

THE GUILD Reporter

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Guess who
was a Guild
member?

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NLRB rules: Take 'em back!

Maybe the Guild should hold its international meetings more frequently: For the second consecutive year, TNG's annual get-together—this time on the floor of the CWA convention—was disrupted by the news that the National Labor Relations Board had ruled against the Detroit News and Detroit Free Press.

Unanimously.

Ordering that all locked-out workers be rehired immediately.

With full back-pay.

The resulting din drowned out all other business for several minutes, as 1,500 CWA delegates and scores of visitors and observers cheered, whistled, roared their approval and applauded wildly.

The welcome outburst eclipsed, if only because of sheer numbers, a similar ovation at the Guild convention last year, when the NLRB issued its first decision that the Detroit strike had been caused by the two publishers' unfair labor practices.

(A second pivotal NLRB decision was issued last November,

between conventions, ruling that the papers committed an additional unfair labor practice by not reinstating strikers after the six locals made an unconditional offer to return to work.)

While publishers Knight Ridder and Gannett quickly declared that they will appeal this latest decision, too, the unanimity of the NLRB ruling gave the locked-out workers the clearest signal yet that they ultimately may expect to prevail.

Nor were they the only ones to read the handwriting on the wall, as at least five replacement workers at the two papers gave notice after the decision was issued.

The compound board decision included a unanimous, five-member ruling that the Detroit News violated the National Labor Relations Act by unilaterally implementing its proposals regarding merit pay and by refusing to respond to information requests.

It also made an overall finding of bad-faith bargaining on the merit-pay issue, precluding the publisher from claiming a good-



GEORGE WALDMAN/DETROIT GUILD

faith impasse.

Separately, a three-member panel of the board upheld a ruling issued a year earlier by administrative law judge Thomas R. Wilks that the strikers be made whole for their financial losses caused by the

unfair labor practices—a ruling union officials estimate could amount to \$80 million in back pay.

The one major issue on which the NLRB disagreed with Wilks was his finding that the publishers had reneged on an agreement to

bargain jointly with the unions on economic issues. But because of the publishers' unilateral implementation of merit pay, and because of their unlawful threats to replace the strikers with perma-

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CONVENTION REPORT:

Al Gore, Jesse Jackson and barking dogs, oh my

Compared with past Guild conventions, the TNG-CWA sector conference in Chicago August 28 and 29 was a piece of cake: no big floor fights, no heavy drama and just a hint of the occasionally bizarre to keep the juices flowing.

A handful of apparently non-controversial resolutions were adopted. A small parade of CWA speakers carefully—and large—avoided any overt politicking in advance of the election Aug. 31 of a new executive vice president.

The biggest complaint was that the meeting room was cleverly designed to accommodate a row of pillars down its middle.

And oh, yes—there was no coffee.

But Guild conferences in some ways have become a warm-up act for the main event, the annual

CWA convention. While TNG committees still wrestle with matters of substance, CWA has cornered the market on pomp and glitz with bagpipers, miles of red, white and blue bunting and choreographed floor speeches.

Al Gore came to speak, sounding ever more like a man running for higher office, his Secret Service protection cranked up several notches because of the increased threat of terrorist attacks. "If it wasn't clear before, it's clear now," he thundered to appreciative applause. "American labor is back, and it's coming back strong."

With a Secret Service dog barking intermittently—and inexplicably—in the background, Gore related some reassuring numbers: the average union worker earns 20% more than his or her non-union counterpart. Unionized

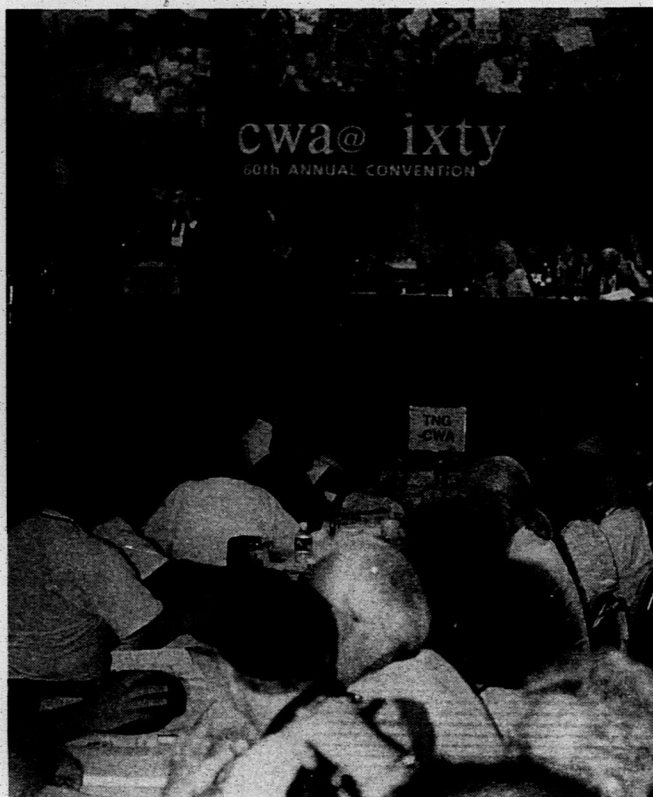
workers have benefits that are up to four times better. And then the sly, down-home kicker that belied his stiff public image: "If you see a turtle on a fence post, you know it didn't get there by itself."

Jesse Jackson also spoke, in more general but more uplifting terms, as when he urged, "Let our dreams be stronger than our memories." CWA Secretary-Treasurer Barbara Easterling spoke of Eastern Europe over a white horse, crocheted by blind Lithuanian women, adorning the lectern in front of her.

CWA President Morty Bahr stressed the importance of political action by reminding his audience, "that which is won through hard work at the bargaining table can be taken away at the ballot box."

But potentially the most signif-

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TNG delegates had front-row seats at CWA's 60th annual convention, held Aug. 31 and Sept. 1 at Navy Pier, Chicago.

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More than a decade later, interpreters can look for a raise

How long could you go without a pay increase? For approximately 120 court interpreters in Massachusetts, it's been more than a decade. But because they're self-employed, paid on an hourly basis and never assured of work from one day to the next, the interpreters met only polite interest when they complained to the state's chief justice of administration. And then they turned to the Guild.

"That was a really, really big step, to turn to a union," acknowledges Jivka Peyev, one of the more active interpreters. "But from the very first time I met [Director of Field Operations] Eric Geist, I was convinced that this was the way to go, and I've been absolutely impressed with the support we have received."

After affiliating with TNG-CWA Local 32100 in April, the interpreters renewed their request—and this time got a more attentive response, including a guarantee that interpreters will be hired on a per diem basis and paid a minimum of a half day's pay.

The new rate, representing a 33% increase, will be \$160 per half-day and \$250 per day for certified interpreters; non-certified interpreters will be paid \$105 and \$165, respectively.

But other issues, many arising out of the ad hoc nature of an interpreter's job and a growing workload, still remain to be hammered out. Courtroom equipment like microphones and headphones frequently isn't available for interpreters, Peyev notes.

And some judges don't understand an interpreter's role, requesting interpreters to advise defendants of their rights or to perform other duties for which they aren't trained or which violate their professional code of ethics.

Still, Peyev is optimistic that further negotiations will resolve such issues, crediting Guild representatives Robert Jordan and Leo Ducharme, labor strategist John Laughlin and Guild counsel E. David Wanger with having provided the assistance that broke a long-standing log-jam in negotiations.

In brief . . .

Woonsocket local marches onward

One month after winning an election 6-0 to represent accounting department employees at the Woonsocket Call, an election to represent 13 outside circulation department employees has been scheduled for Sept. 30.

Local 31182 President Scott Cole and sector representative Leo Ducharme led the drive. The local already represents advertising, business, inside circulation, editorial and maintenance.

tutions, thanks to the Joseph Anthony Beirne Memorial Foundation. Winners of \$3,000 scholarships are Michael Cincotti, the Brockton Guild; Tara Wilstein, the Wire Service Guild; Brady Dewar, the Northern California Guild; and Molly Shields, the Pittsburgh Guild. Awarded a \$1,500 scholarship was Sharon Leon, the Denver Guild.

Susan Yoachum, 43, dead of cancer

San Francisco Chronicle political editor Susan Yoachum died recently after a seven-year battle with breast cancer. A highly respected political reporter for two decades, she also was a passionate Guild member who shook up one union meeting by plastering her back with "Yes" labels and delivering a fiery speech in support of a strike vote. She also made national headlines during the 1994 San Francisco newspaper strike with a scoop in the Free Press, the union strike paper, reporting that U.S. Senator Dianne Feinstein had hired a nanny of questionable immigration status.

John O'Connor, 57, writes final 30

Mere weeks after being diagnosed with cancer, Worcester Telegram & Gazette reporter John J. O'Connor died Sept. 11, at the age of 57. O'Connor was one of the leaders in the 1993 organizing drive at his paper, subsequently serving two terms on the unit council. Although the unit is still seeking an initial contract, "it has good support from its members because of people in Guild leadership like O'Connor," noted a union official.

More insult in city of brotherly love

Philadelphia Inquirer reporter Ralph Cipriano, whose travails were described in last month's edition of the Guild Reporter, has been fired for alleged "breach of your duty of loyalty," insubordination and other charges.

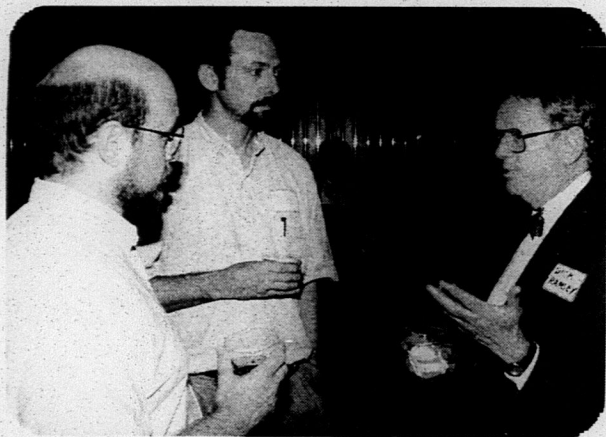
The dismissal, averring that Cipriano's continued employment had become "untenable," follows Cipriano's filing of a libel lawsuit against Inquirer editor Bob Rosenthal and publisher Knight Ridder.

Pension gains, no layoffs at AFL-CIO

The Guild unit for AFL-CIO headquarters staff has ratified a two-year contract that includes a no-layoff clause and several improvements in pension benefits. Salary increases under the pact are 2.25% retroactive to April 1 and 2.25% April 1, 1999.

Five hit gold with Beirne scholarships

The children of Guild members at five locals will be getting some help with their college



Hitting the century mark

Girding for contract negotiations, the Washington-Baltimore Guild set itself a goal of signing up 100 new members at the Washington Post—and when it succeeded, celebrated with a little bubbly. Administrative officer Dick Ramsey, at right, chats with unit co-chair Brad Wye, left, and Patterson Clark.

Sheboygan starts Thomson council

Fighting fire with fire, the Sheboygan Newspaper Guild is forming a council of CWA and Guild locals at Thomson Newspapers to exchange ideas, strategic thinking and common experiences.

"They've been centralizing, closing press rooms and consolidating, so obviously we have to take the same tack and consolidate our own efforts," explains David Gallianetti, president of the Sheboygan Newspaper Guild.

Gallianetti has targeted newspapers in Appleton, Wisconsin; Terre Haute, Indiana; and two in northeast Ohio, together with The Sheboygan Press, for initial council participation. Although three of the newspapers are non-unionized, all five comprise one of Thomson's 22 "strategic marketing groups" around the U.S. and Canada, created as a first step toward combining operations to realize economies of scale.

The Sheboygan Press, says Gallianetti, provides a good exam-

ple of the wrenching changes caused by chain ownership of a group of small, formerly community-based dailies.

The printing operations have been closed down, the production staff has been cut in half and work in the business office has been moved to Appleton.

Although The Guild contract expired Feb. 1, 1997, negotiations have proceeded at a crawl, with meetings scheduled six to eight weeks apart. Thomson's bargaining team is headed by the company's human resources director, who's based in Stamford, Conn. and has protested he's too busy to meet more frequently—but Guild requests for mediation have been refused on the grounds that "it would slow down the process."

"They've clearly sent the message that they'd just as soon not have to deal with unions," Gallianetti says. "So creating our own marketplace of ideas can only be helpful." The Sheboygan Guild is at 920/457-0990.

Irony alert

In search of the truly weird . . .

The St. Louis Post Dispatch recently concluded a mandatory employee workshop by having participants join hands and pray to Jesus. The workshop was part of a diversity awareness campaign designed to promote "appreciation of diversity [so] we will become the predominant source of information to help people, communities and democracy flourish."

When the Wobblies began organizing employees at the country's second largest bookstore chain, Borders responded by issuing a union-busting manual for its managers. But in an ironic twist,

given the Wobblies' undesired Luddite reputation, a leaked copy of the manual trickled onto the Internet (see the IWW Web page).

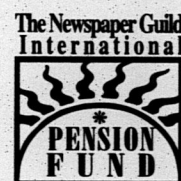
So what secret insights did Borders share with its managers? "Being open, communicative and honest from the start can often eliminate the chance that employees will seek out a union." Also: "Borders is a national corporation with a large pool of full-time employees who generally tend to be a little left of center. We are a very high growth company which has undergone a great deal of change in the last two years. Change is unsettling." Uh-huh.

TNG-CWA Job Announcement

Clerical/support position to work in our Washington office.
Current salary range \$28,833-\$31,276.

Interested applicants should submit resume to:
The Newspaper Guild-CWA
501 Third Street, NW
Suite 250
Washington, D.C. 20001

For more information, please contact:
Bob Brennan/Kathy Mulvey
by Oct. 1, 1998



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

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

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Labor round-up

Call for help from Graphic Artists

The Graphics Artist Guild will be testifying at a public hearing October 1 on a proposed 125% increase in copyright registration fees and is seeking anecdotal testimony about the effect of such an increase. Personal statements, with concrete examples of the importance of copyright registration and the potential impact of increased fees, should be faxed by Sept. 25 to Larkie Gildersleeve at TNG at 202/434-1472, or e-mailed to lgildersleeve@cwa-union.org.

Taking a bite out of Big Mac

Two days after they wrote "Go Union" on their faces with glitter paint, Bryan Drapp and Jamal Nickens were fired from their jobs at a McDonald's in Macedonia, Ohio. Now the NLRB is seeking back pay and reinstatement for the duo, concluding there was "probable merit in the charge that the workers were discharged because of their union activities." If settlement talks fail, the board says it will go to trial before an administrative law judge. McDonald's victory, meanwhile, proved even more short-lived: the Canadian Auto Workers were granted certification at one of the fast-food chain's restaurants in Squamish, British Columbia, marking the first time in North America that a McDonald's has been unionized.

CWA, Indian casino agree to election

In the first pact of its kind in California, the Viejas Band of Kumeyaay Indians has agreed to allow a CWA organizing election at its Viejas Casino and Turf Club. The agreement covers 400 to 500 food and beverage, housekeeping and maintenance workers, who will hold a secret-ballot election if 30% sign union authorization cards. But it comes as California tribes are fighting increased political pressure to shut down their casinos.

NABET-CWA gears up for possible strike

After nearly 18 months of on-again, off-again contract talks with ABC, the National Association of Broadcast Employees & Technicians has raised the stakes by voting to join the CWA's \$170 million Members' Relief Fund. The decision to join the strike fund came during the CWA convention in Chicago, at which president Morton Bahr said the union may be "entering a new era, where the strike will once again become an effective strategy for unions."

Stepping up to the (union) bar

Teamsters are not just truckers—and lawyers are not all corporate sharks. So it is that six staff lawyers and paralegals at Legal Services for the Elderly, in upstate New York, have voted unanimously to join Teamsters Local 264. Although the six are Local 264's first lawyer members, about 4.6% of all lawyers nationally are card-carrying union members.

Teamster vote to be finished by Dec. 3

The darkest shadow over organized labor could be lifted by Dec. 3, the date federal officials now say will mark completion of a re-run election originally scheduled to wrap up by Oct. 14. James Hoffa is still viewed as the front-runner in a three-way race to succeed Ron Carey, who was thrown out of the union after federal officials charged his campaign with financial fraud. But a shortage of federal funds for overseeing the new vote raises a strong possibility of further controversy and disputes.

UPS earnings up—but still no new jobs

Earnings at United Parcel Service hit another record in the second quarter, surging nearly 35% from the same period a year earlier—but the company still isn't creating the 2,000 new full-time jobs it promised to end a 15-day Teamsters' strike last year. The company says its increased profitability is coming from overseas operations, not domestically, where it actually is laying off employees. The Teamsters, however, claim UPS is forcing drivers to work more overtime, is using supervisors to deliver packages and is holding up some packages to reduce the number of deliveries—all in an attempt to avoid its contractual obligation. Both sides have agreed to binding arbitration to resolve the dispute, with UPS requesting an expedited hearing.

Mickey Mouse wages no family matter

With their contract due to expire Oct. 31, 22,000 hourly workers at Walt Disney World say money will be the No. 1 issue: starting wages are still \$5.95 an hour, unchanged in the past five years. But things could be worse: Universal Studios Florida starts its employees at \$5.67, SeaWorld Orlando at \$5.80.

US West strike ends after 15 days of growing rancor

Declaring victory on the eve of a crucial election, the negotiating team headed by District 7 Vice President Sue Pisha settled an increasingly bitter 15-day strike against US West by 35,000 CWA-represented workers.

News of a tentative contract agreement was announced late Aug. 30, as CWA delegates were preparing to choose between Pisha and CWA's top organizer, Larry Cohen, for executive vice president.

Because of the strike, Pisha was unable to attend the convention and lost the election by about 20,000 votes.

The longest strike in US West history ended when the Denver-based telecommunications company agreed to pare back mandatory overtime in several stages, to increase pensions and company contributions to a savings plan

and to increase wages by 3.9% this year, 3.5% next August and 3.5% in 2000.

But the company held fast to its demand for merit pay, winning a voluntary "pay for performance" plan which is supposed to reward increased labor productivity.

Such plans generally are derided by unions because of their susceptibility to management favoritism; many industry experts also oppose them simply because they're difficult to administer.

Although acquiescence to the merit pay plan has raised criticism within CWA, Pisha and other union officials say the solution is simple: don't participate.

A more troubling legacy of the strike may be the relationship US West struck with its employees.

Breaking with the more cooperative tone set by other telecom companies in their talks with

CWA, it threatened to cut off health-care coverage, tried to recruit strike-breakers in western Canada and hired a union-busting security firm to videotape picket lines.

The CWA responded with its own corporate campaign, calling attention to US West's low earnings growth—a 1.3% decline over the past five years—and blamed the company's poor performance and bad labor relations on "the most arrogant CEO in the telecommunications industry."

One measure of the growing bitterness was provided by CWA President Morton Bahr, who told convention delegates that cooking a telephone bill in a microwave oven for a few seconds would obliterate the bar code, forcing manual entry of the data. "Not that I'm saying anyone should do that," he quickly added.



An injury to one . . .

Steve Zavatski, unit chair at The Hour in Norwalk, Connecticut, addresses a rally of 800 Southern New England employees and presents a strike-fund contribution of \$6,400 from The Newspaper Guild. "Your battle is going to be won on the streets, and it's going to take a lot of money," he explained. TNG's Executive Council approved the contribution at the sector conference in late August. The telephone workers joined CWA less than three months ago and are striking over below-standard wages and a two-tiered pay system.

Even activists can be grounded by another union's job action

Newly-elected CWA Executive Vice-President Larry Cohen had one final twist of fate with which to contend in Chicago: his return flight to the East Coast had been booked on Northwest Airlines. And just as CWA workers finished negotiating a new contract with US West, talks between Northwest and the Air Line Pilots Association reached a breaking point.

The pilots weren't flying. Neither was Cohen—at least not via Northwest.

Cohen eventually did get home, and 13 days after they walked out the pilots also reached a tentative deal with Northwest. The settlement ended yet another

strike that had grown increasingly heated, with the airline running full-page "advocacy" ads attacking the pilots as pampered white-collar workers. ALPA, meanwhile, stressed that the primary issue was out-sourcing of jobs.

Ending the walkout enables the country's fourth-largest airline to resume service after the longest airline strike since Eastern's mechanics walked off the job in 1989. Estimates are that the job action cost Northwest more than \$140 million—and the airline still has to negotiate contracts with five other employee groups.

But the strike also was notable because it marked a possible shift in the union landscape. As pointed

out by Prof. David Lipsky of Cornell University's School of Industrial and Labor Relations, as quoted in the Minneapolis Star Tribune, the pilots "represent what many might consider the future of the labor movement, because if the labor movement is going to have a future, they're going to have to organize professional, white collar, highly skilled and highly paid people." In this case, it did.

Oops!

The August issue of the Guild Reporter incorrectly reported the location of the Star-Journal Publishing Co.; it is in Pueblo, Colorado.

TNG makes its presence felt at CWA confab

Continued from page 1

icant action at the convention came late Monday afternoon, when delegates voted for a new executive vice president to fill the unexpired term of retiring M.E. Nichols. With roughly half the convention floor dominated by the green t-shirts of Sue Pisha supporters and the other half by the white-shirted Larry Cohen contingent—including virtually every Guild delegate—the outcome looked like a toss-up.

It wasn't—Cohen won by 20,000 or so votes—but his margin of victory almost assuredly was supplied by the Guild delegation. And that, as it turns out, was apt, for while the Guild is the brash new kid on the block, Cohen has been pushing the CWA to adopt a more outward looking perspective.

In the Cohen-Pisha struggle, it was Pisha who emphasized that union strength comes through negotiating better contracts, Cohen who stressed the importance of organizing and reaching

out to new members; Pisha who clung to a more traditional, service-oriented model, Cohen who banged the table for mobilization and grass-roots activism; Pisha who hosted a hospitality suite with a cash bar and lounge music, Cohen who held an outdoor rally with loud rock music, fiery speeches and a conga line.

Tuesday, however, the talk was all of reconciliation. "Today there's only one shirt—the CWA shirt," warned Bahr. Added Cohen, in his victory speech: "Each one of us can talk to at least one person here who had a different view of this election—let's not just talk to ourselves. Our goal now is to fight the real fight, to minimize our differences and to build CWA."

All of which is not to say that TNG delegates didn't have a lot on their plates during their sector conference. Operating under new, streamlined rules, the 168 attending delegates divided themselves into three committees that whipped through their separate agendas

in record time. Based on their work, the full conference approved resolutions that:

- Will reduce the executive council to 14 seats from 17 next year, with a further reduction to 12 by 2002 (see the full text of the resolution at right);
- Instruct the executive council to report at the 1999 sector conference in Ottawa on its role and its relationship with the Guild's senior officers;
- Eliminate the dreaded Section 2(d) dues—already scheduled for termination by July 1, 2000—ahead of schedule;
- Direct the union to transfer any proceeds from the sale of the TNG office building in Silver Spring, Md., to the assets of the defense fund.

Several other resolutions, reproduced on page 5, also were adopted. Rounding out the proceedings was a seminar on new technologies that competed with a hospitality suite—and won. Who says change isn't in the air?

Resolution restructuring the TNG-CWA exec council

The Conference adopts the following:

1. In 1999, reducing the size of the Executive Council to fourteen (14) by eliminating three (3) At-Large Vice Presidential seats.
2. Effective in 2002, restructuring the Executive Council with a plan to be presented to a Sector Conference for adoption by no later than 2001 that reduces the Executive Council membership to twelve (12)—composed of the International Chair, President, Secretary-Treasurer, Director TNG Canada, and eight (8) Vice Presidents.
3. In conjunction with the restructuring of the Executive Council, the Executive Council begin immediate consideration of changing the name of The Newspaper Guild-CWA to more accurately reflect the expanding and changing nature of our membership. Any name change proposed by the Executive Council shall be presented to the Sector Conference for adoption.
4. In conjunction with the restructuring of the number of members of the Executive Council this Sector Conference instructs the Council to consider the role and powers of the Council and the relationship between it and the senior officers of the Guild. A Council report on this shall be submitted to the Sector Conference in Ottawa in 1999.



Former reporter Al Gore, who took a professional detour into the White House, displays a TNG-CWA union pin to Guild president Linda Foley. At right, Guild delegates display their white-shirted support for Larry Cohen on the CWA convention floor.



Over-all, delegates gave conference a thumbs-up

By Bernie Lunzer
Secretary-Treasurer

Fingers crossed, the Guild compressed and slimmed down its conference proceedings this year—and judging by the comments we received, the new format was a big hit.

With, as always in a room full of newspaper folks, a few dissenting voices.

Sixty-three of the 168 delegates and two alternates attending the Chicago Guild Sector Conference filled out our evaluation forms, with some chipping in their comments after they returned home. Typical, for example, was the following e-mailed message:

"I have to tell you that the entire experience of conference and CWA convention was very positive. The new streamlined

TNG meeting had more information packed into 2 days than anything I had experienced at the lengthier conventions. I was extremely impressed with the entire format. It was obvious that a lot of time, energy and creativity went into the planning process.

"The Tech seminar provided a wealth of information covering the broad spectrum of Guild responses to the influx of new media jobs. A lot of us have been stumbling around wondering if our insistence that these jobs encompass our work has been falling on deaf management ears. But, after listening to all of the panelists' experiences on the representational battlefield and reviewing the handbook, I came away feeling that we're way past stumbling. All of those experiences, some hard fought, some not, will give the rest

of us a pretty good road map to follow."

While new delegates generally enjoyed the conference, a few asked for a more detailed explanation of the conference agenda and quite a few said they would have preferred more materials in advance of the conference. Both suggestions will be taken up at the Sector Conference planned for April 29-May 2 in Ottawa, including a new delegates' seminar. Those responding also favored more training during the conference, and would like it done during the day.

While some respondents would have liked more time to interact with other delegates, others were delighted by the amount of interaction that was available. As one new Guild member, formerly in the printing sector of the

CWA in Canada, commented: "The friendliness of the Guild members was fantastic!! Being a first-time Guilder, this was the one thing that made me feel welcome." And while some delegates expressed their fear of being swallowed up by the CWA, others found the speeches from CWA officers and staff to be extremely helpful.

Several respondents asked that time be devoted to the concerns of various departments within our industries, as we have done in the past. And some expressed a desire for a return to the traditional committee areas covered at previous conventions.

More traditional committees are planned for Ottawa, but much of the streamlining adopted in Chicago will be maintained and Guild activists can expect to see

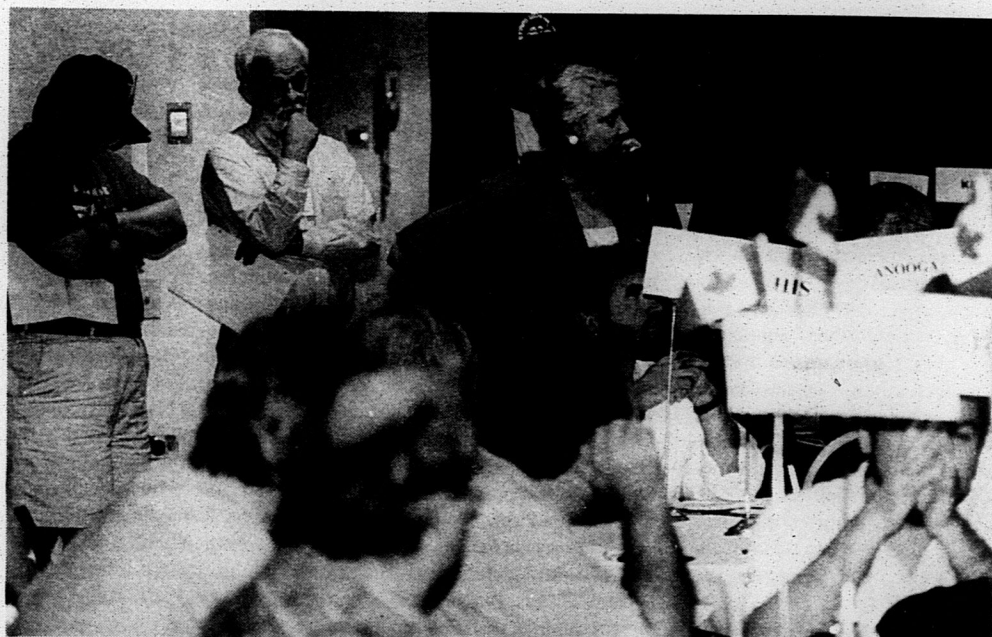
fairly brief sector conferences in the two non-political years. Third-year meetings (always held as stand-alone meetings in advance of the CWA Convention) will be longer and will allow for more extended discussions.

Other comments included several ideas for future training seminars, both at the sector conference and for district councils.

Many respondents asked to be contacted about their comments, and Guild staff will contact them over the next few weeks.

As for the two biggest complaints we received—no coffee and a room split by a row of pillars—no problem. Canadian director Arnold Amber promised us an abundance of the former and a complete lack of the latter when we meet next spring.

That—and windows, too.



Guild delegates line up at a speakers' microphone to address the Sector Conference on one of several resolutions. The texts of several resolutions are reproduced below.

SECTOR CONFERENCE RESOLUTIONS:

How long must we wait?

The Newspaper Guild/CWA is appalled that the American Society of Newspaper Editors (ASNE) is taking a great leap backward by waffling on its professed goal to match the diversity of the nation's newsrooms with the diversity of the communities these newspapers serve.

Although the matter is still being debated, ASNE seems to be reneging on its 20-year commitment of the organization, whose 870 members are the main editors of daily newspapers in the United States and Canada. In an April 1 news release, ASNE acknowl-

edged it had set itself the goal in 1978 to "reach racial parity by 2000, or sooner." However, a newsroom survey, conducted by ASNE at the beginning of this year, shows that minorities comprise only 11.46 percent of the newsroom employees—compared to 26 percent in the U.S. population.

TNG/CWA condemns ASNE for its retreat from its pledge to bring more minorities into the newsrooms and promote people of color, while applauding the courage of a handful of editors who have forced the organization to consider an alternative and

stronger position on diversity.

And while ASNE outlines programs and plans for diversity job fairs, internships and Unity '99, its failure to follow through on its own goal raises the question of what young journalists are going to make of an organization that says it wants to hire them, but maybe not yet in equal numbers.

TNG/CWA calls on ASNE to honor the commitment it made 20 years ago. This commitment is even more urgent given projections of growth in the percentage of minority populations in the U.S. over the next 20 years.

Too high a price for privacy

Recent moves to legislate privacy protections would severely curtail press freedoms in the United States.

The U.S. House and Senate are considering bills (HR 4425 and SB 2103) that purport to prevent undue harassment of celebrities and prevent technological invasions of their privacy.

These bills, if passed, will

restrict 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 "enhance-

ment devices."

As distasteful as privacy invasion can be, the "cure" is worse than the disease.

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. TNG-CWA urges Congress to defeat this legislation.

Standing strong with CWA

Our CWA brothers and sisters at two telecommunications companies are fighting back against their employers' efforts to cut union jobs and cut into members' lives.

More than 34,000 CWA members have been on strike for almost two weeks against U.S. West.

Last week, more than 6,000 members of the Connecticut Union of Telephone Workers struck the Southern New England Telephone Co. after efforts to achieve a fair contract failed there.

The issues in these two struggles sound familiar. These greedy employers want to subcontract jobs, require union members to work overtime, and substitute a

pay-for-performance plan for equitable wage increases.

CWA members in District 7 (U.S. West), District 1 (SNET) and throughout the union came to the Guild's aid when we were forced to strike Gannett and Knight Ridder in Detroit.

TNG-CWA will support the U.S. West and Southern New England Telephone strikers with our money, our feet, our solidarity and our hearts. We urge every TNG-CWA local in Districts 7 and 1 to participate in strike and mobilization activities. We also urge TNG-CWA locals and members to contribute money to help sustain strikers who will shortly feel the financial hardship of difficult

struggle.

Our message to U.S. West and Southern New England Telephone strikers is: TNG-CWA will be there for you. Just like you've been there for us.

[Editor's note: All three of the above resolutions were adopted unanimously. So were resolutions urging the FCC to appeal a federal court ruling that found its equal employment regulations unconstitutional; calling for a leadership dialogue on privacy with the Screen Actors' Guild; demanding that the Philadelphia Inquirer reinstate Ralph Cipriano; and thanking the Chicago Guild for hosting the conference.]

THE NEW MATH:

One back + 2 hands = 3 jobs, zero extra pay

[Editor's note: The following article is adapted from comments delivered Aug. 28 at the Guild seminar, "New Technology, New Work"]

By Percy Hatfield
At-Large Vice President

I'm a living, breathing example of someone who's been multi-skilled. In other words, I'm over-worked and under-paid—all in the guise of downsizing in the workplace.

I work for the Canadian Broadcasting Corporation. For more than 20 years, I was a TV reporter. Then, a few years ago, I became my own camera operator. So, in addition to researching my story and shaping relevant questions and follow-up questions...

And worrying about the visuals I'll need to cover the words I'll write...

And lugging my camera, tripod, spare batteries and wireless microphone...

And ensuring that my lighting is okay, that I'm using the proper filter and that I've balanced my colors properly...

And rearranging furniture, making small-talk as I set up my gear, getting my subject to relax while I frame my shots, checking my camera focus and audio and exposure levels...

In addition to all that, all I have to do is launch into whatever questions I had planned on asking before I started thinking about everything else I'm expected to do.

I'm just one example, and I've been a journalist for a while. Some of my colleagues, on the other hand, were camera operators for 20 years. They had good technical training, but were not trained in journalism, although the best of them certainly picked up some of it on the job. Now they, too, are video journalists.

So what's the problem?

One is that I'll never be a great TV camera operator—but some of the other "multi-skilled" video journalists will never be even good reporters. Our skills are just too different, and that difference is compounded by the limited training we are given. Most of that training, in fact, comes on the job, and some of us learn that way—and some don't.

Meanwhile, our product is out there, on the screen, to be judged every day.

And while our viewers are very forgiving, there's no question our standards have slipped.

But "multi-skilling" sounds pretty good, doesn't it?

It rolls off the tongue nicely and impresses the hell out of the

bean counters. And according to my contract, multi-skilling "should provide employees with greater job satisfaction... opportunities for career development... and more creative outlets."

Some days it does.

But what isn't written into my contract is the fact that multi-skilling means you're rushed all the time. You're always on the run, driving over the speed limit while fumbling with a cell phone to line up the next interview or jamming another fast-food meal into your mouth, all the while checking the rear-view mirror for flashing lights. Sometimes you even get to dictate a script over the cell phone as you whip past speeding transport trucks.

Our contract language on multi-skilling is long on intent but short on reality.

Multi-skilling was supposed to be approached on an experimental basis, with voluntary participation and periodic reports on such "experiments" to the union.

But the CBC has been woefully inept at providing such information, even as it has taken full advantage of a contract provision that permits assignment of multi-skilling jobs if no volunteers are forthcoming. We have yet to receive much in the way of job descriptions for most multi-skilled positions.

Compensation has been a recurring problem. For example, people paid on the producer scale, when multi-skilled and assigned to the additional duties of a position on a lower pay scale, have not always received any kind of bonus pay for doing two jobs—until the union steps in and jumps up and down to correct the situation.

All this means our members are becoming increasingly frustrated. And angry. They're not being paid adequately for the extra work they're doing, and the quality of their product is diminishing because of the extra workload.

Moreover, there's another threat in all this, and that's the game CBC plays when it assigns people to multi-skilled positions without any regard to seniority. What happens when layoffs roll around—as they are certain to do?

The answer is that the employer will attempt to keep the junior, multi-skilled employees and lay off the employees with the longest corporate seniority. We're fighting that possibility, but obviously this is one area where strong contract language is essential.

Multi-skilling: it's the buzz word of the moment. The bean-counter's buzz. Just don't get stung by it!

Once again, NLRB orders reinstatement

Continued from Page 1

nent new hires, the board ordered the reinstatement of all locked-out workers "displacing, if necessary, any replacements hired since July 13, 1995."

Leaders of the six unions that struck the two newspapers have estimated that as many as 1,200 workers who went on strike are still awaiting reinstatement; the newspapers contend the number is roughly half that.

Either way, the potential exists for a considerable number of replacement workers to lose their jobs, compelling one union activist to note, "Every time the NLRB issues a new decision those folks have to change their underwear."

Indeed, in a curious shift of emphasis, continued prolongation of the dispute is now more to Knight Ridder's and Gannett's disadvantage than to the unions'. "Look, what we have we got to lose at this point?" asks Guild president Linda Foley.

"We've taken lots of hits already. Our people are committed to waiting for justice. But the publishers have to worry about their scabs jumping ship, they still haven't made up their circulation losses, and the longer this goes on the more difficult it will be for them ever to restore their place either in the community or with their own workforce."

The companies' own figures

tend to bear out that assessment: more than three years after the strike started, circulation continues to erode, off 22,000 in July 1998 vs. July of 1997 for the Sunday combined edition. Overall circulation is down about a third from pre-strike levels.

Yet the publishers' public posture remains defiant, as perhaps best seen in the "our glass is half full" lede in The Detroit News: "The National Labor Relations Board ruled that Detroit Newspapers Inc. did not renege on a pledge to bargain jointly with the six unions whose 2,500 members walked off their jobs July 13, 1995."

Privately, however, the Detroit

publishers may have decided to moderate their stance.

Talks that resumed in early August under federal mediator Brian Flores continue, with union officials declining to divulge details—in keeping with session ground-rules—but maintaining a cautious optimism for an acceptable outcome.

Support for the strikers, meanwhile, remains high. Delegates to the Guild sector conference pledged nearly \$14,000 in additional local support and kicked in \$1,600 of their own money when a collection was taken.

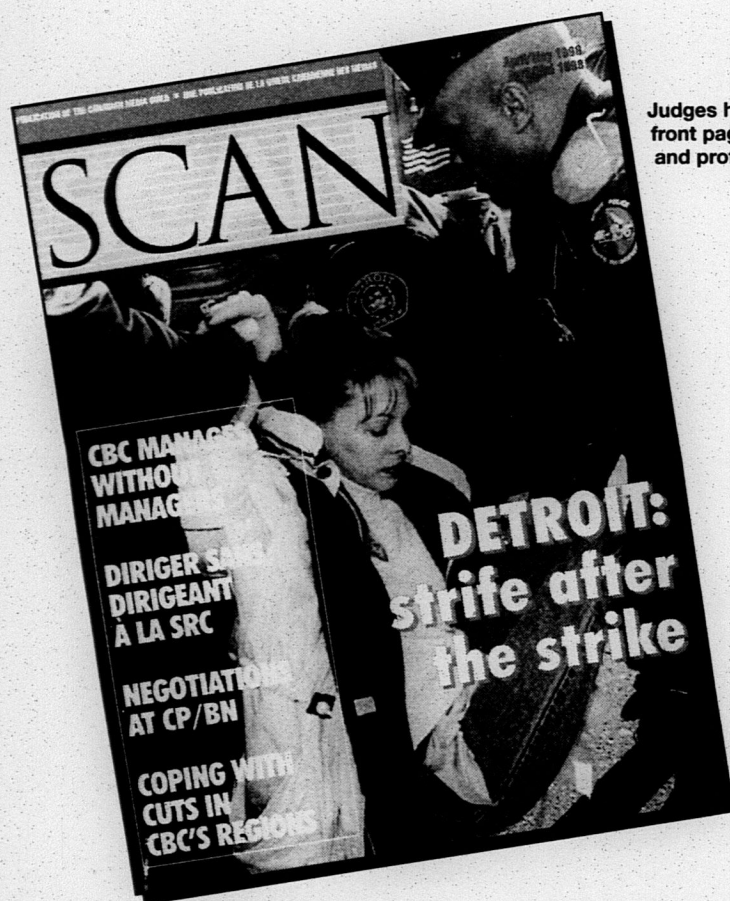
CWA president Morton Bahr, saying he was "encouraged" by the resumption of talks, reported

that approximately \$2 million has been raised in the past three years via the "Adopt a Family" program.

But in Detroit itself, where favorable NLRB rulings have become the norm but remain meaningless because of the lengthy appeals process, reaction was more muted than in the past.

As Susan Watson wrote in the strikers' paper, the Detroit Sunday Journal: "The NLRB's ruling is great news, Pops. There's no denying it. But of far more lasting import is the knowledge that our validation came long before the strike, from all those folks who moved the world a little closer to what you could call 'right.'"

And so it has.



Judges heaped praise on Scan's front page, calling it "polished and professional."

TNG publications harvest gold in CWA competition

When it comes to newsletter writing in the CWA, Guild publications are the cat's meow.

Scan, the bimonthly publication of the Canadian Newspaper Guild, took top honors in the CWA's annual newsletter competition by snagging both the Oscar Jager Award and the first place prize for best front page (shown at left). The awards were presented Sept. 1 at the CWA convention.

Separately, the first place award for best human interest feature went to Rolie Dreussi, editor of Local 1 Log, for his story about a Detroit Free Press striker (reprinted below). And Guildnews, published by the San Jose Guild, won honorable mention in the best news reporting category for a story on the incestuous relationships between corporate compensation committees and the CEOs whose performance they supposedly monitor.

Named after a former editor of

the CWA News, the Jager award honors publications that demonstrate Oscar Jager's commitment and intense dedication to labor causes. As the judges noted in honoring Scan and its editor, Andrew Borkowski: "Featuring analysis, multiple bylines, people, issues and strong journalism, this is a publication which serves its readers well with commentary about product quality as well as wages and working conditions."

Dreussi's piece, described by the judges as "a brief, trenchant profile . . . written from a personal angle," was commended for capturing "the highs and lows of the Detroit experience."

Judging the 296 entries in this year's contest were Rex Hardesty, a retired AFL-CIO director of information; Jon Ross, director of communications for the AFL-CIO's Union Privilege Program; and Tim Shorrock, a freelance writer who specializes in labor coverage.

"Adopted" striker goes back to work

[Editor's note: The following story, first-place winner for best human interest feature in the CWA Newsletter Competition, is reprinted from the Nov. 1997 issue of Local 1 Log, the monthly newsletter of the Northeast Ohio Guild.]

By Rolie Dreussi
Secretary-Treasurer

Steve Anderson's life went through a lot of changes during his two years on strike against the Detroit Free Press.

One constant he could depend on was the \$500 monthly checks sent to him from Local 1, whose members made him their adopted striker. The checks have stopped. He returned to work at the Free Press on Sept. 15 and that, too, was a change.

A designer for the sports and

special section covers before the strike, he came back as a copy editor. It's been a big adjustment for him.

He said one of the hardest parts of the whole situation is knowing he'll never have his old job back. "It was a great job," he said. "And when I walk in every day I have to see the guy who replaced me."

Anderson has remained upbeat about his return, however, and said that has helped him cope with the situation.

"I went in with the attitude I wasn't going to show any sort of anger about the situation or toward any individuals who incurred the wrath of certain strikers," he said. "I went in upbeat and professional."

And while he said he's getting used to being a copy editor, "I'd much rather be designing five

days a week."

During the strike, Anderson stayed busy working for the Sunday Journal strike-interim paper. He also has spent about 100 hours writing a chronology of the strike. He said he hopes to finish it and have it published someday.

He had this to say about going on strike: "Absolutely I would do it again. The economic losses aside, overall I'm a better journalist for being involved with the Sunday Journal . . . I don't have any regrets. I forged a lot of friendships with Free Press and Detroit News people, and with union people who are not Guild members."

He also expressed great appreciation to Local 1 for "adopting" him. The local sent him \$500 for 17 straight months.

"They really kept me going . . .

It was totally out of the blue, and it just kept going and going. It was just a salvation."

The financial assistance allowed him to make the Sunday Journal his No. 1 priority, he said. Otherwise, he would have needed another job.

Looking back, Anderson said the strike had two real low points.

The first came at the beginning, on Aug. 7, 1995, when he received a letter from the Free Press a couple of weeks after the strike started.

"It told me to report by 10 am. Aug. 10 or I would be permanently replaced," he said.

Then came the high point in June of this year when an administrative law judge ruled it was an unfair labor practice strike, provoked by the employers. All the strikers rejoiced, thinking they

would be called back to work.

But a federal judge in August denied an injunction request from the regional NLRB that would have ordered them back.

"That was the lowest point for everybody . . . It totally screwed up everybody's expectations and plans," he said. "People were crying in the Journal newsroom."

Despite the setback, Anderson said the spirit is still high and the fight continues against Knight-Ridder's Free Press and Gannett's Detroit News.

"It (the fight) is just not as visible, that's why the Journal must continue," he said of the strike-interim paper.

One thing that is visible is the button Anderson wears to work every day at the Free Press. It's message is simple: "Unity for Contracts."



LOOKING AHEAD

In close race, TNG made the CWA difference

By Linda K. Foley, President

We recently got a glimpse of the future—and it is us. All of us. Newspaper Guild delegates attending the CWA Convention Aug. 31-Sept. 1 not only became better acquainted with our new union, the Communications Workers of America, but we began shaping it, too.

From my designated seat with the other CWA Vice Presidents on the rather imposing platform that dominates the convention, I watched with pride as Guild delegates participated in the CWA's democratic proceedings with purpose, intelligence and solidarity. For the first time in the three years since we voted overwhelmingly to merge with CWA, I felt the Guild truly had become a full-fledged member of its new family.

The convention's business was dominated by an intense election to replace retiring CWA Executive Vice President M.E. Nichols.

Larry Cohen, CWA's organizing director, was vying for the position against Sue Pisha, vice president of District 7, which encompasses the Rocky Mountain, Southwest and Pacific-Northwest states of the U.S. and Western

Canada.

The campaign came down to a debate between two visions for the CWA's future. Cohen's supporters (the Guild delegates virtually unanimous

among them) argued that the Executive Vice President should emphasize growth—by organizing new and diverse groups of workers—as a way to build power for existing CWA members.

Pisha's camp focused more on shoring up CWA's traditional bases of support and strengthening the union through collective bargaining.

With the Guild's help, Cohen was elected, affirming that CWA is no longer a

telecommunications union that just happens to include other kinds of workers.

CWA's members, as Cohen put it, now will be measured by "what we stand for, not who we work for."

The election was fairly close. Only about 20,000 out of 450,000 eligible votes separated the candidates. (At the CWA Convention, delegates cast votes based on actual membership strength.)

Newspaper Guild delegates carried about 25,000 votes. Clearly, if our merger with CWA had not occurred, the results would have been different.

In his acceptance speech, Cohen urged CWA members to end the debate that dominated his election and instead focus on our real adversaries, employers who would strip away basic rights and keep us from having any power to affect our working conditions.

We in the Guild can help unite CWA in its quest to use union solidarity to build power in the workplace.

Guild delegates undertook that task even before the election results were in. Our Executive Council and Sector Conference on Aug. 29 unanimously adopted a resolu-

"I just wanted to say thanks for bringing us here," he said. "Thanks for bringing us into CWA. It will be really good for the Guild." It will be really good for CWA, too.

tion, accompanied by a substantial monetary donation, supporting telephone workers on strike against U.S. West and Southern New England Telephone Co. (A tentative agreement was reached in the U.S. West strike on Aug. 31.)

At the convention, Nestor Soto, president of the Puerto Rico Guild (UPAGRA), spoke eloquently in favor of a CWA resolution supporting telephone workers in Puerto Rico. Soto and the other members of UPAGRA



GRA had participated in a general strike called by the phone workers during the summer to protest privatization of the island's telephone system.

The Canadian Media Guild was one of several CWA locals recognized at the convention for bringing in new bargaining units of 100 members or more.

The Canadian Media Guild also received top honors among CWA local publications for its monthly magazine, Scan, which won

CWA's Oscar Jager Award for overall excellence.

Even U.S. Vice President Al Gore, in his speech to the convention, noted the Guild's merger with CWA.

Gore, who was a Guild member in the mid-'60s while working as a reporter in Tennessee, joked that perhaps that made him eligible for CWA membership.

But it was on the last day of the convention that our moment of true solidarity with all the other members of CWA resonated.

On that day, the National Labor Relations Board released its unanimous decision upholding the unions' unfair labor practice charges in Detroit and ordering the

Detroit Newspapers to immediately reinstate all locked-out workers.

When the decision was announced to the convention by CWA President Morton Bahr, all 1,500 delegates erupted into a roar of sustained cheering, clapping and chanting.

As Guild delegates celebrated with their sisters and brothers from the rest of CWA, I thought about the many CWA locals that adopted striking families and spent millions to sustain them over these three long years of struggle in Detroit.

I recalled a march of 10,000 or more supporters organized by CWA during our convention in Detroit two years ago.

I remembered how CWA authorized \$100,000 in seed money to help jump-start the strikers' Detroit Sunday Journal newspaper and then solicited thousands more in advertising.

In Detroit, the CWA family has been taking care of Guild members for more than three years. I guess it's about time we begin to return the solidarity.

Toward the end of the convention, a TNG delegate pulled me aside. "I just wanted to say thanks for bringing us here," he said. When I asked him to clarify what he meant, he added, "Thanks for bringing us into CWA. It will be really good for the Guild."

It will be really good for CWA, too.

LETTERS

Editor:

In the continuous battles with corporations that control our craft, the Guild is taking serious hits. Heavy casualties in Detroit. Defeated in San Diego. Demoralized in Memphis. The state of journalism is not our most pressing concern; the state of the union is.

I kept expecting to see TNG experts come in and help volunteers at the local in Memphis stand up against a multibillion-dollar corporation during our three-year battle for a new contract. We got one guy from TNG. He said we were weak (no duh) and he always had to catch a flight.

I've heard that the Guild decided to reject the service model. If we in the locals want something done, we should do it ourselves. If that's so, then why does the Guild need the dues I've paid for more than a dozen years?

TNG's only reason for being is serving its members. Guild volunteers in the trenches are getting mauled by well-

paid lawyers and company executives bent on having absolute power in the workplace.

Serve the members. Craft an organization that satisfies more than small numbers of union activists and disgruntled workers. Otherwise, we all lose—you first.

—Kevin McKenzie,
Memphis, Tennessee

Editor:

Kudos to Linda K. Foley for her July 17, 1998 column, headlined "In the Guild, we still stand by our reporters."

This gets right to the heart of how this union serves not only its members but all of society.

—Frederick Case
Victoria, British Columbia

Editor:

After reading the article in the Aug. 21 Guild Reporter headlined, "Success vs. Singleton: Alameda wins contract

after 11-year marathon," I kept going back to the paragraph thanking Dean Singleton for settling this contract. I don't understand why he deserves our thanks for fighting us for 11 years. Nor can I comprehend why there is no mention of the local's field representative, Erin Tyson-Poh, and the efforts she put forth in getting this first contract.

I share a wall with Erin and have watched her tireless efforts over the last several years to bring this unit together, a task made more difficult by high turnover and geographic distance between sites. Without her dedication and excellent organizing skills, as well as a lot of patience, we would not have the solidarity that exists at ANG today.

Thanks were given to the wrong person. Our new members at ANG, as well as all members of our local, owe a debt of thanks and congratulations to Erin Tyson-Poh.

—Linda Frediani
Northern California Guild

Editor:

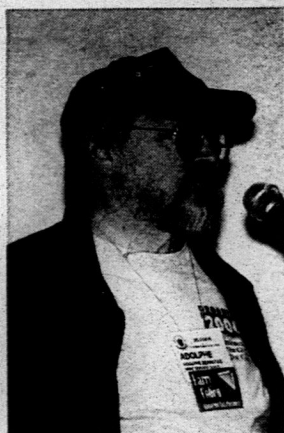
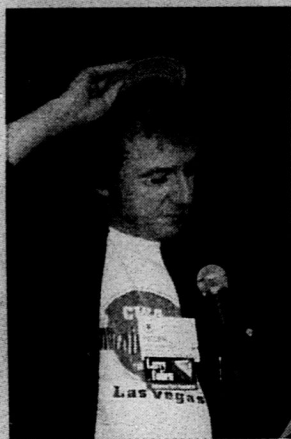
Your story on the decertification of the Guild [in San Diego] was depressing in the extreme. Did those who voted to oust the Guild soak up too much sun and surf, or do they know nothing of the history of labor unions in the United States? They will soon learn that the wining and dining and afternoons 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, New York

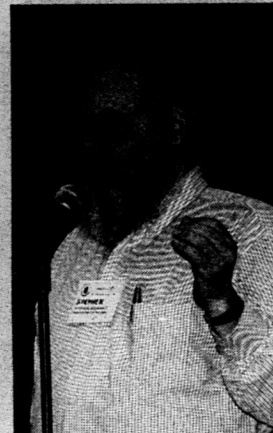
By TNG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline: Friday before publication. (Next deadline: October 2.)



Faces

Conferences aren't just about ideas—they're about people, too. Above, a bemused Lela Garlington appears to be harangued (starting clockwise from the top) by Peter Szekeley, Hannah Jo Rayl, Arnold Amber, Tim Schick, Barbara Camens, Steve Schwartz, Larry Cohen and Adolphe Bernotas.



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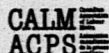
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DAYBOOK

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

Journal-Register Council,
Oct. 10-11, Kingston, N.Y.

CWA Marketing Conference,
Oct. 21-24, Cleveland

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

Tri-Council (NEDC, Southern
and Mid-Atlantic) meeting,
Nov. 8-10, Boston Sheraton

CWA District 1 Leadership
Conference, Nov. 8-10,
Boston

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

Midwest District Council,
Nov. 14-15, Milwaukee

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

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

They're busy as bees at the McClatchy papers

By Clare Noonan
The Modesto Bee

The three Bees—in Sacramento, Fresno and Modesto—got a shot in the union arm when two employees of McClatchy Newspapers' newest acquisition, the Minneapolis Star Tribune, came to visit Sept. 9-12.

General assignment reporter Maria Baca and business reporter Mike Meyers, together with Carl Hall, guild president from the San Francisco Chronicle, and Wendy Mejia, who runs the Guild's Sacramento office, visited the three newsrooms and got a look at their colleagues' newsrooms and union attitudes.

Watching them work the room was inspirational. They were well received as they asked people if

they were in the Guild and, if not, why not. Their involvement served as a reminder to those of us who believe we deserve a say in our workplace that we need to redouble our efforts to get the Guild message across.

Marla and Mike made it very clear that our colleagues at the Star Tribune support us in working for a fair contract with McClatchy.

They will participate in any action we undertake, from buttons to desk tents. Clearly, they'd like to see our Guild grow so that we all gain in power at the bargaining table.

They know, from such actions as a successful pay discrimination lawsuit brought by female newsroom employees at the Star Tribune, that power lies with people working together.