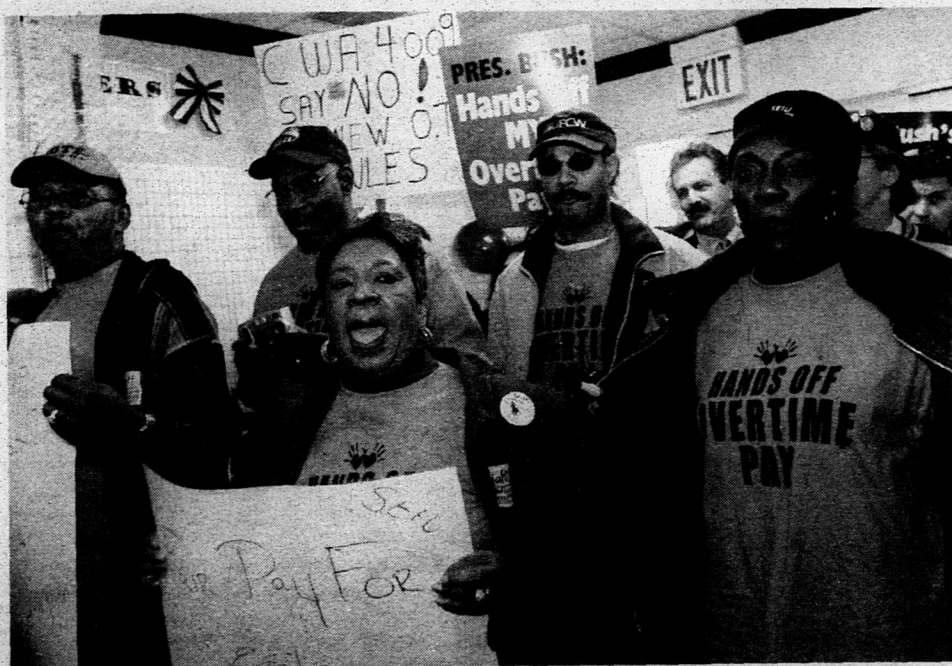


# THE GUILD Reporter

October 22, 2004

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JIM WEST

## Turning up the heat on OT

Approximately 150 union members pay an unannounced visit to the Bush-Cheney campaign office in Dearborn, Michigan to protest new overtime rules. The demonstration was one of several around the country, prompting Republican claims of thuggery and a demand by U.S. Rep. Tom Feeney for a federal investigation. But with one exception—a tussle in Orlando resulting in a fractured wrist when a campaign worker tried to block protesters from entering—

the demonstrators were loud but peaceful, leaving as police arrived. Union officials say the new rules will strip overtime pay from 6 million workers, but repeated efforts in Congress to amend the changes have been rebuffed by the White House. Fresh efforts to restore full overtime protection are expected Nov. 16, when Congress will reconvene in a lame-duck session and take up several appropriations bills, including the Labor Department's.

## Peering into the abyss Sun-Times strike averted at last minute

Management and Guild members at the Chicago Sun-Times narrowly averted a walkout Oct. 20, reaching tentative agreement on a new contract less than two hours after a noon strike deadline.

Reached as newsroom employees donned coats and jackets and *suntimesstrikers.com* debuted on the internet, the agreement signalled union recognition of the extent to which the venerable paper was looted by its former owner, Conrad Black, and former publisher, David Radler. While an internal corporate investigation found that former top executives had pocketed 95% of the paper's income over a seven-year period, employees had agreed to contract terms in 2001 that effectively lowered their income by more than 6%.

This year Guild members sought pay-back, demanding a 7.5% increase immediately, fol-

lowed by 5% raises in 2005 and 2006. But they settled for an annual 3% increase on the reluctant conviction that the Sun-Times simply doesn't have more to give. In addition to losing nearly \$400 million to Black's alleged depredations, the newspaper is returning an estimated \$27 million to advertisers who were defrauded over several years by overstated circulation figures.

Still, the agreement marks notable movement from the company's offer as late as the morning of Oct. 20, when it refused to budge from 2% increases in each of the first two years and a 1.75% increase in the third. "We haven't even started bargaining yet," publisher John Cruickshank told the Chicago Tribune a week earlier, raising Guild temperatures.

The last contract, covering 189 Guild members, expired Sept. 30.

Strike support snowballed quickly, getting a huge boost when

first Roger Ebert, then other notable columnists signalled their readiness to participate. "The recent revelations about [Black-owned] Hollinger mismanagement have left me feeling betrayed," Ebert wrote in an open letter to Cruickshank. Acknowledging that he is highly paid and didn't expect to get a raise under any new contract, Ebert nevertheless added: "But I have been a Guild member since 1967 and I will stand with my fellow Guild members if this comes to a crisis."

Full details of the settlement were not available as The Guild Reporter went to press. But Guild officials familiar with the talks said the tentative agreement includes no givebacks and that the only real sticking points had been financial.

In addition to seeking higher raises, the Guild bargaining team had been holding out for greater company contributions to the health plan; the new deal calls for an additional \$10 per week for health care in each of the next three years. Guild members also are to receive a \$1,675 signing bonus Jan. 15, and domestic partners of Guild members and other employees of the newspaper will qualify for benefits.

## Is Univision playing bait and switch?

Labor relations at Channel 11 in Puerto Rico, which is being operated by the Spanish-language media giant Univision, are becoming downright spicy.

Following a unanimous strike-authorization vote last December, members of TNG-CWA Local 33222 (more familiarly known by the acronym UPAGRA) have waged an increasingly public fight in search of a contract. A media campaign, funded in part by more than \$130,000 in CWA appropriations, has excoriated Univision for cultural imperialism. A political debate Oct. 7 at a Univision facility was greeted by UPAGRA-led demonstrators and leafleters. Univision's live news shots have been dogged by placard-bearing demonstrators.

But a series of documents unearthed by TNG-CWA suggest that the Univision fight may be a sham—that while Univision is going through lackluster motions of negotiating a labor contract at one television station, it secretly is planning to operate a second, non-unionized station and will walk away from Channel 11 by next summer.

Although a complete picture of Univision's intentions is still being assembled, among the recently discovered documents is a 40-year lease Univision has signed with

the city of Guaynabo for a building that will house the company's offices, studios and 92,500 rentable square feet. The agreement stipulates that Univision will not pay any property taxes as long as it remains a tenant.

The Guaynabo arrangement calls into question Univision's commitment to Channel 11 and sister station Channel 9, which rebroadcasts the same programs. A closer examination of Univision's relationship with the two stations raises even more disturbing questions.

Channel 11, WLII, is in Caguas; Channel 9, WSUR, is in Ponce. Both are owned by a company called Teleonce, at one time a subsidiary of Raycom National, which is headquartered in Montgomery, Alabama. But in March 2001, Raycom transferred Teleonce's assets to a corporate shell in Reno called Intangible Holdings, which it had established in mid-2000. Three months later, on June 12, Raycom entered into an agreement to sell Intangible to Univision.

The sale of WLII and WSUR was supposed to be consummated that same year, but apparently a roadblock emerged. Instead, Univision and Intangible signed a new agreement Jan. 29, 2002, that gives Univision an option to purchase.

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Severo Colberg Toro (facing camera), chairman of the Commission on Work and Veteran's Affairs, discusses Univision's effort to close public hearings with Telemundo reporter Raúl Quiñónez, at right. Looking on, left to right, are UPAGRA President Néstor Soto, a commission assistant and FTFR President Jose M. Rodríguez Báez.

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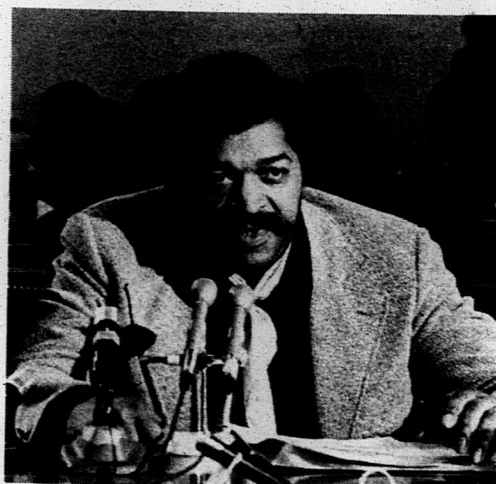
# Warren Howard, noted Guild leader, dies at 72

Warren E. Howard, a former vice president of the Guild's international executive board credited with helping create the union's Human Rights Committee, died Sept. 30 of pulmonary fibrosis at Washington Hospital Center. He was 72.

A copy editor who went to work at the Washington Star in 1968, Howard held numerous leadership positions in the Washington-Baltimore Guild, including president in 1974 and 1975, when the Washington Post's pressmen launched their disastrous strike. He also served three years as the Guild's region 2 vice president, becoming the first black to serve on the national board. During his brief national tenure he chaired the Human Rights Committee he had midwifed, and was named guildsman of the year in 1974.

Prior to joining the Star, Howard worked at the Pottstown Mercury and Chester Times in Pennsylvania, where in 1966 he helped organize the editorial and advertising employees—and subsequently was fired.

Born in McGaheysville, Virginia, Howard joined the Air Force after high school and served four years before starting his journalism career. After the Star



Warren Howard testifying in 1972 before the Congressional Black Caucus on the roadblocks faced by blacks seeking newspaper employment.

closed he worked at U.S. News & World Report and Air Transport World Magazine, retiring in 1999.

## Guild briefs . . .

### Back on the job, he suffers stroke

Gary Puleo, cheered by colleagues at The Times Herald unit of the Philadelphia Newspaper Guild when he returned to work Sept. 16, suffered a stroke on the job scarcely a month later. The popular reporter had fought a 15-month battle to get his job back after being fired for alleged plagiarism, eventually winning an arbitration that included full reinstatement with all back pay and benefits minus a 90-day suspension. But union officials, who had strongly supported Puleo's case, said he was unable to afford medication to control his hypertension while he was unemployed and has yet to see even a penny of his owed back pay. Puleo, whose blood pressure when he collapsed was 222/130, is receiving physical therapy.

own right. Tickets are \$30 (\$10 for students) and may be bought from the Guild at [mphsnewsguild@bellsouth.net](mailto:mphsnewsguild@bellsouth.net).

### Cal. interpreters rally for contracts

Guild-represented court interpreters up and down California have staged several rallies in recent weeks demanding a fair labor contract, including one that drew nearly 200 participants to the Criminal Justice Center in downtown Los Angeles. A second rally, in front of the Santa Clara County Hall of Justice, also protested the lack of raises the past four years, as well as cuts in mileage reimbursements.

### Reuters to further boost offshoring

Reuters demonstrated an even more aggressive approach to offshoring by announcing it will shift 50% of its data operations to India, where it will add 860 workers by the end of next year. The decision means the loss of 450 jobs at other Reuters centers around the world, although it's not clear at this time how many Guild-represented jobs may be affected.

### Minn. interpreters ratify wage freeze

Guild-represented interpreters at Hennepin County Medical Center in Minnesota have ratified a contract that runs through 2005. Although the agreement includes a wage freeze, a new provision makes all three-year interpreters eligible for a \$6,000 wage increase upon successful completion of a series of tests and internal training sessions.

### More outsourcing of classified sales

Following a growing industry trend, the Philadelphia News and Inquirer and the San Jose Mercury News have said they might outsource some classified telephone sales to Classified Plus so they can have around-the-clock coverage. Based in Williamsville, N.Y., Classified Plus already has contracts with the Miami Herald, the Detroit News and Free Press and the Los Angeles Times.

### Banquet DVD funds Barr awards

DVDs of the 2004 Freedom Awards Dinner, edited down to an 11-minute presentation of the best of Walter Cronkite (talking about his early days in The Guild) and Bill Moyers (on the state of our industry today), are available for \$10 each. All proceeds will fund the David S. Barr Awards, while the DVDs are great for membership meetings and new member presentations. To buy or for more information, contact Carrie Biggs-Adams via e-mail at [cbiggs-adams@cwa-union.org](mailto:cbiggs-adams@cwa-union.org).

## Univision bait and switch?

Continued from page 1

chase the stations by Dec. 31, 2004. But how the option agreement affected the initial contract is unclear. Under the original contract, for example, Univision was prohibited from operating either station—yet it clearly is the operator today, with employee paychecks drawn on Univision accounts.

Indeed, the question of who owns what—and therefore who is responsible on management's side for negotiating a labor contract—is unexpectedly slippery. When UPAGRA attorney Miguel Simonet sought to clarify the relationship between Univision and Raycom, in April of 2002, he was informed by a Univision attorney that the two companies had established a time brokerage agreement: Raycom still owned the facilities, but Univision would produce local news and provide other programming. Moreover, the attorney wrote, Univision had agreed to assume the collective bargaining agreement between Raycom and UPAGRA—without any prior dis-

cussion with the union.

The bottom line is that UPAGRA's members are working at Channel 11 for a company with whom it never negotiated a contract, which has no ownership interest in the facility—and which appears to be getting ready to set up shop elsewhere. That may explain why contract negotiations have been so unproductive, with Univision going so far as refusing requests by the Puerto Rican Secretary of Labor for face-to-face bargaining sessions.

Meanwhile, attempts by TNG-CWA and UPAGRA to publicly explore the situation have been stymied by Univision's lawyers. Investigatory hearings, requested by the Puerto Rican legislature and scheduled for the week of Sept. 20 by the Commission on Work and Veteran's Affairs, were

heard in executive session after Univision challenged the commission's investigative authority. Testimony by Carrie Biggs-Adams, TNG-CWA's executive secretary of the contract committee, was sealed under penalty of perjury.

But UPAGRA has been under-terred, fighting back with ads, sound trucks and public meetings emphasizing Univision's anti-worker and anti-Puerto Rican actions. Indeed, the Los Angeles-based company is emerging as a poster child for the excesses of media concentration: the Puerto Rican Olympic basketball team's triumph over the U.S. was not covered by Univision. Nor was the approach of Hurricane Jeanne, which battered the island as Puerto Ricans got to watch how Floridians were bracing for the storm.

## Reuters employees picket

Guild-represented employees of Reuters took to the streets of New York, Washington, Chicago and Los Angeles on Oct. 19, demanding an end to attacks on their pay and benefits at the bargaining table.

The lunchtime informational pickets also demanded that management stop exporting unit jobs to low-wage havens overseas.

"Our members provide the quality and reliability for which Reuters is known," said New York Guild President Barry Lipton. "They're fed up with top managers who have essentially blamed them for the company's problems while CEO Tom Glocer and his team continue to enrich themselves."

Guild members have been without a new contract since March, 2003, as management negotiators have sought to slash pension contributions, jack up health care costs, freeze pay and weaken employment security. Reuters and the Guild also are in a dispute over the company's unilateral move to increase retiree health-care costs and to end retiree health care benefits entirely for current employees.

Reuters is in the middle of a three-year cost-cutting program that includes eliminating 3,000 jobs worldwide.

### ADDRESS CHANGE, SUBSCRIPTION INFORMATION

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Subscription: \$20 a year in U.S. and Canada, \$30 a year overseas. Send subscription orders to: Tina Harrison, TNG-CWA, 501 Third Street, NW, Washington, DC 20001  
Single copies: \$1.50



For information about your benefits, contact Scott Bush, assistant to the trustees.

1-888-893-3650  
[bush@cwa-union.org](mailto:bush@cwa-union.org)



## News round-up

### Higher trade deficit means fewer jobs

The U.S. trade deficit surged to \$54 billion in August—the most recent numbers available as The Guild Reporter went to press—the second highest level in history. The measure of how much more Americans are buying from foreign producers of goods and services than they are selling is running at a record annual rate of \$590 billion, 19% higher than last year's \$496.5 billion imbalance. As a result, fewer jobs are being created in the U.S. Only 96,000 new jobs were created in September, according to the Bureau of Labor Statistics; 135,000 to 150,000 new jobs are needed each month just to keep pace with population growth.

### One job measure that's rising: layoffs

While fewer new jobs are being created, more existing jobs are being eliminated. Announced job cuts in September leaped by 45% from August, to 107,863, according to employment consulting firm Challenger, Gray and Christmas. That brought the third-quarter total to 251,585, up 20% over the previous quarter, with telecommunications, transportation, computer and consumer products hit especially hard. CWA President Morton Bahr attributed much of the job loss to offshoring "by companies like AT&T, Lucent, GE, IBM and many others who abandon this country for cheaper labor."

### Internet help for tracking lost jobs

In response to the offshoring trend, Working America and the AFL-CIO have developed an online "Job Tracker" that permits users to find out which companies are exporting jobs by company name or zip code; the data base reportedly includes more than 200,000 U.S. businesses that have sent jobs abroad. Sources include Department of Labor Trade Adjustment Assistance databases, Worker Adjustment and Retraining Notification notices, company annual reports and 10-K filings with the Securities and Exchange Commission. The site may be visited at [www.workingamerica.org](http://www.workingamerica.org).

### Benefits fail nearly half of jobless

A bit more than 43% of the people nationwide who began receiving state unemployment benefits last year exhausted their benefits without finding new jobs, according to an Economic Policy Institute analysis—the highest benefit exhaustion rate in more than 60 years. Meanwhile, the Government Accountability Office (GAO) reported trade adjustment assistance—designed to help workers whose jobs were exported—has been exhausted, resulting in waiting lists.

### As jobs decline, so does health care

The declining quality of jobs remaining in the U.S. is reflected in health insurance statistics. Approximately 2.4 million children lost health care coverage provided by their parents' employers between 2000 and 2003, according to the Economic Policy Institute. For workers in the bottom 20% of income, the percentage of children who received employer-paid health insurance dropped from 24.3% to 18.6%. Meanwhile, the number of uninsured Americans younger than 65 shot up by 5.1 million between 2000 and 2003, according to the Kaiser Commission on Medicaid and the Uninsured, due mostly to a drop in employer-sponsored health care coverage. A separate survey, by the Kaiser Family Foundation and Health Research and Educational Trust, finds that employer-sponsored health insurance premiums jumped an average 11.2% in 2004, for the fourth consecutive year of double-digit growth.

### U.S. spending climbs, taxes drop

Federal income tax revenues were lower in the federal fiscal year that ended Sept. 30 than in the year before President Bush took office, according to estimates by the nonpartisan Congressional Budget Office. Both personal and corporate income taxes are lower than they were in 2000, even though personal income and corporate profits are both substantially higher, while federal spending—now about 20% of the gross domestic product—has soared, especially on the military. One consequence: the federal deficit hit a year-end record of approximately \$415 billion. Meanwhile, nearly one-third of the nation's largest and most profitable corporations paid no federal income tax at all between 2001 and 2003, according to a study released Sept. 22 by Citizens for Tax Justice (CTJ) and the Institute on Taxation and Economic Policy—even as those same corporations received billions of dollars in tax rebates. A copy of the report may be downloaded at [www.ctj.org/corpfed04an.pdf](http://www.ctj.org/corpfed04an.pdf)

### Raiding prompts AFL-CIO concerns

Worried about an apparent tide of workers decertifying AFL-CIO affiliates in favor of independent unions, the federation has created an Independent Union Raiding Committee. Decertification elections have increased dramatically in the past few years, according to the Bureau of National Affairs, rising from 350 in 2001 to 433 in 2003. While many such elections are held in an effort to eliminate any union representation, a growing number are initiated by unions like the Aircraft Mechanics Fraternal Association and the Carpenters, said committee co-chair Duane Woerth, president of the Air Line Pilots Association.

## Happy third—not!—at Chinese Daily News

Guild-represented employees of the Chinese Daily News marked three years of waiting for a decision on their union status by sending birthday cards to each member of the National Labor Relations Board. Signed by more than 750 Guild and CWA members, the cards were delivered Sept. 17 as a reminder to board members that they still haven't ruled on a case in which all arguments and filings had been completed three years earlier.

Workers at the Chinese Daily News began discussing unionization more than four years ago, then voted for TNG-CWA representation in an NLRB-supervised election. But their Taiwan-based employer responded by vowing to spend a million dollars if necessary to overturn the result, and has since fought a legal war of attrition through a series of appeals. Although the union has won at every stage, the full NLRB in effect has created a "pocket veto" of the election results simply by refusing to issue a final verdict.



Shiang Huang with framed painting she received from Rep. Hilda Solis.



Some of the cards sent to NLRB members in mock celebration of their inaction.

A separate but related illustration of how the NLRB hinders union organizing was on display Sept. 29, when an administrative law judge in Los Angeles resumed a hearing on 32 charges of unfair labor practices that have been filed against the Chinese

Daily News. The hearing opened July 19 with an apology from the judge for the NLRB's delays, but had to be continued when management was unable to complete its defense within the allotted two weeks. Some of the charges date back almost four years, and other charges have been withheld because of the backlog.

Oral arguments on the ULPs are now completed, but union officials expect management's lawyers will request an extension of the November deadline for written filings.

The emotional and psychological costs of years of legal warfare were underscored Sept. 26 at a fundraiser held by Rep. Hilda Solis of California, who has been an unwavering supporter of the Chinese Daily News employees. Among the event's speakers was display advertising clerk Shiang Huang, who described how 18 years ago she quit her job as a teacher in Taiwan to follow a dream of building a better life in the U.S.

"However, as a member of the Chinese Daily News union that was established three years ago, I began to realize that my dream of living in a democratic land was still a dream," she told her rapt audience. "President Roosevelt once said that we have the freedom from fear, however, some of my coworkers and I are living in fear because of the way the Chinese Daily News treats its union members."

## St. Louis: clean bill of health

Charges against top officials of the St. Louis Newspaper Guild have been dismissed by a CWA prosecutor, who issued an opinion Sept. 28 concluding there is "no probable cause to believe that a violation" of the CWA Constitution had been committed.

The 19-page opinion by Mark Franken, a CWA staff representative based in Sunset Hills, Missouri, responded to four charges brought by the local's recording secretary, Tretha Kathryn David. Named as defendants were Tim O'Neil, president of the local since 1994; Jeff Gordon, the local's first vice president; Rich Hughes, chairman of the St. Louis Post-Dispatch unit; and Herb Goodrick, the local's retired executive secretary.

At issue were claims by David that contract negotiations with the St. Louis Post-Dispatch had, in effect, been shanghai'd by a small group of insiders who ignored constitutional safeguards to ram through a successful ratification vote. Franken's investigation, which included interviews with nearly a dozen local officers and employees, found that while there were some irregularities, none rose to a level that "violated the spirit and intent" of the local's bylaws or of the TNG and CWA constitutions.

Franken's opinion closes the matter unless David appeals his decision to the CWA Executive Board by Oct. 28. "If I can find a way to appeal it, I will," she told The Guild Reporter, but added that her faith in the process has been shaken. "I was very disappointed," David said. "It kind of shakes my whole opinion of unionism."

Local President Tim O'Neil, on the other hand,

said Franken validated what he had been saying all along: "We were engaged in a good-faith effort to get a contract. There was nothing scurrilous about it, but Kathy represented a group that wanted a more confrontational campaign and I didn't think that was the right way to go."

Indeed, on one of David's key complaints—that O'Neil, Gordon and business manager Jim Light held a secret bargaining session—Franken counseled that "the entirety of the circumstances must be considered." While the meeting that ended in a tentative agreement could be viewed as a technical violation of the local's bylaws, the trio saw "a door being opened that, up to that point in time, had been tightly closed and locked." Moreover, Franken noted, a tentative agreement reached by the smaller group still had to be reviewed by the full bargaining committee and get ratified by the membership—a hurdle that was cleared by a decisive margin.

Another of David's complaints—that Light was allowed to vote on the proposed contract even though he wasn't a member of the Guild or of CWA—apparently was the result of sloppy bookkeeping. Although CWA records in July did not confirm Light's membership, those records are updated each time a local mails in its per capita payments—a chore St. Louis had neglected for several months.

Franken, however, said he was shown copies of membership and COPE deduction cards Light had filled out and signed upon being hired, Jan. 14. He also was provided with weekly payroll documentation showing that dues had been withheld from Light's pay "throughout his tenure with the Local."





Coleman reacting to question of how she feels about retiring.

## Coleman

Continued from page 8

International Pension Fund, first as a staffer in the Guild's collective bargaining department, and since 1973 as a trustee of the fund. She taught me almost everything I know about pensions and retirement benefits.

She also taught me how one individual's work can make a world of difference for our union.

Heywood Broun founded The Newspaper Guild so that workers in our industry could provide a measure of security for themselves. Helen Coleman's work to establish and then administer The Newspaper Guild's International Pension Fund has taken that goal to another level.



Scott Bush

## Bush takes fund's reins

Scott Bush, 34, has been appointed as the new administrator of the Newspaper Guild International Pension Fund.

A TNG employee since 1992, when he was hired as a mail clerk and receptionist, Bush has been more familiar to Guild staffers as a computer maven and web administrator. But starting in 1996 he also became Helen Coleman's assistant, working a second, part-time job that taught him the pension fund business.

"I basically think of myself as a utility guy," Bush said, describing the curious mix of computer, office and record-keeping skills he acquired while working 60 hours a week at his two jobs.

Despite his heavy workload, Bush and his wife, Cassandra, found time to have four children, ages 2 through 8.

# In search of the Guild's

When Guild locals start planning for contract negotiations, one of their most useful tools is the provisions other locals have already negotiated. What kind of jurisdictional language have other employers accepted—sometimes in the same chain? What is the industry standard for vacation time, stand-by pay or mileage? How are other locals dealing with ethics codes, outside work or withholding of bylines?

The answers to these and other questions may be found in the centralized contract data base maintained by TNG-CWA at national headquarters, thanks to the requirements of Article XIX of the TNG Constitution. More recently, the national union has tried to make this resource more widely available by putting Guild contracts on-line in a password-protected area, where they can be reviewed by local officers—but this resource is useful only to

the extent that locals cooperate by sending digital files.

Unfortunately, this promise of electronic efficiency remains elusive, as evidenced on these pages. The dates shown are the expirations of the most recent electronic and paper versions of each collective bargaining agreement currently filed with TNG-CWA: several hundred are outdated or missing—including dozens of paper copies—either because they've been misplaced or were never sent in the first place.

Missing contracts short-change the entire union. All locals therefore are urged to check this list and help TNG-CWA update its files by supplying the missing documents. More information may be obtained from Carrie Biggs-Adams, executive secretary of the contract committee, who may be reached at 202-434-1265 or at [cbiggs-adams@cwa-union.org](mailto:cbiggs-adams@cwa-union.org).

| Contracting unit                       | Expiration, electronic | Expiration, paper | Contracting unit                         | Expiration, electronic | Expiration, paper |
|----------------------------------------|------------------------|-------------------|------------------------------------------|------------------------|-------------------|
| <b>A</b>                               |                        |                   | Denver Rocky Mountain News               | none                   | 03/12/08          |
| Aboriginal People's TV Network/Talent  | 04/24/06               | none              | Detroit Free Press                       | 01/14/07               | 01/14/07          |
| Aboriginal People's TV Network/Tech.   | 2007                   | none              | Detroit News - Editorial                 | 01/14/07               | 01/14/07          |
| Accurate Printers                      | none                   | 08/30/05          | Detroit News - Maintenance               | 01/14/07               | 01/14/07          |
| Aero Mechanic                          | 12/31/03               | 02/01/04          | Detroit Observer & Eccentric             | none                   | 06/30/07          |
| AFL-CIO Admin. Depts                   | none                   | 03/31/05          | DLR International                        | 11/17/05               | 11/17/05          |
| AFL-CIO DPE, Field Mob., Organizing    | none                   | 06/30/02          | DLR International (French)               | 11/17/05               | 11/17/05          |
| Agence France Presse                   | 12/31/04               | none              | Dow Jones & Company                      | none                   | 01/31/07          |
| Agence France Presse (French)          | 01/16/06               | none              | Drakka Computer Solutions                | draft                  | 07/01/05          |
| Akron Beacon Journal                   | 08/24/03               | 07/25/08          | Duluth News-Tribune                      | 12/31/07               | 12/31/07          |
| Alameda Newspaper Group                | none                   | 06/01/07          | <b>E</b>                                 |                        |                   |
| Albany Times Union                     | 08/01/04               | 08/01/04          | E-L Associates, Washington               | none                   | 12/31/04          |
| Allentown Call                         | none                   | 04/30/03          | Erie News, Times                         | none                   | 03/01/04          |
| ALTIG International                    | 08/31/05               | 08/31/05          | Eugene Register Guard                    | none                   | 09/30/07          |
| Amer. Center for Labor Solidarity      | 09/25/05               | 09/25/05          | Everett Daily Herald                     | 10/31/05               | none              |
| Amer. Nurses Association               | none                   | 02/14/06          | <b>F</b>                                 |                        |                   |
| Amer. Postal Workers Union             | none                   | 05/30/03          | Fall River Herald-News                   | 01/31/07               | 01/31/07          |
| Amsterdam News                         | 03/31/04               | 03/31/04          | Finance & Commerce, Inc.                 | none                   | 08/31/00          |
| Associated Press                       | none                   | 11/30/05          | Fingerhut, Power, Smith & Associates     | none                   | 04/20/00          |
| Associated Press (Puerto Rico)         | none                   | 12/15/99          | Focus Federal Credit Union               | none                   | none              |
| Associated Press Systems-Techs         | none                   | 05/18/02          | Food & Allied Services Trades Dept.      | none                   | 12/31/97          |
| <b>B</b>                               |                        |                   | Foreign Policy Association               | none                   | none              |
| Bakersfield Californian                | none                   | 12/31/04          | Fredrickson Daily Gleaner                | none                   | 10/31/04          |
| Baltimore Sun                          | none                   | 06/23/07          | Fresno Bee                               | none                   | none              |
| Bay City News Service                  | none                   | 03/31/03          | <b>G</b>                                 |                        |                   |
| Beacon Herald of Stratford - Editorial | 12/31/04               | none              | Gary Post Tribune                        | none                   | 04/ /05           |
| Beacon Herald of Stratford - Mailroom  | 12/31/04               | none              | Globe Publishing Co.                     | none                   | 08/31/00          |
| Beacon Herald of Stratford - Composing | 12/31/04               | none              | Graphcom Printing, LTD                   | none                   | 03/31/04          |
| Bellevue Eastside Journal              | 12/31/07               | none              | Guelph Mercury                           | 03/31/05               | 03/31/05          |
| Boston Globe                           | none                   | 12/31/05          | <b>H</b>                                 |                        |                   |
| Boston Herald                          | none                   | 11/12/03          | Halifax Chronicle Herald Ltd - Editorial | 11/20/07               | 11/20/07          |
| Brandon Sun                            | 06/30/03               | 06/30/03          | Halifax Daily News                       | none                   | none              |
| Brantford Expositor Group              | 11/30/04               | 11/30/04          | Halifax Herald                           | none                   | 11/20/07          |
| Brantford Expositor Group/Composing    | 02/28/06               | 11/30/04          | Halifax Herald Limited                   | 12/31/04               | none              |
| Brantford Expositor Group/Production   | 01/20/04               | 01/20/04          | Hanneman Family Trade Printery           | none                   | 12/31/01          |
| Bremerton Sun/Composing Room           | 02/28/06               | none              | Harrisburg Patriot, News                 | none                   | 06/30/03          |
| Bremerton Sun/Newsroom                 | 01/29/05               | 01/29/05          | Hazleton Standard-Speaker                | none                   | 02/28/05          |
| Brockton Enterprise and Times          | 05/01/06               | none              | Hilo Hawaii Tribune-Herald               | none                   | 12/31/04          |
| Brooks Marketing Resources             | 01/31/05               | 01/31/05          | Honolulu Advertiser                      | none                   | 06/09/07          |
| Buffalo News                           | none                   | 07/31/05          | Honolulu Star-Bulletin                   | none                   | 06/09/07          |
| Bureau of National Affairs             | 02/28/06               | 02/28/06          | Hudson News                              | 01/01/05               | not dated         |
| Burnaby Multi Cultural Society         | none                   | TA Only           | Humphries Printing                       | 05/15/05               | 05/15/05          |
| <b>C</b>                               |                        |                   | <b>I</b>                                 |                        |                   |
| California Labor Federation            | 10/31/03               | 10/31/03          | Illinois Fed. of Teachers (Chicago)      | none                   | 2004 ??           |
| Cambridge Reporter                     | 11/30/04               | 11/30/04          | ILWU San Francisco Adm. Staff            | none                   | 10/31/02          |
| Campbellford Herald                    | none                   | 06/30/06          | ILWU San Francisco Organizers            | none                   | 10/31/05          |
| Canadian Press & Broadcast News        | none                   | 12/31/03          | Indianapolis Star-News                   | none                   | 12/31/04          |
| Canton Repository                      | 09/05/05               | 09/05/05          | <b>J</b>                                 |                        |                   |
| Cape Breton Post - Back Shop           | 01/31/04               | 01/31/04          | Jersey City Jersey Journal               | none                   | 06/09/05          |
| Cape Breton Post - Front Office        | 01/31/04               | 01/31/04          | Jewish Forward                           | none                   | 03/30/01          |
| Catholic News Service                  | 12/31/05               | 12/31/05          | Jewish Telegraphic Agency                | none                   | 06/30/98          |
| Catholic Universe Bulletin             | 06/30/08               | 06/30/08          | Joliet Herald-News                       | none                   | 06/30/07          |
| CBC Unit 1 & 3                         | 03/31/04               | 03/31/04          | <b>K</b>                                 |                        |                   |
| Center for Working Capital             | none                   | 08/31/03          | Kenosha Labor                            | none                   | 06/01/03          |
| Charlottetown Guardian                 | none                   | 03/15/00          | Kenosha News                             | 01/31/02               | 01/31/02          |
| Chatham Daily News                     | 10/31/04               | 10/31/04          | Kinark Child, Family Svcs/Residential    | 03/31/04               | none              |
| Chester Delaware County Times          | none                   | 11/25/08          | Kinark Child, Family Svcs/Social Work    | 03/31/04               | none              |
| Chicago Pioneer Press                  | none                   | none              | Kingston Daily Freeman                   | none                   | 09/11/04          |
| Chicago Sun-Times                      | none                   | 09/30/04          | Kingston Whig-Standard/Ad FT             | 01/18/06               | none              |
| Cincinnati Post-Kentucky Post          | 12/31/07               | 12/31/07          | Kingston Whig-Standard/Ad PT             | 01/18/06               | none              |
| CJOH-TV                                | none                   | 12/31/06          | Kingston Whig-Standard/Business          | 01/18/06               | none              |
| Cleveland Plain Dealer                 | none                   | 02/28/06          | Kingston Whig-Standard/Edit FT           | 01/18/06               | none              |
| Cobourg Daily Star                     | none                   | 06/30/06          | Kingston Whig-Standard/Edit PT           | 01/18/06               | none              |
| Consumers Union                        | none                   | 12/31/02          | Kingston Whig-Standard/Mail Room         | 01/18/06               | none              |
| Cowichan Valley Citizen                | 02/28/04               | 02/28/04          | Knoxville News-Sentinel                  | none                   | none              |
| <b>D</b>                               |                        |                   | KSDK-TV                                  | none                   | none              |
| Dayton Daily News                      | none                   | none              |                                          |                        |                   |
| Denver Newspaper Agency                | none                   | none              |                                          |                        |                   |
| Denver Post                            | none                   | 01/31/08          |                                          |                        |                   |



# missing contracts . . .

| Contracting unit                        | Expiration,<br>electronic | Expiration,<br>paper | Contracting unit                        | Expiration,<br>electronic | Expiration,<br>paper |
|-----------------------------------------|---------------------------|----------------------|-----------------------------------------|---------------------------|----------------------|
| <b>L</b>                                |                           |                      |                                         |                           |                      |
| Labor Notes, Detroit                    | none                      | 12/31/94             | Sacramento Bee/Drug Side Letters        | 12/31/03                  | 12/31/03             |
| Labor World, Inc. Detroit               | none                      | 03/31/03             | Sacramento Valley Union Labor           | none                      | 12/31/97             |
| LA-Z-Boy, Canada, LTD                   | none                      | 03/23/07             | San Francisco Chronicle                 | none                      | 07/01/05             |
| Legal Ledger, Inc.                      | none                      | 08/31/00             | San Jose Mercury News                   | 06/30/06                  | 06/30/06             |
| Lethbridge Herald                       | 07/31/06                  | 07/31/06             | San Mateo Times                         | none                      | none                 |
| Letho Printers, LTD                     | none                      | 01/31/96             | Santa Rosa Press Democrat               | 12/31/08                  | 12/31/08             |
| Lexington Herald-Leader                 | 12/31/06                  | 12/31/06             | Sault Star/Advertising                  | 08/31/06                  | none                 |
| Lindsay Daily Post                      | none                      | 01/21/95             | Sault Star/Editorial                    | 08/31/06                  | none                 |
| Long Beach Press Telegram               | none                      | 07/27/07             | Sault Star/Reader Sales, Mailroom       | 08/31/06                  | none                 |
| Longview Daily News                     | 12/31/03                  | none                 | Schneider Foods                         | 10/31/04                  | 10/31/04             |
| Los Angeles Daily News                  | 07/24/05                  | 07/24/05             | Scholastic Magazine                     | none                      | 02/14/96             |
| Los Angeles Daily Racing Form           | none                      | 07/24/05             | Scientific American                     | none                      | 12/01/94             |
| Lowell Sun                              | none                      | 08/24/01             | Scranton Times                          | none                      | 09/30/01             |
| Lynn Item                               | none                      | 12/31/04             | Scranton Tribune, Times                 | none                      | none                 |
|                                         |                           |                      | Seattle Daily Journal of Commerce       | 01/15/04                  | none                 |
| <b>M</b>                                |                           |                      | Seattle Post-Intelligencer              | 07/21/06                  | 07/21/06             |
| Mackay Envelope Corp.                   | none                      | 08/31/00             | Seattle Times                           | 07/21/06                  | 07/21/06             |
| Mail-O-Matic                            | 03/31/06                  | none                 | SEIU Local 105 - Denver                 | none                      | 01/29/03             |
| Manchester Union Leader                 | none                      | just ratified        | SEIU Local 500 - Montgomery County      | none                      | 06/30/03             |
| Massillon Independent                   | none                      | 01/31/05             | SEIU Local 99 - Los Angeles             | none                      | 05/01/99             |
| Meany Center for Labor Studies          | none                      | 03/31/00             | Sheboygan Press                         | none                      | 01/31/03             |
| Medicine Hat News                       | none                      | 03/20/05             | Sioux City Newspapers                   | 03/13/05                  | 03/13/05             |
| Medicine Hat Shopper                    | 06/12/06                  | none                 | Sioux City News, Drug/Alcohol Policy    | none                      | none                 |
| Memphis Commercial Appeal               | 01/10/04                  | 01/10/04             | Skagit Valley Herald                    | 06/30/04                  | 06/30/04             |
| Michigan Catholic, Detroit              | none                      | 01/17/06             | St. Catharine's Standard                | 03/31/06                  | 03/31/06             |
| Milwaukee Journal Sentinel              | none                      | 12/31/04             | St. John Telegraph Journal              | none                      | 04/30/01             |
| Minneapolis Labor Review                | none                      | 05/31/02             | St. Louis Labor Tribune                 | none                      | 09/30/08             |
| Minneapolis Star-Tribune                | none                      | 07/31/08             | St. Louis Post-Dispatch                 | 06/05/09                  | none                 |
| Minnesota AFL-CIO                       | none                      | none                 | St. Louis Review                        | none                      | 05/31/02             |
| Miramachi Web, LTD                      | none                      | 12/31/03             | St. Paul Pioneer Press                  | none                      | 07/31/07             |
| Modesto Bee                             | none                      | 12/31/02             | Standard and Poors                      | 03/31/05                  | 03/31/05             |
| Moncton Times-Transcript                | none                      | 06/30/03             | Stratford Beacon Herald                 | 12/31/02                  | none                 |
| Monessen Valley Independent             | none                      | 04/30/05             | Sudbury Star                            | 04/30/05                  | 04/30/05             |
| Monterey Herald                         | none                      | 11/16/05             | Supersiete                              | none                      | 03/31/98             |
| Montreal Gazette                        | 03/03/07                  | 03/03/07             |                                         |                           |                      |
| Montreal Gazette/Business Office        | 07/24/06                  | 07/24/06             | <b>T</b>                                |                           |                      |
| Montreal Gazette Group/Editorial        | 06/02/05                  | 06/02/05             | Telemundo TV                            | none                      | none                 |
| Mt. Clemens Macomb Daily                | none                      | 12/31/03             | Telecentro                              | none                      | none                 |
|                                         |                           |                      | The Kamber Group, Washington            | none                      | 10/29/97             |
| <b>N</b>                                |                           |                      | The Nation                              | none                      | 03/31/95             |
| National Coalition for the Homeless     | 06/30/03                  | 06/30/03             | Thunder Bay Chronicle-Journal           | none                      | 05/31/02             |
| New Brunswick Pub. Co./Ad & Prod.       | 04/30/06                  | 04/30/06             | Time Inc.                               | none                      | 02/01/07             |
| New Brunswick Pub. Co./Newsroom         | 04/30/06                  | 04/30/06             | Toledo Blade                            | 03/21/06                  | none                 |
| New Glasgow Evening News                | none                      | 09/30/03             | Tribune-Star (Terre Haute)              | 08/15/05                  | 08/15/05             |
| New York El Diario-La Prensa            | none                      | 06/30/02             | Tschida Printing                        | none                      | 08/31/00             |
| New York Noticias Del Mundo             | none                      | 09/30/98             | TV Ontario, ON                          | none                      | none                 |
| New York Times                          | none                      | 03/30/11             | Twin Cities Catholic Bulletin           | none                      | 06/30/02             |
| Newsweek                                | none                      | 12/31/05             |                                         |                           |                      |
| Norristown Times Herald                 | none                      | 10/10/06             | <b>U</b>                                |                           |                      |
| Northbay Nugget                         | 12/31/03                  | 12/31/03             | UAW Publications, Detroit               | none                      | 03/12/04             |
| Northern Lights Program                 | none                      | 03/31/03             | UFCW Local 1001                         | none                      | none                 |
| Northumberland Publishers               | 06/30/06                  | 06/30/06             | UFCW Seattle                            | none                      | none                 |
| Norwalk Hour                            | none                      | 12/31/04             | UFCW Washington                         | none                      | 10/06/04             |
|                                         |                           |                      | Union Advocate St. Paul                 | none                      | 07/31/95             |
| <b>O</b>                                |                           |                      | Union Communications Corp.              | none                      | 12/31/01             |
| Ottawa Citizen Group                    | 07/20/08                  | 07/20/08             | United Way of America                   | none                      | 04/30/05             |
|                                         |                           |                      | Univision Puerto Rico                   | none/new contract         | 07/01/05             |
| <b>P</b>                                |                           |                      | US Union Network                        | none                      | 07/31/98             |
| Pawtucket Times                         | 05/05/07                  | 05/06/04             | Utica Observer-Dispatch                 | none                      | 07/31/98             |
| Peoria Journal Star                     | none                      | none                 |                                         |                           |                      |
| Peterborough Examiner (Part-time)       | 08/15/05                  | none                 | <b>V</b>                                |                           |                      |
| Philadelphia Inquirer and Daily News    | 08/31/06                  | none                 | Victoria Times-Colonist                 | none                      | none                 |
| Phil. Inquirer/Daily News-SuburbWriters | 08/31/06                  | none                 | Victoria Times-Colonist Group           | 01/01/05                  | 01/01/05             |
| Pioneer Press (Wilmette IL)             | none                      | none                 |                                         |                           |                      |
| Pittsburg Post-Gazette                  | none                      | none                 | <b>W</b>                                |                           |                      |
| Port Hope Evening Guild                 | none                      | 06/30/06             | Wailuku Maui News                       | none                      | none                 |
| Portland Press Herald                   | 05/31/07                  | none                 | WAPA - TV Puerto Rico                   | none                      | 04/30/01             |
| Pottstown Mercury                       | none                      | 09/11/06             | Warkworth Journal                       | none                      | 06/30/06             |
| Prince Albert Daily Herald              | none                      | none                 | Washington Post                         | none                      | 11/30/05             |
| Printwest                               | none                      | 02/14/02             | Waterville Sentinel                     | none                      | 01/31/06             |
| Providence Journal-Bulletin             | none                      | 12/31/07             | Waukegan News-Sun                       | none                      | 02/28/02             |
| Pueblo Chieftain??                      | none                      | none                 | Western Mail Tech Ltd                   | 07/31/03                  | 07/31/06             |
|                                         |                           |                      | Westmedia                               | none                      | 12/31/00             |
| <b>Q</b>                                |                           |                      | Wilkes-Barre Citizens' Voice            | none                      | 01/31/04             |
| Quincy Patriot Ledger Newsroom          | none                      | 03/18/07             | Windsor Star                            | 12/31/04                  | none                 |
|                                         |                           |                      | WLII-TV Teleconce Puerto Rico           | none                      | 2002??               |
| <b>R</b>                                |                           |                      | Woonsocket Call                         | none                      | 09/15/03             |
| R-4 Printing, Tacoma                    | none                      | none                 | Worcester Telegram, Gazette/News        | 08/31/07                  | 08/31/07             |
| Red Deer Advocate                       | 02/28/06                  | 02/28/06             | Worcester Tgrm, Gazette/Outside Circ.   | 08/31/07                  | 08/31/07             |
| Regina Leader Post / Sunday Sun         | 11/02/05                  | 11/02/05             | Worcester Tgrm and Gazette/Inside Circ. | 08/31/07                  | 08/31/07             |
| Renton Printery, Seattle                | none                      | none                 | Working for America Institute           | none                      | 06/30/02             |
| Reuters                                 | none                      | 02/28/03             | WPIX - TV                               | none                      | none                 |
| Reuters of Canada                       | none                      | 12/31/00             | WQXR & WQEW Broadcasting                | 03/16/08                  | 03/16/08             |
| Rochester Democrat & Chronicle          | none                      | 09/24/92             |                                         |                           |                      |
| Royal Oak Daily Tribune                 | none                      | none                 | <b>Y</b>                                |                           |                      |
|                                         |                           |                      | Yakima Herald Republic                  | none                      | 10/20/04             |
| <b>S</b>                                |                           |                      | York Daily Record                       | none                      | 03/30/05             |
| Sacramento Bee                          | none                      | 12/31/04             | York Dispatch                           | none                      | 10/06/03             |
|                                         |                           |                      | Youngstown Vindicator                   | none                      | 11/15/04             |



A jubilant Ducharme, at successful conclusion to the 1991 strike at the New York Daily News.

## Ducharme

Continued from page 8

Over the next three decades, Leo didn't work with every local from A to Z—but only because no local's name starts with Z. He has, however, worked with locals ranging from the Associated Press to Wilkes-Barre, where—along with fellow IR Bill Brown—he supported the Guild's longest strike and oversaw development of the Citizen's Voice, a strike paper that ultimately became a permanent, employee-owned newspaper.

Ducharme also worked virtually every big city with Guild representation, from Baltimore and Washington to New York and Boston—"just about everywhere, and all over New England," he summarized. Over the years, however, he increasingly became viewed as "New England's IR."

His favorite among hundreds of assignments?

"I would say what I enjoyed the most was organizing, both internally and externally," Leo says without hesitation. "Mostly, because of helping people stand up for their rights."

But Leo's legacy is larger than that and includes hundreds of leaflets, pamphlets, bargaining proposals, bulletins and other materials he has written over the years. Often, when newer staff members want to see the perfect blueprint for a bargaining plan or an advertising boycott map, they turn to Ducharme. He also was for many years an activist in the staff union, the Federation of Guild Representatives, and is stepping down as FGR president.

Ducharme can't imagine "a more gratifying profession than doing the work of the union. . . . I'm thankful for the opportunity to have worked for the Guild and CWA, vibrant and feisty organizations with strong leadership."

Don't be surprised if you occasionally see Leo in retirement. "I'm not planning on fading into the sunset," he said in his e-mail to friends. "I want to see my friends as much as possible."

Perhaps we can arrange an occasional organizing drive, Brother Ducharme, in Atlantic City or Las Vegas.



# TNG: 'The Next Generation'

[The following is an adaptation of a discussion paper, prepared by the Canadian Media Guild in its contract talks with the Canadian Broadcasting Corporation, touching on an issue that affects all Guild members.]

When the Canadian Media Guild surveyed its members at the Canadian Broadcasting Corporation for comments on bargaining, a common theme quickly emerged: don't forget the new employees.

One-third of the CBC's employees have been with the corporation less than six years. Many are still waiting for the gold ring that's been dangled in front of them for far too long—a permanent job. Indeed, when we analyzed the responses we noticed that among the so-called temporaries, more than half said they've been employed in the same position continuously for more than a year.

A major priority in this round of negotiations is to stop the abuse of temporary employees, many of whom are of "the next generation." Among their concerns:

- They want to have the financial stability necessary to start a family
- They need adequate training to perform their jobs at the highest level

- They want management to understand they desire a career at the CBC.

Employers like to cultivate the idea that the new generation of workers doesn't plan to stick around at its current jobs very long. Rather than secure a pension or health benefits, new employees supposedly would rather earn a premium on their pay checks.

But that clearly isn't true at the CBC, as evidenced last year at a Guild-sponsored conference for employees under the age of 35, "Not Born Yesterday." Delegates from across the country came to Toronto with fresh ideas and quickly shattered many management myths.

When we polled conference participants, we found that 52% saw themselves working in their current workplace from five to 10 years. Twelve percent said 10 to 20 years, while 18% said they expect to be in their

current workplace until retirement. Clearly, members of the next generation think of their jobs at the CBC as careers, not as temporary stepping stones.

For that reason, our goal is to ensure that the collective bargaining agreement reflects a proper balance between work and time away from work. For new employees, that means having the time and financial means to plan a family.

Our second goal is defined by the reality that no one is more affected by inadequate job training than a new employee. Today we have 3,000 fewer CBC employees than we had 15 years ago, which means we are required to do more with fewer people—and that means learning multiple job skills. Our younger workers are not opposed to such multi-skilling. Indeed, at the Not Born Yesterday conference they acknowledged that change is inevitable and they embraced the idea of adding more tools to their toolboxes. But they did so

with one major caveat: they need proper training.

That means CBC management needs to prove it is serious about the value and benefits of job training. Training means more than a two-hour PowerPoint presentation or job shadowing for a few days. It means a multi-pronged

approach that leaves employees confident they can tackle their new tasks without fear of the unknown.

Finally, we want to stress that CBC employees are not migrant workers—but they fear this is the path the corporation wants to take in its future hiring practices. Instead of hiring permanent employees, it appears the CBC would rather bring in unattached talent to perform the public broadcaster's duties.

There's a problem with that mindset: the CBC flourishes because of the ideas of its employees. Short-term employees bring short-term ideas. The CBC needs a strong contingent of permanent employees who have a vested interest in the corporation's long-term success.

This round of bargaining is critical to the future of all employees, especially the next generation of the CBC—the 14% who are 30 years old or younger.

# Bosses put 'the Boss' off-limits for journalists

By Andy Zipser  
Editor, The Guild Reporter

The human capacity for distraction—for sweating the small stuff while missing the big picture—never ceases to amaze. Jonathan Swift lampooned this to merciless effect by describing the conflict of the Big- and Little-endians, but the news-paper industry has done him one better: instead of eggs, it's obsessing about rock concerts.

There's no question that newspapers, and the mass media in general, are in a credibility melt-down. Some of the largest U.S. newspapers, it turns out, aren't so large after all, having lied for years about their circulation numbers. Blair and Kelley, Miller and Glass, Bragg and Barnicle have provided generations of school professors with ample material for ethics seminars. The Sinclair Broadcasting company validated all of TNG-CWA's worries about media consolidation, ordering all of its 62 television stations to preempt regular broadcasting to air an anti-John Kerry "documentary" just two weeks before the election.

There's much more, all of it adding up to a) outright fraud; b) actual misdeeds, and c) propaganda masquerading as "news." There's enough of this sort of thing that one might suppose an industry obsessing about its sacred mission—torchbearer of democracy, government watchdog, yada-yada—would be tearing out its metaphorical hair with a flurry of white papers, high-level summits and investigative self-exams.

Instead, we get the Springsteen memoranda.

A memo from Carole Leigh Hutton, editor of the Detroit Free Press, informed newsroom workers that buying tickets for a "Vote for Change" concert was "a pretty clear conflict" with professional ethics, since the touring concert was a fund-raiser for John Kerry. The conflict, Hutton added, extended to just about anyone whose job might touch a political story, including copy editors, headline writers and page designers.

The St. Louis Post-Dispatch issued a similar misfire. The Washington Post and Miami Herald went a step further, banning all reporters and editors from attending the concerts. The memo written at the Minneapolis Star-Tribune only urged editorial staffers not to attend the concert when it played in neighboring St. Paul, but two Guild members at the St. Paul Pioneer Press were suspended for three days after casually mentioning that they had attended the event. (The Guild is grieving the discipline.)

The Rocky Mountain News put a concert by three ex-Eagles off-limits in a memo pointing out that proceeds would go to a Democratic U.S. Senate candidate. An editor's note to the public from John Temple

explained, "I believe our allegiance has to be to you, our readers. We should avoid doing anything that would raise a question in your mind about our ability to be fair."

Where to begin to criticize such paternalism? By deploring the utter lack of confidence these editors have in the professionalism of employees who have given no cause for doubt? By questioning the same editors' apparent lack of respect for their readers' intelligence? By pointing out that the increasingly frantic demand for minds untainted by any kind of conviction cannot be met outside of an asylum? By observing that while the thought police paw through their employees' lives in search of smoldering points of view, the media forest is ablaze?

The extent to which we've allowed ourselves to be neutered under the mislabeled pretext of "ethics" can be seen in the furor over Farnaz Fassihi's personal e-mail from Iraq, describing for friends what she apparently could not write in her stories for the Wall Street Journal. Thanks to the internet, Fassihi's private comments have found a global audience (and may be read at: [www.poynter.org/column.asp?id=45&aid=72659](http://www.poynter.org/column.asp?id=45&aid=72659)) because of her authoritative and blunt descriptions of what she's seen, heard and experienced. But because Fassihi's e-mail also assesses these experiences—because she engaged her brain as well as her eyes and ears—doubts have been raised that she will be allowed to keep reporting from Baghdad.

Fassihi, in other words, inadvertently committed the contemporary journalistic sin of sharing her insights as well as her observations. She didn't pretend to be a mirror, reflecting what she saw without reflection. The neutering program inexplicably had failed. Such a talented woman! How sad!

Ironically, this December 3 marks the 40th anniversary of an event that should be celebrated by every champion of free speech, uncensored reportage and unfettered thought—even if he or she works for a newspaper, magazine, television station or other news medium. Forty years ago, Mario Savio stood on the steps of Sproul Hall at Berkeley and launched the Free Speech Movement by thundering: "There is a time when the operation of the machine becomes so odious, makes you so sick at heart, that you can't take part; you can't even passively take part, and you've got to put your bodies upon the gears and upon the wheels, upon the levers, upon all the apparatus, and you've got to make it stop. And you've got to indicate to the people who run it, to the people who own it, that unless you're free, the machine will be prevented from working at all!"

Savio died in 1996. It's taking the rest of us a little longer.

# Media ignore labor news

Continued from page 7

Sept. 5 in the Hartford Courant, was written by a union official. The other ran in a Hawaiian university newspaper and ridiculed liberals for opposing the war, lumping union members among its generalities.

That's it.

Not that the mainstream press is solely responsible for this blackout. The AFL-CIO's magazine has yet to acknowledge in print that there is a war. And the publications of some of the unions that passed resolutions against the war, including the SEIU, have not printed a word on the subject. AFL-CIO President John Sweeney did send a letter to Congress two years ago questioning George Bush's motives for rushing into war, and the post-debate talking points released by the AFL-CIO to its members following the first Kerry-Bush debate criticized Bush's handling of the war, if not the war itself.

What is (or should be) news is not the failure of the labor movement to achieve unanimity in its new-found opposition to war, but the strength and newness of that growing opposition.

Michael Eisenscher, national organizer of U.S. Labor Against the War, believes his organization doesn't exist for the corporate media because of a class bias that ignores the labor movement overall—except during strikes or when a union official is

indicted for corruption. "That masses of working people would be opposed to the Bush administration on this issue is not something to which the media want to give prominence," he observed. "It is more suited to their interests to portray antiwar sentiment and those who espouse it as a fringe and marginalized element that need not be taken seriously."

David Bacon, a reporter who writes for both the commercial media and for labor and other "alternative" media, has written about U.S. labor opposition to the war perhaps more than anyone else—but has published nothing on it in the corporate media. Why not?

"First," he answers, "there's almost no coverage of labor and politics generally, which is disturbing in an election year. In some ways this story is part of that overall story, so it gets silenced as part of this broader lack of coverage."

"Second, there's no coverage of a working class perspective on the war. The story of workers and unions in Iraq, and therefore the relationship with unions in the U.S. and U.S. labor opposition to the war, has been largely uncovered in the media, mainstream or progressive. Only the labor press, and some progressive media outlets, have touched this story."

For more on this and related subjects, see the ILCA website, at [www.ilcaonline.org](http://www.ilcaonline.org).





## LOOKING AHEAD

# Responsibility requires humility, too

By Linda Foley, President

than you might think.

By now, the most-casual citizen/voter knows that President Bush refuses to admit he's made even one mistake during nearly four years in the Oval Office. He says this with a straight face (or as straight as he can muster, anyway) even as leaders of his own party warn that errors made in Iraq threaten to turn the situation there into a quagmire.

Dan Rather, you'll remember, for days clung desperately to the authenticity of documents, aired Sept. 8 on "Sixty Minutes II," purporting to prove Bush got favorable treatment while in the Vietnam-era National Guard. This despite obvious signs to the contrary, pointed out by the Washington Post and other major news organizations throughout the country. For a time, both men arrogantly clung to their respective righteousness.

Finally, on Sept. 20, Rather backed down and acknowledged his documents were, shall we say, questionable at the very least. He apologized to viewers for making "a mistake in judgment." George Bush, meanwhile, still refuses to identify one error in

judgment—even a small one—for which he's willing to say, "I'm sorry."

Rather had no choice. Once it became clear the documents in question were fake, he had to come clean. Rather's credibility and the credibility of all of CBS News were at stake, and Rather, like most who work in and around the news business, understood that credibility is the bedrock of any news organization. It mustn't be sacrificed for the sake of one story or one reporter's reputation.

Mistakes and misconduct by members of the press can inflict great damage on a news organization, on the credibility of the media in general and on the public's access to fair and accurate news about their government and the world around them. (Evidence: Since "Rathergate," no one's been talking about Bush's National Guard service gap.)

That's one reason a recent spate of plagiarism charges in the print media is a dangerous development. Spooked by some high-profile cases of dishonest reporters and journalists who knowingly and freely plagiarized others' work, newspaper managers thus far have been quick to act on any allegation of improper reporting or journalistic misconduct. In some cases they are justified, and quick, decisive action is warranted; but

in other instances, newsroom management has acted too quickly and too harshly, needlessly calling into question the ethics and credibility of well-meaning and talented news professionals as well as the reputation of the newspaper itself.

For example, take the recent case of a reporter at a suburban Philadelphia newspaper who, by cutting and pasting information from various web sites, inadvertently lifted unattributed portions of a story that had previously run in the Philadelphia Inquirer. His management fired him for plagiarism.

Fortunately, in this reporter's case, the Guild contract had a provision that required management to have "just and sufficient cause" before terminating an employee, even one accused of a grave error. In addition, the contract allowed the Guild to grieve the reporter's dismissal and have a neutral arbitrator review the case. Arbitrator Daniel F. Brent reduced the dismissal to a 90-day suspension without pay (a sentence amounting to "time already served"). In his conclusion, Brent wrote, "The grievant has plagiarized, but the penalty of summary discharge that would normally apply for this offense is excessive in the instant case because the grievant's actions did not erode a clearly demarcated standard in this newsroom."

"The absence of clear and consistently enforced standards," he continued, "pre-

cludes a finding of just cause for the summary termination of the grievant's employment..."

In other words, the reporter's editors bear some responsibility for this lapse. Standards of good journalism must be communicated and widely shared throughout a news operation—from the police beat to the copy desk to the executive offices. Proper training and education of newsroom staff and a process for conducting fair investigations into allegations of impropriety are as important as finding and punishing perpetrators of unethical news reporting. A news organization's credibility will not be restored if every allegation of journalistic misconduct turns into an exercise in scapegoating.

For its part, CBS News has promised a full investigation of what went wrong. Management knows the future of its news operation depends on everyone involved owing up to mistakes and learning from them. Rather's boss, CBS News chief Andrew Heyward, acknowledged, "Nothing is more important to us than our credibility and keeping faith with the millions of people who count on us for fair, accurate, reliable and independent reporting. We will continue to work tirelessly to be worthy of that trust."

Adding a touch of humility wouldn't hurt, either.

## Labor opposes the war, media ignore labor

By David Swanson  
ILCA Media Coordinator

You wouldn't know it from reading, watching, or listening to the "mainstream" media, but many of the largest labor organizations in the United States have passed resolutions demanding that U.S. troops be brought home from Iraq and the war be ended.

On July 19, the International Labor Communications Association [TNG-CWA is a member] published an article on the media's failure to cover this turn of events. Back then, the story was already huge. In a reversal of the support that labor traditionally has given to wars, some of the largest unions, in the U.S., including SEIU and AFSCME, already had passed resolutions against the Iraq War. Since then the story has grown dramatically, even as the media blackout has continued unabated.

In passing a similar resolution at its August convention, the CWA has joined a score of internationals, at least five state labor federations, a score of district and regional bodies and more than 20 central labor councils, as well as dozens of ad hoc committees and other labor organizations opposing the war. All told, something approaching half of the U.S. labor movement is now on record as opposing the war, with most such resolutions also calling for immediate withdrawal of U.S. troops.

Here is an excerpt from CWA's resolution, as amended and overwhelmingly approved on the convention floor:

"That CWA demands that the President abandon his failed policy (of preemptive war) which has made our nation less—not

more—secure, and support our troops and their families by bringing our troops home safely now."

While many reporters are CWA members, not one has been able to print or air a story about working people organizing against the war. But regardless of whether they're union members, reporters know much more about the situation in Iraq than they've shared with the general public.

In recent weeks, an e-mail sent by Wall Street Journal correspondent Farnaz Fassihi to her friends has become an internet phenomenon because it includes honest observations that never would have made it past her newspaper's gatekeepers. Fassihi wrote, in part:

"Iraqis say that thanks to America they got freedom in exchange for insecurity. Guess what? They say they'd take security over freedom any day, even if it means having a dictator ruler. . . . Despite President Bush's rosy assessments, Iraq remains a disaster. If under Saddam it was a 'potential' threat, under the Americans it has been transformed to 'imminent and active threat,' a foreign policy failure bound to haunt the United States for decades to come."

The Iraq war for months has been the biggest story in the U.S. media. And many of the conventions at which unions have passed their anti-war resolutions have received media coverage, if only because Senator John Kerry has spoken at them. And yet labor opposition to the war remains a blacked-out story.

For example, a search of the Nexis database for articles between July 17 and October 5 found not one article or transcript on U.S. labor opposition to the war and only two columns. One of the columns, published

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MISSING THE MOUNTAINS FOR THE MOLE HILLS

The mission of The Guild Reporter, approved May, 2004 by the TNG-CWA Executive Council, is as follows: "As stated in the TNG-CWA Constitution, 'It shall be the duty of The Guild Reporter to promote in every legitimate way the policies of TNG-CWA.' The Guild Reporter belongs to the rank-and-file membership of TNG-CWA."

"Guild Reporter content will be of interest to the

members, and its first priority will be current news affecting the locals. The members of this union expect The Guild Reporter to inform, motivate and challenge its readers."

"To maintain its journalistic integrity and traditions, The Guild Reporter must never become a personal political platform or be misused for internal political purposes by the elected leadership of TNG-CWA."

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: Nov. 12.)



# Guild's most senior staffers retire

By Linda Foley,  
President, TNG-CWA

The history of The Newspaper Guild could be charted by marking the passage of various individuals who, by themselves, had a larger-than-life role in shaping our organization. It's one reason our union often has been referred to as "a union of individuals."

Helen Coleman, who retired on Oct. 1, 2004, is one of those Guild-shaping individuals. Her name may not be as familiar to Guild members as, say, Heywood Broun's, but to retirees of The Newspaper Guild International Pension Fund, she was the most important individual ever to work on behalf of Guild members.

Helen served for more than 27 years as assistant to the fund's trustees, the only full-time employee of the plan. She alone was responsible for its day-to-day administration, finances and accounts, office management, customer service and, most important, for calculating retirement benefits and sending checks to its 5,000 participants.

She began her tenure with The Newspaper Guild in 1971 as administrative secretary to then-President Charles A. Perlik Jr. When the Guild moved to establish a multi-employer pension fund to provide secure retirement for members who might move from newspaper job to newspaper job, she was tapped to administer the plan.

On April 4, 1977, The Newspaper Guild International Pension Fund began accepting pension contributions from two employers. In 1980, with assets just under \$5 million, it paid its first retirement benefits, to two retirees.

Since then, the fund has grown to include 40 employers. There currently

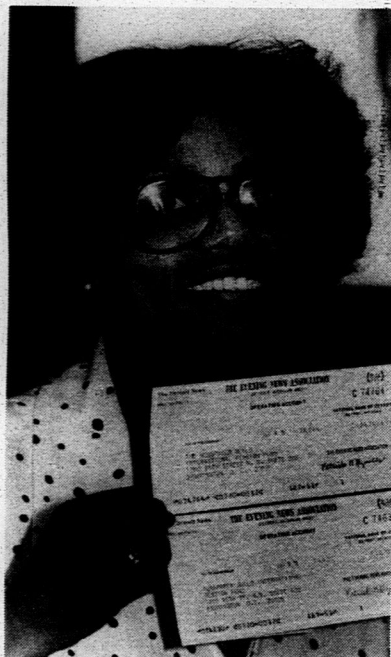
are 800 retirees and beneficiaries on the rolls, and assets total more than \$78 million.

A board of trustees, co-chaired by myself and Tim Kelleher of Detroit, who represents employers, is responsible for the overall operation of the plan. But Helen Coleman is the one responsible for making the plan work.

And, it's because of Helen's work—her attention to detail and her professional approach to the job—that the plan has been so successful. She has worked diligently to make the plan's operations efficient and cost-effective. Her no-nonsense approach to plan administration has created a level of professionalism and diligence that is probably unequaled in the Guild. No retiree has ever missed a benefit check during the 27 years of Helen's administration of the plan. No one's claim or question was ever left unanswered.

Since 1984, I have had the privilege of working closely with Helen Coleman and the TNG

*Continued on page 4*



Helen Coleman holds up two of the first checks deposited into the fund, in 1978.

By Jim Schaufenbil  
TNG Staff Representative

The Newspaper Guild's most senior international representative, whose first staff assignment came in January of 1973, has retired.

"My 31 years as a Guild staffer have been rewarding and have given me the opportunity to make many friends across the continent," Leo Ducharme wrote in a recent e-mail to friends. "I'm so thankful for all the support I've had from my family and Guild friends. . . I've just had a wonderful time."

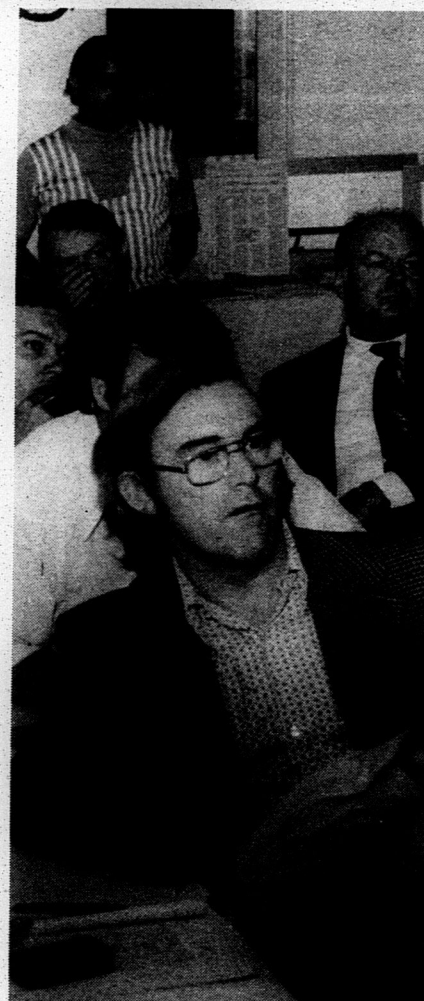
Ducharme walked the walk long before he ever talked the talk.

Starting out as an advertising solicitor at the Lowell (Mass.) Sun in 1958, he quickly signed on to an organizing campaign with the Guild in 1960—and soon became a key organizer. The first organizing meeting was held at his home, and Ducharme was the Guild's chief witness in NLRB hearings establishing a "community of interest" among newspaper departments.

The drive was a success, resulting in creation of the Lowell unit of the Newspaper Guild of Greater Boston (Local 32, back then) and propelling Ducharme onto the initial bargaining committee, where he quickly discovered his true calling. Indeed, Leo's enthusiasm for negotiations proved so contagious it soon infected the rest of his family, including both his mother and his wife, Gerri. "It was very intense," he recalled, recounting the many times Gerri accompanied him on assignments, along with their two sons, David and Daren. (Leo and Gerri also have one grandson, Dylan.) The family literally walked the walk with Leo, on picket lines and in demonstrations.

"Those experiences helped them understand the importance of union work and solidified their own self esteem," Ducharme noted in his retirement letter.

I can personally attest to Leo's tenacity and industriousness.



Leo Ducharme, in foreground, at a TNG staff meeting in 1973.

My first Guild assignment, as an organizer in 1985, paired me with Leo in a Reading, Pa., organizing drive at the Eagle Times. Under Leo's direction, 12- to 14-hour days were the norm. There always was one more piece to write, one more call to make. Usually, by the end of our work day, the local restaurants were closed and we had to settle for a hamburger at the mall.

We lost that election, but the lessons Leo taught me about passion for the Guild and the fervor of the job never faded.

Several months later, in 1986,

we were destined for a victory at the Boston Herald editorial department, an independent association directly affiliated with the AFL-CIO. Despite a virtually guaranteed winning vote, Leo insisted I make calls to editorial employees between the day and evening voting sessions—just to make sure they intended to vote! They did, voting 110-3 to join Local 32.

Back in the early 1960s, Leo's Guild service was interrupted by the draft. Military service included a stint in West Germany, with Gerri joining him for much of that duty. When he returned to civilian life in 1963, he confronted a familiar story: the Lowell Sun didn't want to take back a union activist. But the local—and the law—prevailed, and Leo was back at the Sun the next January.

Leo, who served on several bargaining committees while in Lowell, became an officer of the unit the same way many of us have been inducted.

While vacationing in Montreal in 1967, he missed a unit meeting—and was elected unit chair in his absence. "Another draft," he mused. He also served as treasurer of Local 32.

Leo was hired as an international representative on January 15, 1973 by Chuck Perlik and Bill Blatz.

He recalls his first assignments: "Bargaining three contracts in New England, the Malden News, with (a young) Tom Hiltz who was unit chair, the Waltham Tribune and the Haverhill Gazette."

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## THE GUILD Reporter

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## DAYBOOK

CMG Biennial Convention,  
Oct. 22-24, Ottawa

Western District Council,  
Oct. 23-24, Honolulu

Mid-Atlantic District Council,  
Oct. 23-24, Philadelphia

CWA Safety-Health Conference,  
originally set for Oct. 24-27,  
RESCHEDULED to June

New England District Council,  
Nov. 6-7, Quincy, MA

Great Lakes District Council,  
Nov. 6-7, Detroit

Midwest, Southern Councils,  
Nov. 6-7, St. Louis

Deadline for submitting Broun,  
Barr awards entries, Jan. 28

CWA Legislative-Political Conf.,  
March 6-9, Washington, DC

Freedom Award Banquet,  
March 30, Washington, DC

## FROM THE MORGUE

### Seventy years ago this month:

The Guild goes "on the air" Thursday nights, its 15-minute radio show broadcast from New York City "heard at distances of several hundred miles." . . . In evaluating the Guild's first year, Heywood Broun concedes much remains to be done but notes one "distinct step forward"—the growing acceptance of a five-day, 40-hour week that "came in almost every case through the insistence of the Guild." . . . The Guild Reporter refutes persistent rumors that the Guild is about to affiliate with the American Federation of Labor.

### Fifty years ago this month:

Guild-represented employees of the two Wilkes-Barre dailies win a "significant triumph," ending a strike that had started in early April, setting a new Guild record of 181 days. . . . Leaders of the AFL and CIO acknowledge they are exploring a possible merger, possibly as early as next year. . . . The Compton Herald-American fires several employees for reporting to work wearing Guild buttons.

### Twenty-five years ago this month:

More than a thousand supporters turn out for a rally at Capital Cities Communications in New York to mark the one-year anniversary of yet another record-breaking strike—in Wilkes-Barre. . . . Noting the impending retirement of AFL-CIO President George Meany, the Guild's executive board adopts a special resolution lauding Meany as "the embodiment of . . . the era in which the labor movement overcame most of its deep divisions . . . and united in the AFL-CIO."



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