

THE GUILD Reporter

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Why is this
woman smiling?

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Permatemps win a big one

Microsoft took a one-two punch in federal appeals court, as a three-judge panel in San Francisco ruled that thousands of its "common-law employees" are entitled to participate in its discounted stock-purchase plan.

The two-part decision applies to the company's long-term "temporary" workers, often referred to as permatemps, who are forced by Microsoft to apply for their jobs through temporary work agencies. Although many permatemps have worked for

Microsoft for years, the software maker contends they are not entitled to the same benefits—including the potentially lucrative stock-purchase plan—that it offers to its permanent employees.

The appellate decision also reversed a lower court ruling that would have limited the group of eligible permatemps to a few hundred contract employees—excluding temporary workers hired through an agency—who worked at Microsoft between 1987 and 1990. The new ruling expands the

class to include all temporary workers and freelancers who worked at least 20 hours a week for at least five months in any year after 1986—a change that means as many as 10,000 permatemps may be able to take advantage of the stock-purchase plan retroactively.

Under that plan, employees have the right to purchase Microsoft stock twice a year at a 15% discount. Estimates of how much Microsoft might have to pay for the appreciation of shares the permatemps were

unable to buy range as high as \$20 million. Microsoft, no surprise, said it will seek a review of the decision before a larger panel of the Ninth Circuit Court.

Aside from its financial impact on Microsoft, the ruling has broad implications throughout the high tech information industry, where use of temporary workers has grown into a key competitive weapon. Although Microsoft and other employers disclaim responsibility for "just-in-time"

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Spring brings bumper crop of contracts

Maybe it was something in the air. Maybe everybody wanted to go fishing. Maybe it was just time. Whatever the reason, the past several weeks have seen a flurry of contract settlements, including agreements at two of TNG-CWA's biggest units. Among the deals:

The Washington Post

Eight months of increasingly strained negotiations finally come to an end May 19, as Guild-represented employees of The Washington Post voted overwhelmingly to ratify a three-year pact.

Economic highlights of the settlement include a raise of \$4 a week effective on ratification, plus a signing bonus of \$1,350 for employees working at least 30 hours a week and \$1,000 for part-timers; raises averaging \$10.50 a week to take effect 9, 15, 21 and 27 months after ratification; and an increase to 5% of salary from 4.5% in the company's match to the 401(k) retirement savings plan. The union also won an additional two days of vacation annually for employees with 20 or more years' service.

Rebuffed company initiatives included a proposal requiring a second probationary period for employees moving to higher classifications; language that raised the threat of mandatory drug testing; and an effort to strip Guild members out of the bargaining unit and create new jobs without union protection.

Boston Globe

A membership vote on a new three-year contract with the Boston Globe was scheduled for May 25, after The Guild Reporter went to press. The tentative agreement includes wage increases of 2.249% for 1998, 2.2% for 1999 and 2.245% for 2000, with a possibility that the 2000 increase could be higher, based on new lower salary hires. Other highlights include:

- An increase in the pension salary cap to \$65,000 from \$55,000;
- An increase in the company's 401(k) match to 2% from 1% of salary, to a maximum of \$3,000 a year;
- One day of sick leave annually for part-time employees with five years' experience with the company, with limited banking of unused leave.

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Pounding the pavement

United Auto Workers pitch in their support for the locked-out workers at the Detroit News and Detroit Free Press in a recent rally. For latest developments on the Motor City madness, see page 3.

Strike authorized at Reuters

Following 18 months of fruitless contract negotiations, Guild-represented journalists, technicians and support staff at Reuters have authorized a strike by an 11-to-1 margin. TNG-CWA represents approximately one-fourth of the company's 2,285 U.S. employees.

The 187 to 17 vote, with six abstentions, gives New York Newspaper Guild President Barry Lipton and the nine other members of the unit's bargaining team the authority to call a walk-out "if and when Lipton and the committee deem it necessary." The last Guild-led strike against Reuters was in 1980.

"The members have spoken," said Lipton. "It's clear that they are frustrat-

ed and angry with the pace of negotiations. From the beginning, Reuters management has been dragging its feet on negotiating a contract."

Guild officials say little progress was made in talks prior to March 8, when both sides agreed to a news blackout. Major obstacles to an agreement include Reuters' proposals to lengthen the workweek without increasing pay, to abolish retraining allowances and to scrap contract provisions for reassigning employees whose jobs are abolished.

The last provision has grown in importance in recent weeks because of a Reuters plan to lay off 20 New York-based employees at Reuters Financial Television and to transfer the operation

to London. Arguing that the company is violating the contract's job security provisions, the Guild has filed for arbitration over the issue.

On a related note, the executive council of the International Federation of Journalists, meeting in Boston in mid-May, agreed to make Reuters its first global project. The decision came after a day-long forum on globalization of the media, with CWA staff representative Steve Early calling for "a cross-border defense of journalists' professional rights," and TNG-CWA Regional Vice President Peter Szekely pleading that "we can use all the help we can get."

IFJ council members responded by creating a steering committee to map out an international campaign. Among its possible actions: an organizing drive among Reuters' non-unionized employees, passage of anti-strike breaker resolutions overseas and publicity about the U.S. labor dispute and Reuters' indifference to safety issues.

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STORMI GREENER/MINNEAPOLIS NEWSPAPER GUILD

Hundreds of TNG-CWA members at the Minneapolis Star Tribune show their support for fellow union members at the Sacramento Bee by wearing stickers announcing, "We Support the Worker

Bees." The show of solidarity—both papers are part of the McClatchy newspaper chain—may have contributed to finally resolving the difficult contract negotiations.

Contract settlements come fast and furious

Continued from page 1

St. Paul Pioneer Press

Tentative agreement on a 40-month contract at the St. Paul Pioneer Press includes wage increases totaling 9% and bonuses of \$950 for full-time employees and \$350 for part-timers, to be paid Jan. 1, 2000. In addition, the company's pension contribution is to increase to \$40 per week from \$37, on-call employees become eligible for all applicable benefits and the company will pay for life and vision insurance.

The unit also won language to represent employees of new businesses "that are solely owned and directly managed by" the company.

Newsweek, Time

A four-year contract, paying increases of 4% in the first three years and 3% in the fourth, has been ratified unanimously by Guild-represented employees of Newsweek. The pact also calls for a 5% increase in minimum scales in the first and fourth years of the contract, which is retroactive to Jan. 1.

Separately, only one dissenting vote was cast among Guild-represented employees of Time who ratified a contract that took 14 months to negotiate. The settlement calls for 4% increases in each of its three years, retroactive to Feb. 1, 1998.

Sacramento and Fresno Bees

Difficult negotiations at two of the McClatchy papers have ended in tentative agreements that include 3% merit pools for raises and company payment of 80% of health insurance premiums.

The five-year contract in Sacramento would run through the end of 2003 but includes several reopeners, including one later this year to discuss a new pagination

system, a commission plan and a merit plan structure; a general reopener for 2001 in which each party may bring two items to the table; and a reopener for 2002 to include wages and benefits.

The Fresno contract, running through Dec. 31, 2001, includes yearly reopeners on wages, benefits and two items per side. Part-timers made some gains, including the right to buy into health care coverage on a sliding scale.

Pawtucket Times

Seventeen months and three publishers later, the Pawtucket Newspaper Guild has ratified a contract with the Pawtucket Times that provides pay raises of 2% in each of the first two years and 2.25% in the third. The settlement also includes a company agreement to begin exploring development of a 401(k) retirement plan.

Scientific American

Annual wage increases of 4%, 3.5% and 3.5% were won in the recently ratified contract with Scientific American. In addition, such significant improvements were made in health care coverage that all unit members who had been enrolled in the company's managed care plan have transferred into the new preferred provider organization.

Los Angeles Daily News

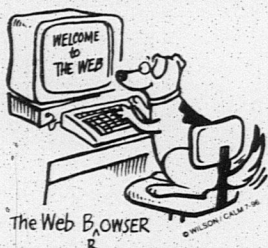
A three-year agreement at the Los Angeles Daily News, delivering a 3% raise this year and 2% increases in each of the next two years, was ratified unanimously May 10. The contract also includes a merit pool equaling 1% of the total base wages of Guild-represented employees; at least 80% of the pool must be dispersed as merit increases each year.

In addition, the unit won a 401(k) plan, increased vacation time, a limited severance pay provision, greater ease of union access to Guild members on company property and the placement of Guild bulletin boards in all newsroom and photo departments. Part-time employees also made some gains, including a formula for wage increases.

Erie News Times

Finally, even as negotiations continue at the Erie News Times, tentative agreements have been reached for interim across-the-board 3% pay increases and for a bonus for advertising department employees. Negotiations in Erie are of the interest-based bargaining variety, which tends to be less contentious—but can be considerably more drawn-out—than the traditional kind.

www.newsguild.org



www.tngcanada.org

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In brief . . .

Front Page Awards presented in D.C.

Three weeks before the Pulitzer Prizes were announced, the work of Washington-Baltimore Guild members Jeff Leen, Sari Horwitz and David Jackson, as well as that of departed researcher Jo Craven, was recognized with the grand prize for writing in the local's annual Front Page Awards. Their "Deadly Force" series in the Washington Post also won the local's Morton Mintz Award for Investigative Reporting and picked up the Pulitzer for public service writing. The local's grand prize for photography went to the Baltimore Sun's Jed Kirschbaum, while the grand prize for graphics went to the Post's Patterson Clark.

Subsidies available for Unity attendees

Guild members planning to attend the Unity99 conference, which has an early-bird registration deadline of May 31, might qualify for subsidies approved by the recent Sector Conference. Subsidy applicants must qualify as delegates, which entails membership in the National Black Journalists Association, the National Hispanic Journalists Association, the Native American Journalists Association or the Asian-American Journalists Association.; in addition, the applicant's local must match up to \$400 of the TNG subsidy. For more information, contact TNG-CWA Human Rights Director Anna Padia at apadia@cwa-union.org.

A guild by any other name . . .

The Los Angeles Newspaper Guild may be about to become history—if members approve a name change, to Southern California Media Guild. The new monicker is being proposed to more accurately reflect the local's greater geographic spread, as well as the diversification of members' work duties to include new media.

Long Beach goes to mediation

While the main story on this page might give the impression that Guild locals everywhere are knocking down contracts, negotiators for the Los Angeles Newspaper Guild and the Long Beach Press-Telegram have been squaring off before a federal

mediator after months without a bargaining session. Although company officials spent the first mediation session trying to paint an upbeat picture of last year's progress, working conditions at the publication—acquired last year by Dean Singleton, who imposed conditions—include deep pay cuts, no sick leave, no vacation for circulation workers and no pension plan.

Freelance photogs join TNG-CWA

The National Association of Freelance Photographers has become the newest TNG-CWA local in hopes of "working more effectively to preserve our industry." Among its concerns are fighting the growing use of "all-rights" contracts and lobbying the FTC to lift the prohibition on independent contractors achieving collective bargaining status. For more information on the NAFFP, visit its Web site at www.thenafp.org.

When in doubt, just say no

Many Guild locals suspect that management's initial response to any grievance is a reflexive dismissal, but not many get to confirm their suspicions. Then there's the Buffalo News, where the company's director of human resources blithely told Guild representatives that she denies all grievances the first go-round, regardless of merit. How refreshingly—if disturbingly—candid.

The incredible expanding local

Looking for a benchmark against which to measure your local's organizing efforts? Check out the Washington-Baltimore Newspaper Guild, which in 1998 scored a net gain of 179 members—a 10% increase—without adding any new units.

Robert Keane, 76, dies of pneumonia

Robert Keane, a longtime newspaper union organizer who started his career as a payroll clerk at the New York Daily News, died recently at age 76. After serving as the Daily News' unit chairman, he worked full-time as a Guild organizer and eventually as administrator of the Guild-News pension fund. He and his late wife had nine children, including son Kevin, president of the Wire Service Guild.

Gannett shareholders get an earful

Sector conference reaffirms Guild support for Detroit

Approximately 150 locked-out Detroit newspaper workers and their supporters converged on Gannett's shareholder meeting May 4, including religious leaders representing nearly 900 congregations in southeast Michigan. The demonstration followed an evening vigil at the suburban Washington, D.C. home of Gannett CEO John Curley.

"Perhaps you didn't know about the level of pain in the community of Detroit," the Rev. Edwin Rowe, chair of the religious leaders' group, was quoted by the Detroit Sunday Journal as telling the shareholders. The company's years of legal appeals to avoid ending the nearly four-year-old labor dispute "may be legally possible and economically possible, but it is not morally permissible," he added.

As shareholders inside USA Today's headquarters in Rosslyn, VA, heard similar pleas from other clergy, the demonstrators outside the building were less soft-spoken. "Well, here we are again. We're back! We're back! We're back!" thundered TNG-CWA President Linda Foley. "And we're going to come here again and again until they get it: Obey the law, be good corporate citizens and bring justice back to Detroit!"

"Getting it," however, seemed far from Curley's mind as he assured shareholders that plunging newsprint prices mean higher



Louis Mleczo, president of the Detroit Newspaper Guild, addresses the TNG sector conference.

profits. Gannett's prospects would be less rosy if they depended solely on the Detroit papers: according to the latest figures from the Audit Bureau of Circulation, the two dailies have lost a combined 25,000 Sunday circulation since last year.

The decline is even more profound when compared to pre-strike March, 1995. Sunday circulation then was 1,107,645; now it's 783,864. Weekday circulation is off almost as much, which may explain why Detroit Newspapers late last this month killed a major subscription promotion after reportedly investing millions of dollars.

Support for the locked-out workers—

including approximately 145 Guild members—also was renewed at the TNG-CWA Sector Conference in Ottawa, as Guild members again passed the hat and made fresh pledges of monthly support from their locals. Delegates also unanimously endorsed a resolution "to support the locked-out workers, whether it be financially, spiritually or personally, to demonstrate our steadfast belief in unionism and our commitment and appreciation of those who have given their lives and livelihood to the struggle."

Detroit Guild President Lou Mleczo, saying he felt a bit like Bill Murray in "Groundhog Day," told conference delegates he nevertheless has "renewed hope" that the end of the dispute is in sight. "We're getting sincere proposals from the company, and that's a good sign," he explained.

Computer techs' top minimum salaries

New York, NY, Times			
Computer Operator	\$1179.24	4 yrs	
System Programmer	1005.73	3 yrs	
Info. Systems Specialist	936.08	3 yrs	
Info. Systems Clerk	757.65	2 yrs	
Boston, MA, Globe			
Sr. Systems Analyst	1100.60	2 yrs	
Systems Analyst	1055.34	2 yrs	
Programmer/Analyst	994.55	5 yrs	
Operation Supervisor	932.16	1 yr	
Data Entry Supervisor	910.17	4 yrs	
Sr. Computer Operator	693.59	2 yrs	
Data Entry/Computer Operators	577.98	3 yrs	
St. Louis, MO, Post-Dispatch			
Sr. Programmer/Systems Analyst	1054.00	5 yrs	
Jr. Programmer/Systems Analyst	804.00	5 yrs	
Machine Operator	747.00	4 yrs	
Keypunch Operator	528.00	3 yrs	
St. Paul, MN, Pioneer Press			
Sr. Programmer-Analyst	1000.38	5 yrs	
Programmer-Analyst	841.76	4 yrs	
Programmer	800.34	4 yrs	
Jr. Programmer	610.30	2 yrs	
Computer Room Shift Supervisor	871.83	5 yrs	
Sr. Operator	763.29	4 yrs	
Operator	728.40	4 yrs	
Jr. Operator	511.38	1 yr	
San Jose, CA, Mercury-News			
Data Processing	984.05	6 yrs	
Sr. Computer Operator	775.54	2 yrs	
Computer Operator	653.92	2 yrs	
Supervising Keypunch Operator	613.34	2 yrs	
Keypunch Operator	582.44	2 yrs	
Washington, DC Post			
T-5 Data Processing Prog. Analyst	979.40	4 yrs	
T-4 Data Processing Programmer	701.60	3 yrs	
T-3 Sr. Proc. Machine Operator	619.10	1 yr	
T-2 Data Proc. Machine Operator	561.65	3 yrs	
T-1 Keypunch Operator	517.10	2 yrs	
Toledo, OH, Blade			
Systems Analyst Programmer	975.12	4 yrs	
Programmer	917.55	4 yrs	
Systems Coordinator	877.24	3 yrs	
Computer Operator	793.76	3 yrs	
Data Entry Operator	652.28	2 yrs	
Boston, MA, Herald			
Programmer	958.96	3 yrs	
Computer Operator	727.89	3 yrs	
Keypunch Operator	587.20	3 yrs	
Providence, RI, Journal-Bulletin			
Computer Specialist	\$949.87	4 yrs	
Computer Room Supervisor	805.91	3 yrs	
Computer Operator	758.18	2 yrs	
Lead Data Entry Clerk	582.50	2 yrs	
Data Entry Clerk	516.39	2 yrs	
Manchester, NH, Union Leader			
Sr. Programmer	933.33	2 yrs	
Computer Operations	891.16	2 yrs	
Operator/Technician	865.98	2 yrs	
Night Operations	812.55	2 yrs	
MIS Coordinator	752.16	2 yrs	
Advertising System Coordinator	708.32	2 yrs	
Computer System Operator	641.26	2 yrs	
Honolulu HI, Advertiser, Star-Bulletin (2)			
Sr. Programmer	896.66	4 yrs	
Comp. Operator/Jr. Programmer	762.05	3 yrs	
Keypunch Operator	593.98	3 yrs	
Memphis, TN, Commercial Appeal			
Sr. Programmer	892.18	5 yrs	
Computer Programmer	742.75	5 yrs	
Computer Operator	598.48	5 yrs	
Keypunch Operator	572.58	5 yrs	
Philadelphia, PA, Inquirer, Daily News (2)			
Computer Operator	853.20	4 yrs	
IBM Programmer	780.23	4 yrs	
Keypunch Operator	677.92	4 yrs	
Baltimore, MD, Sun			
Programmer	786.00	5 yrs	
Computer Operator/			
Data Control Analyst	658.00	5 yrs	
Head Computer Operator	a-678.00	flat	
Programmer Librarian	b-554.00	5 yrs	
Data Entry Operators	529.00	4 yrs	
a-\$20 over computer operator top; b-\$25 over keypunch operator top			
Eugene, OR, Register Guard			
Programmer/Operator	773.54	5 yrs	
Data Processing B	532.33	5 yrs	
Data Processing A	486.27	4 yrs	
Victoria, BC, Times-Colonist			
Computer Operator	758.81	flat	
Monterey, CA, Herald			
Computer Operator	742.00	4 yrs	
Albany, NY, Times-Union			
Micro Systems Specialist	741.25	4 yrs	
Computer Operator	551.30	2 yrs	
Keypunch Operator	491.75	3 yrs	
San Francisco, CA, Chronicle, Examiner (2)			
Sr. Computer Operator	736.58	2 yrs	
Computer Operator	667.49	2 yrs	
Keypunch Op. Supervisor	628.88	2 yrs	
Keypunch Operator	599.59	2 yrs	
Lowell, MA, Sun			
Computer OP/Programmer	736.41	5 yrs	
Denver, CO, Post			
Sr. Computer Operator	665.00	5 yrs	
Computer Operator	591.00	3 yrs	
Data Entry Operator	454.00	3 yrs	
Portland, ME, Press Herald			
Programmer/Analyst	657.07	3 yrs	
Computer Operator A	597.58	1 yr	
Computer Operator B	481.30	1 yr	
Clerk-Computer Input	463.03	1 yr	
San Juan, PR, Star			
Programmer	528.00	5 yrs	
Computer Operator	384.00	4 yrs	
Data Entry Operator	327.00	4 yrs	
Duluth, MN, News-Tribune			
Computer Operator	474.54	4 yrs	
Data Entry Clerk	421.32	4 yrs	
Brockton, MA, Enterprise			
Computer Operator	457.22	4 yrs	
Mt. Clemens, MI, Macomb Daily, Daily Tribune (2)			
Data Processing Operator	449.99	2 yrs	
Yakima, WA, Herald-Republic			
Computer Operator	437.52	4 yrs	
Pueblo, CO, Chieftain			
Computer Operator	430.40	3 yrs	
Keypunch Operator	398.39	3 yrs	
El Diario-La Prensa, NY			
Data Entry Clerk	403.69	3 yrs	
Wilkes-Barre, PA, Citizens' Voice			
Keypunch Operator	387.98	2 yrs	
Terre Haute, IN, Tribune-Star			
Keypunch Operator	340.00	flat	

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

Want attention? Win a Pulitzer

For most Guild locals, the world of shareholder meetings and proxy proposals remains alien turf. Even for those familiar with the levers of corporate governance, questions linger about the effectiveness of such tactics.

And then there's the Independent Association of Publishers' Employees, representing 2,400 employees at Dow Jones, for whom this sort of thing is old hat.

The latest example of how to raise hell in the boardroom came mid-April, as the union—otherwise known as IAPE/CWA Local 1096—was in contract negotiations in which Dow Jones is seeking drastic pension plan cuts. As the company's board of directors assembled at New York's World Trade Center for the annual shareholder meeting, more than 100 newsroom employees—including several mid-level managers—filed in sporting "I love my retirement benefits" buttons.

When the floor was opened for questions, reporter Bob Davis, one of six members of The Wall Street Journal team that had just won the Pulitzer Prize for international reporting, got to his feet—as did virtually everyone else in the audience. "It looked like a forest of

suits had suddenly erupted in there," said one of those in attendance.

And when he spoke, Bob Davis assured his union of headlines the next day by using the dreaded "s" word. He was there, he said, "to alert Dow Jones shareholders to the anger and resentment in the newsroom." The company's proposed cuts in the pension plan were so onerous, he added, that "I believe workers would rather strike than accept management's terms."

In the weeks since, say IAPE leaders, a new sobriety seems to have settled over company negotiations. After a mere 10 bargaining sessions, virtually all non-economic issues have been resolved and a full settlement seems achievable by summer's end. And while a mutually agreed upon black-out period bars disclosure of bargaining specifics, IAPE President Ron Chen says Dow Jones' once rock-hard insistence on pension plan cuts has softened to clay.

A contract settlement by the end of August would reverse a recent history of increasingly rancorous bargaining. The last IAPE contract took 15 months to negotiate, its predecessor about a year.

Permatemps win big

Continued from page 1
workers, the court was clearly impatient with hiring practices that are little more than a sham. "Even if for some purposes a worker is considered an employee of the agency, that would not preclude his status as a common-law employee" of Microsoft," the judges reasoned. "The two are not mutually exclusive," with the key question being which company controls that employee's work.

The panel also blasted Microsoft's arguments for limiting the number of permatemps that could qualify for the stock-purchase plan, complaining that its

legal brief "takes a scatter-gun approach, laying down heavy fire consisting largely of blanks."

In an ironic twist, the court decision came just a couple of days after Microsoft said it is increasing base pay and stock options for most of its 30,000 employees for competitive reasons. Although the company traditionally has relied on stock options to attract talent, the huge run-up in its stock over the past decade is inevitably slowing, causing some employees to think they may be better off at smaller companies where they can get in on the ground floor.

Labor round-up

Labor's approval rating better

Labor unions are getting increasingly more favorable marks from the public, according to the Labor Research Association, which in a recent survey of 1,000 likely voters found that 56%—up from 49% in 1995—think unions have a positive effect on the country; only 25.5% said unions have a negative effect. The highest opinion, interestingly enough, was held by the youngest cohort: 72.2% of respondents between 18 and 29 view unions positively.

Business outlobbys labor, 11-to-1

Huge corporate profits in the 'Nineties have swollen corporate warchests on Capitol Hill, with Big Business spending \$621 million in the first 11 months of 1998 in hard and soft money contributions. That's up from \$354 million for all of 1994 and compares with \$55 million spent by labor last year, up from \$47 million four years earlier. The lavish spending has fueled attacks on OSHA and Social Security, has backed opposition to increases in the minimum wage and has pushed for adoption of fast-track trade authority.

Canada shows importance of unions

Although increasingly under attack in Canada, unions have held their own to a degree not seen in the U.S. in several decades. More than 30% of Canadian employees are unionized—more than double the U.S. rate—with average hourly earnings for full-time workers of C\$19.01, compared with C\$15.50 for non-unionized workers. But here's the kicker: Canada's greater unionization has raised the standard of living for its poor and middle-income residents, both union and non-union, to a level higher than in the U.S., according to a recent Statistics Canada study. The "down" side? The rich are richer in the U.S. . . .

NPR off-mike employees join NABET

More than 15 months after first casting their ballots, approximately 80 engineers and technicians at National Public Radio have won NLRB certification to be represented by NABET-CWA. Their original victory, with 51% of the vote over two other unions, was overturned upon challenge and a new election was ordered last May, when the final tally showed 37 in favor of NABET, 32 for two independent employee associations and 3 against union representation.

Buying a book? See a longshoreman

One of the year's most intriguing organizing campaigns ended in a razor-thin margin in favor of the International Longshore and Warehouse Union, as several hundred employees of the country's largest independent bookstore challenged one of Orgeon's liberal heroes. Although Michael Powell is revered for building Powell's Bookstore into a bibliophile's haven, a recent restructuring prompted claims that he was "dumbing down" jobs and depriving the staff of input. The ILWU's campaign attracted attention up and down the West Coast, potentially signaling a new wave of organizing activity within traditionally non-unionized service and retail businesses.

As many as 50,000 rally in Big Apple

One of organized labor's biggest demonstrations in decades jammed the streets around City Hall in Manhattan May 12, as labor leaders challenged Mayor Rudolph Giuliani and Gov. George Pataki to use large budget surpluses for higher wages and on programs that help working families, including education and health care. Crowd estimates ranged from 25,000 to twice that number, as the sprawling rally was buffeted by rush-hour crowds.

New Jersey gets buffeted, too

Hundreds of New Jersey state workers, the majority represented by CWA, lambasted Gov. Christie Whitman at a series of public hearings over her proposal to scrap seniority rules. Although Whitman has tried to justify the change by contending seniority results in a disproportionate number of women and minorities getting laid off, union officials and civil rights leaders argued that Whitman's plan would hurt rather than help minority workers by making them vulnerable to subjectivity and bias.

More telecom jobs bite the dust

As the world's telecommunications giants keep gobbling each other up, more jobs keep getting spit out. The latest casualty count: as many as 3,000 AT&T jobs are to be cut, mostly in Texas and Georgia, in an effort to save the acquisition-hungry company \$200 million a year. CWA is negotiating terms of a severance agreement for workers who might get laid off if not enough employees accept the company's early retirement incentives.

Unlike the '60s, students, labor now march together

The nation's campuses, long dormant as wellsprings of social activism, are stirring again. And this time, unlike the 'Sixties—when students and unions were sharply divided on the Vietnam War—organized labor is part of the ferment.

Graduate teaching assistants from coast to coast are unionizing for the first time, rejecting the notion that their labors are worth less than minimum wage. The AFL-CIO is kicking off its fourth Union Summer program, which pays college students for four-weeks of community organizing. Campus demonstrations have protested sweatshop manufacturing of collegiate clothing and have supported campus workers trying to organize.

And Yale and Harvard, whose tony Ivy League credentials seemingly would hold them above the fray, recently hosted competing labor conferences. The Harvard

effort, which drew approximately 150 participants, was devoted to creating a nationwide student-labor alliance; at Yale, which drew roughly triple its rival's attendance, one focus was on attracting students to labor careers.

The various developments, which are inter-related and tend to reinforce each other, come as unions increasingly recognize that they've been suffering from a hardening of the arteries. What better way to revitalize organized labor than with a shot of youthful idealism and energy?

Meanwhile, colleges and universities are feeling the same cost-cutting pressures that are squeezing most employers, tarnishing their ivory tower images. Graduate students at Yale, for example, say they teach 70% of all classes, yet their salaries are capped at \$12,500 a year. Faculty members at the University of Massachusetts at Amherst claim the number of

full-time professors has shrunk by 15% over the past decade, even though the student population is unchanged.

One result is that nearly a score of colleges now have unionized graduate students, including those at the University of California at Berkeley who earlier this month voted nearly 3-1 to join the United Auto Workers. Another is that more students are showing up on picket lines that have no connection to a university issue, such as the UC at Riverside students who joined in the fight for better pay and benefits for workers at Los Angeles International Airport.

"Today's campus activist is at the heart of today's union movement," AFL-CIO President John Sweeney announced at a recent press conference. "Students have always shown an ability to hold a mirror to society and force it to recognize its flaws."

That sound you hear is economic throat-clearing

The monthly rat-a-tat-tat of economic statistics can be a frustrating exercise in opacity, rendered even more inscrutable by Alan Greenspan's Delphic pronouncements and a tendency by the business press to indulge in reporting of the "on one hand, on the other" variety. Yet some of the latest numbers penetrate even this fog.

One such beacon is the continuing rise in the trade deficit, which now exceeds all historic comparisons. This may seem like a remote anxiety, especially when juxtaposed against a second set of alarming numbers—the continued slowdown in wage growth—but it signals the increased possibility of an economic "correction." Trade deficits occur when a nation imports more than it exports, which isn't necessarily a problem if both measures are growing; these days, however, exports are declining. That means American manufacturers and farmers are losing market share at home to cheap imports and losing markets overseas, period.

The second alarming number, as noted, is a marked slowing in wage and benefit increases this year. Although some industries—notably manufacturing and retail—have reported accelerating wage gains, the overall trend this year has been smaller increases than expected. Yet most workers have not protested because even small paycheck increases have been enhanced by the virtual absence of inflation. . . .

... until the government reported a 0.7% jump in consumer prices in April, for the largest monthly increase in six years. Dismissed by some analysts as a

statistical fluke, the spike worries others as a possible precursor of inflation. If the pessimists are even a little bit correct, rising prices will wipe out the only "raise" most Americans have been getting.

Which brings up the final worrisome set of statistics: the rise in interest rates. The yield on 30-year Treasuries, for example, has gone from less than 5% to nearly 6% in just five months, and short-term rates are swinging upward as well. Higher interest rates have several consequences, including increased competition for investment dollars and therefore a potential cooling of the stock market, but in this context the most meaningful impact will be higher borrowing costs.

That last development will hit working people—who already have a negative savings rate—the hardest, as they struggle to maintain a standard of living eroded by higher prices. The first impulse will be to increase borrowing, but higher interest rates will make that an increasingly prohibitive option. The second impulse will be to clamor for higher wages—but if the rising trade deficit starts forcing production cutbacks, more layoffs will undercut pressure for increased compensation.

Economics is an inexact art, but the business cycle has not been repealed. Change will come, and these numbers suggest it won't be for the best.

Labor's voice fills eastern airwaves

The latest entry in labor's repeated—if largely unsuccessful—effort to establish a continuing media presence is a radio talk show hosted by former Pennsylvania State Representative Karen Ritter. Named "Working Family Matters," the hour-long program is airing on 22 stations in the Northeast and mid-Atlantic states. The new show, which expands on a former half-hour format, has been touted as a "fast-paced, issue-oriented" hour "featuring topics of importance to working people from all walks of life." More importantly, Ritter insists it will avoid the trap of being boring and stuffy.

"We want guests who will not take themselves too seriously or put listeners to sleep," she explains, "even though we will be

talking about serious issues. We want to present the perspectives of real people, dealing with real problems—but we'll have some fun, too."

Support for the show is being provided largely by several United Food and Commercial Workers locals. Radio stations and show times in cities with TNG-CWA locals include:

- WRC-570AM in Washington, D.C., Saturdays at 7 a.m.;
- WJFK-1300AM in Baltimore, Mondays at 5 a.m.;
- WWKL-1460AM in Harrisburg, PA, Sundays at 11 a.m.;
- WEVD-1050AM in New York City, Saturdays at 5 p.m.;
- WNWR-1540AM in Philadelphia, Thursdays at 7 p.m.;
- WILK-980AM in Wilkes-Barre, PA, Sundays at 1 p.m.

'Windows, coffee and no pillars'

Ottawa conference delivers on last year's promises

At TNG-CWA's last sector conference, held in the musty bowels of a large Chicago hotel, TNG Canada Director Arnold Amber promised that the next such shindig would be in a hotel without pillars to block the view. He promised windows. He vowed that coffee would be made available to delegates.

Amber—and the Ottawa News-paper Guild—delivered.

Held over several extraordinarily balmy days at the Chateau Laurier in downtown Ottawa, the Guild's sector conference was long on amenities, short on strife and so generally amiable that any one who stood for office was swept in by acclamation and without opposition.

Ottawa Mayor Jim Watson had delegates rolling in the aisles, although a day later none could remember a single thing he'd said. TNG-CWA president Linda Foley used visual aids—pictures of a triangle and a square—to illustrate her key speech. There even was a modest display of musical talent, rendered to the tune of "O, Canada," that included the memorable lyrics, "The Cuban cigars, the gentleman's bars, they'll bring us back again."

O, Canada, indeed.

This being the Guild, however, it was inevitable that at least a couple of controversies should erupt. The loudest was in response to a resolution, advanced on behalf of the International Federation of Journalists, condemning NATO bombing of Serbian media offices and transmitters. A similar resolution already had been adopted by every other IFJ member and several U.S. media organizations, but when brought to the Guild's conference floor was attacked so passionately that not a single delegate spoke in its support.

"It is criminal irresponsibility to stand up for the disciples of murder," charged

Steve Schwartz of the Northern California Guild, comparing Milosevic's "fascist media" to the Nazi propaganda machine. "We would not have extended this courtesy to Adolph Hitler," chimed in Adolphe Bernotas of the Wire Service Guild, further paving the way to the resolution's unanimous rejection, albeit with several abstentions.

Finding more favor with the delegates was a proposal, outlined in the April issue of The Guild Reporter, for the Journalist to



ANDY ZIPSER/GUILD REPORTER

Journalist project in the Balkans. Guided by Bosnian journalist Azra Alimajstorovic, the program will bring three or four journalists at a time from the former Yugoslavia to the U.S. and Canada for internships of up to 12 weeks. Conference delegates were so enthusiastic about the concept they pledged more than \$9,000 to help fund the program.

In other business, conference delegates:

- Approved the union's participation in the CWA Defense Fund, at a monthly cost of 50 cents per member. TNG-CWA is to pay the increased cost out of its own defense fund until April 2000 (when the next per capita increase takes effect), after which each local will be obligated to make direct payments to CWA, either out of existing local funds or by increasing dues.



Azra Alimajstorovic, who is spearheading the Journalist to Journalist project.

Fund to further subsidize attendance at human rights and minority conferences. This was the only resolution that resulted in a minority report, with finance committee members Jane Snow and Mark Pattison arguing that additional uses for the dormant fund be studied before its assets are dissipated.

- Endorsed an executive council recommendation for a potential overhaul of the collective bargaining program. The task force authorized by the resolution is to examine whether the program "address-

es the issues most important to developing and maintaining viable bargaining units" and is to report its findings at next year's sector conference.

- Passed resolutions urging locals to establish organizing programs, "as required by TNG-CWA and CWA constitutions"; to renew their commitment to the 1993 strategic plan's goal of doubling the number of active members; to sponsor or participate in a human rights program this year; to send at least one member to CWA's national OSHA conference; to access TNG-CWA's new Intranet web site (see story, page 8); and to purchase enough stock in publicly held media companies in which they represent employees to be eligible to file shareholder resolutions.

- Recommended that the executive council determine whether The Guild Reporter should accept paid advertising, and recommended that TNG-CWA make available a training program for local newsletter editors.

The conference also saw the unopposed election of its entire executive council, adding one new face—John Barker of the Peterborough local, as Canada's eastern regional vice president—and trimming the number of at-large vice presidents from five to two. Retiring from the council are regional vice presidents Tom Thibeault, Lela Garlington, Jane Snow and Larry McInnis. The new council, which will take office in July at the CWA convention, includes:

International Chairperson Carol Rothman; President Linda Foley; Secretary-Treasurer Bernie

Lunzer; TNG Canada Director Arnold Amber; At-Large Vice Presidents Larry Hatfield and Percy Hatfield; and Regional Vice Presidents Connie Knox, Beverlyann Morris, Lesley Phillips, Russ Cain, Peter Szekely, Jack Norman, Scott Edmonds and John Barker.

The sector conference also provided an opportunity for TNG Canada's representative council to elect its officers and to grapple with several proposed by-laws amendments. The most significant of these was a decision to replace a regional system of representation to a weighted one, guaranteeing every local at least one seat on the council.

Elected as deputy director was Martin O'Hanlon; as secretary, Terry Garner; as treasurer, Gord Holder; and as at-large members of the executive committee, Jim Cole, Lori Bromell, Louis Rufo, Lois Kirkup, Debbie Newton and John Belcarz.



The council also agreed to lower its quorum, to 30% of locals (representing at least 50% of total TNG Canada membership) from 50% of the locals.

Elected as deputy director was Martin O'Hanlon; as secretary, Terry Garner; as treasurer, Gord Holder; and as at-large members of the executive committee, Jim Cole, Lori Bromell, Louis Rufo, Lois Kirkup, Debbie Newton and John Belcarz.

In the spirit of Heywood Broun

'Righting a wrong, correcting an injustice'

[This year's Heywood Broun Award winner, Jerry Mitchell of *The Clarion-Ledger* in Jackson, Mississippi, has written extensively about the murderous desegregation battles of the civil rights era. His award-winning entry led to the conviction of Sam Bowers—more than 30 years after the fact—for the fire-bombing death of NAACP leader Vernon Dahmer.]

[Mitchell's acceptance speech, delivered April 26 at the National Press Club in Washington, D.C., is excerpted below.]

This is kind of overwhelming for a good ol' Southern boy. My friends dared me to get up here and break into a Jeff Foxworthy accent: "Well, ah seen this place on TV, but ah nevah thought ah'd be heah."

I feel very honored by this award and the fact that it's named after Heywood Broun. He was a great muckraker and a member of one of my favorite groups, the Algonquin Roundtable—and, best of all, he battled his publisher so fiercely his publisher fired him. Now that's my kind of guy. . . .

This probably won't come as a shock to you, but not everybody in Mississippi has been thrilled about me pursuing this story. This journey actually stretches back to 1989, when I reported my first stories on the Mississippi Sovereignty Commission, a state agency bent on thwarting court-ordered desegregation. The commission existed until 1977, when the state legislature sealed all the documents until 2027, long after many of these lawmakers and culprits were dead.

Because of a tip, I managed to get six pages of commission documents that had been accidentally filed in an open court file. Those documents showed that the Sovereignty Commission had infiltrated the headquarters of a civil rights organization in Jackson and had stolen documents and photographs of incoming Freedom Summer volunteers. That fueled my curiosity, so I contacted a source who had read all the documents but had sworn to a federal judge he wouldn't reveal the contents.

"So what else is in the documents?" I asked.

"Guess."

"I don't know," I replied. "They stole more documents?"

"No, no. What's the worst thing imaginable?"

"Murder?"

There was a long pause on the other end. "Now do you understand?" . . .

[When] I turned my attention to the Klan's 1966 fatal firebombing of Vernon Dahmer and began writing about it, the authorities refused to do anything. And then a new district attorney came in. A Republican.

In January 1998, I found out that Billy Roy Pitts, one of the Klansmen who took part in the raid, had never served a day of his life sentence. Mississippi authorities had repeatedly told me that Pitts had served his time in the witness protection program, but I found out that the witness protection program didn't even exist at the time. I got the information from federal and state prison



RAY CROWELL/WASHINGTON-BALTIMORE GUILD

A jubilant Jerry Mitchell, holding the Heywood Broun Award at a National Press Club luncheon, is flanked by TNG-CWA President Linda Foley and

CWA President Morty Bahr. Looking on is former Guild President Chuck Dale, who chaired the panel that judged this year's entries.

records, and then set out to find Pitts, who I'd heard was living in Louisiana.

I tracked Pitts down in Denham Springs, and he was shocked when I called him. For about 20 minutes he kept asking, "How'd you find me? How'd you find me?"

After I wrote a story about him not serving a life sentence, the authorities issued a warrant for his arrest and he fled. But while he was on the lam he sent me a 30-minute audio tape in which he said, "Jerry, I just want you to know you've ruined my life. But I promised you that if I talked to anybody, I'd talk to you." And he did, proceeding to tell me all about that night when

Vernon Dahmer was killed.

A few days later, Pitts turned himself in and became the key witness against Sam Bowers, who had ordered the raid on Dahmer's home. . . .

Last May, Bowers was arrested in the Dahmer case, along with his right-hand man, Deavours Nix, and a man Pitts had identified as also participating in the raid, Charles Noble, who is now an executive at a chicken processing plant in Mississippi. . . .

The jury deliberated for less than four hours before it convicted Bowers. He was sentenced to life in prison—but, amazingly, the story goes on. It turns out that Bowers gave a long interview,

which was supposed to be sealed until he was dead, but of course I got a copy. In that interview, Bowers said he was "happy to be convicted and have the main instigator of the entire affair walk out of the courtroom a free man." . . .

I really believe the spirit of the Heywood Broun Award is perhaps the greatest in journalism: seeking to right a wrong, seeking to correct an injustice. I think that in these days of post-Monica, we need to re-examine what makes journalism one of the best and most noble professions in this country. We need to seek the truth, stand for those principles and do the right thing—regardless of what our polls happen to say today.

Ten weeks that shook not world, but a life

By Liz Brown

Ass't AO, Pacific Northwest Guild

If you had asked me a year ago about the labor movement and my role in it, I would have answered, "Don't you have enough work to do?"

A year ago, I was on leave from my job as a features writer at a suburban daily, working (temporarily, I thought) in my local's Seattle office. My attention was fixed on the crises of the day: miscalculated payroll taxes left behind by the former bookkeeper, a member in distress, internal political squabbles.

What a difference a year and a trip to Harvard can make.

Thanks to a scholarship from The Newspaper Guild-CWA and the support of my local, this winter I attended the 1999 session of the Harvard University Trade Union Program. Although it's not well known outside of union circles, the TUP was founded in 1942 and is the university's second-oldest executive training program.

The 30 students in the class of 1999 included four brothers from

Japanese labor unions, two Australians and a firefighter from Canada. The rest of us, drawn from all over the U.S., represented journalists, pressmen, teachers, bricklayers, sheet-metal workers, technical engineers, hotel workers, electricians, laborers, utility workers.

For 10 weeks, we lived side-by-side in campus apartments at the Harvard Business School, watching a procession of other students cycle through: groups from the Russian military, the Red Cross, the Chinese Peoples' Liberation Army, various U.S. corporations. Only the Russian generals were louder, I am proud to say.

Class was in session from 9 a.m. to 5 p.m. most week days, although special forums and films sometimes stretched the days longer. And, of course, misadventures sometimes interrupted the schedule, such as the night my Australian roommate slammed her head on the ice while we skated in Boston Common. Twenty minutes later, she collapsed on the street and ended up in the hospital. I was under doctor's orders to awaken Gail every two hours to check whether she

was coherent. As I jokingly said to the invalid, that was no easy task, even on a good day.

On a personal level, Harvard introduced me to Gail and other friends I intend to keep for life. On a professional level, Harvard marked my departure from journalism and my entry into a new job working for the Pacific Northwest Newspaper Guild. But most of all, Harvard reminded me that I actually am part of a larger movement—one that works best when it fights for social justice on behalf of all working people.

The goal of the Harvard TUP is to give trade union leaders the same advanced education the university offers to executives in business and government. To reach that goal, TUP Executive Director Elaine Bernard assembles an enormous cast of Harvard faculty, visiting professors from other universities, seminar leaders and, occasionally, celebrities from the worlds of labor, business, academia and government.

It gives working stiffs a unique opportunity to converse with big-name guest lecturers like Harvard

economist John Kenneth Galbraith (a fellow Guild member, it turns out); former U.S. Secretary of Labor Robert Reich; writer Noam Chomsky; historian Howard Zinn, author of "A People's History of the United States," and Harvard professor Juliet Schor, author of "The Overworked American."

But lesser-known lecturers were equally interesting. Nicholas Sakellariadis, a managing director from Salomon Smith Barney, frankly told us how corporations view the worth of labor when it comes to bankruptcies and mergers. Ingo Marowsky, a Lufthansa Airline flight attendant, explained how union members have formed worldwide solidarity alliances to counter the major airlines' corporate alliances.

We heard many voices, many opinions, a lot of facts. But what did I learn from it all?

Regardless of our race, our gender, our religion or our political beliefs, we all work for a living or depend on someone who does. On one level, the quality of our work and what it pays determines whether we have the means to pro-

vide for our own and our families' emotional, physical and mental well-being. On another level, much of the world's strife is rooted in economic injustice and in the constant battles between those who have and those who don't. Meanwhile, the physical health of our planet hangs in the balance.

Labor unions—workers working together to give the voiceless a voice—are the best vehicle for tackling those issues, both locally and globally. We don't always do it well. Sometimes we don't do it at all. But the potential is there.

Before I went to Harvard, I didn't have enough time to think about the labor movement, let alone my vision of it and how to move toward that vision.

Now I'm back on the job, with all that entails. But I notice a difference. I believe I'm part of something greater. I know the best way to hold on to my vision is to start from where I am, building relationships one person at a time within my own local in Seattle.

As the Buddhists say, if you want world peace, start within yourself.

LOOKING AHEAD

At 65, the Guild is far from retirement



By Carol Rothman,
TNG Chairperson

At the beginning of this year, you may have seen the Editor & Publisher cover story headlined, "At 65, Guild seeks 2nd life."

The inside headline, however, spanning a multi-page spread, asked, "Guild ready to retire?" Superimposed over a picture of a picket-line confrontation with police in Detroit was the subhead, "The Newspaper Guild turns 65 in a changed industry. Are its best years behind it?"

Now, many things that I have read in E&P over the years have upset me, but this story really made me angry!

Here was a 115-year-old news industry propaganda sheet telling a 65-year-old union to hang it up. Talk about politically incorrect! This was downright outrageous.

An insidious stereotype was being applied to our union. Setbacks were being blamed on our age.

Somehow, defeats in the labor arena were characterized as the result of the Guild's being too tired to win. The facts will stand for themselves, but the judgments conveyed in this report are unwarranted and shouldn't go unchallenged.

One standard the author used in forecasting our inevitable demise was a decline in membership. This was due, he said, to a spate of decertifications. Maybe we can't expect a story like this to examine all the details on both sides of the debate, but if you didn't know better you'd think Guild locals have been toppling like dominos.

The article listed defeats in Stockton, Tacoma, Great Falls, Lansing and San Diego in the '90s. Well, it was a long stretch from Stockton in 1990 to San Diego in 1998. And each of those cases was marked by different circumstances. These locals didn't fall to a trend of the '90s. Instead, each lost a valiant battle to big business, big bucks or big government.

We didn't always succeed, but we weren't sitting idly by while managements wreaked havoc. We were organizing!

Since our last review for the Sector Conference in April of 1997, the Guild won bargaining rights for over 1,200 employees through successful elections, card checks and negotiated settlements. Almost 1,000 of that total were organized by TNG Canada.

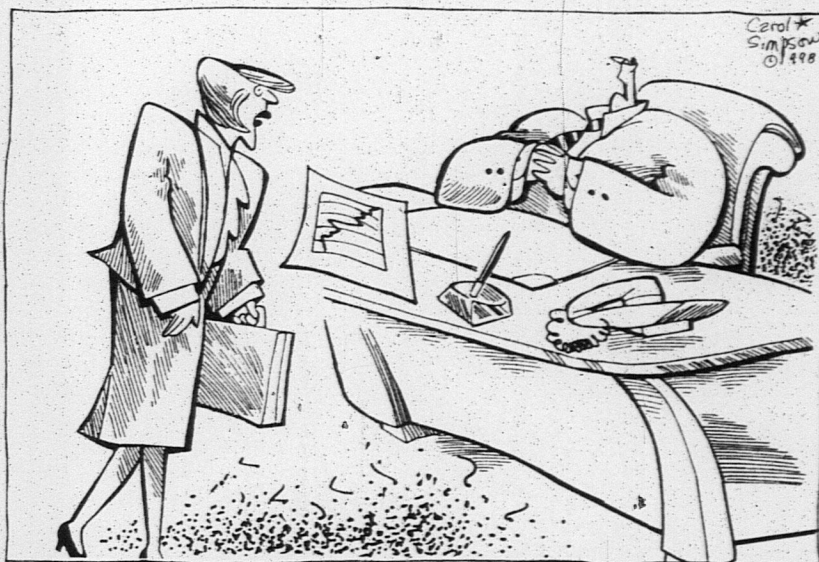
The Guild is portrayed in the E&P article as weaker than ever since the merger with the CWA. That astute observation is attributed to none other than the infamous Bob Ballow of the notorious union-busting law firm of King and Ballow.

Weaker than ever? We have never had such an invigorating sense of power. With the numbers and the resources of the CWA behind us, we are taking purposeful strides in organizing and collective bargaining. Projects that once were taken on tenuously, are now being met head-on.

The article does address the Guild's changing emphasis in an evolving industry, such as our success in organizing and bargaining for online departments. The magazine acknowledges that more than a dozen online departments have been added to Guild units, including the Associated Press, Chicago Sun-Times, Denver Post, Denver Rocky Mountain News, Memphis Commercial Appeal, San Jose Mercury News, Portland Press Herald, Milwaukee Journal Sentinel, Pittsburgh Post-Gazette and Providence Journal-Bulletin.

But the E&P list is incomplete, as the number of our successes is closer to two dozen and keeps growing. We now also represent online workers at The New York Times, The Philadelphia Inquirer and Daily News, Pueblo Chieftain, Bakersfield Californian, Toledo Blade, Eugene Register-Guard, Knoxville News-Sentinel, Minneapolis Star Tribune, Montreal Gazette, San Francisco Chronicle, Akron Beacon Journal and the Baltimore Sun.

This list is even more notable when one considers the lengthy fights we had to wage for online jurisdiction in places like Providence and Baltimore. The final Providence



"Our female employees are only making 70% of the men's wages... better assign them more overtime."

decision, for example, came after a four-year battle involving unfair labor practice charges, unit clarifications and an appeal of a regional labor board ruling against the Guild. At the Baltimore Sun, a successful unit clarification brought the online department under Guild jurisdiction after more than a year of hearings, but management still refuses to recognize the jurisdictional status of these online employees; a petition for review is pending before the National Labor Relations Board.

Incongruously, E&P also interprets our most tenacious bargaining to achieve first contracts as another sign of the Guild's readiness for retirement. Last year saw the completion of negotiations for the Alameda Newspaper Group after 12 years, and for the Suburban Writers and Photographers at the Philadelphia Inquirer after four years. Those long-fought battles were only two of eight initial contracts achieved in the last two years.

Does that sound like a union without the vigor to make its mark?

Paradoxically, this same article—after concluding that the Guild lacks energy and imagination—describes our efforts to organize Microsoft's permatemps as "ambitious" and "audacious." We call it the reason for our existence. The article asks if the Guild will survive, and will it matter. The answer is "Yes," and projects like WashTech are the reason why.

There was one point in the article that made me laugh, however. Anticipating our failure at such endeavors as organizing WashTech, the author asked: "How can a union organize the highly educated, highly independent-minded Gen-Xers who abhor hierarchies, distrust old institutions, and have careers that allow them to write their own tickets?"

How can we? We can because we know how! And we've done just that for 65 years! Heywood Broun could have asked that question in his organizing literature. Educated, independent and distrustful of old institutions? Those qualities are requirements to be a Guild member!

Accompanying the article was an abbreviated version of the Guild timeline, lifted from our brochure, "The Voice for Media Workers." Coincidentally, the milestones that E&P edited out of our history were the cement that has kept us together through the years. Any reference to our fight to end race discrimination or sex discrimination in our industry disappeared. So did any acknowledgement of our safety campaign to face the hazards of VDTs.

Is it any wonder the article draws the conclusion it did, with half the story left untold?

Sorry, Editor & Publisher. We're not planning to close our book just yet. Instead, we're beginning to rewrite some of our most important chapters.

Itsy-bitsy, teenie-weenie credit lines have to go

By Stanley P. Friedman
New York Guild

Three years ago, The [New York] Times, celebrating its 100th year of existence, published a matchless, eclectic group of 77 historic Times photos with admiring profiles of 56 photographers. It also had a large, impressive exhibit of 150 photos at the Museum of Modern Art, together with an excellent 192-page illustrated book, and contributed 300 outstanding photos to the museum's new, permanent New York Times collection.

This once-in-a-century celebration of its photographers was a perfect opportunity for the Times to cease ghettoizing its staff photographers.

Here's a typical example of what I mean. On Saturday, Jan. 13 of that centennial year, the Times ran a front-page weather story above the fold headlined, "Across Those Slushy Puddles: It's a New York State of Mind," by Matthew Purdy. It had a first-rate

Sam Lawlen, 9, approached the water's

edge gingerly, sticking one toe in, and then took the plunge, screaming all the way: "It's deep! It's cold!"

But this was no day at the beach. Sam was crossing West Broadway yesterday on the way home from school.

The story went on to describe a dozen or so people's torturous attempts to cross the street at West Broadway and Canal, the snowy sidewalks and streets having turned into "toe-numbing slush." But what made that story front-page material were the four superb photos that went with it—photos that skipped the brain and went directly to the gut.

The top lead shot, three columns wide, was of a bent man walking toward you in the snow. His umbrella turned inside out, he was holding a paper bag in his left hand while his right leg was raised high at the knee as he struggled to stay out of a puddle. The three other photographs, each a column wide, all had that thousand-words effect that enrich a story.

But who took those outstanding pictures?

Of an estimated 3 million Times readers,

I'd guess maybe 600 photographers, picture editors, agents and photo devotees took the trouble to dig out magnifying glasses to find out. For there, under the bottom right-hand corner of the top picture, in upper and lower case 5-point Times Imperial—the size of an ant's footsteps and as faint as pepper on spinach—the typical skinflint credit line read: Photographs by Linda Rossier/The New York Times.

If you're a Times reader and I mention Maureen Dowd, Janet Maslin, Frank Rich, William Safire or Johnny Apple, you'll recognize their occupation and where they work. But if I mention Linda Rossier or any of the 30 or so Times staff photographers, I doubt very much you'll recognize their names—names of people who create some of the very best news and features photos in New York City. People who make the dry Times moist.

If the Times—and virtually all other newspapers and magazines—finally did the right thing, photographers' credits would not only run in the same type size as is used for reporters' by-lines, but would be moved

from under the photos to where they so deservedly belong: "Across Those Slushy Puddles: It's a New York State of Mind," by Matthew Purdy; photos by Linda Rossier.

That's the way it would be on every story on every page—reporter followed by photographer. The Times would have put its admiration of photographers where its mouth is. And photographers finally could ride in the front of the bus with reporters.

[Excerpted from a letter to Arthur Sulzberger, chairman of The New York Times. Friedman describes himself as "a long-time militant unionist who once helped lead a national news strike."]

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: June 11.)

Guild goes intranet

A new "intranet" site that can be accessed only by TNG-CWA members is up and running. Known as the Guild Forum, the on-line service includes a discussion area for posting public messages, an updates and mobilization area for notices and a Guild library for electronic files.

"We think this is a valuable new tool," explains Bernie Lunzer, the Guild's secretary-treasurer. "It cannot—and should not—replace people talking to each other, but it will generate more communication within the Guild and in that way make us a stronger union."

The site can be reached on the Internet, via any access provider, by typing newsguild.org on the browser line. That web page gives members access to both the public Guild web site and to the new member-only Guild Forum. Once on the page, Guild members may log on as follows:

- Find the number directly above your name on your Guild Reporter mailing label. Ignoring the pound (#) sign, type in the first

11 digits as your CWA ID.

- Use the generic password "cardcheck."

- In the form that comes up, change your ID and password to something you can remember and put your e-mail address in the blank provided. That's it!

Once in, TNG-CWA members may explore various issues in the Forum's "discussion area," which is divided by subject matter; may submit notices for posting in the "updates and mobilization" area, or may submit computer files for the "Guild library." Discussion messages are posted immediately; other notices and files are reviewed by the Forum's systems operator prior to posting.

The Forum is intended for discussion among any of the Guild's more than 32,000 members in the U.S., Canada and Puerto Rico. The only restriction on Forum speech, pending further review by the Guild's executive council, is a requirement that all postings must identify, by name and local, the source of the message.

A full legal disclaimer will greet

Forum users each time they log on. Its cautions are worth noting:

This forum is intended only for the private and exclusive use of members of TNG-CWA to facilitate informative, responsible discussion. The dissemination, distribution or copying of any communication published in this forum is strictly prohibited, in the absence of the written consent of both TNG and the member(s) in question. While TNG seeks to protect the private nature of this electronic forum, members are cautioned that the security and confidentiality of electronic communications cannot be guaranteed. Thus, members are advised to exercise reasonable caution in their communications.

Specific technical information is available at the site, and any members who have trouble accessing the forum can get help by sending e-mail to guild@cwa-union.org. The Newspaper Guild-CWA will not share any member information obtained on the site, such as e-mail addresses, in keeping with Guild policy on member information.

Double-barreled threat to JOAs on West Coast

More months after the dismantling of a joint operating agreement in Chattanooga, threats to two more JOAs have prompted TNG-CWA president Linda Foley to request a meeting with Justice Dept. officials.

The owners of the San Francisco Chronicle have hired investment bankers Donaldson, Lufkin & Jenrette to "evaluate their options," a euphemism that signals the company is for sale. The Chronicle publishes under a JOA with the San Francisco Examiner, which reportedly has the right of first refusal if the Chronicle is put on the auction block.

If the Hearst-owned Examiner were to buy the Chronicle, a consolidated operation likely would result in layoffs.

Two states and many hundred miles to the north, changes in the JOA governing the Seattle Times and Post-Intelligencer already have been challenged by Teamsters Local 174. The amended JOA permits the Times to convert to morning publication—in direct competition with the P-I—in exchange for increasing the P-I's share of the profits.

Supporters of the change, such as newspaper analyst John Morton, contend that head-to-head

competition is precisely what was envisioned by the Newspaper Preservation Act of 1970, which allowed JOAs as a legal way to skirt anti-trust law. "The Preservation Act was designed to preserve competitive news and editorial voices," he wrote recently. "Instead, what it has done is to delay the deaths of the weaker partners in agencies."

But that's precisely the point raised by the Teamsters, who fear that direct competition will drive the P-I out of business. Moreover, the JOA assures the P-I's owners will receive 32% of the Times' profits for decades to come—even if they close the paper tomorrow.

Guild officials planned to address these and other concerns with the Justice Dept. as this issue of The Guild Reporter went to press.



And the winner is . . . Win Canavan, looking slightly stunned as she accepts her certificate from Carol Rothman.

Win wins Guild Service Award

An exceptionally strong field of seven nominees for the Guild Service Award was decided by a committee of TNG-CWA's executive council in favor of Win Canavan, president of the San Jose Newspaper Guild. First elected to the local's top spot two years ago, Canavan is an advertising saleswoman.

As the unanimous choice of the San Jose representative assembly, Canavan was praised as a "hands-on leader" whose greatest value nevertheless has been "in providing the direction, motivation and encouragement to enable other union members to succeed." Specific accomplishments, cited in her nominating letter, included forming a reader's committee at the Monterey Herald, mobilizing Guild members at the San Jose Mercury News, forging alliances with religious and community coalitions, racially diversifying the Guild's leadership and staff

and building relationships with other unions.

And although she doesn't walk on water, Canavan did join other Mercury News members in collecting Thanksgiving turkeys, "then loaded them into her truck and drove through a driving El Nino rainstorm to deliver them to former Herald employees."

In receiving the award, which includes a scholarship of up to \$2,000 for a course in trade union education, Canavan edged out half a dozen strong competitors: Dave Warren of Philadelphia, Michael Holtzman of Woonsocket, Jim Brown of Harrisburg, Jamie Ward-Black of Washington-Baltimore, Matti Latini of Boston and Sean Holstege of Northern California.

Judging the competition were International Chairperson Carol Rothman, Regional Vice Presidents Larry McInnis and Jane Snow and At-Large Vice President Larry Hatfield.

FROM THE MORGUE

Fifty years ago this month:

New York's publishers band together in a pact not to give any wage increases in upcoming negotiations. . . . The NLRB clears the way for a nationwide AP representation election. . . . The Guild sweeps an NLRB authorization vote in Indianapolis, 117 to 13. . . . Letter writer Raymond Gailey complains of The Guild Reporter that "a one-man staff isn't enough and eight pages are far too little." . . .

Twenty-five years ago this month:

TNG's International Executive Board votes to seek convention agreement for biennial—rather than annual—conventions. . . . The New York Guild strikes at Reuters, setting up picket lines at the service's New York, Washington and Chicago bureaus. . . . TNG's board acknowledges that the General Fund is operating at a deficit for the sixth consecutive year, primarily due to organizing demands. . . .

Ten years ago this month:

A "Futures Forum" of Guild leaders spends three days discussing the advisability of merging with another union—as well as brainstorming ways to overcome chronic operating deficits. . . . Editorial employees of the Los Angeles Daily News vote 114-60 for bargaining representation by the Guild. . . . McClatchy Newspapers' management catches hell from units of the Roman Catholic and Methodist churches for its three-year battle with the Northern California Guild in negotiating a contract at the Sacramento Bee. . . . The Guild's executive board presses for legislation to curb abuses of the 1970 Newspaper Preservation Act

DAYBOOK

AFL-CIO's "7 Days in June," June 19-25, nationwide

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.

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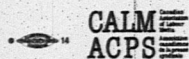
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