

THE GUILD Reporter

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Unity '99:
big, bold and
colorful

page 5



Welcome to the seamy side of high-tech

The seamy side of Silicon Valley and the high-tech world it represents is increasingly evident. Consider:

- A two-part series in the San Jose Mercury News disclosed that as many as 300 companies are paying low-income families to assemble electronic circuitry at their kitchen tables. The piece-work, done without state approval, pays less than the minimum wage but is "how you motivate" the workers, according to one senior executive.

- Microsoft uses temporary workers—sometimes for years on end—without hiring them full-time because they're not good enough to be regular employees, according to Microsoft treasurer Greg Maffei. Maffei's off-the-cuff explanation came in response to questions at a Seattle convention just days after he described American judges—before whom Microsoft is arguing its right to deny benefits to its permatemp employees—as "nutty."

- The Seattle Post-Intelligencer reported that when Christopher Miller, a Microsoft "permatemp" since 1993, was diagnosed with an inoperable brain tumor, his sister wrote to Microsoft chairman Bill Gates seeking help with medical expenses. A month later, she received a reply from the company's director of contingent staffing

explaining that benefits aren't offered to employees in Miller's classification.

Such disclosures have added more fuel to the fire being stoked by union organizers at the Redmond, Wash.-based software giant. In late June, drivers and dispatchers for the Microsoft Shuttle Service, which is run by Laidlaw Transit Services, voted 33-to-10 to join CWA after Laidlaw refused voluntary recognition of the union. And WashTech, the TNG-CWA local that's been organizing Microsoft's permatemps, has launched a petition seeking disclosure by staffing companies of the mark-up rates they charge Microsoft for their labor.

"We're doing this because we believe that there is no justification for keeping the actual worth of our labor a secret, especially when we are the ones—not the staffing companies—who do the work," explained WashTech member Susan Adams. Added WashTech member David Larsen, "It's quite simple: high-tech workers have a right to know what is being charged for their labor."

Although WashTech leaders don't begrudge the staffing agencies a profit, they say the secrecy surrounding mark-ups breeds suspicion and ill-will and prevents temporary workers from making

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'I love ya, Billy!'

The last CWA convention of the decade—not to mention the century and the millennium—belonged without question to just two men: Morton Bahr and William Jefferson Clinton. But whereas Bahr's overall message was a sober "steady as she goes," it was Clinton who had 'em twisted into an orgiastic knot.

Striding into the Miami Beach Convention Center amid a clot of gimlet-eyed Secret Service agents, hand raised in greeting and a broad grin on his face, Clinton was buffeted by a storm of cheers and applause that rarely subsided during a 25-minute speech and a 20-minute laying-on of the hands. "I love you, Billy!" screamed a

woman from the audience as the president of the United States prepared to launch into a defense of his budget-surplus proposal. Later, having failed to declare a new health care initiative, as some CWA leaders had half expected, he was touched, embraced and stroked as he walked the length of a steel barrier that did nothing to separate him from the thronging delegates.

No wonder Secret Service men get that pinched look.

If there was anything of lasting noteworthiness about Clinton's appearance, it was the symmetry with which he closed out the century: Fifty-one years ago, Harry S

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Guess who gets slave wages?

Airing Sun's dirty laundry averts strike

The good news is that TNG-CWA-represented employees at The (Baltimore) Sun have ratified a new, four-year contract. The bad news is that it took a Guild strike threat to ensure that all Sun employees are paid at least a living wage—the bare minimum needed for economic survival.

Baltimore's "living wage," as determined by the city government, is \$316 a week; the national poverty level for a family of four is \$320 a week. Yet even as it paid

scores of Sun employees less than \$300 a week—and started reporters at \$370 a week—corporate parent Times Mirror posted a 1998 profit margin of 43.1%, the highest profit margin of any Fortune 500 company.

Although the company's chief negotiator chided the Guild's bargaining committee for attempting to "correlate employee performance to corporate profitability"—an argument management refrains from making when dis-

cussing executive compensation—the committee did precisely that in a series of hard-hitting radio and newspaper ads. "Here's a story The Baltimore Sun wants to keep off the front page—unfair treatment of its own workers," one ad opened. "Despite the record profits of its parent corporation, The Baltimore Sun has frozen starting wages for the last 10 years..."

Embarrassed by such public airing of its dirty laundry and faced by an imminent walkout,

Sun negotiators threw in the towel only hours before a strike deadline. Their capitulation ensures all employees are paid a minimum of \$321 a week—a still-modest sum that nevertheless caused some starting minimum salaries to shoot up as much as \$111 a week, or 52.9%. Most affected employees' pay jumped \$41 a week, a 14.6% increase.

But while the settlement addresses extreme economic needs, the underlying problem remains

largely unresolved: minorities and women at the Sun, as at most major metros, consistently get hired at bargain basement rates. During the past contract term, 94% of new hires paid less than \$300 a week were minorities or women, as were 94% of those paid at the starting minimum.

To put it another way, white males are significantly more likely to be hired at the upper end or above their job classification scales than are minorities or women. For example, 65% of white males hired by the Sun between June 1996 and April 1999 were hired either above scale or in the fifth year of their scale; that compares with 14% of black males hired at the top or above scale in the same period.

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

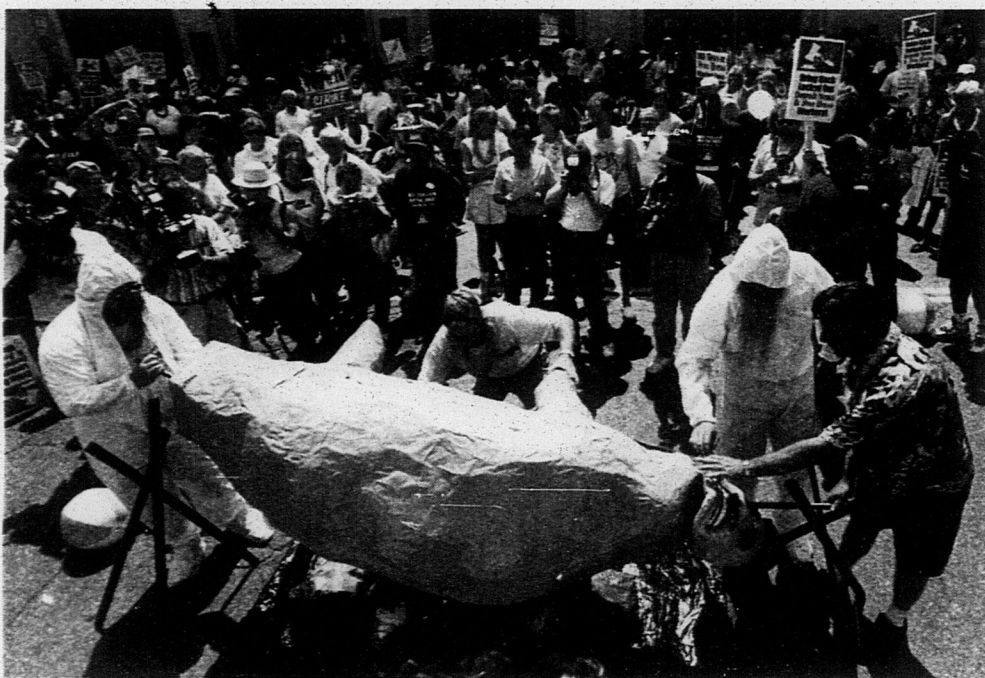


DAYMON J. HARTLEY/DETROIT NEWSPAPER GUILD

Piggin' out in Detroit

The fourth anniversary of the Detroit newspaper strike has a slightly macabre Hawaiian flavor, as Eileen Penzak, spouse of striker Gary Penzak from Local 372, and other demonstrators don leis and roast a "corporate pig" in front of the Detroit News.

More than 2,500 unionized employees of the News and of the Detroit Free Press hit the bricks July 13, 1995 in a strike that ended nearly two years later, when they made an unconditional offer to return to work. As many as 900 remain locked out, however, as the two newspapers challenge a series of rulings that they were guilty of unfair labor practices.



NLRB slams Woonsocket Call

If unfair labor practices were tallied on a per capita basis, the Woonsocket (Rhode Island) Call set some kind of record during last year's TNG-CWA drive to organize the newspaper's circulation department.

Total number of employees voting for representation: 9.

Total number of ULP charges filed against the newspaper by the National Labor Relations Board: 8.

Issued June 29, the charges accuse management at the Journal Register-owned newspaper of a smorgasbord of illegal activities, from outright intimidation to withholding raises to ignoring the law on mandatory subjects of collective bargaining. Or as summarized by Tim Schick, administrative officer of the Providence Newspaper Guild, the company's abuse

of employees was "systematic, deliberate and completely over the top—it was some of the most egregious behavior on the part of a newspaper company that I have ever seen."

According to the board, company managers interrogated employees about their union activities, implied that such activities would "get their family members in trouble with the paper" and blamed adverse working conditions on the employees' union activities. In one incident, a supervisor told employees that a co-worker had been fired because of that employee's union activities. In another, a supervisor "threatened, coerced and intimidated employees with job loss and stated that if employees wanted a war they would have one."

Some of the harassment was remarkably petty, as when a supervisor twice threw flowers into the trash after learning they'd been sent to circulation department employees by the union. Some was more akin to low intensity guerrilla warfare, as when a supervisor unilaterally changed the department's work rules by telling employees they no longer had specific work hours and would be on call 24 hours a day.

All of it was demeaning, to management and employees alike. Now a hearing before an administrative law judge, scheduled for Sept. 28, also will determine if it violated the law.

Oh—and as for the nine circulation department employees? They voted 8-1 last September to join the Guild.

In brief . . .

How slow can the wheels turn?

Don't ask. A three-member panel of the National Labor Relations Board recently ruled that the Watsonville (Cal.) Register-Pajaronian had acted illegally when it unilaterally changed work hours for its display advertising sales staff—three-and-a-half years after the charges were filed. In the interim, management stonewalled first contract talks and took advantage of the staff's "horrendous turnover," says a San Jose Guild staffer. The bottom line? No contract—and no viable bargaining unit to take advantage of the ruling.

and a new provision for union leave. "On balance, this was a good example of interest-based bargaining without anyone ever having thought to call it that," commented Darren Carroll, the TNG-CWA international rep who helped negotiate the contract.

Halifax talks start—sort of

It took more than a year, but bargaining for a first contract has finally started for newsroom employees at The Halifax Herald—although not before a bit of old-fashioned intimidation: a meeting of all excluded employees to discuss how to publish during a strike. The company's initial proposal, meanwhile, reads as though torn from a manual on model management contracts, including a seven-year contract with no job actions allowed, a nine-month probationary period, a restrictive grievance procedure and virtual carte blanche to define work rules and to dismiss employees without notice.

Singin' the Windy City blues

The Chicago Guild lost a representation election among the advertising and marketing departments of the Sun-Times by a margin of 60 to 118.

Better have what the Millers drink

Last month we reported that Donald Miller had been presented with a 40-year service pin by the Pittsburgh Guild; this month's long-lived Miller is William F., who together with Albert Andrews received 40-year pins from the Cleveland Guild. Both are with the Plain Dealer unit.

New News-Trib contract is a dilly

A four-year contract with considerable gains has been negotiated at the Duluth News-Tribune, including a 10% raise over the term of the pact, four classification upgrades of as much as 22% over term, the addition of new media to Guild coverage and a reduction in the probation period to three months from six. Other changes include more advance notice for schedule changes, fewer excluded titles, increased sick leave, a new job posting provision, dues deduction

7 Days in June hit close to home

7 Days in June, the AFL-CIO's week of national mobilizing and demonstrations, saw approximately 500 workers, clergy and community leaders rally at the San Diego Tribune to hear newspaper employees describe the company's efforts to undermine their unions. The Guild was decertified at the paper last year. Elsewhere, Joe Reineck of the Independent Association of Publishers' Employees described his unit's unsuccessful two-year battle for a first contract at the Wall Street Journal's printing plant in Bowling Green, Ohio.

Kenosha student wins Hackney

Charles Williams, son of a member of the Kenosha Guild, is the winner of a Ray Hackney scholarship of \$1,000 a year for four years.

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High tech looking seamy

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the most informed choice of employers. "The temp agency knows, the client company knows—the only person kept in the dark is the person doing the work and creating the wealth," complains WashTech organizer Marcus Courtney.

As such protests mount in Redmond, San Jose and elsewhere, a recognition that contingent workers are abused and misused is spreading beyond the high-tech world. Nine current and former temporary employees of Atlantic Richfield Co. filed a class-action lawsuit in late June, for example, claiming the oil company had misclassified employees for at least the past decade to avoid paying benefits. Such suits appear to have a greater chance of success since Microsoft's permatemps won a recent court ruling that "common-law employees" like themselves qualify for at least some of the benefits received by "regular" full-timers.

The problem is pervasive enough that Rep. Lane Evans of Illinois introduced two bills June 22 that would require employers to offer temporary workers the same benefits as are provided to full-time employees. The Equity for Temporary Workers Act (H.R. 2298) and the Employee Retirement Income Security Act Clarification Act of 1999 (H.R. 2299) would also bar discrimination against temporary workers in rates of pay and would extend health and safety laws to temporary workers.

An estimated 3 million people in the United States are employed each year through temporary help agencies.

Sun's dirty laundry

Continued from page 1

Conversely, 21% of black males during the same three-year period were hired at starting scale, compared with 5% of the white male hires. The statistics are even more skewed for black women, 51% of whom were hired at scale and only 11% at the fifth year or above scale.

A partial remedy, treating the symptoms if not the problem, is to raise starting scales, and Guild negotiators did succeed in upgrading seven pay groups. The result, affecting more than 100 of the bargaining unit's 675 members, is raises ranging from \$10 to \$50 a week on top of the negotiated general increases.

Meanwhile, other negotiated contract improvements include the following:

- General increases averaging \$85 a week, or 10.5%, over the term of the contract.
- A lump-sum ratification bonus equal to one week's



Swearing in

With CWA President Morton Bahr officiating at the podium, a smaller but longer-lived TNG-CWA board of directors is sworn-in during the CWA convention in Miami. The new board has three fewer at-

large vice presidents, a position slated to disappear altogether in 2002, reducing it to an even dozen; but because of a by-laws change to conform to the CWA constitution, the term of office has been extended from two years to three. Pictured (and sometimes obscured) are, left to right:

Russ Cain, Peter Szekely, Lesley Phillips, Connie Knox, Linda Foley, Bernie Lunzer, Percy Hatfield, Carol Rothman, Bahr, Scott Edmonds, Arnold Amber, Jack Norman, John Barker, Beverlyann Morris and Larry Hatfield. For a list of the specific positions that go with each name, see page 8.

'Living wage' campaign gains traction nationwide

As illustrated by the tense contract negotiations at the Baltimore Sun, poverty-level wages aren't restricted to hamburger slingers and strawberry pickers. The country's biggest and most profitable media companies often get that way by paying exploitative wages.

So it was appropriate that the Washington-Baltimore Guild, in negotiating with Times Mirror's Sun, wielded a relatively new tool in its effort to raise starting scales: the living wage. First adopted five years ago in—savor the irony—Baltimore, the concept has spread across the country like wildfire in ironic counterpoint to Ronald Rea-

gan's "new federalism." Why, after all, should big business be the sole beneficiary of the federal government's devolution of power to the states and their localities?

Based on the notion that no one should work for less pay than is required to keep a family of four off welfare, living wage initiatives have been adopted by at least 28 jurisdictions across the U.S., usually in the form of city or county ordinances that apply to companies seeking government contracts. Some living wage ordinances reach even further, however, affecting companies that get tax breaks or other financial concessions.

Driving the campaign has been growing impatience with a federal minimum wage—currently \$5.15 an hour—that is 19% below its 1979 level and 30% lower than in 1968 when adjusted for inflation. Indeed, eight states and the District of Columbia already have minimum wage statutes that are higher than the federal government's, although the difference can be minute. Living wage ordinances tend to be higher still, but even then may not break the poverty line of roughly \$16,600 for a family of four. The Racine city council, for example, is contemplating a proposal to establish a minimum wage of \$7.50 an hour—still less than \$16,000 a year and less than 60% of that city's median income for a family of four.

Other localities can require significantly more, such as the \$10 an hour in Cambridge, Mass., \$8.56 an hour in Miami-Dade or \$8.32 an hour in Los Angeles. As importantly—especially given the fact that more than 43 million Americans don't have any medical insurance—many living wage ordinances require either employ-

er-provided health coverage or an even higher wage.

Yet modest as such increases are for the people who get them, political conservatives and business executives have raised a predictable fuss about how much such increases will cost them, how the concept interferes with free markets and, ultimately, how forcing employers to pay a living wage will result in fewer jobs and therefore even more privation. A representative variation on this argument was advanced recently by conservative think-tankmeister John Doyle, who in an *Investor's Business Daily* column contended that forcing city contractors to pay higher wages simply would mean more spending of tax dollars, and therefore higher taxes for everyone.

But Doyle and other critics, in mounting such criticism, typically fail to factor in the tax dollars saved in unpaid welfare and food stamp costs. Florida International University's Center for Labor Studies, for example, analyzed the budget impact of the Miami-Dade living wage ordinance and concluded that the most likely scenario would entail a cost of \$4.3 million in the first year—and an additional \$360,000 in each of the subsequent two years. That's little more than a financial blip.

Meanwhile, in the private sector, some of the most egregious exploiters of cheap labor are in fact enormously profitable by any standard and easily able to absorb the small incremental cost of a liv-

ing wage. As the Washington-Baltimore Guild pointed out with devastating effect, Times Mirror was paying scores of employees less than \$300 a week—yet was nearly 10 times more profitable than the average Fortune 500 corporation.

As many of the arguments against the living wage—or against recent efforts to increase the federal minimum wage, to a still-anemic \$6.15 an hour—indicate, such opposition is based less on sound economic analysis than on a reflexive desire to squeeze

Times Mirror was nearly 10 times more profitable than the average Fortune 500 company.

out ever higher profits. Yet as corporate lobbyists stampeeded various levels of government with nightmare scenarios of businesses gone bust, history has failed to prove them out. Just the opposite: higher wages mean

greater buying power, which ripples throughout a local economy and benefits everyone in the larger community, not just a Scrooge-like employer.

While a union's support of the living wage may not directly benefit its members, the Washington-Baltimore Guild illustrated the moral force of the concept and how best to leverage it. There is something fundamentally exploitative about taking a person's labor in exchange for wages that aren't enough to sustain body and soul—especially during one of the most economically robust decades in U.S. history—but an educated public will respond to such abuse with outrage.

Labor round-up

Last five NABET units ratify ABC pact

The five NABET-CWA bargaining units that rejected an ABC final contract proposal earlier this year—and endured an 11-week lock-out—ratified a modified version July 20. The agreements now become part of the master agreement, expiring March 31, 2003, that includes seven other units that ratified the contract in February. Details include wage increases totaling 13% over the full term, an increased daily hire cap that will hit 50% in 2001, an improved discharge provision and resolution of outstanding litigation.

One more time at US Airways

Ballots were mailed to approximately 9,000 US Airways employees July 16, as the National Mediation Board approved a CWA request for an expedited election following an adverse U.S. District of Appeals ruling in May. The election is CWA's third at the airline company, but with 84% of the workforce having signed union cards, expectations are high that this time it will prevail. Voting results are expected August 20.

CWA fails to block Qwest for U S West

Telephone service in the intermountain West, already excoriated as shoddy, is about to get worse: U S West was snatched up in early July by Qwest Communications, despite a letter-writing campaign by CWA President Morton Bahr to the governors of the region's 14 states. The merger portends even more woes for customers of a telephone company hobbled by too few workers: Qwest's SEC filings indicate it plans to squeeze more than \$7 billion out of its acquisition through "cuts in network operations and maintenance, sales and marketing, billing, customer service, back office support and in procurement efficiencies."

Globalization—or glo-baloney?

While both the White House and Congressional Republicans continue to sing the praises of unilateral economic disarmament, the United Nations Development Program issued a report July 13 detailing just what the rush to globalization is costing: 60 countries are economically worse off today than in 1980, and the gap between the rich, industrialized nations and the rest of the world will grow with the further development of the Internet and computer technology. As with previous such reports, the U.N. agency recommends faster debt relief, redirection of aid to the poorest countries, a task force to review "global governance"—and a one-cent tax on lengthy e-mails to finance Internet connections for those who don't have them.

Not your father's medical association

Now the white-coated gods of the professional world have thrown in the towel. With its members squeezed by insurance rules, bureaucratic oversight and cost-cutting that sometimes overrides sound medical judgment, the country's leading medical association voted June 23 to form a union for doctors directly employed by hospitals, clinics or insurers. The conservative AMA's radical move, while criticized by some as raising the specter of higher health costs and the improbable sight of doctors going on strike, is more a matter of playing catch-up. Less than two weeks after its vote, another 300 doctors—this time in Pennsylvania's mental health care system—voted to unionize, continuing a trend that is sweeping the nation.

Leaving it to your imagination . . .

Every occupation has its health hazards—it just takes society a while to recognize them, as anyone with carpal tunnel syndrome has discovered the hard way. So consider the people once known as strippers and streetwalkers—or worse—but who now refer to themselves more bluntly as "sex workers": they want health care benefits, workers' compensation and professional respect just like anyone else. And in San Francisco (where else?) they're fighting for it all, starting with creation of an exotic dancers' union in 1996 and, last month, with the opening of the nation's first occupational health and safety clinic for sex workers. As explained by former porn star Sharon Mitchell, "Imagine the body part you rely on for work being injured."

The new course: Organized Labor 101

It took several generations of most people's college careers—16 years, to be exact—but graduate teaching assistants at eight University of California campuses finally took the last step toward unionizing by voting to join the United Auto Workers. The election increases the number of unionized U.S. grad students by 50%, to approximately 30,000, of an estimated 100,000 nationwide.



'Shame on you!'

Not all CWA convention activities were held in a cavernous convention hall: several hundred delegates also paid an afternoon visit to the new Miami Beach Loews Hotel, which has been battling an organizing drive by the Hotel Employees and

Restaurant Employees. The short demonstration, featuring finger-pointing and chants of "Shame on you!", ended with delegates—many of whom were staying at the hotel, with HERE's blessings—accepting union cards to give to their room maids, bellboys, restaurant waiters and other Loews employees.

Suck it in—the high political season is here

Capitol Hill politics tracks the hurricane season fairly reliably, reaching its highest potential for mischief just ahead of the summer recess.

So it's no surprise, for example, that an eviscerated Patients' Bill of Rights was passed by Senate Republicans just a heartbeat after Bill Clinton urged adoption of meaningful legislation at the CWA convention. The GOP bill excludes amendments to give doctors—rather than HMO bureaucrats—final say on medical decisions, to enhance HMO patients' rights to appeal treatment denials and to allow patients to sue HMOs.

Clinton has said he will veto the measure.

The contretemps over meaningful health care reform also was

evident in the House Education and the Workforce Committee, which earlier passed a Republican bill to block OSHA from issuing ergonomic standards to prevent repetitive strain injuries. Although the bill's backers contend further research is needed before the rules are implemented, numerous studies by OSHA, the National Academy of Sciences, CWA and other medical and occupational organizations agree that such injuries—afflicting 600,000 workers a year—could be reduced or prevented by ergonomic standards.

Meanwhile, the same committee has been pushing a bill that would undercut one of the bedrock principles of the Fair Labor Standards Act, removing a requirement that employers pay

overtime for more than 40 hours of work in a week.

On a related note, the misleadingly titled Sales Incentive Compensation Act seeks to define inside sales workers as "professional employees"—and therefore exempt from overtime pay. As pointed out by CWA Secretary-Treasurer Barbara Easterling in a letter to Senate Democrats, the bill would exempt workers earning as little as \$22,500 a year from overtime pay because of their "specialized expertise."

"If these workers were truly professional employees with specialized expertise, then they would certainly earn a significantly higher income than \$22,500 annually for their services," Easterling observed, calling the bill "a small legislative landmine."

Avondale drama nears end

One of the most contentious labor-management dramas in recent U.S. history looks to be nearing its final act—albeit not without a few last-minute explosions, including some hefty OSHA fines.

The most devastating bomb, from organized labor's perspective, was a July 8 decision by the Fifth Circuit Court of Appeals that invalidates a union representation election conducted at Avondale Industries six years earlier. The shipyard has consistently refused to negotiate a first contract with the New Orleans Metal Trades Council, provoking an increasingly rancorous relationship with its workforce that has gotten national attention.

In setting aside a 1997 National Labor Relations Board bargaining

order, a three-judge panel of the appeals court ruled that the NLRB had not used adequate voter identification procedures in the 1993 election, which involved more than 4,000 employees. Combined with evidence of potential voter fraud—supplied by Avondale—"serious questions regarding the validity" of the election results had been raised, the court wrote.

Not so, responded AFL-CIO President John Sweeney, who issued a statement noting that the same voting procedures had been used by the NLRB for the past 60 years. Workers voting for a union "have every right to expect their decision to be respected," he added.

But questions of whether the unions will appeal or whether a new election will be held—as well

as those raised about Avondale's safety record and its billing of the U.S. Navy for \$5.4 million to underwrite its legal fees—have been made largely moot by Litton Industries' planned buyout of Avondale. As reported by The Times-Picayune July 9, Litton has a relatively decent track record of negotiating with organized labor, and despite a recent strike at its Ingalls Shipbuilding yard in Mississippi is generally well regarded by union leaders.

Although Litton officials have declined to tip their hand ahead of a key shareholder vote later this month, most Wall Street analysts apparently expect it will recognize the union on its own. And that, one analyst told the Times-Picayune, makes the appeals court ruling "pretty much a non-event."

Unity '99: big, bold and colorful

By Anna Padia

TNG-CWA Human Rights Director

The beating drums that opened Unity '99 set an upbeat tone for the second joint convention of the national associations of African-American, Hispanic, Asian and Native American journalists, held July 7 through July 11 at the Washington State Convention and Trade Center in Seattle.

More than 100 Guild members—among them, 14 who were subsidized by TNG-CWA and their seven locals—joined 5,000 journalists, academics and students to advance the employment, understanding and coverage of people of color. The fast-paced agenda featured issue-forums, skills workshops, cross-cultural exchanges and the industry's largest career expo, including a new CWA exhibit that introduced the Guild to convention goers.

There were plenty of reasons for a more somber atmosphere. The American Society of Newspaper Editors reports that minority hiring increased last year by only 1.5%, while the proportion of minority interns was down 2% and first-time hires of non-whites fell from 21.5% to 18.7%. Moreover, 40% of newspapers, most with a circulation of 50,000 or less, do not have any people of color on staff.

Convention goers also noted a recent study reporting that more than half of all non-white print journalists plan to leave the industry within the next five years, mostly due to burnout. (Three-quarters said they might stay if the industry addressed pay, hours and professional development.) They discussed anti-affirmative action initiatives that have passed in Washington and California and are spreading elsewhere. And they

mused over the Internet's "racial ravine," recently described by the Dept. of Commerce as separating white Americans from black and Hispanic Americans.

But the upbeat mood prevailed, nonetheless, because of three developments. One, a reported \$3 million in corporate donations and sponsorships exceeded convention costs by an estimated \$500,000. Two, speeches by presidential hopefuls Vice President Al Gore and former U.S. Sen. Bill Bradley, as well as brief, last-minute appearances by U.S. Senator John McCain and Texas Governor George Bush, raised spirits. Add the convention's successful recruiting for jobs at all levels, and the UNITY '99 theme, "A Powerful Alliance, A Force for Change," got a powerful shot in the arm.

Guild members who saw our exhibit and those who helped staff it were unanimous in applauding their union's presence. The exhibit, "More Voices, More Choices," invited participants to view a new five-minute video, connect to the Guild's Web site, take copies of TNG-CWA reports on Guild salaries and discuss the difference between an employer's promise and the benefits of a legal, binding contract.

Overall, I believe the event was an invaluable learning and teaching experience and a substantial opportunity to advance the Guild's commitment to diversity. The convention provided access to the latest industry developments, added new voices to the Guild network and introduced the Guild to current and future members.

Locals sending and subsidizing members included: Milwaukee, the Wire Service Guild, Northern California, Pacific Northwest, Boston Globe Employees Association, Cleveland and Boston.



DARLENE SUPERVILLE/WIRE SERVICE GUILD

Visitors to the TNG-CWA Unity '99 exhibit included rights committee; and Marijke Rowland and (left to right) Nekesh Moody, chair of the human Donna Birch, both of the Sacramento Bee.

It's time to think globally

By Vincent Butler
Milwaukee Guild

As we move into the new millennium, it's no secret that the world—propelled in part by the Internet—is becoming more interdependent. But what does that mean for the U.S. and for U.S. media?

"Today, the Web symbolizes that we're all connected—and that no one is in charge," New York Times columnist Thomas Friedman announced as he sat on a panel addressing the question: "America's Brave New World: Heaven or Hell?" The whole world, chimed in a reporter, is "one big dysfunctional family."

So it went for two hours July 10 at the Unity '99 convention, as seven panelists engaged in a wide-

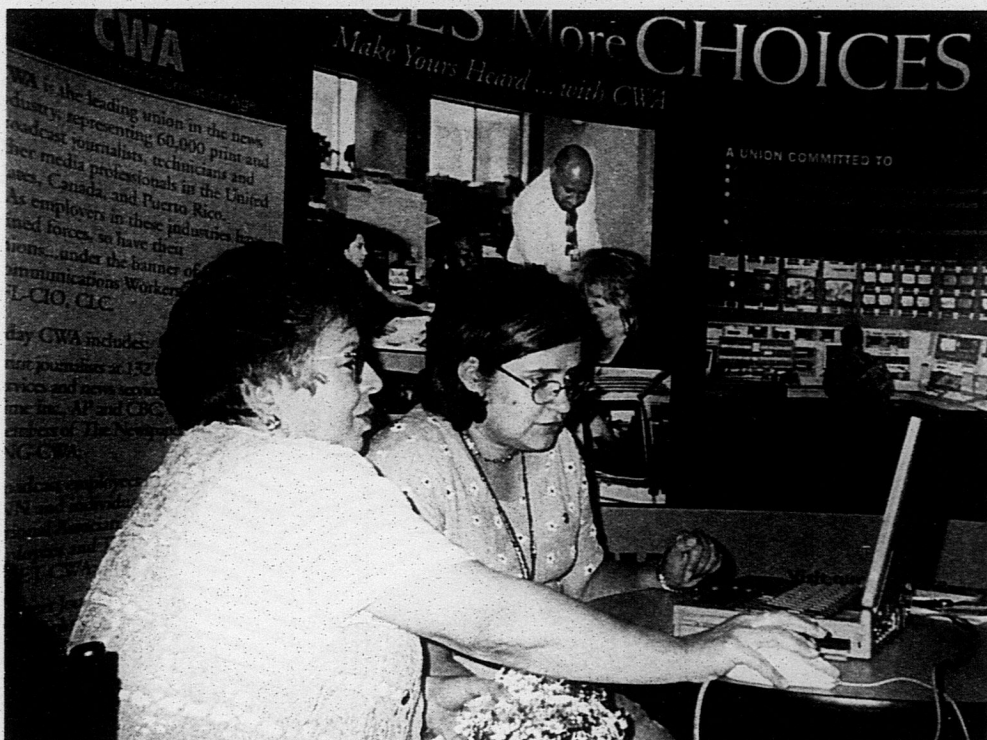
ranging conversation that nevertheless agreed on one theme: U.S. news media are woefully deficient in covering issues outside the United States.

Vicki Mabry of CBS News summarized the panel's overall sentiment by noting that Americans are "worried primarily about our national self interest." As a foreign correspondent, Mabry said, she has seen many important foreign stories go unreported simply because Americans don't understand their relevance. "We must show Americans that foreign news is not only about the British royal family," she added. "There's a huge, big global world we live in."

Some of those unreported stories were summarized by the Rev. Jesse Jackson, who stressed, "We must focus on human rights in

labor standards, in environmental standards and in education." Similar concerns were expressed by Solomon Gomes of the Organization of African Unity, who emphasized that economic development in Africa and elsewhere must go beyond profit-taking to improve the quality of life in emerging nations. But American workers must tread gingerly, he added, because the leaders of many African countries are hostile to unions.

Jackson concluded that while government has a major role in establishing a global policy to protect overseas workers, it will be the news media that set the agenda. "The media must see the global picture," he advised. "We in the United States must learn to think globally and not just nationally."



DARLENE SUPERVILLE/WIRE SERVICE GUILD

Anna Padia, the Guild's human rights director, runs through a computerized presentation with Guild

member Maria Elena Baca, of the Minneapolis Star Tribune, at the TNG-CWA booth.

Unity a chance to be in majority

By Tatiana With Ribadeneira
Boston Globe Employees Assoc.

UNITY: The word says it all. By its dictionary definition: "The quality of being one in spirit, sentiment, purpose." And by its size, all in caps: BIG—as good a description as any of UNITY '99, a huge gathering of individuals intent on demonstrating that diversity works and is a value we should aim for in our newsrooms.

For those who still think diversity is a nice but not quite feasible concept, UNITY '99 was a colorful wake-up call. How could anyone looking at nearly 6,000 qualified journalists of color think this goal impossible? As one major media company declared, on buttons and ads throughout the conference: "Diversity. No Excuses." Exactly. UNITY showed anyone

who cared to look that there is no reason whatsoever not to have people with differing viewpoints, experiences and backgrounds on our staffs. And UNITY showed everyone how lively and interesting a diverse place can be!

UNITY was no less invigorating for those of us who already knew of this magnificent applicant pool. It was intellectually stimulating to debate such journalism topics as ethics and coverage of various communities, and to hone writing, editing and reporting techniques. It was instructive to hear how other organizations are dealing with issues that affect our profession, and to share our plans with them. It was helpful to pick up ideas for stories and projects.

And for those of us who are of color, it was interesting to be in the majority someplace, if only for a short while.

Despite hoopla, it was 'steady as she goes'

Continued from page 1

Truman became the first president to address a union convention, popping into the CWA meeting in Spokane to explain the political facts of life. "I understand that you are not very happy over the Labor Act of 1947 [the Taft-Hartley Act] as it is now in effect," he observed. "But you know the reason for that is that in November 1946, just one-third of the population voted. . . . Your only remedy is November 1948. And if you continue that law in effect, that is your fault and not mine, because I didn't want it."

The much despised Taft-Hartley Act never was repudiated, but Truman's words were recalled by Bahr to similar effect. Stepping down from the podium and advancing

onto the convention floor for his closing remarks, Bahr observed that organized labor's hopes—as those of big business—rest on whether Democrats retain control of the White House next year and whether Republicans can keep their slim majority in the House. "Everything—and I mean everything—is on the line in the year 2000 election," he declared, taking a Clintonesque turn through the crowd.

[Although the convention overwhelmingly voted to support CWA's endorsement of Al Gore for president, a rare exception was voiced by Guild Regional Vice President Pete Szekely. Noting that some Guild delegates are Canadians who feel it's inappropriate to interject themselves into U.S. politics, Szekely added that other TNG delegates are American reporters who may have to report on the presidential race and who therefore must remain detached. "Impartiality and journalistic objectivity is our stock in trade," he said, explaining why several Guild delegates would abstain from the endorsement vote.]

When the convention's focus turned away from politics and all of its accompanying hoopla, however, the over-riding mes-

sage was: steady as she goes. All but one of the CWA's top officers were unopposed for re-election, and Jim Irvine, vice president of the communications and technologies sector, rather handily turned back a challenge from Laura Unger. And while three district vice presidents also were forced into races, only Larry Mancino of District 1 had to sweat the results.

[While Mancino ended up winning his seat by a 50% margin, he also sent his opponent a letter—received the day after the election results—announcing she would not be returning to work. Although Mancino's supporters say there were numerous legitimate reasons for the move, his opponent's supporters saw it as an act of political vengefulness and responded with a flurry of swinging fists and incendiary

leaflets. The resulting bitterness tinged the latter part of the convention proceedings.]

The status quo also was affirmed when convention delegates beat back several proposed constitutional amendments. All had already been rejected by the Constitution Committee—a five-member panel that included Kitty Caparella, president of the Philadelphia Guild—but under CWA rules could be proposed on the convention floor, prompting a series of preemptive leaflets and remarks from the podium. Tim Schick, administrative officer of the Providence Guild, circulated a flyer condemning a proposal to mandate certain bargaining practices, including a ban on "me-too" agreements. Bahr, noting he rarely comments on floor amendments, nevertheless blasted a proposed limit on per capita dues as "the most destructive proposal I've ever seen."

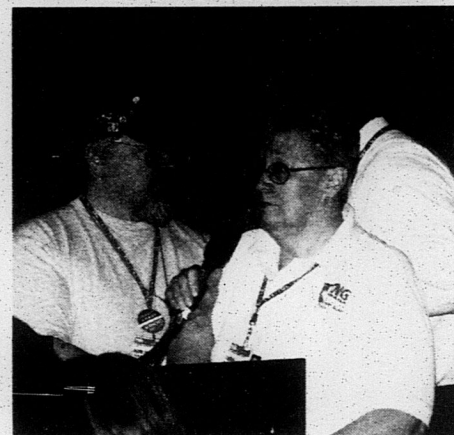
The full-court press had its desired effect: the proposed limit on per capita dues was withdrawn, while the other amendments were defeated by wide margins.

But as Bahr also made clear, affirming CWA's current course was not to be confused with a lack of change. When he first joined the union, Bahr observed, virtually



ALL PHOTOS BY ANDY ZIPSER/THE GUILD REPORTER

The many faces of the CWA convention included those (above) of TNG-CWA President Linda Foley, CWA Executive Vice President Larry Cohen and CWA Secretary-Treasurer Barbara Easterling; and (at right), of Adolphe Bernotas, president of the TNG New England District Council, and TNG-CWA International Chair Carol Rothman. Below, Guild delegates are dwarfed by the sheer size of the convention floor, and a Tejano band plays briefly during Cohen's report to dramatize its quest for union representation. At left, Guild staffer Deborah Thomas opens the ceremonies by singing the Canadian national anthem.



the entire membership comprised employees of what was then Ma Bell; today, 44% of CWA members work outside the former Bell system, and the proportion keeps growing—as it must, given continued downsizing in the telephone industry. In fact, Bahr noted, over the past 30 years most of CWA's growth has been in the public sector, and then primarily in District 1. "They shored up our union," he added.

Yet while CWA's broadened reach has reinvigorated the union with "new ideas, new energy and a new spirit to challenge the future," Bahr also lamented the "lip service" still given by many CWA leaders to organizing outside of the telephone industry. "Telecommunications remain a critical part of our future," he acknowledged, "but much of our strength now comes from diversity across the information sector, not only from telecommunications but from newspapers, broadcasting and 100,000 public and health care workers."

ALSO OF NOTE to Guild members, the CWA convention recognized several local publications in the union's annual newsletter competition.

Capturing top honors for the second consecutive year was the Canadian Media Guild's Scan, which received the Oscar Jager Award for being "a solid product which would interest a casual reader and the intense professional looking for inside information" and which also won first place for best front page. Also repeating their strong showing of last year were the Guild News of San Jose, which won second place for general excellence in its circulation category and honorable mentions for best human interest feature and best opinion column; and Local 1 Log of the Northeast Ohio Guild, which took third place in general excellence. Guild Forum, of the Washington-Baltimore Guild, rounded out the honors by receiving an honorable mention for best front page.



LOOKING AHEAD

Look! The emperor has new clothes!



By Linda K. Foley
President

Gannett's got ethics. That's right—Gannett.

On June 14, the company whose journalistic contributions include such gimmicks as News 2000, the Newseum and USA Today (a.k.a. McNewspaper), announced (drumroll, please) its "Principles of Ethical Conduct for Newsrooms." A set of the numerous, yet elementary, "guidelines" will be "circulated annually to all newsroom employees" and "shared with prospective job candidates."

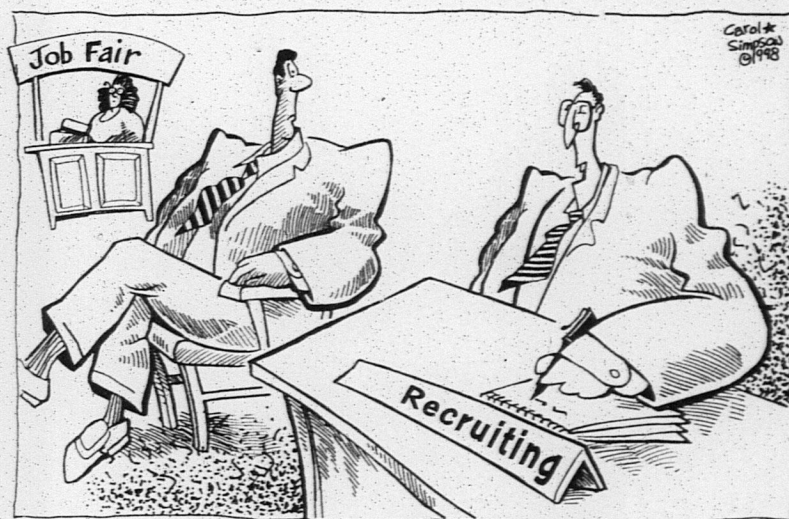
A press release claims Gannett's newspaper division is committed to: "Seeking and reporting truth in a truthful way [as opposed to a deceitful way?]; serving public interest; exercising fair play; maintaining independence; and acting with integrity."

As Editor and Publisher magazine point-

ed out, Gannett proclaimed its principles during the same week the U.S. Congress voted to allow posting of the Ten Commandments in public schools. That's very apropos, considering Gannett's commandments read as if chiseled on stone tablets. "We will dedicate ourselves to reporting the news accurately, thoroughly and in context... We will keep our word... We will uphold First Amendment principles to serve the democratic process... We will treat people with dignity, respect and compassion... We will differentiate advertising from news." And on and on.

Unfortunately, promulgating principles and guidelines won't save Gannett's ethical reputation any more than posting the Ten Commandments at Columbine High School will save students' lives. As my mother used to say, "Actions speak louder than words." No matter how many words they use, Gannett's actions speak volumes about the company's cavalier attitude toward ethics.

To a small degree, Gannett has acknowledged at least one ethical lapse. Its release



"We'll keep your resume in our files... just in case Affirmative Action becomes fashionable again."

cites "news-gathering problems last year at Gannett's The Cincinnati Enquirer" as one factor leading to the ethics code's development. Apparently that's a reference to a scathing story about Chiquita Brand International that was based on stolen e-mail.

But the newsroom foul-up, for which Gannett still won't take full responsibility, pales in comparison to the deliberate ethical breeches documented by Richard McCord in "The Chain Gang." In cities such as Salem, Ore., and Green Bay, Wis. Gannett's corporate officers encouraged and supported anti-competitive and often illegal advertising pricing practices.

The Enquirer snafu is hardly comparable to the millions of tax-free dollars bilked from the non-profit Freedom Forum to support the lavish lifestyle of former Gannett CEO Al Neuharth. Or to the insider trading scandal that enveloped Detroit Newspaper CEO Frank Vega, among others.

And if that's not unethical enough, Gannett's reprehensible conduct during the four-year-old Detroit Newspaper strike and lockout will turn even the most wide-eyed optimist into a hardened skeptic of this corporation's new-found "commitment" to high-minded principles.

This is the corporation that forced 2,500 newspaper workers on strike in July 1995, then hired a jack-booted security force to beat and gas them on their picket lines. Gannett eventually augmented its private goon squad with hundreds of taxpayer-supported police from several suburban Detroit communities.

This is the corporation that illegally threatened to fire striking newspaper workers and then denied them their jobs when they offered to come back to work.

This is the corporation that twice refused to comply with the law and implement decisions of the National Labor Relations Board. How does this behavior jibe with Gannett's new principle: "We will obey the law"? Or, "We will take responsibility for our decisions and consider the possible consequences of our actions"?

No wonder Gannett last year rejected the distribution of a Guild-sponsored shareholder proposal that would have required corporate executives' compensation be based on adherence to principles of community responsibility. The Guild's proposed principles paralleled several of those recently adopted by Gannett's news division. I guess Gannett supports principles for news employees, but doesn't even want to discuss whether similar ethics should apply to corporate executives.

"Chain Gang" author McCord observed that change "must come from the board of directors, those high-profile, impressive men and women, imposing a code of ethics and insisting that it be observed at every link in Gannett's long, long chain." And while Gannett's news division can ask newsrooms to take the pledge, "We will always try to do the right thing," ethics start in the boardroom.

Or as Mom—or Moses—would say, "Practice what you preach."

LETTERS

Editor:

Regarding Stanley P. Friedman's excerpted complaint to Arthur Sulzberger, chairman of The New York Times, about the "ghettoizing of its staff photographers" ("Itsy-bitsy, teenie-weenie credit lines have to go," The Guild Reporter, May 21):

If the credit lines for photographers are itsy-bitsy, bylines on wire-service stories in the Times have been rarer if not nonexistent over more years than I care to remember.

—Morton Mintz

[Mintz, who headed The Washington Post unit of the Washington-Baltimore Newspaper Guild in the early 1960s, left the Post in 1988 after nearly 30 years as a reporter there. He was never a wire-service reporter.]

Editor:

So the Newspaper Guild thinks it's okay to bomb Serbian media for being

propaganda tools. I think this is hypocrisy when you consider how the US media has gone along with US/NATO lies. For example:

- Remember the emaciated guy behind the wire? Turns out he wasn't a Bosnian Muslim but a Serb, arrested for looting, who had TB.

- Sixty thousand reported rapes, after investigation, turned out to be 126. Still terrible, but quite a difference.

- According to NY Times reporter David Binder, there's evidence the Sarajevo market bombing was done by the government to blame on the Serbs. He had to publish this in The Nation.

For a moral dilemma, how about this? CNN was warned about the air strike and pulled its news team. Did they tell the Serbs, whom they must have seen every day? Or did they let their colleagues get killed?

—Per Fagereng (retired from the San Francisco Examiner)

U.S. journalists failed in Yugoslavia

By David Bacon
Northern California Guild

I've been wondering for some time what we, as a union, have to say about the war in Yugoslavia. The article, "Bombing ends, question remains: who's a reporter?" [The Guild Reporter, June 18] was very helpful. I particularly appreciated its description of the vote taken in the Guild's sector conference, and how isolated our union's position has become from the overwhelming opinion among the rest of the world's journalists. It is a position even isolated from our own roots: Heywood Broun would not have been proud of the Guild's failure to condemn the bombing.

Your article covered a hard subject for a union newspaper—one in which there is obvious political disagreement within our organization. You gave a clear sense of the difficulties for President Foley in acting as a representative of the union while remaining true to her own beliefs. Many union news-

papers would simply have viewed the situation as too controversial and said nothing—which, actually, is what most of them have done. The Guild Reporter should be congratulated for its courage and fairness.

Like Aidan White, I regret profoundly that we did not speak up for the journalists in Belgrade killed in the bombing of the Serbian television transmission tower, or for the two journalists then killed in the bombing of the Chinese embassy. I believe our failure to do so is a violation of the principles we stand for—the right of journalists everywhere to report the news as they see it, and our responsibility to extend the hand of working-class solidarity to defend them when they do their jobs.

To say we will act only in solidarity with journalists who advocate the position of the U.S. government threatens our own independence. We should have protested when our government told Yugoslav journalists that it would target them for bombing and death if their media outlets did not agree to

air the U.S. point of view. We certainly would have said something if the roles had been reversed. Similarly, we should protest the effort to excuse the bombing of the Chinese embassy by calling the journalists who worked there spies. In the long run, we will be the ones to suffer from this lack of solidarity. How can we expect solidarity when we need it if we remain silent when our government labels as "propagandists" anyone who disagrees with U.S. foreign policy, and then kills them?

The failure to speak up for these fellow journalists reflects, I'm afraid, an unwillingness among many U.S. media workers to probe deeply into the causes of the war and to be critical of our own government. Throughout the conflict, spin doctors at NATO repeatedly used loaded phrases designed to push the buttons of the U.S. public—including calling attacks on Albanians "racist," describing the Serbian government as "fascist," and using the analogy of the Nazi death camps. Unfortunately, few jour-

nalists sought to examine how appropriate these analogies were. Even fewer sought to question and expose the government's geopolitical motivations and hypocrisy hidden by the use of these loaded terms.

I believe our union can learn from this experience. We need to struggle for independent international relationships, based on mutual working-class interests, and free from the defense of U.S. foreign policy which characterized so much of labor during the cold war. Our union also needs to encourage members to look critically at the content of our work, as much as at the conditions under which we perform it. The Guild has to find ways to support our right to independence from the bias of the corporations we work for, and the efforts by our own government to enforce political conformity.

The key to independence is a culture of solidarity, helping members to identify our common interests—not just with other journalists but with other workers, internationally and here at home.

Journalism's future? Viva Las Vegas!

By Larkie Gildersleeve
TNG Director of Research,
Information and Technology

Hunter S. Thompson has nothing to worry about from Daniel A. Greenspun, publisher of the Las Vegas Sun, whose opening remarks at NEXPO provided a defining metaphor for the whole show. But they may inspire fear and loathing nonetheless.

There was, first, the matter of Greenspun's chutzpah in choosing his "strategy for success" as a speech topic. The population in and around Las Vegas has exploded from fewer than 50,000 in the 1970s to 1.5 million today, so you'd think anyone falling out of bed could pump up his newspaper's circulation. Not Greenspun. The Sun's circulation has actually dropped slightly, from a little more than 39,000 in 1995 to 38,332 in 1998, suggesting that perhaps success means nothing more ambitious than holding your own—and in a JOA market, at that.

But then Greenspun smilingly described Las Vegas itself as a metaphor for the news business. Las Vegas, he pointed out, was successful for gambling and adult entertainment but not much else—until the casino owners figured out they could cut deals with the competition. Or, better yet, compete with themselves. If someone else puts in a big hotel, you not only add on to yours, you buy two more. Or you enter into a partnership with other owners.

Park Place Entertainment, for example, owns Bally's and one of the two Hiltons and is interested in buying Caesar's, which is on the market. But also nosing around Caesar's is the Las Vegas MGM Grand, as well as the owner of the Mirage, which also owns Circus Circus. . . . And so it goes, with an attraction at one competing with attractions at all the others. If all the properties make money, fine, but if one begins to suffer from the competition, sell it off or knock it down and build something bigger and glitzier. What a formula! If the guy down the street makes big bucks, that's okay because the guy down the street is you.

So the trick is not only to diversify, but to

This year's newspaper publishers' product show—NEXPO, sponsored by the Newspaper Association of America—was held in Las Vegas June 14-17. NAA touts the event as "the world's largest annual technical exposition and conference for newspapers" and claims attendees represent 90% of U.S. daily newspaper circulation. The 1999 extravaganza featured several workshops, panel discussions and speeches, as well as 350 vendor exhibits covering 200,000 square feet.

multiply your opportunities to be chosen by the customers in your market. Greenspun has followed the model faithfully. In addition to the Sun, his company produces a very profitable local entertainment guide, owns a major TV station and has acquired an interest in his JOA partner's cable TV company. Which, of course, is where most of today's publishers are headed, as they attempt to integrate advertising-intensive print products, TV outlets and web sites.

But while last year's NEXPO workshops focused on several pioneering efforts at such integration, this year the talk was more about making it pay off—of the need to promote each medium in all of the others to ensure that customers will go from one to

the other. And, of course, to ensure that advertisers will buy space on the net as well as in the paper.

While by some estimates e-commerce has become an \$11 billion market, newspapers still haven't convinced advertisers that their online messages are reaching enough eyeballs to be worth the cost—in part because it's not clear that newspaper

readers are using the Net as a news and advertising source. How, indeed, can a sales staff document the effectiveness of a newspaper's online product to the advertiser? Even the best metaphor can stretch only so far, and at some point the casino analogy begins to break down.

Because this was not a newspaper editors' meeting, there's little surprise that NEXPO's emphasis was overwhelmingly commercial. To my knowledge, only one publisher—Dean Singleton, at that—mentioned improving the editorial product. But while NEXPO presents a singularly narrow view of the industry, there were at least two things about this show that should catch our attention.

First, to grow their businesses, the folks

who make The Big Decisions seem to agree they have to emphasize their products as advertising vehicles—and to do that, they have to invest in advertising to the advertisers. Newspaper ad revenues are not as high as publishers want and, in fact, are generally lower than last year's, especially in classified ads. So publishers are going to push advertising—both classified and display—more aggressively, they'll promote their clients and they'll promote their own products to build their local markets.

That means jobs should increase at newspapers that have already undergone strategic consolidation. And while publishing chains and chainlets may consolidate their production sites, they increasingly will support the commercial side of their operations, creating new job possibilities for computer-friendly Guild members in systems, marketing, business and advertising departments.

The second development worth watching is the growing, advertising-driven need among newspapers for in-house platforms that can talk to each other. Atex Media Solutions Inc., Digital Technology International and System Integrators Inc. all demonstrated versatile new systems at the show.

DTI chief executive Charles M. Geschke was typical in his presentation, announcing that Adobe has been redesigned so its products can be used with other systems specifically targeted for the newspaper industry. Adobe's new version of InDesign, for example, has been restructured and Digital Technology's Speed products are now based on InDesign. Systems Integrators users also will have a choice of using either InDesign or Quark Express for layout. These are new programs, and although the demonstrations went amazingly smoothly, glitches are likely and only the newest equipment will handle them well.

SII, meanwhile, has made a deal with CompuText that will enable SII to market CompuText's classified system under the new name WorldClass. SII's product,

InSiight, is based on Lotus Notes and will soon be compatible for use with InDesign, which means its customers eventually will be able to use InSiight with InDesign, Quark Publishing System or Microsoft Exchange.

What all this portends for Guild members is the possibility of using upgraded versions of their current systems or new systems that work more smoothly across platforms. Experience has been a great instructor for the technical people who design newspaper software, teaching them how photos, graphics, words, design, production and account analysis functions can operate within varied systems without interface breakdowns.

All the new products aside, NEXPO also conveyed a vaguely disquieting sense that the party may not last much longer. The merry contradiction of the news business is that even though circulation and ad numbers are broadly down, newspapers have been reaping increased profits and their properties are fetching a premium in the market. This was also true last year, when newspaper representatives at NEXPO responded with a buying spree that brought smiles to virtually every product booth.

But this year there was a sense of hesitation in the air. And while it is hard to tell who bought what, my impression—confirmed by TechNews' reports at the show—is that this year's NEXPO was not the bonanza of last year.

Some think that with Y2K looming, owners are waiting to see what happens in the new year before committing substantial capital. It certainly doesn't make sense to introduce and debug a new system or piece of equipment when you aren't sure you have all the bugs out of existing systems. But perhaps the hesitation was brought on by a realization of how thin the bubble is, in an industry that generally is making more money from properties changing hands than from true growth.

Meanwhile, instead of trying to steal readers away from some other guy's newspaper, TV, radio or computer network, today's publishers increasingly are trying to be the other guy. All this in hope of catching our eyes so they can tell the advertiser, "See, you can reach them through us, they're buying your products because of us."

Perhaps we'll find some news and information squeezed in between the sales pitches.

**If a property
suffers from
competition,
sell it off or
knock it
down . . .**

THE GUILD Reporter

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DAYBOOK

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

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

AFL-CIO Biennial Convention,
Oct. 14-16, Los Angeles

TNG-CWA Executive Council,
Oct. 21-23, Baltimore

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

Midwest District Council,
Nov. 12-14, Chicago

By TNG Convention action, letters to the editor 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: August 20.)

FROM THE MORGUE

Fifty years ago this month:

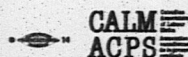
The circulation director of the New York World Telegram warns that television will compete with newspapers for readers' time. . . . For the first time in U.S. history, the country's newspapers achieve an ad ratio of 60%. . . . The Guild convention "extends the hand of trade union fellowship to the Communications Workers of America," which has just joined the CIO. . . . Units in Ottawa and Montreal apply for Guild charters. . . .

Twenty-five years ago this month:

Guild president Charles Perlik, returning from a mission to Chile, urges the release of jailed newsmen. . . . The Guild's International Executive Board recommends that the convention authorize special assessments to hire six additional international reps, for a total of 14. . . . A federal judge grants TNG's request for an order preventing newspapers from entering into joint operating agreements without prior approval from the Attorney General. . . .

Ten years ago this month:

The Spanish-language newspaper El Mundo is ordered by an administrative law judge to offer jobs to hundreds of former employees who were victims of anti-union discrimination. . . . Leaders of the Guild, CWA, Graphic Communications and Teamsters unions meet in St. Paul to map out a coordinated bargaining campaign against Knight-Ridder. . . . A "Global Solidarity Conference" in Washington, D.C., draws 250 delegates from 63 unions and 17 nations around the world, including TNG and the International Federation of Journalists. . . .



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