

THE GUILD Reporter

June 14, 2002

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 69, Number 6

BELL & HOWELL (C)
ATTN: JAN EDSON, PERIODICALS
300 N. ZEEB ROAD, BOX 1346
ANN ARBOR, MI 48106-1346
9471-9018-1W



It's that nutty guy—again

Déjà vu all over again? Not quite—this Mr. Peanut is much more plush than the one making the rounds at The Washington Post—but the message is much the same: here he's reminding Ed Jones, chair of the Greater Philadelphia Newspaper Guild's Pottstown Mercury unit, what the Journal Register Co. would pay its employees without a union to fight for them. Mr. Peanut popped in at a June 1 joint meeting of the three JRC units in the

Philadelphia local—the Delaware County Times, Norristown Times Herald and the Mercury—which currently are all in contract talks and working as a team. Local staff member Melissa Nelson is lead negotiator, while Administrative Officer Frank Santafede is coordinating mobilization and strike preparations. Henry J. Holcomb, local president, talked at the meeting about the importance of the current JRC contract talks to newspaper wages and benefits throughout the Mid-Atlantic region and pledged that the union will do “whatever it takes” to get a fair shake for its members and for readers of their newspapers.

Byline strike hits home

Frustrated by continued management intransigence in contract talks, Guild-represented employees of The Washington Post held a two-day byline strike June 5 and 6 that coincided with the newspaper's 125th anniversary celebration. The action had virtually unanimous support.

The Washington-Baltimore Guild's contract with The Post expired May 18. Although the two sides met more than a dozen times in April and May—twice with a federal mediator—and agreed on most of the language of a new three-year pact, Post insistence on take-backs in employee and union rights, pay and vacations has blocked a settlement. Moreover, management has persisted in seeking to install hidden cameras for workplace surveillance.

A third negotiating session with a federal mediator is scheduled for June 18, but the standoff has prompted unit members to consider other job actions, including a possible “work-to-rule” approach to internet reporting.

While by-line strikes are not unheard of at Guild-represented newspapers, they carry extra impact in a city in which knowing who said what to whom is the *sine qua non* of political survival. The Post itself, diligently reporting on the strike, quoted several sources who professed confusion or irritation over the turn of events. “For the PR people, for the politicians, for the trade associations, for the lobbyists, knowing who covers what is crucial,” Frank Coleman, a liquor lobbyist, told The Post.

Curiously, while the Post's news section covered the strike, a story explaining labor unions and byline strikes written for KidsPost, a page targeted at children, was killed by the Executive Editor Leonard Downie. “Bylines are internal newspaper stuff,” he explained to a reporter.

Canadian talks at crucial stage

Contract bargaining between the Canadian Media Guild and the Canadian Broadcasting Corp. has reached a turning point, with the CBC promising to respond to all of the union's monetary and other outstanding proposals starting June 18 in Toronto. Seven days of talks have been scheduled; no other bargaining has been set. To date, the two sides have met for approximately 20 days.

Although the Guild and CBC have agreed on several non-monetary items, Guild officials stressed the importance of resolving issues of meaningful wage increases, job reclassifications, better treatment of freelancers and effective seniority rights in the event of layoffs. The union is seeking creation of a joint committee on pay equity and has proposed language requiring the CBC to consult with the union

when it plans to redesign work space, as it currently is doing at the Toronto Broadcast Centre.

Agreement has been reached on a process for handling workload problems; on improved training; on deferred salary leave; and on rules ensuring Guild members are properly compensated for use of home-offices. The two sides also have agreed to a process for discussing changes in work methods and practices.

Still among the union's highest priorities is repairing loopholes in existing seniority provisions. One such flaw, for example, is language in the Unit I contract (covering production employees) that has been used to prevent “redundant” employees from filling a position for which they are qualified but in which they have not worked previously—for example, blocking a laid-off reporter from working as a researcher. The CBC,

meanwhile, is attempting to apply this loophole to the Guild's general administrative unit (also known as Unit 3). “If that is allowed to happen,” said Guild officials, “a redundancy notice would essentially become a layoff notice.”

Also high on the union's agenda is ending “widespread abuse” of temporary employees by forcing the CBC to offer permanent jobs where applicable, as well as ensuring temporary employees progress through pay scales and get access to benefits. A Guild crackdown on such abuses, which started in February, had already yielded results by mid-May, when 60 CBC temps had been converted into permanent employees. Moreover, 39 workers have had their status changed from fixed-term freelance to temporary, which means they will progress through the salary scales, but more remains to be done.

We're looking for real Guild veterans

How old is the oldest living active Guild member? What is the longest membership of any of our active members? The recent deaths of Millie Benson (see page 2) and Herbert Block have got us wondering, and we're hoping readers will help us out. One leading candidate for top honors is Dave Perlman at the San Francisco Chronicle, who

is 84 and still working; he's been a member of that local since 1951, but joined the New York local in 1940, before World War II interrupted his career. Can someone in your local top those stats? Let us know—we'd love to capture some of those early Guild memories before they're lost forever: send e-mail to azipsr@cwa-union.org.

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Nancy Drew's mom dies

By Mark Zaborney
Toledo Newspaper Guild

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Christopher Warren, president of the International Federation of Journalists, Doug Allmond, cameraman for ABC News, and TNG-CWA President Linda Foley listen to a panelist, above; at right,

Andrew Kaine, director of AKE Security Services, makes a point to Frank Smyth, of the Committee to Protect Journalists, as Paul Rees of Centurion Risk Services looks on.



Journalists now wearing bulls-eyes

If there's one statistic that best summarizes the changing nature of journalism, it may have been offered by Stephen Jukes, global head of news for Reuters: Of the 24 Reuters journalists killed on the job over the past 140 years, 11 died in the past decade.

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Not all news organizations need convincing. Reuters, CNN and a few other organizations have responded to the growing danger through training, appropriate equipment and counseling. And the deliberate targeting of Wall Street Journal reporter Danny Pearl has shocked many others into paying attention. Still, resistance to making needed changes remains more rule than exception.

"We're a boutique operation," said Phil Bennett, foreign editor of The Washington Post, in explaining why his company is still scrambling to properly train and equip 26 foreign correspondents. "A lot of the stuff we do is improvised and ad hoc."

Yet as speaker after speaker acknowledged, the time when journalists could expect at least some degree of safety as neutral observers is over. Increasingly, wars occur not between nations but among ethnic and religious extremists who don't care to observe the "rules" of war. National governments also view reporters and photographers more as security risks or as enemy agents than they used to, as witness Israeli targeting of journalists and the U.S. military's hostility toward journalists in Afghanistan—sometimes expressed at gunpoint. And technological changes mean news can be transmitted instantaneously—and as Jukes further noted, "no war criminal wants his atrocities captured and transmitted live."

Meanwhile, as news organizations keep cutting budgets, a growing percentage—some speakers said it was the majority—of front-line journalists are freelancers, thrown into the mix without specialized training, without much (if any) institutional support and with-

out health or life insurance. Cost-cutting is so rampant, said Doug Allmond, a cameraman for ABC, that two- and three-man crews increasingly have been replaced by solo—and thus enormously exposed—camera operators with no one to watch their backs.

The dangers, several speakers observed, are not just physical. "We all, as journalists, think we can take it," said Bruce Shapiro, of the Dart Center for Journalism and Trauma. "But we're all masses of soft tissue and even softer emotions." NPR reporter Neal Conan concurred, recalling his own attitude of "no blood, no harm" while covering several armed conflicts—and how that prevented him from getting the post-traumatic counseling he needed to overcome crippling memories.

Help of all sorts is available: two speakers, for example, were British commandos who now run training courses for journalists and others who must enter combat zones. Kevlar vests, helmets and other protective equipment can be purchased as easily as digital cameras and sound-recording equipment. But the real obstacle to getting journalists the help they need, most panelists agreed, is not financial or logistical but cultural. For example, suggested Martin Turner, Washington bureau chief of the BBC, news organizations

have to overcome their natural competitiveness to ensure mutual survival. "The price of failing to share information, the price of being competitive, is death," he warned.

And while Reuters and CNN routinely send their journalists for a one-week course offered by Centurion Risk Services, Post editor Bennett says it's not required of his correspondents because "they tend to belittle it"—and, indeed, not a single foreign correspondent for the Post has taken it.

That's exactly why the organizations sponsoring the June 7 seminar now are campaigning to give the issue more prominence. Moreover, in an era of urban riots, mass protests and terroristic bombings, extreme occupational hazards are not confined to battlefields. "The threats we face are around the corner—they're not necessarily foreign and they're not necessarily overseas," observed Aidan White, general secretary of the International Federation of Journalists.

In addition to TNG-CWA and IFJ, other sponsors of the seminar were the Committee to Protect Journalists, American Federation of Television and Radio Artists, National Association of Broadcast Employees and Technicians-CWA and the Professional Committee of the National Press Club.

Ten Commandments for safety in news reporting

Concerned about the safety of journalists assigned to cover high-risk situations, representatives of the groups sponsoring the "Helmets and Flak Jackets Required" roundtable developed the following guidelines for U.S. media. The guidelines draw on policies and practices already established by many international news organizations:

1. The preservation of human life and safety is paramount. Staff and freelancers should be made aware that unwarranted risks in pursuit of a story are unacceptable and must be strongly discouraged. Assignments to war zones or hostile environments must be voluntary and should only involve experienced news-gatherers and those under their direct supervision.

2. Media staff covering conflict must be informed about the political, physical, and social terrain in which they are working, and should be aware of international rules of armed conflict as set out in the Geneva Conventions and other key documents of humanitarian law. Media organizations should encourage and assist their staff to inform themselves in advance of assignments.

3. All staff and freelancers asked to work in hostile environments must have access to appropriate safety and first aid training and retraining. Employers are encouraged to make this mandatory.

4. Employers, including photo agencies, must provide efficient safety equipment to all staff and freelancers assigned to hazardous locations, including personal-

issue Kevlar vests/jackets, protective headgear and properly protected vehicles, if necessary.

5. All staff and freelancers should be afforded personal insurance and social protection while working in hostile areas, including coverage against death and personal injury.

6. Employers will provide and encourage the use of voluntary and confidential counselling for staff and freelancers returning from hostile areas, or after the coverage of distressing events.

7. Media companies and their representatives are neutral observers. No member of the media should carry a firearm in the course of his or her work, wear a uniform unless it is required by a military force one is accompanying, or travel in military

vehicles except on routine patrol. Journalists should always carry media identification.

8. Media organizations, photo agencies and groups representing journalists and media staff should together establish a databank of safety information, including the exchange of up-to-date safety assessments of hostile and dangerous areas.

9. Media organizations should draw up more detailed guidelines for distribution to all employees and ensure they are aware of them when assigned to a conflict zone.

10. In situations in which journalists become targets of a party to a conflict, media organizations must guard against risk-taking for competitive advantage and work with each other to safeguard journalists in the field.

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Yet as speaker after speaker acknowledged, the time when journalists could expect at least some degree of safety as neutral observers is over. Increasingly, wars occur not between nations but among ethnic and religious extremists who don't care to observe the "rules" of war. National governments also view reporters and photographers more as security risks or as enemy agents than they used to, as witness Israeli targeting of journalists in Afghanistan—sometimes expressed at gunpoint. And technological changes mean news can be transmitted instantaneously—and as Jukes further noted, "no war criminal wants his atrocities captured and transmitted live."

Meanwhile, as news organizations keep cutting budgets, a growing percentage—some speakers said it was the majority—of front-line journalists are freelancers, thrown into the mix without specialized training, without much (if any) institutional support and with-

out health or life insurance. Cost-cutting is so rampant, said Doug Allmond, a cameraman for ABC, that two- and three-man crews increasingly have been replaced by solo—and thus enormously exposed—camera operators with no one to watch their backs.

The dangers, several speakers observed, are not just physical. "We all, as journalists, think we can take it," said Bruce Shapiro, of the Dart Center for Journalism and Trauma. "But we're all masses of soft tissue and even softer emotions." NPR reporter Neal Conan concurred, recalling his own attitude of "no blood, no harm" while covering several armed conflicts—and how that prevented him from getting the post-traumatic counseling he needed to overcome crippling memories.

Help of all sorts is available: two speakers, for example, were British commandos who now run training courses for journalists and others who must enter combat zones. Kevlar vests, helmets and other protective equipment can be purchased as easily as digital cameras and sound-recording equipment. But the real obstacle to getting journalists the help they need, most panelists agreed, is not financial or logistical but cultural. For example, suggested Martin Turner, Washington bureau chief of the BBC, news organizations

have to overcome their natural competitiveness to ensure mutual survival. "The price of failing to share information, the price of being competitive, is death," he warned.

And while Reuters and CNN routinely send their journalists for a one-week course offered by Centurion Risk Services, Post editor Bennett says it's not required of his correspondents because "they tend to belittle it"—and, indeed, not a single foreign correspondent for the Post has taken it.

That's exactly why the organizations sponsoring the June 7 seminar now are campaigning to give the issue more prominence. Moreover, in an era of urban riots, mass protests and terroristic bombings, extreme occupational hazards are not confined to battlefields. "The threats we face are around the corner—they're not necessarily foreign and they're not necessarily overseas," observed Aidan White, general secretary of the International Federation of Journalists.

In addition to TNG-CWA and IFJ, other sponsors of the seminar were the Committee to Protect Journalists, American Federation of Television and Radio Artists, National Association of Broadcast Employees and Technicians-CWA and the Professional Committee of the National Press Club.

Ten Commandments for safety in news reporting

Concerned about the safety of journalists assigned to cover high-risk situations, representatives of the groups sponsoring the "Helmets and Flak Jackets Required" roundtable developed the following guidelines for U.S. media. The guidelines draw on policies and practices already established by many international news organizations:

1. The preservation of human life and safety is paramount. Staff and freelancers should be made aware that unwarranted risks in pursuit of a story are unacceptable and must be strongly discouraged. Assignments to war zones or hostile environments must be voluntary and should only involve experienced news-gatherers and those under their direct supervision.

2. Media staff covering conflict must be informed about the political, physical, and social terrain in which they are working and should be aware of international rules of armed conflict as set out in the Geneva Conventions and other key documents of humanitarian law. Media organizations should encourage and assist their staff to inform themselves in advance of assignments.

3. All staff and freelancers asked to work in hostile environments must have access to appropriate safety and first aid training and retraining. Employers are encouraged to make this mandatory.

4. Employers, including photo agencies, must provide efficient safety equipment to all staff and freelancers assigned to hazardous locations, including personal-

issue Kevlar vests/jackets, protective headgear and properly protected vehicles, if necessary.

5. All staff and freelancers should be afforded personal insurance and social protection while working in hostile areas, including coverage against death and personal injury.

6. Employers will provide and encourage the use of voluntary and confidential counselling for staff and freelancers returning from hostile areas, or after the coverage of distressing events.

7. Media companies and their representatives are neutral observers. No member of the media should carry a firearm in the course of his or her work, wear a uniform unless it is required by a military force one is accompanying, or travel in military

vehicles except on routine patrol. Journalists should always carry media identification.

8. Media organizations, photo agencies and groups representing journalists and media staff should together establish a databank of safety information, including the exchange of up-to-date safety assessments of hostile and dangerous areas.

9. Media organizations should draw up more detailed guidelines for distribution to all employees and ensure they are aware of them when assigned to a conflict zone.

10. In situations in which journalists become targets of a party to a conflict, media organizations must guard against risk-taking for competitive advantage and work with each other to safeguard journalists in the field.

June is valedictory month . . .

. . . and ours come courtesy of retiring EC Vice President Larry Hatfield, who

When an editor asks you to reflect on 40 years in the business and as a Guild member and officer, there is an almost irresistible temptation to even scores, blur history to one's own benefit and indulge in all manner of other exercises, such as reminding people that you were right in the first place and if they had only listened, etc., etc. . . .

I'll try not to do that.

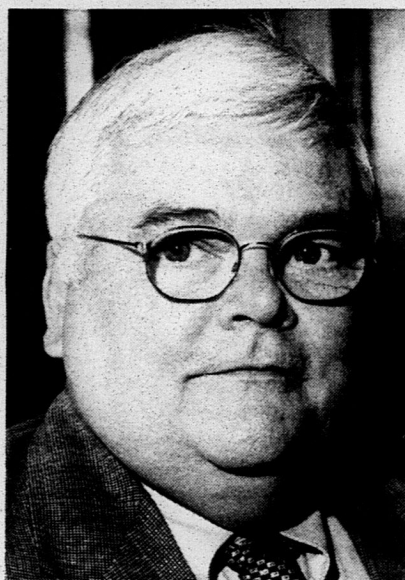
I first became a member of the Guild in early 1963 with UPI in Pierre, S.D. The bureau manager, whose name I have long forgotten, introduced himself and handed me a membership card with the terse explanation, "Just sign this and give it back to me. These are the people who get you your salary and benefits." I signed, and was quickly earning a lordly \$81 a week (\$87 if I worked on Saturday mornings), a full week of vacation in my second year and three or four holidays.

Perhaps fortunately, the Selective Service System bailed me out of the prairies and, after sending me to Fort Leonard Wood, dispatched me to Washington, D.C. to make sure it wasn't taken over by the Viet Cong or the SDS. The army and I were not a good mix, so I left after 21 months with the promise that I would stay in graduate school, for which it was already paying. Instead, I went to the old Washington Star and fell into bad company. The Star was a great newspaper. It also was a hotbed of Guild activists, its unit being the most rebellious of any in the Washington-Baltimore local, convinced that

the Post-dominated leadership was leading us all to wrack and ruin. I'd been there only a couple of days when I was recruited by (I think) Unit Chair Ray Dick to go across town and vote against the "contemptible, unacceptable piece of contract bullshit they're trying to pawn off on us."

That appealed to my natural distrust of "leaders" of any kind, even union leaders. I carried that with me when I moved back into UPI and the Wire Service Guild and got further involved in Guild activism/rebellion. After a few (or more) drinks at Bassin's, down the street from UPI's National Press Building office, it was decided by the Young Turks that we should run a slate against the Establishment. I think the unit chair at that time, a fine Senate reporter named Dan Rapoport, was 35 or so. I and my running mates were maybe 24. We lost.

I stayed on for a few more years, then quit UPI the night Nixon was elected and hitchhiked to San Francisco in pursuit of the Summer of Love. The only job I could find initially didn't have the Guild, and I was



quickly fired for declining to cross an ITU picket line.

Hiring on to the old San Francisco Examiner, I found a Guild local controlled by a collection of people—all of whom are now my friends—who were detested by the rebellious Examiner unit, partly because they were dominated (or so we said) by the Chronicle and Newspaper Agency units (sound familiar?), but mostly because they were in control and we weren't. It made for colorful meetings. Despite my lack of status, I was sent to my first Guild convention in 1972 in Puerto Rico. There, President Chuck Perlik, who had a knack for spotting Young Turks who might be useful in the future, prevailed upon me and some other freshmen delegates to put forth the notion that the Guild should endorse George McGovern for President, the other choices being Nixon and George Wallace.

The furor that ensued—and which lasted for months—is now legend, but for the record, I thought it was a good idea then and I think it's a good idea now. I was a reporter

for 40 years and I don't buy the idea that a reporter must become, as one of my former colleagues put it, a political capon because of what he or she does for a living. I also don't think a union that has a majority of non-editorial members ought automatically to opt out of the process because a few political reporters object to involvement.

On the other hand, despite our ringing endorsement (think Perlik standing on a chair in the press convention pressroom), George McGovern didn't become president, so the brouhaha may not be worth the effort. Fortunately, we're now part of the CWA and those who agree with me have a way of expressing their political convictions.

I do think there are some political positions into which we ought not to put ourselves. As an example, the Guild (and some other organizations, such as the National Students Association) in the 1970s took money from an AFL-CIO-sponsored agency that was a thinly-disguised front for funneling CIA money into Latin America (and other places) to groups that were on "our" side in the Cold War.

That issue made for the most entertaining Guild Convention I ever attended, in Boston in 1979. In a wonderful exercise in democracy (including sexual favors traded for votes, crude threats made against vulnerable locals, even a crucial vote that hinged on a delegate who had overslept after a night of room sport), the convention was astir with backroom politicking, vote-counting and the like. Eventually, the (Perlik-led) administra-

. . . and from a publisher who looks at industry trends with fear and loathing to say:

The America we know and love today is at risk, but hardly anyone is paying attention. The threat is not from terrorists or foreign governments, though we certainly have felt, and continue to feel, their impact. No, the risk is not coming from outside the country, but from within. And internal threats, the political scientists warn, often are the most dangerous.

It is my belief that the threat we face is the accelerating concentration of control of our media and of our information distribution channels, from one end of this country to the other.

In 1975, there were 863 daily newspaper owners; in 2000, there were only 290. In 1975, there were 543 television station owners; in 2000, there were only 360. These independent, community-connected voices are disappearing at an alarming rate.

Several years ago, Nicholas Johnson, former FCC commissioner, was asked if concentration in the media markets is something about which citizens should be concerned. His answer was "at the time of the Time-Warner merger, when company executives were asked why they were merging, they said that according to their calculations, it would not be long before there would be five businesses that controlled all the media on the Planet Earth, and that they intended to be one of them!"

This prospect apparently scared Nicholas Johnson, and this was prior to 1999, when only 10 companies controlled more than 51% of the nation's daily newspaper circulation. It certainly scares me and should scare you.

America's press has never been perfect. Far from it.

Our first newspapers were highly partisan, mean-spirited and completely unprofessional by today's standards.

But crude as they were, these so-called "scandalmonsters" served as the public's watchdog of government and of its powerful friends. The more enlightened of our founding fathers understood that an independent, free and unfettered press was critical to engaging the populace in its democracy, and that such engagement was essential for representative government to work. The principle was so important it became the stepping off point for the Bill of Rights, the First

Frank Blethen, publisher of The Seattle Times, was this year's featured speaker at the Ruhl Symposium at the University of Oregon School of Journalism & Communication; the symposium honors the late Robert Ruhl, former editor and publisher of the Medford Mail Tribune. An excerpted version of his comments, edited for space, is presented here. A similar commentary by Blethen was published in Editor & Publisher, prompting a letter of support from CWA President Morton Bahr and TNG-CWA President Linda Foley.

Amendment to the United States Constitution, and the Supreme Court's interpretation of it through the last century.

The expansion of our press paralleled the expanded participation of our citizens in their own government. This was critical. Without expanded inclusion, American democracy would have failed because so many of our people would not have had a stake in its survival.

Until the last decade or two, this evolution was generally for the better. It fostered individual rights, more inclusion in the social, economic and political life of the country, and it spurred greater standards of public accountability and ethical behavior.

I believe the pinnacle of this country's independent and diverse press was from the mid-1950s through the mid-1980s. During this period, newspaper and broadcast journalism developed an unprecedented level of professionalism and ethical standards that represented the best in us and in our country. It included industry-wide discussions on ethics, standards, objectivity, fairness, inclusiveness, responsibility and even courage. These discussions elevated us.

Not only that, this also was the high water mark for public-service journalism.

There was the publishing of the Pentagon Papers and the Washington Post's Watergate coverage. But there was much, much more than that. If you look at the Public Service winners of the Pulitzer Prize during those years, you see many small and mid-sized newspapers, almost all then owned by local families. They were on the list because they were doing courageous local reporting. Newspapers in Columbus, Georgia; Watsonville, Riverside and Point Reyes, California; Amarillo and Lufkin, Texas; Hutchinson, Kansas; Utica, Winston-Salem, Charlotte, St. Petersburg, Little Rock, Anchorage, Milwaukee and Boston all were Pulitzer Prize

public service winners.

We were inspired by the courage of these newspapers, and we were inspired by their owners.

But somewhere in the late '70s we began to lose our way. News and quality independent journalism no longer ruled our business. Local, family ownership of newspapers was

rapidly giving way to non-local corporate chains. Many newspapers became business "assets" to be "leveraged"; "commodities" to be "sold and traded"; "products" to be "hawked."

Listen to the language as this change took place:

- "communities" became "markets"
- "newspapers" became "properties"
- our "journalists" have become "FTEs" or "head count."

When did bragging about profit margins, quarterly profits and "reduced headcount" become more important than talking about journalistic accomplishments and public service? When did publishers and editors stop talking about their latest battle with a pushy politician or a powerful, secretive and abusive local business or institution?

I believe the '90s will go down in history as one of this country's least constructive and most self-absorbed decades.

Yes, we made incredible technological and economic advances during that decade—but we lost our ethical grounding.

We lost much of our sense of community and our sense of compassion for each other.

We became beguiled with personal wealth and material possessions.

We celebrated stock portfolios instead of community service.

We watched silently as our regulators acquiesced to the nonsensical corporate mega-mergers that ran rampant. It's happened in newspapers, television, radio, cable, banking, energy, drug stores, car dealerships and even funeral homes. Industry after industry, we lost our local businesses, our local employers and our local civic leaders.

reflects on TNG's history—and on the Guild's need to better plan for the future

tion caved and the convention mandated that such tainted money would never again enter our coffers. Of course, true to the way the Guild does things, the same argument dominated the next year's convention in Toronto, but the policy remains today.

That particular fight led to formation of something called the Membership Choice Committee, which basically amounted to a strange amalgam of practically everyone who had a beef with Perlik and the administration. We ran a full slate against an administration slate for what was then known as the International Executive Board. I think four of us won; I triumphed by 16 votes, the other three were unopposed.

For several years after that, the IEB was a bitterly split body. The antagonisms didn't make for very good stewardship of the union, but did generate some debates that led to good results. For example, after a lot of passionate argument, Guild pension funds were withdrawn from investments in South Africa. That sounds like a slam dunk now, but it sure wasn't then. And, by the way, when was the last time anyone really looked at the tobacco companies and other questionable investments our funds go to now?

Other good ideas also came out of that ferment. After initial, strong resistance from the administration and majority of the IEB, the Guild finally reduced the size of its Executive Committee so we don't have a vice president for every handful of members. And we launched a strategic planning process, also opposed by the majority (and staff), that,

despite some of its failures, has helped shift the Guild into a more active organizing and member-mobilizing mode, bringing the union a lot closer to the membership.

But despite what the current Executive Committee (which I just left) calls blue skies planning, it is my humble opinion that the Guild still doesn't do enough to shape our future. True, that's because we spend much of our time putting out fires and otherwise dealing with crises, but if we don't find the time to plan for and adapt to the future, we're all at risk.

Part of the problem is that most of our locals don't recruit, educate and communicate with the younger people coming into the business—and they're becoming the majority of the work force. The excuse from the Old Guard that there simply isn't enough time to involve new members in the Guild while pursuing their careers just doesn't wash. If we don't find the time, when we're gone, so is the Guild. It's even worse that some local leaderships spend most of their time keeping themselves in power, leaving the future for whoever or whatever.

This is a local problem, not the international's. Despite the tendency of most Guild (and other) administrations, including the current one, to believe that Washington knows best, the salvation of the Guild (and any other union) is not in Washington but out in the real world. If the membership isn't involved, it doesn't matter a whit what the people in D.C. say or do.

The same is true for what I feel is the Guild's biggest current failing. We give a lot of lip service to diversity, but we're not close to practicing what we preach. The international does a whole host of things aimed at increasing diversity at our employers and in our leadership, but to date, most of those efforts are falling with resounding thuds. That's partly because they are sometimes misdirected and often not communicated sufficiently to locals—but the real failing is coming from the locals themselves.

It should be an embarrassment to the Guild that so few people of color, so few gays, so few other minorities are in the Guild leadership, locally and internationally. Take a look at the delegates to our sector conferences, district councils and the EC, with all their "workshops" and deep discussions on diversity and the like, and tell me if you think we're making enough of a commitment. Our employers have an abysmal record on diversity. So do we.

Okay, now I'm preaching, so I'll stop. I only have a few pieces of advice for the Guild now that I'm finally on the sidelines, can be ignored with impunity and won't care.

I once compared the Guild to the Hawaiian Island chain, ranging from the old and well-grounded Old Guard (Kauai) to the new, energetic, restless, even volcanic New Guard (which at the time included Linda Foley, whom I was nominating). But as I reminded people (including Linda) then, there's a new island fermenting out there just below the water, just as there is a vast,

young, uninvolved membership out there, too. We should prepare ourselves, and them, for a new island and the New Millennium.

We should recognize that, despite John Ashcroft's blather to the contrary, dissent is not disloyalty. That rebellious and noisy little member, or unit, or local, might just become a valued contributor to the Guild's progress.

We should strive to become the leader in advancing diversity in the information industry. We should aggressively, and intelligently, go into the colleges and high schools not only with the message that the Guild is necessary for decent wages and benefits, but that it is a vital champion on behalf of integrity, fairness, progressiveness and opportunity.

We should get politically involved, if not with individual candidates, then certainly on behalf of issues that are vital to our members: the cartelization of the information industry, human rights, health care, the systematic erosion of labor law and any other political issue that affects the way we live.

And for god sakes, we should get (again) a sense of humor. Taking yourself too seriously and meeting for the sake of meeting is something editors do. Don't take yourself too seriously and you might retire happily—at which point no one will take you seriously, but you won't care.

As I said at the Sector Conference, after 40 years in the Guild, 30 years as a Convention delegate and 20 years as a board member: Thank you for permitting me to serve.

'Only in variety is there freedom'

We see the consequences of this lack of regulation in most every industry in the United States, as scores of locally-owned small and medium-sized businesses are replaced by large, national conglomerates controlled by faceless institutional investors and run by managers driven only by gaining personal wealth and stock options.

These special interests have molded our telecommunications laws, our energy laws, our banking laws and even our environmental laws in ways that benefit them, not us. And even then, the financial benefit to the special interests increasingly are short-term. Just look at Enron and what used to be our local and regional telephone companies.

Nowhere is the failure of government to protect the public's interest more apparent right now than what's happening at the Federal Communications Commission.

The commissioners operate in an unreal Washington Beltway world. Their deliberations fail to grasp the public service responsibilities of media and their own responsibility to ensure a diversity of independent voices. Their hearings are dominated by a handful of giant companies like Time Warner/AOL, Gannett and The Tribune Company. Those are the very companies they are supposed to be regulating on our behalf.

Historically, the FCC had strong rules about cross-ownership of television and newspapers in the same market, and strong rules about limiting the numbers of TV and radio stations any single entity could own. Yet the FCC has become a puppet to a handful of large players who may soon completely dominate America's media, including newspapers, if they aren't reined in soon.

As we meet today, repeal of the FCC cross-ownership rule is being heavily lobbied by the major media companies and chain-newspaper owners, who stand to benefit financially.

From a public standpoint, repeal makes no sense.

Why would we want to reduce the sources of news in our communities, especially when those left would invest less in the newsgathering process?

Why would we want to encourage even more concentrated control of media ownership?

What possible public benefit would this create?

If cross-ownership is repealed later this year, as anticipated, we will see a feeding frenzy involving the big media players as they scramble to create cross-ownership with no regard for the negative impact on the communities involved.

Bigness and power ultimately corrupt, if not controlled and balanced.

Make no mistake about it: journalistic and public service values are mutually exclusive with public companies' financial investor's values.

Yes, a news organization needs to be well run and profitable if it's to be independent and fund its news operations.

But when a news organization is driven to maintain its stock prices, it becomes the handmaiden of analysts and institutional buyers who view it as a financial commodity, and milk it for short-term gain and excessive profit margins.

Public newspaper and media company CEOs are not compensated for winning Pulitzer Prizes or for groundbreaking investigative journalism or community service.

Indeed, in recent years they have been handsomely rewarded for disinvesting in news and service—a strategy that has kept stock prices up but has reduced readership, circulation and reader loyalty.

They have turned the watchdog into a lap dog.

Eventually, if you'll allow me to switch metaphors, they will kill the goose that laid the golden egg.

Let me digress here to acknowledge that while all publicly-traded chain ownership is ultimately bad for journalism and our local communities, that's not the case, at least yet, in all large private chains or public companies still controlled by families. One model for responsible stewardship is the Newhouse family, which operates its newspapers with class and dignity, and with devotion to journalism and local communities. The Portland Oregonian is a wonderful example, rightly regarded as one of the country's best regional dailies.

And there are two publicly-traded newspapers controlled by families that create journalistic and stewardship aspirations for the rest of us: The Washington Post and The New York Times. We have much to thank the Graham, Sulzberger and Newhouse families for. Unfortunately, they are the exception.

The fact is, in America today we have two very different

newspaper industries. Each is driven by diametrically opposed values and purpose.

We struggle when we try to discuss journalism because we haven't made this distinction yet. We try to apply the same language and ascribe the same values to all newspapers—but they are different, and we need to recognize that.

You cannot evaluate or operate a "financial play" newspaper by the same standards you evaluate and operate a "journalistic" newspaper. The former is driven, ultimately, by one value and purpose: Bottom-line profitability. The latter is driven by the value of public service through independent journalism. One publishes a newspaper to make money. The other makes money to publish a newspaper.

Unfortunately, the money managers currently dominate the industry dialogue. They drive out the much needed discussion about news and public service. They too frequently make us forget that news and public service is our mission and that it is indeed a very profitable business that can handsomely serve generations of owners and readers.

Our nation is at a crossroads. And, we are in crisis. We must take bold action to restore and preserve our independent journalism and our diversity of voices. We must restore and celebrate the Fourth Estate's critical role in preserving our democracy. And, we must encompass diversity and inclusion while we do this.

More than 50 years ago, Walter Lippmann traveled to Iowa to celebrate the hundredth birthday of The Des Moines Register and Tribune. He told an audience of Iowa's editor and publishers:

"There is, I believe, a fundamental reason why the American press is strong enough to remain free. That reason is that the American newspapers, large and small, and without exception, belong to a town, a city, at the most to a region."

The secret of a truly free press, he said, is "that it should consist of many newspapers decentralized in their ownership and their management, and dependent for their support . . . upon the communities where they are written, where they are edited, and where they are read."

Lippmann concluded by saying: "There is safety in numbers, and in diversity, and in being spread out, and in having deep roots in many places. Only in variety is there freedom."

Tuning in to media cross-ownership combinations

By Tim O'Brien

President, Albany Newspaper Guild

When I first heard about efforts in Congress to remove restrictions on companies owning multiple media outlets in one town, I must confess I was not sure why that would matter to me. But after attending a recent Guild Tri-Council meeting in New York City, my eyes were opened wide. The Hearst Corp. is one of those companies fighting for the change.

Picture this scenario: The restrictions are lifted, and the company is able to buy a TV station in the Capital Region. This is not implausible. Hearst already owns quite a few TV stations. Perhaps they even add a radio station or two to the mix.

And now, the company decides it wants to package advertising. It approaches a local store and says, "we'll give you a deal. Buy an ad on our TV station, and we'll give you space in the newspaper at a discount."

But the commission does not go to the advertising salesperson at the Times Union who has long had that account. No, it goes to the non-union sales person at the TV station. Or, if the Hearst Corp. bought a radio station or two in the same market, it could package ads on all three—and try to give the commission to the lowest paid ad salesperson in the mix.

Several Guild locals at the conference—which brought together locals from the Southern, New England and Mid-Atlantic District councils—said they are already running into such problems, with papers in Massachusetts using salespeople from weeklies they also own to sell ads in both the daily and the weeklies. The union salespeople who have long held those accounts found themselves frozen out of the commissions.

Or try this scenario: A reporter for the Times Union has just finished a hard day's work on a breaking news story. The reporter is about to head home, it's the end of her shift, but she is told instead to drive over to the TV station to appear on a show there—another cross-promotional effort, where the daily's reporters discuss their work.

Should she be paid for her appearance? Isn't that work? Would not the overtime clause in the contract kick in? What if the show is taped later—several hours after the reporter has gone home? Doesn't the language on being called back to work apply? (That would mean a minimum of four hours' worth of overtime)

Barry Lipton, president of the

Continued on page 7

Contract's just a first step

Because we are a union, it's not unusual for most of our attention to be focused on contract negotiations and membership mobilization. In being preoccupied with the 900-pound gorilla, however, we run the risk of overlooking the other things we do. Then when a disgruntled member demands to know what the union has done for him lately, or why she should continue paying dues, the hemming and hawing begins—not for lack of a good answer, but because the good answer isn't at the tip of the tongue.

So here's part of it: A union local's work is less than half finished when a contract is negotiated. The bigger half is making sure its provisions are respected, honored and enforced. Without members who will squawk when their rights are violated, stewards who will defend those rights by filing grievances and the TNG-CWA legal services program to follow up with arbitrations and lawsuits, a contract is no more useful than a criminal code without police or courts to enforce it.

But the analogy doesn't end there. Just as is true of the criminal justice system, the great majority of TNG-CWA complaints that get taken to arbitration are resolved without a "trial." By the time a complaint has woven its way past informal discussions and the griev-

ance procedure, it typically has legs—the obvious clunkers have been weeded out and those that survive have at least some merit. And rather than risk even higher damages from an adverse arbitrator's award, or suffer the embarrassment of defending the obviously indefensible, reasonable employers will seek a settlement.

The results often can be summarized in dollars and cents, from hefty separation packages to handsome back-pay awards—approximately \$2.5 million in the aggregate since the legal services program began, in April, 1991. Other settlements may seem more intangible, such as proper job classification, recognition of seniority or company withdrawal of changes in working conditions, but many of those also effect Guild members' economic well-being, either in terms of higher pay or greater layoff protection. In short, virtually all arbitration decisions and settlements have a personal, concrete effect. For many union members, contract negotiations and mobilization often seem abstract and meaningless processes; there's nothing abstract or institutional about a \$60,000 severance check.

The list below is just a small slice of this caseload, showing all the arbitration cases that were settled through the legal services

program during the nine months ending May 31. (During that same period, the legal services program received 47 requests from U.S. locals and 24 from Canadian locals. Of the 47 from U.S. locals, 24 have been accepted for arbitration and eight for litigation; seven requests for arbitration and four for litigation have been rejected; and seven arbitration requests are being reviewed. All of the Canadian requests were for arbitration, with 22 approved and two under review. Of the 271 arbitration requests that the Guild has accepted since the program began, 164 have ended in a negotiated settlement.)

The dollar amounts of individual cash settlements or back-pay awards are not shown, because separation agreements frequently come with confidentiality agreements, but the nine-month total comes to just a hair less than half a million—or \$491,949 that went directly into Guild members' pockets. The list does not show the arbitrations that are still being processed, or those that went to a decision, or those that were resolved prior to last September—just those in which, because of steady persistence and good staff work (frequently at the local level), individual union members had their lives improved.

That's what the union does, too.

Rec'd.	Local	Unit	Issue and resolution
10/04/00	Wire Service	Associated Press	termination for alleged abuse of sick leave <i>separation package negotiated, includes severance</i>
03/18/00	Wire Service	Associated Press	performance termination; failure to pay notice and severance <i>separation package negotiated, includes severance</i>
05/25/01	Pacific NW	Seattle Times	refusal to rehire striking reporter for alleged improper competitive work
05/05/01	Pacific NW	Seattle Times	failure to recall all strikers within contractual time-frame
06/22/01	Pacific NW	Seattle Times	failure to recall class A2 editors by specious elimination of group
06/22/01	Pacific NW	Seattle Times	post-recall seniority calculations for district advisors <i>all 4 issues resolved in the settlement of the return-to-work litigation</i>
09/06/01	Pacific NW	Seattle Times	refusal to continue checkoff for agency fee payers <i>checkoff restored for agency fee payers</i>
09/07/01	Pacific NW	Post-Intelligencer	1-in-10 membership deferral wrongly offered to current employees
09/07/01	Pacific NW	Post-Intelligencer	inappropriate cancellation of checkoff for new 'non-members' <i>agreement reached for future application of both clauses</i>
09/24/01	Pacific NW	Seattle Times	employer refuses to recall strike leader by eliminating his classification <i>separation package negotiated, includes enhanced severance</i>
11/15/01	Milwaukee	Journal Sentinel	layoff out of seniority order <i>separation package negotiated, includes enhanced severance</i>
11/27/01	Pacific NW	Post-Intelligencer	failure to pay-out-of-classification differential <i>promoted to higher-level job to allow for new duties; with back pay</i>
02/27/01	Terre Haute	Tribune Star	unilateral imposition of safe driver policy <i>policy negotiated with unit</i>
05/25/01	Pacific NW	Bremerton Sun	termination: refusal to allow revocation of resignation <i>separation package negotiated</i>
09/24/01	Terre Haute	Tribune Star	termination of salesperson without cause or progressive discipline <i>settlement negotiated through EEOC, terms undisclosed</i>
01/10/02	Wash.-Baltimore	Bureau Nat'l Affairs	letter of reprimand for using FMLA-protected sick time <i>letter removed from file</i>
11/03/01	Boston	Herald	termination of temporary employee beyond temporary period <i>separation agreement negotiated</i>
03/23/01	Memphis	Commercial Appeal	termination for excessive absences and tardiness <i>separation agreement negotiated</i>
03/23/01	Memphis	Commercial Appeal	unilateral changes in vacation scheduling <i>one-year agreement to try new system; bargaining at Guild request</i>
03/23/01	Pacific NW	Seattle Times	incorrect commission payment; improper assignment of account <i>earned commission paid retroactively</i>
11/29/99	Boston	Herald	design manager doing bargaining unit work <i>negotiated settlement delineates unit/excluded work</i>
12/04/00	Pawtucket	Times	severance for disabled employee the company "released" <i>employee paid severance and lost wages</i>
10/04/00	Wire Service	Associated Press	unilateral change in meal allowance when out of town <i>grievant reimbursed for past loss and system negotiated for future</i>
08/02/01	North Bay	Nuggett	use of part-time shifts exceeding 10 hours <i>employees paid premium for shifts exceeding 10 hours</i>
09/07/01	Stratford	Beacon Herald	insubordination termination <i>separation package negotiated</i>
02/08/02	Northern Ontario	Sudbury Star	elimination of night shift premium <i>employer pays appropriate differentials retroactively</i>
09/11/00	North Bay	Nuggett	inclusion of advertising manager in bargaining unit <i>Guild accounts restored to unit; position excluded</i>
07/16/01	Alberta	Medicine Hat News	refusal to pay severance to worker whose job was eliminated <i>full severance paid</i>
07/23/01	Alberta	Medicine Hat News	refusal to include night differential in overtime calculation <i>each affected employee paid \$50 in lost differentials</i>



LOOKING AHEAD

Cognitive dissonance

By Linda Foley, President

The folks who do public relations for The Washington Post couldn't have planned it better for the Guild.

"Byline Strike at Post Draws at Least 200 Reader Calls," said the headline published Thursday, June 6, on a story about a Guild job action at The Washington Post in—guess which newspaper?

Yep. The Washington Post.

The story, ironically one of only a handful that day with a byline, went on to note that readers were complaining because regular columnists did not appear. It also described readers who wanted to talk to writers about unbylined articles as "angry because they didn't know whom to call."

An advertiser was quoted as saying that bylines in the Post are "hugely important to the business of Washington."

The story also reported that Presidential Press Secretary Ari Fleischer took note of the protest, as did CNN's "Crossfire" co-host, conservative pundit Tucker Carlson. Undoubtedly they were up-to-date about the Guild's job action because they read a story on Page A-2 of the Post the day before, which touted the success of the two-day byline strike on the first day.

No wonder the Guild's job action was the talk of the town. Any newspaper ad rep will tell you that Page A-2 is prime ad placement in a newspaper because it is one of the most-read pages.

The June 5 story, written by the same bylined reporter (Frank Ahrens), pointed out that the "strike" was 99% effective and that most of the handful of bylines that did appear were on stories done by members of management (except the one being read, we can presume).

The article also drew attention to an ad that noted the byline action and criticized the Post's bargaining stance—an ad placed by The Newspaper Guild-CWA in the Post's competitive rival, The New York Times.

I guess it shouldn't have been a surprise, then, when the Post tried to solicit TNG-CWA to run a similar ad in its own newspaper. After

all, if we were going to slam the Post in the New York Times, it stands to reason we'd want to slam the Post in the Post itself, right?

Perhaps it's possible back-to-back prominently placed stories didn't do enough to explain why the bylines were missing. And an ad in the Post would have given us another opportunity to point out how the Post's proposals and bargaining intransigence inspired its staff to withhold their names in protest. Heck, in retrospect, maybe they're right. A Washington Post ad criticizing The Washington Post should have run in The Washington Post.

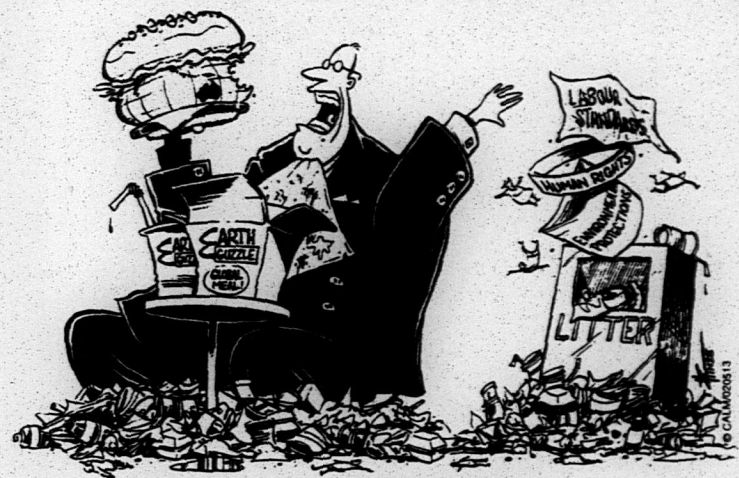
All of this amid an oft-quoted Post management mantra: They consider the bargaining table the only legitimate venue for such contract disputes to be aired and resolved. As often is the case with The Post and other quality newspapers, management's news judgment seems to belie its bargaining table rhetoric.

The Post covered its own byline strike because it was news, because the people behind the news matter. Without bylines, a newspaper has no credibility. Without credibility, a newspaper cannot draw readers or sell advertising.

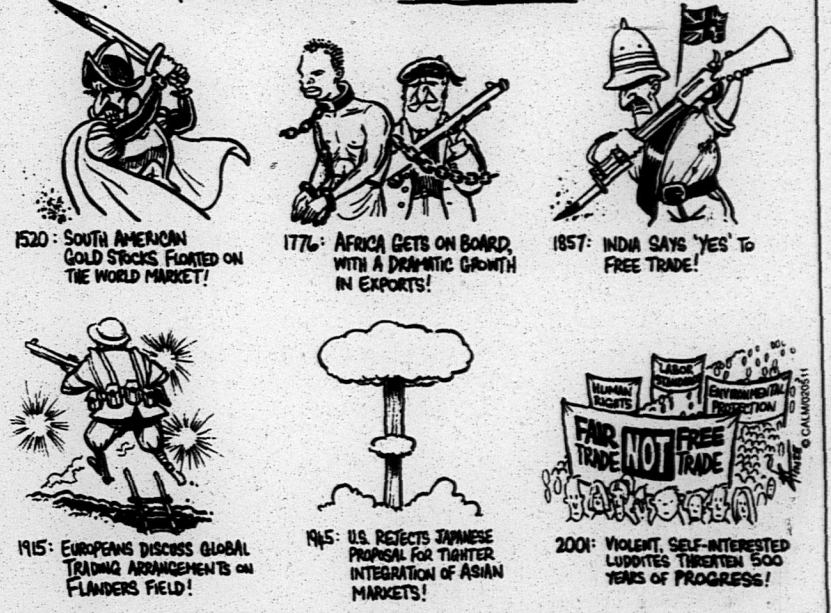
Post reporter Ahrens quoted the paper's executive editor, Leonard Downie Jr., about the byline strike. "I don't see how [The Post's credibility] has been harmed one iota," he said. "The quality of the reporting and writing is not diminished."

Of course not. The reporters and writers who produced that quality journalism are still reporting and writing; they just disassociated their names from that work for two days in June. And The Washington Post considered that action newsworthy enough to cover it and important enough to solicit advertising supporting it.

The Washington Post used to have a marketing slogan that I think, after this month's byline strike, I finally understand. It went like this: "The Washington Post. If you don't get it, you don't get it." One has to wonder: do they?



A BRIEF HISTORY OF GLOBALIZATION!



Cross-ownership threatens all

Continued from page 6

Newspaper Guild of New York City, said that Newsday on Long Island (whose workers are represented by the GCIU) recently decided in mid-contract that it would no longer pay the \$50 per appearance fee required for its reporters to appear on television. When the GCIU local filed a grievance over this blatant violation, the editors announced that from now on, only exempt managers would appear on the shows—and blamed the union for the decision. (Nice work, that: Violate the contract, then make

the union the bad guy.)

These are all realistic concerns should this change in media ownership pass. The international is working on this issue, but at the same time, locals were urged to start thinking about what contract language to put in place now to make sure their members' interests are represented.

As for me, I've got, as they say, a face for radio.

[Adapted from the June issue of *The Guild*, the Albany Guild's newsletter.]

LETTERS

To the Editor,

I guess Barry Lipton and Lena Williams missed Jim West's point about union solidarity. As a former TNG Local 22 steward and current member of the National Writers Union/UAW Local 1981, I'm embarrassed by their disdainful attitude toward freelance journalists.

I agree that TNG has to represent its members first. But that doesn't necessarily translate into "screw the freelancers." That was the old guard attitude that prevailed in TNG for years. TNG failed to organize freelancers decades ago, when it had the chance. That, among other things, led freelancers to organize their own union.

It's only been in recent years, under more progressive leadership, that TNG has developed a positive relationship with NWU. Sad to see that there are still some Guild leaders out there who don't get it.

Raising freelance rates at the New York Times and any other publication that hires freelancers would be a good thing for Guild

members and workers in general. Labor's anthem is not "Solidarity, Whatever," folks.

—Michael Funke, Bend, Oregon

To the Editor,

As a freelance photographer who has worked around the world and throughout most of the United States, I am very concerned about the unfair leverage that publishers currently wield against freelance writers, illustrators, and photographers.

Publishers continue demanding more and more rights to the images and words that they publish, even though, under United States copyright law, the creator of a work should own all rights to the work. Every day, in dealing with publishers, freelancers must make an "either-or" decision that they should not have to make: "Either I have to turn down this assignment, or I have to bend to the demands of the publisher and give them the copyright to my created work." This puts freelancers in an untenable situation, at best.

Michigan Congressman John Conyers

has introduced a bill that will help remedy this situation, The Freelance Writers and Artists Protection Act of 2002. According to Rep. Conyers, "This bill is designed to remedy the imbalances between [freelancers] and publishers." I ask that all Guild members support this bill, and that they let their Representatives know of their support.

—George Waldman, Detroit Guild

To the Editor:

My local is in contract negotiations in which serious issues must be resolved. We are trying to get our pensions uncapped so we might be able to retire with a livable wage. We are trying to fight staffing losses and to gain jurisdiction over work done on the paper's web site. And, we are trying to maintain an excellent benefits package.

What we don't need is the international guild imposing unnecessary costs that can affect gains in other areas. The guild's backing of mandatory contraception coverage imposes such a burden and it forces some

members to pay for something that goes against their religious beliefs. I don't want to pay for something I find offensive, and that can cause medical problems in an otherwise healthy woman, at the cost of something my family might really need.

It is sexist to argue that women are discriminated against because companies will not pay for contraception. The financial burden should not fall entirely upon women. Men should pay their share. Just don't ask me to pay. Our guild is facing much more pressing matters.

—Fletcher Doyle, Buffalo Guild

[Editor's note: The struggle for contraceptive coverage is being waged by individual locals, not by TNG-CWA. Payment for such coverage would be by a health plan, not by other local members. Coverage would include payment for physical barriers to contraception, such as diaphragms, as well as chemical or hormonal forms of birth control.]

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: July 5.) Letters may be e-mailed to the editor at azipser@cwa-union.org.

Former Southam execs blast CanWest

Just as the brouhaha over CanWest's *über* editorial policy seemed to have abated, a full-page ad criticizing the chain appeared in several leading dailies, including The Globe and Mail, the Winnipeg Free Press and The Chronicle-Herald in Halifax. The kicker? The ad's signatories were a who's who of 40 former newspaper executives of Southam, Inc., the chain from which CanWest bought most of its newspapers.

Running under the banner headline, "Is Freedom of the Press Being Lost, One Newsroom at a Time?" the June 6 ad called on Winnipeg-based CanWest Global Communications Corp. to rethink its policy of requiring all 14 dailies to run weekly editorials that are issued by corporate headquarters. The dailies are required not to take contrary editorial positions.

"Based on our years in the news and opinion business, the undersigned believe this new editorial policy limits freedom of the press in three significant ways," the ad announced. "First, the gag order is ominous and the list of forbidden perspectives grows longer as time passes.

"Second, this change has already skewed editorials, commentary and news coverage about domestic and foreign issues.

"Third, we are deeply opposed to any trend that diminishes Canada's diversity of voices."

Such observations are all the more remarkable because they were made by executives who themselves once were suspected of trying to create a national media monopoly. The signatories included former Southam president and CEO William Ardell; Wilson Southam, a former corporate director; Clark Davey, former publisher of the chain's dailies and former managing editor of The Globe and Mail; and Keith

Spicer, former editor of The Ottawa Citizen and former chairman of the Canadian Radio-television and Telecommunications Commission.

Yet as the ad also observed, even at its most suspect, Southam recognized that local newspapers had to reflect local needs. Believing the press to be a public trust, Southam evolved a policy that explicitly recognized that "publishers and editors make their own editorial decisions." As that policy further noted, "In our view, publishers and editors who thoroughly understand the needs of their own communities are well placed to ensure many voices are heard throughout the land."

Because of that policy, the ad's signers asserted, "many voices were heard through the land and Canada was richer for it." CanWest's "one voice" approach, on the other hand, "has reawakened us to the daunting potential of concentration of newsroom ownership—particularly when a single firm owns other media. We can picture a time when one or two multi-channel media giants, each with a single national voice, will be telling us all what to think."

With the odds of CanWest responding affirmatively to

'War' on terrorism wars on press, too

Although economic consolidation is squeezing press freedom, old-fashioned political repression is alive and well, too.

The World Newspaper Congress and World Editors Forum, meeting in Belgium at the end of May, heard WAN President Roger Parkinson warn that Western democracies are undermining freedom of expression in the mistaken belief their actions will aid in the fight against terrorism. "The repressors of the free press have found all the inspiration and justification that they needed even in developed democracies like the U.S. and Britain," Parkinson observed.

Such policies are not just short-sighted but counter-productive, Parkinson added. "The breeding grounds of terrorism are by and large those countries where the right to free expression,

to the free flow of information, to open discussion, and to the free press through which these rights are exercised, are systematically outlawed and crushed," he said. "It is in darkness, in obscurity, in silence, without opposition, that the terrorists hatch their deadly plans."

The U.S., Parkinson added, bears a special responsibility because of its influence—and because it is being cited by other countries to justify their own repressive policies. For example, Singapore has praised the "healthy guided censorship" it sees in new U.S. information policies. Zimbabwe has defended its repression of independent journalists by explaining, "if the most celebrated democracies in the world won't allow their national interests to be tampered with, we will not allow it too."

the ad all but nil, its signers issued a broader invitation to readers, advertisers, press councils and universities to enter the fray. "We invite you to think creatively about preserving freedom of the press, one newsroom at a time," the ad urged. But it also appealed to lawmakers to go for the wallet, suggesting they "consider such strategies as tax incentives for media companies that meet objective criteria as to the independence of their newsrooms."

Dot.commies still living in virtual economy

To most outside observers, the high-tech world that so enthralled Wall Street in the 'Nineties has as much punch left as Mike Tyson. But just as Tyson begged Lennox Lewis for a rematch even before he left the ring, so the go-go dot.commies are betting they can go another round.

Some 1,300 people at the Westin Hotel in Seattle, for example, recently heard a parade of speakers—including governor Gary Locke and Microsoft co-founder Bill Gates—predict that the industries of the "New Economy" have their biggest years still ahead of them. The rosy forecasts were offered at the fifth annual luncheon sponsored by the Technology Alliance to promote the state's high-tech and bio-tech industries.

But Locke never mentioned the recession, reports Marcus Courtney in WashTech News,

even though thousands of the state's technology workers are unemployed and those still at work fret about job security. Gates' speech, meanwhile, was delivered to dozing audience members and failed to garner the usual standing ovation, despite his flogging of continued innovation and prosperity.

"The next decade will bring more advances, more improvements than ever before," Gates contended, predicting continued down-sizing of laptop computers and expansion of their capabilities. Other predicted advances include giving consumers more ability to integrate the use of cell phones, computers and personal digital assistants.

Such optimism is consistent with other industry forecasts, but skeptics note that the upbeat predictions seem to have an underlying political agenda. Earlier this month, for example, the Information Technology

Association of America estimated the demand for information technology workers in the next 12 months will increase substantially over 2001. The trade group—representing more than 500 employers, including Microsoft—projected a need for 1.1 million new IT workers in 2002. It also projected that nearly 600,000 of those positions would go unfilled domestically, increasing demand for overseas talent to fill the gap.

Such talent, principally engineers, systems analysts and programmers, is brought into the U.S. under the H-1B visa program, which limits the number of professional "guest workers." But two years ago, claiming that the capped limit on H-1B visas was too low to meet anticipated shortages, the ITAA succeeded in raising the cap to 195,000—up from just 65,000 two years earlier. Now, say critics, the ITAA is using inflated projections

to keep the H-1B cap at the higher level, maintaining downward pressure on wages and keeping its workforce under control even as unemployment remains high.

Last year the ITAA forecast 900,000 new positions for 2001 and said it wouldn't be able to fill 425,000 of them. In fact, the industry lost 500,000 jobs in the IT sector nationally. The previous year, an ITAA forecast of 1.6 million new jobs in 2000 also was wide off the mark.

"We have masses of experienced, unemployed people looking for work right now," observed Patricia Keefe, editorial director at Computerworld. "Many of these laid-off IT workers are actively seeking to expand their skills and could sure use some direction. These aren't exactly spanking-new technologies, so you'd think there'd be a match with many of our IT unemployed."

THE GUILD Reporter

Volume 69, Number 6

JUNE 14, 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: azipeer@cwa-union.org

President: LINDA K. FOLEY
Secretary-Treasurer: BERNIE LUNZER
TNG-CWA Chairperson: CAROL D. ROTHMAN
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Administrative Assistant:
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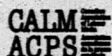
Administrative Staff:
Scott Bush,
Gwendolyn Doggett,
Dominique Edmondson,
Malinka Franklin, Tina Harrison

TNG Canada

Representatives:
David Esposito, David Wilson,
Dan Zeidler

Administrative Staff:
Marjolaine Botsford,
Joanne Scheel

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Printed by Mount Vernon Printing Co.

DAYBOOK

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

Knight Ridder Council,
Sept. 7-8, Duluth, Minn.

Nat'l Lesbian, Gay Journalists,
Sept. 12-15, Philadelphia

Customer Service, Mktg. Conf.,
Sept. 25-29, Boston

TNG Exec. Council meeting,
Oct. 20-21, Washington DC

CWA Leg.-Political Conference,
March 9-12, Washington DC

CWA Nat'l Women's Conference,
April 3-6, Atlanta

FROM THE MORGUE

Fifty years ago this month:

The Guild's Canadian Wire Services local is certified as collective bargaining agent for 60 news employees of the Canadian Broadcasting Corp. . . . Alarmed by escalating newsprint prices, the Guild asks all CIO unions to join in lobbying the U.S. government to develop newsprint production facilities in Alaska. . . . The Guild files a \$100,000 lawsuit against a Guild Reporter salesman for using methods that "were unethical, and injurious not only to the Guild but to organized labor in general."

Twenty-five years ago this month:

The Guild's research department reports that the U.S. newspaper industry finished 1976 a little more than 12% over 1975 in total revenues—and significantly outperformed U.S. industry as a whole, with an after-tax profit margin of 6.9% A separate study reports that top newspaper execs drew an average income of \$78,33 a year, up 15.8% from the previous year. That comes to \$243,998 in 2001 dollars.

Ten years ago this month:

Christian broadcaster Pat Robertson withdraws a \$6 million offer to buy UPI, explaining that updating the wire service's equipment would be prohibitively expensive. . . . The Guild joins protests over attempts by the U.S. Justice Department to subpoena unpublished photos and unbroadcast news tapes of the Los Angeles riots. . . . The 1,600 Guild-represented employees of the Toronto Star hit the bricks, striking over company insistence on outsourcing newspaper delivery to non-union contractors.