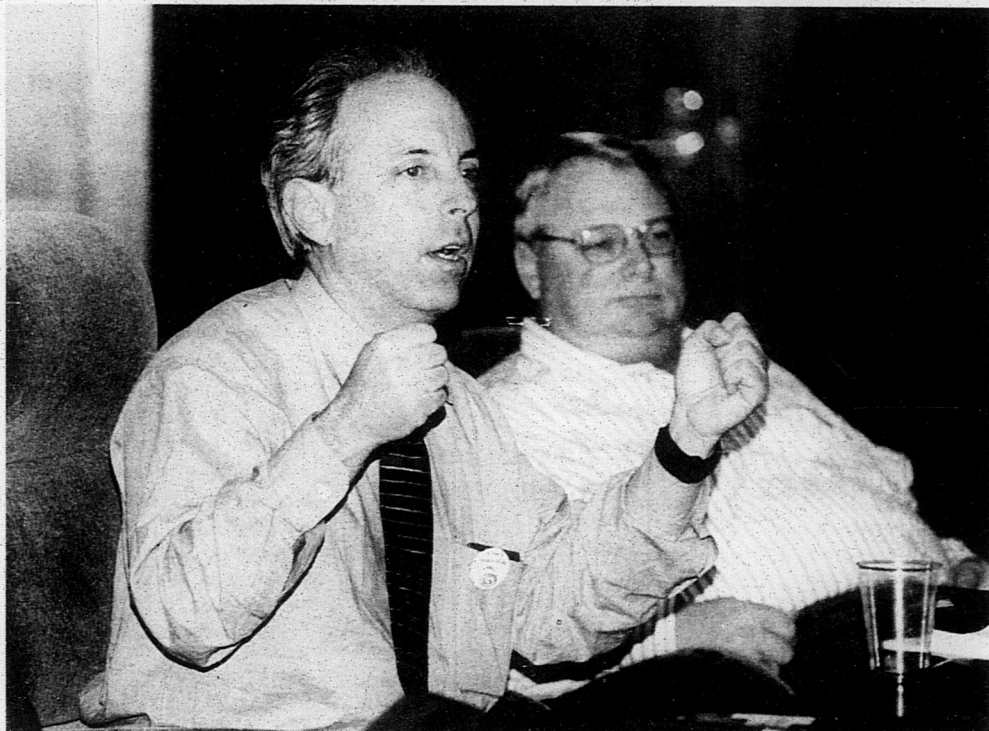
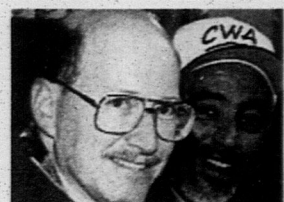


THE GUILD Reporter

April 16, 1999

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 66, Number 4

Looking (in vain)
for Japanese
labor coverage
page 4



Addressing the CWA Executive Board, Executive Vice President Larry Cohen emphasizes the importance of organizing high-tech workers. Looking on is CWA Vice President Ben G. Turn Jr.

Permatemps turn up heat under Microsoft

Still less than a year old, the Washington Alliance of Technology Workers—a TNG-CWA local more commonly known as WashTech—has turned up the heat on Microsoft by completing the first survey of its permatemp employees. The results: a majority of the software giant's contract employees have worked at Microsoft for more than a year, and a majority would prefer full-time, permanent jobs.

These and other survey findings, presented March 25 to CWA's Executive Board by WashTech co-founder Marcus Courtney, would seem unremarkable if not for the fact that they contradict numerous public statements by Microsoft. Although more than a third of Microsoft's workers are hired through temporary help agencies, the company insists most are retained only nine months, that the temps prefer their "flexible" status and that their lack of fringe benefits is offset by higher pay.

Such claims, however, have never been backed by hard data. The WashTech survey, on the

other hand, drew more than 500 responses over a three-week period and included these highlights:

- 63 percent of respondents said they have been at Microsoft more than a year, with an average tenure for all responding "temps" of 20 months;

- 59 percent said they would choose regular full-time employment with Microsoft over their current "flexible" arrangement;

- 79 percent said that regular, full-time Microsoft employees earn more than full-time temps doing the same work.

Perhaps most significantly, more than two-thirds of the respondents didn't choose to be temps but were forced to apply for their jobs through a temp agency—and to add insult to injury, were told which particular agency they should use. "Currently, Microsoft dictates which agency most contractors must use, based on their job category, and most employment agencies contracting with Microsoft refuse to disclose to their workers how much they are billing Microsoft for a contractor's



Marcus Courtney

work," Courtney told CWA board members.

Mere days after the survey results were released, Microsoft announced it will change its employment agency contracts to improve benefits and to give workers a choice of agencies. The changes are to become effective May 1 and include suggested minimum benefit levels that include medical and dental coverage, \$500 in annual training benefits, a 401(k) or other retirement plan

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Canada's secret: mobilize

By Lise Lareau
President, Canadian Media Guild

Just hours ahead of a noon strike deadline on March 19, the Canadian Media Guild reached agreements for both its units, affecting about 3,700 employees of the Canadian Broadcasting Corporation.

The new three-year contracts improve terms and conditions of employment for most members, although on some issues we had to settle for the status quo. Among the gains, for example, the agreement for the larger unit—representing reporters, producers, anchors and directors—includes a 9 percent salary increase over 3 years, plus another 1 percent to be distributed among jobs that are being re-evaluated. The agreement also stipulates that workers in the CBC's internet and other new media services will be guaranteed Guild protection if their jobs are similar to other Guild work. And it grants overtime to many previously unqualified people, albeit on a 4-week averaging basis.

Conversely, freelancers in CMG's new Freelance Branch got the same 9 percent increase on their rates—but didn't get a restoration of the re-use fees and employer-contributions to benefits that they lost several years ago. This was the first time the CMG tackled issues on behalf of freelancers as a distinct constituency, and in some cases the Guild will have to continue their battles in court.

But the big question has to be: How did the Guild get any deal without having to resort to a strike, and despite a climate of tepid government support for Canada's public broadcaster?

One key was the 85.5 percent strike authorization vote we received in February, when some of CBC's most senior, well-known and most respected talent voted

The Canadian Media Guild should get plenty of help celebrating its victory April 29. That's when the TNG-CWA 1999 Sector Conference will convene in Ottawa, at the storied Chateau Laurier, for a three-day meeting that will include nominations for Guild officers.

Preceding the conference, on April 28, will be meetings of TNG Canada and of the Council of Councils. The new delegates' forum also is scheduled for April 28, at 3 p.m.

Delegates driving to Ottawa are reminded to avoid the Nicholas Street exit from Highway 417 because of downtown road construction.

Yes, sending a clear message not only to management but to our own membership. The impact of that vote was felt coast to coast and greatly energized our mobilization campaign.

But the mobilization campaign itself actually started about 18 months ago, when we embarked on creating the traditional CWA network of one person per 10 members for distribution, information and coordination of actions. Once that groundwork was laid, however, the leaders in the various CMG locations (there are 35 of them) took it upon themselves to tailor the system for their specific locations—and they all did it differently.

Pat Goodland, a key mobilization coordinator at CBC Toronto, used the mobilization network as the basis for coordinating a phone-tree to tell all 1,300 members in Toronto if they were on strike. But for basic information, Goodland adds, Guild members came to rely more on the web site than any other source.

In fact, the underlying story of this dispute was the immediacy of the information people got from the web. "The key to mobilization is not the 1-in-10 theory, but understanding what the issues are and how to communicate them to

Continued on page 3

THE PAPER AND INK USED IN THE ORIGINAL PUBLICATION MAY AFFECT THE QUALITY OF THE MICROFORM EDITION.

Inside this issue



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"An out-and-out labor union" . . . Page 7



As publisher Jim Wilson looks on from the head of the table, victorious Hawaiian bargaining team members beam at the camera, including (l to r) Wendell Sakane and Ed Knott, both of GCIU 413N;

Marie Ella, chairperson of the TNG-CWA Hilo unit; Aileen Hussey, CWA 14921; Wayne Cahill, administrative officer of TNG-CWA Local 39117; and Jerry Ahue, CWA 14921.

HAWAII OH-NO

For Donrey, Hilo turned out to be paradise lost

Most people view Hawaii as a Pacific paradise, but the Arkansas-based Donrey Media Group may have a sharply different perception after nearly two years of bitter negotiations with the Hawaii Newspaper and Printing Trades Council.

On March 12, the Hawaii Newspaper Guild and two other unions signed new contracts at the 19,000 circulation Hawaii Tribune-Herald that included wage and benefit improvements but none of the take-backs the company had been seeking. Moreover, the agreement was reached despite Donrey's decision to hire noted union-buster L. Michael Zinser, who opened the talks by proposing to gut the contracts even while acknowledging that Donrey was financially healthy.

"In the end, the only thing Zinser did was to embitter workers at the newspaper and damage its

image and position in the community," observed Wayne Cahill, the Guild's administrative officer. "The employees won because of unity at the newspaper and between the three unions in the council and their unity with other unions in the community, while the company didn't achieve any of its proposals."

The other two unions in the council are CWA Local 14921 and GCIU Local 413N.

The International Longshore and Warehouse Union and the Hawaii Government Employees' Association led a campaign to collect subscription cancellation pledges, while other Hilo unions—including those representing teachers and the construction trades—participated in informational picketing and provided other help.

The end result for Guild members was a 51-month contract with

a 2% increase retroactive to late 1997 and another 2.25% increase retroactive to Jan. 1 of this year; pay for all jobs will increase 11.25% over the term of the agreement. Other gains included a retroactive increase in the company's pension plan contribution and increased company payment of medical plan premiums.

Donrey's failed proposals included random drug testing, unlimited use of subcontractors, assignment of bargaining unit work to managers, replacement of ad sales salaries with a 100% commission plan, an extensive "management rights" clause and an effort to have union members pay 50% of the cost of benefits.

"When push comes to shove, you've got to stick together and do it with compassion and the community's help," summed up unit chair Marie Ella, a Tribune-Herald sales rep.

Display ad sales top minimum salaries

New York, NY, Times	\$1361.77	2 yrs	Montreal, PQ, Gazette	757.00	5 yrs
Boston, MA, Globe	1179.18	4 yrs	Hilo, HI, Tribune-Herald	755.89	5 yrs
Philadelphia, PA, Inquirer,			Fall River, MA, Herald-News	750.67	4 yrs
Daily News (2)	1170.00	4 yrs	Albany, NY, Times-Union	725.21	4 yrs
Victoria, BC, Times-Colonist	1139.55	5 yrs	Mt. Clemens, MI, Macomb Daily,		
St. Louis, MO, Post-Dispatch	1054.00	5 yrs	Daily Tribune (2)	720.46	5 yrs
Honolulu, HI, Advertiser, Star-Bulletin,			Duluth, MN, News-Tribune	695.64	5 yrs
Hawaii Newspaper Agency (2)	1000.00	5 yrs	Canton, OH, Repository	693.72	5 yrs
San Francisco, CA, Chronicle,			Pueblo, CO, Chieftain	655.31	5 yrs
Examiner (2)	993.58	6 yrs	Sheboygan, WI, Press	649.32	4 yrs
San Jose, CA, Mercury-News	983.13	6 yrs	Sacramento, CA, Bee	649.00	6 yrs
Washington, DC, Post	979.40	4 yrs	North Bay, ON, Nugget	642.07	2 yrs
St. Paul, MN, Pioneer Press	979.08	5 yrs	Brockton, MA, Enterprise	642.04	4 yrs
Boston, MA, Herald	978.24	3 yrs	El Diario - La Prensa, N.Y.	615.92	3 yrs
Baltimore, MD, Sun	976.00	5 yrs	Lynn, MA, Item	612.91	4 yrs
Toledo, OH, Blade	975.12	4 yrs	Lowell, MA, Sun	600.00	5 yrs
Denver, CO, Post	967.00	5 yrs	Woonsocket, RI, Call	594.35	4 yrs
Maui, HI, News	938.79	5 yrs	Yakima, WA, Herald-Republic	575.60	4 yrs
Providence, RI, Journal-Bulletin	922.03	4 yrs	Bellevue, WA, Journal-American	552.08	5 yrs
Akron, OH, Beacon Journal	911.00	5 yrs	Terre Haute, IN, Tribune-Star	534.35	5 yrs
Manchester, NH, Union Leader	903.38	3 yrs	San Juan, PR, Star	528.00	5 yrs
Memphis, TN, Commercial Appeal	892.18	5 yrs	Monessen, PA, Valley Independent	500.08	5 yrs
Eugene, OR, Register Guard	882.73	5 yrs	Bakersfield, CA, Californian	495.00	2 yrs
Delaware County, PA, Times	819.17	5 yrs	Wilkes-Barre, PA, Citizens' Voice	489.05	4 yrs
Erie, PA, News, Times (2)	818.23	5 yrs	Pawtucket, RI, Times	488.31	4 yrs
Pottstown, PA, Mercury	800.99	5 yrs	Kingston, NY, Daily Freeman	483.25	4 yrs
Portland, ME, Press Herald	795.41	4 yrs	Norristown, PA, Times Herald	460.00	5 yrs
Seattle, WA, Times	794.57	5 yrs	Massillon, OH, Independent	374.51	4 yrs
St. John, NB, Telegraph Journal,					
Times Globe (2)	769.22	5 yrs			

[Source: TNG-CWA Collective Bargaining Dept., 4/1/99; Canadian newspaper wages in Canadian dollars.]

In brief

L.A. Guild backs Kazan protesters

Noting that Guild founder Heywood Broun ran for Congress as a Socialist—and therefore might have been a candidate for black-listing had he worked in the film industry some years later—the Los Angeles Newspaper Guild voted to protest the March 21 presentation of a Lifetime Achievement Oscar to director Elia Kazan. Kazan's testimony before the House Un-American Activities Committee contributed to the black-listing of eight industry figures.

More incumbent endorsements

The New England District Council, meeting in Providence, RI, in late February, unanimously endorsed the reelection of TNG-CWA president Linda Foley and secretary-treasurer Bernie Lunzer; it likewise unanimously endorsed the election of At-Large Vice President Lesley Phillips as Region I vice president. Separately, the council reelected Adolphe Bernotas as president, Tom Thibbeault as treasurer, Bob Jagolinzer as secretary and Bob Jordan as first vice president. Larry O'Brien was elected second vice president.

N.Y. Guild protests Reuters move

Although it's getting tens of million of dollars in tax breaks to build a new U.S. headquarters in Times Square, in part because of predictions it would create new jobs, Reuters recently announced it will move its New York financial division to London—eliminating the jobs of nearly a score of broadcast journalists, technicians and support staff. The Newspaper Guild of New York has filed for arbitration to block the lay-offs.

NLRB: Mleczo was fired illegally

Detroit's regional NLRB director has charged the Detroit News with an unfair labor practice over its firing of Detroit Newspaper Guild President Lou Mleczo; a trial has been scheduled for May 12. Meanwhile, in a shakeup typical of most unions with a newly elected leadership, Teamsters chief James Hoffa has fired as many as 100 organizers and international field representatives around

the country, including the head of Detroit's Workers Justice Committee. The committee has been the most visible presence in the ongoing lockout by the two Detroit dailies.

Guild pension fund increases benefits

The Newspaper Guild International Pension Fund increased future service accrual rates, effective April 1, to 1.28 from 1.24 for average weekly contributions of \$50 or less; and to 1.18 from 1.07 for average weekly contributions of more than \$50. The fund also has increased monthly payments by 3.23% and has improved its formula for accumulation and retention of pension credits. For full details, call pension fund administrator Helen Coleman at 1-888-893-3650 or contact her by e-mail at hcoleman@cwa-union.org.

CWA looking for top newsletters

The CWA has announced its 16th annual Union Newsletter Awards Competition, with entries due by April 30. The competition is open to all TNG-CWA locals and will be judged by a panel of "distinguished journalists." General excellence categories are divided by size of local, with additional categories for news reporting, feature writing, columns, layout, front page and cartoon or graphic. In addition, judges reviewing general excellence entries will select the winner of the special Oscar Jager Journalism Award.

Food fight at the Buffalo News

In response to a complaint by the Buffalo Newspaper Guild, the NLRB is investigating whether The Buffalo News violated federal law by making unilateral changes in its cafeteria service. The newspaper's decision to eliminate night hours has been especially burdensome for those who need it most—nightside employees with few options outside the building.

Guild, Post turn to federal mediator

Negotiators for the Washington/Baltimore Newspaper Guild and the Washington Post have started meeting with federal mediator Leo Gant in an effort to break the logjam that has stymied contract negotiations since January.

Washtech survey refutes Microsoft

Continued from page 1

and 13 paid days off per year for sick leave, holidays and vacations.

Although described by Courtney as "a step in the right direction," Microsoft's suggested benefits are not mandatory and fall considerably short of what it provides to its own employees. Moreover, the choice of temp agencies won't apply to everyone: software testers, for example, will be restricted to Volt, while administration temps will have to go exclusively through Kelly.

Incremental though such progress may be, Microsoft employees interviewed by Seattle media have credited WashTech with making the difference. And more changes may be expected. On March 31, for example, WashTech scored its first legislative victory when the Washington State Senate passed the Contingent Workforce Study bill. The bill would create a

bipartisan task force—to include voting representatives from both business and organized labor—to study the state's growing contingent economy.

Meanwhile, other survey findings suggest that WashTech has only started to tap into its power base. Roughly half said they hadn't heard of WashTech prior to the survey, a similar proportion indicated they were not aware of their legal right to organize—but more than half said they see a need for labor organizing, and only 26% said they are opposed to unions.

Joining WashTech "was one of the best decisions of my life," contends permatemp Kamal Larsuel. "It's the knowledge that you, yourself, are part of something bigger than you are. It's the knowledge that people are willing to work to make your life more livable—this is what WashTech means to me."

Clarifications & amplifications . . .

The March issue of The Guild Reporter implied that Congress will vote on a proposed ergonomic standard. Congress instead will vote on various proposals that would enable OSHA to implement an ergonomics program, but the standards would be determined by OSHA, not Congress.

The March issue also described a visit by Maryland gov-

ernor Parris Glendening to a Guild-CWA picket line at a Washington Post printing plant. During his visit, Glendening offered Post employees his support but did not make a specific offer to "mediate" their contract dispute. He did, however, add his wishes "that we get this resolved to everybody's satisfaction and that you get a fair and equitable contract."

Annual per capita increase

This is official notice that the TNG per capita on May dues, payable by locals to TNG-CWA on or before June 15, 1999, will be \$15.73.

This is an increase of 39 cents per month in the per capita rate of \$15.34, which has been in effect since May 1, 1998. The per capita payable on behalf of employed members whose dues are less than \$15.73 per month is \$6.29.

By operation of the per capita formula in the Constitution, the increase in the average top reporter minimum

in Guild contracts with daily newspapers is translated into a percentage increase in the monthly per capita payable by locals to TNG-CWA.

The average top reporter minimum in Guild contracts with daily newspapers on April 1, 1999 was \$811.16—an increase of \$20.27, or 2.56 percent over the \$790.89 average top minimum on the same date a year ago.

The 39 cent per month increase in the per capita rate from \$15.34 to \$15.73 is an increase of 2.54 percent.

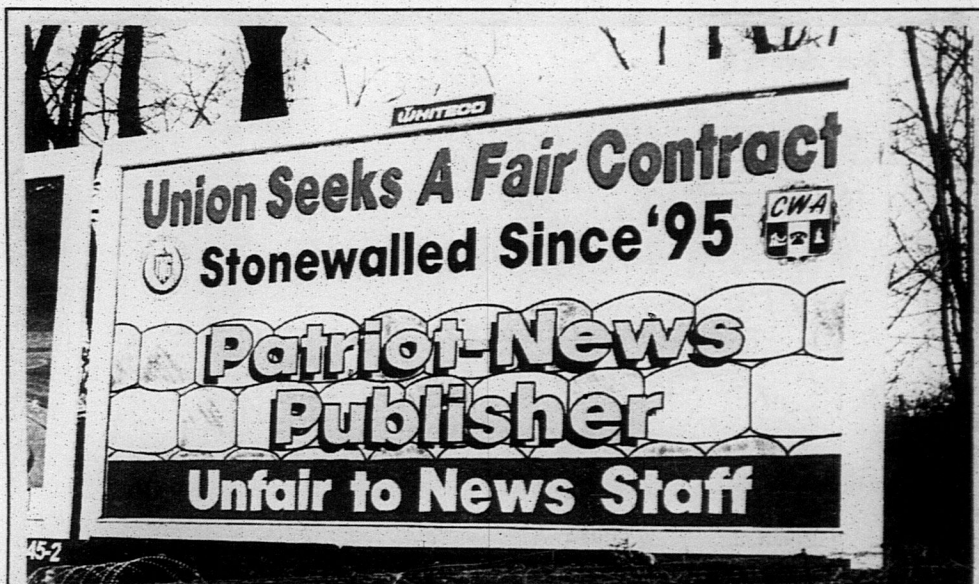
LOCAL REPRESENTATIVE

The Washington-Baltimore Newspaper Guild, TNG-CWA Local 32035, is accepting applications for a local representative with a proven track record in organizing, both in identifying organizing targets and mounting drives, and in internal organizing in open shops. Computer literacy expected. Experience in bargaining and contract enforcement a plus.

We're looking for someone who can educate, activate and unite the membership; help build and maintain solidarity; survey membership and identify future leaders; and develop communication networks within units. WBNG has 19 units and 1,900-plus members, representing workers at major dailies, newsletter publishers, wire services, PR firms, and several union-staff units. Excellent salary and benefits. Equal opportunity employer.

Applications must be received by Wednesday, May 12.

Send resumes to: Search Committee, WBNG,
Suite 350, 110015th St. NW,
Washington, DC 20005.



JAMES P. BROWN/HARRISBURG NEWSPAPER GUILD

Up against the wall

The gloves are off in Harrisburg, where The Patriot-News' management has stonewalled Guild negotiators for nearly four years. Although agreement has been reached on some relatively minor issues, the company has steadfastly refused to discuss retroactive pay increases,

insists that any increases in health insurance premiums come out of paychecks, wants to hire up to 45 part-timers for up to 35 hours a week, is demanding unrestricted outsourcing of unit work and unilaterally rescinded a 401(k) plan. The Harrisburg Newspaper Guild has responded with billboards like the one shown, informational picketing and other public activity.

Internet aided mobilizing

Continued from page 1

specific types of members," contends Arnold Amber, CMG's lead negotiator and TNG Canada director. In addition to the web site, Amber adds, CMG organized two meetings per location with members of the bargaining committee at key times in the process.

"At our meetings there was no rhetoric," he continues. "It was all about information. The meetings and the web site were designed to give people basic information, without a spin. Our members responded to that, and came to trust that. In fact, we felt so strongly that the leadership and the membership were together that we set a noon strike deadline, confident that people would actually leave their desks and walk out together at that time. Some people saw this as a gamble, but we were confident in displaying this force."

Tom Spear, CMG's Calgary president, credits "continual meetings" for a healthy militancy and a large number of volunteers. "We held two to three meetings a week. Everyone was invited, including management. People wanted it, even if the same questions came up time and again. People felt involved that way."

Spear says one member from the CMG administrative unit also set up a group e-mail account that got to every Guild member in

Calgary. "Everyone got a personal message nearly every day from the Guild that way," he adds.

The other major factor in our favor was the strike by our colleagues at the Communications, Energy and Paperworkers union which began a month before our strike deadline and ended two weeks after the Guild reached its settlement.

In many locations, Support-CEP groups sprouted from the Guild membership, leading to interesting fundraisers that pulled people together. In many cities, for example, there were winter barbecues outside the CBC buildings, giving people a sense of collective battle. Toronto even had a "soup line," with music from the 1930s and celebrity speakers.

Chomsky featured at Boston meeting

Noam Chomsky, noted linguist and propaganda deconstructionist, will be the featured speaker at a mid-May meeting in Boston of the International Federation of Journalists.

TNG-CWA President Linda Foley, who was elected an IFJ vice president a year ago, is hosting the event, which has as its theme "Globalization of the Media and Its Effect on Journalists."

Panelists are to include Mark Crispin Miller, of New York University's Project on Media Ownership; Bill Kovach, of the Nieman Foundation's Committee of Concerned Journalists; Carol Oberdorfer, a reporter for the Bureau of National Affairs; Jonathan Tasini of the National Writers Union; Marian Needham, TNG-CWA's contract committee executive secretary; and CWA staff rep Steve Early.

A tour of the Boston Globe at

Last but not least, our issues registered with our membership and with the public. They were defensible to everyone, from well-paid personalities to underpaid associate directors. We hadn't had a pay increase since 1992. People knew their workloads had doubled and tripled. The CBC had displayed an arrogance toward the bargaining process that infuriated members.

"People had seen the inequities grow and grow, and saw Guild involvement was the only opportunity to make improvements," Spear says.

In fact, after careful thought and many post-mortems, we plan to nominate the Canadian Broadcasting Corporation management for the CWA's mobilization award for 1999.



Prof. Noam Chomsky

5 p.m. will be followed by a reception featuring Chomsky, who teaches at MIT and has written numerous books critiquing U.S. foreign policy and popular culture, including "American Power and the New Mandarins," "Necessary Illusions," "Powers and Prospects" and "Manufacturing Consent" (with E.S. Herman).

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Japanese media don't bash unions

Then again, they hardly mention unions at all—just as a worsening Japanese economy is straining traditional labor relations

By Tim Schick
Providence Newspaper Guild

A Guild-represented reporter for the Providence Journal recently related how the leader of a nurse's union, involved in a bitter strike against a local hospital, had reproached him for not writing a news story that leaned toward the union's version of events.

The complaint that news coverage of the labor movement is biased in favor of management is one I have heard frequently. It also is a perception common among U.S. labor leaders. So when I was invited to represent the Guild as part of a four-member CWA delegation to Japan, I decided to explore the Japanese perception of labor coverage in their own news media.

My findings? During two weeks of interviews with Japanese union, management and government officials I discovered virtual unanimity: there is little bias toward labor in the Japanese media because reporting on labor issues is next to non-existent.

The very structure of Japanese labor relations prevents most labor issues from becoming newsworthy, as each company has its own union, separate and distinct from other unions in the same industry. As a result, the only significant labor coverage, aside from general reporting on the economy, occurs during the annual Shunto—the spring labor offensive—when unions negotiate wage increases.

Of more significance, however, is the fact that most unions have adopted cooperative relationships with their employers, maintaining offices within the employers' buildings and consulting on issues that would be considered management prerogatives in the U.S. Union leadership is a path into management, and leaders of both sides lose face if a contract agreement cannot be reached.

This cooperative approach to workplace relations dates, for all practical purposes, back to the American occupation following

World War II. As a result, much of Japan's workplace structure bears a superficial resemblance to the U.S. system, but it serves the needs of Japanese workers, management and society—all of which are considerably different from their American counterparts.

For example, union membership as a percentage of the workforce is much higher in Japan than in the U.S., partly because it's easier to form a union in Japan than in the U.S., but mostly because unions are valued for promoting workplace democracy and consensus building. The U.S. system, on the other hand, is more reflective of the Marxist concept of a struggle between labor and capital for control over the fruits of the workers' labors.

Another factor determining the scope of Japanese labor coverage is the manner in which news is gathered, with reporters congregating at the ministries they cover



Our intrepid correspondent in Japan, flanked by (l to r) Kiyoshi Morikawa, vice president of Shimbun Roren, and Kenji Kasai, Shimbun Roren's general secretary.

and reporting on official statements and press releases as they are issued. There is very little, if any, investigative reporting. William "Bud" Clatanoff, U.S. labor attaché in Japan, remarked that Watergate-style reporting simply does not occur in Japan.

Kiyoshi Morikawa, vice president of Shimbun Roren—the Japanese Federation of Newspaper Workers Unions—is critical of this type of superficial coverage, which he says is made worse by newspapers assigning teams of reporters to gather information that is then rewritten by an editor. The result is that no one has a complete picture or understanding of what is being written about. And without personal bylines there is little incentive to excel, while weak reporting can hide



Tim Schick, at left, and CWA member Louie Rocha (in cap) participate in a no-holds-barred discussion of serious labor issues in a Japanese bar with

leaders of JOHO Roren (the federation of telecommunications workers unions) and the KDD union leader.

behind the camouflage of anonymity.

(A similar problem is found at smaller U.S. papers, where reporters don't have enough experience to understand the significance of what they are writing about and where high staff turnover has eliminated any institutional memory of past events.)

But the issues faced by Shimbun Roren affiliates are very similar to those faced by newspaper workers in the U.S. And as in the U.S., their bargaining power is significantly less than that of their telecommunications counterparts.

Although Japanese circulation rates are at all-time highs, Morikawa says many observers believe they have peaked and will start to decline—given a push, perhaps, by the persistently ailing economy.

Subscription prices are higher than in the U.S., accounting for 50 percent of a Japanese newspaper's revenue versus the 30 percent that is typical in the U.S.—a disparity that has been accentuated by a loss of advertising revenue caused by the recession. Larger papers therefore have begun aggressive incentives for people to subscribe, going to such lengths that there are even reports of people being offered refrigerators for subscriptions.

My cousin Wayne Dawson, a physicist at the University of Tokyo, reports that newspaper sales agents will show up on his doorstep like aggressive mission-

aries, determined not to leave until the balking customer has been converted.

Kenji Kasai, Shimbun Roren general secretary, fears such aggressive sales tactics will bankrupt smaller, local papers that can't afford to compete. The incentives also are criticized by union leaders as being of questionable legality because of Japan's pricing laws—which require uniform pricing and prohibit discounting—but the country's publishers are trying to repeal such restrictions, possibly paving the way to predatory pricing and subsequent job losses.

Technological changes already have resulted in some workforce reductions, largely through attrition. But in sharp contrast to the last U.S. recession, in which newspapers slashed jobs, the Japanese response to their ongoing economic downturn has been to reduce bonuses rather than to lay-off workers. This is in keeping with Japan's tradition of giving full-time permanent employees "lifetime jobs," but the cost has not been cheap: such bonuses can add up to 40 percent of a worker's annual compensation. Moreover, the English-language Japan Times reports that if companies laid off their surplus workers the unemployment rate would soar above 10 percent.

The irony is that Japanese unemployment in the midst of a recession is the same as it currently is in the U.S., where the economy has been booming. Indeed, while the 4.5 percent unemployment rate is a record high in Japan, in the U.S. it represents a record low.

There are other significant differences between Japanese and American practices. In Japan, for example, there are no incentive or commission programs for advertising sales reps, whereas in the U.S. such plans often comprise a

major source of such employees' incomes—with some U.S. newspapers attempting to abolish salaries for sales staffs altogether. In addition, some Japanese papers are experimenting with combining reporting and layout job functions, which is unheard of in the U.S., except at very small weeklies.

But as the persistent recession continues to grind down the Japanese economy, pressure to change the labor relations system to conform more closely with the U.S. model keeps growing. Such a shift would mark a fundamental change in the relationship between workers and their employers—and also could result in a more militant and adversarial labor movement.

Similarly, the telecommunications industry is under pressure to "liberalize"—or deregulate, in American jargon. Japan is about a decade behind the U.S. in eliminating monopolistic practices that are blamed for blocking competitive efficiencies, innovation and lower consumer costs—but which, once gone, also result in de-unionization, wage reductions and job elimination.

Many of the union and company officials we met in Japan were confident this would not happen. But the American experience with layoffs, wage cuts and outsourcing left us worried that the workers and managers in the Japanese telecommunications industry do not understand how cutthroat global competition can become.

Management and union officials at KDD, Japan's international telephone company, seemed to have the best grasp of deregulation's repercussions and acknowledged that their company could be a takeover target for a foreign firm seeking fast entry into the Japanese telecommunications market. Japanese law currently protects NTT, the domestic telephone company, from large-scale foreign ownership.

Labor round-up

Feeding time at the CEO trough

While the average worker last year saw total compensation rise by 3.5%, CEOs' total compensation—including stock options—jumped 36%. Or to put it another way—as the AFL-CIO does, at its updated Executive Pay-Watch website at www.paywatch.org—if the average worker paid \$30,000 in 1994 had been getting the same percentage increases as the country's CEOs, his or her annual paycheck would now be a warm and fuzzy \$165,900. Among the corporate winners: U S West chief executive Sol Trujillo, who despite forcing a 15-day strike by CWA got a 19% boost, to \$1.4 million; and Robert "The Slasher" Jelenic of Journal Register Co., who pulled down \$11.3 million in 1998.

Women ask, 'Where's my 26 cents?'

While the executive suite raked it in, America's working women had to wait until April 8 for Equal Pay Day: the day on which, on average, they had earned as much in 1998 and 1999 as their male counterparts had earned in 1998 alone. The legislative drive to confront such income disparities, in which women are paid 74 cents for every dollar paid to men, has now spread to 26 states and has been identified as "one of the top priorities" on the AFL-CIO's agenda, according to Executive V.P. Linda Chavez.

Why unions need more than contracts

Not all labor issues are decided at the bargaining table. For example, Maryland's lower legislative house recently approved a gubernatorial proposal to give state employees legally guaranteed collective bargaining rights; and Ohio's labor leaders gave strong support to Republican Gov. Bob Taft's opposition to a "right-to-work" bill. Some legislative battles are of special importance to Guild members, such as the recently renewed push for the federal Uniform Correction or Clarification of Defamation Act—a seemingly benign measure that could provide incentive for publishers to abandon reporters involved in controversial stories.

Graphic artists affiliate with UAW

The 3,000 members of the Graphic Artists Guild voted by a 3-to-1 margin to affiliate with the UAW. In doing so, the freelance illustrators joined approximately 4,000 freelancers in the National Writers Union, which also is affiliated with the UAW, as well as writers and editors at the Village Voice, Mother Jones and other publications.

NBC employees sign off on contract

NABET-represented employees of NBC overwhelmingly approved a new contract in a mail ballot counted March 5. The package, covering 2,500 workers, includes three annual wage increases totaling 9 percent, adds a day off for the Martin Luther King Jr. holiday and guarantees regular upgrades for employees who consistently work in higher job classifications. The broadcaster won the right to hire daily workers up to a maximum of 50 percent of the workforce and somewhat increased flexibility in some operational procedures.

Pisha named to Oregon hall of fame

Sue Pisha, 56, CWA's vice president for District 7, has been named by the Northwest Oregon Labor Retirees Council to its Labor Hall of Fame. Pisha led the ultimately successful strike last summer against U S West. She will be retiring this July, 38 years after she started her career as a long-distance operator for Pacific Northwest Bell.

Joining the capitalists at their game

Unions and their members can't invest blindly: they also need to know whether their money managers are investing in a way that supports corporate accountability. Now they can, thanks to the Center for Working Capital's "1998 Key Votes Survey" of 106 investment firms, which tracks how they voted on 40 shareholder resolutions on such issues as executive pay, the independence of boards of directors, workplace civil rights and corporate political spending. Copies are available from the AFL-CIO Office of Investment, at 202-637-3900.

No extra cost for postage

The National Association of Letter Carriers will be looking to carry more than letters, bills and magazines May 8, when it provides the grunt power for the seventh annual NALC National Food Drive. Sponsored jointly with the United Way, the U.S. Postal Service and the AFL-CIO, the event last year collected 62 million pounds of food for distribution to food banks and homeless shelters. Volunteers willing to help with the logistics this year should call AFL-CIO coordinator Chris Marston at 202-637-5191.



BILL BURKE/WASHINGTON-BALTIMORE GUILD

Peter, Deb and Larry

TNG-CWA warblers Debbie Thomas and Larry Smoot stand between TNG-CWA president Linda Foley and Steve Young, president of the American Federation of Musicians, following a concert on the steps of the U.S. Capitol. Featuring folk singer

Peter Yarrow, the D.C. Labor Chorus—of which Thomas and Smoot are members—and about 20 members of Congress, including Senator Ted Kennedy, the Congressional Sing-A-Long was sponsored by the AFM and co-sponsored by CWA to show support for increased funding for the National Endowment for the Arts.

Serb casualties include media, labor leaders

As the war in Yugoslavia intensifies, journalistic casualties likewise are starting to pile up, in large part the result of a deliberate Serb campaign to silence independent or pro-West voices.

Most American journalists were expelled once the U.S. and NATO started bombing March 24, while some Serbian journalists who were outside the country have been unable to return. The Serbian government also imposed formal censorship on the print media, with newspapers ordered to submit all copy for review by Information Minister Aleksander Vucic.

Although broadcast media have not been subject to the same degree of government scrutiny, self-censorship reportedly is common and the Committee to Protect Journalists is attempting to verify reports that Information Ministry representatives are present in studios during broadcasts. The government also closed Radio B-92 in Belgrade and detained its editor, Veran Matic, prompting sharp protests from the International Federation of Journalists.

But the worst news has been of murdered journalists and labor leaders, including that of Agim Hajrizi, founder of the independent trade union movement in Kosovo, and of Slavko Curuvija, the owner and editor-in-chief of Dnevni Telegraph. Hajrizi's 12-year-old son and mother also were killed. Curuvija was shot by two people April 11 and died of bullet wounds to the head and back.

"Those in power had been unable to silence him and his newspapers despite the draconian measures of the Serbian Information Law," observed IFJ

General Secretary Aidan White. "This murder has succeeded where authoritarian pressure had failed."

In response to such atrocities, the IFJ said it hoped to send an international delegation of journalistic leaders to Belgrade but had encountered logistical problems. Until it can resolve them, the IFJ is soliciting information from journalists still in Yugoslavia. Any news regarding journalists' working conditions or expulsion should be relayed to the IFJ's Human Rights Officer, Cailin Mackenzie, at: ifj.safety@pophost.eunet.be; by telephone to 011-32-2-223-22-65 or 011-32-2-219-77-80; or by fax to 011-32-2-219-29-76.

On a related note, the Committee to Protect Journalists recently released its annual worldwide

study of press freedom. Its findings: at least 118 journalists were in prison in 25 countries at the end of 1998, and 24 journalists in 17 countries had been murdered during the previous year in reprisal for their reporting. The leading offender was Turkey, which for the fifth consecutive year had imprisoned more journalists—27, down from 29 in 1997—than any other country. Colombia, where 43 journalists have been murdered in the past decade, remains the most lethal country for journalists.

Not all the news was grim, however. The CPJ also reported that all journalists who had been imprisoned in Nigeria have been freed, apparently in response to numerous petitions from the West. CWA President Morty Bahr and Guild-CWA President Linda Foley were among those who signed the petitions.

KR, Gannett CEOs' options questioned

Knight Ridder and Gannett shareholders are being asked to vote on virtually identical proposals designed to trim excessive executive compensation. The proposals were submitted by a Philadelphia Newspaper Guild member at Knight Ridder and by the CWA Pension Fund at Gannett.

Voting on the proposals will be tabulated at each company's annual shareholder meeting, which in Gannett's case will be May 4 in Alexandria, Virginia. The Knight Ridder meeting will be May 12 in San Jose.

Both sets of shareholders are being asked to urge their boards of directors to adopt executive com-

pensation policies that tie future stock option grants to performance. Such a policy "is particularly important at Gannett because of the exorbitant stock option grants" that have already been granted to Gannett CEO John J. Curley, avers a supporting statement. To date, Curley has acquired options valued at more than \$40 million, even though Gannett's stock failed to outperform the market between 1992 and 1997.

Knight Ridder, on the other hand, has actually under-performed both the stock market and its publishing peer group during the same period—yet CEO Anthony Ridder has been granted options valued at nearly \$9 million.

EATING THEIR SEED CORN:**Scrooge rules the newsroom . . .**

By Ken Blum

How would you like to try to survive on a monthly budget like this? **Income:** Monthly take-home pay, \$1,200.

Expenses: Rent, \$400; car payment, gas and maintenance, \$320; utilities/telephone, \$150; college loan payment, \$100; food, \$300. Total basic expenses, \$1,270.

Leftover discretionary income: minus \$70.

It's not a pretty picture.

It's not a picture that we would like to see our son and daughter in, especially after our student and his family struggled to pay or borrow anywhere from \$40,000-\$80,000 for a college education.

It's not a picture you want to see for someone trying to launch a career as a professional journalist.

There's not a lot of room in this budget—in fact, there's no room at all—for the new employee to afford any amenity or emergency. Without help from mom and dad, or a spouse who provides a second income, or without running up a ton of interest-laden credit-card debt, there's no room to go to the dentist. There's no room for a major car repair or a new set of tires. There's no room to go on a date. Heck, there's no money left for the person to go to a movie by herself—and forget the popcorn.

But such is the plight of the journalism graduate being offered \$18,000 per year to accept an entry-level reporting job at a community newspaper. And we wonder why we're having trouble recruiting capable young reporters.

When I came into this business, in 1968, the entry-level journalist could expect to make roughly the same as an entry-level school teacher. Today, that comparison is almost ludicrous. Starting teachers in my area make anywhere from \$23,000 to \$26,000 per year. Plus full benefits. Plus four months of paid holidays and vacations.

In the meantime, typical newsroom pay scales have fallen five to 10 years behind the times. There are still newspapers out there offering \$12,000 to \$14,000 per year as a starting salary, which is about the same level as a high school dropout could expect to make in a fast-food restaurant.

So why has it come to this? Why haven't newspapers been willing to provide even a minimal living wage to a journalism grad? Are we Scrooges? Or are we too strapped to afford to pay a competitive wage?

For newspaper groups, most of which are claiming record profits during this economic boom, I hate to say it but Ebenezer's image is reflected in their pay scales.

Publishers in many groups are under enormous pressure to meet profit margins that can range anywhere from 20 to 40 percent. If margins aren't met, necks and careers are on the line. As a result, that can mean keeping starting newsroom pay as low as possible, thus avoiding the ripple effect higher starting salaries can have on wages throughout the newsroom or, for that matter, throughout the organization.

Several groups are finally adjusting editorial wage scales dramatically upward—a "market adjustment." Why? Because of the law of supply and demand. There's more competition for journalism grads than ever before, so wage scales have to go up to attract qualified candidates.

But it's unfortunate that the law of supply and demand forced this adjustment when common sense and common decency should have led to a livable starting wage years ago.

Then there's the other category: publishers who claim they simply can't afford to pay a recent graduate from \$20,000 to \$23,000 plus benefits. I sympathize with their plight. Not all community newspapers are enjoying the economic boom. Many are still fighting for survival in the midst of stiff competition and a faltering retail economy in their markets.

It's understandable that these newspapers simply don't have the financial resources to pay a wage that can allow a recent graduate to live independently. Sadly, they may be out of the market for good unless they find financial salvation or a graduate who wants to return to his or her hometown and live with his or her parents.

But in either case, the reality is that if we want to compete for J-school graduates, we have to find ways to adjust our budgets to allow for a starting wage that will cover basic living expenses, plus some extra for a movie—with the popcorn.

Blum is owner of Butterfly Publications, a newspaper consulting firm; this article was previously published in the March 22 issue of Publisher's Auxiliary.

. . . which is why Guild beganBy Alan Barth
Washington Guild

For the benefit of those members of the American Newspaper Guild who do not realize what they have gotten into, I take as my text this morning some passages from a book published last month, "Freedom of Information," by Herbert Brucker, editor of the *Hartford Courant*. With the happy air of a man who has just discovered that the binomial theorem is cockeyed, Mr. Brucker discloses that "the Guild has long since become an out-and-out labor union."

Most of you, I suppose, have never thought of the Guild in quite this light before. And from some of the more brazen fellows in the class I can hear the murmured query, "Is that bad?"

Is it bad? Boy, oh boy, just listen to what Mr. Brucker says about it: "Only one who has experienced it personally can know what it means to have a good man become more interested in the union than in his work, and to see him put the fire in his soul into the cause of the union rather than into his job. Often, indeed, the man involved is himself only partly aware of his sharply

lowered usefulness, because he continues to go dutifully through the motions of doing his work. If the employer dismisses such a man he finds that the union runs to the law for help, and in all probability gets it, on the ground that the firing was animated by hostility to the union."

It is the principal thesis of "Freedom of Information" that America's great contribution to journalism is the tradition of objective reporting and that the fostering of this tradition affords the best hope for the future of the American press.

But objectivity is not easily, or cheaply, come by. It demands both conscience and competence. And I wonder if Mr. Brucker would not agree, although his book nowhere makes mention of it, that the American Newspaper Guild has done a great deal to promote the increased objectivity he discerns in the press simply by making it economically possible for competent and conscientious men to work for newspapers.

In the good old days, before Heywood Broun propounded his subversive idea of a decent wage scale, the newspaper game (as we all loved to call it then) employed a distressingly high proportion of beaten-down hacks or juvenile romantics. The former

had only the objectivity of apathy, while the latter tended either to take to cheap liquor or to get into some more remunerative vocation.

Well, the American Newspaper Guild did manage to boost the pay of working newspapermen—not so high, perhaps, as to make them completely objective but high enough so that they could begin to think of newspapering as a respectable career, one in which they might even hope to support families and take responsible positions in the community.

The result of this was a pronounced advance in the caliber of the craft. More men of ability were drawn into it and more of these were enabled to stay in beyond their salad days.

Thus, quite unconsciously and as an incident to its grasp for power, the Guild may well have done more to elevate the standards of American journalism than the American Newspaper Publishers Association and the American Society of Newspaper Editors combined—for all their long record of selfless and exalted idealism.

Excerpted from the April 8, 1949 issue of The Guild Reporter.

Empty house of labor doesn't deserve to stand

By Wynne Hartviksen

They say a house divided against itself cannot stand. I'm not so sure. The first time I heard the term "The House of Labor," I chuckled. I was at my first youth and labor conference and the expression seemed so archaic, so Capulet and Montague. But five years later, during the recent youth conference at York University in Toronto, I couldn't help but recognize the validity of the house analogy, especially in relation to the labor movement and its next generation.

We are a house, an extended family of sorts. The foundation of the house is strong, built from years of struggle to secure the rights of workers at their jobs and within their communities. But it seems to me that sometime, somewhere, we stopped adding rooms onto the house.

Many young people like me in this movement feel like the children of a seriously dysfunctional family. We have waited on the

sidelines too long, watching our elders run from room to room, fighting for each other's space and possessions while our workplaces remain unorganized. We worry that our house will fall to the wrecking balls of neo-conservatism, while our parents fight over whose strategy should be used to shore up the foundation.

Sure, lots of what the labor movement argues about are valid topics for debate, whether it's the issue of raiding, being pink, general strikes or who should lead. But it rarely fights in the open. Instead, in their paranoia over letting the neighbors see their dirty laundry, our leaders argue behind closed doors. But they don't just keep the neighbors out; they keep us out, too. And behind those doors, the debates turn to fights and the fights into wars. Meanwhile, the house of labor grows older.

At the Toronto youth conference, young

workers asked today's labor leaders if they would commit their unions to work together to organize the unorganized. The response was lukewarm at best. Some leaders said that

We're 'the children of a seriously dysfunctional family.'

in their honest opinion, unions would never work together. Others joked with us that 20 years from now we'd be just like them. Some pointed to the strides they'd already made, and others—a few—listened with interest.

Except for a few regretful occasions, when young trade unionists gather, we don't talk about who raided whom or who should lead what. We talk about how to get more of us into every union. We swap ideas, pat each other on the back and yearn for the day when we find a place at the table for our issues.

Don't get me wrong: young trade unionists don't agree on every issue. But after five years' worth of discussions with young trade unionists from across Canada, I have ascer-

tained this: we think "outside the box," as corporate types like to say. We've had to, because the box of our experience in the world of work sucks, and we simply want to change it. And we would really like our more senior brothers and sisters in the labor movement to help us do just that.

To those of you reading this and thinking, "Ah, to be young and idealistic again," I must say that I feel sorry for you. The ability of young trade unionists to avoid being bogged down by your baggage is one of our best hopes for a bright future.

A house divided against itself may still stand, but a house without children will one day grow empty. It will become dilapidated and, regardless of the strength of its foundation, it will collapse upon itself. I, for one, like our house too much to see that happen.

Excerpted from the Jan./Feb. issue of Our Times, a Canadian labor publication; Hartviksen, 27, is a member of the Ontario Federation of Labour's youth committee.

LOOKING AHEAD

In a global information age, it's time for us to reach out



By Linda K. Foley,
President

The photographs and stories of atrocities against Kosovar Albanians that fill our front pages and evening newscasts evoke sympathy, sadness and in

many cases outrage, even among veteran journalists who've covered other wars.

The Serbian army has herded thousands of Kosovars from their homes like cattle and slaughtered hundreds of them like sheep. The Serbs' actions comprise an overwhelming tragedy the likes of which Europe hasn't seen since the Holocaust. We can read about it and write about it. But it's hard to see how we can change it.

When Bosnian journalist Azra Alimajstorovic reads of ethnic cleansing in Kosovo, she trembles with fear. Fear at remembering her own experiences in Bosnia's 1992 war. Fear of the conflict spreading to her homeland again. Fear for her family's safety and their future.

But what she fears most is that she, and other Balkan journalists, will never be per-

mitted to deliver the truth to their countrymen. She fears they will never have the opportunity to use sound journalistic skills and report on events accurately and thoroughly.

Azra is fearful, but she is also hopeful. That's because she has a plan that will allow Guild members to foster and support independent journalism in the Balkans.

Long before NATO's bombs started falling on Yugoslavia, Azra, who currently is studying at the University of Maryland, proposed that the Guild sponsor a unique exchange program with her colleagues in Bosnia. (Guild members who attended TNG-CWA's Sector Conference in Chicago last year will remember Azra's moving story of her experiences in war-torn Bosnia.)

She has proposed that the Guild sponsor individual journalists from Bosnia to spend up to three months in the United States, and possibly Canada, so they can learn firsthand how reporters operate in a democratic society. In the process, they also will learn how to establish an effective union to represent their own interests.

As in Serbia and other parts of the region, state-run media still control most information Bosnian citizens receive.

Independent journalists have little support, and independent media often are the first casualties in any conflict or crack-down, as evidenced by Serbian censorship and eventual shutdown of independent media as the Kosovo crisis heated up. Once the media outlets were shut off, the journalists themselves became the targets.

"To be an independent journalist in my country means working without a contract or any other security," Azra says. "If you work for independent media that means you can work for months without a salary or for such a small salary that you can't survive on it."

"How can we protect our rights and at the same time be able to follow professional rules without fear that our bills will not be paid? How can you deal with an employer when you know that 80 percent of the people in your country don't work? What do you do to convince young colleagues, who strongly believe in the profession, that searching for truth is not asking for trouble?"

As envisioned, the program—tentatively titled "Journalist to Journalist"—would enlist three or four Bosnian journalists at a time, selected jointly by the Guild, North American employers and Bosnian union leaders. The foreign journalists would go through a general orientation session and a union training program and would live with Guild members during a five-week newsroom "internship."

Upon returning to Bosnia, the journalists would be expected to maintain ties to both the Guild and the employers who participated in the program.

For their part, the employers will be asked to ensure that the journalists receive a broad range of experiences that will aid in their pursuit of the truth back home. The employers also will be asked to help pay living expenses during the five-week internship. The Guild



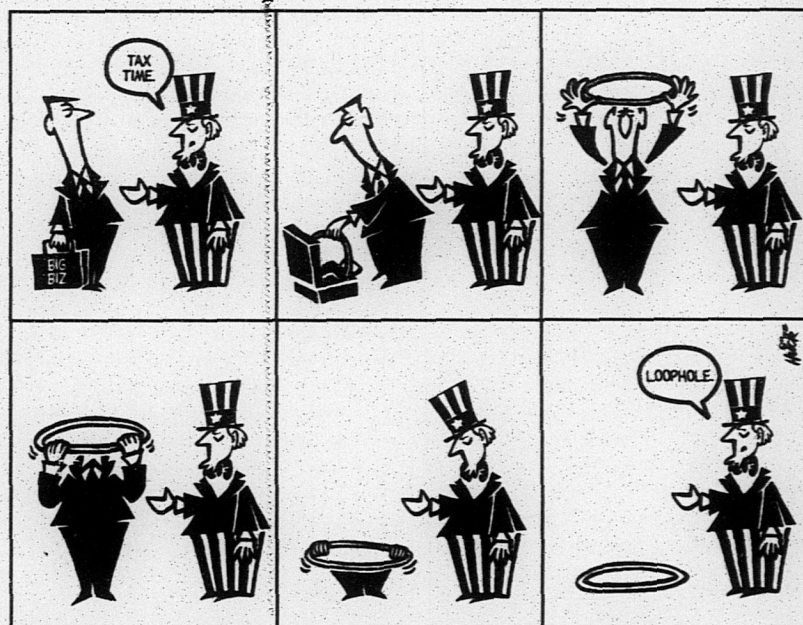
Azra Alimajstorovic speaks to Guild members at the 1998 sector conference in Chicago.

and CWA will pay for travel and living expenses during the non-internship portion of the program, as well as assist Guild members who agree to host the journalists.

Meanwhile, other Guild members who are interested in the project will be encouraged to make monetary contributions. TNG-CWA will cover some costs, but most of the funding for this project will have to come from individual Guild members who agree that training and supporting independent-minded journalists will help secure some semblance of democracy in the Balkans.

"The media have a very strong influence on the population in Bosnia, and because of that, the media can contribute much in restoring normal life," Azra claims. She will make the case for her idea to delegates at the 1999 Sector Conference in Ottawa, April 29-May 2.

We can't stop ethnic cleansing in Kosovo, but we can help to prevent it from happening again in Bosnia. Not by bombing the Serbs or sending in troops, but by making sure that at least some of our journalistic colleagues are prepared to arm their people with the truth.



Who is that person—and what's he doing in my union?

By Bob DiCesare
President, Buffalo Newspaper Guild

It won't be all that long until our collective bargaining agreement expires and we're back at the bargaining table trying to reach a new contract with The News. And then at some point the Local membership will convene to discuss an issue vital to negotiations or vote to ratify or reject a contract proposal.

A brother or sister will take the microphone to present a point of view, and during the presentation no less than 75 fellow Guild members will whisper, "Who is that and why do they think their agenda is any more important than mine?"

This I guarantee. I've heard the whispers for 16 1/2 years.

Contract negotiations remind us of our union's diversity and quite often that real-

ization is cause for indignation. Here's a recollection from 1990: "What do you mean you want us to sacrifice part of our pay raise to bring the district managers up to reasonable scale? What, if I may ask, is a district manager? What is it they do? Exactly how much do they make? And if it has come to this, how do we get them out of the Unit?"

Reactions such as these aren't a product of indifference so much as a result of the time-cramped lifestyles that have evolved with the advent of dual-income households. We do our jobs, we funnel what time remains toward our families and our self-interests and we really don't give a moment's thought to the plight of a district manager—unless we happen to be one. . . .

Excerpted from the March issue of *The Frontier Reporter*, published by the Buffalo Newspaper Guild.

LETTERS

Editor:

The enclosed editorial in today's San Francisco Chronicle [*"Betraying Journalism," April 9*] is a study in hypocrisy. Clearly the action of reporter [Mike] Gallagher in revealing his source for his story on the depredations of Chiquita Banana is reprehensible, but where were the angry editorials in the Chronicle and in other papers when Gallagher was fired by the Cincinnati Enquirer for exposing Chiquita?

And where was the editorial outrage when the reporters on CNN who wrote about the raids in Laos by U.S. Special Forces to eliminate army defectors were fired?

Publishers are too quick to fire reporters who come under attack for

exposing unpleasant stories about powerful interests. Editorials about defending "journalistic integrity" are so much hogwash when the same publishers who print them are themselves the main violators of journalistic integrity.

—Herb Kransdorf
TNG-CWA Local 9553
San Francisco, CA

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: May 14.)

A closer look at the Guild's assets

Guild accounting for operating expenses, shown in thumbnail tabular format at right, has changed substantially since the merger with CWA. Budgets are submitted based on need, not income, with per capita payments from locals flowing to the CWA and expenses paid from the CWA general fund.

The budget submitted by the Guild for the fiscal year that starts July 1 totals \$3,982,979, against anticipated revenues of \$5,520,517. The income projection is based on 32,895 dues-paying members and fee payers and estimated per capita increases in 1999. (See announcement of the annual per capita increase on page 3.) Less than full-time members total 2,150.

In the last complete fiscal year, ending June 30, 1998, the Guild spent \$4,223,342. Current U.S. expenses, as reported internally by CWA through February of 1999, are \$1,920,305, compared with a budgeted amount for the same period of \$2,253,514. CWA has calculated TNG's U.S. income over the same eight months at \$2,107,625. Canadian income and expenses were not available as this issue of the Guild Reporter went to press.

The Guild also maintains a

segregated fund, comprising money remaining in general Guild funds as of June 30, 1997, that has a current cash balance of \$215,447. The fund generally is used for expenses unique to the Guild, including \$2,000 to the Ron Udeschini Scholarship Fund; \$2,000 to the David Barr Scholarship Fund; \$9,125 in legal costs incurred by the Woonsocket local; \$6,800 for unbudgeted office computers; and \$4,500 to Digital Nation to begin creating a Guild intranet project.

Other separate Guild accounts include the Anti-Discrimination Fund, with assets as of Feb. 26 of \$69,451; the Leuchter Scholarship Fund, with assets at Dec. 31 of \$8,775; the David Barr Scholarship Fund, with \$2,789 in assets; and the Severance Fund, with \$205,825 in assets.

The Guild's largest segregated account, meanwhile, is the Defense Fund, which as of Dec. 31 had net assets of \$3,295,991. The bulk of those assets is invested in bonds through Hampton Securities Ltd. in Toronto. In addition, the Guild's former headquarters building, recently appraised as having a market value of slightly more than \$2 million, is a Defense Fund asset.

TNG-CWA 1999-2000 Sector Budget*

Revenue \$5,520,517

Expenditures charged to TNG-CWA

01 - Salaries: Officers & Staff	\$1,267,542
02 - Salaries: Clerical	287,193
03 - Salaries: Part-Time	37,000
04 - Expenses: Full Time Staff	507,451
05 - Expenses: Part Time	37,000
06 - Supplies & Printing	168,500
07 - Postage, Freight & Express	85,000
08 - Equipment Rental	17,593
09 - Equipment Maintenance	800
10 - Contract Services	30,000
11 - Electronic Communications	39,500
12 - Rent: Office Space	265,000
13 - Rent: Meeting Rooms	20,000
14 - Miscellaneous Expense	60,000

Total direct expenditures \$2,822,579

TNG expenses charged to other budgets

TNG Canada	500,000
Professional Expense	12,000
Affiliation Dues	49,000
Legal	320,000
Information System	15,000
Education	63,000
Insurance Expense	0
Legal Fees & Expense	96,000
Pension Expense	90,400
Staff Moves	15,000

Total sector expenditures \$3,982,979

Administrative & Exec.
Support & Administration
EC, SERC, CB Task Force lost time from line 01 expenses
from line 03 expenses
Guild Reporter costs and other printing
GR postage and misc. postage
Copy machine lease
Copy/fax machine maintenance
Regional staff support
Phones, etc.
Rent and improvements
Meeting rooms
Broun, Guild Service, Leuchter
Awards and Misc.

Ongoing audit cost
International Federation of Journalists
Legal
Computer purchases and related costs
Mobilizing, NLOS, training
Includes all insurance other than health
Retainer, includes some litigation
OPEIU, Consultant & Severance

*Budget not yet approved
by CWA Executive Board.

Guild stress survey goes out to locals

Feeling stressed-out? Job requirements burning you out? Nerves frayed? TNG-CWA wants to know, and to that end is distributing—via local stewards—a questionnaire asking about overtime, how well software works, how hard or easy it is for workers in one department to work with another and about any stress-related illnesses.

The study has been in the works for several months. "We need quantifiable information from all our Guild locals," said Information, Research and Technology Director Larkie Gildersleeve. "Several local officers have called the Guild asking for sta-

tistics on workplace stress, especially stress related to the technological revolution in the media industry, but we've been unable to find any existing research that would help us."

The returned questionnaires will be analyzed by Dr. Mike Smith of the University of Wisconsin, a leading researcher in the field of work and health. Smith's expenses are being underwritten with help from the CWA.

Some locals have already conducted their own surveys, including one prepared by At-Large Vice President Lesley Phillips for a meeting with management at the Boston Herald. The Herald's copy editors

had complained about symptoms of job-related stress caused by incompatible systems platforms and insufficient training for pagination.

Another excellent questionnaire was designed for the Canadian Media Guild addressing overtime, supervisory styles and health complaints.

But while these and other surveys have been useful locally, the results have not been comparable for general use. "A survey in Canada and the United States is important because the data we obtain will be comparable from local to local and to future surveys

on the same topics," Gildersleeve explained. "Because of the statistical analysis, the information will have more credibility than previous efforts."

The questionnaire is confidential, although some answers—identifying the employer, department, age, etc.—are being solicited to identify the kinds of jobs and groups of workers who are most affected by the introduction of new technology and job restructuring. All Guild members are being asked to fill out the questionnaire, even if they feel no increase in their own work-related stress.

THE GUILD Reporter

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April 16, 1999

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International Chairperson: CAROL D. ROTHMAN
Director, TNG Canada: ARNOLD AMBER

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Contracts Committee:
Marian V. Needham

Collective Bargaining & Research Associate:
Deborah W. Thomas
Director of Research,
Information & Technology:
Larkie Gildersleeve
Human Rights Director:
Anna M. Padia

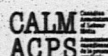
Membership Coordinator:
Bruce R. Nelson

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

Administrative Staff:
Scott Bush,
Gwendolyn Doggett,
Dominique Edmondson
Malinka Franklin, Larry Smoot,

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

Administrative Staff:
Marjoline Botsford,
Joanne Scheel



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DAYBOOK

Broun Award luncheon,
April 26, Washington, D.C.

Workers Memorial Day,
April 28 nationwide

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

Int'l Federation of Journalists,
May 13-17, Boston

Great Labor Arts Exchange,
June 20-22, Meany Center

Unity '99, July 7-11,
Seattle Convention Center

CWA Nat'l Convention,
July 12-14, Miami

CLUW Convention,
Aug. 30-Sept. 5, Chicago

CWA Equity Conference,
Sept. 8-12, New Orleans

TNG-CWA Executive Council,
Oct. 18-20, Washington, D.C.

Great Lakes District Council,
Nov. 5-7, Buffalo, N.Y.

FROM THE MORGUE

Fifty years ago this month:

The Toronto Newspaper Guild negotiates its first contract, with Canada's largest newspaper enterprise, the Toronto Star Ltd. . . . Puerto Rican editorial employees at three of the territory's four dailies organize a union, the Circulo de Prensa. . . . A two-day strike by pressmen and stereotypers closes down all four Washington, D.C. newspapers. . . .

Twenty-five years ago this month:

A 31-month wage freeze on newspaper wages is lifted by the federal Cost of Living Council after TNG President Charles Perlik and the leaders of three craft unions protest the continued imposition of wage controls while prices were allowed to rise. . . . Guild members strike the Washington Post for 16 days, mount informational picket lines at the Philadelphia Inquirer and Daily News and settle a three-week strike against UPI. . . .

Ten years ago this month:

An NLRB administrative law judge finds the Sacramento Bee bargained in bad faith by insisting any new Guild contract give management sole authority over pay increases. . . . The St. Louis Guild says it will organize a new daily that Ingersoll Publications is planning to start in the fall, to compete with the Post-Dispatch. . . . David Eisen, TNG director of research and information, urges a congressional subcommittee to overhaul the Newspaper Preservation Act of 1970 because of "serious questions as to whether the law actually operates to preserve competition or provides a license to destroy it." . . .