantage of a top quality workforce as it moves into the whole range of new Information Age services."

The two-year settlement extends previous agreements guaranteeing no layoffs, downgrades or involuntary transfers over the contract term.

The settlement calls for base wage increases of 3.8 percent effective Aug. 9, 1998 and 4 percent a year later, plus bonus payments in each contract.

In addition, the company match to the 401(k) plans increases to 80 percent from 66 2/3 percent.

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

New technology resurrects old issues

[Editor's note: the following is adapted from an article written by TNG-CWA's general counsel for the Sector Conference.]

By Barbara L. Camens, Esq.
and Jill Wrigley, Esq.

The recent growth of electronic media has raised numerous new issues regarding on-line publication — and, not surprisingly, has resurrected quite a few more familiar quandaries, too. Among them is the perennial issue of when work belongs to its author and when it belongs to one's employer.

Although the answer turns on numerous factors, foremost among them is the question of one's employment status. Are we deal-

ing with a traditional employment relationship or that of an independent contractor?

Independent contractors enjoy one set of statutory and contractual protections, employees another. Here are some key factors weighing in favor of an employment relationship:

Do you perform your work in the newsroom or in a bureau, using company equipment, such as computers, telephones, fax machines and copiers at no charge?

Independent contractors typically perform work on their own premises, with their own equipment, purchased at their own expense.

Does the employer cover routine out-of-pocket expenses such

as mileage, travel, business lunches, etc.? Independent contractors generally bear their own expenses.

Are you a longstanding contributor to the paper? Do you earn income from any other source? Typically, independent contractors make occasional contributions to a variety of publications.

Do you receive the same day-to-day supervision as employees, in terms of story assignments and developments, deadlines, work schedules, rewrite of copy, etc.?

Do you work regularly scheduled hours? Must you obtain permission for work absences, scheduling changes, vacations? Do you essentially work full-time?

Is your work integral to, and fully integrated into the paper's

operations? For example, do you provide the paper's exclusive reporting on a particular beat?

Are you compensated on an hourly or salaried basis? Does the employer withhold taxes or pay social security, workers' compensation or unemployment compensation? These factors—because they are most easily manipulated by the publisher—are the least important in determining the nature of the relationship.

In journalism, where a fair degree of discretion and independence of action and judgment is inherent in the profession, the lines between employee and independent contractor often are blurred. Moreover, because publishers have a strong financial incentive

to create and maintain independent contractor relationships, even where the objective facts dictate otherwise, it is essential that Guild representatives look behind the often-misleading "stringer" or "freelancer" label and critically scrutinize the facts.

For example, part-time employees often are mislabeled as "stringers" simply because employers want to preserve the financial incentives of the independent contractor relationship. And employees are often improperly forced to sign "independent contractor" agreements, even when the nature of the supervision exercised by the paper indicates an employment relationship. Our advice: ignore the labels; examine the facts.

Sector Council opposes SAG privacy legislation

The following resolution, prepared by the Sector Executive Council, was to be presented to delegates at the Guild sector conference:

"The tragic death of Princess Diana, the Monica Lewinsky free-for-all and other recent examples of media excess have spawned a move to legislate privacy protections that would severely curtail press freedoms in the United States.

"At the behest of the Screen Actors Guild and several of its well-known members, the U.S. House and Senate are considering bills (HR 3224 and SB 2103) that purport to prevent undue harassment of celebrities and prevent technological invasions of their privacy.

"Both measures unfortunately also would have a chilling effect on reporters' and photographers' ability to cover the news.

"Violations of the proposed

legislation could result in criminal prosecution and a minimum prison sentence of 12 months for journalists who "persistently" follow a source. It also broadens the definition of trespass to include photographing or recording "personal or familial" activity using "enhancement devices."

"While The Newspaper Guild-CWA condemns undue privacy invasion by the media and we understand that our SAG brothers and sisters must preserve their private lives, we urge Congress to defeat this legislation.

"In an age in which access to information is critical to society, we cannot afford to have press freedoms curtailed, nor can we sacrifice First Amendment rights, because new technology permits some so-called journalists to cross the line of decent ethics and good taste."

TNG-CWA SECTOR BUDGET

	FY97-98	Actual 97-98	Over (Under)	FY98-99
Revenue	\$4,585,895			\$5,046,741
Expenditures Charged to TNG-CWA				
01 - Salaries: Officers & Staff	\$1,134,473	\$1,186,228	\$51,755	\$1,256,539
02 - Salaries: Clerical	\$223,595	\$191,134	(\$32,461)	\$189,668
03 - Salaries: Part-Time	\$47,259	\$61,638	\$14,379	\$54,065
04 - Expenses: Full Time Staff	\$461,000	\$449,130	(\$11,870)	\$517,000
05 - Expenses: Part Time	\$30,000	\$72,640	\$42,640	\$57,500
06 - Supplies & Printing	\$95,500	\$112,652	\$17,152	\$97,000
07 - Postage, Freight & Express	\$86,000	\$114,178	\$28,178	\$85,000
08 - Equipment Rental	\$3,600	\$25,154	\$21,554	\$3,600
09 - Equipment Maintenance	\$400	\$143	(\$257)	\$400
10 - Contract Services	\$50,000	\$324,592	\$274,592	\$30,000
11 - Electronic Communications	\$10,000	\$58,919	\$48,919	\$12,000
12 - Rent: Office Space	\$265,000	\$412,453	\$147,453	\$265,000
13 - Rent: Meeting Rooms	\$60,000	\$400	(\$59,600)	\$97,500
14 - Miscellaneous Expense	\$24,000			\$43,000
(046) Professional Expense	\$10,000			\$12,000
(049) Affiliation Dues	\$450,800			\$499,800
(040) Contingency	\$260,000			\$320,000
(043) Information System	\$15,000			\$12,000
(048) Education	\$54,000			\$63,000
(061) Insurance Expense	\$45,000			\$0
(031) Legal Fees & Expense	\$90,000			\$96,000
(060) Pension Expense	\$166,000			\$181,000
(064) Staff Moves				
All Other	\$1,114,800	\$1,214,080	\$99,280	\$1,226,800
Total Sector Expenditures	\$3,581,628	\$4,223,341	\$641,713	\$3,892,072

Explanatory note — Actual FY 97-98 costs contain transitional costs and TNG Building costs that will not appear in future Sector Budget calculations. These costs would reduce actual FY 97-98 costs by over \$500,000.

Info highway creates workplace potholes

Continued from Page 1

All of which is to say that the traditional distinctions between various media are breaking down, and as they do, the value of information increases. Our employers, not surprisingly, want to exploit these new markets in as many ways as they can. But this increased value also increases the pressure on the workers who gather, market, package and deliver that information. Anyone who chooses to ignore this IT revolution does so at his or her peril.

So what is your union doing? Because Guild activists must understand IT changes to manage their effects, participants at this year's Guild Sector Conference will attend a seminar, "New Technology, New Work," highlighting how locals have successfully responded to the challenge. They also will be impressed with the importance of confirming jurisdiction over the new work,

which many Guild units already have established, through broadly written jurisdiction language in existing contracts and through grievances, arbitrations, and litigation. We believe it is the work itself that is central to Guild jurisdiction, not the means by which that work is distributed.

But it's important also for Guild activists to recognize that many of the issues raised by the IT revolution can't be answered through traditional contract provisions — that new technologies require new approaches. For example, the blending of previously separate jobs, as illustrated by the copy editor who puts stories on the Internet, inevitably raises questions of fair compensation. In some cases, compromises have been negotiated. In others, work formerly done by separate bargaining units is now shared. Tripartite agreements also have been reached, often with workers from separate

unions working side by side.

Training also has become a pressing issue, as workers strain to keep pace with a dynamic technology — and employers face their responsibility for giving employees adequate time and training to master new skills. Access to good, regular training may be the most valuable tool an employer can provide workers, while also reaping big dividends in productivity increases — but it also may result in cross-training, in effect requiring workers to learn and perform two jobs. Some unions have resisted these changes because they fear work speed-ups and loss of existing positions. Other locals have successfully used such programs to increase the value of their members' contributions.

Yet another issue posed by the IT conflation is the right of news employees to submit work to other publications. Most contract language regarding outside activity

allows work for non-competing publications — but in the shrinking world of cyberspace, are all publishers with web pages in direct competition? We don't think so, although some employers have taken that position, so we need to clarify existing language and add to it where necessary: Does an employer own your work for any use? Do freelance writers have to give up all rights to the work they sell? When our work is re-cycled via new media, are we sharing in the additional proceeds? What is our bargaining strategy for getting fair compensation for multiple use? At least one Guild unit has been successful in achieving profit sharing when work is repackaged, and re-used.

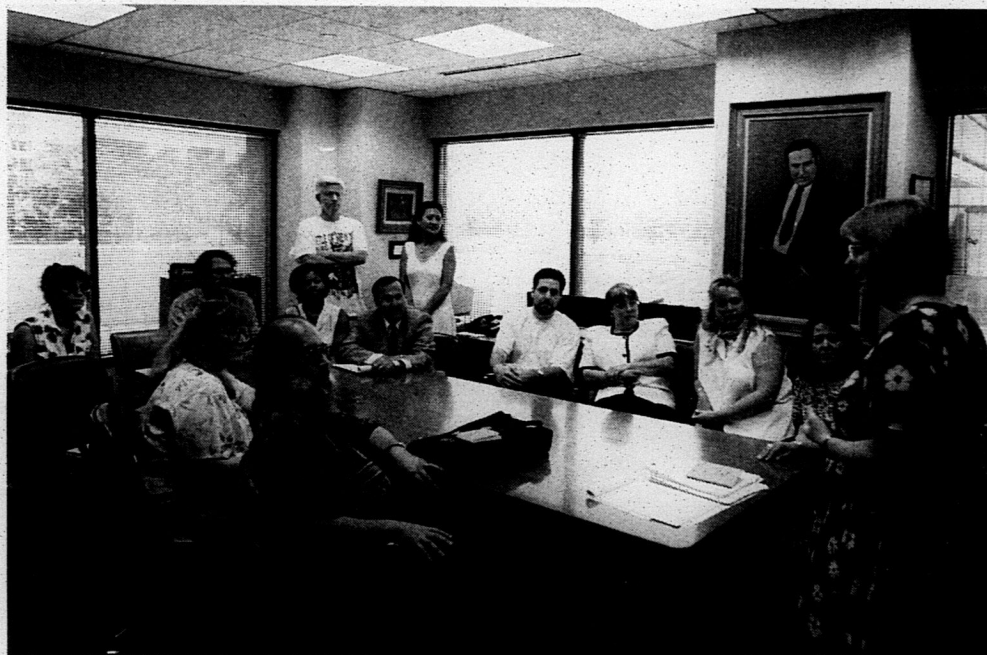
These are just a few of the issues the IT revolution has thrust upon us, and that will be touched on at this year's Guild Sector Conference. In response, the union will do what it does best: share

information to help each of us develop contract protection in the workplace. By using the broad network that is the Guild, we can keep pace with the changes and convergence brought on by technology and the corporations.

Even though we're told time and again how dynamic this new world of information technology is, let's remember the admonition, "the more things change, the more they stay the same." The fundamental questions have not changed:

- Who does the work?
- Is the work properly within the bargaining unit?
- Is it justly compensated?
- Are there enough workers to staff the operation?
- Are working conditions protected by a written contract?

Together, we can manage this change. We can insist that basic human concerns are met, and that we share in the profitability of our industry.



Counterclockwise from right: Larkie Gildersleeve, TNG-CWA director of research, information and technology; Laura Kaplan, IAPE; Sandra Henry, IAPE; Martha Hodel, AP; Dimitri Sotis, UPI; Jay Jorden, AP; Nekesa Moody, AP; Jim Militello, AP; Maggie Bergara, AP; Carol Riha, AP; Tim Klass, AP. Standing: Kevin Keane, Wire Service Guild president and administrative officer; Louinn Lota, AP.

Wire Service Guild studies human rights, safety

By Jay Jorden
Wire Service Guild

It's late, with the night-side crew finishing up the PMs digests, editing a few more budgets and writing the logs. Then it's time to walk out of the bureau and, perhaps, into danger.

Is some other threat to staffer's safe passage lurking unseen?

In the past, some staffers have been mugged, their vehicles vandalized — or worse. Such life-and-limb concerns around and inside bureaus are a focus of the Wire Service Guild's Human Rights and Health and Safety Committees.

The eleven members met at TNG-CWA headquarters in Washington, D.C., in July for orientation and training.

While the potential for bodily harm is a safety concern, Anna Padia, TNG's Human Rights Director, noted domestic abuse problems can spill over into the workplace.

She said, "If an angry person is looking to confront someone, work locations are usually known so there's nowhere to hide."

The Human Rights and the Safety Committee will survey the bargaining units to determine if discrimination or safety problems exist and how best to challenge them.

Repetitive strain injuries are still the single fastest growing area

of injury reported to the government, said Larkie Gildersleeve, TNG-CWA director of research, information and technology.

"There is a fear of reporting RSI, sometimes because of job security," Gildersleeve said.

Human Rights concerns arise because employers cannot discriminate against people because of a disability.

"The company must make 'reasonable accommodations' to ensure workers can continue to perform their jobs," Padia said, "so this is another area where joint health and human rights committee action is needed."

Committees focus on members' concerns.

Other bureau safety issues include air quality, lighting, presence of asbestos and other carcinogens, safe passage, parking availability, disaster preparedness and emergency procedures. When bureaus become unsafe or staff isn't secure, even the news-gatherers can wind up in the headlines.

The Human Rights Committee will ensure contract terms are being fairly applied to all staffers

regardless of age, gender, race, national origin, religion, sexual preference, creed, disability and other factors unrelated to their ability to perform.

The WSG panels will also recommend ways to confront human rights and health and safety in the bureaus and help develop proposals for the next contract negotiations.

Members of the Human Rights Committee are Nekesa Moody, Carmen Hulbert and Angela Charlton of AP New York; Darlene Superville of AP Washington; Dimitri Sotis of UPI Washington and Louinn Lota of AP Los Angeles.

Martha Hodel of AP Huntington is the Executive Committee's liaison to the committee.

Safety Committee members are Jim Militello of AP Washington Broadcast, the committee's chairman; Maggie Bergara of the AP New York Photo Library; Tim Klass of AP Seattle; and Carol Riha of AP Portland, Ore. Jay Jorden of AP Dallas is the Executive Committee's liaison to the committee.

"The meetings were an eye opener for me, not only from the standpoint of the effort some of you have put into problems in your particular bureaus, but also for the depth of resources available through TNG-CWA," Militello said.

Guy Gannett urged to choose quality over cash in sale

Portland Guild

A group of prominent residents of Maine have urged Guy Gannett Communications to sell its local newspapers and television station to a high-quality company.

House Speaker Elizabeth Mitchell, Portland Mayor Tom Kane and state Sens. Chellie Pingree and Philip Harriman are part of the group called Save Our Hometown News.

They spoke at a news conference at Portland City Hall in late July.

Members of Save Our Hometown News say they are concerned that the quality of journalism in Maine may decline if the papers and TV station are sold to a company more interested in profits than the communities they serve.

Mitchell summed it up this way: "I hope we are encouraging a good corporate citizen to stay one."

Guy Gannett announced April 1 that it is liquidating the company and selling all of its holdings, including the Portland Press Herald/Maine Sunday Telegram, the Morning Sentinel in Waterville, Kennebec Journal in Augusta and WGME-TV in Portland.

"As the Gannett family turns over control of their enterprise, we want to encourage them to measure potential buyers not just by the depth of their pockets but also by the depth of their community commitment," Mitchell said in a prepared statement.

Later, the Portland City Council adopted a resolution asking Guy Gannett Communications to consider its employees and the community when it sells its holdings.

Councilors said they do not mean to meddle, only to make their feelings known.

Some analysts say the company's daily newspapers alone could fetch more than \$200 million.

Members of the family that oversees Guy Gannett Communications urged the Save Our Hometown News group and other Maine residents to look at their past actions as an indication of how they will handle the sale of the company.

"Throughout four generations of family ownership we have tried to maintain the public trust that comes with owning and operating media companies," Madeleine G. Corson and her uncle John Gannett wrote in a joint statement.

"As this process moves along toward completion, we ask mem-

Portland principles

The group Save Our Hometown News released a letter to the Guy Gannett family, asking it to commit to three principles:

"First, an unwavering commitment to local news coverage by maintaining newsrooms at least at current levels, by continuing to have local independent editorial boards, and by ensuring regular forums for other community voices.

"Second, a paramount belief in customer service by keeping its product and ad rates affordable to those who rely on it, and maintaining delivery in the communities now served by these publications."

"Third, fair treatment of its employees by involving them in decisions, maintaining a cooperative and respectful relationship with its unions, and laying off employees only as a last resort."

bers of the community to look to our past performance as a guide to how we are approaching the sale of Guy Gannett Communications," the statement said.

Some analysts say the company's daily newspapers alone could fetch more than \$200 million.

Guy Gannett has hired Lazard Freres & Co., a New York brokerage firm, to manage the sale.

Portland Guild members support the efforts of Save Our Hometown News but did not organize the group, members of the organization and union said.

An effort by Guild employees to buy the newspapers owned by Guy Gannett fell through in June.

Guild employees had put together a bid that would have transferred ownership of the Portland Press Herald/Maine Sunday Telegram, Morning Sentinel and Kennebec Journal to all the employees of those papers.

However, the money being offered by other bidders was more than what the employees could muster, according to Guild updates in the Press Herald building.

In other developments, the state has approved spending up to \$30,000 in federal funds to help Guild members to play a role in the purchase of the newspapers, said Michael Bourret, director of employer assistance for the state Department of Labor. At least some of the money will be accepted by the union and will be spent, according to Guild officials.

Dow Jones employees win on severance

Nearly 200 former Dow Jones employees won an expedited arbitration July 26 that will pay an estimated average of \$14,000 to each.

The pay-out represents severance benefits due to members of the Independent Association of Publishers' Employees/CWA Local 1096 who were unilaterally reassigned by Dow Jones to a non-unionized subsidiary, Dow Jones

Markets, that was then sold to Bridge Information Systems.

While IAPE argued that the transfer amounted to a lay-off, Dow Jones contended there was no lay-off because all of the transferred employees still had jobs.

IAPE, noting that Bridge paid less than Dow Jones, offered inferior benefits and had made no secret of its plans to lay-off the great majority of its new employ-

ees, filed for expedited arbitration after several attempts to negotiate a settlement were rebuffed.

A one-day hearing May 19 resulted in a July 20 award by arbitrator Susan T. Mackenzie, who agreed with IAPE's contention that "employees affected by the sale to Bridge have been dismissed from employment" by Dow Jones as defined by the collective bargaining agreement.

Study: Minority J-school grads not being hired

When the American Society of Newspaper Editors threw in the towel in April, rolling back its timetable for increased minority representation in U.S. newsrooms, one rationale for the retreat was a familiar lament: there just aren't enough qualified minority journalists.

But that's not what the latest research shows. According to the University of Georgia, which surveyed 92 journalism programs in 1997, minority graduates of BA programs seeking work with daily newspapers had — as of May, 1998 — triple the unemployment rate of their non-minority counter-

parts and were 50% more likely to have found only part-time work.

While 83.7% of the non-minority job seekers secured full-time work, only 66.2% of the minority grads reported similar success.

"In other words," the survey concluded, "the daily newspaper industry simply is not hiring all of the minority graduates who have sought jobs with it." Not that daily newspapers are atypical.

The 1997 Annual Survey of Journalism & Mass Communication Graduates, conducted by the James M. Cox Jr. Center for International Mass Communication Training and Research, found that minority graduates face high-

er hurdles to employment across the full spectrum of the mass media. Moreover, the survey observes, "the gap is pronounced and present regardless of minority grouping. The full-time employment rate for African-American graduates, for example, was 69.5%, and for Hispanic graduates it was 68.1%."

The disproportionately low hire rates feed into a pattern that maintains thin minority representation in newsrooms. At daily newspapers, for example, 11.5% of journalists are classified as members of racial or ethnic minorities, compared with 27.6% of the general population.

The percentage of bachelor's degree recipients at the nation's 450 journalism and mass communication programs who are racial or ethnic minorities, meanwhile, is estimated at 22.9%.

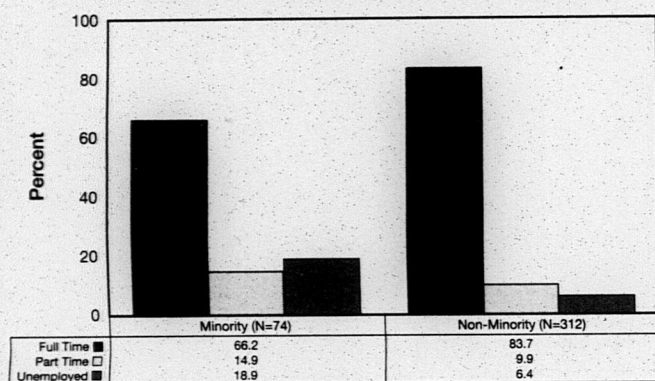
Ironically, the difficulties faced by minority journalists come at a time of increased job opportunities: the University of Georgia survey also reports that the job market "continued to improve" in 1997, compared with 1996, with higher percentages of graduates finding employment at higher pay.

Even so, journalists are still trying to regain ground lost over the past decade, as salaries have trended downward on an inflation-

adjusted basis: in 1985 dollars, for example, starting newspaper journalists were paid \$13,800 in 1997 — compared with \$14,600 in 1988. In nominal (not adjusted for inflation) dollars, meanwhile, the median annual salary received by 1997 bachelor's degree recipients with full-time jobs was \$23,000, vs. \$21,500 a year earlier.

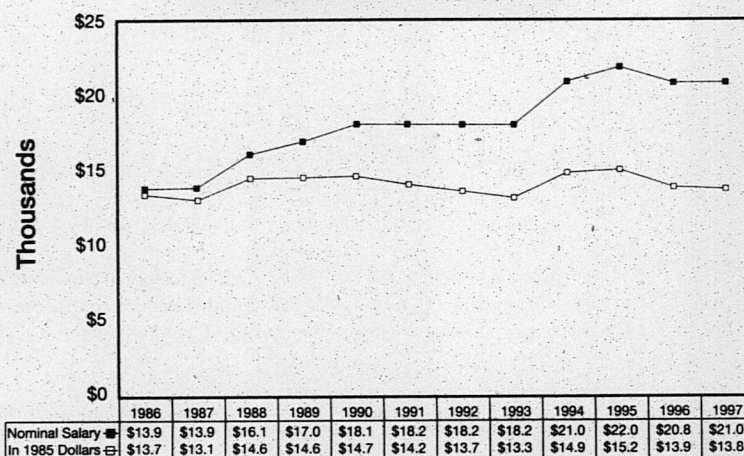
Those who went to work for dailies saw a smaller increase, however — to \$21,000, from \$20,800 — and were paid less than the average earned by graduates just two years earlier. The one bright note: graduates who join a union do notably better, earning on average \$3,000 more.

Employment Status of Minority and Non-Minority 1997 BA Degree Recipients Who Sought Work with Daily Newspapers



Source: Annual Survey of Journalism & Mass Communication Graduates

Daily Newspaper Nominal Salaries and Adjustments for Inflation



Source: Annual Survey of Journalism & Mass Communication Graduates

TNG-CWA, minority journalists to ASNE: Don't alter hiring

Continued from Page 1

"who indicated an interest in drafting an alternative and stronger position on diversity."

In June, the National Association of Hispanic Journalists asked ASNE to reconsider its proposal.

In July, the National Association Black Journalists at its convention in Washington, D.C., protested the change in diversity goals.

"What we need is action," said Merv Aubespain, former NABJ president and member of ASNE.

In August, the AAJA Newsroom Task Force set out its proposed "Response to ASNE Draft Diversity Goals" at its convention recommending more assertive leadership from ASNE.

It called on ASNE to:

- Reaffirm that parity is the overarching goal for newsroom diversity.
- Develop and implement a strategic plan on behalf of the industry for achieving the newsroom diversity goal.
- Devote attention to the entire career lifecycle recruiting, hiring, training, retention and promotion.
- Encourage or mandate each ASNE member to adopt ASNE's diversity goal and implementation plan.
- Assume leadership on behalf

of all news media industries — print and broadcast, cable, magazines, Internet, corporate owners of media and schools of journalism broadcasting and communications.

At an AAJA Convention workshop, TNG-CWA Human Rights Director Anna Padia told leaders of ASNE and the AAJA that there were three hard lessons that she had learned from negotiating with employers on this issue.

"First," she said, "there is a difference between the promise and legal binding word. Second, we never increase representation without goals and timetables. And third, perhaps we are talking to the wrong group and should talk directly with publishers and their boards of directors who hold the real decision-making power to increase the numbers and the speed we seek."

ASNE President Edward Seaton said that the feedback received by advocacy groups was helpful and would be useful as ASNE heads into its October meeting to present its final report.

(To track ASNE developments on the internet go to www.asne.org, www.newsguild.org, www.nabj.org, www.aaajournalists.org and www.aaajournalists.org)



Ai Turner of NABET, Jerry Grant of IAPE and Kendra Ritter of the Boston Globe Employees Association-TNG-CWA at the National Association of Black Journalists convention in Washington, D.C.

Disunity threatens Unity 99 plans

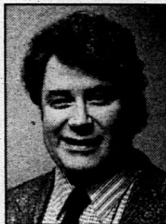
The hottest issue debated at the National Black Journalists Association (NABJ) Convention in Washington D.C. was whether NABJ should participate in the Unity 99 Convention.

NABJ withheld its commitment pending the outcome of Initiative-

200, a ballot proposition in Washington State that would eliminate affirmative action for people of color and women in state and local government employment, contracting and college admissions.

The Unity Board of Directors, comprised of the presidents and

representatives of NABJ, the National Association of Hispanic Journalists, the Asian American Journalists Association and the Native American Journalists Association, voted in May to reaffirm its decision to meet in Seattle, regardless of the outcome of I-200.



LOOKING AHEAD

Even democracy has a price tag

By Bernie Lunzer, Secretary-Treasurer

Guild delegates to the Sector Conference will decide a long-standing issue in the Guild, whether to reduce the size of our executive council or to maintain the status quo.

Currently, the Guild's council has 17 members. That number is fairly high for a union of our size, and is almost the same size as the current CWA executive board.

Over the years, Guild leaders have frequently suggested reducing the council.

We can't have democracy at any cost. We can actually preserve our council, make it more effective and reduce it.

Still, until this year the council (formerly the International Executive Board) took no action to reduce itself.

Indeed, the council is a prized aspect of the Guild and we preserved it in the merger agreement we fashioned with the Communications Workers of America.

So, why reduce it at all? Just as with everything we do—and value—the council incurs real costs. A full council meeting in Washington, D.C., costs about \$40,000, at 1998 prices. When the council voted to reduce itself, it did so in the belief that it could be just as effective as a smaller, and therefore cheaper, institution.

The motion forwarded by the Executive Council would reduce its ranks to 12. Current positions include sector chairperson, president, secretary-treasurer, director of TNG Canada and thirteen other vice-presidents.

Three at-large VPs would be eliminated at the end of this term (August 1999) and two more positions would go in 2002.

Meanwhile, the Guild would determine the composition of the remaining council and whether VPs would be at-large, regional or some other form of representation. Currently, eight VP seats are regional and five are at-large.

This recommendation to the Sector Conference is a classic compromise between those who wanted to move more swiftly and cut more deeply and those who preferred more of a go-slow approach. But it is based on the premise that resources are limited and that we have to make choices.

And while it's difficult to attach a price tag to democracy, it's a legitimate exercise that will make it easier for us to maintain the council in the future.

As a sector of CWA, we operate with the same financial dictates as ever: On the whole, we need to spend no more than we take in. And in recent years we have added two large expenses to our general costs.

First, we have accepted the cost of being in the CWA Member Relief Fund, which pays strike benefits at an added annual cost of almost \$500,000—but with the added benefit of allowing us to remove our higher

dues rate (called 2(d) dues) this year. The total cost of Member Relief will be about \$1 million per year.

Second, we've added a TNG-CWA Legal Program, which gives locals the opportunity to pursue legal actions and move the costs to the sector. In its first year, the program added about \$150,000 to costs at the sector level. We expect these numbers to grow, and will be monitoring the program closely.

Of course, we still have our original mandate, to increase Guild strength by helping locals organize, then getting contracts and representing members.

We also have a strong tradition of democracy. But like it or not, we're left with competing priorities. If money were not a concern, the issue might never have come up. I think the Executive Council has made a judicious choice, and I'm certain Guild delegates will agree.

I also believe a smaller board will be more active. In my role as Secretary-Treasurer I've noted the difficulty of bringing together 17 individuals, both physically and by phone.

I know that I'm able to stay in close contact with the Guild finance committee, which numbers five. Trying to connect with the full council often just doesn't happen.

The Guild strongly values democracy, and it is our stated purpose to maintain this within CWA. We retained direct elections for our officers, and the rank-and-file nature of our council.

As is always true in the Guild, the membership remains the highest authority by virtue of referendum (in CWA, too). But choices are always made, and we can't have democracy at any cost. We can actually preserve our council, make it more effective and reduce it.

One other issue will come up at Sector Conference that deserves mention — our name, "The Newspaper Guild," now with CWA added to it. The Executive Council has recommended that delegates at least discuss the possibility of a change. Some would like a name that reflects the fact that we represent media workers in broadcast, the web and other distribution modes.

Others cling strongly to the identity that comes from our name, and still accurately reflects the vast majority of our members. There will be strong feelings in this discussion, and I wouldn't bet on anything happening this year.

Editor:

In my 29 years as a Guild member, I have walked picket lines, run for office and served on bargaining committees. But, as difficult as many of those situations were, they could not match the challenge posed by a simple task — telling my coworkers that I had found my "true self" and would soon be having sex-reassignment surgery.

I decided that before approaching my superiors at The New York Times, I should seek support and guidance from TNG. So I went to Washington to see Human Rights Director Anna Padia. With her help and encouragement, and



Why a union? To level workplace playing field

By Mike Jarboe
Albany Guild

I'll never forget the excitement I felt when I got my first union card. I was all of 14 years old when I took out a card with the Amalgamated Meat Cutters and Butcher Workmen at a tough job in a factory that would have been much tougher had it not been for the protection of the union.

Getting a union card had been important to me. I was from a union family. My dad was president of the union local before he crossed to management (perhaps I'll forgive him some day). Both my grandfathers and all my uncles were union sprinklers. There was always union talk in my household and at family gatherings.

So it's puzzled me greatly that over the past couple of decades there has been an erosion in support for organized labor. It only makes sense to me to belong to a union, and I consider my union dues to be the soundest investment I make every week.

I worked at several non-union papers prior to my first Guild job at the Milwaukee Sentinel. While working at non-union papers, I had my arm twisted for free overtime and received veiled threats to "stick around" on weekends in case I was needed for a breaking news story. I saw colleagues fired without good cause. In one case, a man with a large family was fired from a reporting job he'd held for more than 20 years and wound up selling shoes at a shopping mall.

This doesn't happen at the Albany Times Union. Is it because our management is more enlightened? Not really. It's because

we have a union.

We don't face pay cuts here, like workers at the Glens Falls Post Star did after foolishly leaving Guild jurisdiction a few years back. We don't face financial discipline or the humiliation of "error courts" here. We deal with management on a level playing field. All this is because we have a union!

The concept of unionism is simple: that the workers who produce wealth have the right to share in it, and that all workers have the absolute right to being treated with dignity. We achieve this through collective bargaining, which has through the years produced contracts ensuring a fair wage, good benefits and job security.

All this is because we have a union, and because that union gives us power. Individually, we have little influence with management; as a whole we bring strength to the bargaining table.

I am proud to carry a Newspaper Guild card. I also belong to the Industrial Workers of the World (IWW or Wobblies) and have held cards in the meatcutters union, Retail Clerks and Allied Workers, Teamsters and the American Federation of Musicians.

I don't hold union cards because someone tells me I have to. I hold them because it's the right thing to do, both for me and for my coworkers. And, I've walked many picket lines in support of other unions, for I believe that the working class needs to stand together.

Next time you look at your pay stub and see your union dues, think of it as a great investment. Believe me, it is. I've seen the other side.

Reprinted from *The Guilder*, July, 1998

LETTERS

that of TNG President Linda Foley, I moved forward.

My transition at The Times has been smooth and thus far free of conflict. But the Guild's help was nonetheless crucial in smoothing over some potentially awkward situations.

I want to thank Linda and Anna, as well as Local 3 President Barry Lipton and Acting Times Unit Chairperson Lena Williams.

Also, it is time to honor other Guild women who were my unacknowledged role models over the years. These include former unit and local officials like Betsy Wade, Joan Cook, Joy Cook

and Gail Lem, and rank-and-filers like strike activists Lauren Draper, Marianne Goldstein, Karen Phillips and Kate De Smet, and labor journalist Jane Slaughter, a longtime Local 22 member. They showed me what I can be.

— Donna Cartwright (formerly Don Bacheller), Vice Chairperson, New York Times Unit, Local 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: September 18.)

Arbitrator's ruling penetrates Internet

Ruling Aug. 7, arbitrator Dan C. Daly found that the Star-Journal Publishing Co. of Denver had violated the Denver Guild's collective bargaining agreement by failing to recognize Guild representation of on-line workers. Although the contract makes no mention of HTML coders, Daly was persuaded that their work is so similar to the work done by Guild members that their positions fall within its jurisdiction. The decision ends a dispute that started more than two years ago, when the Star-Journal estab-

The Star-Journal engaged in legal hair-splitting that was punctured by expert testimony.

lished an Internet site called the Pueblo Chieftain Online.

Although most of the information carried on-line is developed by the same employees who produce the hard-copy newspaper, the Star-Journal contended that the new venture was a "separate entity" and therefore that its employ-

ees — the HTML coders, who code text and graphic data for Web pages — were not within the bargaining unit.

Following an unsuccessful grievance in which local president Paulette Moore challenged the company's refusal to bargain over the new employees, a one-day

arbitration hearing was held Sept. 18, 1997. But while the Star-Journal based its case largely on legal hair-splitting, the Guild offered testimony from an expert witness that effectively punctured the company's representations.

As summarized by Chuck Stark, an independent provider of web-related computer services, there are two ways to perform HTML coding, hard and soft.

Hard coding involves writing actual HTML code directly from a keyboard into a computer; soft coding uses a computer program

to convert stored data (text or graphics) into HTML code.

Because the Star-Journal uses soft-coding, the Guild concluded, the HTML coders were performing essentially the same task as paginators who code text when laying out newspaper pages.

That argument easily carried the day, with Daly concluding that the company should "recognize HTML coders as Guild-covered employees" and directing it to give its on-line employees all the rights and protections of the bargaining unit.

Swedish journalists pry open secrecy's door

The worldwide campaign against official secrecy has been given a shot in the arm by the European Court in Luxembourg, which recently ruled against a decision by the European Union Council of Ministers to withhold public documents from the press.

The case began more than three years ago, when reporters for The Journalist — the official publication of the Swedish Union of Journalists — requested copies of 20 documents discussing the activities of Europol, a regional police and security organization. The Council of Ministers released

only two of the documents, claiming the others could not be produced for reasons of public security and other confidentiality concerns.

Meanwhile, the journalists made similar requests to Swedish authorities — including the Swedish police — and managed to

obtain 16 of the documents.

Based on that experience, the journalists complained to the European Court that the council's refusal to hand over all but a small percentage of the requested documents was unjustified.

The court agreed, ruling that the council's decision should be

annulled. The court also told the council it gave an insufficient explanation for its decision and ruled that the use of the principles of security and confidentiality of proceedings to block access to documents should be used only when release of such material would cause "genuine harm."

Halifax newsroom joins TNG Canada

Newsroom staff at The Halifax Herald Limited have voted 81 percent in favor of joining TNG Canada.

Eighty-one of the 100 eligible voters endorsed the Guild when the Nova Scotia Labor Relations Board counted the ballots Aug. 19.

The company employs about 120 reporters, editors, librarians and photographers and publishes The Chronicle-Herald, The Mail Star and The Sunday Herald.

"That's a pretty resounding vote," said TNG Canada's organizer, Gerry Whelan.

"People in the newsroom have their minds made up where they wanted to go," he added.

A union must have the support of half the eligible voters, plus

one, to form a bargaining unit.

"The vote was obviously quite decisive," said A.J. Ripley, vice-president and general manager of The Halifax Herald Limited.

"As a result, we will open negotiations in due course to seek a mutually viable working agreement."

"This is a major breakthrough," said Arnold Amber, director of TNG Canada.

"This is the largest paper in Canada east of Quebec. This is a visible advance for unionism in this part of the country."

Editorial employees voted in April but their ballots weren't counted until the company and the union reached a compromise on which positions would be

excluded from the bargaining unit.

Whelan said TNG Canada agreed to exclude 13 positions but the labor board will likely have to decide the status of another 16 jobs the company feels are also management positions.

"Eighty-one percent approval shows we ran a sterling campaign," Amber said. "Gerry Whelan of the Canadian Media Guild did a marvelous job. Bud Galley, CMG representative in Eastern Canada, and Dave Esposti of TNG Canada, did a great job."

The editorial unit joins about 18 members in the Herald's composing room. Pressroom workers at the paper are represented by the Graphic Communications International Union.

Ontario social workers join Peterborough local

By John Barker
Peterborough Guild

In what may prove to be a bellwether for diversifying its membership base, TNG Canada/CWA's Peterborough Typographical Union Local 30248 has organized about 40 child, youth and social workers at Kinark Child and Family Services facilities in Oshawa and Whitby, Ontario.

Kinark workers chose to be represented by Local 30248 in a government-supervised vote June 26.

The Ontario Labour Relations Board certified the result July 16 and directed the two bargaining units the union requested be established.

About 30 child and youth workers are employed in Oshawa in a residential and day treatment facility and about 10 social workers are at Kinark's Whitby office. First contract negotiations are expected to begin in August.

Kinark employees work with emotionally-troubled children and families through residential, school, individual and family therapy, along with group therapy interventions.

Kinark, one of the largest children's mental health service providers in Ontario, receives its funding through the provincial Ministry of Community and Social Services as a transfer agency.

"We have taken to heart the TNG-CWA Executive Council's challenge to broaden our focus in expanding organizing goals for the 21st Century," Local 30248 President John Barker said. "We believe in strength through diversity."

The Peterborough local was chartered in January 1902 by the International Typographical Union making it the oldest craft union in Peterborough. "We take great pride in our history," Barker said, "while eagerly embracing today's opportunities and challenges."

Local 30248 also represents full and part-time editorial, circulation, composing room, business office, mailroom and advertising employees at The Peterborough Examiner, The Lindsay Daily Post, Cobourg Daily Star and Port Hope Evening Guide.

The successful organizing drive at Kinark was led by Nigel Sones, Local 30248's business agent, fresh off a victory last fall organizing part-time mailroom employees at The Lindsay Daily Post.

"The ability to offer excellent service by our union local was the key to the Kinark organizing drive," Sones said. Sones, a former Canadian Union of Public Employees local president before joining Local 30248 as business agent in 1990, has worked in the social work field himself.

The success of the Kinark organizing drive would not have been possible, Barker said, without the tireless work of an inside committee there and the unqualified support of the local executive.

Barker said fellow members on the TNG Canada/CWA Representative Council and Executive Committee, especially Director Arnold Amber, also played key roles in the victory. He said Amber took a keen interest throughout the drive and helped make much-needed organizing funds available.

DAYBOOK

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

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501 Third St., NW, Suite 250
Washington, D.C. 20001-2797
Telephone: (202) 434-7177 FAX: (202) 434-1472

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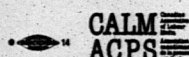
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