

Canadian Guild strike looms CBC courts near wall-to-wall walkout

As one union continued its strike at the Canadian Broadcasting Corporation, 3,000 members of the Canadian Media Guild were preparing to join them March 19, as The Guild Reporter went to press. A CMG strike would result in a near-wall-to-wall walkout at Canada's public broadcaster—excluding only management and clerical staff—for the first time in its history.

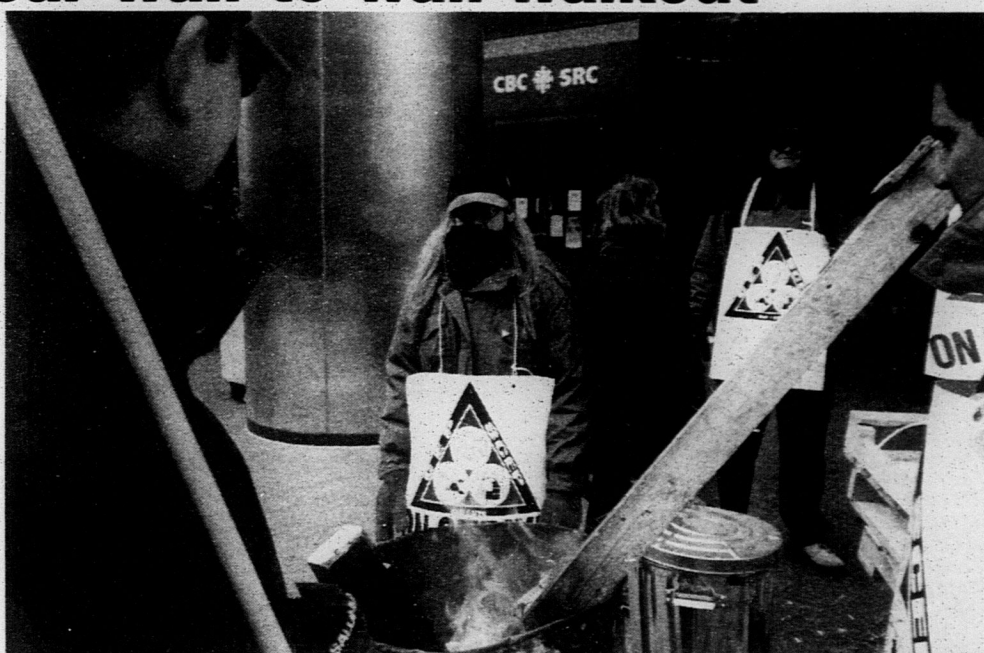
For the latest strike update, visit the TNG-CWA web site at www.newsguild.org or call the Answerline at 1-800-585-5TNG

CMG and the CBC managed to sign off on 14 articles the week ending March 12, covering many of the secondary issues on the table. But while the two sides have agreed on more than half of the 71 articles in the contract, significant outstanding items include jurisdiction, overtime averaging, probation—and, of course, money. On some items, the CBC has actually moved in reverse.

For example, the CBC withdrew its last wage offer—no retroactive wage increase, a 3% increase at ratification and another 3% 15 months after that—but didn't replace it with a fresh proposal, in effect leaving a zero increase on the table. CBC employees haven't had a pay increase since 1992, during which time the Canadian cost of living has gone up 8.4%.

The CBC also is proposing an eight-week overtime averaging system, described by Lareau as "a license to abuse people. People could work extraordinarily long hours in, say, the first two weeks, and then the CBC could, at its own discretion, take them off the schedule for the next two weeks to force the average number of hours down to 20 over an eight-week stretch."

Another issue dividing the two sides is a CBC proposal to exclude the Guild from jurisdiction over its



TED HACKBORN/COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

newest ventures, including Internet programming and planned new radio and television channels.

The Guild's strike vote was strongly endorsed by TNG-CWA President Linda Foley, who condemned the CBC's "blatant effort to work its employees longer hours for essentially less pay while stripping away their union protection. If the Canadian Media Guild hits the streets," she added, "its members will have the whole-hearted support not just of 35,000 TNG members but of 600,000

Continued on page 3



Striking CEP members stay warm outside the CBC Broadcast Center in Toronto, top. Above, CMG President Lise Lareau announces that the Guild got an 85.5% strike mandate.

Detroit unions notch several gains

The Detroit Free Press and Detroit News, while still refusing to end a bitter war on their employees, have suffered a series of sharp reversals—and one modest victory—in recent weeks.

On March 4, the National Labor Relations Board refused to reverse its earlier decision that the July 1995 newspapers strike was caused by unfair labor practices by the Detroit News, Detroit Free Press and their business agent, the Detroit Newspaper Agency.

On March 10, an administrative law judge wrote a blistering opinion in a separate case that blasted the newspapers for their

efforts to escape their "legal and ethical responsibilities."

And a \$22-a-plate luncheon with newly minted author George Stephanopoulos, co-sponsored by the Free Press and scheduled for March 25, has been canceled after CWA president Morton Bahr made a personal appeal to the former White House figure to boycott the event.

The NLRB ruling has the most import, because it leaves standing an order that the newspapers reinstate several hundred workers represented by six unions—including TNG-CWA—that made unconditional offers more than two years ago to return to work. But for that

same reason, DNA officials have already said they will take the latest ruling to the U.S. Court of Appeals in Washington, D.C.

The NLRB decision affirms an August 1998 opinion in which it ruled the News had violated labor laws by unilaterally implementing its proposals for merit pay and television assignments for reporters. The NLRB also said the News illegally refused during bargaining to provide the unions with information about merit pay and proposals regarding overtime exemptions.

Unfortunately, the August ruling also rejected a union claim that DNA

had unilaterally—and illegally—changed the wages and conditions of replacement workers hired after the strike started. The NLRB affirmed the ruling March 15, rejecting a union appeal by noting that anything else would "depart from a principle that is over a half-century old."

The March 10 decision, on the other hand, concerns unilateral wage cuts and other changes in working conditions that were implemented by DNA after the unions had made their unconditional offers to return—a substantial difference. The DNA's main argument, therefore, was to claim that the Detroit-Sunday Journal (the

unions' strike paper) had created a conflict of interest that disqualified the unions as bargaining agents for DNA employees, and therefore made the unilateral changes legal.

But as the administrative judge noted, DNA had gone years without raising a conflict-of-interest argument, had never withdrawn its recognition of the unions and had never filed a decertification petition. Moreover, the Detroit Sunday Journal "can hardly be considered competitive."

Indeed, the judge added, had DNA "complied with its legal obligations, the paper would have been dissolved long ago. Justice is not served when an employer can manipulate the Nation's labor laws by rejecting them and violating them with impunity, but invoking them in a disingenuous attempt to disqualify the Unions as the employees' bargaining representatives."

Inside this issue



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You can go home again—to TNG. . . . Page 6

Brown winner went after KKK Page 8

Reporter/photographer top minimum salaries

Contract	Minimum	After	Contract	Minimum	After
New York Times	\$1335.07	2 yrs	Kenosha, WI, News	763.00	5 yrs
Boston Globe	1179.18	5 yrs	Scranton, PA, Times-Tribune	762.05	3 yrs
Victoria, BC, Times-Colonist	1170.00	5 yrs	Detroit News	750.54	4 yrs
Philadelphia Inquirer, Daily News (2)	1170.00	5 yrs	Brockton, MA, Enterprise	750.00	4 yrs
Montreal, PQ, Gazette	1129.00	5 yrs	Detroit Free Press	749.84	4 yrs
Chicago Sun-Times	1108.83	5 yrs	Sudbury, ON, Star	741.94	6 yrs
Cleveland Plain Dealer	1080.88	5 yrs	Lowell, MA, Sun	736.41	5 yrs
Ottawa Citizen	1066.11	5 yrs	Peoria, IL, Journal Star	721.00	5 yrs
Honolulu Advertiser	1058.00	5 yrs	Mt. Clemens, MI, Macomb Daily,		
Honolulu Star-Bulletin	1058.00	5 yrs	Daily Tribune (2)	720.76	5 yrs
Pittsburgh Post-Gazette	1030.00	6 yrs	Fall River, MA, Herald-News	719.12	4 yrs
St. Louis Post-Dispatch	1028.00	5 yrs	Sheboygan, WI, Press	712.65	5 yrs
Minneapolis Star Tribune	1019.75	5 yrs	Peterborough, ON, Examiner	700.27	flat
St. Paul Pioneer Press	989.72	5 yrs	Duluth, MN, News-Tribune	695.63	5 yrs
Buffalo, NY, News	984.79	5 yrs	El Diario - La Prensa, NY	694.37	4 yrs
San Jose Mercury-News	983.60	6 yrs	Canton, OH, Repository	693.72	5 yrs
San Francisco Chronicle, Examiner (2)	981.03	6 yrs	Stratford, ON, Beacon Herald	692.91	5 yrs
Washington, DC, Post	980.00	5 yrs	Los Angeles Daily News	686.41	6 yrs
Baltimore, MD, Sun	979.00	5 yrs	Youngstown, OH, Vindicator	679.35	5 yrs
Providence, RI, Journal-Bulletin	960.91	4 yrs	Fresno, CA, Bee	675.00	6 yrs
Toledo, OH, Blade	944.03	4 yrs	Knoxville, TN, News-Sentinel	672.00	4 yrs
Denver Post	968.00	5 yrs	York, PA, Daily Record	667.50	4 yrs
Denver Rocky Mountain News	967.00	5 yrs	Kingston, NY, Daily Freeman	665.07	4 yrs
Maui, HI, News	919.84	5 yrs	Dayton, OH, Daily News	660.50	5 yrs
Boston Herald	916.88	4 yrs	Modesto, CA, Bee	660.00	6 yrs
Chester Delaware County, PA, Times	912.75	5 yrs	Pawtucket, RI, Times	663.51	4 yrs
Akron, OH, Beacon Journal	911.00	4 yrs	Sacramento, CA, Bee	649.00	6 yrs
Eugene, OR, Register Guard	882.73	6 yrs	York, PA, Dispatch	642.87	4 yrs
Santa Rosa, CA, Press Democrat	874.37	6 yrs	Pueblo, CO, Chieftain	636.22	5 yrs
Manchester, NH, Union Leader	869.29	3 yrs	Harrisburg, PA, Patriot, News (2)	631.90	4 yrs
Moncton, NB, Times Transcript	868.59	5 yrs	Sioux City, IA, Journal	618.79	4 yrs
Memphis, TN, Commercial Appeal	866.19	6 yrs	Medicine Hat, AB, News	599.62	5 yrs
Indianapolis Star	846.25	6 yrs	Yakima, WA, Herald Republic	589.67	4 yrs
Cincinnati, OH, Kentucky Post (2)	842.50	5 yrs	Lynn, MA, Item	584.09	4 yrs
Seattle Times	843.73	5 yrs	San Juan El Vocero	575.00	5 yrs
Seattle Post-Intelligencer	830.88	6 yrs	Waterville, ME, Sentinel	556.60	5 yrs
Allentown, PA, Call	818.32	4 yrs	Bakersfield, CA, Californian	550.00	5 yrs
Kingston, ON, Whig-Standard, Bus.	809.93	5 yrs	Lexington, KY, Herald-Leader	550.00	4 yrs
Monterey, CA, Herald	808.00	6 yrs	Hazleton, PA, Standard Speaker	547.71	4 yrs
North Bay, ON, Nugget	802.22	5 yrs	Bellevue, WA, Eastside Journal	536.00	5 yrs
Pottstown, PA, Mercury	800.99	5 yrs	Monessen, PA, Valley Independent	526.33	5 yrs
Milwaukee Journal Sentinel	798.00	4 yrs	Terre Haute, IN, Tribune-Star	523.35	5 yrs
Portland, ME, Press Herald	795.96	4 yrs	Wilkes Barre, PA, Citizens' Voice	504.00	4 yrs
Erie, PA, News, Times (2)	795.66	5 yrs	San Juan Star	484.00	6 yrs
Sault Ste. Marie, ON, Star	795.37	4 yrs	Massillon, OH, Independent	475.85	4 yrs
St. John, NB, Telegraph Journal,			Noticias del Mundo, NY	457.25	4 yrs
Times Globe (2)	784.22	5 yrs	Norristown, PA, Times Herald	445.00	5 yrs
Hilo, HI, Tribune-Herald	783.15	5 yrs	Rochester, NY, Democrat & Chronicle,		
Jersey City, NJ, Jersey Journal	775.03	4 yrs	Times Union (2)	419.00	4 yrs
Fredericton, NB, Daily Gleaner	771.79	5 yrs	Utica, NY, Observer-Dispatch	387.50	5 yrs
Albany, NY, Times-Union	771.20	4 yrs	Norwalk, CT, Hour	370.80	2 yrs
Joliet, IL, Herald News	764.51	4 yrs			

[Source: TNG-CWA Collective Bargaining Dept., 1/1/99; Canadian newspaper wages in Canadian dollars]

MORE CANADIAN WOES

N.B. local near strike/lockout

Facing the threat of a lockout by their employer, The Daily Gleaner, members of the Fredericton Typographical Union No. 664, Local 30664 of TNG Canada-CWA, have rejected a management contract offer by a margin of 85%.

Voting by secret ballot March 10, the FTU membership—consisting of 35 editorial and composing room employees at the Irving-owned New Brunswick daily—refused the only offer made by the company since it filed for conciliation on Feb. 3, and since the FTU

filed a complaint of bad-faith bargaining Feb. 26.

"This is a turning point for our local," said FTU President Tim Martell. "We are now able to send a clear message to management that we will not be divided and will not be intimidated by their actions."

Following the latest offer from management, the union countered with a proposal that called for a two-year deal with a \$300 bonus, a 2% wage increase in the second year and all other terms and conditions to remain the same. "save those previously agreed to during

negotiations." This proposal was not considered by the employer.

Members of the bargaining committee believe the company's real agenda is to get rid of the substitutions board, which lists the order in which managers are supposed to call composing room subs when short-handed. The substitution board is provided for in the General Laws, but Gleaner management has ignored it since Martell and another FTU member, Ann Lingley, were laid off last September.

Following announcement of the March 10 voting results, Gleaner representatives requested that a federal conciliator issue his report to the government, which must be submitted within 14 days; a strike/lockout situation will exist seven days after that.

"We have absolutely no intention of going out on strike at this time," said Martell. "We have stated this to the employer. Given that, we have no idea why the employer would want to lock us out... but then, we aren't dealing with a reasonable employer."

In brief . . .

Service award nominees sought

Nominations for the Guild Service Award, TNG-CWA's annual recognition of excellence in local leadership, are being received at TNG headquarters through Friday, April 16. Nominees must be sponsored by their locals, which must provide a detailed description of the candidate's achievements and qualifications. The winner will be announced at the Sector Conference and will be awarded a scholarship of up to \$2,000 for a course in trade union education.

Patriot-News declares impasse

While pickets marched and the Harrisburg Newspaper Guild presented a revised set of contract proposals, management representatives of The Patriot-News in Pennsylvania declared an impasse, refused to schedule any future talks and walked out. The Guild denies that impasse has been reached, since it has continued to modify its position in search of an agreement. Both sides have agreed to prepare summaries of the talks for review by a mediator.

One more hat in the TNG ring

At-Large Vice President Beverlyann Morris announced her candidacy for Great Lakes regional vice president at the Midwest, Great Lakes and Southern tri-council meeting Feb. 20-21. The same meeting saw the unanimous endorsement of Connie Knox for regional vice president by the Southern District Council, as well as the following Midwest District Council endorsements: Linda Foley for TNG president, Bernie Lunzer for TNG secretary-treasurer, Jack Norman for TNG mid-

west region vice president, Jeff Rechenbach for CWA District 4 vice president and Mike McGrath for CWA District 7 vice president.

Knight Ridder Council elects

The Knight Ridder Council recently elected its officers for 1999, including Linda Hanner of St. Paul, president; Win Canaran of San Jose, vice president; Larry Olson of St. Paul, secretary; and Dave Warren of Philadelphia, treasurer.

Midwest Council elects officers

Neale Van Ness and Bob Helbig were re-elected president and vice president, respectively, of the Midwest District Council, while Lynda Hanner and Mike Ulrich were elected secretary and treasurer.

What's black and black all over?

Try the new web site created by "Friends of Conrad Black," at www.blackenvy.com. Ostensibly created to help "the few disadvantaged Canadians who do not have access to Mr. Black's news and views on their doorstep," the site features "Conzilla"—a green dinosaur with Black's head—lurching across the screen, has a typically mystifying Black Quote of the Day and has a "Union Busters" rogues' gallery.

Former Toledo Guild officer dies

Helen Orcutt, who held several offices in the Toledo Newspaper Guild and served as its president in 1950, died recently at the age of 90. An employee of the circulation department of The (Toledo) Blade before joining the library staff in 1945, she served as chief librarian from 1950 until her retirement in 1978.

Advice for the Ottawa-bound

With the TNG-CWA Sector Conference only weeks away, the Ottawa Newspaper Guild is offering a few tips to make delegates' travels easier.

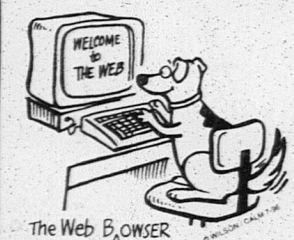
First, delegates driving to Ottawa should avoid the Nicholas Street exit from Highway 417 (also known as The Queensway) because of downtown road construction. Use either the Kent or Metcalfe Street exits, a little further west. Delegates flying into Macdonald-Cartier International Airport can expect to pay \$25-\$30 for taxi fare to the Chateau, but shuttle buses also serve several

downtown hotels, and public transit can take you to the Rideau Centre Mall, across the street from the hotel.

Delegates with special dietary requirements and delegates bringing guests are asked to notify ONG as soon as possible by e-mail (ong@web.net) or fax: 613-820-4770.

Child care can be arranged through the hotel's housekeeping department by calling 613-241-1414. Rates, for a minimum of four hours, are \$12 per hour for two children and \$13 for three children.

www.newsguild.org



The Web Browser
www.tngcanada.org

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Labor round-up

Pay discrimination triggers legislation

Union activists in 24 states are introducing legislation to combat unfair pay, in a campaign given added impetus by a recently released report from the AFL-CIO and the Institute for Women's Policy Research that the wage gap between men and women costs the average working family \$4,000 a year. Copies of the report, "Equal Pay for Working Families: National and State Data on the Pay Gap and Its Costs," are available for \$12 from the AFL-CIO Support Services Dept., at 202/637-5042.

CLUW wants a clue from you

The Coalition of Labor Union Women is looking for personal stories of how unions have improved workers' lives, to be used for organizing purposes. If you have such a story you're willing to submit (in 200 words or less), send it to Dessandra Lomax, CLUW National Organizer, CLUW National Office, 1126 16th Street, N.W., Washington, D.C. 20036; or fax it to 202/776-0537; or e-mail it to CLUW@pressroom.com.

Planning a \$40 million civics lesson

Meeting in Miami Beach for their annual winter pow-wow, AFL-CIO leaders approved a two-year program of grass-roots political mobilization expected to cost upwards of \$40 million. Eschewing direct support for any candidate, the initiative is to emphasize voter education, get-out-the-vote drives and media campaigns to promote such issues as increasing the minimum wage and preserving Social Security.

ABC declares impasse in NABET talks

Declaring an impasse in contract negotiations with NABET-CWA, the ABC subsidiary of Walt Disney Co. unilaterally implemented terms of the contract offer that had been rejected by the union's membership. NABET promptly filed a complaint with the National Labor Relations Board, asserting it remains ready to continue contract negotiations, but the network claims further talks are pointless because the rejected proposal contained the best terms it was prepared to give. The ABC terms include greater use of temporary workers, reduced pension payments for most temporaries and reduced pension plan contributions—but no wage increases.

Look who's unionizing in Jersey...

More than half of the faculty at Seton Hall University have signed on with the New Jersey Education Association to form a union, according to organizers—but are being opposed by the Roman Catholic university's administration, which claims its teachers are part of management. Worth noting, however, is that faculty members contacted the union after their health plan was changed without prior consultation. Moreover, some faculty members are criticizing the university for opposing their unionization even as the church officially supports workers' rights.

...and in hard-boiled New York

Approximately 200 "part-time" administrative law judges in New York City will get a raise and a voice in their workplace, as members of a Teamsters affiliate. The judges resolve disputes before the Environmental Control Board, the Taxi and Limousine Commission and the Dept. of Health, but despite being considered part-time, some put in 35 hours a week and some work nights doing the same work as full-time hearing officers.

Freelancers win a couple in Europe

The National Union of Journalists has won a significant arbitration in Great Britain in its long-running battle with The Guardian and The Observer, securing freelancers' rights to their work regardless of whether it's used on-line, syndicated or photocopied. The European Parliament, meanwhile, has approved the text of the Directive on Copyright and the Information Society, successfully beating back corporate lobbyists who were seeking to dilute intellectual property rights.

Biggest organizing win in half a century

A union organizing drive that lasted 11 years and cost more than \$1 million resulted in 74,000 Los Angeles home-care workers voting to be represented by the Service Employees International Union—the single biggest unionization vote since the early 'Forties, when the United Auto Workers organized Ford's River Rouge plant outside Detroit. Next up: a national campaign by the SEIU and AFL-CIO to unionize about half of the nation's 600,000 doctors, for which an additional \$1 million has been pledged. Currently, about 6% of all physicians are unionized.



Maryland Gov. Glendening, megaphone in hand, addresses Washington Post demonstrators.

Md. governor offers help to end Wash Post logjam

Maryland Gov. Parris Glendening has offered to help mediate a contract dispute between the Washington-Baltimore Newspaper Guild (TNG-CWA Local 32035) and The Washington Post.

The governor made his offer to about 100 protesting members of the Guild and other Washington-area unions who gathered March 8 outside the Post's new printing facility in College Park, Maryland, where an estimated 500 political, business and civic leaders were assembled for the official inauguration of the plant.

Glendening was the Post's keynote speaker for the event.

The picketers were angry that the Post came in \$20 million under budget on the new printing plant and yet refuses to spend just a fraction of that savings—less than \$400,000—to settle the contract by agreeing to the Guild's salary proposal.

While Gov. Glendening welcomed the economic development represented by the Post's new facility—part of the newspaper's recent \$230 million investment in new presses and other technological upgrades—he also declared that Maryland's working men and

women needed decent salaries to support their families.

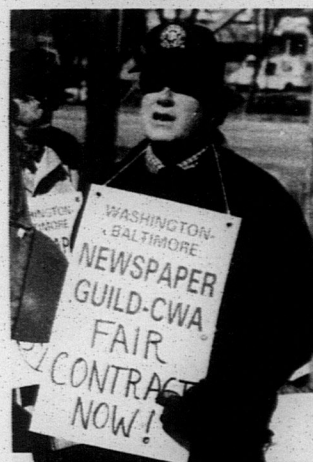
"We want the company to do well, but we've got working men and women here," he said, to sustained cheers from the union throng.

Glendening said he wanted to "get this resolved in a fair and equitable manner." He then said he would raise the union's issues when he went inside to the Post gala.

Outside the plant, Guild members from the Post were joined by an especially robust contingent from CWA District 2 and Washington-area CWA locals, as well as representatives of the AFL-CIO, Bureau of National Affairs, Catholic News Service, Department for Professional Employees, National Labor College/George Meany Center, The Newspaper Guild headquarters and other labor organizations.

TNG-CWA Secretary-Treasurer Bernard Lunzer told the crowd the Post's advertising claims describing the new, redesigned paper as a good deal don't wash when workers are getting "a raw deal from the same old Post."

The protesters carried bright balloons that read "Employees are the Best Investment!" and sang a



TNG-CWA Secretary-Treasurer Bernie Lunzer on the picket line.

few songs especially written for the event. The picketers also had a special message for the Post and its shareholders: "A happy workforce is a good investment and we are NOT happy!"

Local 32035 rep David Bates, who commandeered a bullhorn throughout much of the rally, decried the Post's priorities, which "put machinery above people." He issued a warning, met with more cheers, that the Post could expect to see "more events like this until we have a fair and just contract."

Strike already making impact

Continued from page 1

CWA members across North America."

Meanwhile, programming at the CBC has been spotty since Feb. 17, when 1,800 Communication, Energy and Paperworkers (CEP) members—most of whom are technicians—went on strike. Guild members have been extremely supportive of their colleagues, with hundreds of Guild members refusing to cross CEP picket lines during the first days of the strike. Since then, local support events across the country have included a barbecue in Toronto featuring some of Canada's best known television and radio personalities—who are also Guild members—flipping

burgers near the picket line.

Perhaps because of such solidarity, the CBC is resorting to tactics that smack of desperation. In a strategy meeting with CEP's bargaining committee, for example, Guild officials learned that the CBC has threatened to sever working relations with other industry employers if they hire striking CEP members.

"This is clearly a provocative gesture, and the Guild is appalled that the Corporation would take this kind of action to deprive CEP members of the ability to earn income during a legal strike," a Guild Internet posting declares.

The CBC's stance also doesn't augur well for federal mediator Arnold Powers, who was assigned

to the talks in early March in response to a Guild request. Powers had been assigned to the talks during the Canadian conciliation process, raising Guild hopes that his experience and understanding of the issues would speed the talks toward resolution, but that now seems like a forlorn wish.

The International Federation of Journalists, meanwhile, has called for worldwide support by other journalists of the strikers. "A clear and unambiguous commitment to negotiate and settle this damaging strike is essential," said Aidan White, IFJ General Secretary. "The Canadian government must reassure all citizens and the workforce that public broadcasting is safe in its hands."

BOOK REVIEW

New Gilded Age calls for creation of new populism

Santayana warned us that those who cannot remember the past are condemned to repeat it. Derber, in this incisive critique of the corporate mystique, not only reminds us—if indirectly—of that insight, but does something more crucial: he lays the philosophical foundation for opposing it in a constructive fashion.

The history lesson comes as Derber draws the inevitable parallels between the end of this century and the end of the last, both eras in which radical restructuring of the economy promised dynamic technical progress and frightening social polarization. Then, as now, swollen business interests brought "the promise of wealth in the context of permanent economic insecurity and mass poverty." Then, as now, the main cause of poverty was not unemployment as much as low wages. Then, as now, "the language and machinery of formally democratic government" was used "to weaken real democracy."

And then, as now, Americans were saturated with a morality that equated wealth with virtue.

The excesses of the Gilded Age eventually brought the whole economy crashing down and ushered in the New Deal, apparently relegating the robber barons of yore to the history books. But something else was going on: the corporation, which prior to the Civil War had been viewed as a public rather than a private institution, acquired a new mystique. Whereas corporations initially had been creatures of the government, designed explicitly to serve the public interest and subject to having their charters revoked for violating that trust, they increasingly became seen as natural entities that epitomized the voluntary association of free men in a free society.

Legal theorists pressed the notion—unsupported by history—that corporations existed before law. From there, it was but a short step to the conclusion that "if the corporation was not an artificial entity created by the state," it must be "the extension of a person, whether the individual entrepreneur or the shareholders." And so, over time, the corporation acquired an increasing number of the Constitutional protections given to individuals—including ever more freedom from government control.

This notion, which predated the New Deal and which suffered a setback from the Great Depression, became especially fashionable after 1970, when Nobel Prize-winning economist Milton Friedman wrote that "the one and only social responsibility of business" is to increase profits. Friedman's statement, Derber writes, foreshadowed the rise of what he calls the "contractarians": those who define the corporation as a private "nexus of contracts," which is to say, a purely voluntary affair in which government has no business meddling. The corporation, in other words, had become sovereign, its CEO a "philosopher king," an absolute power precisely of the sort "that the American Revolution was fought to overthrow."

Overthrowing the corporation is exactly what Derber wants, although he takes pains to note that being opposed to corporations in their current form should not be confused with an all-out assault on business as a social enterprise. Corporations, after all, "are among the most innovative and productive enterprises in history, and deliver unrivaled creature comforts to their huge consumer base." Any critique of the corporatization of America that attempts to dismantle such a wildly effective economic engine is doomed to fail.

Rather, Derber argues, a new populism must affirm the virtues of business even as it attempts to humanize and democratize it. "Positive populism," he contends, "seeks to encourage corporations to take the high road to social justice, but also recognizes that the new moral order we need will not always go hand in hand with maximizing profits."

That sounds like a tall order, and unfortunately Derber's examples of how it can be filled sometimes fall flat. Levi Strauss, for instance, is cited as a company that has successfully bucked the trend of shipping textile jobs overseas—just months ahead of that company's decision to shutter half of its U.S. plants and transfer 6,000 jobs abroad. And Richard McCormick, CEO of US West—which forced a 15-day strike by its CWA-represented employees last fall—is admirably quoted for writing of his company's "responsibility to our shareholders, our employees and customers and our communities to be good citizens and to apply high standards of conduct in all our operations."

Yet such missteps notwithstanding, "Corporation Nation" skillfully parallels the terrain explored by Betty Friedan in "The Feminine Mystique." It identifies "a problem that has no name" and then methodically peels back the myths that have protected it from critical appraisal and debate.

—Andy Zipser

Corporation Nation, by Charles Derber; 374 pages; St. Martin's Press, N.Y.

There's no such

Part II of 'A tale of two economies,' in which it is observed that just as there is no free lunch, a 'free market' often means the tab has been picked up by a working stiff

By Andy Zipser
Editor, The Guild Reporter

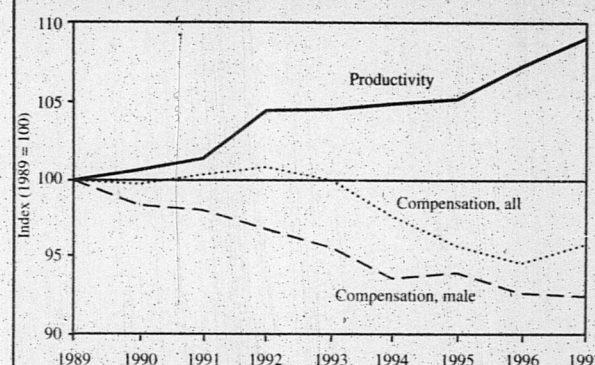
There are numerous ways to summarize a decade, all overly simplistic but all with an underlying truth to convey. So it is with the perverse Rorschach at right, which succinctly encapsulates one of the most disturbing truths of the '90s: during a decade in which worker productivity grew, middle-class compensation fell.

It's not supposed to work that way, of course. Not in an economic system that has as one of its conceits the belief that a rising tide lifts all boats. But as the graph at the bottom of this page further illustrates, the boats at the lower end of the economic spectrum are sinking, while the middle fifth of the workforce is paddling like hell just to stay even—a trend that actually accelerated in the '90s.

Increased productivity means fewer employees are delivering more goods and services, but the reward for that increased efficiency has not been shared equally. Some of it has gone into the pockets of the technical and managerial class, in the form of over-sized salaries and bonuses; an even greater share has been folded into corporate profits. But the great majority of those whose increased productivity created that additional wealth were left out when the increased harvest was divided.

That's remarkable—but not nearly as remarkable as the apparent acquiescence of those whose productivity has been exploited. It's easy to imagine that 30, 40, perhaps 50 years ago such massive upward reallocation of income would have resulted in street demonstrations, strikes, Congressional battles and other agitation. But today, those whose boats have been swamped—not lifted—by the tide instead are

FIGURE A Productivity and compensation growth* in the 1990s



* Because data on the median benefit package are unavailable, we assign the average benefit proportion (average compensation divided by average wages and salaries) to the median worker. This method overstates the median worker's benefits.

resorting to all kinds of stop-gap measures: working more than one job, living off credit cards, taking out second or third mortgages.

There have been many developments over the past half-century to explain such self-destructive passivity, including globalization, the rise of consumerism and the commoditization of labor. But one of the least understood is the gradual—even stealthily—ideological war that has been waged by market fundamentalists on all democratic institutions, including government and labor unions. While espousing such lofty concepts as "Free men, free markets"—a phrase made most memorable by The Wall Street Journal—the fundamentalists have in fact sought numerous constraints on free men for one simple reason: the two concepts are incompatible. Truly free men will not tolerate truly free markets.

Free markets, at the extreme, mean child labor, slave wages, environmental degradation, prostitution, gambling—anything and everything that generates a profit, all justified by the appeal to "freedom." The extent to which such extremes are avoided is the result

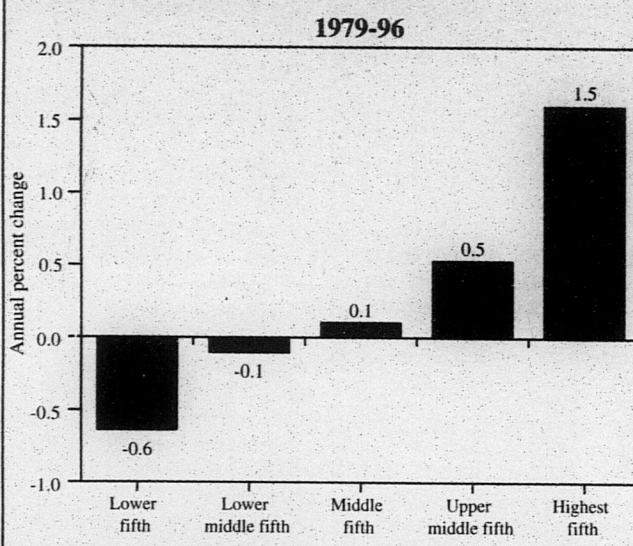
of free men—and women—banding together to pass laws, negotiate contracts and pay taxes and union dues to protect themselves from the law of the jungle. Conversely, the weakening of such associations also weakens their effectiveness as a counterweight to market forces, which then begin spinning out of control.

There's no coincidence, therefore, that as union membership has declined as a percentage of the workforce, Middle America's earning power and working conditions have likewise deteriorated, including greater job instability, longer hours and stingier benefits. And it's not a coincidence that even as organized labor has shrunk by more than half over the past 30 years, it still gets vilified as "Big Labor"—or, more charitably, gets dismissed with the claim that it has outlived its usefulness. Continued marginalization of unions, after all, ensures a docile work force.

All this is not a coincidence because the market fundamentalists targeted the only two institutions that have the heft to oppose them. In the case of government, the preferred strategy has been to buy out the opposition through campaign financing of scandalous proportions and escalating use of lobbyists. With labor, the approach has been a more traditional exercise of raw power, such as the firing of an estimated 10,000 workers each year for trying to form unions. The AFL-CIO notes, for example, that employers spend \$300 million a year on consultants trained to stop workers from forming unions, that more than half of all businesses threaten to shut down if their employees decide to form a union, and that when

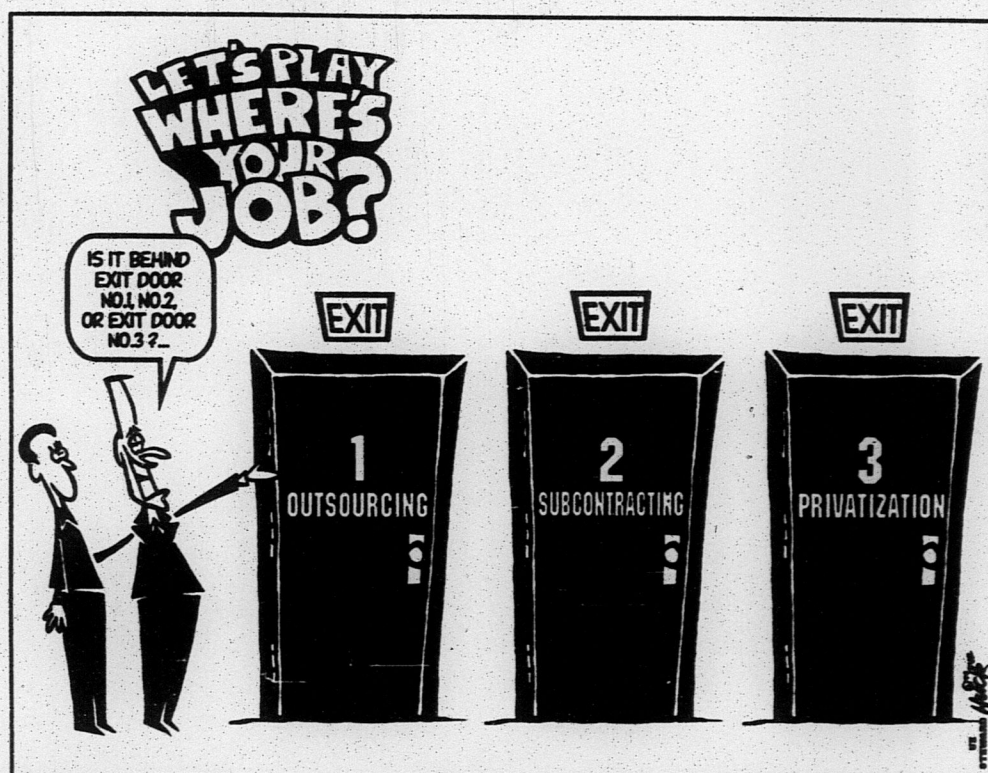
Continued on page 5

FIGURE 1E Family income, average annual change



[Graphs on these pages drawn from "The State of Working America, 1998-99," by Lawrence Mishel, Jared Bernstein and John Schmitt at the Economic Policy Institute; Cornell University Press]

thing as a 'free' market



Continued from page 4

employees form a union anyway, a third of employers never agree to a first contract.

But a more significant part of the fundamentalist campaign has been its battle—to recall a Nixonian phrase—for the hearts and minds of the very people whose interests it opposes.

One ploy, for example, is the Orwellian gambit of calling something by its opposite, such as the various "paycheck protection acts" that have been introduced around the country. Cut from the same cloth as the "right to work" laws of another generation, these bills ostensibly are designed to protect union members from having dues spent on political lobbying. The reality, however, is that they would cripple unions' ability to seek legislative and regulatory relief or protection for their members and other workers—such as a higher minimum wage, new ergonomic standards or anti-dumping tariffs—which truly are meaningful forms of paycheck "protection."

Another ploy is the magician's trick of misdirection. As authoritarian and hierarchical as they are, corporate interests have succeeded in portraying governments and unions—whose constituents and members actually have opportunities to change their institutions—as bloated, "out of touch" and incapable of responding to real-world problems. If only "big government" and "union bosses" would get out of the way, goes the argument, society's entrepreneurial forces would be unleashed and all would be well. Meanwhile, corporate boards of directors and their executives fight like hell to block shareholder proposals that might introduce some measure of corporate accountability.

But the market fundamentalists' most pernicious tactic has

been to encourage a relentless public cynicism toward both the government and unions. Heap enough scorn on any institution and pretty soon it's easy to convince people they aren't really a part of it—who, after all, wants to own up to associating with incompetents, carpetbaggers, fat cats and goons? So voter participation continues to dwindle, company spokesmen argue that employees don't need "outsiders" mucking up their cozy relationship, and Americans overall complain of a deepening sense of isolation and an intensified search for values.

Ironically—at least for Guild members—the workforce most vulnerable to the arguments espoused by market fundamentalists comprises white-collar workers. Members of traditional crafts unions have always understood their place in the scheme of things, as well as the uses of power to get what they want. White-collar workers, on the other hand, frequently aspire to—and sometimes attain—the managerial class, which not only muddies their perceptions but makes them ambivalent about exercising power.

Consider, for example, the complaints of a TNG-CWA member in Illinois who requested his Guild Reporter subscription be canceled because of "the overwhelming attitude in your stories that unions (especially TNG) are never wrong and deserve everything and that management is never right and deserves nothing." Moreover, he added, "the mindless, liberal politics that accompanies that attitude is tiring," while "the frequent use of the derivative term 'scab'... is infantile."

A broader, if less vitriolic, summation of that perspective is provided in a report commissioned last year by the Department for Professional Employees, AFL-CIO, with which CWA is affiliat-

ed. Surveying the attitudes of professional and technical workers on a range of work-related issues, the study found two apparently contradictory attitudes: while 56% of the nearly 1,500 surveyed workers gave top management negative ratings, only 36% picked a union when asked what type of employee organization they would most likely support. Another 30% gave the nod to professional associations.

The problem? While the great majority of respondents said the key attraction of employee organi-

zations is that they give workers a voice, the main reason for not joining any employee organization was a concern that they might create conflict in the workplace. In fact, 80% of respondents agreed they prefer an organization that "develops a cooperative relationship with management," while only 17% wanted an organization that "stands up to management."

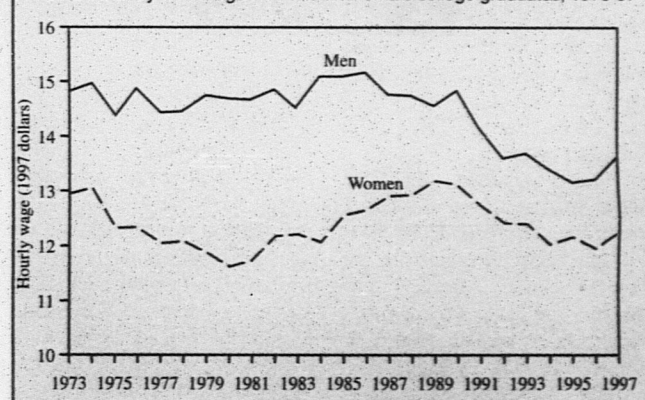
In the best of all worlds, a cooperative relationship—among nations, among religions, among races and between management and labor—is obviously the best way to go. Yet as shown by the news out of Canada, where CEP and Canadian Media Guild workers have gone without wage increases since 1993, a cooperative attitude all too often is interpreted as acquiescence to the status quo—until it explodes.

Or take a look at the graph below, which shows another consequence of unchallenged corporate power: entry-level wages in

1997 that actually were lower than in 1973. Or check out the chart on page 2 that shows reporter/photographer wage scales: five years after starting to work at the Utica Observer-Dispatch, a reporter can be assured of being paid the princely sum of \$387.50 a week—or less than \$10 an hour. And that's at a unionized paper, which presumably pays better than a non-unionized one.

All of which suggests that unions must, indeed, be willing to stand up to management. Or as Jennie Tunkieicz of the Milwaukee Guild puts it so eloquently on page 6, in describing her involvement in a role-playing bargaining session at the TNG new officers' seminar, participants "got to get that feeling we all eventually experience when dealing with management—the sense that what you're really doing is teaching a kindergarten class: Be fair. Share. Be nice. Chew with your mouth closed."

FIGURE 3L Entry-level wages of male and female college graduates, 1973-97



TNG committee calls for new Hutchins commission

The Newspaper Guild's Committee on the Future of Journalism has called for creation of a broad-based citizen's commission, modeled roughly after the Hutchins Commission of the 1940s, to examine America's mass media.

The proposal follows the TNG-CWA committee's publication last year of "Journalism on the Couch," which observed that the quest for ever higher profit margins is eroding traditional journalistic values. The independent commission it is seeking would recommend ways to strengthen the role of a free press in contributing to a democratic society.

"There are all too many examples of how the media are breaking down and failing their civic responsibility," explained committee chairwoman Linda Foley, president of TNG-CWA. "Unfortunately, these perceived failures have only encouraged enemies of free, independent watchdog journalism to suggest various legislative 'remedies' that would impinge on the First Amendment and undercut press freedom."

"We invite all participants in this industry to join with us in developing the framework for a new, independent examination of this expanding, changing world," Foley added. "Only in this way can the industry begin a process of reform that could help restore the public's confidence in the media and in the First Amendment."

Prompting the call for creation of such a commission was the committee's realization, after a year-long study of the issues, that the industry itself cannot bring about the reforms it needs. And while there currently are numerous studies trying to improve American journalism, the committee concluded there is no central focus to these efforts—and that in any case such isolated initiatives can't reach the industry's most deeply rooted problems.

Instead, the Committee on the Future of Journalism has envisioned a media study group composed of leading interested citizens from outside the industry, modeled after a commission established in 1947—also a time when the mass communications industry was

mired in controversy. Chaired by Robert M. Hutchins, president of the University of Chicago, the 13-member commission and its staff took a year interviewing members of the press and representatives of the industry, government and private agencies concerned with the mass media.

The resulting report, "A Free and Responsible Press," dealt with "the responsibilities of the owners and managers of the press to the consciences and the common good for the formation of public opinion," Hutchins summarized. It also stirred wide public interest and inspired wide ranging changes within the industry.

But that was more than 50 years ago, noted Murray Seeger, executive director of the Guild committee. And as the media have proliferated—most notably with the addition of television and the Internet—public confidence in the media has shriveled, journalists themselves are deeply disillusioned about their life's calling and the Constitutional foundation for a free press is under attack. It is time, in other words, for a fresh look.

New officers' training: stoking the fire

By Jennie Tunkieicz

During a management detour of more than four years, there were many things I missed in not being a member of The Newspaper Guild. But I don't think I truly appreciated all I had given up until I attended the New Local Officers Seminar in February.

So okay, I'm not really a "new" officer, in the purest sense. In fact, I attended the same seminar about 10 years ago, after being elected an officer of the Kenosha local. But having been "management scum" (in its fondest sense) for four years and then being elected secretary of the Milwaukee Guild qualified me for a refresher course. And, I suspect, my new cohorts thought I might need a little deprogramming.

TNG was quite different a decade ago. Small, but tenacious. Merger was just a twinkle in the national's eyes. And the big pet membership peeve at the time was TNG's palatial office building.

When I joined the Milwaukee Local last summer, it wasn't immediately obvious to me what kind of impact merging with the Communication Workers of America had made. CWA's influence on TNG became quite clear to me at the New Officers Seminar, and I don't think it's an exaggeration to say the changes have been vast in terms of the amount of resources now available to locals. I am impressed and pleased.

The seminar also was much better than it was 10 years ago. Credit for that goes completely to the staff. It was their vivaciousness, their spunk and their obvious commitment to the cause that kept all of the participants fueled during a grueling four days.

A majority of the 50-plus participants, who came from both coasts, everywhere in between and Canada, were very new to their

leadership roles. Some seemed awed by their responsibilities, but just as clearly were determined not to be overwhelmed by them.

One of the more interesting exercises was to hear people describe how they got involved in their locals. One man said he had been an inactive member for years, content enough with how the company operated. Yet as he began seeing co-workers treated unfairly and realized the company was forcing people to quit by creating intolerable work schedules, he couldn't remain silent any longer.

A woman talked about how she had been displeased with how the local was being operated, but rather than simply complain, she got involved. Two people told me they hadn't really thought about being officers until someone did the unthinkable and asked them.

The collective bargaining exercise at the seminar was invaluable, giving participants a very realistic taste of what it's like to negotiate a contract. The majority of participants were placed on union negotiating teams, while a dozen of us were cast as management. As one of the unfortunate managers who had to face off with the union over vacation privileges, I was perhaps a little too realistic: One of the "union" members I was negotiating against called me a bitch!

Such rough spots aside, those who had never been on a bargaining team got to get that feeling we all eventually experience when dealing with management—the sense that what you're really doing is teaching a kindergarten class: Be fair. Share. Be nice. Chew with your mouth closed.

For me, the seminar helped knock out a lot of cobwebs about things like contract enforcement, human rights and health and safety. I heard some great ideas about how to mobilize members and how to organize new units.

But, the most important part of



ALL PHOTOS THIS PAGE BY BILL BURKE/WASHINGTON-BALTIMORE GUILD



Jennie Tunkieicz

the seminar was the energy that emanated from each of the participants. It refreshed and energized me, and their obvious excitement about the challenges facing them was contagious. The seminar reemphasized how important it is to be a member and to be active in the Guild. It was a reminder that we, as Guild leaders and members, are not alone in our struggles to achieve and maintain fair working conditions. We have each other.

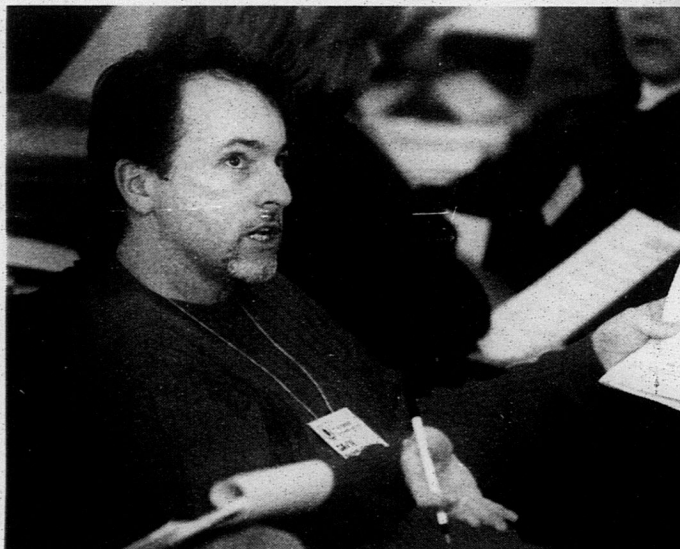
The seminar ignited a spark in 50-plus people who are all now burning red-hot throughout the U.S. and Canada. With that kind of fire, we can only grow stronger.



Top: All eyes are front and center at the New Local Officers Seminar, held mid-February at the George Meany Center. Above, Patsy Raffin of Eugene, Oregon, an advertising department rep, discusses a contract proposal in a mock bargaining session as Janice Hill, treasurer of the Pacific Northwest Guild, looks on.



At left: Gavin McCormick, a reporter at the Patriot Ledger in Quincy, MA, and member of an independent union. Above: Lori Bromell, secretary-treasurer of the TNG Canada local in Sault Ste. Marie. At right: International Representative Bruce Nelson, putting his expressive hands to good use while leading a session on contract enforcement.



LOOKING AHEAD

Carriers get shafted on health benefits



By Linda K. Foley,
President

Every neighborhood had one. The kid who delivered the daily newspaper, rain or shine, either before dark or before dawn.

On collection day, loyal customers would reward faithful service with a tip or complain about how the paper had missed the porch. Even though no one made a fortune, a few months on a reliable paper route could yield enough to buy a decent 10-speed bike.

Youth carriers were among the newspapers' best marketing tools. How could any self-respecting adult deny the kid next door a chance to earn a little money? You had to take the paper, just like you had to buy Girl Scout cookies.

But today, the paperboy and papergirl are fading into newspaper folklore, like green eyeshades and linotype machines. For the most part, they've been replaced by adults who pitch newspapers from vans rather than bicycles. And, unfortunately, the new workforce is an exploited group of under-compensated, uninsured workers who increasingly bear unacceptably high risk.

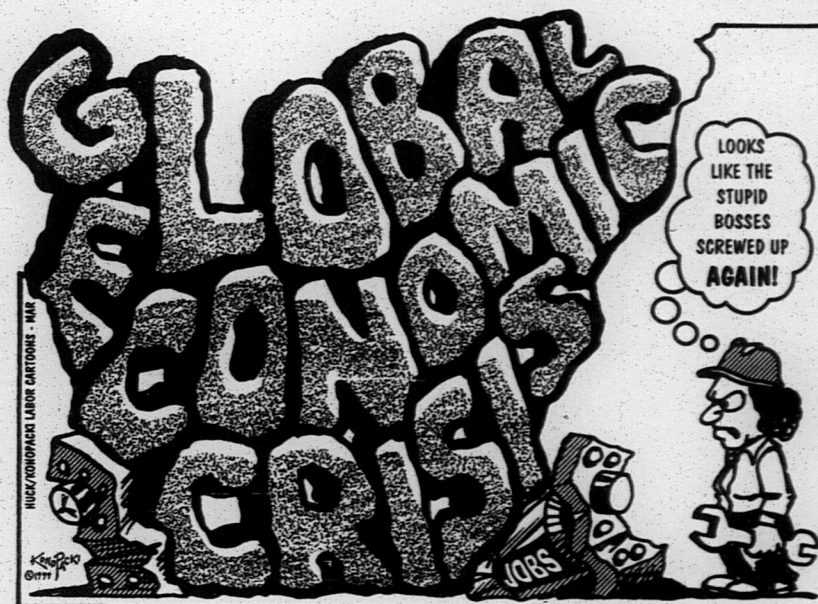
Between 1992 and 1997, 99 news vendors were killed on the job. In 1994, the Newspaper Association of America reported that of 450,000 newspaper carriers in the U.S., only 5.9 percent were covered by workers' compensation. Virtually none had newspaper-sponsored health insurance.

No wonder the NAA reports a 51 percent annual turnover rate among carriers.

But instead of taking steps to reduce carriers' risks, their employers are stressing the need to maintain carriers' independent status in order to avoid withholding taxes and other employment-related costs. An article in the March, 1999 issue of the NAA's *Presstime* magazine warns publishers not to provide training for carriers lest they "blur the line between employee and independent contractor."

In 1996, Congress passed a minimum wage bill amendment that allowed publishers to more easily designate carriers as independent "direct sellers" for federal tax purposes. The legislation, which applies only to distributors and carriers of newspapers, created three simple requirements for workers to be declared non-employees. By contrast, the IRS requires other independent contractors to meet 20 criteria for non-employee status.

Moreover, independent carriers in the



U.S. have no legal rights to organize into unions and bargain collectively over working conditions. (In Canada, the laws are changing and at least two groups recently voted for union representation.)

Despite these limitations, carriers in Youngstown, Ohio, struck the aptly named *Vindicator* newspaper two years ago despite a judge's decree that they were independent contractors and not entitled to protection under the National Labor Relations Act. Carriers at the Akron Beacon-Journal, with help from the Teamsters, have formed the Northeast Ohio Newspaper Carriers Association. And The Newspaper Guild-CWA regularly receives inquiries from adult

carriers who want to join the Guild.

The typical response to such initiatives by newspaper executives is to ignore the exploitation that has spurred their carriers to organize. Instead, they focus on how to avoid collective action. For example, the March *Presstime* article urges publishers to avoid opportunities for carriers to "commiserate" while "sitting around waiting for papers."

At least one expert, University of Iowa Professor Marc Linder, tried to expose the newspaper industry's concerted anti-carrier campaign in a law review article titled, "What's Black and White and Red All Over? The Blood Tax on Newspapers—or, How Publishers Exclude Newscarriers from Workers' Compensation." But newspapers were loath to draw attention to his work, even though they have covered similar research Linder has done on other industries.

Meanwhile, publishers have resorted to other means to keep some semblance of a stable carrier force. The Minneapolis Star-Tribune, for example, has convinced non-profit organizations to function as delivery agencies using unemployed workers. Carriers for the Dayton Daily News get a bonus if a "buddy" becomes a carrier. Some newspapers offer awards, trips and even college scholarships to carriers who stick with their routes.

At the Herald-Sun in Durham, N.C., the circulation director pays carriers a \$150 bonus if they stay for more than a month, \$200 after three months and \$250 after six.

That won't go very far when retirement rolls around and no Social Security taxes have been paid. And a work-related injury could cost a carrier without insurance coverage six times that much. But hey, that kind of money would buy a pretty decent 10-speed bike.

Take those chains . . .

By Twana D. Williams

It's the year of 1998. Being an African-American female, age 25, I look toward the new year with anticipation as well as caution. What changes will take place? Will they be for the betterment of my people?

Being an educated black working woman, a writer, poet and entrepreneur who is living independently, I am looked upon as an exception to the rule—someone who slipped through the cracks and escaped the drug-infested life of crime, prostitution and gang violence others believe we are destined to lead. Yet I tremble with anger when I hear people say—within as well as outside the media—that slavery does not exist any more, that America is definitely the land of the free, a land where unlimited opportunity knocks on the door for all who reside here. Woe to all my brothers and sisters who believe these untruths!

The acts of slavery indeed transpired

many years ago, but not so long ago that we no longer suffer the effects. I am not referring to lynching and cross-burning, but to the cunning and demeaning mental slavery that can be just as devilish.

In my eyes, it is wrong for us to try to forget that slavery existed or to feel relief because it's "over." Slavery will not cease until we as a people can take back the pride, the self-esteem, the children, the culture and the desire for truth and honesty that were viciously and violently stripped away from us.

We must regain our values and morals and begin instructing our children how to live the lives we were born to live. (Contrary to popular belief, it was not to be subjected to the white man. It was not to be slaves of any kind.) We must remember the importance of family and recall the struggle of our ancestors who fought so hard to keep their families alive and together.

To my fellow African-Americans, I beg

of you: release those mental chains you carry in the backs of your minds—chains that have been passed down among the generations. We are not at fault, nor are we inferior to any other race on this earth. We are not second-rate citizens worthy of just the bare minimum and in desperate need of a government crutch. We are worthy of everything and anything we so desire.

Everything is well within our reach. Let us send the message that becoming a successful African-American is not a mere coincidence or some stroke of luck, but indeed a growing, flourishing reality.

[Editor's note: Twana Williams is a Guild employee of the Buffalo News, which rejected the above letter to the editor on the grounds that the News doesn't publish letters from employees. In 1996—before Williams filed a race discrimination grievance with the company—the News published her letter about police brutality against African-Americans.]

LETTERS

Editor:

A report in the Jan. 29 edition of *The Guild Reporter* mentioned that the Executive Committee had a roll call vote concerning \$110,000 sent to Detroit "to support the locked out workers."

To clarify the record and to let the dozens of Guild and other activist supporters know, most of this money never was deposited in the bank accounts of the Newspaper Guild of Detroit. Of the entire amount, \$60,000 was sent directly to lawyers representing Local 22, and \$30,000 was given to the Workers Justice Committee of the Metropolitan Council of Newspaper Unions—the activist team financed by the CWA, Teamsters and GCIU International.

The remaining \$20,000 was placed in Local 22's account to help Detroit pay off other debts.

Our financial needs remain great. Litigation in the NLRB and the federal courts plus the fact that only a relative handful of the 600 Guild strikers are now paying union dues has added greatly to our burden.

We thank the EC for its generous support, as well as the many locals that continue to adopt strikers and send donations to Detroit. We couldn't have survived this long against Gannett and Knight Ridder without your help.

—Louis J. Mleczko
President, Newspaper Guild of Detroit (Local 22)

Editor:

I write to applaud the decision of the Executive Council to make our union's collective bargaining program more realistic than it is.

In 1978, the International Executive Board's collective bargaining committee recommended a modest set of changes (mainly to reduce the number of mandatory items for bargaining) only to have virtually all of them turned down by the IEB. (See: *Guild Reporter*, May 12, 1978) I said then and I'll say it again: "We have to learn to be a little bit realistic."

I propose the mandatory program be reduced to half a dozen bedrock items essential for any union. Everything else

should be optional, allowing locals the flexibility they deserve. This will be both realistic and generate respect, which proposals in collective bargaining must have if they are to succeed.

Good luck!

—Roger L. Stonebanks
Western Canada Vice President,
TNG, 1973-1985

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: April 9.)

Broun prize awarded for Klan reporting

More than 30 years after NAACP leader Vernon Dahmer was killed in a Ku Klux Klan firebombing of his home, Imperial Wizard Sam Bowers—widely acknowledged as the mastermind behind Dahmer's murder—remained a free man. Four hung juries had been unable to affix his guilt, even as other participants in the crime were sent to prison.

And then Jerry Mitchell, a reporter for The Clarion-Ledger in Jackson, Mississippi, started digging.

The result was a steady outpouring of revelations, confessions and previously undisclosed documents that led to Dahmer's case being reopened. Bowers was arrested yet again, tried a fifth time—and sentenced to life in prison by a mixed-race jury. Moreover, further reporting by Mitchell disclosed that Bowers had admitted he "obstructed justice" in the 1964 killings of three civil rights workers, renewing calls from the public for state officials to do something they'd never done: prosecute the trio's killers for murder.

Mitchell's work was so crucial to the state's case that Mississippi Attorney General Mike Moore, in a letter to the judges, praised his "dogged investigation and fearless reporting." More poignantly, Dahmer's family wrote that Mitchell, "armed only with a reporter's notepad and pen, plus a desire to 'tell the truth,' was more productive than the first District Attorney—with his 'special investigator' and associated police powers—at discovering and revealing the true facts surrounding this tragic event."

Such enterprise readily convinced a panel of judges that Mitchell's reporting deserved the 1998 Heywood Broun Award. While lauding the overall high quality of this year's record-setting 238 entries, the judges noted

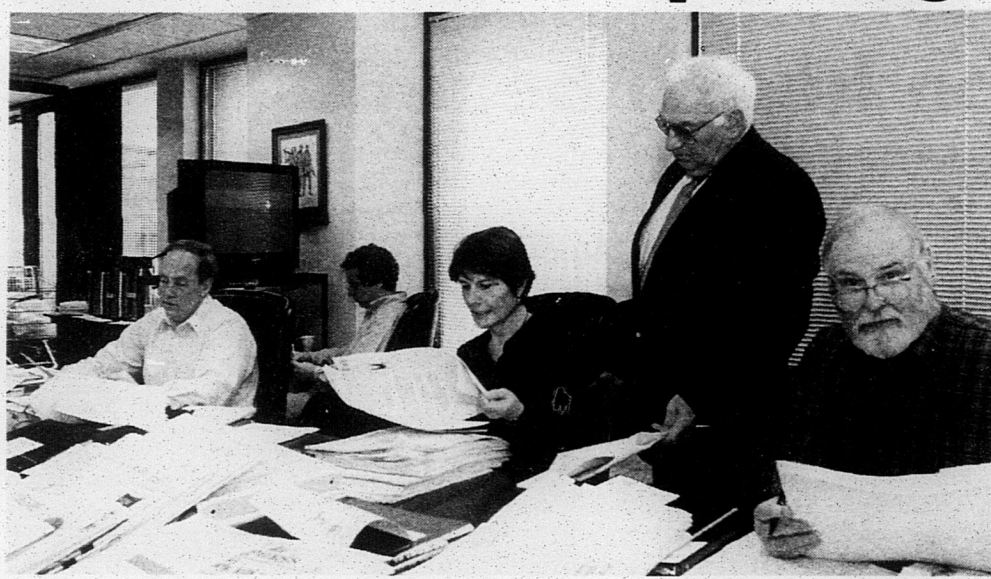
that Mitchell's work "was the perfect fulfillment of righting a wrong and correcting an injustice," a key criterion of the award. "What comes through," they added, "is his doggedness under what apparently were somewhat dangerous conditions."

The judges also extended special recognition to two other entries. "Downgrading the Offense," a two-part series in The Philadelphia Inquirer, exposed the City of Brotherly Love's "creative crime accounting" to falsely represent it as one of America's safest metropolitan areas; it was prepared by reporters Mark Fazlollah, Michael Matza and Craig McCoy.

In addition, the judges commended "Children of the Street," a chilling account of child prostitution in Saskatoon—described by one subject as the "Kiddie Capital of Canada"—marking the first time in the award's 59 years that any television entry has won mention. The Canadian Broadcasting Corporation production was reported by Murray Oliver and cameraman Aldo Columpsi and was edited by Norm Sawchyn.

Judging this year's award submissions were Bob Davis, a White House correspondent for the Wall Street Journal and co-author of the recently published book "Prosperity"; William J. Eaton, curator of the Humphrey Journalism Fellowship program at the University of Maryland and former Washington correspondent for the Los Angeles Times; Geneva Overholser, columnist for the Washington Post Writers Group and former Post ombudsman; and Jonathan Whitten, producer for CBC-TV. Charles Dale, a retired president of The Newspaper Guild, served as the panel's chairman.

The award and a check for \$5,000 will be presented to Mitchell at a luncheon banquet April 26 at the National Press Club in Washington, D.C.



Digging through more than 200 entries under the watchful eye of Chuck Dale, Broun Award judges (l to r) Bob Davis, Jonathan Whitten, Geneva Overholser and William Eaton look for a winner.

OSHA to U.S. businesses: There will be ergo standards

Noting that work-related musculoskeletal disorders (WMSDs) account for 34% of all lost-workday injuries and illnesses, OSHA issued a history-making draft ergonomics program standard in late February.

The proposed standard, still in a draft stage, requires manufacturers and materials handlers to evaluate their workplaces for ergonomic hazards and to institute programs to prevent muscular skeletal disorders (MSDs) in workers. The program would include identification of hazards, worker injury assessment, medical intervention and training programs to avoid further injuries.

The draft ergonomics standard divides US workplaces into two categories: manufacturing /manual handling industries and all others. Other, non-manufacturing workplaces such as offices would be required to implement the program only if there is a reported injury and only for workers doing similar jobs. "Although the two-level approach indicates some compromising has taken place," observed Larkie Gildersleeve, the Guild's director of research, information

and technology, "it is significant that OSHA has finally concluded there is sufficient evidence linking work and MSDs, sufficient incidence of industrial injury and sufficient political clout to go forward."

OSHA issued the draft standard as a preliminary step to eventual congressional review and vote. In a background statement to the draft, OSHA referred to the

the Fresno Bee mobilized around the issues of workplace health and the company's inattention to their needs, and this became one of the issues that kept the unit involved in the Guild during the nine years it fought the company over merit pay and posted conditions."

OSHA also referenced Minnesota-based Red Wing Shoes, which cut workers' compensation costs by 75% even after adding two new plants. Feldcrest-Cannon, Perdue Farms and Woodpro Cabinetry also were mentioned as examples of companies that have benefited from a pro-active ergonomics program.

The Guild, CWA, the AFL-CIO and its other affiliates are generally supportive of the draft proposal. "We will have to make sure our voices are heard at all steps of the process to ensure the standard does not get watered down or defeated altogether," said TNG-CWA President Linda Foley. "Specific essential provisions could change dramatically before a proposed ergonomics program standard goes to Congress."

Where to find copies of the OSHA draft:

<http://www.osha-slc.gov/SLTC/ergonomics/ergoreg.html>
<http://www.osha-slc.gov/SLTC/ergonomics/background-info.html>

Fresno Bee (Northern California Media Workers Guild/ITU), where medical and temporary disability costs have been reduced by 80% in response to Guild protests over a serious outbreak of MSDs in the mid-1980's. Following Guild complaints to California-OSHA, the Bee installed adjustable workstations, instituted timed work breaks and began paying for eyeglasses.

"Morale was at an all-time low in the 1980s," Gildersleeve recalls. "But editorial workers at

FROM THE MORGUE

Fifty years ago this month:

United Press employees vote to accept a federally mediated proposal, averting a nationwide strike... An all-out drive is launched to add the remaining 47 Associated Press bureaus to the 52 already organized by the Guild... The dean of the University of Oregon journalism school declares that an authoritative book on the Guild would be a useful text in many journalism classes...

Twenty-five years ago this month:

The Guild asks the Canadian government to investigate the hours of work imposed by the broadcasting industry... A Wire Service Guild walkout over stalled wage-scale negotiations cripples UPI... Nixon prepares a draft of a federal libel law because of alleged "slandorous attacks" by the media on politicians...

Ten years ago this month:

A three-way struggle among Gannett, Knight-Ridder and a federal judge delays approval of the Detroit joint operating agreement... The Guild and other news groups lead renewed protests to mark the fourth anniversary of the Beirut kidnapping of Terry Anderson... The highest weekly minimum wage scale for computer programmers tops \$1,000...

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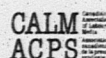
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