

THE GUILD Reporter

April 14, 2000

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 67, Number 4

Worker-owners
with attitude

page 3



Earthquake country

Things are getting lively on the West Coast, land of tectonic shifts and increasingly testy Guild members. Above, San Jose Mercury News employees, frustrated by months of glacial progress in contract bargaining, spell out their message to Knight Ridder. Below, Guild-represented employees of

the Long Beach Press-Telegram take a practice run in front of their newspaper, following a vote March 22 at which they authorized a strike by a margin of nearly 81%. The San Jose negotiations got a boost April 10 with the initial participation of a federal mediator, but the Long Beach talks have foundered on issues of wages, dues check-off and union rights.



Motor City madness touches Guild

The gang that couldn't shoot straight, first immortalized by New York's Jimmy Breslin, is still alive and well and kicking—in Detroit. But leave it to another columnist to make the point.

Motor City's answer to Breslin is Pete Waldmeir, a free-wheeling and obstreperous sort who has

been with the Detroit News—ready for this?—the past 51 years. Which is to say, Waldmeir has seen everything there is to see, both in the hometown he refuses to leave and at the newspaper to which he has devoted his talents as a copy boy, sportswriter, editor, columnist and all-around ink-stained wretch.

Waldmeir survived the bitter

1967-68 strike against the News and Free Press, weathered the joint operating agreement that brought the two newspapers under one economic roof, crossed the picket lines thrown up by his co-workers in the mid-'90s. Thanks to his longevity he was grandfathered in as a non-Guild employee, and so for all these years has had the dual distinction of

being one of a handful of non dues-paying unit members—and of becoming the highest-paid writer on staff. After all those decades of observing and writing about the quintessential union town, Waldmeir has a personal contract, gets an annual salary of almost \$190,000 and is the News' most highly prized columnist.

And then he took a trip to Florida and his world turned upside down.

In late February, while Waldmeir was working on his tan, fellow Detroit News reporter David Josar was working on a series about sweetheart contracts at Detroit Metro Airport and started running down the license plates of cars parked in an apparently exclusive—and very conveniently located—parking lot. One of the cars, Josar discovered, was Waldmeir's. And that, in turn, created a problem for Detroit News publisher Mark Silverman.

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TOM THEA/AMSTERDAM GUILD

Smiles all around

Jubilant smiles and thumbs up mark the victory by outside circulation department employees at the Worcester (Mass.) Telegram and Gazette, who

voted 30-10 (with one blank ballot) March 19 for Guild representation. The 100% turnout, said Guild officials, was testimony to "a hell of a job" by the internal committee, which had to combat an intense anti-union campaign by management.

44 years later, David retires

By Lou Miccico
President, Detroit Guild

Janet David, who for 44 years championed civil and minority rights while becoming the first African-American to serve as an International Representative for The Newspaper Guild, retired effective March 31st.

In nearly 20 years of service as a TNG representative, David serviced Guild locals from Buffalo to Battle Creek and a dozen cities in between and became a fixture at Guild conventions. Her most cherished victories included tripling the membership during an organizing drive at Time, Inc. and helping to affiliate the Boston Globe Employees Association.

David's involvement in TNG began in 1956, when she was hired as a cashier in the advertising department of the Amsterdam

News, a Harlem-based black weekly, and shortly thereafter was elected unit chair. In what proved to be a 10-year stint in that position, David oversaw contract enforcement for a unit that numbered more than 100 Guild members—the only African-American unit in TNG.

Besides her business duties, David wrote an arts and entertainment column at the News called "Janet's Spotlight." For black artists visiting or performing in the Big Apple, it was *de rigueur* to stop by the Amsterdam News for an interview or just to make a courtesy call.

"I'll never forget meeting black leaders like Dr. Martin Luther King, who came by our paper during a black boycott of Blumstein's Department Stores," David said, adding she'd also been thrilled to interview entertainers like Sammy Davis Jr.

In 1977, David caught TNG's eye when she served a year as a temporary organizer, including a successful drive at the Bureau of National Affairs (BNA) in Washington. Four years later, she was hired permanently to the TNG field staff.

"They didn't know what to say to me," David laughed, in recalling the reactions of (invariably) white male management representatives. "I think I got more accomplished at the bargaining table because of that. For those management types, they rarely saw a woman at the negotiations, let alone an African-American woman."

In 1983, David got her first major test under fire when her home unit went on strike against the Amsterdam News—a battle that dragged on for nine months but that ended successfully with a new contract.

In 1991, David's dedicated service was recognized with a TNG Service Award presented by then President Charles Dale.

Looking back over her long tenure with TNG, David said the already lonely work of an International Representative has grown even more devoid of human contact because of new technologies. "I miss the human contact of my co-workers and supervisors at TNG," she said. "There's too much e-mail and paging these days. It's an evil necessity."

David said she's looking forward to having some time for personal projects, such as travel, but that her thoughts at retirement are still with the locked-out strikers in Detroit. "The Guild strikers in Motown are among the most courageous union members I've ever met," she said. "I'm proud that my last Guild assignment was to serve in Detroit, but I'm sorry I had to leave before this labor dispute is settled. That is my biggest regret."

TNG-CWA Representative

There is an opening for a sector representative (International Representative) on the TNG-CWA staff. Experience in organizing, collective bargaining and/or membership mobilization necessary. Arbitration experience desirable.

The position will be located in Chicago, IL, and will work out of the CWA District 4 Chicago-area office. Contractual minimum weekly wage ranges from \$1,409 to \$1,458, depending upon experience. Excellent benefits.

Preference will be given to women and minority candidates.

Submit resume to:

Eric D. Geist, Administrative Assistant, TNG-CWA, 501 Third St. N.W., 2nd Floor, Washington, D.C. 20001-2797.

The Guild Reporter (ISSN: 00175404) (CPC # 1469371) is issued monthly, generally at four-week intervals, at 501 Third St. NW, 2nd Floor, Washington, D.C. 20001.

Periodicals postage paid in Washington, D.C., and additional mailing offices. Printed in the U.S.

Postmaster: Send address changes to: The Guild Reporter, 501 Third St. NW, 2nd Floor, Washington, D.C. 20001

Subscriptions: \$20 a year.
Single copies: \$1.50.

The Newspaper Guild International



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

1-888-893-3650
hcoleman@cwa-union.org

In brief . . .

Service Award deadline at hand

Nominations for the Guild Service Award, which recognizes local unpaid Guild leadership, must be received at TNG headquarters by Monday, April 24. Nominees must be sponsored by their locals and nominated by the local executive board or representative assembly or at a general membership meeting. The winner will receive a scholarship of up to \$2,000 for a trade union course "appropriate to the winner."

Monterey ULPs settled at 11th hour

A slew of unfair labor practice charges against the Monterey Herald was settled just ahead of an NLRB hearing, with the company agreeing to contract language regarding unit jurisdiction. The settlement also provides severance for two fired employees, an acknowledgment that a policy used to discipline employees does not exist, replacement of a bulletin board that the company had unilaterally removed and agreement on a policy for employee use of a break room for social events.

Severance settled for \$1.2 million

More than three years after Knight-Ridder sold the Long Beach Press-Telegram to a MediaNews affiliate, it has agreed to a \$1.2 million settlement of a severance case brought by the Southern California Media Guild. Approximately 185 employees who stayed with the newspaper after the sale—despite wage cuts of up to 47%—will share in the payout.

Another Thomson deal in the can

Guild-represented employees of the Canton (Ohio) Repository voted 106-21 to ratify a new two-year contract, retroactive to last September, that includes 3% wage increase each year. No telling how long the pact will last, however: the Repository is one of the many newspapers Thomson has put on the auction block.

Frederickton v Gleaner: Round 1

The first round in the ongoing battle between the Frederickton Typographical

Union and The Daily Gleaner ended April 5, wrapping up 25 days of hearings—including 12 witnesses and 93 exhibits—into charges of unfair labor practices and bargaining in bad faith filed by the union. But a decision isn't expected until this fall, following submission of final written arguments in June and rebuttals in July.

Translators rub elbows April 29

The New England Translators Association, in association with the Translators and Interpreters Guild, a TNG-CWA local, will be hosting its annual exhibit and conference April 29 at Boston College. Featured speakers will include Tom West, president of the American Translators Association; Bogumila Michalewicz, a U.N. translator and interpreter; Judge Luis Perez, of the Worcester Juvenile Court; and Mark Schaffer, a Boston literary translator and visual artist.

Putting the "free" in Free Press

Battered by plunging circulation numbers, the Detroit News and Detroit Free Press have initiated "a major sampling program" to reverse the tide by dumping free Sunday newspapers on 30,000 households each week—on Wednesdays. Why the three-day lag? According to the Metro Detroit Labor News, it appears that the "sampling" consists of a growing number of Sunday return papers that are printed but not sold.

Guild members dominate Pulitzers

Guild members, led by Brown Award winner Katherine Boo, dominated the ranks of the Pulitzer honorees this year. In addition to Boo's award for public service, other Guild members with Pulitzers included Henry Allen, for criticism; Charles Hanley and Martha Mendoza for investigative reporting; George Dohmann, for best reporting; and Carol Guzy and Lucian Perkins, for feature photography. Awards to staffs of Guild-represented newspapers went to The Wall Street Journal, for national reporting; the Denver Post, for breaking news reporting; and the Denver Rocky Mountain News, for spot news photography.

Possible sale complicates BNA talks

By Margaret Cohen
Washington-Baltimore Guild

The Bureau of National Affairs advertises itself as a "family friendly" employer and takes pride in making *Fortune* magazine's list of "Top 100 places to work." It also touts itself as the oldest employee-owned company in the United States.

But both those distinctions are endangered.

Six weeks after its Guild contract expired, BNA management continues to insist at the bargaining table on wage hikes of 1.5% for all employees eligible for step increases and 3% for those above the scales. It remains adamant in its efforts to roll back seniority and past practice rights, to limit the current availability of leave without pay and to more easily discipline employees for "unscheduled" sick leave. And it refuses to seriously consider Guild proposals for a company match of employee contributions to the 401(k) plan, for rationalizing the availability of flexible work arrangements or for providing parental leave.

So much for family friendliness.

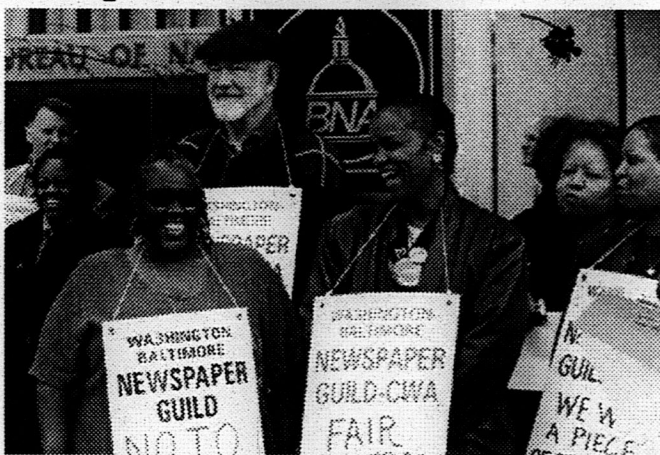
Meanwhile, the company itself may be going on the auction block soon, thanks to a shareholder proposal that was to be voted on April 15, after The Guild Reporter went to press. The resolution, asking the

company board of directors to seek a true valuation of BNA's shares and to solicit offers to buy the company, is opposed by the board but has generated surprisingly strong shareholder support. Proponents of the measure fret that the value of their shares, set by the board every six months, has no real connection to the market and is unduly low. Flushing out a buyer for the company would quickly ascertain their true value—and potentially end a 50-year experiment in employee ownership.

Although the outcome of the April 15 vote is uncertain, what is certain is management's view of itself as moving toward the corporate mainstream. When Guild negotiators have argued, for example, that BNA needs to pay more attention to its employee-owners' well-being, company negotiators retort that the owners are BNA's shareholders, not its employees.

"It seems clear that what many longer-term employees believed to be an ideal, family-friendly community has now shown itself for what it has been all along," says mobilizer Eugene Freedman. "It's a corporation intent on maximizing its competitive edge by restraining wage increases and attacking working conditions so as to increase management flexibility at the expense of worker protections."

One tangible sign of the new management ethic was provided



Guild-represented employees of the Bureau of National Affairs turn out for a noon rally at which they munched bags of peanuts—a reference to the

company's wage offer. Or as summarized by TNG-CWA President Linda Foley, who addressed BNA on behalf of the crowd, "Nuts to you!"

by the new editor-in-chief, who recently started instituting a weekly quota system in the editorial department. New publications, meanwhile, are being introduced on a shoestring, with BNA proudly announcing that no new staff will be hired to produce the additional work. With BNA employees at all levels being asked to do more with less, it's no wonder employee

turnover is averaging 10% a year, but management has been oblivious to deteriorating employee morale. One sign of its indifference: only 4% of all employees eligible for so-called "merit increases" ever got them.

The Washington-Baltimore Guild has responded by turning up the heat, signing up BNA employees at an accelerating rate—more

than 110 new members have been recruited since last May—and circulating petitions for members to pledge they won't ratify any contract that doesn't provide a substantial improvement in wages. Informational picket lines are being mounted at BNA's Washington-based facilities during the lunch hour and will continue until a contract is settled.

Waldmeir says no battlefield conversion

Continued from page 1

On returning from his vacation, Waldmeir says, he was summoned to Silverman's office for what was described as "just a conversation." But two other editors were present, he adds, and Silverman quickly got to the point by declaring that Waldmeir's use of the unpaid VIP lot violated Gannett's ethics policy. Not so, Waldmeir responded: after returning from his trip, he'd written a \$100 check to pay for the privilege.

Silverman, apparently softening his tone, said that Waldmeir nonetheless would get a letter of reprimand placed in his file.

Two days later, however, Silverman again summoned Waldmeir—but this time, having a better idea of what to expect, the

columnist made sure he had a Guild representative accompany him. Good thing, too: Silverman was absolutely livid, Waldmeir says, announcing that he'd learned that nobody pays for using the lot in question—which could only mean Waldmeir had lied to him. And this time a letter of reprimand wasn't going to cut it: Waldmeir was getting a three-day suspension without pay.

"The f---er called me a liar," Waldmeir rants, complaining that Silverman never gave him a chance to defend himself. "Fifty-one f---ing years I've been there, I'd never been docked a minute's pay, I'd never been set back for anything, and the first f---ing time I spit on the sidewalk—and I didn't, I'll go to my grave denying

I did—he fines me \$2,147."

Because of the suspension, Waldmeir's column didn't run for four days in March—but that's the least of it. The roll-call of ironies includes the following:

- Although the News' highest-paid writer has for decades avoided paying Guild dues, he is a unit member and therefore entitled to Guild protection. So local president Lou Mleczo has filed a grievance on his behalf and an unfair labor practice charge with the National Labor Relations Board.

- David Josar, whose investigative work started the whole ball rolling, was detained by security at the parking lot in which he spotted Waldmeir's car. A police check on his ID then turned up two outstanding warrants for his arrest

for unpaid tickets and Josar had to pay \$150 bond on each to get free.

- Josar's story never did run. Instead, the Free Press ran a story on the VIP parking lot, and the Metro Times ran a piece about the Detroit News debacle. "How does Waldmeir rate the perk?" the Metro Times asked. "We can't say. But it's obvious his cheering-section columns about Wayne County Executive Ed McNamara and right-hand man Mike Duggan haven't hurt Pete any among those with pull at the airport." Ouch.

- Everyone else in the unit is left to draw his or her own conclusions. Mleczo hopes it's "about the need for a union in the workplace. After all," he adds, "if Gannett can do this to their top star, to their highest-paid column-

nist, they can do it to anyone."

Waldmeir, on the other hand, is doing nothing to promote that idea. The reason he never joined the Guild in the first place, he says, is because it was being run by "absolute f---ing fruitcakes, and I looked at them and thought, 'I'm going to put my life in their hands.'"

And now that he's turned to the Guild for help? "This is not a battlefield conversion—it's not that I've found Jesus," he replies. "I'm just exhausting all my remedies."

Good grief!

As one—and only one—sharp-eyed reader noted, Charles Schulz's name was misspelled in last month's Guild Reporter. There is no "c" in his surname.

Per capita increases

This is official notice that the TNG-CWA per capita on May dues, payable by Locals to TNG-CWA on or before June 15, 2000, will be \$16.08. This is also official notification that the 50-cent per member, per month payment for CWA Defense Fund coverage (as approved by the Guild's Sector Conference) will also be payable when May dues are remitted to CWA in June. (The total amount due from locals per member will be \$16.58.)

The CWA Defense Fund payment of 50 cents per member, per month, is payable on the following classifications: (1) regular full-time; (7) regular less-than-full-time; (5) at-large full-time; (4) at-large less-than-full-time; (8) paid leave full; (7) agency full-time; and, (3) agency less-than-full-time.

The increase in the annual per capita rate is 35 cents

per month from the previous rate of \$15.73, which has been in effect since May 1, 1999. The per capita payable on behalf of employed members whose dues are less than \$16.08 per month is \$8.43 (\$6.93 with the CWA Defense Fund payment). By operation of the per capita formula in the Constitution, the increase in the average top reporter minimum in Guild contracts with daily newspapers is translated into a percentage increase in the monthly per capita payable by Locals to TNG-CWA.

The average top reporter minimum in Guild contracts with daily newspapers on April 1, 2000, was \$829.27, an increase of \$18.11, or 2.23%, over the \$811.16 average top minimum on the same date a year ago. The 35-cent per month increase in the per capita rate from \$15.73 to \$16.08 is an increase of 2.23 percent. The formula for computing the monthly per capita requires averaging of top reporter minimums in all contracts with newspapers

published at least five days per week. On April 1 of this year, there were 87 such contracts.

The statistics show that TNG-CWA Locals have 85 daily newspaper contracts with top reporter minimums at or above \$500 a week. The number at or above \$600 is 74; of these, 62 are \$700 or over, 44 are over \$800, 30 are over \$900, 18 are \$1,000 or over, and 7 are \$1,100 or more.

The TNG-CWA Constitution provides that per capita payable on behalf of regular members employed full time, and other employees covered by a TNG-CWA contract which requires them to pay an agency, or similar fee equivalent to dues, shall be recalculated each year in April. Applying the formula outlined in Article XVIII, Section 7, TNG multiplied the average top reporter minimum of \$829.27 by .01936, producing a figure of \$16.0795 which, rounded up to the next cent, produces \$16.08, or 35 cents over the present per capita of \$15.73.

Labor round-up

CEO pay keeps heading for the moon

April is proxy season, when most publicly held corporations hold annual shareholder meetings—and disclose CEO salaries. And guess what? The gap between them and what has and them what hasn't keeps growing: according to the AFL-CIO's Executive Pay Watch web site, the average U.S. chief executive made \$11.9 million last year, or 476 times the average blue-collar worker. You can calculate your company's ratio by going to www.paywatch.org.

Grad students gaining momentum

The drive to unionize graduate students established its first beachhead among private universities earlier this month, when a regional NLRB office ruled that New York University's grad students are indeed working and not just training—and therefore entitled to organize a union if they wish. The school's 1,700 teaching assistants are trying to become part of the United Auto Workers, which has already had some success at unionizing graduate students at public universities—and whose 10,000 members at the University of California have voted to authorize a strike.

Mark your calendars

Spring is traditionally a busy time of year for union members, and this year is no exception. In addition to the usual meetings listed in the daybook (bottom of page 8) and Workers Memorial Day (also described on page 8) on April 28, the following events may be of general interest: May 1 has been designated a national day of action by the National Coalition for Dignity and Amnesty, which is seeking amnesty for undocumented immigrants; for more information, see www.repeyec.org/amnistia/. A repeat of last year's successful 7 Days in June campaign, when workers nationwide explained in public forums why they want a union—and how employers work to deny them this right—will be held June 10-17; contact Bill Ragen at 202/637-5176 for more information. And the 22nd annual Great Labor Arts Exchange is scheduled for June 18-20 at the George Meany Center in Silver Spring, Maryland.

Winds of change stirring at GCIU

The head of the GCIU local at Newsday—home of one of only a handful of non-Guild-unionized newspapers in the country—defeated the incumbent president of the Graphic Communications International Union by approximately 2,400 votes. George Todeschi, who has headed Newsday's editorial, production and transportation workers for almost 30 years, campaigned on a platform that called for more women and minorities in GCIU's upper ranks and more democracy at all levels of the union. He takes office in June.

The skies look friendlier again

One union involved with airplanes avoided a potentially crippling strike in recent weeks, while another settled a surprisingly militant strike. Flight attendants at US Airways called off their threatened disruption of service, code-named CHAOS—for "creating havoc around our system"—when the airline finally gave in to higher wage demands. Contributing mightily to the union's resolve: more than \$70 million in salary, bonus and stock options for the airline's two top officers. Boeing engineers, meanwhile, ended a 40-day walkout by winning raises averaging 15% over three years and a greater voice in running the company while beating back efforts to hike their health insurance premiums.

Women pay for workplace "flexibility"

As economic necessity pushes an ever greater percentage of women into the workplace, employers' demands for increased workplace "flexibility" are squeezing a growing number into non-traditional schedules. The result? More than one in four women, reports the AFL-CIO, work at least part of the time in the evenings or on weekends. And nearly half of all working women who are married or living with a partner work different schedules. The result is increased stress over balancing work and family demands.

Hot tip of the day

According to an analysis by an Ohio State law professor, judges who graduated from elite colleges are significantly more likely to reject the union's position in courts of appeal than judges graduating less prestigious schools.

White House, labor go toe-to-toe on China

While organized labor and the Clinton administration continue on a collision course over China, that country's full integration into the world economy remains questionable.

Trade negotiators from the European Union broke off talks March 31 over China's entry into the World Trade Organization, citing unspecified obstacles that made an agreement "not possible at this stage." Less than two weeks later, as if to refute the strongest argument of pro-trade Westerners—that making trade concessions to China will accelerate democratic reforms—Beijing launched an old-fashioned purge of top academics. Their sin? "Westernization" and failing to follow Marxist principles.

These and other developments, including recent saber rattling toward Taiwan, have given the AFL-CIO added leverage in its campaign to block the granting of permanent normal trade relations with China. Bill Clinton, on the other hand, has placed enormous emphasis on ending annual Congressional reviews of China's trade status, arguing that such reviews have angered the Chinese and blocked American access to Chinese markets. A Congressional vote on the issue is anticipated before the end of May, with most observers rating the outcome in the House as too close to call; the more pro-business Senate is expected to support the Clinton initiative.

Although business and investment interests have been salivating at the prospects of exploiting the world's largest—and largely undeveloped—economy, labor and human rights activists insist that China must first end its abuse of workers, use of slave labor and suppression of dissent. "Year after year, report after report shows that China has no intention of abiding by the most basic rules of the international community," AFL-CIO President John Sweeney points out. "Our growing trade relationship with China has not encouraged China to clean up its act, despite what supporters of permanent free trade status claim."

Indeed, China already is one of the biggest U.S. trading partners, to the tune of \$96 billion a year, thanks to a series of bilateral trade agreements dating back to 1979. Unfortunately, it also has a history of breaking virtually every trade agreement it has signed with the U.S. in the past decade, restricting foreign capital investment and limiting market access for U.S. goods. Partially as a result, China today is second only to Japan in its share of the U.S. trade deficit.

Ironically, given the amount of political capital invested by the White House in this battle, unfair trade practices persist worldwide despite numerous agreements to the contrary. An administration "report card" on trade practices, released two weeks ago, complained about Canadian agricultural-import rules, Japanese restrictions on U.S. telecommunications sales and European Union disputes about bananas and beef, all despite years of treaties and negotiations designed to remove such obstacles. In discussing China, however, the report stressed that less American oversight would result in fewer commercial barriers.

Organized labor hasn't bought the argument and has mounted a furious lobbying campaign in Washington, forcing Democrats to choose between the White House and some of their most ardent get-out-the-vote supporters. Unions also provided major backing for the April 12 rally, called to tell Congress "No blank check for China." Other, less traditional pressure points also are being sought.

In a sign of growing sophistication, a coalition of labor activists, religious groups and Tibetan monks dragged investment banker Goldman Sachs when it tried to hype the initial public offering of PetroChina, which is controlled by China's biggest state-owned oil company. Aside from highlighting China's human rights record, the group stressed the economic failings of the IPO itself—and made such a dent that the offering was reduced by more than half.

Organized labor takes up cause of Wal-Mart

If the longest journey begins with a single step, 10 meatcutters in Jacksonville, Texas who voted themselves into the United Food and Commercial Workers have slipped only a toe over the starting line. Their employer, the country's largest, presents an Arkansas-folksy face to the world but maintains as much of a grip on its employees as any ante-bellum plantation owner had over his slaves.

And for true blue, all-American Wal-Mart, there is some crap up with which it will not put.

No sooner had the retail giant's first unionized employees requested contract bargaining than the retail giant announced it was shutting down meat departments in at least half-a-dozen states, including Texas—a net cast deliberately wide to avoid retaliation charges. Instead, it said, it will sell only prepackaged meat, with a Wal-Mart spokeswoman explaining that such "case-ready" meat "looks better, has a longer shelf life and there is less time involved in delivering the product from the manufacturer to the consumer."

But the quick reaction and strained explanation (just where are those meat manufacturing plants located, anyway?) may not have been fast enough. Within a month, on March 14, the National Labor Relations Board ruled that meatcutters at a Wal-Mart in Palestine, Texas, should be allowed to proceed with a union election. Although Wal-Mart had argued such an election would be moot because of its plans, making the former meatcutters indistinguishable from any other store employees, the NLRB responded that "mere speculation as to the uncertainty of future operations is not sufficient to dismiss a petition or decline to hold an election."

Moreover, UFCW officials say they've received inquiries about union organizing from at least two-dozen of the company's 180 or so "super stores" that have meat departments, with certification elections pending in Illinois and Florida.

Like Microsoft, another category killer that acquired virtual-monopoly status, Wal-Mart has attracted increased bad press and criticism for its predatory practices. In mid-March it agreed to pay \$205,650 for violating child labor laws in Maine—a paltry financial sum, but a fortune in terms of image tarnishing. It has been accused repeatedly of being the country's largest outlet of goods made in countries where child labor, slave labor and suppression of human rights "are commonplace," according to an AFL-CIO publication. And its "Buy America" program has been widely derided as a phony stunt because so much of its merchandise comes from overseas.

It's Wal-Mart's effect on the domestic economy that has aroused the most union ire, however, sparking a joint AFL-CIO and UFCW campaign to educate the public about its excesses. Three existing jobs are destroyed for every two new ones created by the retailer, the federation claims—and the new jobs pay hourly wages averaging \$3 less than those of unionized supermarket employees, dragging down wages and bargaining power for every other retail worker in a community. Moreover, 60% of Wal-Mart employees don't get health insurance, prompting AFL-CIO President John Sweeney to declare, "We won't stand by and let Wal-Mart take our money at the cash registers as customers, then stab us in the back as workers."

More information on the Wal-Mart campaign can be found at www.walmartwatch.org.

Free press among Bosnia's casualties

By Azra Alimajstorovic

The war in Bosnia and Herzegovina has taken about 300,000 lives. It has destroyed the country and poisoned people with distrust and hopelessness. But values, which are supposed to guide the world, were also the victims here.

Since the war, many countries—including the United States—have tried to help my country in different ways. One component of this assistance has been help for the media in Bosnia and Herzegovina.

A lot of journalists were killed in the war. Many left the country, and a significant number of those who remain—both during the war and now—are guided by nationalism instead of professional standards in their reporting.

The media played an important role in leading the country to war and bear a huge responsibility for what happened in 1992. But since the war, their position has become even more important. The media have a strong influence on the Bosnian population and therefore can contribute much to restoring a normal life. The question is, how competent are they for accomplishing the task at hand?

Media in my country are struggling with financial limitations, little freedom of movement among the various ethnic communities and a shortage of experienced journalists. The independent media are in the worst situation. And while foreign organizations have helped and spent a lot of money in Bosnia and Herzegovina, that money didn't always end up in the right places and journalists themselves—at least until now—were the last to get any help.

Journalists in my country need help and solidarity from you, their colleagues in the United States. We don't ask you to give us a fish. We ask that you teach us to fish.

There are few journalist associations in Bosnia and Herzegovina. Only one is independent, and it's not organized on a national basis. It's also not helpful to independent journalists because it doesn't have the means to provide any support. To be an independent journalist in my country means working without a contract or any other job security. If you work for independent media, you can work for months without a salary or for such a small salary that you can't survive.

How can we protect our rights and at

the same time follow professional guidelines without fear that our bills will not be paid? How can you deal with an employer when you know that 80% of the people in your country don't work? What do you do to convince young colleagues, who already believe strongly in this profession, that searching for truth is not asking for trouble?

We know our duties and responsibilities, but we need help to learn how to protect our rights and the integrity of our profession. Concrete and practical help can be more useful than money, which is not always used for the best purpose.

What sort of practical help is needed? The Journalist-to-Journalist program, which this month brought two journalists from Bosnia and Herzegovina to spend several weeks in Philadelphia and Baltimore newsrooms, is a prime example of a truly useful response. This visit is giving them an opportunity to learn about your views of journalism, to practice the English language and to see democracy in action. Working with you, we can learn more about the U.S. political system, your society and our profession. That's far more useful than sending

a computer, for example, since access to the Internet is not widespread in Bosnia and Herzegovina.

Meanwhile, bringing Bosnian journalists to the U.S. will give U.S. journalists access to credible sources with first-hand knowledge of what is going on throughout the former Yugoslavia. That could put an end to the widespread misconceptions in this country that our troubles are the result of a thousand years of ethnic hatred. That's simply not true.

The United States is as far from the Balkans as the Balkans are from the States. We don't know a lot about each other, which often reduces us to journalists to being little more than mouthpieces for official spokesmen and politicians. Through this program, however, journalists from my country will learn how to more accurately report on events that have a bearing on your lives here, as well as on my homeland.

Alimajstorovic is a broadcast journalist from Bosnia who has been studying in the U.S. on a Hubert Humphrey Scholarship and is the Guild's coordinator for the Journalist-to-Journalist program.

Averting our eyes in the global village

Just because we're living in an increasingly global economy doesn't mean our other institutions—like, for example, the media—have kept pace. Indeed, there's a case to be made that even as the world has grown more interconnected, our news coverage of those connections has become more limited and superficial.

Now Project Censored, which for the past 24 years has compiled an annual list of the top 25 undercovered news stories in the U.S., underscores the point. As it announced in late March in releasing its latest compilation, "The most undercovered 'censored' news stories have a strong international flavor, with an emphasis on untold stories of Kosovo (five of the 25), foreign policy (four of 25) and international corporate power abuse (2 of 25).

Indeed, the number one-ranked undercovered story was the profiteering by multinational corporations from international bru-

ality. As summarized by Project Censored, huge multinationals rationalize continued collaboration with repressive regimes by claiming that their investments will actually improve human rights. "The myth of 'constructive engagement' has failed to improve human rights, and yet has been endorsed both by international corporations and the U.S. government," the project notes, citing ongoing suppression of the media, political opposition and personal rights in countries such as Turkmenistan, India and Burma.

Project Censored students and staff at Sonoma State University screen several thousand stories each year to come up with 500 or so for review by faculty and community experts, who rank the top 200. This list is researched for national mainstream coverage, producing a final group of 25, which is then ranked by the project's national judges.

Among the other top 25 most undercovered stories with an international focus were:

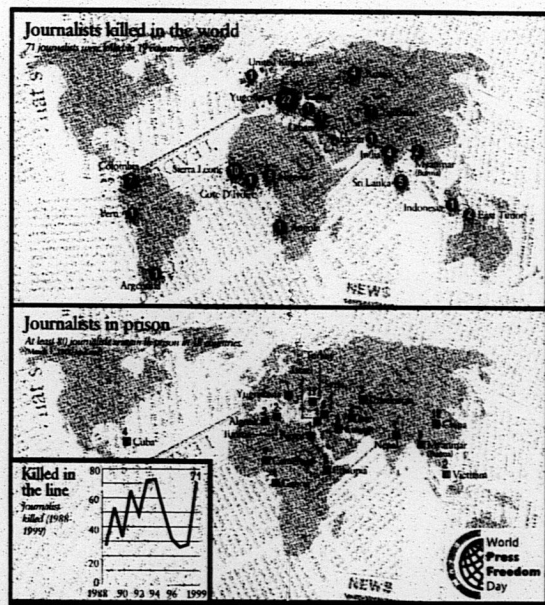
- The destruction of Kurdish villages by Turks using U.S. weapons, at a cost of more than 40,000 lives. Despite reports of violent human abuse, the U.S. State Dept. approved the sale of U.S. weapons to Turkey by dozens of companies.

- The reduction of foreign news coverage by U.S. media, with network coverage dropping to roughly 10% of air time from more than 40% in the '60s and '70s and a nearly equal drop in the print media.

- The proposal by the Washington-based Non-Proliferation Trust to sell U.S. nuclear waste—including weapons-grade plutonium—to a Russian organization alleged to have links with corrupt government officials and organized crime.

- The forced relocation of millions of people worldwide by World Bank-funded large dam projects—and the World Bank's failure to implement its own resettlement policy.

- The exacerbation of economic tensions in the Balkans by both the World Bank and the International Monetary Fund, contributing to Yugoslavia's destabilization and eventual break-up.



TNG journalists, academics plan joint conference

Academic freedom and freedom of the press are flip sides of the same coin, so perhaps it was inevitable that journalists and university professors would co-host a conference exploring the changing structure of intellectual work.

"Intellectual Workers and Essential Freedoms: Journalists and Academics in the 21st Century," will be held June 9-11 at the Omni Shoreham Hotel, in Washington, D.C. The keynote address will be delivered by Nadine Strossen, president of the ACLU; major presentations will be given by former news correspondent Marvin Kalb and by David Rabban, of the University of Texas Law School. CWA President Morton Bahr will be the banquet speaker June 10.

The conference is being co-sponsored by TNG-CWA and by the American Association of University Professors.

Not a job to die for...

The news from World Press Freedom Day, observed May 3, is mixed. As the World Association of Newspapers points out, 1999 was "a particularly murderous year for media employees": at least 71 journalists died on the job, the highest death toll since 1994, and 80 journalists are imprisoned in 18 different countries.

Yet the association also contends that things are getting better. The last century, it notes, was marked by the savagery of Stalin, Hitler and Pol Pot, all of whom "harnessed a controlled media to promote their brutal rule and their strategies of oppression and aggression." Yet today, despite the persistence of repressive regimes in countries such as Burma, Cuba, China, Syria or Iraq, such control seems increasingly out-of-step

with the times.

"What is striking, as the world enters the 21st century, is that these regimes appear primitive and backward, almost of another age," avers Timothy Balding, the association's director general. "The repressors of free expression, who once dominated whole regions of the planet, now appear as anachronisms, holding back their people from the march of history and human progress."

Anachronistic or not, there are journalists still sitting in jail cells around the globe—so what's to be done? For starters, visit the association's web page at www.wan-press.org for a complete list of imprisoned journalists: it also provides names and addresses of officials to whom appeals can be sent.

Union democracy: Is that like military intelligence?

As union members from around the country gathered in Washington D.C. this week to protest international trade policies, a counterattack was being mounted within Congress. Unlike the noisy demonstrations outside the Capitol, however, this was virtually—and ironically—a stealth operation. The irony? That some of the weapons for the attack, launched by Senator Mitch McConnell of Kentucky, were provided by organized labor and its friends. . . .

McConnell's assault was scheduled for a public hearing April 12, to be followed by a second hearing in mid-May, at which he was to discuss a recent U.S. Court of Appeals decision in Maryland. The Fourth Circuit Court ruled Jan. 27 that unions have a continuing responsibility to inform the rank and file of its membership rights. But McConnell is concerned that the ruling will be heeded only by the International Association of Machinists, which lost the case. He's concerned that the decision is not self-enforcing, and therefore will be ignored by other unions in the Fourth Circuit unless they're sued. He's aware that a circuit court decision may be reversed in another part of the country.

And so Mitch McConnell is thinking about sponsoring legislation that would codify the court's ruling, applying it to all non-government unions in all parts of the country.

That might make the Kentucky politician sound like a friend of working men and women—it's a good thing that union members know their rights, right?—were it not for the rest of his agenda. McConnell is, for example, one of the Senate's most aggressive shepherds of the U.S. Supreme Court's decision in *Beck v CWA*, under which unions are obliged to refund dues spent on "non-chargeable" activities—such as political lobbying and organizing outside of existing bargaining units—to agency-fee payers. McConnell has fretted that union members aren't getting adequate notice of their Beck rights.

McConnell also is the Senate's most outspoken opponent of campaign finance reform and has been a leading proponent of the Orwellian "paycheck protection act." Such legislation—although beaten back several times at state and federal levels, it keeps repeating like a bad meal—would require unions to obtain annual written authorization from members before using dues for any political lobbying or contributions.

McConnell's interest in the recent appellate decision, in other words, is in its mischief potential—and that creates a major conflict for progressive unionists. For how can unions live up to their democratic rhetoric when doing so invites attacks by "dissidents" fronting for corporate interests? Is it possible for out-muscled unions to indulge in the messy and divisive business of democratic decision-making when they're under constant attack from the well-financed and sharply focused business lobby?

In short, is "union democracy" an oxymoron?

One group that obviously doesn't think so, given its name, is the Association for Union Democracy. Then again, you have to wonder if a group you've never heard of can lay claim to the popular imagination—especially when you learn it's been around for 30 years. Surely three decades is enough to make a point—assuming the point has any legitimacy.

By Andy Zipes
Editor, The Guild Reporter

So it may come as a surprise to learn that yes, AUD actually has made a difference. As recently as the 1950s, observes AUD founder Herman Benson, it was commonplace for union members to be expelled for creating a caucus, for circulating a petition to redress some grievance or for supporting insurgent candidates for union office. "All that was standard operating procedure in those days, and all that is illegal today," he says. "But the popular attitude among intellectuals back then was that union democracy was irrelevant and so pointless that it wasn't even worth talking about."

That it's not irrelevant today was largely the result of the Labor Management Reporting and Disclosure Act. Shaped mostly by AUD board member Clyde Summers and more commonly known as its sponsors' names, the Landrum-Griffin Act pried open the tight-fisted control of most union leaders by regulating union elections, creating a "bill of rights" for union members and curbing embezzlement opportunities for union leaders.

But because politics were at play, the act in its final form incorporated provisions even its supporters deplored. Most notably, it made some Taft-Hartley provisions more severe, including tightened restrictions on secondary boycotts and the outright banning of certain types of picketing. And because the act also requires unions to file numerous detailed reports with the Dept. of Labor, including annual financial records and trusteeship reports, some union officials complain they're forced to disclose proprietary information that can be accessed by the companies whose employees they represent or are trying to organize. Indeed, a privately-held company may have far more access to sensitive union information than the union has to company records.

Small wonder, then, that within union circles the AUD is regarded with the same distaste most families harbor for a diddling uncle. Labor lawyers already occupy the lowest rung of the legal caste system, says Barbara Harvey, an AUD-affiliated attorney, "but the union democracy bar is the scum of the earth." It is, she adds dryly, "a really hard way to earn a living."

Indeed. There may be no more than a score of lawyers around the country who would identify themselves as members of the "union democracy bar," suffering not only low income but the scorn of colleagues working against the real enemy, the corporate bosses. Since most AUD clients are disgruntled union members with a complaint against the leadership, that automatically pits AUD lawyers against union attorneys—which from the latter point of view puts them in the same camp as corporate attorneys. Or worse, since the AUD forces are marching under a "union democracy" banner.

But those forces, limited though they are, continue pushing the envelope. It was AUD-affiliated attorney Andrew Rotstein who drew blood in the IAM case, filing—*pro bono*, natch—on behalf of three union members seeking court enforcement of the Landrum-Griffin Act. Specifically, the trio wanted the Machinists to comply with a section of the act that requires every labor organization to "inform its members concerning the provisions of this Act." The Machinists argued they had done that—in 1960, a year after the act was adopted. The court, on the other hand, found the union's insistence that it had met its duty "by a single decades-old notification makes little sense."

Winning the IAM case has been a mixed blessing. A jubilant Keith Thomas, the lead plaintiff, was quoted by an AUD publication as calling the victory "a fantastic win for the rank and file throughout the labor movement." AUD-affiliated lawyers discussing the case April 9 at a meeting in New York, on the other hand, were noticeably more downbeat.

Senator McConnell's shadow palpably hung over the small group, eliciting concerns that the hearings he has scheduled will simply play into the hands of anti-union forces. "It seems to me we have our victory—why would we want to jeopardize it?" by supporting a hearing with a more broadly anti-union agenda, asked Barbara Harvey. Others worried about the thin line between giving unions members a meaningful summary of their rights and being so detailed "that it can be characterized as an inducement to sue," much as has happened with various Beck cases around the country.

But some AUD supporters cautiously supported McConnell's hearings if there's a reasonable chance they could result in legislation; without federal codification of the Fourth Circuit Court's decision, they argued, it becomes little more than a precedent, to be hauled out time and again in a string of cases across the country. And underlying all the angst is a belief that an informed, active membership is the best defense against McConnell's naked appeal to self-interest. "From our perspective," says AUD-affiliated attorney Michael Goldberg, "the more democratic unions are, the less there is an argument on behalf of paycheck protection."

Yet while virtually everyone today can embrace the concept of union democracy, precisely what that means is largely unexamined, even within AUD. In organizing drives, the union democracy card is the first played in response to management's clichéd claim that there's no need for a "third party" to intervene between employer and employees. Union democracy is frequently contrasted with autocratic corporate management. Ultimately, as summarized by AUD's executive director, Carl Biers, "You can't have a voice in the workplace if you don't have a voice in the union."

But get beyond the rhetoric and it's soon evident that the subject is rooted in assumptions that aren't articulated and sometimes aren't shared. The result is superficial agreement disguising deep divisions.

That point was driven home at a recent AUD conference, when several speakers lamented creeping bureaucracy and the problem of "dealing with careerists who get into power, often for very good reasons, but then will do anything to stay in." But as illustrated by an audience member, who recently explained to some Italian communists how American unions are structured, those tendencies may be inextricably woven into the fabric: after he had finished describing union shops, exclusive bargaining rights and automatic dues check-off, he said, the Italians replied, "Oh, yes, we recognize that. We had that under Mussolini."

The panel to whom that anecdote was related was speechless.

Union shops, exclusive bargaining rights and dues check-off are the pillars of many unions today; without them, corporate interests would decimate the ranks of organized labor. But they also serve to insulate union leaders from their members by making it unnecessary for them to rub shoulders: as one speaker noted, all kinds of people who become union members through closed shops and dues check-off never meet their stewards, much less a union officer. Staughton Lynd, who has long chronicled the labor movement, remarked that when he'd asked union activists from the 'Thirties where the movement had gone wrong, "more of them said the automatic dues check-off than any other thing."

Organized labor is like any other institution, which means it has a mythology, a culture and some assumptions that are simply beyond discussion. This may be one of those taboo areas.

But it's also true that institutions have to adjust to changing circumstances or die. As organized labor steps up its organizing drives among white-collar workers—graduate students, doctors, engineers and other highly educated professionals—old assumptions won't be left unchallenged. And as the workforce becomes ever more volatile and mobile, thanks to out-sourcing of jobs and increased use of temps and sub-contractors, it's not just loyalty to employers that gets sacrificed: union loyalty will be strained as well.

The importance for unions of moving beyond rhetoric and of questioning assumptions was signalled clearly in Seattle last month, when Boeing engineers mounted what may have been the largest white-collar job action ever seen in the U.S. Despite a remarkable show of solidarity and commitment, the engineers' ongoing suspicion of the union sales pitch—and a corresponding hunger for the real thing—were captured in a couple of New York Times quotes.

"All that brotherhood and sisterhood propaganda kind of made me sick," said one striker, reflecting many white collar workers' discomfort with traditional union language. But as another observed: "I recognize (unions') place for other people, but philosophically, I didn't want to be represented by a labor union. . . . But now, I feel like joining a union was really the only effective way to make my voice heard at this company."



LOOKING AHEAD

Let's quit talking and start doing

By Linda Foley, President

Issues surrounding the media have entered the realm of weather: there's a lot to talk about but little action to resolve the many problems bedeviling American journalism.

The planned merger of America Online and Time Warner is just the latest of many recent corporate actions that have perplexing implications for journalists, particularly after the scandal at the Los Angeles Times in which corporate managers blithely knocked down the wall separating news gathering from revenue generating.

Elsewhere, we see other examples of lowered standards for news reporting, of mixing entertainment with the news and of reducing the resources necessary to maintain the unique standards of watchdog American journalism—all, apparently, in the service of increasing profits in an exceedingly profitable business.

No wonder polls show a continuing decline in the public's confidence in—and respect for—the independent, investigative journalism that has long been part of American democracy. In some polls, only health maintenance organizations attract less support than American print and electronic news media.

Less well known, but just as important, are the polls disclosing low morale and professional unease among working journalists. Middle managers are trapped between the unremitting pressure of their bosses to lower costs and increase profits, and the apprehensions of street-level journalists who aren't provided the resources to perform their craft in the manner for which they were trained.

Yes, there are some efforts—under the

generic rubric of “journalism reform”—to counter the negative trends in our business. There is more research available than ever before to describe the problems facing our industry, and many highly motivated and dedicated men and women are trying to patch up the vessel before it springs more leaks and starts to sink.

Across the country, there are lectures, workshops and training sessions to help journalists and lower-level managers deal with their problems. One of the most promising developments is the draft “Statement of Shared Purpose,” produced by the Committee of Concerned Journalists, with which our Committee on the Future of Journalism has been cooperating.

But even this effort, as worthwhile as it is, is only a first step toward a wider, deeper examination of the present state of the media and their stewardship of the First Amendment. The most conscientious reform efforts will not succeed until two things occur:

One, the owners and managers of traditional news organizations, who thus far have stayed outside the reform movement, must sign on, as only they can make the crucial decisions required to restore public confidence in journalism.

Two, they must be joined by the many new actors in the communications industry who deal in news and opinion but who have no grounding in the ethics and culture of journalism.

Our committee, composed of members of The Newspaper Guild-CWA, has concluded there is one approach that could deal with all the issues challenging American

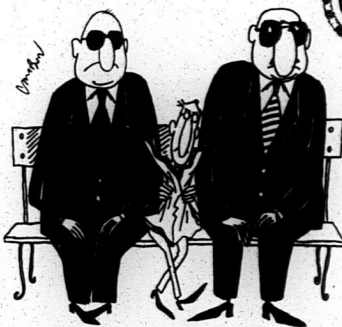
permanently transferred out of the newsroom. There were many more examples of people who did not benefit from early intervention at this time: they lost time from work, they had extensive physical therapy and some still were not getting better. But the employer refused to acknowledge the seriousness of the problem, refused to introduce ergonomic workstations and refused to institute an injury prevention program. . . .

After years of attempting to persuade the employer at the Fresno Bee that those WMSDs were numerous and worthy of ergonomic intervention, and after repeated failure to get a constructive response, we finally filed a complaint at the regional office of California-DOSH. But a CAL-DOSH complaint was not issued at the Fresno Bee; instead, the Bee and the state OSH department reached a settlement agreement that was noteworthy. . . . Employees at the Bee newspapers now have a trained ergonomics advocate. . . .

Clearly, documentation of WMSDs must result in the employer's obligation to provide equipment and furniture that is ergonomically sound, together with a procedure for reporting injuries, medical intervention and training for middle management and workers. There must also be routine reevaluation of the effectiveness of the employer's program so that the success of the program can be assessed.

World Association of Newspapers
WORLD EDITORS FORUM

World
Press
Freedom
Day



Cartoonist: Michel Cambon

journalism: the formation of a citizens' commission that would study the performance of everyone who works under the protection of the First Amendment. Independent of the industry and free of government influence, such a commission would have the standing required to get owners, managers and workers in all media into the same tent to explain their understanding of the First Amendment, the foundation for the public dialogue that makes our democratic system work.

More than 60 years ago, the only other commission of this type, under the direction of Robert M. Hutchins, president of the University of Chicago, warned of the dangers to American democracy from the trend toward concentrated ownership of the news media. But as prescient as that group was, it had no clue of the impact that television, cable and the Internet would have on journalism.

It was fashionable for industry members

to disparage and ignore the Hutchins Commission's findings, but much of its report is still valid. A new commission, on the other hand, would have to avoid some of its predecessor's errors, including an excessive reliance on academic experts. And its organization and funding should come from foundations that have no links to the industry.

Only a commission of this type, equipped with all the available research, could generate a consensus on remedies to restore public confidence in strong, independent American journalism. Such a commission could also deliver a ringing reaffirmation of the essential role of a free watchdog press in this fast-changing environment.

[Substantially the same column was published March 19 in the *Perspective* section of *The (Baltimore) Sun*; it was submitted by Foley in her capacity as chair of TNG-CWA's Committee on the Future of Journalism.]

LETTERS

To the Editor,

Thanks for the neat article on Mr. Garlin [Feb. 11 Guild Reporter]. It was well done, but I imagine that you shall be getting some letters from some of the old-timers who may have a different slant. Not necessarily correct, but memory plays some strange tricks. In any event, your treatment of him was very attractive.

There are some other old-timers around, especially on the Left. I think there is something about being on the Left that toughens you, and as a result you live longer.

It is interesting to see how much activity there is in Canada. I would have thought quite the opposite. I would suppose it is tough to write positively all the time about the Guild given the circumstances of journalists' lives these days: It is a fascinating reversal that the big unions, such as the printers, have faced adversity (I think Big Six in New York City has more retired than active members).

—Dan Leab

Washington, Conn.

[Leab is the author of “A Union of Individuals,” a history of the founding and early years of the American Newspaper Guild, and teaches at Seton Hall University.]

To the Editor:

I am Giorgio Coraglia, linotype operator from “Tuttosport” and from “La Stampa” of Torino, Italy. I am retired since 1993.

I recently put up an internet site, <http://digilander.iol.it/linotype/> dedicated to the profession of the Linotype operator. I turn to you, if possible, for information to enrich the page dedicated to the Linotype and to Linotype operators who have worked on newspapers throughout the world.

It is a trade that is disappearing, swept up by the new technologies, but through this site there should remain a testimony of an innovative profession that has allowed newspapers to grow. It is a site open to the testimonies of all those whom have dedicated a life of labor to a mythical profession: to the Linotype operators and typographers throughout the world. To remember and to remind.

A warm salute,
—Giorgio Coraglia
via Fermi 1—10020 Cavagnolo (Torino),
Italy
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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: May 5.)

Ergonomic injuries: a plague on the industry

[Larkie Gildersleeve, TNG-CWA director of research, information and technology, was among those who testified recently on OSHA's proposed new ergonomic rules. Excerpts of her testimony follow:]

In the early 1980s, my predecessor at the Guild, David Eisen, began hearing about an alarming number of reported symptoms of work-related musculoskeletal disorders, or WMSDs. He called it a plague. A national sample taken at that time told us that more than 40% of our members who responded to the survey were in one stage or another of WMSD. . . .

The employers with which we dealt during the early 1980s almost entirely resisted taking responsibility for remediation of the injuries reported by our members. Managers were fearful that they really were dealing with a plague and, I'm convinced, were not sure they could do anything about it. And in this decade, in an atmosphere of layoffs and rapidly changing ownership, many newspaper workers are still too frightened to report symptoms of WMSDs until they are seriously affected by their disorders. . . .

The Fresno Bee is where I met a married couple, both of whom had had surgeries for carpal tunnel syndrome, one in both wrists. This is also where I met a woman who [because of similar injuries] lost her job, house and livelihood. Another reporter was

N.Y. activist Key Martin dead at 56

Key Martin, longtime head of the Newspaper Guild at Time Inc. and a seemingly indefatigable activist against racism, war and oppression, died March 18 from congestive heart failure. He was 56.

Martin served as the Guild's unit chair for approximately 17 years, successfully rebuffing management's most concerted effort to break the union in its 60-year history at Time Inc. He also helped negotiate seven Guild contracts and succeeded in extending the contract to pre-press workers in the impact center. His efforts got him elected to the executive board of the New York Guild eight times and as a delegate to more than a dozen Guild conventions.

But Martin's activism started long before he came to work in the copy processing department of People magazine. As a student at Columbia University in the early 1960s, he was a founder of Youth Against War & Fascism and soon became its national chairperson. In 1962 he helped lead the first U.S.

demonstration against the war in Vietnam; a year later, he organized a march that surrounded New York City's 24th police precinct to protest police killings of Latino youths. A year after that he was beaten senseless by New York's finest while leading a "stall-in" that shut down subways to the World's Fair in a protest over racist hiring practices.

Other protests followed, against the U.S. invasion of the Dominican Republic and the CIA-sanctioned massacre of a million Indonesian leftists, and in 1968 Martin served six months in federal penitentiaries in Oklahoma and New York for refusing to obey an order barring him from the "public" court-martial of an anti-war GI.



Although Martin surprised co-workers by deciding in 1996 not to run for re-election as unit chair, his union and social commitments were undiminished, most notably in terms of generating support for the locked-out Detroit newspaper strikers. He also continued to serve on the national committee of the Workers World Party, which he had joined in the 1960s. But most of his energy was thrown into the People's Video Network, which he had founded a few years earlier, and Martin and his video camera quickly became a fixture at demonstrations in Detroit and elsewhere.

A technology-driven buyout package gave Martin the opportunity to leave Time Inc. in 1998 and gave him even more time for his video work. He went behind prison walls to interview Mumia Abu-Jamal, Russell Maroon Shoates, Mutulu Shakur and others claiming to be political prisoners, shot footage in Haiti, Cuba and North Korea and covered the Seattle demonstrations against the World Trade Organization, where he was tear-

gassed and shot with plastic bullets.

At the time of his death, Martin had just returned from South Africa, where he had been hospitalized because of blood clots in his legs and a resurgence of his chronic asthma. He had been working on two major video projects, one on the life of martyred Communist Party leader Chris Hani and one on the impact of HIV-AIDS in Africa. His last activity was to film a Bronx demonstration protesting the police shooting death of Malcolm Ferguson just one week after four policemen had been acquitted of the murder of Amadou Diallo.

For all of his high-profile activities, friends characterized Martin as modest, unassuming—even shy. "Most who

knew him remember Key as someone who helped others with their problem: If you had a problem on the job, you'd call Key," recalled a co-worker. "He always gave a human face and a very personal touch to the Guild at Time Inc. Key Martin was not just our union rep—he was our friend."

Others remember him in more partisan fashion. The International Action Center in New York, which sponsored much of his video work, described him as "a revolutionary Marxist who gave 100 percent of his unflinching energy to the struggle of the workers and the oppressed for a socialist society free of capitalist exploitation and oppression."

He was also a dedicated family man and is survived by his wife, Estella Vasquez, and their three children, Alejandro Vasquez, Evelyn Vasquez and Tamara Martin. The family lives in a sweat-equity coop in East Harlem that Key had worked for many years to rehabilitate.

Sanford, 80, led local more than 20 years

Harvey M. Sanford of Sioux City, a longtime Newspaper Guild member and president of Local 123 for more than 20 years, died March 18 at a Sioux City retirement home. He was 80.

Following service with the Radio Signal Corps in the South Pacific during World War II, Sanford began his journalism career with the Lake City (Iowa) Graphic in 1949. He later served as editor of the Fayette County Leader in Fayette, Iowa, and the Spirit Lake (Iowa) Beacon, and was news director at radio station KICD in Spencer, Iowa, from 1950 to 1960. He also worked part time for The (Sioux City) Journal before joining the Journal staff as a full-time copy editor in 1960. In 1972 he was promoted to state edi-

tor, and more recently served as day police reporter.

Sanford was a past president of the Iowa Radio-Television News Director Association and president of the Sioux City Newspaper Guild 123 for more than two decades. He also was active in Sioux City's Crimestoppers program, the Greater Sioux City Press Club and Habitat for Humanity. His avocations included being a canoe instructor for the Red Cross, a baritone soloist and a member of barbershop choruses.

Survivors include two sons and their wives, Steven and Susan of Des Moines and David and Brenda of Sioux City; and two daughters, Elizabeth Slosky of Sioux City and Sarah Sanford and her husband, Michael Colling, of Minneapolis.

Mourn for the dead—but fight for the living

While it doesn't have the name recognition of Labor Day or May Day, April 28 is noteworthy because it marks the labor movement's observance of Workers' Memorial Day. And this year's observance is especially meaningful for TNG-CWA members because it comes amid a particularly intense legislative battle over OSHA's proposed new ergonomics standard. (See page 7 for a related item.)

This year's theme, "Mourn for the dead, fight for the living" (a corrupted version of Mother Jones' exhortation, "Pray for the dead, but fight like hell for the living") maintains a tradition of recalling those who suffered and died on the job—and of redoubling efforts to fight for safe working conditions.

In addition to renewing calls for

a final ergonomics standard, the AFL-CIO is calling for an end to employer and congressional attacks on workers' safety and health; stronger whistle-blower protections for workers who report job hazards and injuries; and fair and timely compensation for injured workers.

The first such Memorial Day was observed in 1989, with April 28 designated because it is the anniversary of the Occupational Safety and Health Act and because it corresponds with a similar day of remembrance in Canada. It has since grown into an international day of mourning.

Guild members are urged to mark the occasion by writing to Congress and the Dept. of Labor in support of the ergonomics standard, a TNG priority for more than a decade.

THE GUILD Reporter

Official publication of
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Volume 87, Number 4

April 14, 2000

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Printed by Mount Vernon Printing Co.

DAYBOOK

TNG-CWA Executive Council,
April 29-May 3, Washington

Mid-Atlantic District Council,
May 6-7, Hershey, Penn.

Joint TNG-AAUP meeting,
June 10-11, Washington

CWA National-Legislative
Political Conference,
June 18-21, Washington

Tri-Council (Midwest, Great
Lakes, Southern) meeting,
June 23-25, Cleveland

Jobs With Justice national
convention, July 20-23
U. of Mass at Dartmouth

TNG Sector Conference and
CWA Annual Convention,
Aug. 25-29, Anaheim, CA

CWA Occupational Safety
and Health Conference,
Sept. 17-20, Philadelphia

CWA Women's Conference,
Sept. 21-24, Las Vegas

FROM THE MORGUE

Fifty years ago this month:

Delegates representing circulation employees from around the country hold a two-day conference to draft minimum contract standards. . . . The New York Guild's executive committee declares that no marchers "in the annual Lettie May Day [sic] parade" are authorized to represent the Guild. . . . New York's state commissioner of education is petitioned by numerous groups to lift a ban on the Nation magazine, which was barred from high school libraries after it published a series on Catholic doctrine.

Twenty-five years ago this month:

Rising inflation continues to outstrip Guild contract gains, as the middle-class cost of living surges 13.5%. . . . New York Times managing editor A.M. Rosenthal complains that newspaper publishers and television station owners are keeping too much in profits and aren't spending enough on news coverage. . . . Arthur Rosenstock, TNG president from 1959 through 1967—then the longest tenure of any Guild leader—dies at the age of 72.

Ten years ago this month:

The San Jose Guild proposes switching Guild conventions from annual to biennial frequency, but is opposed by the New York Guild. . . . Current and former Guild members win or share 11 of the 14 Pulitzer Prizes awarded this year in journalism. . . . Announcing there is no place for a union at the St. Louis Sun, the Ingersoll start-up limits Guild organizers' access to its employees. The newspaper folds less than a year later.