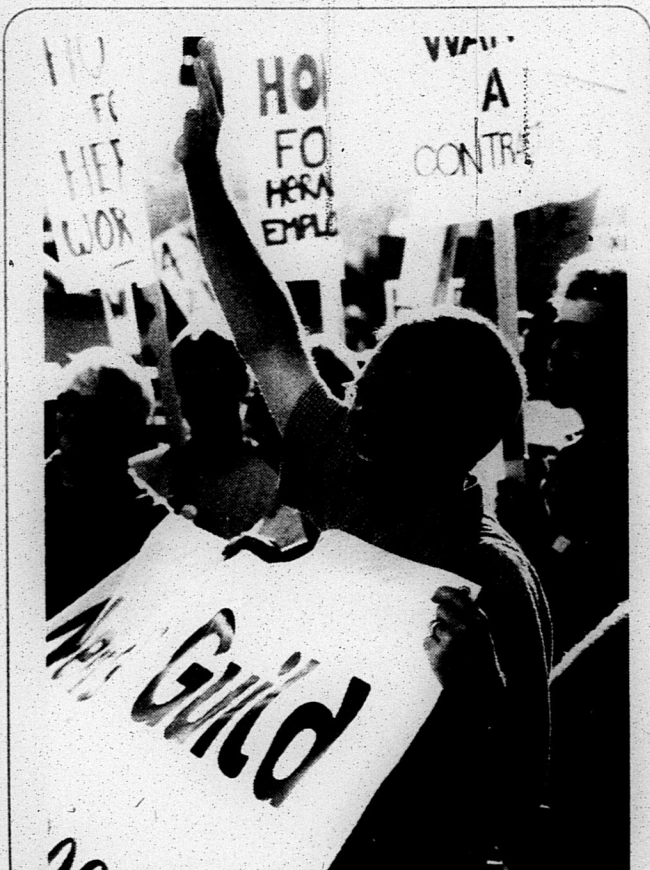


THE GUILD Reporter

September 21, 2001

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Rebirth of
American
symbolism
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SAN JOSE NEWSPAPER GUILD

Rockin' on in Monterey

More than 225 community, labor and religious activists join Monterey Herald workers for a rollicking two-hour concert and rally Aug. 23, protesting management's continued refusal to negotiate a fair contract with Guild-represented employees. Above, TNG-CWA international rep Darren Carroll raises a hand in salutation; below, Mac McDonald, Monterey unit chair, parades his sentiments (more pictures, page 5). Since buying the paper four years ago, Knight Ridder has persisted in demanding what amounts to an at-will employment clause, has yet to put an initial wage proposal on the table and has received numerous NLRB complaints for illegally firing workers; a hearing over 13 of those firings will begin October 2 in Salinas.



At least 11 CWA members killed, none from Guild

Contributions for disaster relief sought; possible job losses lie ahead as full damage has yet to be assessed

Although the lives of hundreds of Guild and CWA members were at risk when two airliners crashed into the World Trade Center and a third into the Pentagon, fewer deaths were reported than union leaders initially feared. At least 11 CWA members are reported dead or missing; three more are hospitalized with severe injuries. But apparently not one Guild member perished, despite the fact that 45 Hudson News employees worked in the WTC concourse—and one even returned after the evacuation to retrieve the cash drawer.

"He's a hero to the company," said a disbelieving Bill O'Meara, secretary-treasurer of the Newspaper Guild of New York.

Equally fortunate were IAPE-represented employees of Dow Jones, whose main editorial offices were diagonally across the street from the south WTC tower. Many had not yet arrived at work, and those who had all escaped injury. A typical response was that of Barron's staff writer Robin Blumenthal, who had just taken a ferry from New Jersey when she saw smoke billowing out of the first tower to get hit.

"I thought of the '93 bombing, and of the threats I'd heard of people wanting to blow up the Trade Center, and I just assumed the smoke was caused by a bomb," she wrote in Barron's. "I weighed crossing the plaza to go to the office—for all of about one minute—then I turned and ran to the ferry slip."

But with hundreds of CWA members working at both the Trade Center and the Pentagon, others were less fortunate. As The Guild Reporter went to press, CWA President Morton Bahr said the union still had not heard from 80 CWA members in New York. Confirmed deaths, however, included a Verizon technician at the Pentagon; two NABET-represented engineers, one from NBC-TV and one from ABC-TV, who were working on the WTC's rooftop transmission equipment; a third NABET member, from Local 53 in California, who was a passenger on one of the airliners that struck the towers; and two retired CWA members who were passengers on hijacked planes. In addition, five CWA-represented employees of Verizon and of the New York/New Jersey Port Authority are missing and presumed dead.

"It is virtually impossible to come up with the

proper words to describe the New York scene," Bahr said. "Several of our ABC and WABC-TV news photographers who have covered actual wars and other disasters say this is the worst devastation and carnage they have ever seen."

CWA and IUE-CWA each have contributed \$100,000 to the Union Community Fund to assist all union families in need, but the CWA also is soliciting contributions to the CWA Disaster Relief Fund for direct assistance to the families of deceased and injured members. Contributions may be made out to CWA Disaster Relief Fund and sent to Janine Brown at CWA Headquarters, 501 Third Street, N.W. Washington, D.C. 20001.

Also collecting donations is the New York City Central Labor Council, which has established a support hotline to provide information, referrals and assistance to working families affected by the destruction. The hotline can be reached seven days a week, between 8 a.m. and 9 p.m., at 1-800-506-0036. Contributions can be sent to: NYC Central Labor Council Disaster Fund, 386 Park Avenue South, 6th Floor, New York, N.Y. 10016.

Union Privilege, which provides various financial services to union members, announced it is liberalizing credit line increases, waiving late charges and allowing skipped payments on many accounts.

Various scheduled events have been cancelled or postponed because of the terrorist attacks. A Sept. 25 forum on intellectual freedom, co-sponsored by TNG-CWA, the American Federation of Teachers and the American Association of University Professors, has been postponed until later this fall. A CWA District One meeting in Atlantic City was cancelled. A massive labor-led protest against the World Bank and International Monetary Fund, scheduled for the last week of September, was cancelled a day before the two groups decided to call off their annual meetings.

Messages of support and condolences flooded into the Guild's offices in the days immediately following the Sept. 11 attacks, including statements from TNG Canada/CWA, El Sindicato Nacional de Redactores de la Prensa de Mexico, the Irish Executive Council of the National Union of Journalists, the Peruvian National Association of Journalists, the Latin American Region of the International Federation of Journalists—even the Union of Cyprus Journalists. [For full text, see the TNG-CWA web site at www.newsguild.org.]

The overall mood may have been summarized best by Igor Yakovenko, General Secretary of the Russian Union of Journalists, who described that union's "profound indignation at barbaric terrorist acts in the U.S.A." then added: "The human mind fails to

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St. Louis Guild battles Pulitzer outsourcing

Hundreds of employees at the St. Louis Post-Dispatch are protesting recent management attempts to circumvent the Guild contract by establishing non-union subsidiaries to perform union work. Affected are circulation department and online employees.

Establishing STL Today as an online subsidiary, the Pulitzer-owned company claimed the new venture is separate from the former Postnet.com web site, which included union sales and editorial staffing. STL Today's non-union employees are doing essentially the same work that had been done by Guild-represented employees of Postnet.com.

Pulitzer also established STL Distribution by combining several smaller subsidiaries into a larger distribution company, which then took over Post-Dispatch routes. Job protection language in the contract prevents the company from firing most of its district managers, but as one such manager was told, DMs "have a job, but they no longer have a position." Instead, most are used to do a variety of chores and fill-in duties as management sees fit to assign.

The St. Louis Newspaper Guild has been hampered by contract language that allows the company to outsource work, but the local argues that the language was never intended to give the company the right to displace entire departments or parts of departments in the bargaining unit.

In addition to the outsourcing, Pulitzer's advertising department recently imposed a new commission

plan for some of its sales representatives. Rather than a straight commission based on a percentage of sales, the new plan is more along the lines of a bonus based on attaining certain sales quotas.

The local, with assistance from TNG-CWA and legal services, has responded on several levels. Grievances have been filed regarding both the outsourcing and the commission issues and are being submitted for arbitration, although the company has arbitrarily divided one of the complaints and submitting it as two grievances. The Guild is fighting the company's attempt to rewrite a Guild grievance.

The local also has taken more direct action, distributing buttons and armbands that protest the new commission plan and call for "Fair Pay for Commission Sales Representatives." It also has buttons and black t-shirts proclaiming, "Stop Outsourcing Our Work Now." The backs of the t-shirts bear the message, "Is Your Job Next?"

Since early August, members of the local have been wearing the protest paraphernalia each Thursday. On Sept. 5, some 250 members attended a lunchtime rally in front of the Post-Dispatch building that featured pizza and soft drinks. Post-Dispatch employees have provided strong support for their co-workers, realizing that if the company can take this work away, other Guild-covered work also may be reassigned.

The local also is looking at broadening its educational campaign to include the larger St. Louis labor community and beyond.

Thumbs up for Cook County interpreters to vote on TNG

Court interpreters in Cook County, Ill., have been given a green light by the Illinois Labor Relations Board to vote on whether they wish to be represented by the Chicago Newspaper Guild.

The Aug. 22 decision affects 110 interpreters, of whom only 27 are full-time county employees. Despite initially stating that it saw "no problem in theory" with a union election for all of its interpreters, the Chief Judge's office subsequently claimed that the 83 per diem interpreters were "independent contractors" and therefore not eligible for union membership under Illinois labor law.

Labor attorney Craig Rosenbaum, however, argued at board hearings June 11-15 that full-time and part-time interpreters perform the same job, work largely the same hours, report in and out, are

interchangeable and are subject to the same employer control and disciplinary policies. Several part-time and one full-time interpreter testified about their work conditions and the qualifications required of both groups of language professionals.

The "independent contractor" theory prevailed for more than 20 years, even after the court began deducting federal and state taxes and county retirement benefits from per diem interpreters' paychecks at the beginning of 1999. The Cook County Interpreters Working Group, an ad hoc elections and bargaining committee, has been seeking Guild representation for two-and-a-half years.

Although Cook County is appealing the ruling, a mail-in ballot election has been requested for late November, pending the outcome of the appeal. Meanwhile,

the interpreters say they are pushing for the state's courts to implement a full, rational state certification program and for the chief judge to formally acknowledge the Spanish interpreters who have successfully completed the oral proficiency exam. Cook County interpreter pay-rates are less than half those enjoyed by their colleagues in California, New Jersey and Massachusetts.

Quincy union votes in TNG

By a resoundingly lopsided vote of 39-2, non-editorial employees of the Patriot Ledger in Quincy, MA have decided to affiliate their in-house association with TNG-CWA.

The decision caps a three-year cooperative effort between the association's leadership and the TNG unit at the Brockton Enterprise; both newspapers are part of the Enterprise News Media Group. Now known as the Quincy Newspaper Guild, the local represents employees in financial services, advertising, dispatch, building services and ad services.

"We are proud that our sisters and brothers at the Patriot-Ledger have chosen to join with thousands of newspaper co-workers who belong to our union. We all will be stronger because of it," said TNG-CWA President Linda Foley.

The Patriot-Ledger Editorial Associates, representing newsroom workers, also is exploring possible affiliation with TNG-CWA.

In brief...

Heywood Hale Broun dead at 83

Heywood Hale Broun, son of Guild founder Heywood Broun and feminist Ruth Hale Broun, died Sept. 5 at Kingston Hospital in Kingston, N.Y. He was 83; no cause of death was released. A news commentator, CBS sportscaster, author, actor and storyteller in his own right, "Woody" Broun appeared to have had an ambivalent relationship with his more famous father and maintained a distant—if warm—relationship with the Guild. His family memoir, written when he was 65, was titled, "Whose Little Boy Are You?" and was dedicated to the family cook. Broun's son, Hob, died in 1987, four years after a spinal operation paralyzed him from the neck down. His wife, Jane, died in 1991.

Albany Guild ok's buyout package

Although faced with a buyout package less generous than those negotiated in 1991 and 1993, members of the Albany Newspaper Guild have voted 53-20 to approve the offer. "While the members thought this was not a particularly generous buyout offer, their vote clearly shows they wanted individuals to be able to choose for themselves whether or not to take it," Guild President Tim O'Brien said. "While we hate to see any of our colleagues go, we hope the company will be satisfied with whatever number of people accept the buyout offer and will not resort to any layoffs." Guild members have until Sept. 24, 2001 to decide whether they want to apply for the buyout.

Providence rally set for Oct. 20

Seeking to increase pressure on the Belo-owned Providence Journal, the Providence Newspaper Guild is calling on other TNG and CWA locals in New England to join in a massive rally at the newspaper Oct. 20. The Saturday demonstration is being scheduled, rain or shine, for 11 a.m. to 1 p.m. to protest stalled contract negotiations and such egregious corporate behavior that the federal government has charged management with 36 violations of labor law—including failure to negotiate.

SunSpot accretion eclipsed by court

A long-running dispute between the Washington-Baltimore Guild and the Baltimore Sun over the newspaper's internet venture took another turn recently, when the U.S. Fourth Circuit Court of Appeals reversed a decision by the National Labor Relations Board that had favored the union. Although the NLRB had ruled that employees of the SunSpot web site should accrete to the union because

they "share an overwhelming community of interest" with represented employees of the Sun, the appeals court disagreed and added that accretion should be "an order of last resort" and a "drastic remedy of exceptional cases."

NEDC to seek shared organizer

The college-bound children of at least half-a-dozen Guild members have been awarded \$3,000 scholarships by the CWA Joe Beirne Foundation. They are Phyllis MacInnis and Rebecca Love, whose parents belong to the TNG-CWA local in Alberta; and Laura Schreck, Chloe Andrews, Steve Donnelly and Jennifer Bolden, all from the San Jose Newspaper Guild.

Official call for next conference

The official call for the 67th Guild conference has been issued. The convention will be held Feb. 14-17 at the Hotel Royal Plaza in Lake Buena Vista, Florida; copies of any proposed resolutions must be submitted to Secretary-Treasurer Bernie Lunzer no later than Jan. 30.

Cutbacks mean loss of experience

More than a millennium's worth of journalistic experience has been lost this year at the Pioneer Press in St. Paul, where 35 jobs have been cut through early retirement or buyouts, seven through attrition and one through layoff—with additional layoffs still possible. As computed by Mike Sweeney, executive officer of the Minnesota Newspaper Guild/Typographical Union, the 43 departed workers shared a total of 1,204 years of experience.

RSI victim loses court battle

First the Bush administration struck down new ergonomic standards at OSHA that had been a decade in the making. Now the Ninth Circuit Court of Appeals has ruled that a newspaper reporter whose repetitive stress injuries left her unable to use a computer keyboard is not "substantially limited" in major life activities under the Americans with Disabilities Act. The reporter, Jacalyn Thornton, worked for McClatchy Newspapers for nearly two decades before filing worker's compensation claims starting in 1994; she was fired in 1997 after her condition worsened, despite several company efforts at accommodating her condition.

Correction:

Last month's Guild Reporter provided an incorrect internet address for the Economic Policy Institute. The correct address is www.epinet.org.

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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

Jobs jeopardized by hijackers, too

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comprehend [the] atrocious mentality of those who are capable of perpetrating in cold blood such brutal deeds. Their terrorist actions present a threat to the whole world community and we believe that media and journalists of all countries should contribute to the struggle against this evil."

(In an ironic coda, one of the heroes of the attack on the World Trade Center was Yuri Kirilchenko, a reporter for the New York City bureau of ITAR-Tass. After reportedly carrying several battered victims of the explosion to safety he was stricken with a heart attack and not rescued for several hours, but is recovering from open-heart surgery. TNG-CWA sent him flowers in gratitude for his efforts.)

Many of those who escaped death or injury in the attacks nevertheless face economic uncertainty and possible job losses. In addition to approximately 230 CWA members who worked for the Port Authority, more than 100 others worked for Verizon in a building immediately adjacent to the twin towers. Several dozen members worked for Unique Security, which has gone out of business as a result of the disaster and was unable to meet its final payroll.

Among TNG members, perhaps most dramatically affected were the 900 Dow Jones employees who work at the World Financial Center, which was battered by falling debris. Although the building's owners advised Dow Jones management within 48 hours that it was structurally sound, no thorough inspection of the premises had been done at that time and there was "no hard information about how long it will be before we can reoccupy" the building, according to a memo from Dow Jones chairman Peter Kann.

Instead, both Barron's and The Wall Street Journal have been produced from makeshift offices at

the company's corporate park in South Brunswick, New Jersey. Blocs of local motel rooms have been reserved for Dow Jones employees, company shuttles are ferrying employees to Brooklyn and to the New Jersey Transit station in Princeton Junction, and many reporters and columnists continue to work from home. But how long such arrangements can be maintained, once the initial adrenaline surge subsides—and the costs start getting tallied—is uncertain. Moreover, the company, had already slashed several hundred jobs even before disaster struck, and IAPE officers fear the fresh financial burden will result in still more cuts.

IAPE secretary-treasurer Virgil Hollender said he recently had a conversation with a Dow Jones lawyer in which much was made of employees' heroic efforts to meet publication deadlines. But, Hollender added, when he expressed the hope that recent events would cause the company to reevaluate its cost-shifting efforts, "He looked at me and said, 'I'm afraid you're going to see a whole lot more need for a whole lot more cost-shifting.'"

Other repercussions of the hijackers' actions also continue to unfold, some uglier than others. The approximately 400 or so TNG-CWA members working as newsstand vendors for Hudson News voted to join the union scarcely a year ago, after enduring one of the most hateful anti-union campaigns ever seen by the New York Guild. The great majority are Indian and Pakistani immigrants, some of whom speak little English, and so were even more easily isolated and brow-beaten by their supervisors.

But last week, after 45 of them barely escaped with their lives, one of the newsstand workers was punched in the face by an embittered "American."



Sherry Boschert, who chairs the National Lesbian and Gay Journalists Association's domestic partner benefits subcommittee, describes the mass

media's top three "ethical outlaws"—the chief executives of the Associated Press, NBC and the New York Daily News.

NLGJA gunning for benefits 'slackers'

By Angela Watercutter
NLGJA Reporter Staff

There's nothing original about a cowboy-themed convention in Dallas, but when the National Lesbian and Gay Journalists Association met Sept. 6-9 the concept was taken a step further: "Wanted" posters were plastered throughout the conference area, a well-attended breakout session was titled "Hang 'Em High: Payback Time in the DP Corral," and the session's lead speaker was dressed in cowboy boots and a Stetson.

But Sherry Boschert, who chairs the NLGJA's domestic partner benefits subcommittee, had a less than festive reason for her attire. The "wanted" posters, she explained, were of the chief executives and presidents of the Associated Press, NBC and the New York Daily News because of their continued refusal to offer domestic partner benefits to their employees.

"We're doing something a little fun and irreverent, but well meant," Boschert said. "I hope no one gets offended."

Boschert said there were originally five companies in the Bad Benefits Gang, but Gannett and E.W. Scripps announced plans within the past month to offer domestic partner benefits next year. Another potential "gang member"—Belo, parent company of

The Dallas Morning News and a major sponsor of this year's NLGJA convention—didn't make the list, Boschert added, because its employees have not campaigned for such benefits.

Associated Press employees have pushed for domestic partner benefits for years but have had little luck getting the idea past the board of directors. Jessica Bruce of the AP's human resource department attended the breakout session and said that the wire service's new diversity council could bring some changes.

Attempts by NBC employees to get domestic partner benefits have been deflected by chairman and CEO Bob Wright, who has said the request must be taken to the network's parent company, General Electric.

The third media outlet on the "wanted" list was The New York Daily News. Owned by Mortimer B. Zuckerman, whom Boschert described as one of the 100 richest people in the world, the paper is among a minority of large New York City employers that does not provide domestic partner benefits.

The biggest obstacle to domestic partner benefits, Boschert said, is the presence of a Boss HOG, or Homophobic Old Geezer. Once these presidents and CEOs retire, she predicted, the road will be easier. "It's only a matter of time before all companies do this," Boschert concluded. "It's an unstoppable train at this point."

We want to get organized!

The Newspaper Guild of Canada, a labour union primarily representing media workers, but also those in other industries, is seeking an experienced union organizer to lead our national organizing program.

The successful candidate will be a motivated self-starter with a proven record of organizing success. She/he must have excellent communication and interpersonal skills and be computer literate. Bilingualism would be a strong asset.

The position, based in Ottawa, requires travel. Excellent wages and benefits offered.

Apply by Oct. 1.

By Mail: TNG Organizing Committee
Unit 7B, 1050 Baxter Rd.
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By E-Mail: tngcan@compmore.net

Kingston Guild to vote on 2nd tentative agreement

After going two years without a contract and three years without a raise, Guild-represented employees of the Daily Freeman in Kingston, N.Y. will be voting a second time on a tentative agreement with the newspaper's new owner, the Journal Register Company. A ratification vote has been scheduled for Oct. 1.

The tentative three-year contract calls for annual raises of 2% in each of the first two years and 2.25% in the third. An earlier tentative agreement, rejected in May, 2000, by a single vote, had called for annual increases of 2.5%—but that was before the current advertising slump that has swept through the industry. "I think it'll go. I think they recognize the handwriting on the wall," said TNG-CWA staff rep Bruce Nelson, who worked with the local.

Among other major sticking points in the negotiations was a company proposal to eliminate health care coverage for any new part-time employees. The tentative agreement strikes a compromise, grandfathering health care benefits for the next three part-timers hired by the newspaper.

Approximately 60 Daily Freeman employees are represented by the Guild, including the newsroom, advertising and clerical staffs, the circulation department and maintenance staff. The Guild also represents a newer unit of mail room employees and drivers, who currently are in the middle of their second contract.

The health care issue drew wide community support for Freeman employees. Congressman Maurice Hinchey, for example, attended a Guild rally August 10 and brandished a banner proclaiming, "Honk for Health Benefits." As he later explained to a local radio station, "Corporate America increasingly is attempting to take benefits away from workers... and one of the ways in which they are seeking to do that is by hiring people who are ostensibly part-time while working them almost full-time—but denying benefits. And that's, I think, not an honest way to behave."

Despite the high profile that such protests have taken, not a word about the labor dispute has appeared in the Freeman, which also refused to publish letters to the editor from Guild supporters.

More cutbacks promised at Knight Ridder

[The following parody, of a Knight Ridder memo offering a corporate rationale for widespread job cuts, was written by Kirk Anderson, a staff artist with the St. Paul Pioneer Press. The original memo can be read at www.knightridderwatch.org/

I write this as an excited response to the recent KR memo, which generously answered many difficult questions regarding company-wide 10% cutbacks, and laid out the rationale for the corporate restructuring. I was impressed by the economic, journalistic and philosophical force of these arguments; indeed, they convinced me to take similar action, in my own position, for the good of the corporation.

I am thus seeking 10% cutbacks in my work hours and duties, while seeking to maintain or increase my current pay.

I appreciate KR's eager invitation for feedback, so what follows are questions and answers you might have about my decision.

Your cutbacks seem to suggest a pullback from a commitment to quality journalism, and suggest that you are putting your own selfish personal gain before the greater good. Why should anyone believe otherwise?

First, I believe my performance will continue to be prudent.

I remain committed to excellence. And while the overall number of hours worked is part of the equation in assessing quality, it's only part.

As for putting personal gain before the good of all: It is an easy accusation to make, but the facts don't justify it. Without more time off and greater compensation, I will turn surly and become dejected and poorly motivated. These are not the attributes of a good employee contributing to a healthy bottom line. Rather, the peace of mind, motivation and balance I receive from my free time will allow me to serve the corporation even better.

Why was a cutback in hours even necessary, given that you have several weeks of vacation each year?

My sense of urgency around this restructuring was triggered in large part by the current shakeup in the newspaper industry. Knight Ridder—and the rest of the newspaper industry, for that matter—has never experienced as fast a downturn in morale as we have in the past six months.

For some perspective: Knight Ridder's newspapers, overall, are down about 6% in morale for the first half of the year compared to the same period a year earlier (8.6% in the second quarter). Idealism was down almost 30% (38% in the second quarter), and attitude, even excluding Mondays, was down 24% (27% for the second quarter). Overall loyalty and trust for the newspapers, excluding the cost of the layoffs, are down only 1.2%.

Very few employees, if any, can withstand that kind of decline without taking some tough steps to lighten the mood.

Why do employees' standards for producing quality work—work they can be proud of—have to keep growing, especially in a tight economy?

It is greedy and selfish for employees to want to do work they can be proud of. Such work generally costs the company more in scarce time and money. But greed and selfishness are attributes our shareholders look for, and qualities that will serve us well as we journey to new tomorrows.

Aren't you worried that you will diminish the quality of the newspaper in your pursuit of greater free time?

I believe that with sound leadership and good people, financially robust newspapers and excellent journalism can reinforce each other. Thank you for that question.

A lot of good work will go undone if you cut back on your work by 10%. Are you worried you might lose your edge?

I like what one employee said about all of this: "What you have lost is significant, but where you are going is exciting." This journalist clearly believes he and his newspaper have an exciting future, as long as he flatters the right people.

Why are you optimistic about our future?

The reason I am most optimistic about the future has to do with you and what you do every day. You make great corporate strategy.

Every day, when our stock is traded, our newspapers have the potential of improving not just one person's life but millions of people's lives. On our best days, we give a new swimming pool to a shareholder who never had one. A new car. A condo.

I want to be a part of that new swimming pool, I want to help that person attain that new SUV, that Caribbean bungalow.

Ultimately, that is what our journalism is about.

Time to start

By Jay Harris

[Excerpted from a speech delivered Aug. 24 at the National Association of Black Journalists annual convention in Orlando.]

One of the great scholars of American journalism is Dr. James Carey at Columbia University in New York City. He has described journalism as "a basic institution of political liberty."

Today, as a result of the continuing evolution of the ownership of journalistic enterprises, the effectiveness of journalism as a "basic institution of political liberty" is in decline. Indeed, in some companies it is in danger of succumbing almost completely to the power and priorities of financial market forces.

The concept of journalism as a "basic institution of political liberty" is founded on these premises:

- First, it is through the collective work of journalists that the people are informed about the relevant details and circumstances of their communal and social lives.

- And second, an informed citizenry is an essential prerequisite and the ultimate defense of liberty and the people's well being in a democratic republic.

The great and fundamental change the evolution of the press has wrought is in the nature and priorities of its owners.

Until relatively recently in the history of the American republic, newspapers were owned by individuals or families. More often than not, the owners were residents—indeed, they were influential leaders—of the communities in which their newspapers or other journalistic enterprises operated. And in this century, while there were wide variations, most owners saw their newspapers primarily as tools for advancing progress (as they defined it) and only secondarily as a means of generating substantial personal wealth.

In recent decades, the ownership model has evolved rapidly and dramatically. First, we saw the creation of groups of newspapers (or radio or television stations) by private owners. And while those owners were no longer resident in the communities where they owned journalistic enterprises, the enterprises themselves remained generally unchanged. But as time passed, the journalistic enterprises shifted from private companies to publicly traded corporations in which "shares" of ownership of the enterprise were held by individuals or institutional investors.

The now dominant form of "public" ownership more often than not means ownership by individual and institutional investors whose primary objective is wealth creation. This, in turn, means that the enterprises are evolving from ones that are locally owned and driven by some sense of civic obligation to ones in which the ownership is divorced from the community, its needs and the larger ends of journalism. The managers of journalistic enterprises today, be they the CEOs of giant corporations or the publishers of individual newspapers, are held accountable "for profit, not for journalism, except as it affect(s) the business plan," according to a report in a special 1999 issue of Nieman Reports.

Come forward two years from 1999 to today, a period of dramatic business declines. Now we can clearly see the danger inherent in a profession devoted to public service—in this case, journalism in the public interest—being based in corporations whose primary objective is the creation of wealth for its owners.

This new form of ownership has brought with it decreasing investment in what was once viewed as these companies' sacred "public trust." This is primarily the consequence of efforts to produce a consistently competitive

return on shareholder investment regardless of the effect on the enterprise's ability to effectively pursue and perform journalism in the public interest.

There are, it must be noted, important exceptions to this trend.

Despite the recent terrible slump in the newspaper business, several of the nation's best newspapers, while taking strong steps to adjust costs to offset plummeting revenue, nevertheless adhere fundamentally to their traditional high standards. The New York Times, the Washington Post, the Wall Street Journal and the St. Petersburg Times come to mind. And newspaper groups like Newhouse and McClatchy have generally demonstrated a similar resolve.

But that is not true with all companies.

At one major company, for example, we've seen staff cuts through buyouts and layoffs of nearly ten percent—and a pledge that those jobs bought out will not be replaced. We've seen dramatic cuts as well in the amount of space available for news, and equally substantial cuts in some non-salary newsroom operating budgets, which support things including reporters' travel, polling and computer analysis for investigative projects.

The impact in the change of ownership and its institutional priorities over time is striking.

When Jack Knight, the founder of Knight Newspapers—which later became Knight Ridder through merger—spoke to the first analysts' meeting after Knight Newspapers went public, he was explicit about his intentions and his position. "Ladies and gentlemen," he told the analysts, "I do not intend to become your prisoner."

But earlier this year, the current CEO of Knight Ridder, Tony Ridder, commenting on the significant expense cuts he felt necessary, given the current business decline and the company's continuing commitment to shareholders, reportedly said, "I do feel we have no choice."

In fairness, I want to point out that at this year's annual shareholder meeting of Knight Ridder the statement was made that "top tier financial performance . . . is not incompatible with top-tier journalism." That is management's view. And I agree with the statement in the general way it was stated.

But probe deeper and you come to the heart of the matter. For if "top-tier financial performance" is achieved not through growth but instead by cutting the means and organizational vitality that produce "top-tier journalism" then they do become incompatible.

Let me explain my position by way of analogy.

If the owner or general manager of a baseball team were to tell the team's manager that for business reasons only seven players rather than nine could take the field to play defense, the quality of play would inevitably be affected.

Now the owner might say, in response to the manager's challenge that, say, first base will go uncovered, "Do you mean to tell me that with seven players you can't assign one to cover first base?" Well, the answer of course would be no. First base could be covered. But the truth is that some other position would of necessity go uncovered as a result.

And no exhortation from the owner, the general manager, or even the manager on the field trying to rally the team, that "We'll just have to set priorities and play smarter!" could change the reality that the team simply would not have the players it needed to play the game as it should be played.

In journalism we're seeing similar changes in a number of companies' definitions of what it means and requires to do journalism well.

Nationally respected journalists Bill Kovach and Tom Rosenstiel describe how things are

scratching that layoff itch

today in their new and insightful book, *The Elements of Journalism*.

"The 'news' that counts," they write, "is the news that attracts and appeals to a small and defined audience. News, in other words, is simply the product . . . by which commerce is achieved. It is driven by, indeed defined by, that commerce: the need for revenues, the need for financial performance, the need to appeal to the widely-dispersed and institutionally dominated public ownership of the newspaper holding company . . ."

And what is true in newspapers is true in television as well. Witness the changes now beginning at CNN.

So, we've got a problem. What should we, what can we do about it? Well, first we must believe in ourselves and use the lessons our history has taught us.

I neither believe nor will I accept that the current trend can't be changed, that the proper balance can't be restored, that the unwise is somehow unavoidable or that a course that is inconsistent with our principles and values must be followed.

Just as we journalists can make better bad situations in our community by shining our spotlight into usually hidden or unseen places, we can apply the same remedy to our own house.

I believe that if we are willing to speak the truth, willing to talk together and work together to determine what the proper balance is and how it can be restored, that we can achieve that end.

And I know and accept that change will not come easily. Nor will it come quietly or without some disputation.

I know that Frederick Douglass was correct in his "philosophy of reform." History, our history, has proved him so again and again. "If there is no struggle there is no progress . . . Power concedes nothing without a demand. It never did and it never will."

And I know as well that Dr. Du Bois was speaking the truth when he said that, "If we expect to gain our" goals "by nerveless acquiescence in wrong, than we expect" what has never happened. "What must we do then?" Dr. Du Bois continued. "We must complain. Yes, plain, blunt complaint, ceaseless agitation, unfailing exposure of dishonesty and wrong—this is the ancient, unerring way . . . and we must follow it."

And if this timeless recipe of asserting the right and confronting wrong makes you uncomfortable, remember that were it not for those who came before you—in the profession, in our community and in the broader society—many of you would not be here tonight. The doors into journalism would not have been opened as wide as they were and remain to this day.

But complaint alone, even the most effective rhetorical challenge, is insufficient to the task because the market power that today weakens the very foundation of American journalism is a powerful force indeed. And it is not easily denied.

But we have confronted equally powerful forces in American society before, forces that stood in the way of the realization of the American ideal for all Americans, and working with others of good will we prevailed.

So, let me leave you with a few suggestions and a final story as I close.

1. Energize the Unity coalition. Members of the National Association of Black Journalists should be working now in close collaboration with their counterparts in the National Association of Hispanic Journalists, the Asian American Journalists Association, the Native American Journalists Association, and the National Lesbian and Gay Journalists Association. Persuade the members and leaders of those organizations—and this one—to broaden their agenda to give priority to the broad ends of journalism as well as the needs of their specific group. Encourage those organizations to carry the message of public interest in journalism to their respective communities.

2. Join the Society of Professional Journalists and work with other journalists to make your colleagues and the ultimate stakeholders—the public—aware of the



Monterey County Herald employees and community supporters march earlier this year in support of fair union contracts. Despite Knight Ridder's claims of concern for journalistic quality (see its double-truck ad in the Sept. 17 *Editor & Publisher*), the company has refused to negotiate a fair contract at the Herald since acquiring it four years ago, resulting in high employee turnover and lower employee morale.

changes underway and what those changes mean to them in terms of journalism's historic role in our democracy. Press editors to do the same through the American Society of Newspaper Editors, the Associated Press Managing Editors Association, the Radio and Television News Directors Association, and state press associations.

3. If your job requires you to be in the Guild or the CWA, do the same. Help the leaders of those organizations understand that in their search for public support the public is far more likely to be attracted by an argument about the quality of the journalism they receive each day than they are by complaints about the salaries and benefits of journalists. If public support is what those organizations seek, they are far more likely to find it in the public interest than they are in their own.

4. And, most important of all if you care about the challenge I described tonight, if you care about what you became a part of when you became a journalist, find a way to get involved personally.

Make public appearances—at schools, neighborhood groups, at churches, synagogues or mosques, to anyone who wants to listen. Tell the public the purposes and goals of journalism, what they should expect, what they are due.

We are here today in some large measure because our communities demanded the doors be opened. Those same communities can demand that quality and public service is maintained in local journalism. But know that this will only happen if you encourage and support it.

In an odd sort of sense, you can even tell your audiences that the public "owns" the media business in its community because any such business that the public "disowned" would not survive for long. Remind the public and media owners alike that their relationship is symbiotic. Citizens depend on journalism for the information they require as the ultimate stewards of our democracy. The owners of journalistic enterprises depend on the public for their very survival.

So far, the debate has involved only two parties. On one side are journalists who believe the resources they need to do their jobs are being irresponsibly cut to protect

the historically high profit levels of the companies that employ them. On the other are the owners and some senior executives of journalistic enterprises who are giving ever-increasing priority to increasing the profit their businesses produce.

But those with the greatest stake in this debate—readers and citizens, particularly those with an interest in effective and responsive government—are neither involved in the current debate nor are their interests being aggressively asserted.

And unless the public becomes actively engaged in this debate, their interests will suffer. Absent the public weighing in on the side of steady and sufficient investment in quality journalism, the power and personal interests of owners and their representatives will override the professional and public interests journalists are seeking to defend.

And, please, if you remember nothing else about things you can do to help, remember this: no matter your job, your title, or the place that you work, you can make a difference.

In her very worthwhile book, *The Measures of Our Success*, Marian Wright Edelman, the first African-American woman admitted to the Mississippi bar and founder and president of the Children's Defense Fund, tells a wonderful story, and the moral we should draw from it.

"[D]o not think that you have to make big waves to contribute," she wrote. "My role model, Sojourner Truth, slave woman, could neither read nor write but could not stand slavery and second-class treatment of women. One day during an anti-slavery speech she was heckled by an old man. 'Old woman, do you think that your talk about slavery does any good? Why I don't care any more for your talk than I do for the bite of a flea.'"

"Perhaps not," Sojourner Truth replied, "but the Lord willing, I'll keep you scratching."

Harris resigned as publisher of the *San Jose Mercury News* earlier this year to protest Knight Ridder's demands for higher profit margins. He was scheduled to speak Sept. 25 at a TNG-co-sponsored forum—now postponed—titled "Free Thought, Free Press: Not for Sale."



Dennis Taylor, Fred Hernandez and Roger Pallastri, all Monterey Herald newsroom employees, greet motorists during a recent rally marking the fourth anniversary of Knight Ridder's purchase of the Monterey County Herald.

Labor round-up

Italian wolves in sheep's clothing

In the aftermath of the police riot in Genoa, Italy, during protests over so-called "free" trade, the International Federation of Journalists' Italian affiliate, the Federazione Della Stampa Italiana, has reported that some police dressed up as journalists—a tactic that infuriated protesters and put genuine journalists at risk of violence from all sides. The police also raided the Genoa news center of Indymedia, an alternative news network established after Seattle to provide information to activists about globalization, in an attempt to seize photographs and video footage of earlier police actions. Separately, Amnesty International has concluded that police used excessive force against protesters in Quebec City and has denounced the tear-gassing of non-violent demonstrators, the indiscriminate use of rubber bullets and electric-shock devices and overcrowding in holding cells.

With such friends, who needs a union?

According to the British newspaper The Guardian, Amazon.com supervisors in that country have written letters on behalf of their workers—which the latter have signed—stating that the workers want to resign from the Graphical, Paper and Media Union. The union also has accused Amazon of firing union activists and of circulating anti-GPMU propaganda at its distribution depot in Buckinghamshire. The company denied the allegations, claiming its human resources staffers were simply responding to requests for help from employees with poor English skills.

Union Tribune

Something stinks in San Diego

Pressroom workers at the Copley-owned Union Tribune News in San Diego, still resisting management's union-busting efforts despite working nearly two years without a new contract, have called for a boycott of the newspaper and distributed 25,000 bumper stickers to promote the idea. The stickers represent the foul way management harasses its workers, said a GCIU organizer, who claims that more than 45,000 subscriptions have been cancelled as a result.

Black sells remaining stake in Post

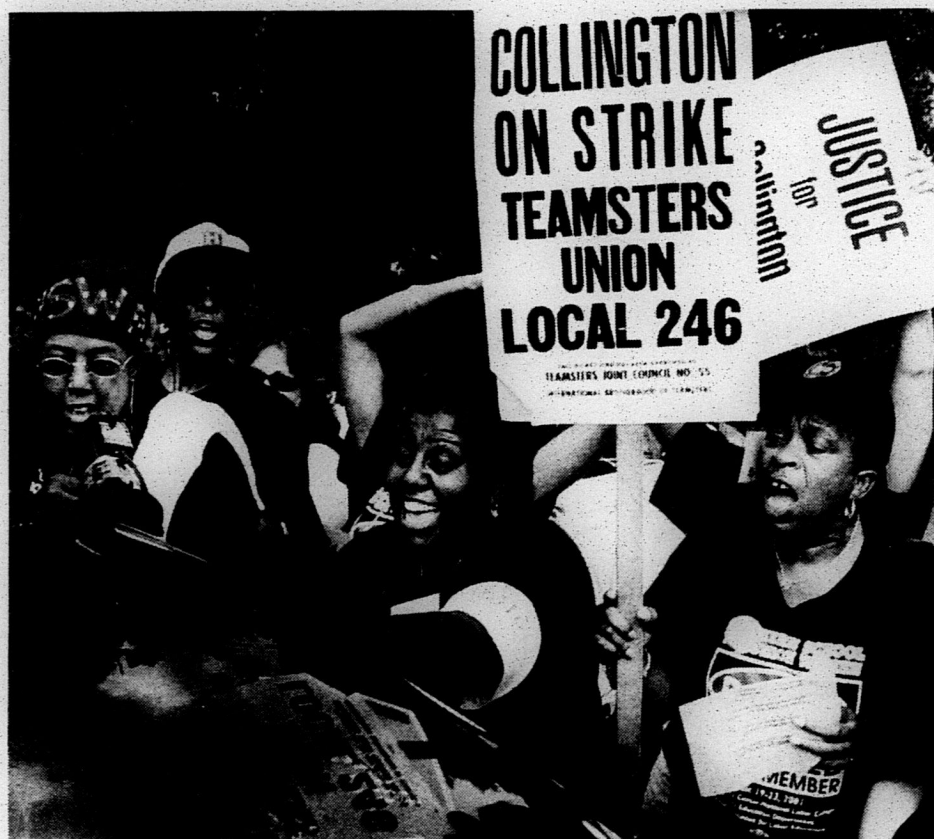
Conrad Black, once villified as the Darth Vader of the Canadian press, has sold his 50% stake in the National Post to CanWest Global Communications. Black created the nationwide paper in 1998, when he controlled the lion's share of Canada's newspaper circulation, but has since unloaded his interests. CanWest is now sole owner of the National Post.

Still no peace at inaptly named Pacifica

The ongoing stand-off at Pacifica radio took another bizarre turn in late August, when the network's flagship news show, Democracy Now!, was taken off the air and host Amy Goodman suspended without pay. The action apparently came in response to a decision by the Democracy Now! staff to produce the show off-site, following their allegations of physical and verbal harassment by management at WBAI, where the show is usually produced. Meanwhile, as The Guild Reporter was going to press the radio network's national board was meeting via teleconference to elect five new board members—including former Washington, D.C. mayor Marion Barry and former comedian Dick Gregory.

Murdoch, AOL to air propaganda

In a particularly egregious example of the mercenary nature of today's media giants, News Corp.'s Rupert Murdoch and AOL Time Warner have teamed up to gain broadcast rights in China—in exchange for allowing the Chinese to broadcast state-sponsored propaganda into the U.S. The deal, which is still being drawn up, quickly earned the condemnation of the International Federation of Journalists, which noted that at least 14 journalists and film makers in China are in jail for defying state censorship laws. "Once again the world's leading media corporations have sidelined human rights and press freedoms in order to do deals that give them access to mass markets," charged IFJ secretary general Aidan White. The Chinese government in August announced a new list of seven topics that its media are forbidden to discuss.



THE GAZETTE/GREG DOHLER

Teaming up

Women from 19 states and 21 union affiliates attending the Summer School for Union Women at the George Meany Center in Maryland, join protests of workers striking

against Collington Episcopal Lifecare Center. Protesters stood in front of cars to block non-union workers entering and exiting the retirement community, where nurses, activities aides, security personnel and dining facility workers have been on strike since July 11.

2nd council urges mea culpa on Cold War activity

By Mike Blain

Wash-Tech, CWA Local 37083

Delegates to the Washington State Labor Council (WSLC) voted in late August to support a resolution, adopted nearly a year ago by the South Bay Labor Council in San Jose, urging the AFL-CIO to "come clean" about its foreign relations activities and to make amends for the "excesses of the Cold War era."

The language of the approved resolution applauds the "progressive new policies of the AFL-CIO in global affairs," but asserts that the labor federation's track record over the past quarter century continues to breed fear and suspicion among labor activists in other countries. To increase its credibility in the eyes of workers abroad, and in the United States, the resolution calls for action to be taken "to clear the air in affirmation of an AFL-CIO policy of genuine global labor solidarity."

The resolution was sponsored by Pride at Work, a constituency group of the AFL-CIO that works toward full equality for lesbian, gay, bisexual and transgender (LGBT) workers in their unions and workplaces, and which seeks to build mutual support between the LGBT community and organized labor. Pride at Work passed a similar resolution at its national convention this past June.

"The AFL-CIO has not even begun to come to terms with the atrocities done in its name around the world," said Sarah Luthens, a convention delegate and Pride at Work activist. "There is still a large degree of legitimate distrust between indigenous labor movements around the world and the AFL-CIO, and coming clean is a big part of rebuilding that trust."

Citing sources tying AFL-CIO activities to the CIA-led overthrow of a democratically elected government in Chile in 1973, as well as support for reactionary forces that backed the long-lived Marcos dictatorship in the Philippines, the resolution claims that "the AFL-CIO engaged in similar activities in many countries on almost every continent." These activi-

ties, it continues, "served corporate interests and were largely funded by the U.S. government."

The resolution contends that the AFL-CIO's international activities during the Cold War generally supported corporate interests at the expense of workers, and resulted in the "persecution of working families and the torture, disappearance and death of many trade union activists and leaders." If the AFL-CIO is to promote more progressive policies, the resolution continues, the federation must renounce its past practices and invite union members and researchers to review and discuss all AFL-CIO archives on international labor affairs.

The language of the approved resolution concludes by calling on the AFL-CIO to describe, country by country, all government-funded activities it is still supporting and to renounce any ties that could compromise the federation's credibility.

Arguments against the resolution at the state labor convention revolved primarily around concerns that the information would be used to embarrass the AFL-CIO, or that it was "old news" and that the current AFL-CIO leadership is cut from a different cloth. Supporters reasoned that it was the right thing to do and, in fact, necessary to forge or rebuild relationships with global labor partners.

Wash-Tech delegate Roberta Wilson said the resolution is a form of atonement. "The Catholic Church has done it regarding World War II and their failure to stand up to the Nazis. The United States has done it in terms of Japanese-American internment during World War II. South Africa is still running their Truth Commission," she explained. "I don't think anything is gained by covering up misdeeds and much is lost—the most important being trust."

Passage of the resolution comes amidst the AFL-CIO's "Campaign for Global Fairness," which aims to build international labor solidarity, and as the federation is stepping up its opposition to "fast track" authority sought by President Bush. The approved resolution now will be sent to the AFL-CIO Executive Board.

LOOKING AHEAD



After Sept. 11, our work is just beginning

By Linda Foley, President

Before Sept. 11, 2001, I had planned to use this space to discuss a potential big media deal with the People's Republic of China. The tragedy unleashed by terrorist attacks on the World Trade Center in New York and at the Pentagon in Washington changed that—and everything else.

The thousands of people who died and suffered, together with their families, friends, acquaintances and co-workers, deserve our profound grief and prayers.

Many Guild members already have worked hard to gather and deliver credible, accurate news surrounding the terrifying events of Sept. 11. However, as the shock of this tragedy fades, the news media's role will become even more challenging.

The public will rely on us to tell them

the "who, what, when, where and how" of current events even as we try to sort out the "why" of what happened. Our job will be to inspire readers and viewers, but not incite them. We must imbue caution without fomenting fear. Our stories will need to be thorough and complete without tipping off our enemies. And we must be careful not to undermine our government's objectives while still performing the press's constitutionally vital role of monitoring potential abuses.

Our challenge will be not merely to inform, but to educate a wounded yet proud country.

Many people died doing their jobs on Sept. 11, 2001. Sadly, their work has ended. Ours is just beginning.

On finding fresh meaning in Old Glory

By Tim Schick,
Executive Officer, Providence Guild

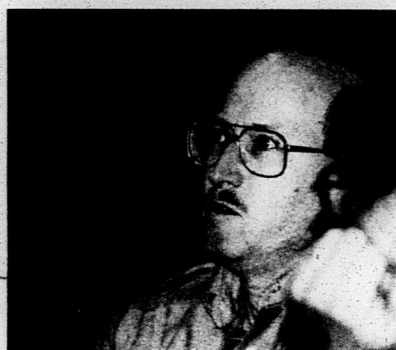
Over 60 years ago my father came to the United States to escape the Nazis, who had taken over his country. When America joined the war he enlisted in the army. He has asked that when he dies, his casket be covered with the U.S. flag. I never fully understood this request.

When I reached my teenage years, in the late 1960's, America was involved in a different war. The cause was not clear. There was no threat to ourselves, or to our country. We were fighting in someone else's civil war. I marched against that war.

I became skeptical of a nation that was slow to correct social injustice and tolerated economic injustice. I continued to despise those who wrapped themselves in the flag and exhibited blind patriotism.

I cried as the first bombs fell in Iraq, in a war I felt was motivated by economics rather than justice. I have attempted to work for social and economic justice in the small corner of the world I could influence.

On September 11 we were attacked.

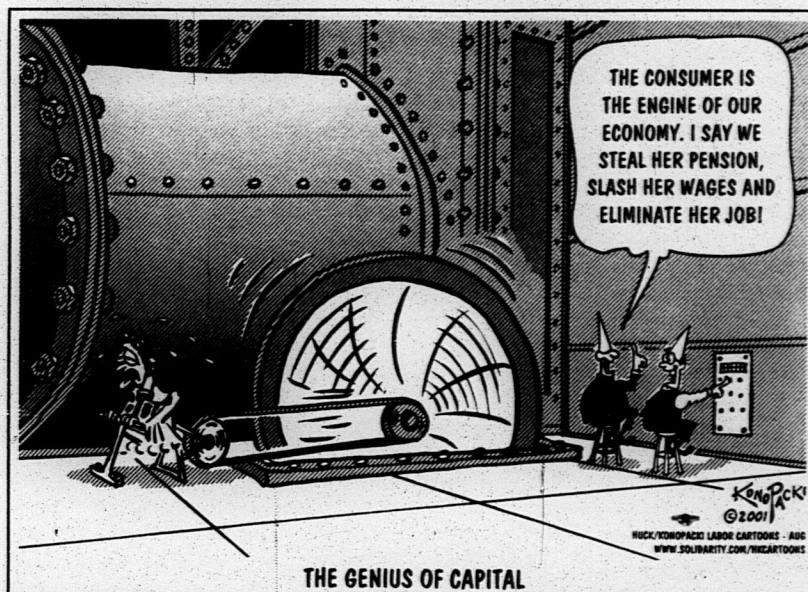


Thousands died. At threat is the society and system of government that, however flawed, has allowed me to do my work. That has allowed the empowerment of the powerless. That has allowed us to strive for a better world.

Today, for the first time in my life, I fly a flag on my house. I support the use of military force to bring the terrorists and the countries responsible for the atrocities in New York and Washington to justice. Some people cry out for vengeance. This must not be our goal. We must prevent racist attacks on the innocent. But we cannot allow those who back terrorists to think such actions have no significant consequences.

We must continue to fight for social and economic justice. We must work to permit these liberties to be enjoyed in other parts of the world. That is the long-term solution to terrorism. But in the short-term, we must stand together in solidarity and unite to fight those who would impose a feudal theocracy on the world.

Today I understand my father's attachment to the U.S. flag. It is a symbol of solidarity in the face of evil and oppression.



Self-serving behavior deserves no praise

By Bruce Nelson
TNG-CWA Staff Representative

Back in the 1970s, during a former life as a newspaper reporter, I was assigned to cover a press conference called by women's rights advocate Kate Millett. She was promoting a political campaign to defeat nearly every member of Congress, a virtual all-male club back then. She wanted to replace them with women. A few of her targets were men who had supported her agenda. I asked her why she included them on her hit list.

Her answer came in a snarl and was dressed in clear, crisp, dismissive tones:

"Just-because a tyrannical system occasionally displays an act of benevolence based on self-interest doesn't mean it's not wholly corrupt," she told me. "Women aren't looking for men who will take care of us. We are looking for our own power, our own voice, our own seat at the table."

That was almost 30 years ago. I'm a little wiser now, and a whole lot older. So, when I read recent reports of high praise being heaped upon Gannett Co., Inc. for finally deciding to offer its employees domestic partner health insurance benefits, all I could think of was, "How right you were, Sister Millett!"

There is no entity in the communications industry more tyrannical toward worker rights than Gannett. To be sure, other employers bargain hard and worship the bottom line. Gannett goes way beyond that. Its labor relations objective is to avoid collective bargaining. Gannett's extensive union-busting history is laced with utter contempt for the mere thought of its employees acting in concert with each other to improve their work lives. This isn't about profits. It is about ideology, and it is about power and control and keeping it all in the hands of those who manage.

Is this the sound of bitterness on the part of a union representative who has seen more

than his share of Gannett defeats? You bet it is. Bitterness does not come easily or quickly to me. It comes here only because I have seen too many good, hard-working Gannett employees hurt by this corporation's anti-union zealotry, by its cynical, punitive tactics to avoid bargaining collectively with them. It is high time this company joins the growing list of employers who offer domestic partner benefits. But let's not give them a Mother Teresa Humanitarian Award for taking steps to be a competitive employer.

This is, after all, the same company that has, in one recent round of negotiations, refused to prohibit discrimination on the basis of sexual orientation. It is the same company that wants no contractual recognition of Martin Luther King Day. It is the same company that has insisted on a grievance procedure in which all final and binding decisions are made by Gannett, a metaphor for its mission statement on employee relations.

This is a company that has repeatedly fought to keep the benefits it gives other employees from workers who have chosen to engage in collective bargaining. Like its cookie-cutter approach to journalism, its labor strategies are always the same: inflict as much pain on union employees as it takes to convince them to give up their bargaining rights.

Mark my word: Not all Gannett employees will be eligible for domestic partner insurance coverage come January. Those Guild members in places like Indianapolis and Rochester and Utica who continue to wage protracted battles for fair contracts will be told that this benefit is just not in the cards for them.

Go ahead, Gannett, and prove me wrong. Sadly, there is as much chance of that happening as them proving Kate Millett wrong: Workers don't need a corporation that "takes care of them." They need their own power, their own voice, their own seat at the table.

LETTER

To the Editor,

That noble School of the Americas (August GR)—if I remember and understand correctly what I may have heard or read in the past—is one of those things that make you wonder where the difference lies between our methods and those of the passé "evil empire."

The school was created in order to assist certain American nations with suppressing attempts to change the revolting status quo. Stability, we know, is most desirable, because waves can be disruptive to financial interests. And, after all, the end justifies the means, regardless of the societies on which those

investments depend. In other words, we prostitute ourselves sleeping with swines for the sake of what we stand to profit. Tell me who we run with and I will tell you who we are.

A referendum to decide on the fate of the SOA would be out of the question, as we, the ignorant and stupid, should not have a

say in such matters—right?

By the way, the tragedy of Sept. 11 makes us wonder just how much we do manage to alienate people.

—Roger F. Maslon, District Court Interpreter, Cook County, Ill.

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: October 12.) Letters may be e-mailed to the editor at azipser@cwa-union.org.

Roaring '90s: more whimper than bang

By Andy Zipser
Editor, The Guild Reporter

With the decade of the 'Nineties pulling ever farther away in our rearview mirrors, more of its details are coming into focus. What's visible, alas, isn't attractive.

For openers, as the International Labor Organization recently reported, U.S. employees are putting in the longest hours in the industrialized world, working nearly one additional a week more per year than they did a decade earlier: 1,978 hours in 2000, vs. 1,942 hours in 1990.

While workers in other industrialized nations worked fewer hours at decade's end, those in the U.S. trailed only South Koreans and Czechs in their hours on the job. The average Australian, Canadian, Japanese and Mexican worked about 100 hours a year less than the average American; British and Brazilian workers about 250 hours less; and Germans nearly 500 hours less.

Working longer hours, however, does not necessarily mean a higher standard of living. As summarized in the graph at right, prepared by the Institute for Policy Studies and United for a Fair Economy, average worker pay barely outpaced inflation over the decade. Virtually all of the additional wealth created by those longer hours on the job was captured in corporate profits and by corporate executive suites, which so excessively rewarded themselves that even business-friendly publications like *Business Week* and *The Wall Street Journal* began describing CEO compensation as "out of control."

Among the report's key findings:

- According to *Business Week*, CEO pay now stands at 531 times that of the average worker.
- If annual pay for production workers had kept pace with that of the executive suite, average earnings last year would have been \$120,491—instead of \$24,668.
- Similarly, the minimum wage—still stuck at \$5.15 an hour, up from \$3.80 an hour in 1990—now would be at \$25.50 an hour.

Such income disparities—which further widen an already yawning gap in personal wealth—are not peculiar to the United States. Statistics Canada, for example, released a survey of Canadians' net worth

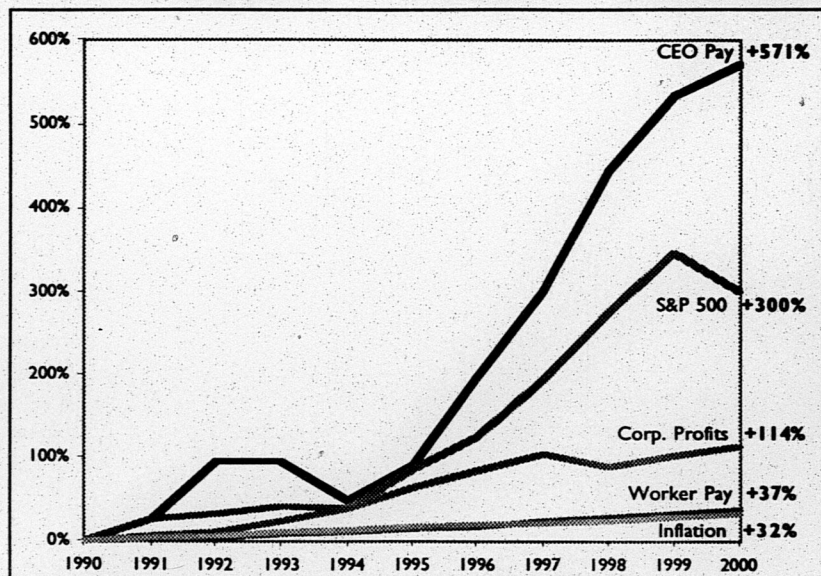
earlier this year that mirrored the U.S. experience: between 1984 and 1999, the median net worth of all family units increased 11%—but while the top one-fifth experienced a 39% increase, the bottom two-fifths saw virtually no increase at all.

What's true for the workforce at large is true for the newspaper business, too. Indeed, a major story in the July/August issue of *American Journalism Review* found that the heads of 12 publicly held newspaper companies took home an average of \$3.6 million last year—or 84 times the Guild's average top minimum scale of \$42,790.

Newspaper starting salaries, meanwhile, are still near poverty levels. The annual survey of journalism graduates that's conducted each year by the James Cox Center at the University of Georgia reported last month that the median salary paid to recent journalism grads was \$2,000 more than a year earlier. But that means only that those full-time employees got a salary of \$27,000—on average. And the average is skewed by those who took jobs in online publishing (where the average salary was \$30,004) and public relations (averaging \$28,964). Those who went to work for daily newspapers had an average salary of \$26,000; those at weeklies, \$22,900.

Given those numbers, the wave upon wave of layoffs this year and an economic climate that had already turned chilly even before the Sept. 11 attacks on the World Trade Center and Pentagon, there's little surprise that employee distrust of employers is growing. Results of an AFL-CIO survey of 1,792 adults, announced ahead of the Labor Day weekend, found 63% of respondents have little trust that employers will treat workers fairly. Sixty-eight percent said they want more protection from employer abuse on the job, 57% said management wields too much power and 56% said new laws are needed to enforce higher standards of treatment of workers.

Significantly, it's not just the AFL-CIO that's reporting such skepticism. The results of a survey of 1,013 workers by the pro-business Council of Public Relations Firms in New York, also released to coincide with the Labor Day weekend, found that only 37% of the respondents believe their company's communications with them are always honest.



Sources: CEO Pay: Business Week annual executive pay surveys. S&P 500 Index: Standard & Poor's Corporation. Figures are year-end close. Corporate Profits: Bureau of Economic Analysis, National Income and Product Accounts. Average Worker Pay: Bureau of Labor Statistics, Average Weekly Hours of Production Workers (Series EEU00500005) and Average Hourly Earnings of Production Workers (Series EEU00500006) Inflation: Bureau of Labor Statistics, Consumer Price Index, All Urban Consumers.

The pressure is on to constrict civil liberties

Even before a group of terrorists provided fresh ammunition for those seeking to expand police powers, a series of extraordinary events suggested that American civil liberties are at risk from overly zealous law enforcement.

On Sept. 6, TNG-CWA President Linda Foley and Wire Service Guild President Kevin Keane wrote to U.S. Attorney General John Ashcroft to protest the seizure of the home telephone records of an Associated Press reporter. The records were those of reporter John Solomon, who last spring was covering the Justice Department's investigation of Sen. Robert Torricelli—but Solomon was not informed of the subpoena until late August, or three months after the records had been obtained.

Separately, the Justice Department has imprisoned since July 20 a Texas freelancer and English teacher who was researching a 1997 murder for a book she planned to write. Vanessa Leggett has been in jail longer than any U.S. journalist for refusing

to disclose confidential sources, but a federal appeals panel has ruled she enjoys no privilege against testifying.

In both cases the defendants were victimized by secret subpoenas, giving them no chance to argue against the demands. And in both cases the Justice Dept. has refused to discuss why such tactics were necessary.

Meanwhile, the Senate Select Committee on Intelligence is again seeking to criminalize all leaks of classified information, following last year's veto of a similar measure by President Clinton. Passage of such a law, warn newspaper industry spokesmen, would result in even more subpoenas being issued against reporters.

And while all the "intelligence" implications of the Sept. 11 terrorist attacks are still being sorted out, the Justice Department has already indicated it will seek to "strengthen" police surveillance laws. Among the anticipated proposals are broader wiretap laws and greater freedom to infiltrate and spy on dissident groups.

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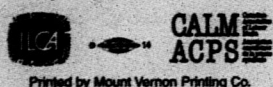
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DAYBOOK

TNG Executive Council,
Sept. 22-24, D.C.

Free Thought, Free Press,
Sept. 25—postponed.

Knight Ridder Council,
Sept. 28-30, Duluth

Customer Service Day for
CWA workers, Oct. 3

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

CWA Executive Board Mtg.,
Oct. 14-18, Palm Springs CA

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

Western District Council,
Oct. 27-28, Seattle

AFL-CIO Safety, Health Conf.,
Oct. 28-30, Pittsburgh

Irving Leuchter scholarship
deadline, Nov. 1

FROM THE MORGUE

Fifty years ago this month:

Approximately 2,000 high altitude balloons, carrying more than 2 million leaflets of hope and friendship, are released at the Czech border by journalists exiled from the Soviet bloc. . . . Despite continued profitability, the Houston edition of the *Daily Racing Form* is closed in favor of flying in copies from Los Angeles; 65 lose their jobs, including 12 Guild members. . . . Despite pressure from the American Society of Newspaper Editors, the standing committee of the press gallery correspondents rejects a move to bar representatives of the Soviet Union's Tass news agency from congressional press galleries.

Twenty-five years ago this month:

Newspaper profits in both the U.S. and Canada are reported as rising "to record highs," with an average, after-tax profit margin of 7.9%. . . . The Guild joins an emergency petition campaign to block a contempt of Congress citation against CBS correspondent Daniel Schorr, who refuses to disclose his source for a House committee report on the CIA. Separately, four Fresno Bee staffers are jailed for 15 days for refusing to divulge the source of grand jury testimony about municipal corruption.

Ten years ago this month:

In a notable shift from its previous position, the American Newspaper Publishers Association acknowledges that repetitive stress injuries "have become more prevalent" in the workplace and are of "serious concern to newspapers." . . . UPI dismisses 70 Guild-covered employees without severance pay as it again seeks bankruptcy protection.