

Kicking butt in New York

Threatened "on children's eyes" to reject Guild, newsstand workers vote "Yes!"

In the largest successful organizing election victory by any TNG-CWA local in at least a decade, the Newspaper Guild of New York won representation for nearly 400 newsstand employees of the Hudson News Company.

The union's newest unit, which voted 197 to 121 to join the Guild, comprises cashiers, clerks, lottery machine operators, watchmen, warehouse workers and other employees of the nationwide newsstand operator. The great majority are Indian and Pakistani immigrants, some of whom speak little English.

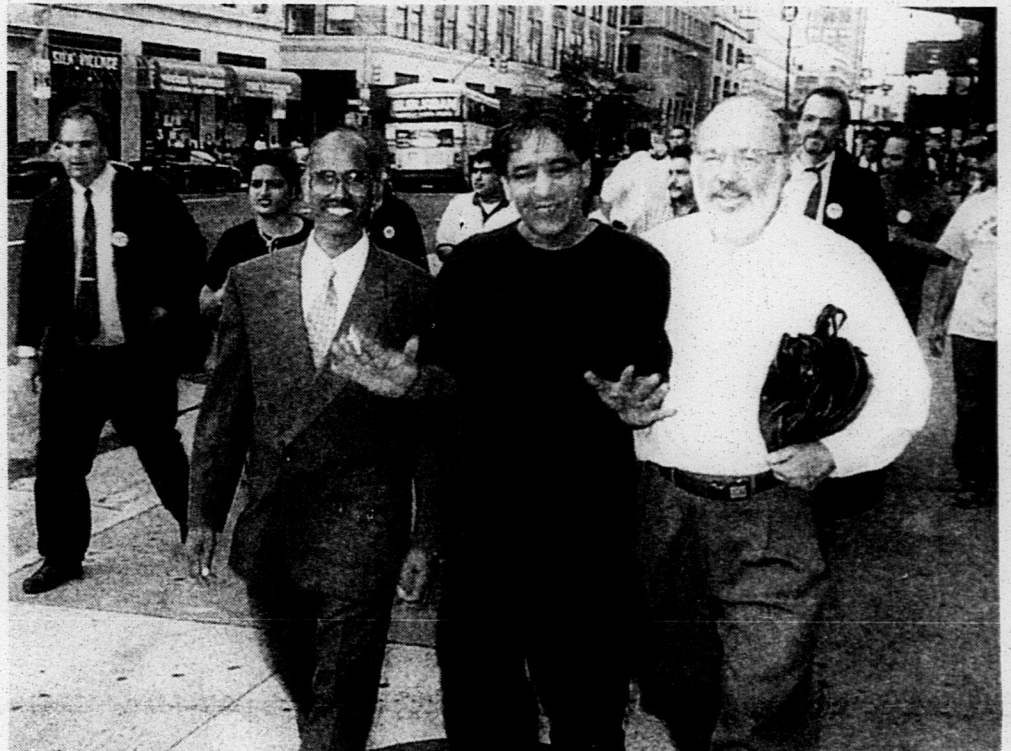
The victory was all the sweeter because it came 18 months after a similar organizing effort was rejected, 156-113, following a vigorous campaign by Hudson managers. Although six-day workweeks were common and Hudson employees told of routinely being ordered to under-report the number of hours they worked, a com-

bination of management threats and of promises to improve working conditions resulted in the initial loss.

So when the final vote count was announced Sept. 21 in a packed hearing room at the National Labor Relations Board's regional headquarters in New York, the crowd erupted into cheers, embraces and weeping. "It was an extraordinary emotional moment for us all," said New York Guild President Barry Lipton. "To see dozens of men and women shouting and crying for joy because they had won a union reminded all of us of the importance of what we do and why we got into this work in the first place."

But victory also came at the end of what local organizers said was the dirtiest anti-union campaign they had ever seen. Security cameras at each newsstand were monitored to ensure that employ-

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Grinning broadly, the New York Guild's newest members return from regional NLRB headquarters after learning they've beaten back a vicious anti-

union campaign by Hudson News. The successful representation vote followed an 18-month mobilization drive to reverse an earlier loss.

'O Canada' rings out in Honolulu

The Canadian flag is flying in the Honolulu Star-Bulletin newsroom (but don't just take our word for it: see www.starbulletin.com/camera for videocam confirmation) and the strains of "O Canada" have been wafting through the air: David Black of British Columbia has emerged as the only qualified bidder for a newspaper that Gannett has been trying to shut down for more than a year.

U.S. Magistrate Barry Kurren issued his finding Sept. 27, giving Black just one month to negotiate a purchase with Star-Bulletin owner Liberty Newspapers and its joint operating agreement partner, The Honolulu Advertiser. Although the development was hailed at the Star-Bulletin, an Advertiser news story said the order "marks a significant but still inconclusive step in the bid to keep alive" a newspaper that Gannett—which owns the Advertiser—has insisted cannot be profitable if published independently.

The Oct. 27 deadline for con-

cluding the sale comes three days before the one-year anniversary of the Star-Bulletin's planned demise. A failure to reach a sales agreement by the deadline would reopen a consolidated antitrust lawsuit, filed by the state and by a citizen's group, which seeks to block Gannett's plan to pay Liberty \$26.5 million to walk away from the Star-Bulletin, which it would then close.

Although Gannett reportedly has told advertisers over the past year that the closing of the Star-Bulletin is a sure thing, the Advertiser in recent weeks has undergone a series of high-level management shuffles that suggest it is bracing for a fight. Several Gannett employees have been brought in from the mainland to take senior editing positions, and a list of 21 job openings—including one for a web designer—has been posted.

MEANWHILE, THE UNRAVELING of the San Francisco JOA may itself be coming apart, thanks to a

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Boston news merger overshadows talks

A year into contract negotiations that have yet to tackle economic issues, Guild-represented employees at the Boston Herald have a fresh set of concerns: their parent company's purchase of Community Newspaper Co., a chain of four dailies, 88 weeklies and a fistful of shoppers and other specialty publications in eastern Massachusetts.

The purchase, for an estimated price of \$150 million (both companies are privately held and haven't disclosed the terms), is generally seen as a good business move by the Herald in its underdog battle with the much larger Boston Globe. Indeed, the Globe apparently agrees, a top group of its executives reportedly huddling in a hastily-called meeting the day after the Herald deal was announced to plan competitive

countermeasures. Although the Globe's weekday circulation of 477,000 is 80% higher than the Herald's, CNC's newspapers have a combined distribution of 900,000, much of it in the Boston suburbs into which the Globe has been expanding.

But as Herald employees already know, good business moves aren't always good for employees. For example, company proposals for outsourcing work currently performed by the newspaper's commercial workers, some of whom already work two jobs to make ends meet, has made many livid. But when the bargaining team bangs the table on such issues, management's response is to point to the Globe.

"Facts are, we have to compete, and competing against a multimillion-dollar company is not the

easiest thing," Herald attorney Chuck Price recently explained. When Guild reps argued that the company should invest in its employees, Price pointed to more than \$20 million the company had spent on new presses and other equipment and contended that "investment in the press is investment in people."

That kind of capital-centric perspective means the needs of real people—not an abstract "workforce"—get pushed ever further back. The Herald's employees, for example, pick up almost all health insurance costs. "I've been here 15 years," Darren McNair told the company at a bargaining session Sept. 27. "I've worked hard, but I've had to have a second job because of medical—I've had to pay \$400 a month. It's half a mortgage!"

That capital-centric view also means, Guild negotiators fear, that the Herald's purchase of CNC will again relegate contract talks to a back burner, exacerbating a pattern under which the company has been willing to meet only twice a

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After two bloody years, Fredericton packs it in

Just one day of bargaining was enough to end two years of posturing by management at The Daily Gleaner in New Brunswick, as a battered and bruised Fredericton Typographical Union signed off on a six-year collective bargaining agreement. The ratification vote was 13 to 2.

The long-sought resolution followed a decision by Fredericton Typographical Union, Local 30664 of TNG Canada-CWA, to concentrate solely on severance and retirement payments for composing employees. The new contract recognizes the Gleaner's reorganization of the composing room and foregoes any bargaining rights to the former work of the department.

Former composing members—the local's backbone since its 1905 inception—felt they had few options. Layoff notices were delivered to six printers in September, some of whom had been with the paper more than 40 years. Under the new agreement,

these employees will qualify for retirement packages ranging from \$65,000 to \$85,000, or for pension-bridging payments of approximately \$13,500 per year until they reach 65. The payments will be made from the surplus of an old company-administered pension plan, resulting in very little actual cost to the Irving-owned daily.

Three other Guild members from the comp room were offered non-bargaining unit positions with the company. Under the new contract, two of them will have an "escape clause" of one year's severance if they decide to quit before February 1, 2001. The remaining printer will qualify for the above pension agreement on January 1, 2003, his 25th anniversary with the Gleaner.

Prior to the agreement, three other Guild members had been hired by the company in non-bargaining unit positions; two other composing employees remain on layoff.

As a result, says Tim Martell,

Secretary-Treasurer of the local and twice-terminated Gleaner employee, "what this 'deal' does is drastically reduce our active membership. The company has accomplished its goal of weakening our voice. Now we have to rebuild."

The task of rebuilding will be left to Stephen Llewellyn, a Gleaner reporter and the local's new president, and a unit now reduced to 17 members, comprising reporters, editors and a proofreader. The contract under which they're working runs through October 31, 2004, and provides wage increases totalling 8% plus a \$300 signing bonus.

Contract changes include elimination of double-time pay for overtime after three hours, elimination of overtime pay for Sunday duty, requiring longer lengths of service for increases in vacation and longer probationary periods. But perhaps the most dramatic change is imposition of a new benefit package that slashes short-term disability coverage and eliminates sick and incentive pay. In years past, FTU members received full wages when absent due to illness, and had received up to six bonus days' pay if sick time had not been used.

Instead, the benefit package provides each member with enough "Irving dollars" to purchase health and dental coverage and life insurance, with enough credit remaining to fund approximately three days of sick pay or a pension contribution, among other choices.

In other news, JD Irving Inc. announced that publisher Victor Mlodecki will be transferred from Fredericton to Saint John, where he will oversee two dailies, The New Brunswick Telegraph Journal and The Saint John Times Globe. He will continue to be responsible for The Gleaner, but a new publisher is expected to be named for Fredericton. Mlodecki arrived in the New Brunswick capital in August of 1998, two months before the expiration of the last FTU contract. He was formerly an executive with the Thomson chain of newspapers.

AFL-CIO's 'final, best' offer wasn't

Few contract negotiations are as fraught with potential mis-steps as those between a union and its unionized employees. So it comes as no surprise that it took five months—and a couple of high-level exchanges—before Guild members at the AFL-CIO reached agreement on a new two-year pact. The contract was ratified the first week of October, with field staff voting by mail ballot.

The agreement, covering approximately 170 members of the Washington-Baltimore Guild who work at AFL-CIO headquarters, calls for a 3% salary increase retroactive to April 1 and another 3% hike next April. A previous "last, best and final offer" of 2.5% increases each year was rejected 142-5 this past summer, amid Guild complaints that it violated a "me-too" clause requiring the federation to match any increases it negotiated with OPEIU Local 2. OPEIU received a 3% increase last spring.

A key advance under the pact concerns temporary and project employees, as well as those funded by the federation's organizing and membership mobilization funds. As has been true in the private sector, the AFL-CIO's use of such contingent workers has been increasing even as the unit's membership rolls have declined; the new contract's grievance provisions regarding discipline or discharge will now be extended to these contingent workers, as will its arbitration provisions after an employee has been on the payroll 12 months.

Other contract changes affect

prescription drug co-payments, retiree health benefits, dental coverage, pensions, long-term disability insurance and leaves of absence. The federation also agreed for the first time to a pre-tax deduction of up to \$65 a month for mass transit vouchers.

Although some Guild members may be surprised to learn that their union represents federation employees, TNG-CWA has done so for more than 40 years. Today, a little more than a hundred Guild-represented employees work in five AFL-CIO departments in downtown Washington, D.C., including organizing, political affairs, public affairs, public policy and field mobilization. Another 60 or so employees of the field mobilization department work throughout the United States.

In addition, some federation employees work under separate Guild-negotiated contracts, including those in the Food and Allied Service Trades Department and in the Department for Professional Employees.

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The Newspaper Guild International



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In brief . . .

Hazleton Guild wins ad reps

Friday the Thirteenth proved lucky in Pennsylvania when employees of the Hazleton Standard-Speaker advertising department voted 12 to 7, with one challenged ballot, to be represented by TNG-CWA. The Guild already represents the news room.

If you talk the talk, then walk the walk

Management at The Register-Guard in Eugene, Oregon, showed its hand early in contract talks by bringing in Michael Zinser as its chief negotiator—and, sure enough, more than 500 days have elapsed without an agreement. So what can one make of a recent Register-Guard editorial observation that the United Airlines agreement with its pilots union—reached after 365 days—"took too long"? Meanwhile, as publisher Tony Baker assures readers he's attempting to resolve the stand-off "as soon as possible," his Zinser-led bargaining team has been available for talks only once every two months or so.

NLRB again raps Baltimore Sun

The regional director of the National Labor Relations Board has charged the Baltimore Sun with a violation of federal labor laws over its treatment of a handful of commercial employees in its BrandBuilders department. The Washington-Baltimore Guild has attempted for three years to get the newspaper to recognize that they should be covered by the existing Guild contract; the Sun is demanding that a new contract be negotiated.

Contract talks boost Yakima rolls

The Pacific Northwest Newspaper Guild, already embroiled in no-nonsense contract talks with the two Seattle dailies, has opened negotiations with management at the Yakima Herald-Republic. Bargaining for a new three-year pact follows a month-long mobilization campaign that has boosted Guild membership to historic highs. Among the issues presented at the initial session were forced overtime, high turnover, low workplace morale, repetitive stress injuries and cramped office space.

A little electronic sleight-of-hand

The National Labor Relations Board has charged the St. Louis Post Dispatch with an unfair labor practice for unilaterally modifying the scope of a bargaining unit. Filed in response to a Guild complaint, the charge follows the newspaper's decision to spin off an electronic version of itself called PostNet and declare it a separate, non-unionized enterprise—even though it is staffed with employees who were doing essentially the same work when they were covered by the Guild contract at the Post. A Dec. 11 hearing has been scheduled.

Scorched earth in Providence

No need to read tea leaves to know that management at the Providence Journal has little fondness for its employees: now it's appealing a U.S. District Court decision that upheld an adverse arbitration award regarding—ready for this?—staff parking. Actually, the parking case is one of three lawsuits filed by the company in a broad assault on the arbitration system, including an attempt to block arbitration of a Guild challenge of the company's cancellation of payroll dues collection. The parking appeal, of course, guarantees that a two-year-old dispute will drag on for many more months.

Toledo first TNG local to COPE

Heading into the election, TNG Local 1—representing workers at The Toledo Blade—has become the first Guild local to achieve 100% of its COPE quota. COPE is the CWA campaign to raise contributions for political candidates, for which union dues cannot be used.

Tom Murphy dies; Guilder since '46

Thomas Patrick Murphy, who first joined the Guild at its New York Times unit in 1946, died Sept. 30 at the age of 77. One of the local's most outspoken leaders, Murphy served as its president from 1972 to 1978 and then in the same position, retired chairperson, in 1983. He was repeatedly elected a Times unit officer before he retired, in 1988, and served on numerous negotiating committees and on the unit's grievance committee.

Dow Jones agrees to reporters' overtime

Like the swallows to Capistrano, the question of whether reporters are entitled to overtime pay returns with near-seasonal regularity—and, almost as regularly, is avoided.

Latest case in point: when reporters at Dow Jones started filing for overtime in the middle of protracted contract negotiations last year, the company unilaterally asserted that reporters were ineligible for overtime pay "under any circumstances"—despite contract language and past practice to the

See page 6 for a related discussion by Russell Baker on journalists as professionals.

contrary. First applied last September to reporters at The Wall Street Journal, Barron's, Smart Money and the news wires, the policy was extended to Federal Filings reporters this past January.

"This was a blatant attempt to intimidate reporters who had mobilized in IAPE's fight for our retirement benefits and a fair con-

tract," declared local President Ron Chen. "In an age when labor hopes to organize more higher-paid professional workers, the fight for reporter overtime is really about limiting corporate America's ability to exploit such employees."

Although IAPE/CWA Local 1096 filed charges of unfair labor practices with the National Labor Relations Board, the union first went the arbitration route, with an initial hearing scheduled for Oct. 3. It also offered a compromise

that would have permitted management to have "peace with honor" by calling the payment for extra work something other than "overtime" pay.

But all such efforts were rebuffed, said IAPE attorney Lowell Peterson. "Dow Jones has done some arrogant things during the dozen years I've represented IAPE, but this is the worst yet" because of its retaliatory nature, he observed on the eve of the arbitration hearing. "No union can permit this."

Fortunately, it didn't have to. As the first hearing was about to commence, the company backed off its position and agreed that reporters will remain eligible for overtime unless Dow Jones can demonstrate, on a case-by-case basis, that an individual reporter's duties meet the Fair Labor Standards Act's criteria for "exempt" employees.

The company also agreed to review individual claims for overtime that have accumulated over the past year; none had been paid prior to this month.

Boston merger complicates talks

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month. Some already feel that Patrick Purcell, president of Herald Media, owner of the Boston Herald, has been distracted by the CNC acquisition. And while the bargaining team was encouraged that Purcell agreed to meet with them Oct. 10 to discuss the purchase, not all of his responses were reassuring.

"All this stuff is very, very complicated," Purcell said of his new properties, which he described as a "revenue play." Running the Herald "is very simple compared to running" CNC, he added.

Perhaps—although that may be because CNC has been run almost into the ground. Started in 1991 as a division of Fidelity Capital, an arm of Boston-based mutual fund giant Fidelity Investments—a financial powerhouse, but hardly a paragon of journalistic accomplishment—Community Newspaper Co. grew by rapidly acquiring already established publications and then wringing out every last dollar of "unnecessary" expense.

The result is notoriously low morale and high turnover, driven by bargain-basement wages and a business model that views newspapers as little more than advertising vehicles. As reported in a

recent Editor & Publisher, the company closed five bureaus in the past couple of years, rolled papers into regional editions and gave individual editors oversight of multiple papers. In January, it cut 11.5% of its full-time positions.

Needless to say, CNC also is not unionized.

With purchase of this journalistic plum to be completed Nov. 1, a day after the Guild's next bargaining session, anxiety and anger are both running high. "His proposals would strip 28 jobs from editorial Guild jurisdiction and give them the right to outsource anyone's job in commercial," observes Local 31032 President Lesley Phillips, a Herald employee and member of the bargaining committee. "Our people are insulted and furious."

"He paid, we've read, \$150 million for those properties," she adds. "He sure as hell should pay more than 1.8% towards our health insurance costs, which are so staggering I've got members who can't carry coverage for themselves or their families—but he pays 100% of the coverage for exempt managers."

"He said in our meeting, 'The people I care about work in this building.' We'll see."



BILL BURKE/WASHINGTON-BALTIMORE GUILD

Hitting the pavement in protest

Election season invariably means more than the usual amount of political ferment, so it's no surprise that a steady stream of protests has buffeted Washington in recent weeks.

Above, House Minority Leader Richard Gephardt addresses a Capitol Hill rally as AFL-CIO President John Sweeney awaits his turn. The Oct. 12 demonstration was called to demand a \$1 increase in the minimum wage.

Introduced months ago, the minimum wage bill has been held hostage by Republican efforts to tack on a corporate wishlist that, includes special-interest tax breaks and rollbacks in overtime protection that would gut the 40-hour workweek.

"Brothers and sisters," Sweeney later told the crowd, "it is distressing, it is disgusting, it is disgraceful. The leaders of the majority in the United States Congress know no shame."

Two weeks earlier, a crowd of civil rights and labor groups turned out across from the White House, right, to protest Congressional inaction on hate crimes legislation. Catalyzing the demonstration was the shooting death of CWA member Danny Lee Overstreet, allegedly



gunned down in a Roanoke, Virginia gay bar by a Vietnam veteran whose brother said he suffered from post-traumatic stress. The assailant, Ronald Gay, reportedly nursed a long-running resentment over his name and the wisecracks it sometimes elicited.

Legislation to strengthen existing federal hate crimes law

by including sexual orientation, gender and disability, has been bottled up in a House/Senate conference committee. Although rally speakers acknowledged that legislation would not have prevented Overstreet's death, Congressional action is needed to allow use of federal resources in such cases.

Hearst's plans hit another pothole

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federal antitrust lawsuit filed earlier this month by a small printing company whose owners must have read the opinion by federal judge Vaughn Walker dismissing another lawsuit in the matter. That action, filed by San Franciscan Clint Reilly, was dismissed on the grounds that he had no standing to intervene—but in reluctantly reaching that decision, Walker went out of his way to criticize the deal.

What irked Walker was a provision that Hearst, which owns the San Francisco Examiner, will give the Fang family a \$66 million subsidy to take the Examiner off its hands so it is free to take over the

larger San Francisco Chronicle. The subsidy, Walker noted, could be seen as giving the Fangs an unfair advantage in competing with other printers.

Now Fricke-Parks Press of Union City, which publishes several small Bay Area publications, is claiming precisely that, accusing the Fang family of using its newly found fortune to engage in predatory pricing. Hearst is named as a co-defendant in the suit, which charges violation of state and federal antitrust laws.

Although the Hearst-Fang-Chronicle change of control is scheduled for Nov. 22, this new development could force a delay.

They've been called Tweedledee and Tweedledum, sometimes with good reason: on issues like globalization and increased military spending, for example, there is not a scintilla of discernible difference. And following the second presidential "debate," gadfly Michael Moore listed more than two dozen instances in which Bush and Gore had said they agreed with each other—to such an extent that Bush even quipped about their lovefest.

But as the third and final televised showdown illustrated, the candidates actually do pose some clear differences in values and priorities. And while some of those differences cut across class and social lines—how many union members belong to the National Rifle Association?—the contrast between Gore and Bush on workplace issues is pretty stark: Gore believes government has a role to play, Bush believes government should butt out and let the marketplace rule.

There are lots of reasons why people vote the way they do. Sometimes there's just one burning issue that determines which lever gets pulled. But for those who vote their wallets ahead of more intangible causes, herewith a thumbnail guide:

GORE

SUPPORT FOR UNIONS:

Former Guild member; agreed to interim contracts with striking SAG and AFTRA workers to produce campaign ads.

VOICES AT WORK:

Believes union organizing is a "fundamental right"; opposes anti-union "paycheck protection" legislation.

EQUAL PAY:

Supports efforts to close the wage gap between men and women; endorses Paycheck Fairness Act.

HEALTH AND SAFETY:

Proposing increased funding for OSHA; as vice president, opposed efforts to weaken workplace safety laws.

RETIREMENT SECURITY:

Co-sponsored Employee Pension Protection Act; wants to set aside

at least two-thirds of the budget surplus to shore up Social Security and Medicare; opposes raising the retirement age, cutting benefits or privatizing Social Security.

MINIMUM WAGE:

Supported minimum wage increases in 1977, 1988 and 1989; as vice president, fought for increase in 1996.

DISCRIMINATION:

Co-sponsored Civil Rights Act of 1990; supported Violence Against Women Act and Hate Crimes Prevention Act.

WORK AND FAMILY:

Supports expanding Family and Medical Leave Act; wants to provide more funding to expand Head Start. Supports a refundable tax credit to help parents cover up to 50% of child-care expenses.

BUSH

SUPPORT FOR UNIONS:

Used non-union, strike-breaking actors to produce campaign commercial, despite earlier promise to the contrary.

VOICES AT WORK:

Boasts of Texas' "right-to-work" status and anti-union climate; supports "paycheck protection" legislation.

EQUAL PAY:

As Texas governor, ignored findings of state employee pay equity study; has taken no steps to raise pay for state's female employees.

HEALTH AND SAFETY:

Does not address as part of his campaign.

RETIREMENT SECURITY:

Supports partial privatization of Social Security, funneling millions of dollars in commissions to Wall

Street; willing to consider raising retirement age for younger workers.

MINIMUM WAGE:

Domestic policy proposal, the "New Prosperity Initiative," doesn't mention the minimum wage or any other wage issues; supported effort to exempt states from federal minimum wage requirements.

DISCRIMINATION:

Opposes affirmative action; refused to back comprehensive Taxes Hate Crimes legislation.

WORK AND FAMILY:

Proposed tax plan would cut \$2.9 billion from Head Start funding; governs state ranked 48th for raising children, based on immunization, dropout and teen pregnancy rates. Supports a \$500 increase in child care tax credit that excludes many low income families.

On Detroit, Broun and the Supremes

By Andy Zipser
Editor, The Guild Reporter

One of the most perplexing characteristics of American labor has been its willingness to grapple with the capitalist system with one hand tied behind its back. European, Canadian and Australian unions are so politicized they have their own political parties, and if that's not enough their workers are as ready to take to the streets as they are to go on strike, sometimes shutting down an entire nation.

But not in the U.S. In a tradition dating back more than a century, organized labor has tended to eschew political action in favor of workplace negotiations. Indeed, union antipathy to government interference in the workplace was once so strong that AFL founder Samuel Gompers opposed minimum wage or overtime laws: let such issues be determined through contract negotiations, he urged.

Bizarre though that sounds today, Gompers' position had a certain logic. If workplace improvements were gained only through unionization, quite obviously more workers would be motivated to join and support organized labor's ranks. Government regulation could only dilute labor's appeal.

But there was an even more compelling reason why American unions seemed to embrace free-market principles, even as unions in other parts of the world turned to government as a leveler of the playing field: the courts. Throughout the nineteenth century and well into the twentieth, every legislative gain made by U.S. labor got knocked for a loop by judges apparently unconstrained by logic—as, for example, when the courts ruled that unions were monopolies and therefore violative of the Sherman Antitrust Act, which had been passed specifically to curb predatory corporations like U.S. Steel and Standard Oil.

Small wonder, then, that organized labor walked away from a rigged game and turned to other tactics. Unfortunately, that left corporate America firmly in control of the referees who end up settling the most contentious labor disputes.

This point should have been driven home a few months ago, when a federal appeals court in Washington, D.C. torpedoed the Detroit strikers. Five years of bitter struggle, sustained largely by an uninterrupted string of favorable decisions from the National Labor Relations Board, was flushed away by a judicial panel that substituted its own political agenda for the NLRB's meticulous findings. As former board chairman William Gould observed, the panel "did not defer to the board at all as the expert agency on fact and law," dismissing the board's conclusions with a disdain that bordered on contempt.

The three jurists who produced this macabre result were Republican appointees. Presidents and members of Congress come and go—unless they're named Strom Thurmond—but federal judges stay for life, or until they decide to quit. Which means that although legislative and administrative decisions may be reversed if enough of the electorate is moved to protest, a politically zealous judiciary can pursue an agenda for decades. And it means that a highly partisan president can leave a legacy that will outlive almost anything else he does.

Whether that amounts to an argument

for judicial reform—term limits? elections rather than appointments?—is better left for another day. The more immediate question, with as many as four positions on the U.S. Supreme Court expected to open up over the next four years, is who will be in a position after January 1 to fill them. Moreover, nearly two-dozen appellate court positions are vacant this very minute, with more vacancies a certainty, and those, too, will be filled through presidential nomination.

Clearly, whether these nominations are made by Al Gore or by George Bush will result in greatly different judicial complexions. Bush, for example, has made no secret of his admiration for the Supreme Court's most conservative members, Antonin Scalia and Clarence Thomas, and has indicated his nominees would be cut from the same cloth; Gore, by comparison, is far more centrist in his outlook, if not quite liberal. But most discussion of the implications of these choices has focused on social issues—and union members, like society at large, are deeply divided on such matters. Indeed, many union members end up voting for conservative politicians precisely because of their beliefs about guns, abortion or school prayer.

Missing from most such analyses, however, is an examination of what court nominations portend for the working class generally and union members specifically. And as the Detroit decision suggests, the federal judiciary already is highly indisposed toward labor: a third round of conservative nominations—following those of Reagan and Bush Sr.—would seal the coffin, restoring the nineteenth century mindset that could twist corporate anti-trust laws into weapons against unions.

While these considerations, as much as any others, have driven the AFL-CIO and the CWA to abandon Gompers' approach and seek a political as well as industrial role in society, many Guild members remain mired in a debate (see facing page) that has characterized the union from its inception. Do journalists lose their objectivity by making reasoned political choices? Is it unprofessional for reporters to hold political beliefs? The irony in such persistent questions is that the Guild itself was born in political protest.

The year was 1933, with the Great Depression in full bloom—proof, if any were needed, that organized labor's gains at the bargaining table were meaningless in the face of adverse political and economic events over which it had no say. But when Congress held hearings on the National Recovery Act, which sought to establish such workplace rules as the 40-hour workweek, the country's newspaper publishers protested that the guidelines were unconstitutional—that they would interfere with freedom of the press.

With no organized force to present an opposing point of view, Heywood Broun and a growing army of like-minded reporters and editors quickly formed the American Newspaper Guild. They had tea with President Franklin Roosevelt, testified before Congress about workplace abuse, pushed for extension of the NRA to their own workplaces. Perhaps most significantly, however, they demonstrated that there was nothing incompatible in being both a journalist and a union member, and they showed that even reporters can become politically involved without losing credibility or professional respect.

'Objectivity' versus civic responsibility

'Journalists have the same right to participate in the democratic process as our employers.'

By Larry Hatfield
TNG At-Large Vice President

One of the perennial controversies in The Newspaper Guild-CWA is whether the Guild should be actively involved in partisan politics.

Many of our journalist members vigorously oppose any political involvement—even to the point of objecting to Guild members joining picket lines of other unions or testifying in favor of stronger workplace health and safety laws—because they feel it compromises their position as "objective" reporters on political issues. Other journalist members, myself included, disagree and believe that one can be a fair and balanced reporter without also becoming, as one of my former colleagues on the International Executive Council

so colorfully put it, a political capon. Although there are exceptions—a reporter covering George Bush, for example, shouldn't be working in his off-time for Al Gore—journalists should have the same right to participate in the democratic process as do our employers.

So far, the no-involvement forces have prevailed even though the majority of members in this union are non-journalists. Many of those members also believe that their union should not continue to be almost the only union in the nation that is not politically involved.

With our merger with the politically active Communications Workers of America, the controversy has been revived. So with my characteristic caution (I was the author of the move to have the Guild endorse George McGovern at our 1972 convention in San Juan), I'm going to weigh in with some of my thoughts.

There are legitimate arguments on both sides, including the one that endorsing candidates or other partisan activity causes more trouble within the union than the endorsement is worth to the candidate. But when you think about where you stand—or don't stand—I would ask you to consider whether Guild members as workers, as trade unionists and as citizens can afford any longer to cloak themselves in a sanctimonious veneer of neutrality and objectivity.

We can fairly predict, for example, the

first six or seven bills that will be introduced by the Republicans if they maintain control of Congress and recapture the White House. The first, almost undoubtedly, will be a national "right-to-work" bill that would further emasculate workers' rights to organize and bargain collectively. Such a right-to-work-for-less bill is already written.

Close on its heels would be legislation repealing the Family and Medical Leave Act, which has been a lifeline for millions of working American families. Right behind that would be a comp time bill that would give employers the unilateral option of giving comp time (at straight time) instead of overtime pay.

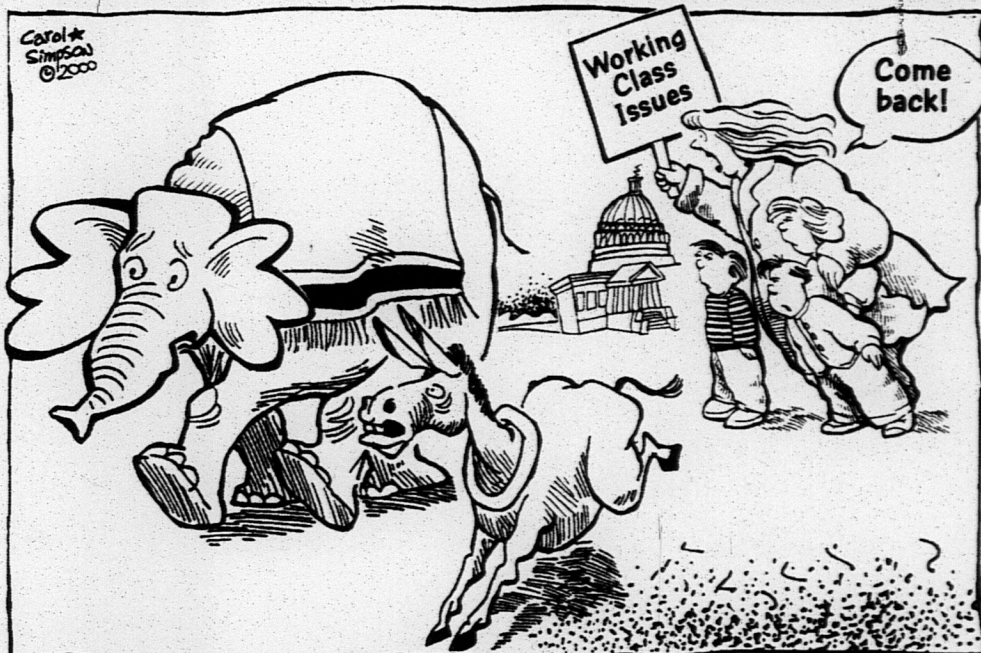
Then there would be a national "pay-check protection" act, a right-wing-sponsored piece of legislation that would prevent labor unions from becoming involved in political campaigns—while doing nothing about the big corporations that already spend in excess of 16 times more than organized labor does on electing their friends.

Then would come another already-written bill to amend the Fair Labor Standards Act to require overtime pay only after 80 hours in a two-week period. Also in the hopper is a bill that would resuscitate the so-called TEAM Act, which would allow company unions—company-controlled unions—to replace democratically chosen trade unions.

A GOP Congress also would pass, and a Bush White House would quickly sign, legislation to make OSHA voluntary. Consider corporate America's adherence to the current mandatory OSHA laws on workplace health and safety and just guess what "voluntary" would mean.

There would be more anti-labor, anti-worker legislation, but I hope the point is clear. All of this may be partisan politics, but can we afford to stand by idly and let it happen? Can we afford to allow the erosion and elimination of decades of protections fought for and won by the American worker? Can we afford to ignore the threat to the quality of work and quality of life of not only ourselves but of our children while hiding under the umbrella of presumed objectivity?

Looking at it objectively, as a citizen, a worker and a journalist, I think the answer is clear. And the answer is no!



The Presidential Race

'I don't want to make it easier for the Bush campaign to accuse our members of bias every time they're unhappy with our coverage.'

By Peter Szekely
TNG Vice President, Region 5

I'd like to explain—as I did last year, when we first endorsed Vice President Gore—why I, along with several other TNG delegates (though not all of them) will abstain on this resolution.

It's because our members include those who report the news of this campaign and of other political matters—something that I, too, have done on occasion. And to effectively tell the world about this election, we need to remain impartial and maintain an appearance of impartiality.

After all, would any of us want to get the news of this campaign from journalists whom we knew to be active, dues-paying members of organizations that support George W. Bush? I think not.

While differences of opinion may exist within our sector and within our craft on the degree to which journalists may declare their political leanings, I believe great care must be taken to avoid compromising the objectivity of our members who report the news. The merger agreement that brought us into the CWA a few years ago helped to protect our journalistic integrity by recognizing that The Newspaper Guild has a long tradition of remaining neutral in presidential election campaigns.

Now, I recognize that the CWA has a long and proud tradition of political activism. I also recognize that TNG mem-

bers are now the beneficiaries of that activism. Fortunately, because we are a sector we can insulate our working-press members from the appearance of compromise without impeding or opposing the CWA's political activism.

I want to give the members I represent who feel they need it insulation from political positions so they can do their jobs without feeling compromised.

I don't want to make it easier for the Bush campaign to accuse our members of bias every time they're unhappy with our coverage.

I don't want to give editors and publishers an excuse to take our members off the political beat.

And I don't want to drive our members in the working press away from activism in their union—or even worse, into becoming free riders or Beck objectors.

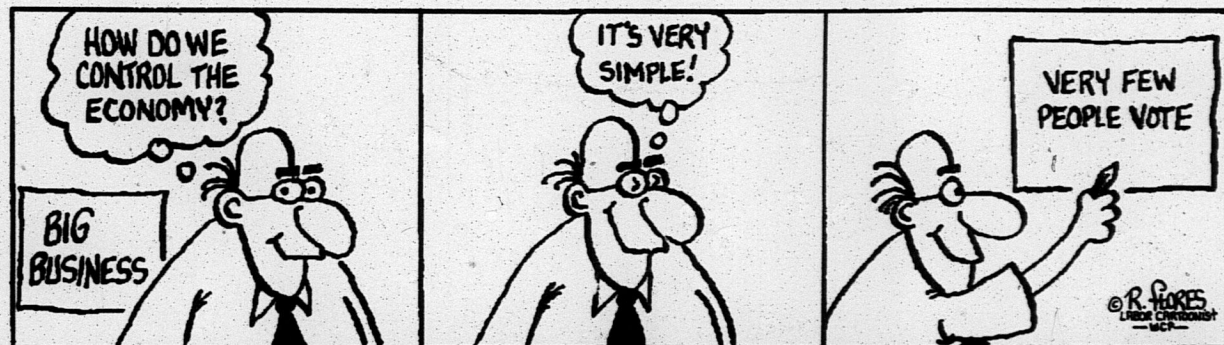
And so, it is for the sake of our members in the working press, for the strength of our union, for the integrity of our craft and for our Canadian members, who do not wish to involve themselves in U.S. politics, that we are abstaining on this resolution.

And if Vice President Gore were still a journalist and a Guild member, as he once was, we would be doing it for him, too.



Peter Szekely's comments were delivered on the floor of the CWA convention in Anaheim, Cal., on August 28. Although several TNG delegates endorsed his call to abstain, the majority voted to support CWA's endorsement of Al Gore and Joe Lieberman.

Larry Hatfield's comments were published in the September issue of The Bulletin, the monthly newsletter of the Pacific Northwest Guild, where he is the administrative officer.



Gunning for journalists gets thumbs up

By Andy Zipser
Editor, The Guild Reporter

A funny thing happened on the way to the sector conference floor last year: a resolution reported out of committee was attacked so vociferously that not a single committee member spoke in its defense. And while there was a handful of abstentions, not a single delegate proved brave enough or foolhardy enough to vote "Aye."

That remarkable turnaround was an apt metaphor for the situation the resolution itself attempted to condemn: the April 23, 1999 bombing by NATO of Serbian media offices and transmitters, killing at least 16 people and wounding 16 others. Every other member of the International Federation of Journalists adopted the measure, but it got shot down by TNG-CWA delegates who were all but apoplectic in condemning Serbia's "fascist media" and their "disciples of murder."

Therein, of course, lay the crucial question: were the bombing's victims journalists, and therefore worthy of whatever thin distinction separates combatants from non-combatant civilians? Or were they part of Slobodan Milosevic's war machine, just as responsible for perpetuating the rape of Kosovo as any tank commander?

Was NATO's bombing a crime? Or was it a surgical strike against a legitimate target?

More than a year later we have a couple

of answers, neither of which has received much media play. And, perhaps not surprisingly—given the split of perceptions already demonstrated by Guild delegates—the answers come down on opposite sides of the issue.

As reported by Rachel Coen in the September/October issue of *Extra!*, the U.N.'s International Criminal Tribunal for the former Yugoslavia announced this past June that it had found no reason to open a criminal investigation of any aspect of NATO's bombing campaign. Although it acknowledges that "mistakes were made," ICTY specifically does not include the bombing of state-owned Radio-Television Serbia (RTS) under that umbrella of errors.

Instead, the U.N. report asserts that "the media is *[sic]* not a legitimate military objective" even if they produce propaganda "to foster support for the war effort." But it also, paradoxically, asserts that media centers may be legitimate targets "if the media is *[sic]* the nerve system that keeps a war-monger in power and thus perpetuates the war effort." Even a Jesuit would have trouble making the distinction.

Meanwhile, five days after the U.N.'s clean bill of health, Amnesty International released its own findings under the title, "Collateral Damage or Unlawful Killings?" Amnesty concluded not only that NATO had committed "serious violations of the laws of war," but that several of those violations—including the RTS bombing—met the legal definition of a war crime.

There is at least some evidence that NATO's decision-makers were themselves divided on the legitimacy of bombing the RTS station. The German Military Manual—perhaps recalling the World War II firebombing of Dresden—notes, for example, that if "weakening the enemy population's resolve to fight were considered a legitimate objective of armed forces, there would be no limit to war." British defense doctrine, undoubtedly influenced by memories of the V-2 bombing of London, similarly asserts that "the morale of an enemy's civilian population is not a legitimate concern." Yet while British lawyers argued that the Geneva Conventions prohibit targeting journalists and television stations, the U.S.—which with the exception of Pearl Harbor has never suffered aerial bombardment—contended "that the supposed 'hate speech' broadcast by the station foreclosed its legal immunity," according to the report.

So when Amnesty requested a formal explanation from NATO for its targeting of an ostensibly civilian facility, NATO's initial response was to redefine the target in more acceptable military terms. The RTS station, the military alliance wrote in a May 17, 1999 letter to Amnesty, was "being used as radio relay stations and transmitters to support the activities" of the Serbian military and therefore constituted a legitimate military target.

That representation not only contradicted earlier NATO pronouncements, however, but would not have withstood close scrutiny.

So when Amnesty officials finally met with NATO representatives in Brussels earlier this year, the story flip-flopped once again. The reference to relay stations was intended to apply to other attacks on the RTS infrastructure, NATO explained; the April 23 bombing was undertaken solely because RTS was "a propaganda organ and propaganda is direct support for military action."

In essence, therefore, both NATO and the U.N. have severely trimmed the safeguards for noncombatants that were erected after World War II. The new perspective is filtering quickly through the ranks. Writing in this summer's issue of *Strategic Review*, Air Force Colonel Charles J. Dunlap lamented about the restraint shown by NATO forces in Yugoslavia. A properly aggressive campaign, he insisted, would have included all kinds of targets that were off-limits to the bombers, from banks and stores to resorts and hotels.

As quoted by the *Washington Post*, Dunlap wrote that "Perpetrators of violent, misogynic policies" should understand that they "will face a response so ferocious that it will leave their nation physically and psychologically unrecognizable."

That kind of scorched-earth approach to war certainly is not new, but it does signal a fading from memory of the lessons suffered in Europe and Japan. It also signals that reporters will find themselves in the cross-hairs more often, as the U.S. and other governments redefine "hate speech" and propaganda to suit their own needs.

Journalism is a business for amateurs

As Heywood Broun himself pointed out, in the column that prompted creation of *The Newspaper Guild*, publishers would like nothing better than for reporters and editors to think of themselves as "professionals," primarily to discourage unionization. But the issue also is resurrected every few years by publishers who want to work reporters more than 35 or 40 hours a week but don't want to pay overtime.

One of the Guild's most notable witnesses on the subject was *New York Times* columnist Russell Baker, who first joined the Guild in 1947 as a "nonwriting police reporter" at the *Baltimore Sun*. His testimony, excerpted below, was given at a National Labor Relations Board hearing in Philadelphia on Oct. 3, 1975.

Cross-examination by Robert Kleeb, attorney for the Philadelphia Bulletin:

Why is it that you resent being called a professional? That's what you said. What's the reason for this?

Russell Baker: Because I'm always sensitive that I do not have the economic freedom that I conceive a professional man has. That while I'm in a very comfortable position in the hands of a benevolent publisher—as I surely have at the *Times*—if there were a change in the ownership of the paper and we fell into the hands of a malevolent publisher, I could be very well sent back to covering the police beat.

Now anybody in that position is not, in my definition of the term, even in an exclusive sense, a professional. And it seems to me that there's a great tendency among newspapermen that I've seen for a long time to loll in the conceit that they're professional men.

And the reason for this, it seems to me, is the status connected with the word "professional"—which it's natural that a man may yearn for, perhaps, if he's upwardly mobile and striving. And often he pays a very high price for this. You see it particularly among older newspapermen.

It seems to me that the newspaper business is not an easy business to grow old in. Old newspapermen, as a rule, do not come to happy ends. It tends to be a young man's

business. Aggression, energy, curiosity, a lively spirit, pay big rewards.

When a man reaches middle-age, he begins to look around and say: "What am I doing here? I spend my years sitting outside in marble halls waiting for people like you—lawyers, doctors, politicians—to come out and tell me something. But I'm basically just a footman."

I think this happens to a lot of people in middle age. And when that happens their utility to the publisher drops off very rapidly. And they tend to get pushed back into lesser jobs, and they begin to be thought of as deadwood. And you see them hanging around the city room, waiting to be retired, the city editor trying to think of something for them to do.

That's not my definition of what a professional man is. . . .

Kleeb: Let me explore this. You used the words "malevolent employer" and "benevolent employer." What difference would it make whether the employer was malevolent or benevolent if you're a professional and so classified? . . .

Baker: . . . the professional, to me, is a man who is responsible for his own economic fate.

My dentist is a professional man, and he can't be fired. My doctor is; you are, as a

lawyer. And it seems to me that the professional man, in that sense, is a man who has a great deal of economic freedom. He can hang out his shingle and go to work.

I'm not in that position. I can't hang out a shingle and go to work as a newspaperman. I am at the mercy of somebody who owns a press to pay me. I think that's an important distinction. . . .

Hearing Officer Sarah Parker: I have one, Mr. Baker, which is rather out of line of the questions you have been asked, and I'm asking simply because we all consider you an expert: what really are the traits, talents and abilities that go to make up a reporter?

Baker: They are almost undefinable. I would say that education is the least of them. I have known wonderful reporters who could not write a literate sentence, and you shuddered when they approached the typewriter. (Laughter.)

When I was in the Washington bureau of the *Times*, I did a little work on the desk—and this is one of the apexes of journalism—and I saw the copy that was coming in. Much of the copy was unfit to print and had to be completely reprocessed.

But these men were brilliant at getting facts. There are other men who are not very good at getting facts, but they are good at sorting them out and solving puzzles, as it were, and putting things together.

There are other men who are just good at writing. They are fast. They have a facility for writing rapidly, whereas some people write agonizingly. We had reporters—one in the Washington bureau—who would sit at the typewriter for five hours to produce three pages of copy. And then we had William S. White, who could write a whole magazine piece in an hour and a half on his way home from a football game.

(Laughter.)

So it's a curious kind of work. It defies the application of any professional criteria.

Parker: Are you saying in one sense that it is almost a matter of one given individual's particular accumulation of talents and abilities?

Baker: Well, I hate to bring up this word because we're talking about professionalism in a rather narrow, legal sense here, but one thing I learned while I was in London was about the British amateur. The British have always given great social value to the amateur, in the most precise sense of the word, from the French "lover"—the man who is committed to a work because he loves it; he likes it—but he's not necessarily trained for it.

For a long time, the British government was a government of amateurs. Ours is, of course, a government of professionals, I suppose.

But the British system began with a couple of very good schools where people had rather generalized, often highly classical—what we would think of as irrelevant education. When they came out of those schools they entered government or politics or service. And then they'd go down to the House of Commons and somebody took an interest in them. They were expected to move all over the government. . . .

Now journalism is pretty much like this. In this rather precise sense of the word "amateur," it is a business of amateurs. And you come into it rather like that, with a generalized, odd-ball or sometimes nonexistent education. And you go from place to place, you bounce around in it. You're looking for what you can do. You try out at several points, as a rule, and you acquire it as you go along. . . .

LOOKING AHEAD

GOP minimum wage support has a catch



By Linda Foley
President, TNG-CWA

It took them four years, but the Republicans in the U.S. Congress have finally seen their way clear to proposing an increase in the federal minimum wage. A quadrennial bout of social conscience, even from this do-nothing Congress, was predictable: this is, after all, a presidential election year.

'Tis also the season for political games, and the Republican-controlled House of Representatives is playing them on this issue—as their vice presidential candidate would say—“big time.”

Yes, the Republicans are proposing an (inadequate) increase in the minimum wage, but the quid pro quo for their “generosity” would be to exempt several groups of workers from the Fair Labor Standards Act, the law that provides for a 40-hour workweek and overtime pay.

The workers House Republicans would exempt from FLSA requirements are not highly paid professionals whose compensation and stock option packages more than make up for lost overtime pay. In fact, H.R. 3846 would increase minimum hourly pay for some low-wage workers while simultaneously slashing the hourly rate by permitting extended work hours for others. For example, this bill would exempt from FLSA protections inside-sales employees, like those who work in newspaper classified advertising and circulation departments, if they make as little as \$25,000 per year including commissions.

Those Republican lawmakers probably have no idea what it's like to work in a classified phone room. They can't know how stressful it is to have your work constantly measured and each phone call monitored. They probably have no concept of how your wrists, shoulders and neck ache after seven or eight hours on the phone at your computer. Instead, they argue that inside-sales jobs should be treated the same as outside-sales jobs when it comes to the law, and outside-sales jobs already are exempt from the FLSA.

Classified advertising is the fastest growing segment of all newspaper advertising, with \$61.5 billion in classifieds purchased in 1999. It's also a promising source of future revenue from Web sites.

And yet the workers responsible for generating all that revenue are some of the lowest-paid in the industry, lagging behind their outside-sales colleagues in some Guild contracts by more than \$300 per week. And the vast majority of classified advertising salespeople are women.

Without a 40-hour-week requirement, classified ad-takers who do not have a union contract to protect them undoubtedly will find themselves regularly working double shifts and 60-hour weeks just to meet commission and compensation quotas. Try to maintain a stable family life with that kind of uncertainty and insecurity.

Those who work under a Guild contract are of course protected from unilateral changes in their workweek or overtime practices. But removal of FLSA requirements will put tremendous pressure on union negotiators to ease contractual protections for classified advertising workers.

That's not all. House Republicans also believe that computer specialists and other “high tech” workers should be exempt from overtime requirements. This despite the fact that median wages for computer operators and systems researchers actually declined from 1997 to 1999. This despite the fact the high tech industry is rife with part-time, temporary and contingent workers who rely heavily on overtime pay because they work fewer hours annually and have no benefits.

Yes, congressional Republicans are willing to increase the federal minimum wage by a mere 33 cents an hour in each of the next three years. However, the price for extracting that increase will be the creation of virtual sweatshops in phone rooms and computer labs across the country.

Fortunately, Democrats in Congress and in the White House are fighting these encroachments on FLSA protections. But if we had a majority in Congress that was committed to doing what's right for working families, we wouldn't be faced with choices that pit the interests of some workers against those of others who are similarly situated.

On Nov. 7 you can help change that.

The great divide

By Hal Kallenburg of the Albany Guild, published in the Feb. 14, 1958 Guild Reporter but as timely now as then.

REPORTER:

Copyreader's Version

He's a dubious wit
Whose infinitives split
And he's shunned by the civilized world.
Whether sober or drunk,
He is full of the bunk,
He's a banner that's seldom unfurled.
Though his grammar is bad
And his syntax is sad,
His poor spelling is often much worse.
While his simile clicks,
His lame metaphors mix
And it seems that his typewriter's cursed.
His “reliable source,”
As a matter of course,
Is a janitor, bar-fly or crook,
And he's often resolved
That where libel's involved
He'll dismiss every law in the book.
For with booze on his breath
He can write to the death,
Though an obit is more in his line,
And whatever is best
Said in ten words or less,
He can say in a hundred and nine.

COPYREADER:

Reporter's Version

He can look down his nose
At the journalist's prose,
But his burning ambition's to write.
He's his own paramour
And his hobby, I'm sure,
Is dissecting the classics at night.
He is quick to berate
What he didn't create
And, with errors his reason for rage,
There's a smirk on his lips
As he catches your slips
And condenses your “book” to a page.
Your selection of words
He consigns to the birds,
For he figures the hair must be split.
Though his headlines conceal
What the stories reveal,
He gets cocky whenever they fit.
He's a frustrated man
And he'll do what he can
To make sure that a story sounds dead.
Like a French guillotine,
If you know what I mean,
He'll do anything just for a head.

LETTERS

To the Editor,

I just wanted to add a few words about the National Labor Relations Board decision that gives workers the right to be included in units of full-time employees.

I had to write about this decision for my job and I think it's worth noting that the decision has some pitfalls for unions. The NLRB said that temporary employees may be included in bargaining units if they have a community of interest with the other employees, but the board did not automatically include temporary employees. In fact, they remanded both of the cases to the respective regional directors to determine if the temporary employees should be included in the proposed units.

Therefore, a union attempting to organize a new unit has to decide whether to include any temporary employees in that unit. The employer may very well oppose whatever unit the union wants, setting up a time-consuming board fight. In one of the cases, M.B. Sturgis, not its union, proposed that 15 temporaries be included with a union-proposed unit of 25 full-time employees.

Temporary employees are often treated poorly in the workplace and they deserve union representation. But they may not share the same problems as full-time workers, and their possible inclusion in bargaining units of full-time employees provides risks as well as opportunities for us.

—Ken May,
Washington-Baltimore Newspaper Guild

To the Editor,

On Sept. 2, 2000, Mike Monseur, a TV reporter working for the non-union shop of CLTV all-news cable station (owned by the Chicago Tribune) was fired. His dismissal came after an eight-month battle in which the Arab-American community claimed Monseur was being fired, in part, because of his Arab-American heritage.

In response, newspaper reports about the firing have quoted former and current CLTV

employees that Monseur's dismissal is the result of his attempts to unionize the cable station back in late 1998. As a CWA member and a former member of AFTRA, I am appalled that Monseur's union affiliation is being used as a response to charges of bigotry—a response that seems to suggest it's okay to fire someone because of union activity.

Mike Monseur first encountered problems when he asked the station in October, 1999, to start covering Arab-American events. In December, a Sun-Times columnist noted that while some viewers thought Monseur was French, he was in actuality Arab and had worked with Arab-American organizations. Days later, he was confronted by an editor asking if the report was “true.” Weeks later, he was demoted and removed as a TV anchor.

We—other Arab-Americans—believed the station planned to fire Monseur and protested his treatment between February and September, when in fact he was fired. We have since set up a web page, www.CLTVSucks.com, and ask that you help spread the word about our grievance with the station.

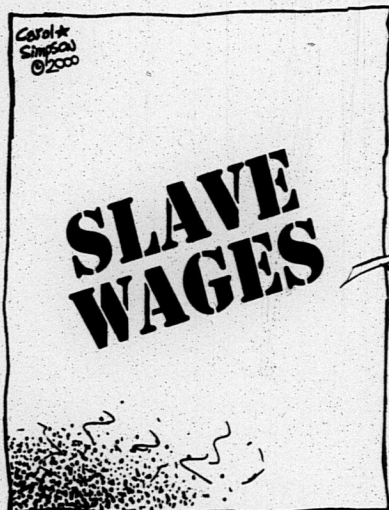
—Ray Hanania,
Ad Hoc Committee to Protest the Firing of Mike Monseur

To the Editor,

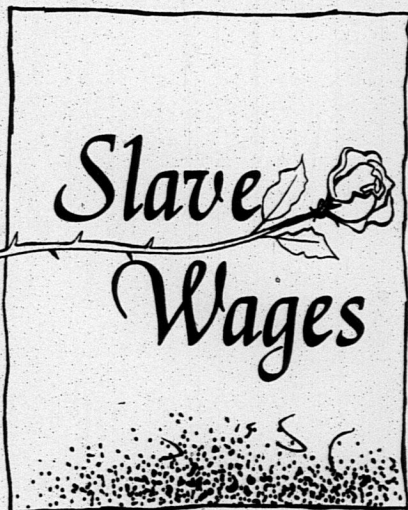
I would like to thank Beverlyann Morris and all the present and past members of Toledo Guild/CWA Local 34043. Without her help and knowledge and their forethought, I could not have afforded to take my disability retirement. The local negotiated the contracts, and the members voted to defer small increases to the Guild's supplements to the pension plan at The Blade.

As president of the local, Bev has once again shown that she is not only its head, but its heart and soul. With leaders like her, the Guild will continue to be able to serve its members.

—Jack L. Buchhop,
Toledo Guild



Conservatism



Compassionate
Conservatism

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 subject-

ed 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: Nov. 10.) Letters may be e-mailed to the editor at azipsen@cwa-union.org.

Now it's the INS that's deciding what's news

To the litany of (often well-founded) complaints Canadians have regarding the way they're treated by Americans, add the manner in which Canadian broadcast journalists and documentary film workers are hassled at the border.

Although such journalists are supposed to have unencumbered entry with a special non-immigrant visa, U.S. Immigration and Naturalization Service rules specify that the visas are to be used by bona fide representatives "of foreign press, radio, film or other foreign information media" whose work will not be used primarily for commercial, entertainment or advertising purposes. INS border officials, however, apparently are deciding in a growing number of cases that Canadian journalists are really Hollywood wannabes.

Recently, for example, a Toronto documentary crew was denied entry to shoot a documentary on nuclear weapons for the Canadian Broadcasting Corp. A

Canadian crew contracted by TSN to film the unveiling of a new Detroit model was denied entry into the U.S. even though American journalists were covering the event. An executive producer attempting to enter the U.S. to cover a human sexuality conference in New York was denied entry by one border guard, who claimed the event was not news, while his cameraman and producer were admitted by another; a story about the conference ran on CNN the next day.

"Countless" other examples can be offered, says Lise Lareau, president of the Canadian Media Guild, which has joined a coalition of Canadian journalists' groups protesting such treatment. In a letter to the U.S. ambassador to Canada, signed by Lareau on behalf of CMG, the group observes that the INS "is stifling the free flow of information and news, and ultimately freedom of the press. It is imperative," the letter adds, "that Canadians have the ability to report news, factual pro-

gramming and current events from our own perspective."

Compounding the offense—especially given frequent rosy references by both governments to sharing the world's longest unguarded frontier—is an apparent targeting of Canadians for such professional second-guessing. "It is only Canadian representatives of foreign media that are subjected to this restrictive treatment," the letter avers.

Discussions with Canadian officials about the problem, although received sympathetically, have produced no results, according to the coalition.

Should the U.S. fail to correct the situation quickly, the letter signers say, they will urge their government, "as a matter of reciprocity, to block American news and documentary crews who wish to come to Canada to film American projects or to report on Canadian news, in exactly the same manner as we are being denied access to the United States."

Newsstand workers join Guild

Continued from page 1

ees didn't talk to each other, and straw bosses told some employees they had to swear on the "eyes of their children" that they would vote against the union. If the Guild was voted in, Hudson representatives announced, it would force the company to fire all the "old" people, forbid the hiring of any relatives, charge them a \$350 initiation fee, reduce salaries—and, of course, force them to strike.

"Management accused us of everything but ritual infanticide," said local rep Dona Fowler.

Meanwhile, the workers said, Hudson also threatened to fire anyone who voted for the union, promised raises to those who



Hudson News employees celebrate their victory, minutes after learning the vote to join the Guild had passed 197 to 121.

voted "no union" and paid a six-hour visit to the home of one leading member of the organizing committee in an effort to change his mind. The top management

supervisor at Penn Station, confronting another lead organizer, repeatedly asked her to forsake her effort. "You are like my daughter," he repeated. "How can you do this to me?" To which she replied, "I can't abandon the union, sir."

"I've seldom seen courage like that," observed Lipton. But, he added, "the unit organizing committee members spent countless hours on winning this election. They weren't fooled by management's lies or intimidated by its threats. They knew they were facing possible illegal discharge for their union activity, but that only made them stronger and more determined to win."

"They are our heroes."

DAYBOOK

New England Dist. Council, Oct. 28-29, Worcester, MA

Southern and Mid-Atlantic councils, Oct. 28-29, Baltimore

Great Lakes District Council, Nov. 3-5, Detroit, MI

Heywood Broun Awards deadline, Jan. 26

Leuchter deadline coming up fast

The best shot TNG-CWA union staffers have at in-service training is coming up fast, with applications for the annual Irving Leuchter Memorial Scholarship due by Nov. 1.

The \$8,500 award covers most costs of a six-week residential seminar at Harvard University that will run Jan. 8 through Feb. 16. The scholarship also pays for travel expenses to and from Harvard, but additional expenses—notably lost time—must be made up by the recipient or his or her local. (Although past residential seminars ran 10 weeks, the program has been shortened to make it more accessible to full-time workers and parents.)

Harvard's Trade Union Program teaches the executive and administrative responsibilities of union officers, as well as their community role as trade unionists, through a series of elective courses and topic seminars. Core courses include economic analysis, labor law, union administration, labor history, arbitration and dispute resolution, long-range planning and industrial relations. Seminar topics include political action, employee ownership as a union strategy, unions and new technology, new tactics for union organizing, public relations and labor and the global economy.

Interspersed among these offerings are exercises in collective bargaining, as well as such issues as affirmative action and pay equity. As a result, the overall experience has been described by previous participants as extraordinarily intense yet fulfilling, with high marks given for the level of instruction and for the level of participation.

There is only one scholarship offered each year, with preference given to full-time union staff at either the local or national level, but others will be considered if no full-time union staff applies. There are no academic prerequisites, although applicants will be evaluated on their ability to meet the program's instructional requirements and their capacity for benefiting from such a course of study. And unlike nominees for the Guild Service Award, Leuchter applicants need not be nominated by their locals; they must, however, be TNG-CWA members in good standing and may be asked for assurance that they plan to resume Guild activity upon completing the program.

Applicants should write directly to the Trade Union Program—there is no application form—with a brief explanation of what they hope to achieve in the program and enclosing a resume of their union activities. Send such letters to: Dr. Elaine Bernard, Executive Director; Harvard University Trade Union Program; 1350 Massachusetts Avenue, #731; Cambridge, MA 02138. Applications also may be e-mailed to htup@harvard.harvard.edu or faxed to 617-496-7359. Telephone inquiries may be made at 617-495-9265.

The Irving Leuchter Memorial Scholarship, named after a former Guild attorney, is financed by annual contributions from TNG-CWA and interested locals. TNG-CWA contributes half the cost annually; in addition, the Twin Cities Guild—which initially proposed the scholarship—contributes \$500 annually from its own Sam Romer Memorial Fund. This year, representatives of TNG locals at the sector conference in Anaheim pledged an additional \$5,700.

FROM THE MORGUE

Fifty years ago this month:

Two days after the Mailer's union strikes over deadlocked negotiations, Pittsburgh's three dailies lock out all workers, throwing 500 Guild members into the streets. . . . The Guild contributes \$1,000 to Stanford University for a research project that is sampling a dozen California newspapers to determine if coverage of the Nixon-Douglas senatorial campaign is biased. . . . A People's Daily World reporter is barred from the floor of the California state senate on the grounds that he is a "communist mouthpiece." . . . The Columbus CIO News causes a buzz by running a regular column that critiques political coverage by the city's three newspapers, all of which are "fanatically supporting" the reelection of Sen. Robert A. Taft.

Twenty-five years ago this month:

AFL-CIO Secretary-Treasurer Lane Kirkland blasts U.S. newspaper coverage of labor as shot full of errors and misrepresentation. . . . As TNG urges its members to respect picket lines thrown up by striking pressmen at the Washington Post, the newspaper copes with vandalized presses by relying on other Virginia newspapers to print 24-page issues. . . . Guild strikers close the San Juan Star a second time in one year.

Ten years ago this month:

The Sacramento Bee, rules the NLRB, violated federal law by "unilaterally" granting merit wage increases without first bargaining both "the timing and the amounts" of such raises. . . . Seven months after its contract expires, the Guild joins eight other unions in a strike against the New York Daily News. . . . The Sudbury Star locks out Guild, two other unions.

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