

THE GUILD Reporter

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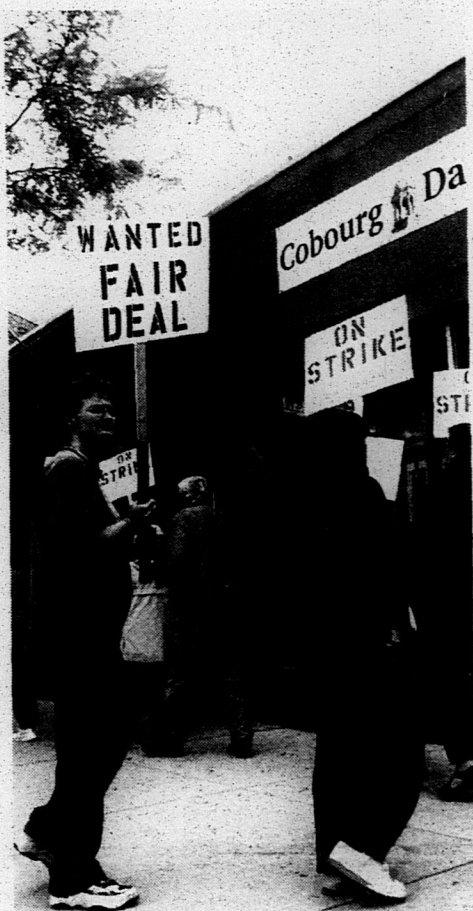
Second strike roils Canada

Yet another Canadian newspaper has forced its employees out on strike, as approximately 45 members of the Peterborough Typographical Union walked off their jobs at the Cobourg Daily Star and Port Hope Evening Guide just after midnight, Oct. 11. The union, a unit of CWA Local 30248, had authorized the strike in mid-September by a 93% margin.

The strike was called after union members decisively rejected management's final contract offer, which included general wage increases totaling 6.5% over three years—or less than the inflation rate. Wages for employees of the two publications currently average C\$10.91 an hour (approximately US\$6.65).

"It is an uncontested fact that employees at the Cobourg Daily Star and Port Hope Evening Guide are some of the poorest paid newspaper employees in the country," a union statement declared. "Year after year, contract after contract—with empty promises of better things to come—the employer has taken advantage of the good will and hard-work ethics of its employees, leaving us in an untenable financial position."

Meanwhile, approximately 275 unionized employees continued their strike against the Victoria Times-Colonist, amid complaints that the company was using scab labor, which remains illegal in British Columbia. The Times-Colonist



PETE FISHER/CWA LOCAL 30248

Brenda Panepinto joins the picket line at the Cobourg Daily Star, on strike since Oct. 11.

employees, members of the Victoria-Vancouver Island Newspaper Guild and of CWA Local 20223, walked off the job Sept. 4 to protest management's "continued agenda of concession bargaining."

The Times-Colonist is owned by CanWest Global. The Peterborough newspapers are published by Northumberland Publishers, a division of Osprey

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Sudbury Star eclipsed

Minutes after agreeing to bring a management contract offer to a membership vote, approximately 80 employees of The Sudbury Star—70 of whom are represented by the Northern Ontario Newspaper Guild—instead were locked out and replaced by scab labor. Use of scabs is not illegal in Ontario.

Although the company justified its actions by claiming it had to protect the safety of its "assets and staff" from potential job action, it clearly had planned in advance to take such action by bringing in private security guards and installing numerous surveillance cameras inside and outside the plant. Both the security measures and the use of scab labor are a company first.

The lock-out came at 6 a.m. Oct. 5, following two days of bargaining assisted by a provincial government mediator. Also sitting at the table was the Graphic Communications International Union, which represents eight pressmen and which also had agreed to a membership vote on the company's final offer. Both vote commitments were made even though the two bargaining teams had received virtually unanimous membership support to call a strike if a satisfactory agreement could not be reached.

Union members have been walking a picket line since the lock-out began.

The Sudbury Star is part of the Osprey Media Group, a chain that owns 32 daily and weekly newspapers in Ontario and is run by Michael Sifton, former president of Conrad Black's Hollinger Canadian Newspapers. When Black sold his Canadian newspapers, Sifton led a group that purchased most of Hollinger's Ontario papers.

Key issues in the current dispute include wages, pensions, mileage rates, shift premiums, working conditions and the management and direction of the newspaper. But, incredibly, the bargaining committees also have had to negotiate for such basics as an adequate number of telephones, desks and computers so reporters and editors don't have to share equipment or scramble for a place to work.

Prior to the breakdown in negotiations, frustrated rank-and-file members demanded at a membership meeting that the unions' executive committees send a letter to Sifton outlining chronic problems of management bungling and their impact on the Star's operations. Although the letter was sent, Sifton has not replied.

FCC hints it will lift media limits

Groundwork laid in dozen studies with benign view of deregulation

The nation's regulatory web designed to prevent media monopolies unraveled a little more Oct. 1, as the Federal Communications Commission released a dozen economic studies that seemed to provide empirical evidence for easing media ownership rules. But critics immediately countered that the studies had been constructed to yield the results FCC Chairman Michael Powell was seeking, and that the conclusions are in any case ambivalent.

"They did studies that would ratify their own preconception of the marketplace," Jeff Chester, director of the Center for Digital Democracy, told a USA Today reporter.

Focused mainly on broadcast media, the studies were commissioned after a U.S. federal appeals court earlier this year questioned the FCC rule limiting single ownership of broadcast television stations to 35% of the national audience. The same court also challenged an FCC rule that barred any single cable operator from reaching more than 30% of the national audience. The studies were supposed to replace "conjecture" about how well the public interest was being served with hard facts.

But at least three of the studies (Nos. 1, 2 and 10) looked at newspapers. And as summarized by Broadcasting & Cable, a trade publication, "two clear winners in the new findings are newspaper owners Tribune and Belo," each of whom owns newspapers and television stations in the same markets despite an FCC ban on such cross-ownership. Study No. 2, by University of Wisconsin professor David Pritchard, concluded that in 10 markets with newspaper-television cross-ownerships there was not "a predictable pattern of news coverage and commentary," sug-

gesting that single ownership had not resulted in a loss of multiple editorial voices.

Ironically, House Majority Leader Dick Armey, a bitter opponent of government "interference" in the marketplace, was simultaneously introducing legislation to force Belo to sell either the Dallas Morning News or WFAA-TV, also in Dallas. Armey's beef? That the Belo media outlets had ganged up on his son Scott in his ultimately unsuccessful bid to win a GOP primary race for Congress this past spring. An Armey spokesman complained that Belo "has almost a stranglehold on Mr. Armey's constituency in Mr. Armey's district."

Elsewhere, the incestuous media relationships in Orlando, Florida were criticized by the Orlando Business Journal, a few weeks before the FCC reports were released, for their "strange synergies." Prime example: a story by the Tribune-owned Orlando Sentinel's media critic, who published readers' scathing comments about an anchor at WFTV-TV while lauding "a competitor, WESH-TV. The Sentinel and WESH have a formal business relationship that includes exchanging stories and co-sponsoring political polls."

Such actual and perceived conflicts of interest are one of the reasons further media consolidation has been strongly resisted by The Newspaper Guild, CWA and the AFL-CIO, among others. But the unions, consumer groups and social activists also fret that such consolidation monopolizes the marketplace of ideas, destroying democratic discourse—a scenario chillingly played out in Canada, where CanWest attempted to create a series of chain-wide editorial positions. [CanWest, as reported

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Veteran Guild leader dies

By Susan Sward
Northern California Media Guild

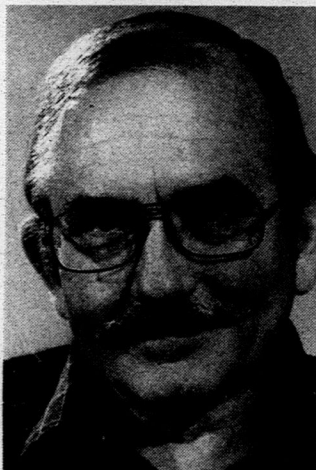
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A veteran reporter and editor and a highly regarded past leader of the Guild, Tucker worked for 12 years for John Henning, executive secretary-treasurer of the California Labor Federation, as editor of the federation's newspaper. Tucker retired from that job in 1997, after receiving several national awards for his work. In recent years, Tucker helped publish RALPH, the publication of the Northern California Media Guild, and only gave up the job when he became ill.

The son of a truck driver, Tucker was born in the small Mendocino County community of Willits on March 11, 1926. He grew up in Sacramento and took a job there in 1951 as an office boy for United Press Associations, a news agency formed in the early 1900s. He subsequently worked for six northern California newspapers as a reporter or editor.

Possessing twinkling eyes and bushy eyebrows, Tucker lessened deadline tensions for his colleagues with his story-telling, his wit and his dry asides about life. Some of his favorite yarns were about the oddities of human nature, the people he came across in the newspaper business and the forays he had taken to places like Santiago de Compostela in Spain and Machu Picchu in Peru.

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A two-term president of the San Francisco-Oakland Newspaper Guild, Tucker also served as vice president of The Newspaper Guild from 1979 to 1985.

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Grey Lady turns to high-tech barriers

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With the Canadian Media Guild and the Communications, Energy and Paperworkers union on a collision course at the Canadian Broadcasting Corp.—which wants only one union representing its employees—there's little surprise that some guerrilla tactics are being employed. The latest: a nationwide series of "focus groups" hosted by ABM Marketing, which has been paying participants \$50 to pick their brains. What the participants don't learn, until they pick up on the tone and content of the material being presented, is that ABM has been hired by CEP.

Toledo pink slips start flying...

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Guild-represented jobs, bumping union members with less seniority out their paychecks.

... while more seem likely at DJ

When TNG-CWA Local 1096, representing Dow Jones employees, advised its members that more layoffs are in the works, company officials heatedly denied that any decisions had been made. But an Oct. 10 memo from CEO Peter Kann, released just after the company announced third-quarter results, acknowledged that more cuts are "likely." Dow Jones earned 3 cents a share, compared with 19 cents a year earlier.

One Broun winner gets grant...

Katherine Boo, winner of the 1999 Heywood Broun Award for her reporting on the physical abuse and forced labor of mentally retarded wards of the District of Columbia, has received a \$500,000 fellowship from the John D. and Catherine T. MacArthur Foundation. The Washington Post reporter was cited by the foundation as "an investigative journalist who writes about the lives of the less fortunate with passion, conviction and clarity" and whose stories "open a powerful journalistic window into the obstacles faced by many."

... while another decides to retire

Tom Jarriel, the ABC 20/20 correspondent whose reporting on the plight of Romanian orphans led to thousands of adoptions, retired this month after 38 years with the network. He and 20/20 producer Joanna Breen received an "award of substantial distinction" in last year's Heywood Broun Award competition for a story on Cambodian adoptees barred from entry into the U.S.

Foley featured in newsmag Q and A

TNG-CWA President Linda Foley is the subject of a full-page Q and A in the Oct. 28 issue of In These Times, a biweekly news magazine. Interviewed by Guild member David Bacon, Foley warns against increased media consolidation and stresses the importance of journalists having a voice on the job.

Pittsburgh keeps its incumbents

The Pittsburgh Guild's top leadership remains in office for another year, following an annual meeting Sept. 12 at which no challengers arose. Officers include Mike Bucsko, starting his third term as president; Sally Kalson and Annie O'Neill, first and second vice presidents, respectively; Ken Fisher, treasurer; and Ed Blazina, secretary.

Guild Reporter best in class

The Guild Reporter has won several awards from the International Labor Communications Association in its annual competition for labor publications, including first place in general excellence for its circulation class and the Saul Miller Award for best column in any publication.

Also honored by ILCÁ, in separate judging for local publications, were *Shoptalk*, the newsletter of the Minnesota Newspaper Guild/Typographical Union, and *frontpage*, published by the New York Newspaper Guild. *Shoptalk* received first place for best front page in its circulation category;

and second place for best series among all local union publications, for Mike Sweeney's stories questioning cutbacks at the Pioneer Press. *frontpage* won third place for—appropriately—its front page.

The Guild Reporter's front page also received third place, for the October, 2001 issue featuring a Herblock cartoon first published more than 50 years earlier. Other Guild Reporter awards included third place for "unique performance," defined as an entry showing "unusual journalistic effort" promoting "a labor union issue or activity." The winning entry, by David Bacon, explored organized labor's ambivalent relationship with undocumented workers.

Rounding out the newspaper's awards was an honorable mention for a column headlined, "Labor editors as union stooges?" That entry and the column honored with a Saul Miller Award, "On Detroit, Broun and the Supremes," were written by Guild Reporter editor Andy Zipser.

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Single copies: \$1.50

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

Eugene Guild signs off on contract

... but bargaining committee warns of illegal ban on union communications

The three-and-a-half-year stand-off at The Register-Guard in Eugene, Ore. finally came to an end Oct. 1, as TNG-CWA members voted 60% to 40% to accept the newspaper's final offer. The five-year contract was presented to the membership without a recommendation from the bargaining committee.

The multi-year ordeal—Guild members went more than four years without a raise—transformed a once idyllic workplace into a rancorous “us vs. them” environment. Local leaders say the union is stronger than ever, but the relationship between employees and employer, and between a significant number of readers and the newspaper, has been fractured.

Newspaper owner Tony Baker signalled his combative stance from the outset by hiring Tennessee lawyer L. Michael Zinser to represent the Register-Guard at the bargaining table. Zinser soon lived up to his union-busting reputation—the company either settled or was found guilty of 15 out of 17 complaints of unfair labor practices—but his

increasingly outrageous conduct apparently united union and community opinion against his employer.

“I’m very proud that our union hung tough for three-and-a-half difficult years,” said a relieved Adele Berlinski, the union’s president. “The company obviously wanted to bust us when it went and hired L. Michael Zinser all those years ago, but I don’t think management realized how committed our membership was. The resolve of this unit is inspiring. We also had great community support—the public was invaluable in helping us prod the company to be more reasonable. We couldn’t have done it without their aid.”

The new contract, signed Oct. 3—meeting a company deadline for a \$1,000 signing bonus for full-time employees—includes annual raises of 2%, 2%, 2.5%, 2% and 2.5%. Although Guild leaders called the increases paltry, tipping the balance toward approval was company withdrawal of a “management-rights bargaining waiver” that essentially would have relinquished the union’s right to negotiate workplace changes.

The company also dropped several proposed pay cuts, while some clerical and tech workers got scale increases. Other gains include an improved mileage reimbursement and a slight increase in the night differential.

Still overhanging the contract ratification, however, is a provision barring employees from using the company’s e-mail system for union communications. An administrative law judge ruled earlier this year that the policy is discriminatory, and TNG-CWA contends that employer bans on e-mail use run afoul of federal labor law, which assures employees of the right to communicate about the workplace.

The new contract also bans employees from wearing buttons or insignia that “interfere with the publisher’s desired image of neutrality,” including union logos or messages. The irony that an ostensible defender of the First Amendment would muzzle its own workers was not lost on Berlinski, who called the ban “shameful.”

Union attorneys are currently reviewing the contract for possible legal action.



Adele Berlinski, president of the Eugene Newspaper Guild, casts her ballot Oct. 1.

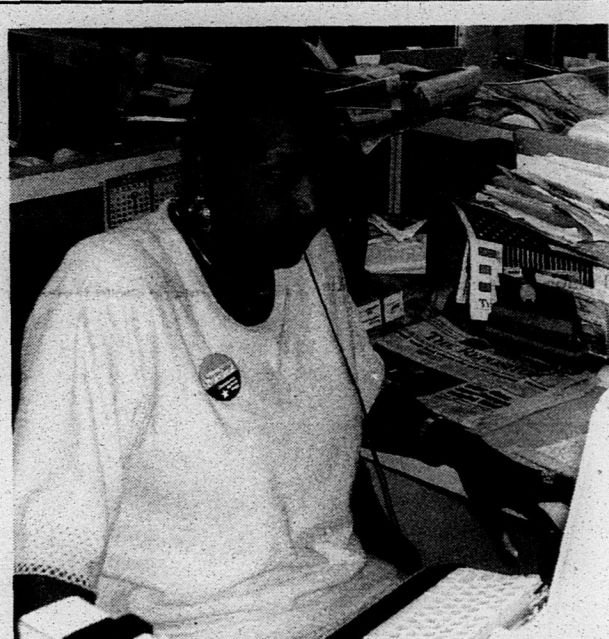
Leuchter deadline is Nov. 1

Applications for the annual Irving Leuchter Memorial Scholarship, an \$8,500 award that underwrites a 6-week residential seminar at the Harvard Trade Union Program, must be submitted by Nov. 1.

Named in honor of a former Guild attorney and funded half by TNG-CWA and half by Guild locals, the scholarship is intended primarily for full-time union staff of either the locals or of TNG-CWA. There is no application form, but applicants should provide a résumé of union activity and a brief explanation of what they hope to gain from the program.

The next session will start Jan. 6 and run through Feb. 14.

Applications should be sent to: Dr. Elaine Bernard, Executive Director, Harvard University Trade Union Program, 1350 Massachusetts Ave., #731, Cambridge MA 02138. Further information may be obtained by calling Bernard at 617-495-9265 or by visiting the program web site, at www.htup.harvard.edu.



ROLLIE DREUSS/NORTHEAST OHIO GUILD

Professional at work

Allita Gray, a classified telephone salesperson at The Repository in Canton, Ohio, works Oct. 2 while wearing a button proclaiming the date as CWA's Customer Service Professional Day. Gray is a member of the Repository bargaining unit of the Northeast Ohio Newspaper Guild, which currently is in contract talks with the Copley-owned newspaper, but progress after seven bargaining sessions was described as “slow”; four more sessions were scheduled throughout October. Further picture-taking was banned by management after this shot was snapped, on the grounds that employees would be too distracted to do their work.

Post byline strike galvanizes local

The first Guild-sponsored byline strike at The Washington Post, held in early June, lasted two days and had virtually unanimous support. Four months later that support remains undiminished, as a five-day byline strike in early October proved every bit as successful.

“Day after day, on page after page, Guild-covered employees sent a singular message to Post management: **You need to do better at the bargaining table.**” wrote bargaining committee member Rick Weiss in a bulletin to Post employees. “In its silence, the message was wonderfully loud and clear.”

The by-line strike was followed, five days later, by an off-the-record meeting convened by a federal mediator. Although both sides agreed “not to characterize” the talks, said Washington-Baltimore Guild representative Calvin Zon, the local subsequently decided to call off its web boycott pending renewed negotiations, scheduled for Oct. 28. The boycott discouraged Post employees from contributing unpaid, early-dead-

line writing for the newspaper’s web page.

Still on the table are issues of wage increases, vacations and union security. The Post’s most recent wage proposal, for example, includes a wage freeze in the first year of a three-year contract and annual increases between 2% and 3.7% for employees earning less than \$53,000. For employees making \$80,000 a year, the proposal amounts to annual raises of just 1%—a level union negotiators describe as “totally inadequate, coming from a newspaper with such a comfortable profit margin.”

Also on the table is a management proposal to reduce vacation carryover.

The biggest sticking point, however, may prove to be the company’s insistence on having a completely open shop in which union members could drop out at will, instead of during a specified 30-day period each year. On that score, says Guild leaders, the unanimity of the byline strike should have sent a clear message: “The company has no business interfering with union rules.”

California court interpreters win labor rights

California’s court interpreters, who provide oral interpretation of court proceedings, have finally won the same rights as other court employees to organize and to negotiate collective bargaining agreements.

The victory, years in the making, came as Governor Grey Davis signed a bill, SB 371, correcting interpreters’ long-standing misclassification as independent contractors. The change requires courts to hire interpreters as regular employees beginning July 2003, although it also provides for a two-year transitional period for establishing a multi-court bargaining system to negotiate

regional contracts with interpreters.

“For over 30 years, interpreters have had no choice in how they provide their services to the courts. SB 371 rights this wrong,” said Silvia Barden, president of the California Federation of Interpreters, a TNG-CWA affiliate. “Many of our members have served the courts on a full-time basis for over a decade in a ‘temporary’ worker status. Now we can negotiate for benefits and have a voice in developing our profession.”

The measure allows the courts to hire interpreters as full-time or part-time employees, but also permits the interpreters to continue working on an “as-needed” basis

or as independent contractors—under specified criteria—if they choose.

A severe and long-standing shortage of qualified interpreters, as well as a need to improve access to certified and registered interpreters, led the Judicial Council of California—the policy-making body for the state trial courts—to support the bill. Further support came from public defenders and district attorneys around the state, the attorney general and numerous legal advocacy groups.

The shortage has plagued the courts for decades and was exacerbated by a lack of regular pay increases and the failure of

courts to provide basic benefits, job protection or a career path for interested professionals. Working conditions were so grim that the pool of available, qualified interpreters shrank more than 30% since 1995, resulting in poor service to the public and potentially incompetent interpretation. “The cost of delays and denied access to our justice system is incalculable, as is the financial impact of appeals or re-hearings of criminal matters,” Barden observed.

The California Federation of Interpreters, CWA District 9 and the Bay Area Court Interpreters Association, also a TNG-CWA affiliate, sponsored SB 371.

Veteran Guild leader dies

By Susan Sward
Northern California Media Guild

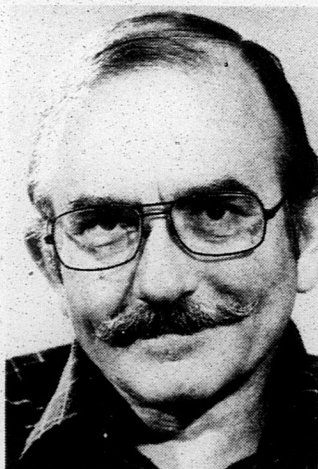
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Katherine Boo, winner of the 1999 Heywood Broun Award for her reporting on the physical abuse and forced labor of mentally retarded wards of the District of Columbia, has received a \$500,000 fellowship from the John D. and Catherine T. MacArthur Foundation. The Washington Post reporter was cited by the foundation as "an investigative journalist who writes about the lives of the less fortunate with passion, conviction and clarity" and whose stories "open a powerful journalistic window into the obstacles faced by many."

. . . while another decides to retire

Tom Jarriel, the ABC 20/20 correspondent whose reporting on the plight of Romanian orphans led to thousands of adoptions, retired this month after 38 years with the network. He and 20/20 producer Joanna Breen received an "award of substantial distinction" in last year's Heywood Broun Award competition for a story on Cambodian adoptees barred from entry into the U.S.

Foley featured in newsmag Q and A

TNG-CWA President Linda Foley is the subject of a full-page Q and A in the Oct. 28 issue of In These Times, a biweekly news magazine. Interviewed by Guild member David Bacon, Foley warns against increased media consolidation and stresses the importance of journalists having a voice on the job.

Pittsburgh keeps its incumbents

The Pittsburgh Guild's top leadership remains in office for another year, following an annual meeting Sept. 12 at which no challengers arose. Officers include Mike Bucsko, starting his third term as president; Sally Kalson and Annie O'Neill, first and second vice presidents, respectively; Ken Fisher, treasurer; and Ed Blazina, secretary.

Guild Reporter best in class

The Guild Reporter has won several awards from the International Labor Communications Association in its annual competition for labor publications, including first place in general excellence for its circulation class and the Saul Miller Award for best column in any publication.

Also honored by ILCA, in separate judging for local publications, were *Shoptalk*, the newsletter of the Minnesota Newspaper Guild/Typographical Union, and *frontpage*, published by the New York Newspaper Guild. *Shoptalk* received first place for best front page in its circulation category;

and second place for best series among all local union publications, for Mike Sweeney's stories questioning cutbacks at the Pioneer Press. *frontpage* won third place for—appropriately—its front page.

The Guild Reporter's front page also received third place, for the October, 2001 issue featuring a Herblock cartoon first published more than 50 years earlier. Other Guild Reporter awards included third place for "unique performance," defined as an entry showing "unusual journalistic effort" promoting "a labor union issue or activity." The winning entry, by David Bacon, explored organized labor's ambivalent relationship with undocumented workers.

Rounding out the newspaper's awards was an honorable mention for a column headlined, "Labor editors as union stooges?" That entry and the column honored with a Saul Miller Award, "On Detroit, Broun and the Supremes," were written by Guild Reporter editor Andy Zipser.

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Single copies: \$1.50

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

Eugene Guild signs off on contract

... but bargaining committee warns of illegal ban on union communications

The three-and-a-half-year stand-off at The Register-Guard in Eugene, Ore., finally came to an end Oct. 1, as TNG-CWA members voted 60% to 40% to accept the newspaper's final offer. The five-year contract was presented to the membership without a recommendation from the bargaining committee.

The multi-year ordeal—Guild members went more than four years without a raise—transformed a once idyllic workplace into a rancorous "us vs. them" environment. Local leaders say the union is stronger than ever, but the relationship between employees and employer, and between a significant number of readers and the newspaper, has been fractured.

Newspaper owner Tony Baker signalled his combative stance from the outset by hiring Tennessee lawyer L. Michael Zinser to represent the Register-Guard at the bargaining table. Zinser soon lived up to his union-busting reputation—the company either settled or was found guilty of 15 out of 17 complaints of unfair labor practices—but his

increasingly outrageous conduct apparently united union and community opinion against his employer.

"I'm very proud that our union hung tough for three-and-a-half difficult years," said a relieved Adele Berlinski, the union's president. "The company obviously wanted to bust us when it went and hired L. Michael Zinser all those years ago, but I don't think management realized how committed our membership was. The resolve of this unit is inspiring. We also had great community support—the public was invaluable in helping us prod the company to be more reasonable. We couldn't have done it without their aid."

The new contract, signed Oct. 3—meeting a company deadline for a \$1,000 signing bonus for full-time employees—includes annual raises of 2%, 2%, 2.5%, 2% and 2.5%. Although Guild leaders called the increases paltry, tipping the balance toward approval was company withdrawal of a "management-rights bargaining waiver" that essentially would have relinquished the union's right to negotiate workplace changes.

The company also dropped several proposed pay cuts, while some clerical and tech workers got scale increases. Other gains include an improved mileage reimbursement and a slight increase in the night differential.

Still overhanging the contract ratification, however, is a provision barring employees from using the company's e-mail system for union communications. An administrative law judge ruled earlier this year that the policy is discriminatory, and TNG-CWA contends that employer bans on e-mail use run afoul of federal labor law, which assures employees of the right to communicate about the workplace.

The new contract also bans employees from wearing buttons or insignia that "interfere with the publisher's desired image of neutrality," including union logos or messages. The irony that an ostensible defender of the First Amendment would muzzle its own workers was not lost on Berlinski, who called the ban "shameful."

Union attorneys are currently reviewing the contract for possible legal action.



Adele Berlinski, president of the Eugene Newspaper Guild, casts her ballot Oct. 1.

Leuchter deadline is Nov. 1

Applications for the annual Irving Leuchter Memorial Scholarship, an \$8,500 award that underwrites a 6-week residential seminar at the Harvard Trade Union Program, must be submitted by Nov. 1.

Named in honor of a former Guild attorney and funded half by TNG-CWA and half by Guild locals, the scholarship is intended primarily for full-time union staff of either the locals or of TNG-CWA. There is no application form, but applicants should provide a résumé of union activity and a brief explanation of what they hope to gain from the program.

The next session will start Jan. 6 and run through Feb. 14.

Applications should be sent to: Dr. Elaine Bernard, Executive Director, Harvard University Trade Union Program, 1350 Massachusetts Ave., #731, Cambridge MA 02138. Further information may be obtained by calling Bernard at 617-495-9265 or by visiting the program web site, at www.harvard.edu.



ROLLIE DREUSS/NORTHEAST OHIO GUILD

Professional at work

Allita Gray, a classified telephone salesperson at The Repository in Canton, Ohio, works Oct. 2 while wearing a button proclaiming the date as CWA's Customer Service Professional Day. Gray is a member of the Repository bargaining unit of the Northeast Ohio Newspaper Guild, which currently is in contract talks with the Copley-owned newspaper, but progress after seven bargaining sessions was described as "slow"; four more sessions were scheduled throughout October. Further picture-taking was banned by management after this shot was snapped, on the grounds that employees would be too distracted to do their work.

Post byline strike galvanizes local

The first Guild-sponsored byline strike at The Washington Post, held in early June, lasted two days and had virtually unanimous support. Four months later that support remains undiminished, as a five-day byline strike in early October proved every bit as successful.

"Day after day, on page after page, Guild-covered employees sent a singular message to Post management: **You need to do better at the bargaining table.**" wrote bargaining committee member Rick Weiss in a bulletin to Post employees. "In its silence, the message was wonderfully loud and clear."

The by-line strike was followed, five days later, by an off-the-record meeting convened by a federal mediator. Although both sides agreed "not to characterize" the talks, said Washington-Baltimore Guild representative Calvin Zon, the local subsequently decided to call off its web boycott pending renewed negotiations, scheduled for Oct. 28. The boycott discouraged Post employees from contributing unpaid, early-dead-

line writing for the newspaper's web page.

Still on the table are issues of wage increases, vacations and union security. The Post's most recent wage proposal, for example, includes a wage freeze in the first year of a three-year contract and annual increases between 2% and 3.7% for employees earning less than \$53,000. For employees making \$80,000 a year, the proposal amounts to annual raises of just 1%—a level union negotiators describe as "totally inadequate, coming from a newspaper with such a comfortable profit margin."

Also on the table is a management proposal to reduce vacation carryover.

The biggest sticking point, however, may prove to be the company's insistence on having a completely open shop in which union members could drop out at will, instead of during a specified 30-day period each year. On that score, says Guild leaders, the unanimity of the byline strike should have sent a clear message: "The company has no business interfering with union rules."

California court interpreters win labor rights

California's court interpreters, who provide oral interpretation of court proceedings, have finally won the same rights as other court employees to organize and to negotiate collective bargaining agreements.

The victory, years in the making, came as Governor Grey Davis signed a bill, SB 371, correcting interpreters' long-standing misclassification as independent contractors. The change requires courts to hire interpreters as regular employees beginning July 2003, although it also provides for a two-year transitional period for establishing a multi-court bargaining system to negotiate

regional contracts with interpreters.

"For over 30 years, interpreters have had no choice in how they provide their services to the courts. SB 371 rights this wrong," said Silvia Barden, president of the California Federation of Interpreters, a TNG-CWA affiliate. "Many of our members have served the courts on a full-time basis for over a decade in a 'temporary' worker status. Now we can negotiate for benefits and have a voice in developing our profession."

The measure allows the courts to hire interpreters as full-time or part-time employees, but also permits the interpreters to continue working on an "as-needed" basis

or as independent contractors—under specified criteria—if they choose.

A severe and long-standing shortage of qualified interpreters, as well as a need to improve access to certified and registered interpreters, led the Judicial Council of California—the policy-making body for the state trial courts—to support the bill. Further support came from public defenders and district attorneys around the state, the attorney general and numerous legal advocacy groups.

The shortage has plagued the courts for decades and was exacerbated by a lack of regular pay increases and the failure of

courts to provide basic benefits, job protection or a career path for interested professionals. Working conditions were so grim that the pool of available, qualified interpreters shrank more than 30% since 1995, resulting in poor service to the public and potentially incompetent interpretation. "The cost of delays and denied access to our justice system is incalculable, as is the financial impact of appeals or re-hearings of criminal matters," Barden observed.

The California Federation of Interpreters, CWA District 9 and the Bay Area Court Interpreters Association, also a TNG-CWA affiliate, sponsored SB 371.

Labor round-up

Faltering economy taking its toll

The number of Americans lacking health coverage is on the upswing, following a two-year decline. The Census Bureau reported in recent weeks that the faltering economy propelled another 1.4 million people last year into the ranks of the uninsured. The news followed a separate Census Bureau report that the proportion of Americans living in poverty rose last year for the first time since 1993; simultaneously, middle class incomes dipped for the first time in a decade. Separately, the Dept. of Labor reported that the number of people who have been jobless for long periods has risen to its highest level since 1994. Almost 1.5 million people have been out of work for more than six months, up 80% from a year ago.

Farm workers win mediation right

It wasn't as strong as the United Farm Workers wanted, but California's Gov. Gray Davis signed legislation Oct. 1 requiring mediation of stalled first-contract disputes between the UFW and the state's growers. Typical California farm workers earn less than \$10,000 a year each, picking crops on a piecework basis in the nation's biggest agricultural state. Although the state passed labor legislation in 1975, opening the door for the UFW to win bargaining at 428 farms, only 185 actually signed contracts. Under the new legislation, which expires in 2008, the mediator can recommend a settlement if the two sides cannot agree—but either side can appeal to the state Agricultural Labor Relations Board. And mediation is limited to 75 cases a year.—Press Associates, Inc.

Radical right sucker-punches unions

With labor unions trying to marshal the rank-and-file to turn out for mid-term elections in the U.S., the radical right is counterpunching through a front-group called the National Taxpayers Union. Based in Virginia and supporting repeal of taxes on corporations and wealthy individuals, the NTU has been running full-page newspaper ads condemning "union violence" and calling for Congressional passage of the so-called "Freedom from Union Violence" bill. NTU is funded in part by Richard Mellon Scaife, heir to the Mellon banking fortune, who has given nearly \$200 million to right-wing groups.

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Noted workers' champion dies

Working people lost a champion Oct. 5 with the death of Tony Mazzocchi, 76. A member of the Paper, Allied-Industrial, Chemical & Energy Workers (PACE) International Union and of the former Oil, Chemical & Atomic Workers Union (OCAW), Mazzocchi played a key role in the legislative struggles of the 1960s and 1970s, including passage of the 1970 Occupational Safety and Health Act. A founder of the Labor Party, he continued organizing support for the party's national health-care program up until his death. Mazzocchi also was renowned for working with OCAW member Karen Silkwood, who blew the whistle on Kerr-McGee's falsification of quality control data on nuclear fuel rods. After Silkwood was killed on her way to meet a New York Times reporter, Mazzocchi continued the effort to publicize the truth about her case.

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National Post in financial distress?

More signs of media turmoil in Canada: Toronto Star columnist Antonia Zerbisias reported Oct. 10 that The National Post may be critically ill. Launched just four years ago by former press baron Conrad Black, the Canadian answer to USA Today was bought by CanWest in 2000 as part of a reported \$3.2 billion purchase of Black's Southam chain. But with the economy running ragged and ad revenues in a swoon, rumors are that CanWest is struggling to meet payments on \$4 billion in debt. Or to quote CanWest CEO Leonard Asper, "We are seriously looking at any and all other ways to deleverage."



DAVID BACON/NORTHERN CALIFORNIA MEDIA GUILD

On the waterfront

Autoworkers, left, demonstrate support for longshore workers during the port shutdown and lock-out by the Pacific Maritime Association. A lack of parts forced closure of the NUMMI auto plant, but workers there blamed the shipping companies for their loss of work. The locked-out dock worker at right, a member of the International Longshore and Warehouse Union, is picketing in front of the gate at the TrePac terminal in the Port of Oakland. The Bush administration put up only token resis-

tance to being drawn into the labor dispute, invoking the creaky Taft-Hartley Act to end the lock-out and seeking an 80-day "cooling off" period in which both sides are barred from disrupting operations. But the PMA needed less than a week to begin complaining that the dock workers weren't moving quickly enough, claiming that 25% less cargo than it expected was being unloaded—an unreasonable estimate, the union countered, given the backlog that had accumulated over the 10-day shutdown. (See page 7 for a related commentary.)

18 months of Bush have wiped out economic gains

By Mark Gruenberg

PAI Staff Writer/Washington-Baltimore Guild

Eighteen months of recession spanning the George Bush presidency have largely wiped out economic gains made by U.S. workers during the previous economic boom, according to "The State of Working America," an annual report prepared by the Economic Policy Institute. By contrast, the report adds, the last half of Bill Clinton's eight years in office was marked by rising real incomes, a 4% jobless rate, federal surpluses and low inflation.

"This is a more broadly felt recession, which is starting to bite into paychecks more widely," said EPI President Lawrence Mishel, one of three economists who wrote the 446-page report. "There's a lot of focus right now on slow growth of GDP (gross domestic product) and falling stock markets, but there has to be a focus on falling living standards and low paychecks."

Findings of the report, released Sept. 1, include:

- U.S. workers now toil longer hours and take less vacation time than any other workers in industrialized countries worldwide. And the two-earner, two-worker family is so prevalent—and so needed—that such a family "works 3,800 hours per year," according to study co-author Heather Boushey.

- Despite such toil and continued high productivity, the wage gap—the ratio of income of the richest fifth versus the rest of us—is widening again, after narrowing during the Clinton years. "Though the growth period of the late 1990s had many virtues, it was neither strong enough nor long enough to reverse the tide of income inequality," the report observes.

- Union workers enjoy a 28% wage advantage over their non-union colleagues in the same jobs; a 117% advantage in company spending on health insurance coverage and a 198% advantage in pension payments. But declining unionization over the last 20 years narrowed the gaps, as unionists' wages rose at a smaller rate and benefits declined.

- The productivity gains and wage and benefit sav-

ings didn't evaporate—they went to the nation's CEOs. After inflation, median CEO pay alone—not counting stock options and other corporate benefits—grew 69% between 1992 and 2000, while median hourly pay for workers grew 5.9%. "Moreover, CEO wage increases were probably larger if measured as averages rather than at the median," the report adds.

"In 1989, U.S. CEOs of major companies earned 26 times more than an average worker. . . . The ratio surged in the 1990s and hit 310 at the end of the recovery in 2000. In other words, a CEO earned more in one workday—there are 260 in a year—than an average worker earned in 52 weeks."

- Benefits fell, even during the boom, and job insecurity increased—and continued to rise in 2001-2002. "Workers are now less likely to have paid time off, and the much-touted 'flexible workplace' has taken hold in only a handful of firms," the report says, adding: "Job stability has been declining for the last few decades and this may indicate a decline in job security overall. The recession increased feelings of job insecurity, and until unemployment falls back to pre-recession levels, workers will continue to wonder whether they will be able to maintain their current employment situations."

The EPI economists offered few solutions for the problems they cited, saying that was not the report's purpose. But co-author Jared Bernstein proposed separately that a fiscal stimulus would be essential "to make sure we shouldn't have a jobless recovery," which the report did forecast.

"You could devise a program of \$50 billion a year in relief, for two years, to the state and local governments" which are struggling with their own budget deficits and declining incomes, he said. "You could even repeal the remaining part of the Bush tax cut to inject some spending right now."

"We should do different things in different years, unlike the Democrats, who worry about the deficits every year, and the Republicans, who never worry about them," Bernstein added.

In Minnesota, ongoing fight to protect sources

By Randy Furst
Minnesota Newspaper Guild

The unceasing battle to protect confidential sources is again being tested in the courts, this time over the refusal of a part-time sportswriter for a weekly newspaper in Minnesota to disclose a source for an article he wrote in 1997.

Wally Wakefield, a Twin Cities journalist, faces a contempt-of-court fine of \$200 a day if the Minnesota Supreme Court rules against him, prompting a national support campaign by numerous media organizations. The Newspaper Guild-CWA has joined with the Minnesota Newspaper Guild Typographical Union in support of an amicus brief, to be filed by the Reporters Committee for Freedom of the Press, that argues Wakefield's case.

The long-lasting battle grew out of an article Wakefield co-wrote, in which he quoted confidential sources describing why a high school football coach did not have his contract renewed. Although the coach subsequently sued the school district and several district employees on various grounds, including defamation, neither Wakefield nor the Lillie Suburban Newspaper chain for which he was writing were named as defendants.

Instead, the coach's attorney subpoenaed Wakefield in an effort to learn the names of his sources. When Wakefield refused to divulge the sources, last November, Ramsey County District Judge Dale Lindman held him in contempt and ordered him to give up the names or

be fined.

"When this all started I had a lot of anxiety," Wakefield told Doug Grow, a columnist for the Star Tribune, shortly after the contempt citation was issued. "But once I made the decision about what I was going to do, I felt relieved. I made a promise to those people and I'm going to keep it. It's the right thing to do."

Neither Lillie, the small Twin Cities-based newspaper chain, nor Wakefield have the resources to pay the fine, which was stayed pending the outcome of the appeal.

Hundreds of employees at the Star Tribune in Minneapolis, the St. Paul Pioneer Press and other media outlets have signed petitions supporting Wakefield. And TNG-CWA, at its annual sector conference this past February, unanimously passed a resolution that read, in part: "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."

A separate amicus brief is to be filed on behalf of numerous state organizations, including the Minnesota Society of Professional Journalists, the Associated Press, the Duluth News Tribune, ABC affiliate KSTP-TV, the Minnesota Broadcasters Association, the Minnesota Newspaper Association, Minnesota Public Radio, the Rochester Post Bulletin, the Silha Center for the Study of Media Ethics and the Law, the Star Tribune, the St. Paul Pioneer Press and CBS affiliate WCCO-TV.

Kenosha talks trip over health care

Members of the Kenosha Newspaper Guild held an informational picket Oct. 10 in an effort to break a logjam in their contract negotiations with the Kenosha News.

Although at least eight or nine bargaining issues remain unresolved, the chief stumbling block toward an agreement has been a company demand that management be allowed unilaterally to decide how much employees would pay toward health insurance premiums. Under the previous contract, unionized employees pay a fixed 25% of the premium.

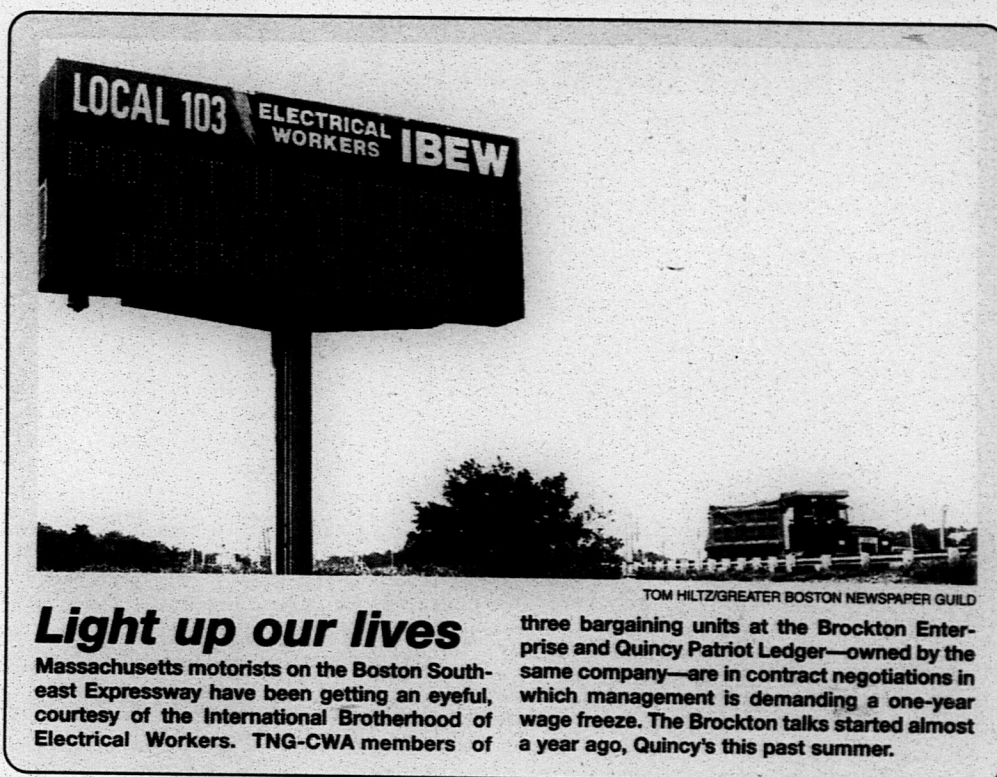
Under management's proposal, conceded a company attorney, the premium split could easily go to 50-50. Based on existing plans and assuming an 18% increase, the union has calculated that would result in employee out-of-pocket costs of as much as \$583 a month. Add that to the company's proposed one-year pay freeze, said

Guild President Bill Siel, and the economic impact on Guild members would be "devastating."

The Guild's three-year contract with the News expired Jan. 31, but both sides have agreed to a series of extensions. Negotiations have proceeded fitfully, at best: the last time both sides met was in May, and two subsequent sessions with a mediator—on Aug. 16 and Sept. 26—"resolved nothing," according to a Guild official close to the talks.

Bargaining sessions have been scheduled, however, for Nov. 7 and 8.

On a related issue, the two sides also are skirmishing over Guild members' contractual right to withhold their bylines. Most of the newspaper's reporters and photographers requested that their bylines be withheld on weekends to protest the stalled talks; the company's response was to remove the bylines all week long, prompting a Guild grievance.



Another news sweatshop, another newspaper strike

Continued from page 1

Media Group. A major investor in Osprey, according to CWA business agent Nigel Sones, is the Ontario Teachers Pension Plan Board.

The Peterborough strike was all but assured after two days of mediation efforts in early October brought little traction on the union's key issues. Although the company finally dropped its demand for reduced sick time and partially agreed to some of the upgrades the union had requested, it refused to give ground on the unit's core economic demand for better wages. Management also refused to improve its mileage reimbursement, "which means workers are subsidizing the com-

pany's operations," the unit complained, and would not sufficiently update its vision and dental health care plans.

Another round of talks had been scheduled as The Guild Reporter went to press.

Talks had resumed in Victoria, on Oct. 4, but proved to be short-lived. "The company made some positive moves, when they indicated that some of the more detrimental issues would come off the table," reported John Ruff, secretary-treasurer of TNG-CWA Local 30403, which represents some 40 mailers. "However, instead of going from there, the company introduced a brand new demand that was, on the face of it, as dev-

astating to the mailers as the previous issue of two-tier wages."

Meanwhile, the Guild has requested a Labor Relations Board hearing over charges that the Times Colonist is using illegal workers to produce and distribute newspapers. Guild photographers have been taking pictures of scab truck drivers to use as evidence, and "flying pickets" are shadowing delivery trucks as they leave the printing plant.

"We need to make sure that the vans and trucks that are delivering the scab paper to the corner stores, and so on, are being driven by management staff," explained Guild President Chris Carolan. "And the best way to do that is with flying pickets."



Brenda Panepinto waves toward a passerby as she walks the picket line at the Cobourg Daily Star.

Other strikers include Sue Giddings, far left, and Brian Squirrel, also facing the camera.

PETE FISHER/CWA LOCAL 30248

Labor round-up

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PAI Staff Writer/Washington-Baltimore Guild

Eighteen months of recession spanning the George Bush presidency have largely wiped out economic gains made by U.S. workers during the previous economic boom, according to "The State of Working America," an annual report prepared by the Economic Policy Institute. By contrast, the report adds, the last half of Bill Clinton's eight years in office was marked by rising real incomes, a 4% jobless rate, federal surpluses and low inflation.

"This is a more broadly felt recession, which is starting to bite into paychecks more widely," said EPI President Lawrence Mishel, one of three economists who wrote the 446-page report. "There's a lot of focus right now on slow growth of GDP (gross domestic product) and falling stock markets, but there has to be a focus on falling living standards and low paychecks."

Findings of the report, released Sept. 1, include:

- U.S. workers now toil longer hours and take less vacation time than any other workers in industrialized countries worldwide. And the two-earner, two-worker family is so prevalent—and so needed—that such a family "works 3,800 hours per year," according to study co-author Heather Boushey.

- Despite such toil and continued high productivity, the wage gap—the ratio of income of the richest fifth versus the rest of us—is widening again, after narrowing during the Clinton years. "Though the growth period of the late 1990s had many virtues, it was neither strong enough nor long enough to reverse the tide of income inequality," the report observes.

- Union workers enjoy a 28% wage advantage over their non-union colleagues in the same jobs, a 117% advantage in company spending on health insurance coverage and a 198% advantage in pension payments. But declining unionization over the last 20 years narrowed the gaps, as unionists' wages rose at a smaller rate and benefits declined.

- The productivity gains and wage and benefit sav-

ings didn't evaporate—they went to the nation's CEOs. After inflation, median CEO pay alone—not counting stock options and other corporate benefits—grew 69% between 1992 and 2000, while median hourly pay for workers grew 5.9%. "Moreover, CEO wage increases were probably larger if measured as averages rather than at the median," the report adds.

"In 1989, U.S. CEOs of major companies earned 26 times more than an average worker. . . . The ratio surged in the 1990s and hit 310 at the end of the recovery in 2000. In other words, a CEO earned more in one workday—there are 260 in a year—than an average worker earned in 52 weeks."

- Benefits fell, even during the boom, and job insecurity increased—and continued to rise in 2001-2002. "Workers are now less likely to have paid time off, and the much-touted 'flexible workplace' has taken hold in only a handful of firms," the report says, adding: "Job stability has been declining for the last few decades and this may indicate a decline in job security overall. The recession increased feelings of job insecurity, and until unemployment falls back to pre-recession levels, workers will continue to wonder whether they will be able to maintain their current employment situations."

The EPI economists offered few solutions for the problems they cited, saying that was not the report's purpose. But co-author Jared Bernstein proposed separately that a fiscal stimulus would be essential "to make sure we shouldn't have a jobless recovery," which the report did forecast.

"You could devise a program of \$50 billion a year in relief, for two years, to the state and local governments" which are struggling with their own budget deficits and declining incomes, he said. "You could even repeal the remaining part of the Bush tax cut to inject some spending right now."

"We should do different things in different years, unlike the Democrats, who worry about the deficits every year, and the Republicans, who never worry about them," Bernstein added.

In Minnesota, ongoing fight to protect sources

By Randy Furst
Minnesota Newspaper Guild

The unceasing battle to protect confidential sources is again being tested in the courts, this time over the refusal of a part-time sportswriter for a weekly newspaper in Minnesota to disclose a source for an article he wrote in 1997.

Wally Wakefield, a Twin Cities journalist, faces a contempt-of-court fine of \$200 a day if the Minnesota Supreme Court rules against him, prompting a national support campaign by numerous media organizations. The Newspaper Guild-CWA has joined with the Minnesota Newspaper Guild Typographical Union in support of an amicus brief, to be filed by the Reporters Committee for Freedom of the Press, that argues Wakefield's case.

The long-lasting battle grew out of an article Wakefield co-wrote, in which he quoted confidential sources describing why a high school football coach did not have his contract renewed. Although the coach subsequently sued the school district and several district employees on various grounds, including defamation, neither Wakefield nor the Lillie Suburban Newspaper chain for which he was writing were named as defendants.

Instead, the coach's attorney subpoenaed Wakefield in an effort to learn the names of his sources. When Wakefield refused to divulge the sources, last November, Ramsey County District Judge Dale Lindman held him in contempt and ordered him to give up the names or

be fined.

"When this all started I had a lot of anxiety," Wakefield told Doug Grow, a columnist for the Star Tribune, shortly after the contempt citation was issued. "But once I made the decision about what I was going to do, I felt relieved. I made a promise to those people and I'm going to keep it. It's the right thing to do."

Neither Lillie, the small Twin Cities-based newspaper chain, nor Wakefield have the resources to pay the fine, which was stayed pending the outcome of the appeal.

Hundreds of employees at the Star Tribune in Minneapolis, the St. Paul Pioneer Press and other media outlets have signed petitions supporting Wakefield. And TNG-CWA, at its annual sector conference this past February, unanimously passed a resolution that read, in part: "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."

A separate amicus brief is to be filed on behalf of numerous state organizations, including the Minnesota Society of Professional Journalists, the Associated Press, the Duluth News Tribune, ABC affiliate KSTP-TV, the Minnesota Broadcasters Association, the Minnesota Newspaper Association, Minnesota Public Radio, the Rochester Post Bulletin, the Silha Center for the Study of Media Ethics and the Law, the Star Tribune, the St. Paul Pioneer Press and CBS affiliate WCCO-TV.

Kenosha talks trip over health care

Members of the Kenosha Newspaper Guild held an informational picket Oct. 10 in an effort to break a logjam in their contract negotiations with the Kenosha News.

Although at least eight or nine bargaining issues remain unresolved, the chief stumbling block toward an agreement has been a company demand that management be allowed unilaterally to decide how much employees would pay toward health insurance premiums. Under the previous contract, unionized employees pay a fixed 25% of the premium.

Under management's proposal, conceded a company attorney, the premium split could easily go to 50-50. Based on existing plans and assuming an 18% increase, the union has calculated that would result in employee out-of-pocket costs of as much as \$583 a month. Add that to the company's proposed one-year pay freeze, said

Guild President Bill Siel, and the economic impact on Guild members would be "devastating."

The Guild's three-year contract with the News expired Jan. 31, but both sides have agreed to a series of extensions. Negotiations have proceeded fitfully, at best: the last time both sides met was in May, and two subsequent sessions with a mediator—on Aug. 16 and Sept. 26—"resolved nothing," according to a Guild official close to the talks.

Bargaining sessions have been scheduled, however, for Nov. 7 and 8.

On a related issue, the two sides also are skirmishing over Guild members' contractual right to withhold their bylines. Most of the newspaper's reporters and photographers requested that their bylines be withheld on weekends to protest the stalled talks; the company's response was to remove the bylines all week long, prompting a Guild grievance.



TOM HILTZ/GREATER BOSTON NEWSPAPER GUILD

Light up our lives

Massachusetts motorists on the Boston South-east Expressway have been getting an eyeful, courtesy of the International Brotherhood of Electrical Workers. TNG-CWA members of

three bargaining units at the Brockton Enterprise and Quincy Patriot Ledger—owned by the same company—are in contract negotiations in which management is demanding a one-year wage freeze. The Brockton talks started almost a year ago, Quincy's this past summer.

Another news sweatshop, another newspaper strike

Continued from page 1

Media Group. A major investor in Osprey, according to CWA business agent Nigel Sones, is the Ontario Teachers Pension Plan Board.

The Peterborough strike was all but assured after two days of mediation efforts in early October brought little traction on the union's key issues. Although the company finally dropped its demand for reduced sick time and partially agreed to some of the upgrades the union had requested, it refused to give ground on the unit's core economic demand for better wages. Management also refused to improve its mileage reimbursement, "which means workers are subsidizing the com-

pany's operations," the unit complained, and would not sufficiently update its vision and dental health care plans.

Another round of talks had been scheduled as The Guild Reporter went to press.

Talks had resumed in Victoria, on Oct. 4, but proved to be short-lived. "The company made some positive moves, when they indicated that some of the more detrimental issues would come off the table," reported John Ruff, secretary-treasurer of TNG-CWA Local 30403, which represents some 40 mailers. "However, instead of going from there, the company introduced a brand new demand that was, on the face of it, as dev-

astating to the mailers as the previous issue of two-tier wages."

Meanwhile, the Guild has requested a Labor Relations Board hearing over charges that the Times Colonist is using illegal workers to produce and distribute newspapers. Guild photographers have been taking pictures of scab truck drivers to use as evidence, and "flying pickets" are shadowing delivery trucks as they leave the printing plant.

"We need to make sure that the vans and trucks that are delivering the scab paper to the corner stores, and so on, are being driven by management staff," explained Guild President Chris Carolan. "And the best way to do that is with flying pickets."



PETE FISHER/CWA LOCAL 30248

Brenda Panepinto waves toward a passerby as she walks the picket line at the Cobourg Daily Star.

Other strikers include Sue Giddings, far left, and Brian Squirrel, also facing the camera.

Three Guild bookshelf candidates

By Andy Zipser
Editor, The Guild Reporter

The most recent crop of books to land on our desks at TNG-CWA has been a mixed bag, to say the least.

Leading the way by no small measure: *Muckraking! The Journalism that Changed America*, edited by the wife-husband team of Judith and Bill Serrin, both former journalists. A crackling compendium of articles and columns spanning several centuries—one entry dates back to 1765—*Muckraking!* is, most succinctly, “about doing journalism and doing good.”

Annotated to place each piece in context, *Muckraking!* reminds us why so many of us became journalists in the first place. “I have only one principle, and that is represented by an effort to make it harder for the rich to grow richer and easier for the poor to keep from growing poorer,” the Serrins quote approvingly from publisher E.W. Scripps. Or as they write for themselves:

“Journalists wear disguises, and one of them is the disguise of objectivity. No reporter goes into journalism saying he or she wants to be objective, yet journalists continue to say that they write only what people say and do, that they, professional journal-

ists, have no agendas. This is fiction. All good journalists have agendas. They wish to put the crooked sheriff in jail. They wish to unveil the patent medicine fraud. They wish to free the innocent man from jail.”



The list of journalists with agendas is inspiring long, from Jacob Riis, Nellie Bly and Mary Heaton Vorse to Homer Bigart, Ronnie Dugger, Roy Gutman and literally scores of muckrakers in between. And, of course, it includes Heywood Broun and the New York World-Telegram column in which he called for creation of “a newspaper writers’ union,” also reproduced here.

As public opinion of journalists sinks back to the low point it occupied prior to Sept. 11, 2001, it helps to remember that journalism is an honorable profession only as long as its practitioners keep their eyes on the prize—which lies not at the bottom of a balance sheet, but on quickly yellowing newsprint. *Muckraking!* should jog the memory.

Striking a markedly less flamboyant note is *Workforce Development and the New Unionism*, an earnest—and sometimes turgid—exploration of how unions might

‘*Muckraking! The Journalism that Changed America*,’ edited by Judith and William Serrin; The New Press. 392 pp. \$25.

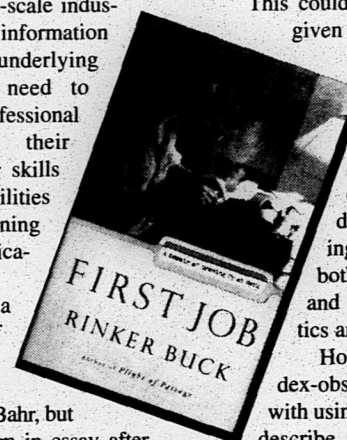
‘*Workforce Development and the New Unionism*,’ edited by Penn Kemble; The New Economy Information Service. 210 pp. \$12.50.

‘*First Job: A Memoir of Growing Up at Work*,’ by Rinker Buck; Public Affairs Books. 396 pp. \$27.50

best respond to an economy that has shifted away from large-scale industry and toward services, information and technology. The underlying prescription? Unions need to become more like professional associations, helping their members improve their skills and professional capabilities through in-service training courses and skills certification.

There’s a kernel of a good idea at the core of this book, ably summarized in a foreword by CWA President Morton Bahr, but it gets chewed to pabulum in essay after repetitive essay. And while the book clearly is aimed at white collar professionals, it doesn’t advance its cause by repeatedly identifying Bahr’s comments as a “foreword.”

Ouch.



Finally, we have a whimsical but ultimately self-indulgent confection by the improbably named Rinker Buck. Set in western Massachusetts in the early 1970s, *First Job: A Memoir of Growing Up at Work*, presents itself as “the story of Buck’s years as a cub reporter at The Berkshire Eagle.” Cub reporting, however, is almost incidental to Buck’s narrative, which is much more interested in recalling a young man’s libidinous adventures as seen in the rosiest of rear-view mirrors.

This could have been a helluva book, given both its milieu—the Eagle was then in its glory years, having won a Pulitzer Prize and serving as the launching pad for many renowned journalists’ careers—and its author’s evident talents. But what it glaringly lacks is a good editor, both to rein in Buck’s excesses and to ride herd on his stylistic tics and twitches.

How many times can the span-dex-obsessed Buck-Buck get away with using the phrase “fun-fun”? Or to describe the Berkshires as “purple-black”? Or to use the misspelling “miniscule”? What is one to make of a picture of a four-story building identified in the text as having only three floors? *First Job* repeatedly trips over such obstacles as it meanders toward an adolescent finish.

On remembering the roses, too

By Steve Early

American labor still pays lip service to the idea that it seeks “bread and roses too”—a higher standard of living, plus the chance for workers to enjoy some of the finer things in life. In reality, the famous rallying cry of the 1912 textile workers strike in Lawrence, Mass. is no more than a faint echo in today’s unions. Few offer what anyone would call a rich cultural experience for their members.

Most of the labor movement is no longer rooted in immigrant communities or working class fraternal associations of the sort that once supported folk music, dance, theatre, and even literature in foreign language newspapers like *Forward*, the Yiddish daily. Post-war assimilation and suburbanization, the decline of indigenous working class radicalism and the rise of “mass culture” and entertainment have left American workers with little claim to a culture of their own.

Beset with many current problems (including threats to their very survival), unions are not inclined to embrace the additional challenge of making drama, poetry or music—in new or old forms—part of their internal life again.

The one AFL-CIO affiliate that has attempted this on a large scale is the union of New York City hospital and health care workers best known by its number—1199. Now part of the Service Employees International Union, Local 1199 launched a cultural program called “Bread and Roses” in 1978, with labor and foundation funding. Since then, B&R has sponsored an impressive stream of union musicals and documentary films, exhibits of paintings, poster art, murals and photography dealing with workplace themes, oral histories of workers’ struggles—all of which help foster membership solidarity and connection to the union.

B&R’s permanent art gallery at 1199 headquarters currently hosts eight exhibits a year. The topics range from Haitian culture and Dominican religion to the lives of Langston Hughes, Paul Robeson and Pennsylvania coal miners, and the death row experiences of Mumia Abu-Jamal. Once a month,

‘*Not For Bread Alone: A Memoir*’
By Moe Foner
Cornell University Press. 176 pp. \$25.

the gallery becomes a union social center—a nightclub and cafe with entertainment provided by 1199 members. More than 150 rank-and-filers signed up recently for a creative-writing workshop called “Workers Write.” As part of an amateur photography program called “Unseen America,” Bread and Roses also is helping scores of hospital workers—and other recent immigrants—record and display scenes of workplace and community life rarely shown in the mass media.

Not For Bread Alone is a history of this unusual program and the union behind it, as told by the late Moe Foner, 1199’s longtime publicist, campaign strategist and Bread and Roses founder. The author was a scrappy, streetwise hustler of the press who couldn’t type but who had, on his desk, one of the most formidable Rolo-dexes in the labor movement. This memoir traces his singular career as cultural impresario of 1199 and union PR man *par excellence*. In parts of the book of particular interest to Guild members, Foner describes his interaction with leading reporters and columnists—James Wechsler from the New York Post, Abe Raskin and Jim Wooten from The New York Times, Bruce Galphin from The Washington Post and others. The book also contains much useful advice for today’s “union communicators” about how to make our own publications better.

A product of left-wing politics and CIO

unionism in its New York City heyday, Foner was far more effective than the AFL-CIO’s current crop of blow-dried, inside-the-beltway “media consultants” because his work was rooted in rank-and-file struggle and informed by a sense of history. One of Foner’s many journalist friends, Jack Newfield, observes that he “could publicize like P.T. Barnum, organize like Joe Hill and network like Bill Clinton.” In the 1960s, for example, he did pioneering work on 1199 organizing campaigns and strikes involving private non-profit hospital workers who, at that time, didn’t have the right to bargain with management under federal or state labor law. 1199’s efforts during this period provide a good model for any union trying to make organizing rights a higher-profile issue, particularly among similar groups of lower-income and minority workers. At a time when the U.S. is about to invade Iraq, *Not For Bread Alone* also reminds us of the important role played by the Labor Leadership Assembly for Peace, a group organized by Foner and 1199 to rally union opponents of the Vietnam War.

Foner edited The 1199 News for nearly 30 years while serving as a top aide to the union’s founder and longtime president, Leon Davis. As he notes (with typical immodesty), 1199’s magazine “has for many decades been regarded as one of the labor movement’s top publications.” To be effective, Foner argues, a union newspaper must “observe basic standards of journalistic integrity” and “shouldn’t be outrageously self-serving” even though it is a “house organ.” The job of the labor press “is to educate, unite, and mobilize members. For this to happen, the member has to feel that a union publication is trustworthy. It can’t lie, it has to get the relevant facts right, and provide some degree of balance.”

As 1199 News editor, Foner also

“encouraged debate and differences of opinion, particularly through letters to the editor”—instead of “throw[ing] letters that criticized the leadership into the wastebasket.”

On the labor press in general, however, Foner has this to say:

“Some union leaders use their publications for self-promotion all the time. Whenever I see this, I assume the publication is of little value. Members have to be treated with respect. If they see their president all over the publication, they understand that the union is just about reelecting the incumbent leaders. But if they see, as is the case at 1199 News, that instead of stories about officers, there are interviews and pictures of workers on the job and in their homes, they understand that the publication—and by implication the union—is about the members.”

Foner also discusses the sometimes strained relationship between working journalists and trade unionists whose activities they are covering. He believes that too many unions use labor’s generally negative image in the press “to justify doing nothing to present their case to the public.” This hiding from the media, “always hurts you in the long run,” he contends. “It’s better to get to know the reporters, their needs, their personalities, their deadlines, and so on.” When you work with reporters, he suggests, “then you have an opportunity to present your case rather than have the other side frame the issues.” He concludes with advice that’s as basic as it is often ignored: “Always answer phone calls”—a suggestion that would make the jobs of Guild members covering labor a lot easier!

[Steve Early, a CWA organizer or international representative since 1980, is a former Guild member and writes frequently about labor issues. A longer version of this review appeared in the Sept. 30, 2002 issue of *The Nation*.]



LOOKING AHEAD

More members, better contracts

By Eric Geist, Director of Field Operations

In last month's issue of *The Guild Reporter*, I wrote about the difficulties some of our locals face in getting nonmembers to join the union. Some of our contracts allow Guild-represented employees to reap all the benefits of having that contract without having to pay their fair share of negotiating and defending it—but labor law requires that we represent nonmembers just as diligently as we represent dues-paying members.

On the whole, I observed, contracts that provide little or no union-security provisions are not as good as those that have such provisions. The best union-security provision requires that all employees be members or become agency-fee payers, as even a cursory glance at Guild contracts shows that the higher the membership, the better the contract. Guild leaders understand this. Our members understand this. In fact, most nonmembers know this—yet locals without strong union-security provisions must work continually at building membership numbers.

Why, when it's so readily apparent that more members means better contracts, does the Guild end up representing thousands of workers who nevertheless choose not to become members?

In August, leaders from four of our locals met at CWA headquarters in Washington, D.C., to try to find an answer to that question. Tony Mulligan, from the Denver Guild; Lou Mleczo, from the Detroit Guild; Kevin Keane and Ginny Byrne-Queen of the News Media Guild; and Lori Calderone, Paul Reilly and Calvin Zon of the Washington-Baltimore Guild all represent units with significant numbers of nonmembers. Sector Representative Mike Burrell and District 2 Representative Richard Verlander also attended.

The consensus we reached may seem intuitively obvious, but has profound implications for locals with open shops: locals with an active workplace presence have a higher percentage of Guild membership. This simple truth is seen most readily in the open shops themselves, where membership can vary widely from department to department despite identical contract language covering all the employees. In those departments in which the Guild is perceived as an effective workplace force, our membership

is excellent—sometimes over 90%. But in those departments in which the Guild is seen simply as an agent that bargains and services the contract, our membership suffers. Similarly, units that rely too heavily on paid staff or on a few leaders to do all the work have low membership numbers.

In other words, relying on good contracts to get more members is not enough. Nor is it enough to ensure contract compliance by filing grievances. Instead, it's clear that the best way to get higher membership numbers is to have the existing members more actively engaged in the workplace. Involvement breeds further involvement.

I believe the best way to foster such engagement is for locals to have a good mobilization structure, such as CWA's pioneering one-in-10 plan. Such a structure is not only a proven way to get more membership involvement, but is the best way to get nonmembers to see the advantages of Guild membership.

The one-in-10 approach is structured like a telephone tree, so that each member of the mobilization committee needs to contact only 10 co-workers about upcoming actions or to get feedback on issues; each of those 10 co-workers has a list of 10 others to contact, and so on. The Baltimore Sun unit of the Washington-Baltimore Guild used this approach in its last two rounds of bargaining with great success. Moreover, the structure encouraged the emergence of new leaders in departments that had not had adequate representation in many years.

Such a mobilization structure also increases membership. Last month I mentioned how it took me three months to become a Guild member at the Washington Post because nobody asked me; and when I sought to become a member, I was told to wait until my probation period was complete. A functioning mobilization structure becomes a built-in system to reach all nonmembers.

The effectiveness of Guild representation can be measured by the lengths to which nonunion employers will go to keep the Guild out. I also believe this is why we are rarely challenged with decertification petitions. Most nonmembers understand the effectiveness of the Guild: it's up to us to demonstrate why the Guild will become even more effective with their participation.



LOOKING ASKANCE

Start swimming: the BS is getting deeper

By Andy Zipser
Editor, *The Guild Reporter*

What a loopy world of inverted logic we occupy: 10,500 dock workers get shut out of their jobs, so George Bush becomes the first president since Richard Nixon to invoke the Taft-Hartley Act in a ports labor dispute—and the first ever to use it in a management lock-out. Why? Because of worry about the “billions of dollars in economic damage” that the lockout allegedly was causing.

Meanwhile, U.S. wage earners were receiving their end-of-quarter 401 (k) statements and learning that 25% of their retirement nest-eggs had evaporated in just a few months. Nearly \$6 trillion in economic value has disappeared under Bush's nose, but on this point the administration has done essentially nothing, preferring to wag the dog.

As the nation increasingly is thrust into political and economic extremes, what passes for thoughtful discussion has degenerated into the worst kind of sanctimonious sloganeering. Consider, for example, the comments of Tracy Mullin, president of the National Retail Federation, in explaining why it was imperative for Bush to intercede on the waterfront: “This is about more than labor unions and port operators. This is about whether American children will find presents under the tree on Christmas morning.”

That's first-class vomit-inducing rhetoric, but Christmas presents are just one more aspect of national security that we civilians haven't placed in proper context. When Al Qaeda forces (remember them? all the rage last year) took out the World Trade Center, White House advice was for Americans to go shopping. So it's only consistent for the White House to now force the ports open, uncorking a pent-up stream of Nikes and Barbie dolls.

Of course, it bears remembering in this Alice-in-Wonderland moment that the dock workers were idled not because they were on strike but because the Pacific Maritime Association locked them out. That's the same association whose representatives showed their good faith by showing up at the last bargaining session—conducted by a federal mediator—packing sidearms. The director of the Federal Mediation and Conciliation Services, Peter J. Hurtgen, demonstrated a remarkable capacity for understatement by calling the behavior “inappropriate and a breach of bargaining protocol.”

The overwhelming irony in all this is unintentionally captured by headlines like the one in *The Washington Post* that declared, “Bush Invokes Labor Law to Reopen Ports.” Given the current degree of corporate lawlessness, that's like the story of the boy who murders both parents, then seeks mercy because he's an orphan.

LETTERS

To the Editor,

Congratulations to *The Guild Reporter* (September) for breaking the news of the best-kept media secret in Canada for the past several months—the disappearance of the once publicly-controversial “canned” editorials that CanWest Global of Winnipeg required its Southam papers to publish. So far as I can tell, the GR story was the first printed account of this fact.

This is a sad commentary on the state of the media in Canada. While it is understandable (if unacceptable) that CanWest Global would not draw attention to the disappearance, which occurred in the wake of the firing of the Ottawa Citizen's publisher, its competitors (e.g. Toronto Star, Globe and Mail, CBC, Maclean's, etc.) also had not

reported or commented on it by late September. Nor, so far as I can tell, did either the CEP or the Guild make any public comment.

—Roger Stonebanks
(Retired, Western Canada VP TNG 1973-85)

[Editor's note: The day after the above letter was received, the Toronto Star finally mentioned the apparent policy change.]

To the Editor,

As a member of the National Union of Journalists [representing journalists in the United Kingdom] for 56 years (made a Member of Honour several years ago—which means I do not now have to pay subs!) I feel kinship with members of your organisation.

Recently I read a piece in your journal, online, about finding the oldest member. I am 81-3/4, and probably not the oldest member of the NUJ, but may be the oldest working full time.

Since I “retired” from the Guardian (the UK's most distinguished liberal newspaper) 20 or so years ago, I have been working as a freelance, and more recently on my four online newsletters, which unfortunately do not make money but are fun to do.

I am writing now to introduce you to my online web site, Global Journalism Review, and particularly its latest page, journal-reunions. This was launched only recently, but is already attracting interest from a lot of journalists in the UK, and I am expecting more from my readers elsewhere.

It may be that nostalgia is just as strong among newsmen as any other group. Many seem to look forward to meeting old former colleagues and friends, and I hope to hear from some myself in the US, as I was the UK and Ireland correspondent of Editor & Publisher Year Book (New York) for 24 years.

It would be a pleasure for me if you could mention this reunions page to your readers.

Mary, my wife of more than 60 years, joins me in greeting you. As a “newspaper wife” she feels kinship with all the newspaper wives in your organisation!

With all good wishes.

—Jim Brennan
<http://www.globaljournalreview.btinternet.co.uk/journo-reunions.htm>

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: November 8.) Letters may be e-mailed to the editor at azipser@cwa-union.org.

So you want to be a journalist?

Entry-level journalists were getting paid less, received fewer benefits and reported less job satisfaction last year than their predecessors. So, no surprise, college journalism programs reported a sharp downturn in students, especially at the graduate level.

At the same time, the feminization of journalism continued a slight but steady upward trend, with women comprising nearly two of every three journalism students. But prospects for greater ethnic diversity in the media remain bleak.

Those are just a few of the conclusions found in the 2001 Annual Survey of Journalism and Mass Communication Enrollments and Graduates, an increasingly comprehensive survey of the pipeline that funnels eager young college grads into the newspaper and other media businesses. Conducted by the James M. Cox Jr. Center at the University of Georgia, the survey now has 14 years of comparable data about the industry—and what it has to say these days isn't pretty.

For example, the percentage of 2001 graduates of the nation's university journalism and mass communication programs who found full-time jobs by the end of October last year—four to five months after graduation—was 12 points lower than a year earlier; 21.4% remained unemployed. Not that employment offered much more than the alternative: average salaries, already lamentably miserly even before the economy started wobbling, were \$1,000 less than a year ear-

lier for bachelor's degree recipients, and \$1,200 less for those who hold a master's.

The average pay at daily newspapers for these hapless tyros was \$25,900 a year, or just about the industry-wide average. But while those working in television fared even more poorly, at \$21,500, and new employees of weeklies earned an average of \$24,000, those who entered cable TV averaged \$28,000; those working for newsletters and trade publications, \$30,000; and those on the web took the top slot, with \$34,000.

Such paltry returns may explain why job satisfaction, never very high in the first place, is slumping even further: only 28.9% of the grads with full-time jobs said they were "very satisfied" with their positions, compared with 34.8% a year earlier. At the other extreme, 26.9% said they regretted their career choice, compared with 22.7% the previous year.

Whites are whiter, colors are . . .

The dismal overall picture also helps explain why the number of freshmen enrolled in journalism and mass communications programs declined 1.6% last year compared with the previous year—while the number enrolled in master's programs slipped 2.6% and those in doctoral programs plummeted 16.2%. But the percentage of undergraduate journalism students who are Hispanic dropped even more sharply, after years of gradual improvement, to 6.7% from 10.2%. And while the percentage of journal-

ism undergrads who are black nudged upward, to 12.2% from 10% the previous year, that's still less than the 12.6% recorded in 1999—and the 13.5% peak attained in 1993 and 1997.

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So you want to be a journalist?

Entry-level journalists were getting paid less, received fewer benefits and reported less job satisfaction last year than their predecessors. So, no surprise, college journalism programs reported a sharp downturn in students, especially at the graduate level.

At the same time, the feminization of journalism continued a slight but steady upward trend, with women comprising nearly two of every three journalism students. But prospects for greater ethnic diversity in the media remain bleak.

Those are just a few of the conclusions found in the 2001 Annual Survey of Journalism and Mass Communication Enrollments and Graduates, an increasingly comprehensive survey of the pipeline that funnels eager young college grads into the newspaper and other media businesses. Conducted by the James M. Cox Jr. Center at the University of Georgia, the survey now has 14 years of comparable data about the industry—and what it has to say these days isn't pretty.

For example, the percentage of 2001 graduates of the nation's university journalism and mass communication programs who found full-time jobs by the end of October last year—four to five months after graduation—was 12 points lower than a year earlier: 21.4% remained unemployed. Not that employment offered much more than the alternative: average salaries, already lamentably miserly even before the economy started wobbling, were \$1,000 less than a year ear-

lier for bachelor's degree recipients, and \$1,200 less for those who hold a master's.

The average pay at daily newspapers for these hapless tyros was \$25,900 a year, or just about the industry-wide average. But while those working in television fared even more poorly, at \$21,500, and new employees of weeklies earned an average of \$24,000, those who entered cable TV averaged \$28,000; those working for newsletters and trade publications, \$30,000; and those on the web took the top slot, with \$34,000.

Such paltry returns may explain why job satisfaction, never very high in the first place, is slumping even further: only 28.9% of the grads with full-time jobs said they were "very satisfied" with their positions, compared with 34.8% a year earlier. At the other extreme, 26.9% said they regretted their career choice, compared with 22.7% the previous year.

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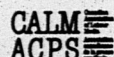
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