

THE GUILD Reporter

February 22, 2002

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 69, Number 2

ANN ARBOR, MI 48106-1346
300 N. ZEEB ROAD, BOX 1346
ATTN: JANE EDSON, PERIODICALS
BELL & HOWELL (C)

'We have to build our power' Sector conference emphasizes organizing for change

One election
surprise;
human rights
revamp OK'd

Declaring that "we have our own axis of evil"—corporate greed, media consolidation and union busting—TNG-CWA President Linda Foley kicked off the Guild's 67th annual gathering with a call to action that included a rousing ovation for those she called "our own heroes."

Calling the delegates of seven locals to the podium, Foley extolled their courage and unity against uncommon adversity, from years-long contract battles in Eugene, Monterey and Providence, to the terrorist-battered ranks of IAPE and the New York Guild, to the fight led by the Montréal Guild against CanWest's attempts to impose a chainwide editorial policy. Also singled out was the Toledo Guild, as the only TNG-CWA local to achieve 100% COPE participation.

The celebratory moment stood in sharp contrast to the overall tone of the opening-day speeches, which uniformly warned of various challenges confronting organized labor and the free press. "What will be the only voice for the public good in all this?" asked CWA Executive Vice President



TNG-CWA President Linda Foley leads an exuberant celebration of the past year's "heroes" within the Guild, above; at right, a pensive Tom Thibeault, delegate for the Manchester Guild.

Larry Cohen. "There's only one voice that will speak up for the public good, and that's the locals in this room, The Newspaper Guild."

But while TNG "plays incredible defense," Cohen added, that isn't enough in an age when barriers to media cross-ownership are dissolving and a handful of corporate giants is controlling every mass medium. "Networking can't just be technical networking," he observed. "We have to learn how to share information, and we have to figure out how to build power. And we can't be afraid of that

Conference resolutions on
pages 4, 5 and 8;

More conference photos
and coverage in the March
Guild Reporter

word: we have to build our power."

That theme was reiterated by TNG-CWA Chair Carol Rothman, who urged an increased emphasis on organizing new members, and by Secretary-Treasurer Bernie Lunzer, who averred that this July marks the end of the Guild's five-

year "escape clause" for its affiliation with CWA. "We won't act on it," he said of the opt-out provision, "because we've become CWAers—and we're much better for it."

TNG Canada Director Arnold Amber, meanwhile, recapped the struggle against CanWest's decision to set editorial policy for all 14 of its dailies, then noted that CanWest's owners had written to the Federal Communications Commission in the U.S. to urge repeal of the cross-ownership ban. "So these sons of bitches aren't

Continued on page 5

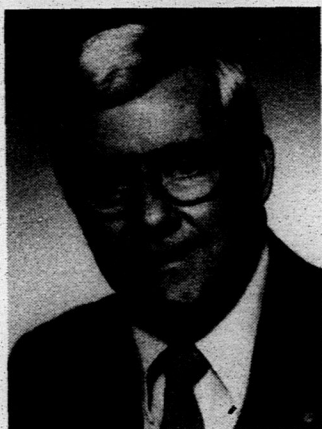


TNG-CWA creates Herblock fund

Broun chair, judges named; banquet to showcase awards

With a big boost from Herbert Block, who bequeathed \$50,000 to the union whose dues he paid longer than any other member, The Newspaper Guild-CWA has created a trust fund that each year will honor an individual or organization that best exemplifies the virtues he represented: compassion for the weak and disadvantaged, a belief in the principles of free speech and assembly, defense of a vigorous free press and distrust of unbridled power.

The Herblock Freedom Award will be presented at the same annual banquet—this year scheduled for May 14 at the Washington Hyatt Regency—that recognizes the winners of the Heywood Broun Award and the David S. Barr Scholarship.



Chuck Perlik

Newspaper publishers, TNG locals and other unions will be asked to sponsor tables, starting at \$1,500, with all proceeds to benefit the new trust fund. Seven TNG locals

made commitments at the Sector Conference to sponsor tables, while delegates of another four said they will recommend sponsorship to their executive councils.

In addition to honoring Herblock and raising money for the trust fund, the banquet is seen by Guild leaders as an opportunity to raise the profile of the Broun and Barr prizes. A further draw will be a prominent keynote speaker, who will be expected to address many of the issues espoused by "the three Bs."

Separately, former TNG president Charles Perlik has agreed to chair this year's panel of judges for the Broun Award, the award's 60th anniversary.

Still holding the record as the Guild's longest-serving president

Perlik held the position from 1969 until his retirement, in 1987. A former reporter for UPI in Chicago and Pittsburgh and for the Buffalo Evening News, he joined the Guild's national staff as an international rep in 1952, then was elected secretary-treasurer in 1955. He currently lives in Leesburg, Va.

Serving as judges will be Tom Ferrick, Frank Swoboda, Carl Sessions Stepp and Jean Thompson.

Ferrick, 53, is a metro columnist for the Philadelphia Inquirer, where he has worked since 1976 covering numerous beats, ranging from government and politics, architecture and poverty, to investigative and project reporting. His work has been recognized by numerous local and national journalism awards, including the Polk, APME and World Hunger awards, as well as by the Education

Continued on page 4

Inside this issue



TNG Canada candidates speak . . . Page 2

Jersey Journal survives—barely . . . Page 3

A look at the new crop of leaders . . . Page 6

Two vie for W. Canada VP

Statement by Scott Edmonds

Like you, I come from a local founded on volunteerism, committed to democratic decision-making and putting the interests of our members first. We rely on our leaders not only to ensure that the business of the union gets done but to involve as many members as possible in that work and in the decision-making process.

No one does this for money. We do it because we think we can make a difference.

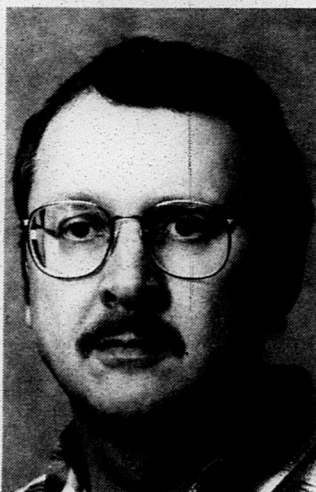
But a union only becomes strong when the members take ownership. Nothing is as intimidating to management as a loud, clear voice that comes from all the members and not just one or two. I bring this philosophy to the Sector Executive Council, where I have been proud to serve for five years.

The SEC is a unifying force that supports and provides resources for locals on both sides of the border. But it too must strive harder each year to reach out to members and ensure they feel connected and part of our union. We have gone through many changes in the last few years as we merged with the CWA and now we are changing again as we go to a new, smaller international council.

I believe it is more important than ever at this juncture to have strong, experienced representatives on the SEC and I seek your support in returning to continue the work we have been doing on your behalf. I still think I can make that difference, or I wouldn't ask.

The voting period to elect a Western Canada vice president of TNG-CWA will be April 25-30. The ballot order will be:

Scott Edmonds
R. Ray Rudersdorfer



Scott Edmonds



R. Ray Rudersdorfer

Statement by Ray Rudersdorfer

I have dedicated more than 30 years of service to the Canadian labour movement, and in particular, to members within the communications, print and publishing industry. I believe we now face our greatest challenge. Instead of dealing with small, locally owned and operated companies who are able to put a name and face to our union members whose jobs are at risk, we find ourselves dealing with national and international conglomerates whose sole objective is to effect the bottom line.

More than ever before, our union needs an experienced leader who can speak for all our membership.

Local union leaders in Canada who were involved in merger discussions between the Printing Sector of CWA (formerly the ITU) and The Newspaper Guild understood the need for fair representation from all sectors of our industry. That is the reason there is a "gentle person's" agreement that one member of the TNG-CWA Executive Council would be chosen outside of the Canadian Media Guild membership. I have been asked to be that representative.

In order to establish a balance within the voices of leadership within TNG-Canada, it is vitally important to have a representative who understands the issues faced by the print media and industrial segment of our union. I urge you to allow me to be your voice at the international table and ask for your vote.

In brief...

Freelance abuse raises CMG's ire

The Canadian Media Guild has launched "a major grievance" in response to continued abuse of temporary employees and fixed-term freelancers by the Canadian Broadcasting Corp. The grievance was sparked by the discovery that 40% of CMG membership at the CBC is on temporary or fixed-term contracts, rather than being on staff. The local's contract requires that new hires must be permanent staff unless they are filling in for another permanent employee or are employed on special projects, like provincial or federal elections.

NLRB set to try 47 ULPs in R. Island

Prosecution of the Providence Journal Co. on 47 charges of violating federal labor law is to begin Feb. 25, in the Pawtucket City Council chambers. The Boston regional office of the National Labor Relations Board has charged the company with refusing to bargain in good faith with the Providence Newspaper Guild, with attempting to intimidate union members and with refusing to provide information to which the Guild is legally entitled as bargaining agent. The hearing is expected to last at least two weeks.

Circulation wars heat up in Hawaii

It's always summer in Hawaii, but things are heating up more than usual because of the slugfest between the Gannett-owned Advertiser and its former joint operating agreement partner, the Star-Tribune. Allegations are flying that street-sales vendors—often just kids—are being threatened and that advertising sales staffers are sabotaging accounts as they jump from one newspaper to the other. Meanwhile, speculation is rife that Gannett will demand that Guild-represented employees, whose contract expires in June, make concessions similar to those made by Star-Bulletin staffers last year to save their publication.

Big brother comes to Monterey talks

Why, you might wonder, have contract negotiations at the Monterey County Herald dragged on for years? Maybe because of management proposals like the little gem that dominated bargaining in mid January, in which employees would be banned from "outside activities, for compensation or otherwise, without prior written approval of the publisher, which may be given or denied in the sole discretion of the company." The union's negotiating team, with deft understatement, noted that the proposal is "intrusive." Further talks were scheduled for Feb. 12 and Feb. 21.

IAPE members OK 1-year extension

Battered by the destruction of the World Trade Center, Dow Jones management and its IAPE-represented employees have agreed to a one-year extension of the contract that was to expire April 30. The IAPE vote on the extension, which includes a 2.5% wage increase May 1, was 351-160.

Inflation trumps Boston Globe pay

Contract negotiations between the Boston Newspaper Guild and the Boston Globe resumed in January with the union asserting that pay scales have not kept pace with inflation and have fallen further behind comparable papers. While Guild wages increased 6.9% from 1997 to 2000, consumer prices in the Boston area rose 14.8%, housing prices rose twice as much—by 28.8%—and rents soared 31.5%.

Union steps in for part-timer health

Part-timers frequently get shafted by employers who refuse to recognize that they have the same needs as full-time workers—so the Milwaukee Newspaper Guild has stepped into the breach. Beginning this year, the union will reimburse Guild members who are part-time Journal Communications employees for part of their health insurance premiums, up to \$500 per calendar year. Journal Communications not only doesn't pick up any premium coverage, it doesn't provide access to health insurance plans or benefits of any kind, even under self-funded Health Care Reimbursement Accounts.

Change of guard at Register-Guard

The Eugene Newspaper Guild honored departing local president Suzi Prozanski with a standing ovation at its annual meeting Jan. 26—then sent her and her husband on a weekend getaway to the Sylvia Beach Hotel in Newport, where they stayed in the appropriately named Lincoln Steffens Room. Filling Prozanski's shoes is newly elected president Adele Berlinski. Scott Maben was elected vice president, and Sue Palmer and John Heasley were re-elected as secretary and treasurer, respectively.

New leadership chosen in Toledo

Lillian Covarrubias, vice president of the Toledo Newspaper Guild, has been elected to succeed Beverlyann Morris as president. Elected vice president was Cathie Brandman, who was unopposed, while incumbent treasurer Jeff Hojnacki beat back a challenge from Larry Vellequette. Vince Piscopo was re-elected secretary.

Two candidates with an abundance of experience

Canada's wealth normally is measured in its abundant natural resources and rich farmland. But it also can be seen in the experience offered by the two candidates running for Canada West vice president on the TNG-CWA Sector Executive Council.

Incumbent Scott Edmonds, 50, is facing his first challenger since his 1997 election to the SEC. A newspaper reporter and wire ser-

vice editor since the early '70s, he has worked for Canadian Press since 1978 and has been its Manitoba correspondent for the past decade.

Edmonds' Guild activism is almost as lengthy as his work history, starting with his service on one of the first bargaining committees at the Winnipeg Free Press—before it decertified. But Edmonds had already moved on to the CP by then, where he also served on the bargaining committee and eventually became location unit president.

Edmonds also served for much of the '90s as an executive board member of the Canadian Media Guild, which he says he helped restructure by decentralizing responsibility to various branches. He currently is one of three principal officers of the CP branch executive council.

Asked why he is seeking reelection, Edmonds replied: "I think Guild members deserve the best representation they can get, and I've been working hard to make myself the best rep I can be."

Meanwhile, although this is Reinhard Rudersdorfer's first run

for an SEC seat, the German emigrant is hardly a stranger to trade unionism. Entering the printing trades at 18 by going to work for the ethnic press in Saskatchewan, Rudersdorfer—now 64—organized his co-workers at Canadian Publishers, then negotiated a first contract and, in 1967, was elected local president.

Three years later, Rudersdorfer became a full-time organizer for the ITU, and in 1973 was promoted to ITU representative, a position he held until 1999. During that 20-year span, he says, he more than tripled ITU membership in western Canada.

After retiring from the ITU, Rudersdorfer was elected to a three-year term as president of his Vancouver local, TNG Local 30403.

Asked why he decided to challenge Edmonds for his position, Rudersdorfer said he did not plan on running until he got to the sector conference, where he was approached by several ITU members because they feel the Canadian representation is too heavily weighted toward the CMG.

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

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

Postmaster: Send address changes to: Grace Comer, Communications Workers of America, 501 Third St. NW, Washington, D.C. 20001

Address changes also can be sent by e-mail to: gcomer@cwa-union.org.

Subscription: \$20 a year in U.S. and Canada, \$30 a year overseas. Send subscription orders to: Andy Zipser, TNG-CWA, 501 Third Street, NW, Washington, DC 20001

Single copies: \$1.50

It's Ecumenical

Catholic News, Jewish Forward, WPIX all settle without givebacks

About two dozen Guild members at Catholic News Service have won a four-year agreement that features raises of at least 3.75% each year and a sharp increase in paid paternity leave.

A tentative deal to replace the previous four-year contract was reached just before Christmas. The new agreement runs to Dec. 31, 2005, and was ratified Jan. 11.

Guild-covered employees will get raises of 3.75% this year and in the last two years of the contract. A larger, 4.25% raise in 2003 will help compensate for an increase in the employee contribution for health insurance premiums. Rates, which were frozen through the last contract, remain unchanged this year; the 2003 rate will be the rate for 2004 and 2005 as well.

"The higher pay hike for 2003 takes into account the anticipated higher employee contribution toward the health plan," said CNS veteran Mark Pattison. "But it will more than

cover the higher co-pay; nobody in the Guild unit will have a smaller paycheck."

Paid paternity leave increases from 15 days to four months—the same as maternity leave.

Other contractual gains include stricter language on filling vacancies; health insurance coverage for anyone laid off; increased money for the retraining of displaced employees; a transportation subsidy; the right of staff writers to withhold their bylines; and an extension of sick leave, to care for parents-in-law and siblings in addition to spouses and children.

Jewish Forward

It took only one bargaining session for the Newspaper Guild of New York to reach final agreement on a new, two-year pact with the Jewish Forward, giving employees a 3% increase retroactive to March 31, 2000 and a 4% hike this March. The new contract

was ratified unanimously Dec. 11.

Although management had told the Guild it would seek employee contributions for health care premiums, it abandoned the idea before coming to the table and the final agreement has no givebacks. In addition, management agreed to provide the union with extensive payroll information on new Guild-represented employees within 10 days after they are hired.

WPIX-TV

The New York local also reached agreement on a new, 42-month contract with WPIX-TV, which unit members ratified at a midnight meeting Feb. 5 by a margin of 16-1. The pact gives employees two settlement payments this year—totaling \$1,100 for full-time employees and a pro-rated amount for part-timers—plus a 4% increase next January and a 3% hike Jan. 31, 2004.

The local reports there are no givebacks

in the agreement, which was achieved despite the insistence of station owner Tribune Co. that it would not spend "a penny" to lock down a new contract. The Chicago-based Tribune Co. has imposed a strict freeze on pay increases at its other properties and was seeking a wage freeze followed by a 2% cut at WPIX.

In addition to the two cash payments and two pay hikes, the agreement also includes increases—averaging more than 10%—in the upgrades to which Guild-covered staffers are entitled when filling-in at higher positions. The upgrade increases go into effect next January.

Other contract improvements include a doubling in the night travel allowance, to \$10; an agreement to permit first-year employees to begin using vacation time accrued by Jan. 1 of each year; and an agreement to continue discussions about the TransitCheck program.

Non-profits just workplaces, too

By Michael Kuchta
Editor, The Union Advocate

Employees at the student-run Minnesota Public Interest Research Group have joined the Minnesota Newspaper Guild Typographical Union, making them the first group of their kind in the nation to organize. Representation for MPIRG's 16 employees creates another link between unions and the Twin Cities progressive community. "These people are natural activists," said Abe Isaacs, organizer for the Guild.

But even though MPIRG is deeply into progressive causes, that didn't guarantee smooth sailing for workers seeking union representation. MPIRG's board of directors—all students—initially voted not to recognize the union voluntarily. That would have forced an NLRB election.

"I was kind of surprised," said Allison Sharkey, an MPIRG staff member active in the organizing effort. "We've worked in coalition with unions in the past, and I thought it was a given in the progressive community that you don't

fight unions.

"On the other hand, I understood it. They're bosses. They feel threatened when you try to organize," Sharkey said.

Staff members weren't the only ones who raised eyebrows at the board's decision, Isaacs said. "When alumni heard about it, they called them and told them it was the wrong decision—that a progressive organization should honor its employees' wishes," he said.

Board members changed their minds and voted Dec. 18 to grant card-check recognition.

A few staff members started kicking around the idea of a union while successfully agitating for pay raises, Sharkey said. The board had voted a few years ago to pay a livable wage, she said, but those levels hadn't been updated. "We realized that even though we were lucky and were able to pull that off this time, there was no guarantee we'd be able to work together to get what we needed in the future," Sharkey said.

Pay levels were part of the larger issue of creating policies that would reduce turnover and burnout, and allow staff members to become career activists, Sharkey said. "The organization has made a commitment in the past that it wants to provide a sustainable working environment for staff," she said. "We felt the organization needed some help in starting to put that into practice."

The sudden firing of one worker, for reasons unrelated to the pay raise campaign, "really kicked off the campaign," Isaacs said. Or as summarized by Sharkey, "It showed us that a workplace is—a workplace. . . . The expectation is that you'll give and give and give, just because you're a nonprofit."

Reprinted from the Jan. 30 issue of *The Union Advocate*



SAN JOSE NEWSPAPER GUILD

We want roses, too

Mac McDonald and Liz Roberts prepare rose vases for members of the business staff at the Monterey County Herald. The roses—as well as flowers, chocolates and a note of appreciation for all the hard work of the "unsung" people

who sell ads and deal with finance and circulation—were presented Jan. 16, as newsroom members pledged to support their colleagues' workplace issues. The event, Customer Service Professionals Day, is a project of the San Jose Newspaper Guild's Monterey unit, in cooperation with the CWA.

Jersey J'rnal on life support

Faced with the harsh choice of getting half a loaf or none,

Guild-represented employees of The Jersey Journal voted 28-1 in favor of the less draconian alternative—then watched helplessly as the newspaper's truck drivers waited until the last possible moment to ratify a similar agreement.

The votes averted a Feb. 2 closing of the 135-year-old newspaper, but just how long the publication can keep going is anyone's guess. Average daily circulation reportedly has dropped to 43,411 from 53,553 in 1996, contributing to estimated annual losses of more than \$4 million. That prompted owner Advance Publications to seek a 50% cut in staffing, reducing already thin newsroom ranks from 35 to 17 full-time staffers and potentially presaging a further

downward spiral.

The Journal's office workers, meanwhile, lost 18 jobs; the drivers gave up 9.

Still, with a complete shutdown as the only alternative, members of the Hudson County Guild negotiated the best deal they could. Details, according to TNG rep Bruce Nelson, included a buyout package targeted at 17 specific employees, rather than laying-off by seniority. Targeted employees also had to sign releases absolving the newspaper from legal liability, but in return were promised severance pay of two weeks' salary for each year of service, up to a maximum of 48 weeks' pay. The company also agreed to continue health care benefits for up to nine months. Had the company opted to shut the newspaper instead, Nelson said, it could have eliminated all

severance benefits.

The negotiations also produced a new contract for the survivors, increasing the top reporter minimum by \$10, retroactive to June 2000. The contract, which expires in June 2005, also provides 100% employer-paid health insurance premiums for single employees, up from a flat employer contribution of about \$215 a month.

The outcome proved bitter-sweet for many. "We're the ones in the trenches," observed Guild President Ron Leir. "How come we're always the ones who have to fall on our swords?" Noting that the slimmed down newspaper will have fewer sports stories, feature stories and comics and will eliminate movie listings, Leir asked: "If people aren't buying the paper now, why would they buy a paper that offers even less?"

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

Only one roll-call vote

Only one roll-call vote was needed at this year's sector conference, when Luis Rufo's nomination to the Sector and Election Referendum Committee challenged a slate that included Gord Holder of Ottawa, Ken May of Washington-Baltimore, Dick Peery of Northeast Ohio, John Phillips of New York and Tracy Simmons of Denver. Rufo is from Alberta. Elected as alternates by

acclamation were Wayne Cahill of Hawaii and Liz Brown of Pacific Northwest.

In its first meeting following the election, the SERC determined that the voting period for electing officers to the Sector Executive Council will be April 25-30, with ballots to be mailed to each local by April 9.

Only one position on the SEC is being contested this year. See page 2 for details.

Local Name	Holder	May	Peery	Phillips	Rufo	Simmons
Albany	5.0	5.0	5.0	5.0		5.0
Bakersfield	2.0	2.0	2.0	2.0		2.0
Boston	13.0	13.0	13.0	13.0		13.0
Brockton	3.0	3.0	3.0	3.0		3.0
Buffalo	5.0	5.0	5.0	5.0		5.0
Canadian Media Guild	37.0	27.5	27.5	27.5	37.0	27.5
Chicago	6.0	6.0	6.0	6.0		6.0
Cincinnati	2.0	2.0	2.0	2.0		2.0
Denver	8.0	8.0	8.0	8.0		8.0
Detroit			6.0		6.0	6.0
Erie	4.0	4.0	4.0	4.0		4.0
Eugene	3.0	3.0	3.0	3.0		3.0
Greater Boston	5.0	5.0	5.0	5.0		5.0
Harrisburg						
Hawaii	7.0	7.0	7.0	7.0		7.0
IAPE	22.0	22.0	22.0	22.0		22.0
Kingston	2.0	2.0	2.0	2.0		2.0
Knoxville	2.0	2.0	2.0	2.0		2.0
Manchester	4.0	4.0	4.0	4.0		4.0
Media & CW Alberta	4.0	4.0		4.0	4.0	4.0
Memphis	4.0	4.0	4.0	4.0		4.0
Milwaukee	4.0	4.0	4.0	4.0		4.0
Minnesota	8.8	11.0	11.0	11.0	2.2	11.0
Montréal	5.0	5.0	5.0	5.0	5.0	
New York	37.0	37.0	37.0	37.0		37.0
North Bay	3.0	3.0	3.0		3.0	3.0
Northeast Ohio	9.0	9.0	9.0	9.0		9.0
Northern California	18.0	18.0	18.0	18.0		18.0
Ottawa	5.0		5.0	5.0	5.0	5.0
Pacific Northwest	7.0	7.0	7.0	7.0		7.0
Patriot Ledger	2.0	2.0	2.0	2.0		2.0
Peoria	3.0	3.0	3.0	3.0		3.0
Philadelphia	15.0	15.0	15.0	15.0		15.0
Pittsburgh	5.0	5.0	5.0	5.0		5.0
Portland	5.0	5.0	5.0	5.0		5.0
Providence	5.0	5.0	5.0	5.0		5.0
Puerto Rico		12.0	12.0	12.0	12.0	12.0
Quincy	2.0	2.0	2.0	2.0		2.0
San Jose	10.0	10.0	10.0	10.0		10.0
Southern California	2.0	2.0	2.0	2.0		2.0
St. Louis		9.0	9.0	9.0	9.0	9.0
Terre Haute	3.0	3.0	3.0	3.0		3.0
Toledo		4.0	6.0	4.0	5.0	5.0
Vancouver/CWA B.C.	3.0	3.0	3.0	3.0	3.0	
Victoria-Vancouver						
Washington-Baltimore	22.0	22.0	22.0	22.0		22.0
WashTech	4.0	4.0	4.0		4.0	4.0
Wire Service Guild	11.0	11.0	11.0	11.0		11.0
Total Votes:	326.8	339.5	348.5	337.5	95.2	343.5

Four Outstanding Individuals in Our Union of Individuals

Over the years, one of the greatest strengths of The Newspaper Guild-CWA has been the quality of its leaders. Earlier four valued members of our Executive Council announced they would not seek re-election this year.

Vice President Russ Cain joined the Executive Council, then known as the IEB, in 1991. He came to the council after organizing the Guild in his home unit at the Monterey Herald. A key leader of the San Jose Newspaper Guild, Russ employed his technical aptitude and computer expertise to assist numerous Guild locals as they entered the digital age.

Larry D. Hatfield was first elected regional vice president in 1981—much to the dismay of the then-TNG administration. Once elected, he became the union's voice of conscience and practical common sense. After a brief hiatus from the Executive Council in 1995, Larry returned to the council in 1997 where he used his considerable expertise to help us navigate the transition into CWA.

Jack Norman is the first and only (until

now) Region 6 vice president of TNG. Jack was first elected to the Executive Council when the Midwest region was created in 1993. He came to the council after organizing the newsroom at the Milwaukee Journal-Sentinel. During his nearly decade-long EC tenure, Jack put his considerable intellect to bring clarity to Guild debates and policy.

Vice President Beverlyann Morris never minces her words. She is an outspoken advocate for the rights of commercial workers and others in our union who don't always make the front page. During her two terms on the EC, Beverlyann put her tough, no-nonsense approach to work representing the Great Lakes region and TNG. The former president of the Toledo Newspaper Guild, Beverlyann never lets verbiage stand in the way of what's right for the union.

The delegates to the 67th TNG-CWA Sector Conference express their heartfelt appreciation to these retiring EC leaders. Your individual contributions to our international union have made us collectively stronger and better representatives for our members.

Contraceptive Equity

A federal district court recently ruled that it is discriminatory for U.S. employers to provide comprehensive prescription drug benefits, while excluding payment for prescription contraceptives.

The EEOC ruled a year ago that an employer's failure to cover prescription contraceptives in an employee health benefits plan constitutes unlawful sex discrimination under Title VII of the Civil Rights Act of 1964.

The EEOC decision ruled that companies cannot deny contraceptive coverage based on cost concerns.

Many employer-provided health plans cover the costs of having or terminating a pregnancy, but irresponsibly do not cover the costs to prevent one.

Pregnancy is a preventable medical condition with its own inherent costs and medical risks.

Prescription birth control reduces the physical risk and financial cost of an unplanned pregnancy.

Pregnancy prevention is a fundamental health care need for female workers during their childbearing years, which can stretch throughout a career.

Federal law requires employers to provide preventative medical care to women on

the same terms and conditions as it is provided to men.

Therefore, The Newspaper Guild-CWA (TNG-CWA) urges its affiliates to educate members about contraceptive equity; and urges affiliates to mount vigorous campaigns to secure full contraceptive coverage under union-negotiated health care plans for union members and their dependents; and that such plans:

- cover the expenses of all FDA-approved prescription contraceptive choices, as well as the costs to administer them,
- cover the expenses of prescription contraceptives, and related services, to the same extent, and on the same terms, that other drugs, devices, services and preventative care are covered,
- include the coverage in each of the health plan choices offered to employees.

TNG-CWA also will work with state and local governments to include contraceptive coverage in their health care plans and will work with appropriate entities toward enactment of a national law that codifies the EEOC and federal court rulings, making coverage for contraceptives available under health care plans on the same terms and conditions that the plans cover other preventative drugs, devices and services.

Broun jurists selected

Continued from page 1

Writers Association and the National Association of Black Journalists. He also is an active Guild member and a former vice president of Local 10.

Swoboda has covered labor from Washington since 1966 for a variety of news organizations, including UPI, Business Week, The (Baltimore) Sun and—for the past 24 years—the Washington Post. Six of his years at the Post were as assistant managing editor in charge of business and finance. He also has been an active Guild member, serving twice as unit chairman in years when the Washington-Baltimore Guild was negotiating new contracts with his paper. He will be retiring from the Post at the end of this month to become president of the Herb Block Foundation, a separate institution also created by a bequest in the political cartoonist's will.

Stepp, the third Broun jurist, is a professor of journalism at the University of Maryland and a senior editor of American

Journalism Review, as well as the author of several writing and editing textbooks. He also has served as a writing and editing coach at approximately three-dozen newspapers and frequently conducts writing and editing clinics for the American Press Institute, the Poynter Institute for Media Studies and other organizations. He was a reporter and editor for 12 years with the St. Petersburg Times, the Charlotte Observer and USA Today.

Thompson, who joined The Sun's editorial department as an associate editor this past January, has held a variety of positions with The Sun and The Evening Sun since 1988, including reporter, copy editor, assistant features editor, features editor, magazine story editor and assistant managing editor for staff development. Before joining The Sun, she wrote for the Sun-Sentinel (Fort Lauderdale) and The Hartford Courant. She is married to a Guild member at The Sun, city desk reporter M. Dion Thompson.

Herbert L. Block

The Newspaper Guild-CWA is proud that Herbert L. Block, who died Oct. 7, 2001 at the age of 91, not only was the union's longest dues-paying member—67 years—but arguably its most illustrious member. TNG-CWA therefore is gratified that Herblock apparently reciprocated such feelings, as evidenced by the \$100,000 he bequeathed to the union, to be divided evenly between TNG and his local, the Washington-Baltimore Newspaper Guild.

"Herb always had a profound sense of right and wrong, of the importance of justice and fairness," noted reporter Rick Weiss, co-chair of the Washington Post unit of the Washington-Baltimore Newspaper Guild. "His generous gift reflects his recognition that the Guild is an engine for justice and fairness for news industry workers."

In keeping with that spirit, The Newspaper Guild-CWA hereby determines that the best use of its share of Herblock's gift is to create a trust fund whose purpose will be to bestow the Herblock Freedom Award. The Herblock Freedom Award will be presented annually to that person or

organization which the trust's administrators judge has best demonstrated the values held most clearly by Herbert Block: compassion for the weak and disadvantaged, a belief in the principles of free speech and assembly, defense of a vigorous free press and distrust of unbridled power.

Moreover, to ensure that the Herblock Freedom Award grows in both size and stature, The Newspaper Guild-CWA hereby commits itself to supporting an annual fundraising banquet, with all proceeds to benefit the trust. This banquet also will serve as the venue for presenting the Heywood Broun and David S. Barr awards, named after two other men who, in making enormous contributions to the Guild and its members, exemplified the values recognized by the Herblock Freedom Award. In supporting this banquet, TNG-CWA urges all of its locals and individual members to sponsor tables and buy individual tickets to the greatest reasonable extent; and furthermore, in keeping with the broad principles espoused above, that they seek the financial support of their publishers or corporate owners.

Building power

Continued from page 1

content just to ruin newspapers in Canada, they want to ruin them in the U.S.

"The only way to take on the CanWests and the Knight Riders is through national bargaining," Amber added, "because they have national bargaining. It's time for us to be thinking 'their way' so we can head 'em off at the pass."

One sign of the changes underway is the shifting make-up of the Sector Executive Council, which will shrink by another two seats in June, as the last at-large vice president slots are eliminated. Although one of the current at-large vice presidents, Larry Hatfield, had indicated that he would seek election to the seat held by retiring Region 4 Vice President Russ Cain, he accepted a buyout from the San Francisco Chronicle just days before the conference. The resulting vacuum was readily filled by Lucille Witeck, president of the Hawaii Guild.

Meanwhile, the electoral fight that had been shaping up over the vacant Canada East vice presidency dissolved when the two announced contenders struck a deal: Percy Hatfield, currently the other at-large vice president, nominated his rival, Dan Seguin, to fill the term that expires in June. Seguin, in turn, nominated Percy Hatfield for the three-year slot that starts in June. Hatfield's nominating speech took the prize for flowery excess; Seguin's, for relating a story in which Hatfield kissed a former (male) manager.

But while the eastern Canadians thus buried their hatchets, a completely unforeseen challenge developed in the west, where Ray Rudersdorfer was nominated for the seat currently held by Scott Edmonds—who has no intention of retiring. The contest promises to pit TNG Canada's two dominant factions against each other, with Edmonds coming from a Guild background while Rudersdorfer was for many years an



Bob Neil and Donna Marks display their charter for the Quincy Newspaper Guild, Local 31246; to their right is Fred Hanson, of the former Patriot Ledger Newsroom Associates, which also

received its charter at the conference. Performing the induction honors is TNG-CWA Chair Carol Rothman, right, while TNG-CWA President Linda Foley looks on at left.

organizer for the International Typographers Union. (See page 2 for more details.)

A more orderly succession occurred in Regions 3 and 6, where Beverlyann Morris and Jack Norman were succeeded by Scott Stephens and Karolynn DeLucca, respectively. Neither Stephens nor DeLucca faced opposition, and so were elected by acclamation.

Yet another harbinger of the changing times was a conference focus on human rights. A plenary panel on the subject, chaired by Lena Williams, New York Times unit chair, emphasized the need for unions to recognize—and adapt to—remarkable changes within the workplace. "If you're the person being organized, you want to see yourself in the organizer," stressed Rudy Renaud, former managing editor of a bi-weekly magazine for the lesbian, gay, bisex-

ual and transgender community and now an organizer for the SEIU. Other panelists pointed to a largely ignored explosion of non-mainstream publications. "There are tremendous opportunities in the ethnic press today," said Kent Wong, director of the UCLA Labor Center, because some of the worst labor exploitation occurs in minority communities.

"It's not about having the people who look like us exploit us," he added. "It's about building multi-ethnic solidarity."

The conference also received the long-awaited report of the Human Rights Committee, which was created last April to review TNG-CWA's efforts in this area. Because the committee stayed in Orlando after the sector conference to incorporate the comments it received, a full report of its work will be published in the March Guild Reporter.



Dan Seguin is the newest member of the SEC—but only until June.

The Public Trust

An informed citizenry is the cornerstone of a democratic society. Recognizing this, the 2002 Sector Conference of The Newspaper Guild-CWA calls on CanWest Global Communications Corp., the largest player in the Canadian media industry, to formally and fully commit itself to the following principles:

- That each newspaper within its chain of holdings retain full autonomy in the choice and formulation of its editorial opinions, specifically those expressed on its editorial pages;

- That columnists at all newspapers within that chain retain the freedom to express their opinions fully and without prior restraint, especially by CanWest Global's corporate headquarters. Editing of columns should take place within the newspaper of origin, and be limited to issues of factual accuracy, grammar and style—not the opinions that a columnist puts forward;

- That the appropriate editors at each newspaper rely on their news judgment in making story and photo assignments, story and photo selections and relative placement of layout elements, not on the dictates of CanWest Global;

- That the primary and overriding responsibility of any journalist, and of any journalistic enterprise, is to the reader, listener or viewer. All have a right to full and accurate reporting of news within their community, country and world and to a range of viewpoints that will stimulate—not stifle—the healthy debate that is the foundation of democratic choice;

- The rigorous adherence to these principles by both journalists and management is not only a public trust, but a precondition for the credibility that is any media outlet's core asset and the only reliable foundation for its financial success.

In Recognition

The tragic events of September 11, 2001, and their aftermath have led to extraordinary demands on workers. While we think immediately of the fire fighters, police, EMTs, and medics, there have also been heavy demands on workers represented by The Newspaper Guild-CWA.

Despite potential dangers and frightening uncertainties, Guild men and women worked through their own emotions to get

their jobs done.

To recognize these exemplary efforts, the Sector Conference of TNG-CWA commends and thanks our members—particularly the reporters, photographers, camera crews, producers, editors and designers, but also members in other departments whose work helped produce the news and get it to the public.

OFFICERS ELECTED

Carol Rothman, TNG-CWA Chair
Linda K. Foley, TNG-CWA President
Bernie Lunzer, TNG-CWA Secretary-Treas.
Arnold Amber, Director TNG Canada
Lesley Phillips, Region 1 Vice President
Connie Knox, Region 2 Vice President

Scott Stephens, Region 3 Vice President
Lucille Witeck, Region 4 Vice President
Peter Szekely, Region 5 Vice President
Karolynn DeLucca, Region 6 Vice President
Percy Hatfield, Canada East Vice President
contested: Canada West—see page 2

Protection of Sources

In 1997, Wally Wakefield, a sports reporter for the Maplewood Review in suburban St. Paul, Minn., wrote an article that explained why a high school football coach was fired. The article quoted confidential sources. The coach sued the suburban school district and four school officials for defamation but did not sue Wakefield or the newspaper. The coach subpoenaed Wakefield to obtain the identities of his confidential sources quoted in the news story and Ramsey County District Judge Dale B. Lindinan ordered Wakefield to comply.

Wakefield declined to reveal his sources and on Nov. 6, 2001, Lindinan held Wakefield in contempt of the order and imposed a fine on him of \$200 per day. The fine has been stayed while Wakefield appeals his case to the Minnesota Court of Appeals.

The Minnesota Newspaper Guild Typographical Union has joined with the Reporters Committee for Freedom of the Press in Washington, D.C., the National Society of Professional Journalists and the Minnesota Chapter of the Society of Professional Journalists in filing a friend-of-

the-court brief in support of Wakefield's refusal to reveal his anonymous sources. Hundreds of Minnesota media employees, including many members of the Minnesota Newspaper Guild Typographical Union, have signed petitions supporting Wakefield.

Protecting the identity of a confidential source is a fundamental journalistic principle. Confidential sources are critical to the dissemination of news in a free society. The threat to make Wakefield pay a \$200-per-day fine is an attack on all journalists and jeopardizes our First Amendment rights.

The 2002 Newspaper Guild-CWA Sector Conference goes on record in support of Wally Wakefield's right as a reporter to protect his confidential sources. The 2002 Newspaper Guild-CWA Sector Conference's opposition to the fine and contempt citation will be communicated to the appropriate court.

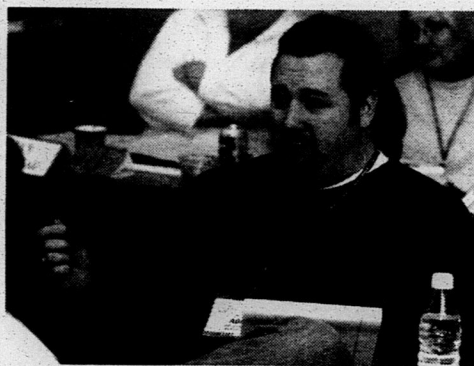
The Sector Conference further recommends that Wakefield's courageous stand be disseminated to members and others who support the rights of journalists, so as to build the campaign to have the contempt of court citation reversed.



TNG-CWA's residential seminar for new local officers was held a month early this year, to avoid a scheduling conflict with the sector conference, but the participants were as lively as ever. Above, an aerial view of the main classroom, at the George Meany Center for Labor Studies in Silver Spring, Md. Joining the the give and take, (starting directly below and going clockwise) were Marianne Babnick, executive board member of the Northeast Ohio Guild, and Tom Simpson, executive board member of the Toledo Guild; Abe

This year's leaders

Isaacs, new organizer for the Minnesota Guild; TNG staffer Marian Needham, explaining a point of contract administration to Adele Berlinski, new president of the Eugene Guild; Bob Driehaus of Cincinnati, Roy Guerrette of Portland (ME), Lisa Napersky of Wilkes-Barre and Amanda Vender of New York, participating in a group exercise; and workshop leader Bruce Nelson, in full swing.



ALL PHOTOS BY BILL BURKE/WASHINGTON-BALTIMORE GUILD

LOOKING ASKANCE

Media consolidation gains momentum, and we're the losers

By Andy Zipser
Editor, The Guild Reporter

There was no lack of warning at the TNG-CWA sector conference about the iceberg—commonly known as “media convergence”—looming ahead. But events are rushing upon us faster than the hand can reach for the klaxon's button.

No sooner had conference delegates returned home than the U.S. Court of Appeals for the District of Columbia let loose a pair of rulings that can only sharpen the corporate appetite for media acquisitions. One decision invalidated the Federal Communications Commission's regulation that prevents a company from owning both broadcast and cable TV operations in the same market. A companion ruling rejected an FCC regulation that limits the number of television stations a single company can own to 35% of the national market.

The 35% cap had already been relaxed in 1998, from 25%, but even that wasn't enough for News Corp.: its Fox unit bought 10 stations from Chris Craft Industries last year, expanding its reach to 41%. Viacom had already breached the limit more than a year earlier, its merger with CBS giving it 39% of the national market. So rather than chase after the rule-breakers with even more generous limits, the rule-makers simply decided to drop all pretense of regulation. Let the market rule.

What this augurs for the newspaper industry is nothing good. With the appeals court slinging around phrases like “arbitrary and capricious” and “contrary to law” to justify its torpedoing of FCC regulations, the odds that the FCC will maintain its cross-ownership ban—prohibiting a company from owning broadcast media and newspapers in the same market—have shriveled to virtually nothing. And while newspaper owners are itching for the chance to pick up television and radio stations in the towns where they already publish—all in the name of increased “synergy”—the odds in this game are that it's the newspapers that will be vacuumed up, by the Viacom and AOL Time Warners of the world, and not the other way around.

The corporate forces clamoring for an end to all restrictions on media ownership

sing but a single note: such limits were initially imposed to ensure competition in an era of limited broadband spectrum. But given the proliferation of television channels, cable, satellite TV and the internet, rules that once made sense now—hold on for this—unnecessarily “stunt” their ability to expand.

Hard as it is to reconcile the concept of “stuntedness” with global media behemoths like Disney (annual revenues of more than \$25 billion), Bertelsmann (annual revenues of more than \$17 billion) or AT&T (upwards of \$60 billion), it's equally incongruous to hear the corporate jockeys' justifications for their actions. In a remark reminiscent of an age when General Motors' welfare was confused with that of America's, Paul T. Cappuccio, AOL Time Warner's executive VP and general counsel, contended that ownership rules “did not serve the public interest.”

Public interest is the last thing on the corporate agenda.

As speaker after speaker hammered home at the sector conference, organized labor generally—and TNG-CWA specifically—can no longer yield the moral high ground to corporate interests. Media consolidation is dangerous for our members because it invariably results in job losses, but acknowledging that we have a vested interest doesn't invalidate the broader argument that media consolidation is dangerous for democratic society, too. The connections are easy to make: in a democracy, citizens decide how they will be governed; to make good decisions they need good information; to get good information they need a boisterous, competitive free press. It doesn't matter how many hundreds of TV channels or other media there are if the same handful of voices dominates them all: that's not in the public interest.

Break the chain of media diversity, as media oligopolies do when they consolidate previously disparate voices under one corporate roof, and democracy withers. No clearer example of this can be offered than that of CanWest, which in its straddling of broadcast and print media in Canada and its decision to create one editorial policy for its many papers, proves that George Orwell had it wrong: Big Brother isn't a government official. He's a CEO.

LETTER

To the Editor,

Let me echo Brother Hinden's concerns (Jan. Guild Reporter, letters to the editor) regarding Household Bank's excessive interest rates of over 19%, and The Guild Reporter's response. I cringed when I read the editor's comment: “As always, caveat emptor.”

If The Newspaper Guild, and other members of our union family, really have a “buyer beware” attitude toward our members and potential new members, we really are in deep trouble. Workers should be able to look to unions for protection, advocacy and fair deals, not price-gouging and through-the-roof interest rates under a slogan of union

“privilege.” The AFL-CIO and its affiliates get a percentage rebate from the Union Privilege credit card, which puts us right there in the center of this problem.

If TNG and CWA won't do anything else to deal with this issue, each could at least use the proceeds to conduct a quality education or media campaign that makes the union's voice at work as integral a part of Americans' lives as . . . well, as credit cards. Otherwise, “Let the Buyer Beware” is exactly what workers will continue to think when they think of unions.

—Lori Calderone, Admin. Officer
Washington-Baltimore Guild



Taking the fight for a free press to the Hill

Although late to the party, the AFL-CIO has jumped into the cross-ownership fray with both feet. Its December position paper to the Federal Communications Commission was the first time in recent memory that the federation has interceded in federal rule-making on media ownership issues. Moreover, it has since filed a rebuttal to repeal proponents, signalling that this is an issue of more than whimsical interest to organized labor.

Meanwhile, as TNG-CWA President Linda Foley announced at the sector conference, the battle for media diversity and quality journalism will be taken to Capitol Hill during CWA's annual legislative and political conference, March 3-6. Guild and CWA activists who can attend the conference are being asked to participate. Information on the legislative conference can be seen on the web at www.cwa-legis-pol.org.

Among the points presented by the AFL-CIO in its rebuttal, to be emphasized in the Congressional lobbying effort, are the following:

- The First Amendment justifies maintaining the rule. In *AP v. U.S.*, the Supreme Court noted that the First Amendment “rests on the assumption that the widest possible dissemination of information from diverse and antagonistic sources is essential to the welfare of the public.” On this basis, the Supreme Court upheld the cross-ownership ban. The legal burden of proof, therefore, requires those who want to eliminate the rule to demonstrate that its elimination will not cause harm to the twin goals of diversity and competition.

- Current media market conditions, characterized by concentration and consolidation, reduce diversity, localism and quality journalism. Aided by relaxed ownership regulations over the last few years, national media conglomerates have purchased local media outlets of all types (newspapers, TV, radio, cable, Internet). This has dramatically reduced the number of owners and certainly the number of local owners. Eliminating the newspaper/TV cross-ownership ban in local markets would accelerate this trend.

- There is little competition and diversity in local media news and information mar-

kets. The market studies submitted by the publishers, their trade association, and the NAB attempt to demonstrate that there is a profusion of local media outlets. But these studies are seriously flawed. Any serious study of local media markets must, at a minimum, analyze market share. The publishers and broadcast studies all fail to do this. Their market studies are simply lists of outlets. These studies also fail to differentiate between outlets that provide local news/information and those that are simply advertisers or entertainment. They fail to provide ownership information, giving the impression that a local cable news network or Internet site is a different voice, when in fact it is owned and its content is provided by the local newspaper or TV station.

- Ownership shapes and influences news content in numerous ways, including decisions about what news to cover, how to cover it, what news sources to interview, and of course, editorial voice. Media owners' views set the boundaries and sometimes dictate what is broadcast or published. Owners' concern for advertising revenues often leads to tailoring news content to mass audience interests and underreporting of issues of concern to the less affluent, elderly, women, labor, and minorities, groups who are not of as much interest to advertisers.

- Claims by publishers and broadcasters that they need the rule changed to maintain financial viability and resources for growth are disingenuous: these are highly profitable companies. According to company annual reports, the largest 11 newspaper chains had an average profit margin of 18% in the past two years, dipping slightly to 11% in the first three quarters of 2001, despite the recession. Profit margins at the two largest newspaper/broadcast owners—Gannett and Tribune—were at 30% and 25%, respectively, over the same period. The media conglomerates that own the Big Four broadcasters (GE/NBC; Viacom/CBS; Disney/ABC; and Newscorp/Fox) have posted 11% profit margins during the past two years and the first three-quarters of 2002. The Commission should not change the ownership rule, which would unleash a wave of consolidation to the detriment of diversity and competition.

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: March 15.) Letters may be e-mailed to the editor at azipser@cwa-union.org.

Mike Hurewitz: 'He'd go out of his way to help you'

Reporter Mike Hurewitz, a member of the Newspaper Guild for 25 years, became a national news story when he died Jan. 13.

A reporter for the Times Union in Albany, N.Y. for the past eight years, Hurewitz was a healthy 57-year-old man who died after donating 60% of his liver to his brother, Adam Hurewitz. His death shocked his colleagues both in Albany and those who had worked with him during his 17 years at the New York Post. Prior to that, Hurewitz worked for the now-defunct Long Island Press.

Hurewitz' death also prompted Mt. Sinai Hospital to halt all living liver donations, and the New York State Health Department is conducting an investigation.

For his colleagues, Hurewitz's death was stunning, but his determination to risk his life in order to save his brother was completely in character.

Dennis Yusko, a reporter who worked with Hurewitz in the newspaper's Saratoga County bureau, recalled how well Hurewitz treated him when Yusko was an editorial assistant.

"People in lower positions, he wouldn't take a condescending attitude toward," Yusko said. "He'd go out of his way to do what he could to help you. He was just a great guy. He looked out for all his co-workers."

After they became reporting colleagues, Yusko said, Hurewitz served as a source of constant advice on how to handle even the most challenging assignments.

"He was faithful, he was dedicated, but he would always question," Yusko said. "Not only that, he was a tremendous resource on how to handle certain things in journalism, like an adversarial interview or how to approach someone without being overly aggressive."

During a memorial service in Albany, the same words were used over and over to describe Hurewitz: selfless, a good listener, a man who thoroughly loved life.

As a reporter, he had covered the trial of John Gotti and the explosion of the space shuttle Challenger. In Albany, he was one of two reporters—with Carol DeMare—who gained an exclusive interview with a killer and con man, Gary Evans, who famously leapt to his death off a bridge after escaping a police van. Evans left behind a note that said: "I win."

Hurewitz was well known for his gentle manner. When he was covering the deaths of two farmers who passed out from the smell of methane and fell into a huge vat of animal waste,



ALBANY TIMES UNION

Hurewitz refused to join in the office gallows humor. He simply stated these were real people who died horrific deaths and whose families were heartbroken. It was the type of sensitivity Hurewitz showed in all his reporting.

Deborah Orin, Washington bureau chief of The New York Post, told the Times Union: "So many journalists get hardened because they see ugly things. Not Mike. He saw what was good and wanted to use his power as a journalist to make things better."

Hurewitz also was a devoted member of the Guild, always encouraging its leaders to tell young hires about the union and what benefits it provides, not assume they already knew. He did as much by example, gently chiding those who accepted a 1-in-10 position in the Albany contract that allows people not to pay union dues.

"Mike always advocated to new staff members that they join the Guild," said Ken Crowe, a past Albany local president who worked alongside Hurewitz in Saratoga County.

A scholarship fund has been started in his name by his wife, Vickie. The Times Union donated \$10,000 to it, funds from a canceled holiday party, and the Newspaper Guild/CWA of Albany donated \$1,000. Donations may be made to the Mike Hurewitz Scholarship Fund for Journalism Students, c/o: Tom Maginn, Resident Controller, Times Union, Box 15000, Albany, NY 12212.

The Albany Guild also is exploring ways to encourage employees to fill out organ-donor cards as a tribute and lasting legacy for Mike Hurewitz.

In memoriam: July 2001-Feb. 2002

Chester Vanderbilt, the founder of the Newspaper Guild-CWA of Albany pension plan, was an advocate throughout his life. Chester started working for the Times Union in 1927 and went on to be president of the Albany Times Union and led an 18-day strike that resulted in the creation of the pension plan. Seventy-three years later, when changes to the pension plan were pending, the 90-year-old Vanderbilt took up his pen and fired off a letter telling his former employer to keep their hands off his money.

Mike Hurewitz, a reporter for nearly 30 years with the Long Island Press, the New York Post and the Times Union, always relished a good conversation on journalism. Mike died after donating 60 percent of his liver in an effort to save his brother—and that decision typified the kind of man he was.

Ed Beardsley, a member of the Portland Newspaper Guild's executive board and negotiating committee, joined the Portland Press Herald in high school and was an active Guild member. He died in October, just days before the end of long and contentious negotiations.

Peter Gzowski

In death as in life, everything about Peter Gzowski was a Canadian event. His passing on January 24 sparked a cross-country conversation of fond memories, tears and profound respect. There were banner headlines on every major newspaper, and flags were at half staff at CBC buildings across the country. He called himself a writer on the radio. He was a prolific author, but radio is where he became a cultural icon in Canada, and radio is where he will always be remembered.

While not an active Canadian Media Guild member, Peter believed in the values the union movement stands for: respect, dignity and fairness. That was evident in every interview he did.

It's estimated he did 30,000 interviews in his career at the Canadian Broadcasting Corporation. Peter had a folksy yet intelligent style that displayed his fondness for everyone and everything Canadian, from coast to coast, to coast (for he had a deep love of the Arctic). For three hours every weekday morning on "Morning-side," Peter gave Canadians in big cities and remote towns a sense of themselves. He discussed politics of the day with the key leaders, the latest in arts and culture with the popular and the not-yet-discovered, and even recipes from one festival or another. He interviewed kids, fishermen, miners, homemakers. He once interviewed a school principal who was—on a dare from his pupils—eating a deep-fried worm before everyone in the school gym. Of course, the interview included the chomping, and the cries of "gross" from the young audience... and Peter's great big smokey laugh.

It was his famous cigarette habit that took his life. He died of complications from emphysema at the age of 67. He will be missed by his colleagues, his listeners, and the Canadian public.

THE GUILD Reporter

Volume 66, Number 2

FEBRUARY 22, 2002

Official publication of
The Newspaper Guild-CWA (AFL-CIO, CLC)
501 Third St., NW, Suite 250
Washington, D.C. 20001-2797
Telephone: (202) 434-7177 FAX: (202) 434-1472
E-mail: szipeer@cwa-union.org

President: LINDA K. FOLEY
Secretary-Treasurer: BERNIE LUNZER
TNG-CWA Chairperson: CAROL D. ROTHMAN
Director, TNG Canada: ARNOLD AMBER

At-Large Vice Presidents:
Larry Hatfield
Lary D. Hatfield

Regional Vice Presidents:
Region 1—Lesley Phillips
Region 2—Connie Knox
Region 3—Beverly Morris
Region 4—Russ Cain
Region 5—Peter Szekely
Region 6—Jack Norman
Canada East—Dan Seguin
Canada West—Scott Edmonds

Director of Field Operations,
Administrative Assistant:
Eric D. Geist

Administrative Assistant:
Kathleen Mulvey

Editor: Andy Zipser

Director,
Contract Administration:
Marian V. Needham

Executive Secretary,
Contract Committee:
Deborah W. Thomas

Director of Research,
Information & Technology:
Larkie Gildersleeve

Human Rights Director:
Anna M. Padia

Membership Coordinator:
Bruce R. Nelson

Staff Representatives:

Michael R. Burrell,
Darran Carroll, Linda Cearley,
Leo J. Ducharme,
Bruce Meschum,
Jim Schaufenbill, Jay Schmitz

Administrative Staff:

Scott Bush,
Gwendolyn Doggett,
Dominique Edmondson,
Malinka Franklin, Tina Harrison

TNG Canada

Representatives:

David Esposti, David Wilson,
Den Zeidler

Administrative Staff:

Marjoline Botsford,
Joanne Scheel

(Articles may be reproduced freely in any non-profit publication, provided source is credited.)



Printed by Mount Vernon Printing Co.

DAYBOOK

CWA Legislative Conference,
March 3-6, Washington, D.C.

TNG-CWA staff meeting,
April 14-19, Myrtle Beach, SC

Nat'l Civil Rights, Equity Conf.,
April 25-28, St. Louis

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

Herblock, Broun, Barr Dinner,
May 14, Washington, D.C.

Nat'l Hispanic Journalists,
June 12-16, San Diego

CWA Convention,
June 17-19, Las Vegas

Native American Journalists,
June 19-20, San Diego

Nat'l Assoc. Black Journalists,
July 31-Aug. 4, Milwaukee

Asian-American Journalists,
Aug. 7-10, Dallas

FROM THE MORGUE

Fifty years ago this month:

Rejecting publishers' contentions that newsboys are "little merchants," the NLRB rules for the first time that the newspaper-hawking lads are employees. . . . The National Reporter, a proposed labor daily endorsed by the Guild and by many CIO and AFL unions, reports slow going in acquiring the 25,000 annual subscription pledges it needs to start publication. . . . The Newspaper Guild of New York achieves its first pension plan fully paid by a publisher—at the Italian-language daily Il Progresso.

Twenty-five years ago this month:

The Philadelphia Guild's 850 members go on strike against the Inquirer and Daily News just one hour and seven minutes after their contract expires. . . . A California conglomerate, Blue Chip Stamps, buys the Buffalo Evening News; Blue Chip's controlling stockholder is "self-made Omaha financial whiz" Warren Buffett. . . . The Kansas City Star, a fully employee-owned newspaper for the past 50 years, is bought by Capital City Communications for roughly twice its book value.

Ten years ago this month:

Under pressure from the Washington-Baltimore Guild, the Baltimore Sun ends a two-tiered pay system that had afflicted suburban staffers for a decade. . . . The Guild joins other news industry and advocacy groups in protesting subpoenas against reporters who disclosed Anita Hill's sexual-harassment charges against Clarence Thomas; Thomas was the subject of Senate hearings on his nomination to the U.S. Supreme Court.