

THE GUILD Reporter

July 20, 2001

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Summary of
conference
actions

page 6



The two faces of unionism, prominently on display at the TNG sector conference/CWA convention. Above, a roundtable discussion of Guild issues, led by TNG Secretary-Treasurer Bernie Lunzer; below, TNG President Linda Foley leads a demonstration at Lavender Magazine to protest its ongoing harassment of union supporters and women employees.



All convention photos, pages 1, 4 and 5, by Richard Sennott, Minnesota Newspaper Guild/Typographical Union

Conference theme: more 'Management by margin' galvanizes call to arms

Despite mounting layoffs and a newspaper culture summarized as "management by margin," the TNG-CWA sector conference got off to an upbeat start July 6 with a parade of recent success stories.

Summoning a spokesperson for each triumph to the podium, President Linda Foley enumerated the successful organizing drives among Hudson News vendors in New York and at the Chinese Daily News, the rescue of the Honolulu Star-Bulletin, the conclusion of the Detroit strike and the strike-driven revitalization of the Pacific Northwest Guild.

The prevailing word in the industry these days is "more," Foley noted—as in more layoffs, more downsizing and more mediocrity, "all of which adds up to less quality." But, she added, "We in the Guild need more, too. We need more resolve, we need more militancy and we need to apply more resources to the fight."

That theme reverberated throughout the next several days, including the CWA convention July 9 and 10, which also was attended by many Guild members. Sector conference delegates approved a 3% increase in per capita to replenish the Guild's mobilization and defense fund; discussed strike strategies in an off-the-record panel; and rallied at Lavender Magazine to protest that publication's gender discrimination and anti-union tactics.

Hosted by the Minnesota Newspaper Guild/Typographical Union
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Freelancers win big, face propaganda blitz

The final round in an eight-year legal battle over intellectual property rights was won by the little guy June 25, when a remarkably one-sided U.S. Supreme Court ruled that publishers couldn't incorporate freelancers' work in electronic databases without their permission.

But the ink on the 7-2 decision was still wet when The New York Times—chief defendant in the case, titled *Tasini v. New York Times*—unveiled a two-pronged counter-attack. Announcing it would lobby Congress to rewrite copyright law to reverse the court, it also orchestrated a public relations campaign that essentially equated the decision with a mass book burning. "The Times very much regrets having to remove any articles from electronic archives, thereby diminishing their value as a comprehensive historical resource to the public," it announced in a quarter-page ad that implied it had no other choice.

That theme was picked up and amplified by other industry voices. The Magazine Publishers of America, for example, contended that "publishers lose because they will have to spend tremendous time and resources to purge freelance materials from their databases," while "students, researchers and readers will lose access to complete and comprehensive magazine and newspaper archives."

The court's decision, however, was both foreseeable and far less sweeping than suggested by the propaganda onslaught. In finding for the freelancers, the Supreme Court merely affirmed a unanimous decision that had been reached two years earlier by the 2nd Circuit Court of Appeals. Moreover, the decision does not include a remedy for the violation, which affects freelance pieces published between 1980 and 1995; for that, all parties will have to await a decision by the Federal District Court in Manhattan.

Meanwhile, plaintiff Jonathan Tasini, president of the UAW-affiliated National Writer's Union, repeatedly has offered an olive branch that the publishers have as steadfastly ignored: sit down and negotiate a

fair rate of return for electronic publication of freelance work.

As the union pointed out, in its own quarter-page newspaper ad: "The databases in question are not public libraries. They are profit-making ventures. . . . It is only fair that writers be compensated as well."

While a Times spokeswoman told Editor & Publisher that negotiations with Tasini would be impractical because he "doesn't represent all freelancers," the National Writers Union has approximately 7,000 members and is the only union dedicated solely to advancing the interests of freelance writers. Moreover, its Publication Rights Clearinghouse is open to any freelancer and is an established mechanism for assuring equitable compensation for writers whose work is published electronically—if that were, in fact, the publishers' intent.

Instead, since the mid-'90s most publishers have been forcing freelancers to sign "all rights" contracts—which include electronic archiving—precisely so they can avoid paying higher rates. Those who refuse find themselves without work altogether; but if they do sign, freelancers now find themselves unable to resell their work to other, non-competitive markets—often the only way they can cobble together a living wage.

But the Times is playing hardball. Rather than discuss payment, the newspaper is telling its freelancers that their work won't be purged from its databases if they agree to waive all claims for additional compensation—in other words, if they forego any court-ordered compensation. It's an all-or-nothing proposition, to boot: either the Times will expunge all of a writer's work or none of it.

Meanwhile, the next battle in this war may be shaping up in Congress. The AFL-CIO's Dept. for Professional Employees has already weighed in, with a letter to Senator Patrick Leahy, chairman of the Judiciary Committee, urging him not to heed the Times' efforts to weaken copyright protection.

TNG newsletters are golden

Guild newsletters made a serious dent in CWA's annual newsletter contest, pulling down several top honors and a smattering of honorable mentions.

The Guardian, published by the Eugene Guild and edited by Scott Maben, took first place for general excellence among locals with fewer than 200 members, plus first place for front page, all classes, and an honorable mention for best opinion piece. The judges cited the Oregon newsletter for its "hard-hitting news with plenty of local relevance" and its "fabulous candid action photos."

The Guild News, published by the San Jose Guild and edited by Joan Bazar, won first place for general excellence among locals with 501 to 1,000 members. The Guild Leader, published by the Providence Guild and edited by Brian Jones, took third place (there was no second) in the same category among unions with 201 to 500 members.

Also bagging a first place was The Guild Communicator, published by the Boston Guild and edited by Bob Jordan and Brent Banulis, which got the nod in the best layout category for its "great use of white space" and "effective

use of type and graphic elements."

Honorable mentions for best human interest feature went to Frontpage, published by the New York Guild and edited by Dona Fowler; and to The Guild, published by the Albany Guild and edited by Mike McNessor.

The contest's highest award, however, went not to a TNG newsletter but to Viewpoint, a publication of CWA Local 1040. The Oscar Jager Award was presented to editor Robert O. Yeager for a special edition that was devoted entirely to the problems and dangers of a planned closing of New Jersey's Greystone Park Psychiatric Hospital—proof, if any were needed, that good journalism can be found in labor publications, too.

Correction

The June issue of The Guild Reporter inaccurately listed the reporter/photographer top minimums at the San Francisco Chronicle.

The top minimum, as of April 1, 2001, was \$1043.78 a week. Deferred increases at the Chronicle include \$12.55 on 7/1/01 and \$13.80 each on 1/1/02, 7/1/02, 1/1/03, 7/1/03, 1/1/04, 7/1/04. A final increase of \$20.61 takes effect 1/1/05.

In brief . . .

Bakersfield pact a 10-day wonder

Talk about bucking the tide: entering negotiations with The Californian only two weeks after a round of layoffs, the Bakersfield Guild still managed to come up with an agreement in just ten days. The new contract, on which Guild members were to vote July 18 and 19, 2002 and includes a pension plan overhaul that increases the company match and aligns the vesting requirements with those in management's plan. Other improvements: higher scales in five job classifications, a wage reopener next summer and a week's vacation after six months on the job.

All 3 Lavender women resign

Lavender Magazine, target of a Guild-led demonstration during the CWA convention (see photo, page 1), took one step forward and three steps back in its testy relationship with the Minnesota Newspaper Guild/Typographical Union. On a positive note, it backed off several decisions that had resulted in unfair labor practice charges, including revoking disciplinary letters issued to employees who had campaigned for union representation. But then all three of its female employees—including the editor—resigned amid charges of gender-based harassment and discrimination.

NEDC to seek shared organizer

Growing Guild emphasis on organizing has taken a new twist in New England, where district council members have decided to seek a shared organizer under the CWA's 75-25 subsidy program. While most New England locals are too small to support their own organizing programs, a spokesman said, the region has 3,000 TNG-CWA members "in a compact geographical area with extraordinary organizing potential."

Pacifica chair suddenly quits

As last month's Guild Reporter—featuring a page 1 story on the internal struggle at Pacifica radio—went to press, board chair David Acosta and Carolyn Van Putten, a close associate of former executive director Lynn Chadwick, both announced their resignations. The surprise announcement resulted in an indefinite postponement of the July 1 board meeting at which board candidates were to be announced.

Gartshore dies 11 days after tribute

Just 11 days after 400 people gathered to celebrate her decades of newspaper work and union activism, long-time Guild member Bonnie Gartshore died of complications from cancer. She was 75.



Gartshore started her newspaper career at the The Monterey (Cal.) County Herald 51 years ago and over the next half-century became the area's historian-in-residence. The mayors of Monterey, her birthplace, and adjoining Pacific Grove, her later home, both declared June 9 to be "Bonnie Gartshore Day."

Minn. organizer now its local rep

One great thing about union work: there's lots of room for rapid advancement. Martin Demgen, who was hired just this past January by the Minnesota Newspaper Guild/Typographical Union to head its organizing department, emerged as the first in a pack of six candidates for Local Representative. He replaces Christine Matuzek-Rivas, who left in March. The local is now looking for a new organizer and hopes to fill the job by Aug. 1.

Martell heads south to IAPE

Tim Martell, who recently won his legal battle for job reinstatement at The Frederickton Daily Gleaner, will instead be working south of the border—as the lone paid employee of IAPE, the Guild local representing Dow Jones employees. Martell's decision to accept IAPE's job offer, which entails moving from New Brunswick to New Jersey, was a pragmatic one: although the New Brunswick Labor and Employment Board ordered the Gleaner to reinstate the composing room employee to "the position of employment he occupied on Sept. 30, 1998," the composing room has been eliminated.

Sound bites:

Two new web pages worth checking out, both self-explanatory: www.toledoguild.org and www.knighttridderwatch.org. . . . The new owner of The Washington Blade has agreed that two employees are not managers, prompting the Washington-Baltimore Guild to drop two ULP charges and paving the way for a July 20 representation election. . . . Insult to injury: The Seattle Times is suing the Pacific Northwest Guild for not promoting the paper enough.

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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

Register-Guard awash in ULPs

The National Labor Relations Board's regional office again has found The Register-Guard in violation of federal labor laws, marking the government's 10th unfair labor practice charge against the company since contract bargaining began in early 1999. (Five of the violations involve the company's efforts to prevent the Teamsters from organizing the distribution center).

In the latest charge, the NLRB found that the company's current policy regarding use of e-mail, the phones and other "electronic equipment" is "unlawfully overbroad and therefore facially invalid," particularly as it relates to e-mail. The NLRB also found that a disciplinary letter sent to Guild President Suzi Prozanski regarding a May 5, 2000, e-mail to other employees violated her workplace rights as protected by the National Labor Relations Act.

The federal agency ordered the company to send an e-mail message to all employees stating that the NLRB had found the company in violation of federal law. However, the company likely will appeal the decision to an administrative law judge.

The NLRB's action is considered significant because of employers' increasing attempts to restrict use of e-mail by employees to communicate with one another. Several previous NLRB decisions also have supported the right of employees and labor unions to use e-mail to communicate about union-related activities.

TNG-CWA has assigned its own legal firm to handle the case and is paying all associated legal fees.

Sault Star struck over photog slots

Reporters and photographers at The Sault Star in Sault Ste. Marie, Ontario, prepared to vote on a new contract July 19, ending a week-long strike in defense of the newspaper's photography department.

The strike against the Hollinger-owned daily began July 11, following months of contract bargaining by TNG-CWA Local 30746 that had resolved all issues except for a manning clause. The previous contract, which expired last August, had guaranteed two photographer positions but only for the life of the agreement.

The stalemate produced charges and counter-charges of unfair labor practices that were filed with the Ontario Labour Relations Board. Further clouding the issue was the Star's claim that the local's other two units, representing the advertising and reader sales/mailroom departments, had already ratified agreements and therefore were

The Register-Guard's hard-nosed approach to negotiations, signalled at the outset by its hiring of union-busting lawyer Michael Zinser, has produced a near-stalemate in talks. Indeed, a May 24 letter from publisher Tony Baker announced that the company "had little movement left and we were very close to our final position on most issues," prompting lead union negotiator Lance Robertson to observe that the company never made much motion, anyway.

As Robertson noted, virtually all of the company's original demands remain on the table and amount to a "proposed overhaul of the contract," including "nearly two dozen concessions on some pretty scary stuff." Among the givebacks: a "management rights" clause, a ban on strikes, rollbacks in grievance language and pay cuts and freezes for about 50 unit members.

Although the Eugene local capitulated to most of the company's demands May 23 in a comprehensive "conceptual package," its remaining proposals—including annual pay raises of 3% and 4%, retroactive pay and one additional holiday—apparently were too rich for management, which rejected the entire package. Further bargaining was scheduled for July 20-21.

Robertson, meanwhile, has resigned from the Register-Guard after 17 years as a reporter to become "external communications director" for the local utility. In announcing his resignation, Robertson confessed that the past two years "have taken a toll I didn't want to admit until recently."

The local is hiring a part-time organizer to help with mobilization.

ineligible to participate in a strike. Guild leaders disagreed and asked the Labour Board for a ruling.

But before the board heard any evidence, the two sides came up with a compromise that subsequently became a board-ordered settlement. The Guild agreed that the other two units had indeed ratified their contracts; the Star agreed that the two incumbent photographers have lifetime guarantees and that a part-time photographer currently on staff will be offered a full-time position when either of the other two retires or quits.

The last time Local 30746 struck was in 1992, in a walk-out that lasted 13 weeks. But while its numbers have been trimmed considerably since then, its spirit apparently hasn't. "The 13 workers on the picket line felt Sault Ste. Marie deserves a quality publication and were prepared to fight for a better newspaper," explained local President Linda Richardson.

전국언론노동조합연맹

2001년 6월 14일 목요일

신문개혁특재특

2만 언론노동자 신문개혁 나섰!



Carrying the fight to Korea

TNG-CWA President Linda Foley and Arnold Amber, Director, TNG Canada, are among several thousand trade unionists making front-page news in Seoul, South Korea, where they were attending the 24th World Congress of the International Federation of Journalists. Amber, wearing a cap, is in the middle of the line hold-

ing the IFJ banner; Foley is to his left, once removed. The demonstration called for a 40-hour, 5-day workweek, improved public health care and media reform, but the most fervent demand was for the government to release more than 500 jailed trade union leaders. See Foley's column, page 7, for more details.

Earnings are down, staff cuts down more

Pink slips keep flowing, even as one newspaper company after another ends the second quarter with earnings firmly on the plus-side of the ledger, in a phenomenon increasingly known as "pre-emptive layoffs."

Gannett reported earning 88 cents a share, while expectations were that Tribune Co. would report 22 cents a share, The New York Times 43 cents and Dow Jones 50 cents.

All are down from the same period a year earlier—sometimes by half or more—but such comparisons are misleading because 2000 was by all accounts a banner year. Moreover, some earnings declines are the price of a cure that may be worse than the disease. Knight Ridder reported earning a thin 16 cents a share—but earnings would have been 71 cents a share had it not taken a \$79 million charge to eliminate 1,600 jobs.

Indeed, job-cutting has become all the rage, with staffs getting decimated coast-to-coast: 10% at Knight Ridder, 10% at the Tribune Co. (when added to cuts made after last year's merger with Times Mirror), 10% at the Blethen family's newspapers in Maine. Elsewhere, Dow Jones recently canned 16 newsroom employees, including several long-time veterans, following the elimination of more than 500 staff positions at the end of the first quarter. The Canadian Broadcasting Corporation announced it will eliminate 50 positions, including 25 represented by the Canadian Media Guild. The St. Petersburg Times has suspended its quarterly cost-of-living salary supplements for its full-time employees.

Such trimming often is disproportionate to its ostensible cause—the economic slump—but publishers claim they have to get ahead of the curve to forestall even deeper cuts later. At Knight Ridder, for example, the revenue decline for the first six months of the year was 5.4%; the percentage of jobs eliminated nearly twice that. But the chopping and hacking

run the risk of contributing to the very scenario they're intended to prevent, creating still more uncertainty, destroying morale and thinning staffs too much to allow a quick response to an economic turnaround.

Readers and employees alike have been enraged by the apparently arbitrary nature of much of the slicing and dicing, albeit with little obvious impact.

Several hundred calls, letters and e-mails have flooded the Akron Beacon Journal to protest the sharp drop-off in local coverage following that paper's slashing of reporters and sections. Staff and former staff threw up an informational picket line at the Grand Forks Herald in late June. Knight Ridder employees at most Guild locals nationwide have been amassing signatures on a petition to Tony Ridder, protesting the evisceration of their once-renowned newspaper organization.

Inevitably, all the turmoil also has fed the rumor mill, which thrives on uncertainty. The Philadelphia Weekly, for example, reported that Rupert Murdoch is planning a hostile run at Knight Ridder. Likewise, the SteveHammer.com web site ran a story claiming the Tribune Co. is going to buy the Indianapolis Star from Gannett, drawing hot denials from the principals.

But while most industry participants are churning the waters, the canniest player of them all keeps demonstrating why he is the richest man on earth: Warren Buffett's Buffalo News is spending \$35 million on state-of-the-art presses. It expects to recoup some of that investment through a lucrative New York State program of tax breaks, and expects to save on operating costs by eliminating dozens of pressmen whose jobs were negotiated away years ago.

Or as summarized by newspaper analyst John Morton, "You have a very large and profitable franchise there."

There's nothing like a little blood-letting to get the black humor flowing. At the Philadelphia Inquirer, it's taken the form of an email-circulated David Letterman-type list, "Top Ten Reasons Why the Inquirer Is Not Like the Titanic."

Among the entries:

10. The Titanic had a band.
9. The Titanic wasn't top-heavy. . . .
2. The Titanic's crew was headed somewhere at the time.
1. The Titanic's skipper wasn't in San Jose.



The CWA convention floor from TNG's perspective. TNG-CWA At-Large Vice President Percy Hatfield is at left foreground; convention neophyte Jon Soper is at his left.

Convention as spectacle, hard decisions

By Jon Soper
VP at Large, Canadian Media Guild

For someone used to attending Guild events, my first Communications Workers of America convention was a curious experience. I'd been warned: register early to avoid lines, attend the new delegates' orientation, don't miss the opening show, stick with a specific Canadian delegate to find the best freebies available. Despite that, after two days in a TNG-CWA sector conference with fewer than 150 delegates, a full-blown CWA event with 2,500 people was something of a spectacle.

Bright and early Sunday morning, I showed up to get my credentials, went straight to the appropriate counter and turned in my blue form with all the accreditation information in good order. Seconds later, I was having my photo taken for my badge. As far as these things go, the picture puts my passport and driver's license to shame.

None of these union events is complete without an array of what a colleague calls *haberdashery*, and the bazaar next to the registration area had just about every T-shirt, jacket, badge and promotional trinket one could want. Unfortunately for one vendor, it was discovered a rack of shirts wasn't union-made. The vendor stayed, but with a very large hole in the display booth.

The orientation did provide an introduction to the rituals of the CWA: which microphones to use; how to be recognized; and the warnings that you're about to be cut off for speaking too long. But the orientation didn't compare to the advice of seasoned convention veterans.

I had been told that in just about every debate, someone uses the convention rules to call the question after just two people have spoken for each side. It's a far cry from the long discussions at virtually every Guild function I've attended, but the brevity of debate is offset by another delegate practice:

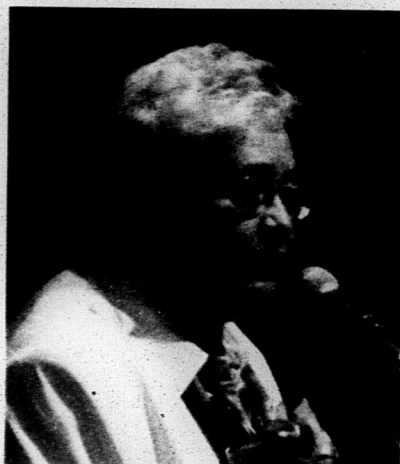
lining up at the microphones to show support for or against a motion. It's not uncommon to see hundreds of delegates in a queue snaking around the convention hall to indicate which side has garnered the most support. As soon as the vote is taken, the lineups vaporize as delegates return to their seats.

The convention itself was two days of finely choreographed speeches, debates, award presentations, videos and ceremonies. President Morton Bahr chaired the event, and with a comment here or there swayed the debate one way or the other. At one point, delegates voted to use the organizing budget rather than the Members Relief Fund to pay members who were fired by an employer during an organizing drive. Shortly after that vote, a delegate asked a strategically placed question: what impact would the vote have on organizing efforts? Bahr estimated that if the union had to pay 50 members who had been fired during organizing drives, the organizing budget

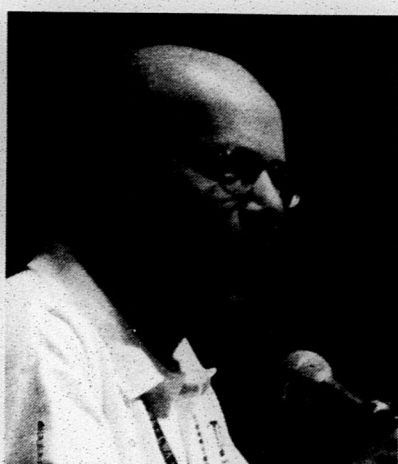
would be spent. It didn't take long for a motion to reconsider to make its way to the floor, the only unrehearsed moment I could spot.

The most robust exchanges came well into the convention, when delegates debated appeals of executive board rulings. The convention can overrule executive decisions on disputes between locals and on whether to send members' cases to arbitration. The debates were limited by the rules, but the issues came straight from the members.

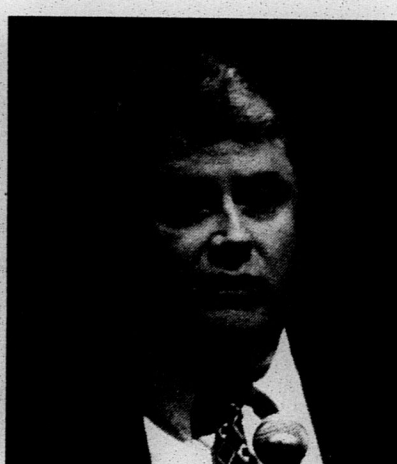
As a radio producer in St. John's, Newfoundland, I'll probably never meet the member in Local 6316 who was fired after a DWI conviction on his own time, but I know hundreds of delegates agonized as they voted to uphold the executive's decision to reject the appeal. It's at those moments, not when union politics are at play, that you appreciate the power of the convention and the delegates who have come from all over North America to make it work.



TNG-CWA Chairperson Carol Rothman



Director, TNG Canada, Arnold Amber



TNG-CWA Sec.-Treasurer Bernie Lunzer



TNG-CWA President Linda Foley



TNG delegates to the CWA convention applaud a speaker, above; below, delegates to the TNG sector conference line up at a mike to debate a proposed per capita vote. Left to right, they include Lena Williams and Arthur Mulford, both of New York, Jack Norman of Milwaukee and Randy Furst of Minneapolis.



Betsy Regan, winner of the Guild Service Award, above; below, an impassioned Paul Wellstone addresses the convention.



More

Continued from page 1

Union—which popped for a ribs-and-beer dinner for all delegates—conference participants clashed over only one issue: whether to seek referendum approval for the per capita increase (see page 6 for more details). When the dust settled, each side figuratively embraced the other and a united conference unanimously approved the increase itself.

A more aggressive posture was evident at the CWA convention, too, as President Morton Bahr railed against Verizon for its repudiation of card-check, rallied the troops in opposition to the White House campaign

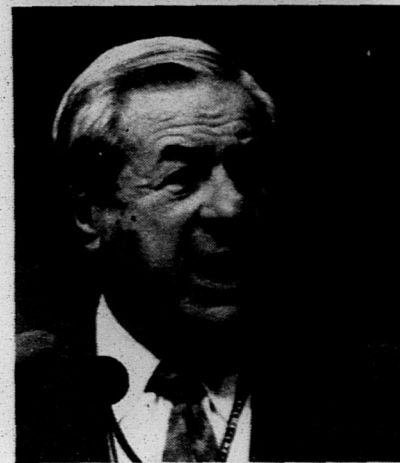
for fast-track authority and stressed that “those who have no union are at the mercy of the boss.” The rhetorical ball was carried farther downfield by AFL-CIO President John Sweeney, who conceded that union membership has stagnated. “Politics and organizing are our top priorities, and it’s important to recognize that they’re joined—we can’t win at one without winning at the other,” he said.

Although CWA is one of the best-run unions in the country, Sweeney added, “that’s not enough. Labor needs not just your participation but your leadership.”

The real stem-winder of the week, however, was provided by Minnesota Democrat Paul Wellstone, who thanks to the recent realignment in the U.S. Senate now chairs the Senate Subcommittee on Employment,

Safety and Training—first base for any legislation dealing with labor law or workplace safety. Anti-labor legislators, he pointed out, are pushing proposals to overturn the 40-hour workweek, to politically neuter unions and to legalize company unions, “and none of that legislation will pass the U.S. Senate—I’ll block every bit of it!” he thundered, to raucous applause. “It’s going nowhere!”

Instead, Wellstone said, he’s introduced his own legislation, the “Right to Organize Act of 2001.” Senate Bill 1102 would increase penalties against companies that fire union activists and would bar employer-led “captive meetings.” It also would require mediation and binding arbitration to resolve impasses in first-contract negotiations.



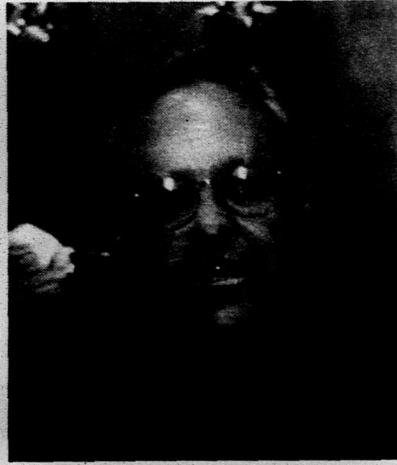
CWA President Morton Bahr



Delegate Ron Chen, IAPE



Delegate Larry Hatfield, North. California



Delegate Barry Lipton, New York



Delegate Ann Wilhelmy, Minnesota

Labor round-up

'Living wage' initiatives pick up steam

With the minimum wage still pegged at a sub-poverty level of \$5.15 an hour, the "living wage" movement keeps gathering momentum. The most notable development came in Santa Monica, Cal., which has become the first city in the country to extend living wage requirements—in this case, \$10.50 an hour with health benefits, \$12.25 without—to private businesses with no direct financial relationship with the municipality. The new law takes effect next July 1, but business groups already have promised a court fight or referendum challenge. Sixty living wage ordinances are now on the books, with another 80 in the mill.

Leedham after Hoffa's mantle

The New York Times called it the most important union election this year, and that might be right: insurgent Tom Leedham is seeking to unseat James P. Hoffa as president of the Teamsters, and despite the latter's name recognition has at least an outside chance of succeeding. Although the Teamsters' convention delegates gave Hoffa their overwhelming support ahead of this fall's vote, the union—thanks to government intervention—has direct elections that undercut the power of backroom wheelers and dealers. Ironically, the election—in which Leedham is charging the Hoffa regime with continuing corruption—comes as the Teamsters accelerate their drive to end federal oversight of the union.

Happy ending for strike script

Six months ago, Hollywood was aflutter at the prospects of a double-barreled strike, first by writers and then by actors represented by SAG and AFTRA. But that script apparently is headed for a happier ending, following a tentative three-year agreement that gives actors more money for shows rerun on cable, better pay for middle-income actors who appear as guest stars on TV shows and a special \$5,000 payment for lower-paid actors in film roles.

Playing the numbers game

As tallied by an AFL-CIO fax and e-mail publication called *Work in Progress*, the first six months of the year did not smile on union organizing efforts: although unions have to organize 400,000 workers a year just to tread water, *Work in Progress* had counted only 86,000 new members by June 25. But then the July 2 issue came out—and suddenly that number had soared to 186,000. The reason? A vote by the 100,000-strong United American Nurses, labor arm of the American Nurses Association, to affiliate with the federation.

Wal-Mart sued by women, EEOC

Wal-Mart, which likes to portray itself as America's store, is getting a taste of what that means: it's being sued by six of its female employees, who launched a class-action lawsuit charging it with systematically discriminating against women workers. Separately, the EEOC has filed two lawsuits against the retailer, claiming it discriminated against a disabled worker and against another worker because of her national origin. The company's stock was recently dumped from the country's leading index for "socially responsible investing," the Domini 400 Social Index, for its use of sweatshop suppliers in China and Latin America and its dealings with Burma.

New ergo forums derided as a sham

Although the Labor Department kicked off a series of three public forums July 16 to review possible regulation of workplace conditions that contribute to ergonomic injuries, organized labor has labeled the meetings a sham. Labor Secretary Elaine Chao has said she wants to find "more common ground" on ergonomics, but critics say that what she really wants is voluntary guidelines for businesses to follow, rather than mandatory rules. Such skepticism increased in early July when OSHA rejected a proposal to have employers report nerve, tendon or spinal disk injuries, a rejection labor groups contend will make it far more difficult to identify health problems caused by repetitive motion.

'New Alliance' is labor's new federalism

Look for increased references to "New Alliances," an AFL-CIO initiative to reinvigorate organized labor at the state level by restructuring central labor councils and state federations. The first New Alliance was just launched, in New York.

Summary of actions taken at 2001 sector conference

As is true of every TNG-CWA sector conference, most of the heavy-lifting occurs in committees. This year's conference was no exception:

Proposals before Structure and Policy

1. In keeping with a 1998 sector conference motion to reduce TNG's executive council to 12, the committee voted to eliminate the two remaining vice-presidents at-large, effective with the start of the 2002 term. The council now will comprise eight regional vice-presidents, the sector chairperson, the director of TNG Canada, the president and the secretary-treasurer. Approved by conference delegates.

2. The committee removed a requirement that units of the Wire Service Guild hold four meetings a year at each location. Approved by conference delegates.

3. The committee changed the deadline for returning completed credential forms for the TNG-CWA Sector Conference to 15 days in advance of the conference, from 10. Approved by conference delegates.

4. Following vigorous debate, the committee voted not to submit a proposed name change for TNG-CWA to conference delegates.

5. A proposal that would have changed the way votes by Wire Service Guild members are counted was withdrawn by the original maker of the motion.

Proposals before Finance and Administration

1. The committee approved a sector budget of \$2,663,439. Approved by conference delegates.

2. The committee referred a proposal to change the per capita dues structure for lower paid workers, brought by the New York local, to the Executive Council's finance committee. The original proposal sought to guarantee that locals would not have to remit to TNG-CWA more than 50% of the dues they receive from workers whose salaries are between \$280 and \$500 a week. Under the existing formula, per cap payments of \$17 a month can exceed the monthly dues collected from workers at the low end of the scale, discouraging organizing efforts among low-paid workers.

As subsequently directed by conference delegates, the Executive Council's finance committee is to consult with the New York Guild and other locals and develop, in negotiations with CWA, a proposal "to remedy the obstacle to organizing presented by the current per capita structure." The proposed remedy is to be presented to next year's sector conference. In the interim, TNG and CWA are to develop administrative relief for the specific problems created by the per capita formula at the New York Guild's Hudson News unit, whose employees average a weekly salary of approximately \$280.

3. In order to more accurately reflect the uses of the Guild Defense Fund, the committee renamed it the Guild Mobilization and Defense Fund. Approved by conference delegates.

The committee also voted for a 3% increase in the per capita rate (at current rates, the increase would be 49 cents per member per month), effective next year, with the increased revenues to accrue to the Guild Mobilization and Defense Fund. This provision resulted in a minority report, which sought to submit the increase to a TNG membership referendum; the majority successfully countered that each local already has the option of paying the increase out of existing funds or of holding its own referendum to increase dues. Conference delegates then unanimously approved the majority report.

The executive council was directed to develop guidelines for the fund's use for presentation and adoption at next year's sector conference.

Resolutions

Conference delegates also approved the following resolutions:

Reviewing TNG-CWA's Human Rights Program

While our merger with CWA has provided substantive resources to our human rights work in the

Guild, it has also introduced a new organizational structure, legislative activism and educational events that add more dimension and choices to the Guild. It is a perfect time to review our human rights program, fashioned in the mid-70's, with its focus on local bargaining and contract enforcement. It was what was needed and it greatly advanced our cause for the future, but what about now?

What changes in Guild structure, priorities, policies and programs would this generation of Guild leaders choose for our current and future TNG-CWA members? How best can we coordinate the Guild's Human Rights Program with the CWA's Civil Rights and Fair Employment Practices and CWA's Women's Affairs/Community Relations and Consumer Issues programs to best meet our members' needs?

To address these questions, the Sector Executive Council has established a task force to develop recommendations to overhaul the TNG-CWA Human Rights Program based on its research that includes its survey of local needs. The goal of the task force is to present its recommendations to the SEC in October 2001.

Therefore, the 2001 Sector Conference of The Newspaper Guild-CWA recommends that:

1. The TNG-CWA Sector Task Force on Human Rights will conduct a full review of the existing Human Rights program to determine how to best serve the needs of TNG-CWA's members and to support the existing provisions of the Collective Bargaining Program that pertain to human rights.

2. TNG-CWA and its locals continue to support the five minority journalists' organizations (The Native American Journalist Association, the National Association of Hispanic Journalists, the National Lesbian and Gay Journalists Association, the National Association of Black Journalists, the Asian American Journalists Association), participate in CWA Women's and Civil Rights Conferences and AFL-CIO labor constituency group events including the Coalition of Labor Union Women, for mutual aid and comfort.

Tasini Decision

The US Supreme Court recently ruled in *Tasini v. New York Times* that freelance writers have the right to claim remuneration for electronic reuses of their work. The New York Times and AOL-Time Warner responded by deleting freelance articles from their electronic archives in a direct snub of the Supreme Court decision. Deleting the articles today will not wash away the significant liabilities facing publishers from years of infringement. Only sensible negotiations can lead to a resolution that is fair to all parties.

Therefore be it resolved that:

1. The TNG-CWA Sector Conference supports the Supreme Court decision regarding *Tasini v. New York Times*.

2. The TNG-CWA Sector Conference condemns the deletion of freelance articles from publishers' electronic archives.

3. The TNG-CWA Sector Conference urges publishers to negotiate in a timely fashion a fair resolution to compensate freelancers for electronic reuses of their work.

Thank You Minnesota Newspaper Guild/ Typographical Union

Whereas the Newspaper Guild-CWA delegates have gathered for our 66th Sector Conference in this northernmost outpost on the mighty Mississippi, and whereas we have been witness to the meteorological phenomena of near-90 degree temperatures during our short but productive stay.

Be it resolved that we thank our hosts from Minneapolis and St. Paul for their warm and gracious hospitality in the spirit of gratitude... and because it encourages them.

In Memoriam

As always, the conference memorialized Guild members and retirees who died in the past year. Singled out by their locals for separate acknowledgment were Tom Keenan, Thomas Patrick Joseph Murphy, Clara Bennett and Bea Eastman Pflaster, all of New York; and Paul Winter Harvey III, of Eugene, Oregon.

LOOKING AHEAD



More than jobs go on the line in South Korea

By Linda Foley, President

In North America, we sometimes risk our jobs for taking a stand. In South Korea, they risk a lot more.

Last month, TNG Canada Director Arnold Amber and I participated in a massive demonstration by Korean media workers while attending the biennial congress of the International Federation of Journalists in Seoul. The media workers walked off their jobs to show support for a national strike that involved thousands of workers in the transportation, manufacturing, health care and public sectors of the Korean economy.

Their list of grievances was long, including calls for a 40-hour, 5-day workweek; improved public health care; better working conditions for part-time workers; and media reform. But the most fervent demand was for the government to release more than 500 trade union leaders jailed since President Kim Dae-jung was elected in February, 1998.

Led by the IFJ delegation representing journalists in Europe, Asia, Africa and the Americas, thousands of marchers, all clad in t-shirts bearing the National Union of Media Workers logo, followed a sound truck down the main street of Seoul's financial district.

Hundreds of traffic police cleared a swath for us, while hundreds more in full riot gear took their positions along our route. At union headquarters, before the march, we had watched videotapes of earlier confrontations between union members and the police—confrontations replete with water cannons, pepper gas, beatings, arrests and other violence.

Fortunately, the day we marched saw little or no interaction between police and strikers. Perhaps, we figured, the obvious presence of a foreign delegation marching behind a banner proclaiming "24th International Federation of Journalists World Congress in Seoul" put a damper on anyone's desire to incite violence.

After all, just two days earlier the South Korean president himself had addressed our august gathering, several miles away. He lauded press freedom and called for responsible media reform.

The next day, the national strike began and 50,000 union workers took to the streets to protest the actions of his government.

On this, the second day of the protest, media workers left their jobs at midday to attend a rally at the national press center,

followed by the march to a church in the heart of Seoul. The church, situated on a terraced hill above a square, is the site where union leaders take asylum when they are singled out for arrest. Some leaders are arrested on the spot during protests, but most, it seems, are fingered after a protest or strike begins and often are hauled to jail by police from their homes.

The day I left Korea, a warrant was issued for the top leader of the Korean Confederation of Trade Unions. On July 7, another national strike was called. A new demand was added to the workers' list: the resignation of the Kim Dae-jung government.

As we marched on that hot mid-June day with flags and banners flying, we chanted and yelled slogans we didn't understand. The words were Korean, but the vehemence of message they conveyed was universal.

"This is more than a strike," I recall thinking. "This is a movement."

"This is more than a strike," I remember thinking. "This is a movement." Then I noticed the other members of our IFJ delegation. They were from Poland, Turkey, South Africa, Azerbaijan, Lithuania, Italy, Japan, Spain and Great Britain, to name just a few. Many had participated in pitched, historic struggles for democratic reforms in their own countries. Some were still fighting.

I thought of my own experiences, alongside Guild strikers in Detroit and Seattle. Their chants and slogans were in English, but the emotional impact was the same.

Today's corporations and the governments they influence possess monolithic instruments of financial power. They exercise their power with impunity everywhere in the world. They have globalized the world's economy and are trying to make each of us a slave to it.

Meanwhile, in South Korea and elsewhere, the trade unionists are exercising their own *tour de force*. They are standing up to globalization and standing up for freedom and democracy. The people are united, and I doubt they'll be defeated.

LETTER

To the Editor,

The article headlined "Firing Line" in the June 15, 2001, issue of The Guild Reporter traced the "profits vs. quality" debate from 1947 to the present. What the article avoids discussing is the nature of capitalism. The subjugation of all other considerations to the bottom line has been, is, and always will be primary under capitalism.

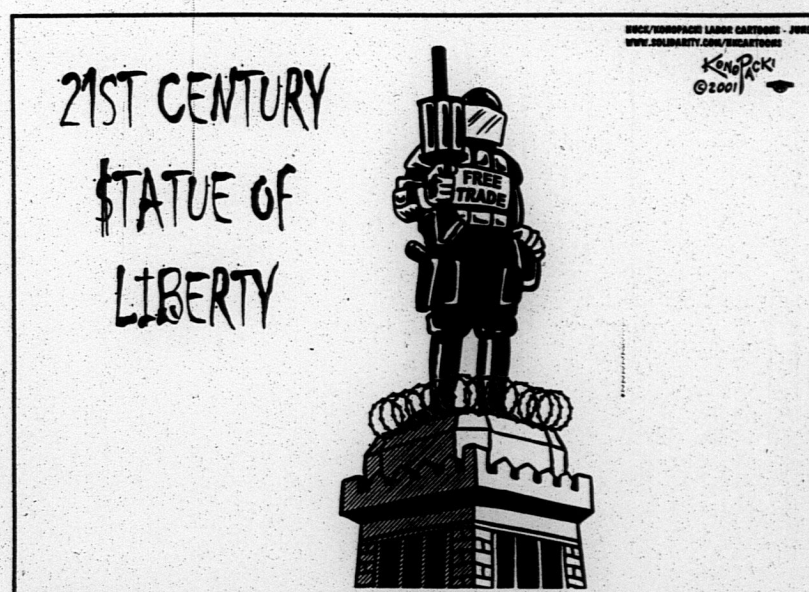
Jay Harris resigned, not because his bosses were unknowing or uncaring, but because he could not alter the course. Neither could his bosses, even if they so

desired. The accumulation of capital through mergers, acquisitions, contracting out, squeezing wages and benefits, busting unions, bowing to advertisers or by whatever means, is an undeniable necessity. It happens in every industry.

Honesty in journalism demands that the so-called debaters face reality, and have the courage to discuss and write about the contradiction of a free press and advanced capitalism. Will The Guild Reporter demonstrate that courage?

—Al Traugott

San Jose, Cal. (retired)



Mountains of ice ahead of us to melt

By Senator Paul Wellstone

People want a politics that speaks to the center of their lives. And you know where the center of their lives is? The center of their lives, you know as good labor people, the center of their lives means affordable child care, a good education, health security and living wage jobs. . . .

So hear me loud and clear. You want to reduce poverty in our country? Focus on a good education, good health care and a good job.

You want to have a stable middle class? Focus on a good education, good health care and a good job.

You want real welfare reform—*real* welfare reform? Focus on a good education, good health care and a good job.

You want our country, that we love and believe in, to do well in this international economy, focus on a good education, good health care and a good job.

You want to end the violence? Look, we can build a million new prisons and we will fill them up. We will never stop the cycle of violence unless we invest in the health and the skills and the intellect and the character of our children. Focus on a good education and good health care and a good job.

That is what the Democrats should stand for. That is what we are about. That is what labor stands for, and that is what I will stand for as a United States Senator. . . .

This is a huge honor, being a United States Senator, and I love my state and I love our country and so do you, but we have our work cut out for us.

My favorite quote from history, I might have said this at a CWA gathering, but it comes to mind now because of the challenges before us.

Wendell Phillips, speaking at a gathering, it must have been the 1840's, condemning slavery. He was an abolitionist, and he finished speaking. Wendell said it was a moral outrage, it was a stigma on the whole country, and he finished speaking and a friend came up and said, "Wendell, why are you so on fire?"

And he looked at his friend—it's my favorite quote from history—and he said, "Brother, I'm on fire because I have mountains of ice before me to melt."

Brothers and sisters, we have mountains of ice before us to melt, and I'm proud to be here with you.

Excerpted from Senator Wellstone's remarks at the CWA convention.

'Union' means courage, strength and teamwork

By Sam Grondahl

The union basically means four words to my family: *working as a team*. For example, my family supports each other and works together. That's sort of the same thing that a union does.

I can also relate the union to my hockey team. I'm the goalie and if my defenders don't back me up, the other team gets second shots in and score more goals than us and we lose because we weren't unified as a team.

The union also means *strength*. In D.A.R.E. class we learned about strength, specifically strength in numbers. In D.A.R.E. class we learned that if we walk with a lot of people then we are less likely to have drug dealers bother us. The union is

similar. If the union has strength in numbers then the paper won't bother us.

The union means one last thing to my family: *courage*. Courage means fighting through tough times. I can relate it to the Revolutionary War. If you said that us Americans would defeat King George III's royal army, people would think that you were crazy, but we (Americans) had courage and won.

The union needs courage when times are tough for the employees of the paper.

Grondahl, 11, was one of three winners of a recent essay contest sponsored by the Newspaper Guild/CWA of Albany. Contestants were asked to write an essay on "What the Union Means to My Family."

By TNG Convention action, letters to the editor shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to

personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline: Friday before publication. (Next deadline: August 10.) Letters may be e-mailed to the-editor at azipser@cwa-union.org.

The ghost town known as NEXPO

A chilling walk through the halls of a marketing nightmare

By Andy Zipser
Editor, The Guild Reporter

Suppose you threw a trade show and—nobody came? Suppose you rented acres of expensive convention hall space in one of America's biggest party towns, wheeled in truckloads of expensive, heavy and sometimes difficult-to-assemble equipment, cranked up the PR arm of an industry whose chief business is communications (or was, before it became "making money")—and you got blown off?

Welcome to NEXPO 2001, the gala that wasn't.

"Honey," said a guard at one of the doors to the Ernest N. Morial Convention Center in downtown New Orleans, there to keep stray tourists from crashing the party, "it's a ghost town in there. I've worked here three years and I've never seen anything like it. It's downright embarrassing."

Downright scary, too. Strolling the exhibit floor mere hours after the show's keynote speeches was like walking the seedier precincts of any large city with twenty-dollar bills hanging out of every

pocket. With exhibitors seemingly outnumbering attendees by a margin of two-to-one or more, every fresh face was a canny's mark, a beggar's salvation, an addict's next fix. Leggy blondes hustled passersby into the Adobe booth, where the number of door prizes threatened to outnumber the filled seats. "Mark Twain" trolled for the improbably named Cold North Wind, a company that archives newspapers on the web. The Accuweather booth personnel were so desperate for action they dismissed as irrelevant a passing editor's claim that his newspaper was, after all, just a monthly—and who wants to look at weeks-old weather maps?

Even pandering to industry fears was insufficient to prompt a turnout. Despite a program note warning that "the ergonomics issue is not dead," an 80-seat workshop titled "Ergonomics & OSHA" drew all of five participants.

Although NEXPO is the newspaper trade show, sponsored by the Newspaper Association of America to showcase The Next Big Thing in newspaper trends and

technology, it's small potatoes by trade show standards—and getting smaller all the time, at least partly as a result of all those mergers and acquisitions and centralized production facilities. It won't be too many years before a couple of dozen people make such decisions for 90% of the country's newspapers; this year's official count, meanwhile, was 6,580, or at least 35% below recent attendance averages. But where those people were hiding was not immediately obvious, and some vendors thought the real tally was a third that size.

NEXPO fans tried to put a brave face on matters, blaming the poor turnout on the much rumored newspaper recession—although that posture was hard to maintain when keynote speaker William Dean Singleton called his fellow newspaper executives short-sighted. Hey, he pointed out—newspapers are a cyclical business. Up years are followed by down years, and that means "cutting isn't always the best thing to do."

In an apparent paradox, however, industry representatives insist that capital spending is booming. The 275 newspapers

that responded to NAA's annual survey this year projected total spending in 2001 will be \$936.8 million—a 25.4% increase over last year and attributable, in part, to last year's record-setting profits. And while the association is quick to note that its survey results can't be extrapolated industry-wide, it adds that the results provide "strong anecdotal evidence that newspapers haven't shied away from technology spending."

Further promoting that view at NEXPO was Tom Croteau, the association's senior vice president of technology, who insisted that "the activity on the floor is drawing more buyers than browsers"—although given the numbers involved, that may have been a meaningless statement.

Although the biggest chunk of that projected spending in the NAA survey will go for plant construction, which isn't exactly trade show material, a big chunk—nearly \$160 million—was being targeted for presses and an additional \$97 million for computer hardware. Yet as evidenced in a quick tour of the trade show's booths, we're talking incremental changes from one year to the next. No killer apps introduced, no startling new technologies unveiled: the modest name of the game is improved efficiency.

At the front end, commonly referred to as pre-press, the emphasis was on "multi-purposing of content"—jargon for easily funneling newspaper stories and art into other media, such as the internet. At the back end, the big push is on for "computer to plate" technology, automating all the steps between pagination and plate burning—and, not incidentally, eliminating a slew of jobs in between.

But at the back end, at least, change will come slowly because

of the high capital costs involved. As a spokesman for Wifag America pointed out, although offset presses were introduced back when the Beatles were shaking their mops, there are still clunky old letterpresses churning along—at least until the Buffalo News finishes its conversion. Lacking a successor technology, press vendors are pushing more space-efficient configurations—such as stacking units vertically—and more automated newsprint handling to reduce web breaks.

As for "multi-purposing," the next great frontier is wireless delivery of "content" to cellular phones, personal digital assistants and other electronic gizmos. The current conundrum: trying to figure out how to make this information useful rather than faddish. Newspapering's other holy grail, meanwhile—the personalized newspaper—is still wrestling with technology limitations: ink-jet methods that are too slow, laser systems that are too expensive.

Meanwhile, given the contrast between newspaper spending on equipment and non-spending on NEXPO attendance, one might conclude that this is a dumb way to look for business—and some vendors apparently have done just that. A much noted no-show this year was Atex Media Solutions, but Quark also was absent and others are sure to follow, especially those with labor-intensive exhibits—like, for instance, those four- and six-story high presses.

NEXPO's decade-long decline occasionally has prompted the same suggestion that CWA leaders have made regarding annual conferences: hold the party biennially instead of every 12 months. So far, however, both organizations have responded the same way.

Must be a newspaper thing.

Cornell sr. wins Barr award

Nicole Maria Neroulis, a senior at Cornell University majoring in communications, is the third winner of a David S. Barr Award for student journalists. The award is named in honor of the Guild's former attorney, who died suddenly in 1997 after devoting a quarter of a century to the union, and recognizes work that focuses on issues of social justice. It includes a cash prize of \$1,500.

The judges did not award a prize this year to a high school student.

Neroulis, 21, of Briarcliff, N.Y., submitted a lengthy article that was published Dec. 1, 2000 in the Cornell Daily Sun. "Gay & Greek: Out of the Fraternity Closet" explored the experiences of four gay students in the often homophobic world of the Greek fraternity system, as well as the attitudes and

thoughts of frat leaders and school administrators.

Ironically, Neroulis noted, although her four main subjects "had absolutely no qualms" in being interviewed, others were less cooperative. "Unfortunately, it took almost a year from the time I first began working on this piece for 'Gay & Greek' to appear in the paper," she added, "due to extreme lack of cooperation and forced delays from the Greek system and the gay community. Both were uncomfortable with the article and feared that it would have unpleasant repercussions."

Despite such resistance, Neroulis soon discovered that an estimated 10% of fraternity members are gay. Yet most fraternities fear accepting openly gay brothers and almost never extend bids to openly gay rushees.

DAYBOOK

Asian-American Journalists,
Aug. 1-4, San Francisco

Nat'l Assoc. Black Journalists,
Aug. 22-26, Orlando

Nat'l Lesbian and Gay J'lists,
Sept. 6-9, Dallas

AFL-CIO Conference on Work
and Family, Sept. 12, D.C.

CLUW Biennial Convention,
Oct. 4-7, Las Vegas

TNG Canada Rep. Council,
Oct. 26-28, Halifax

AFL-CIO Biennial Convention,
Dec., Las Vegas

New Officers' Training,
Jan. 19-21, Meany Center

TNG Sector Conference,
Feb. 14-17, Orlando

CWA Safety & Health Conf.,
May 5-8, Cleveland

FROM THE MORGUE

Fifty years ago this month:

The Guild's 18th annual convention sets several records, including the first election of officers in which there are no contests, the first convention at which there are no committee minority reports, and the first dispensing of the "proverbial night session" because the "lack of dissent kept business moving." . . . On a unanimous committee report, the convention gives "full support" to a proposal to establish a national labor daily . . . With a goal of providing competition in newspaper-monopoly communities, the International Typographical Union launches tabloid dailies in three cities and says it has plans for six others.

Twenty-five years ago this month:

Meeting in Washington, D.C., the Guild's annual convention amends the constitution to require every local to have an appointed, standing human rights committee. . . . A bid by the Washington Newspaper Union to replace the Guild at the Washington Post is defeated in an NLRB election, 445 to 315, with 28 voting for "no union." . . . Reuters of Canada recognizes the Canadian Wire Service Guild as bargaining agent for its newsroom employees.

Ten years ago this month:

Delegates to the annual Guild convention approve a \$1-a-month dues hike, with all of the increase ticketed for organizing . . . Declaring that cumulative trauma disorders pose a "grave danger" to millions, TNG and 30 other labor organizations petition OSHA to issue a six-month "emergency temporary standard" on ergonomic hazards.

THE GUILD Reporter

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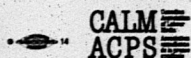
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