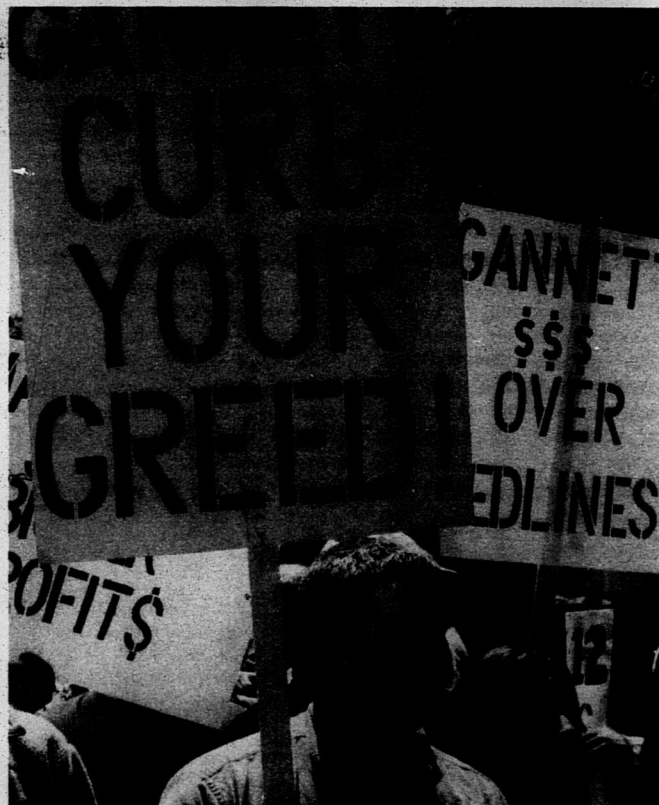


Reporter

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Something new for Gannett: picket signs in Rochester, N.Y.

Gannett follies: Still kickin' in Rochester, squeezed in Sheboygan

Immortalized for its rapacious business practices in the book "Chain Gang," Gannett is merely hard-nosed toward its unionized employees—not least because there are so few of them. The survivors, however, just don't seem to get it.

The Newspaper Guild of Rochester, New York, for example, repeatedly finds fresh reservoirs of energy to continue its 12-year fight for a contract. Rebuffed by the Democrat and Chronicle in its request for federal mediation, it has embarked instead on a community awareness campaign to underscore Gannett's disdain toward its workforce and readers alike.

Using a combination of billboards, print advertising and outreach to local officials, the campaign clearly is having an impact. A May rally and informational picket drew nearly a hundred supporters to downtown Rochester, where two of the city's mayoral candidates spoke in support of the Guild and a third sent a representative. More actions are being planned.

Meanwhile, events in Wisconsin have taken a nastier

turn, with management at the Sheboygan Press firing the local's president and its first vice president after two years of desultory contract bargaining.

Newsroom clerk Amy Bahr, a Press employee the past 16 years and president of the Sheboygan local for six of the past seven years, was fired Friday, May 13 on allegations of insubordination and inappropriate conduct. One of the incidents cited in her dismissal was a reprimand she received in April for challenging disciplinary action against another Guild member, who was accused of unethical behavior for interviewing someone she had gone to school with—30 years ago.

When management contended the reporter's choice of subjects somehow posed a conflict of interest, Bahr says, she asked whether it wasn't a bigger conflict of interest for the managing editor to tell a reporter to interview his live-in girlfriend for a story. The ME's girlfriend, Bahr observed, does public relations for a manufacturer which in the previous nine months

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Right-wing attack-dogs savage TNG president for comments on Iraq deaths

Barrage of abusive phone calls, e-mails prompted by Sinclair, Fox and bloggers

By Andy Zipser
Editor, The Guild Reporter

TNG-CWA President Linda Foley has become the latest target of right-wing extremists, who have mounted a multimedia attempt to force her resignation over comments made May 13 at a media conference in St. Louis. The campaign, started by Sinclair Broadcasting, Fox News and the Washington Times, then fanned by a growing number of bloggers, echoes a similar effort that earlier this year forced the resignation of CNN news chief Eason Jordan.

Foley served on two panels at the National Conference for Media Reform, addressing labor issues and the problems of media consolidation. She analyzed the profit-driven pressures that cause newspaper monopolies, workforce reductions, a commodification of the news and plunging newsroom morale. She pushed for greater diversity—in viewpoints, coverage, staffing and ownership. And she hammered on the theme that it's the system as a whole that's the problem.

But it was an aside near the tail end of her remarks that got all the right-wing attention. Journalists often are blamed for the ills that they report on, Foley said, "particularly from the right of the political spectrum." And then, as if extending an unwitting invitation to prove her point, she added that journalists aren't being targeted just verbally and politically.

"They are being targeted for real in places like Iraq," Foley said, referring to the deaths, detentions and physical abuse of American and Arab journalists. (The full text of Foley's remarks may be read online at www.freepress.net/conference/=sessions.)

Brief as they were, those comments uncorked a torrent of bile—once the right took notice. Four days after the panel, Sinclair started calling TNG-CWA headquarters with requests to interview Foley. The next day, Tony Snow from the Fox network followed suit. Although both were rebuffed, Fox and Sinclair commentaries May 18 triggered hundreds of e-mails to Foley and the Guild office. Scores of phone callers were so abusive that for a couple of days all calls to Guild headquarters were routed through voice mail.

Then the blogosphere rumbled into action, including creation of the web site foleygate.com ("Watching Left Wing Journalists So You Don't Have To") "to report on what will happen to Linda Foley"—presumably as a result of the campaign it began orchestrating. Right-wing bloggers with quaint populist names ("Ankle Biting Pundits," "Tennessee Rant," "My Vast Right Wing Conspiracy") piled on, shuttling around the same few links to Foley's selected comments while urging all red-blooded Americans to voice their displeasure. More e-mails flowed.

"I would love to hear the proof you have to support your irresponsible claims that the military 'target and kill journalists.' If you have proof, then say it. If you don't have proof, then keep your stupid biased asinine comments to yourself," wrote David Wiseman. "Listen you piece of human garbage—

American soldiers do not waste bullets on crap like you," chimed in H. Olszowy. "Traitors and scum like you deserve to be shot, but our military has too much pride and courage to waste time on newspaper reporters. It figures however that someone with a union mentality like you would fabricate a story along the lines of CBS and Newsweek. You have zero credibility."

While few e-mails acknowledged that journalists had been killed or wounded in Iraq, some suggested perhaps that wouldn't be such a bad thing. "Just saw your idiotic comments concerning the collateral damage of journalists in Iraq," wrote someone with the online name *civwar46*. "Now my comment. We should have open season on journalists in Iraq. Traitors." Added *Slimpkinsanytime*: "The mission of the military is to destroy the enemy, his equipment and will to resist. When the military follows this directive it is defining the enemy, even if they are 'Journalists.'"

There's more at work here, in other words, than just anger at a union leader for trying to defend her members. For the looniest fringe of the right wing, an independent press and its "journalists" are the problem. The irony is that such extremists are trying to prompt the mass media into attacking... the media.

The attempt to obscure discomfiting truths with a smokescreen of allegations about the truth purveyor—challenging his or her motives, techniques or basic character—is not new, but in recent years the volume has been ratcheted way up. For Paul Waldman of Media Matters for America, a progressive research and information center that tracks conservative disinformation campaigns, the poster child for such tactics is Ward Churchill, a much vilified University of Colorado professor.

This past January, the extreme right wing stumbled across an essay Churchill had written—more than three years earlier—in which he argued that the money changers at the World Trade Center had suffered the consequences of U.S. military aggression and unjust foreign policies. The result was a blizzard of right-wing outrage, flogged relentlessly by shouting heads like Bill O'Reilly. "Were some people offended by what Churchill had to say? Yes," Waldman says. "Was he worth hundreds and hundreds of stories? Obviously not."

But Churchill, Waldman adds, was simply one in a series of cases that the right has leveraged to advance its crabbed view of liberalism. Finding anecdotes that it can pump up to outsized dimensions in an echo chamber of right-wing commentators, talk shows, editorial pages and web blogs, the right transforms the specific into the general. "Linda's case is one of those they'd like to make into a cause celebre, that the media hate the military, that they're unpatriotic, blah-blah," Waldman charges.

Because of such tactics, for example, the question of whether George Bush fulfilled his National Guard requirements was eclipsed by the question of whether Dan Rather used bogus documents in his reporting.

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AFL-CIO near showdown, Guild agrees on layoffs

The AFL-CIO convention in late July is shaping up as a more somber affair than most observers predicted a few months ago.

President John Sweeney is all but reassured of reelection, following the belated endorsement of the United Auto Workers, which for a while was hinting it might join a dissident group. And it now appears that the only union that might actually bolt the federation is the Service Employees, whose president, Andrew Stern, has talked himself into a corner that leaves few viable alternatives.

But the price of stability may be an even greater flattening of discourse within the AFL-CIO. Writing in the Black Commentator, former AFL-CIO official Bill Fletcher observes that the federation is reverting to a status quo in which union members who question conventional wisdom are isolated or undermined. "Rather than a free flow of constructive ideas, most union leaders surround themselves with a protective bubble to keep out any 'bad news' and/or provocative suggestions," he writes. "Thus, it should not surprise anyone that the union movement has, over time, become pickled in its own juices."

Yet rolling back the challenge posed by Stern and

a handful of other union leaders hasn't come without a price. In attempting to mollify its critics, the current AFL-CIO leadership is slashing payroll, jettisoning programs and consolidating departments. And, as with any corporation fending off a hostile takeover, the result is lost jobs and plunging employee morale.

In response to federation plans to "defund" more than 100 positions, the Washington-Baltimore Guild says it has reached agreement on a voluntary layoff program providing incentives for employees leaving or retiring by July 15. Under the program, any Guild-represented employee not eligible for retirement may voluntarily resign and receive 16 weeks of severance or the contractual entitlement, whichever is higher.

Employees with up to a year before they're eligible for retirement may elect to take the voluntary layoff—receiving 16 weeks of severance pay—and will be placed on an unpaid leave of absence until they are eligible to retire. An AFL-CIO spokeswoman said there are 51 employees in this category.

Jobs vacated by employees taking voluntary layoffs or retiring will be added to the pool of positions that employees whose jobs are being eliminated can bid or bump into.

Guild briefs . . .

NY Times paves way to cut 190

Following negotiations with the New York Guild, The New York Times on June 6 mailed copies of a buyout package to all active Guild employees in departments targeted as part of its plan to eliminate 130 positions in New York—approximately 60 of them represented by the Guild—and 60 in New England. The Boston Newspaper Guild also has been meeting with Boston Globe management to discuss the cuts. In New York, up to 22 newsroom employees may be offered buyouts and will have until July 22 to make a decision, but there are to be no involuntary layoffs.

IAPE: if at first you don't succeed . . .

Despite approving a budget for the fiscal year starting Oct. 1 that includes sharp cuts, the board of IAPE, TNG-CWA Local 1096 warned its members the local will continue operating in the red and that it will again seek a dues increase. The new proposal, to be put to a vote concurrent with officers' elections this fall, calls for the dues rate to increase to 0.007% of wages, up from the current 0.0055%, and for the existing "cap" of \$12.50 per paycheck to increase to \$20.77. The question of joining the CWA Member Relief Fund will be a separate question on the ballot.

'Streamlining' is new Canadian bid

Delegates to the TNG Canada/CWA Representative Council gave their support to efforts at "streamlining" the relationship among the Canadian union, TNG-CWA and CWA, but not at the risk of jeopardizing the strong relationships that already exist. Delegates also agreed to work toward making the director's job, currently held by Arnold Amber, a full-time position, and approved a by-law change to make Canada's two TNG-CWA regional vice presidents full voting members of the TNG Canada executive council.

A first contract plus 2 new units

The 11-member Washington-Baltimore Newspaper Guild unit at United American Nurses has ratified its first contract, a nearly three-year agreement that runs through 2007. The Guild represents UAN staff in organizing, research, communications, collective bargaining, and lobbying. Separately, the local signed recognition agreements with two Washington employers. The 15-worker unit at Hotel Employees and Restaurant Employees Local 25 (UNITE HERE) includes organizers, business agents, researchers, and support staff.

The 7-worker unit at American Rights at Work, a nonprofit education and advocacy organization chaired by former Congressman David Bonior, comprises support staff, and communications, research, funding, and program-development professionals.

Unions can be tough employers

Not all TNG-CWA experiences in representing staffs of other unions are happy ones. In Illinois, Guild-represented organizers and clerical staff for SEIU Local 880 filed an unfair labor practice charge over the dismissal of three Guild activists and grieved disciplinary actions and an SEIU ban on buttons promoting the Guild. More recently the SEIU local and the Chicago Newspaper Guild started negotiating their first contract and moved to defuse the situation, with the SEIU dropping its button ban and withdrawing its written disciplinary notices and the Guild withdrawing its ULP.

Interpreters still raising a ruckus

California's court interpreters continue raising hell, this time in Region 4, where all but a handful of 150 stayed off the job May 17 in a one-day job action. Instead, rallies were held at three locations and organizers predicted that mail balloting for strike authorization would be overwhelmingly supportive. The courts, meanwhile, resorted to using non-certified interpreters who had to ask court personnel how to say "probation" and "plead" in Spanish.

Two councils OK advanced training

The New England District Council has joined the Southern District Council in endorsing the idea—advanced by the collective bargaining committee at the recent sector conference—of providing a course in advanced collective bargaining. The NEDC agreed to dedicate its next spring meeting for such a program, and also is planning a "nuts and bolts" collective bargaining training roundtable, aimed at novices, for its meeting this October.

After 125 years, RIP for Pulitzer

When someone dies after 126 years, it's not unusual for their loved ones to go to great lengths to express their grief. So instead of simply mailing in his proxy, Richard Dudman, retired Washington bureau chief for the St. Louis Post Dispatch, hopped a train from his home in Maine to attend the Pulitzer shareholder meeting in New York and vote "no" on the sale. No matter: as of June 6, the venerable Pulitzer chain became part of Lee Enterprises.

Mixed progress at Reuters

Labor relations at Reuters remain tense, with the New York Guild continuing to press management to explain proposed contract language while it steps up its campaign protesting the outsourcing of U.S. jobs. On the positive side, however, tentative agreement has been reached on a four-year contract with Reuters Canada.

In New York, Reuters management has provided three different versions of proposed contract language after initially demanding that Guild members vote on its proposals no later than May 16. But Guild officials say the most recent version, offered May 24, still gives management the right to change the health care plan whenever it pleases. Worse yet, it adds a new provision that would allow Reuters to subcontract or transfer 50 Guild-represented jobs each year of the contract.

Reuters also attempted to include new language stating there would be no company match associated with the 401(k) plan, even though tentative agreement had

been reached on a matching contribution. When challenged by the union, management agreed to remove the statement.

While the wire service keeps fiddling with contract language it insisted weeks ago was clear and final, union members have been distributing leaflets outside its Time Square office highlighting errors in work that had been offshored. Among the faux pas: stories that placed the Polish city of Krakow in Portugal, and misidentifying Army Reservist Lynndie England, of Abu Ghraib fame, as the commander of her unit.

The leaflets are being supplemented by critical ads in such outlets as Investor's Business Daily and Columbia Journalism Review.

Meanwhile, a tentative agreement with Reuters Canada includes a 0.5% raise retroactive to January 1, followed by a 2.5%

raise retroactive to April 1, and 2.75% increases in each of the next three years. The agreement also includes safeguards in response to employees' concerns about the company moving to a 24-hour news cycle, including a limit of three consecutive weeks for working overnight shifts, with at least nine weeks before the next overnight rotation.

Other highlights of the agreement, negotiated by the Canadian Media Guild, include improved terms and conditions for part-timers; time off for family or personal emergencies and clearly spelled out sick leave provisions. Concessions included an increase in drug co-pays to \$5 from \$2 and a shifting of premium payments for long term disability insurance from the company to its employees—which actually has tax benefits for the disabled.

Gannett follies

Continued from page 1

had been featured in five front-page stories and in a sixth story on the front page of a Sunday business section.

The comparison not only was inappropriate, Bahr says she was told, but was unprofessional and embarrassed the managing editor.

Meanwhile, Emmitt Feldner, a six-year veteran of the paper who has been a reporter for more than 20 years, was fired a day before Bahr's dismissal for alleged poor job performance. Both officers were on the Guild bargaining team, which in April announced local members had approved a possible subscription and advertising boycott to get contract talks moving.

Although the union had requested mediation several times, Bahr says, the company response was always "no, no, no, we're not ready for that and you're not ready for that." But the boycott threat apparently caused a reappraisal, with a first mediation session

scheduled for the end of this month. There's still a lot of ground to cover, she adds: after two years of infrequent negotiations "we haven't even gotten to wages and benefits," with management persevering in its demands to eliminate the evergreen clause, create an open shop and remove the outside sales staff from the bargaining unit.

A Guild grievance over Bahr's and Feldner's discipline and firing was rebuffed by management, setting the stage for an arbitration that was being filed at press time. Feldner reportedly has hired a lawyer and is preparing an age discrimination lawsuit. And an irrepressible Bahr, who in April received the company's "Soaring Eagle Award" for exceptional service, laughs and says, "That's my headline: from soaring eagle to dead duck."

Both Feldner and Bahr are being compensated by CWA as "victims of collective bargaining strategies."

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News round-up

A healthy dollop of cynicism, anyone?

How much faith does the public have in what it reads in the papers? Not much, according to the latest annual Gallup survey of "public confidence in major institutions" in the U.S. Those having a "great deal" or "quite a lot" of confidence in newspapers dipped to 28%, an all-time low and down from 37% in 2000. Meanwhile, confidence in the presidency dropped to 44%, in the U.S. Supreme Court to 41% and in Congress to 22%—its lowest in eight years—while the military topped the poll with a 74% confidence rating. Other notable findings included confidence levels of 63% in the police, 53% in organized religion—and a mere 22% in big business, tied with (and to?) Congress. HMOs brought up the rear, at 17%.

Circulation keeps going and going . . .

Perhaps in response to the trend noted above, erosion in newspaper circulation appears to have accelerated. According to the Newspaper Association of America, daily copy sales fell 1.9% for the six-month period through March, while Sunday sales plunged 2.5%—and that's without including the bogus circulation numbers afflicting Newsday, the Chicago Sun Times, the Dallas Morning News and Hoy. The declines have been across the board, with only four of the top 20 dailies claiming any growth in daily sales—a combined total increase of just 5,000 copies.

Read this if you work for Tribune Co.

Tribune Co. employees participating in the company's 401(k) plans are being sought by the New York-based law firm of Stull, Stull & Brody, which is investigating whether the plans' managers may have violated federal pension law. Specifically, the law firm is questioning whether plan trustees failed "to disclose the Company's true operating condition to participants and beneficiaries of the plans (including disclosures relating to Tribune's reported circulation figures and the reliability of those reported figures), by offering Tribune stock as an investment option under the plans when it was not prudent to do so, and/or by allowing an imprudent overconcentration of Company stock (approximately 60%) in at least one of the Company's 401(k) plans." Inquiries may be sent to ssbny@aol.com or by calling 800-337-4983.

Living wage does not mean fewer jobs

While the U.S. goes eight years without increasing the minimum wage, amid business claims that paying workers a living wage would be an economic disaster, a new study by University of California economists concludes such scare stories are unfounded. The study examined the experiences of Los Angeles, which in 1997 became one of the first major cities to passing a living wage law, currently \$10.03 an hour. While resulting in a pay raise to approximately 9,500 low income workers, the law cost the loss of only 112 jobs—or less than 1% of the 22,000 jobs forecast by its opponents.

Verizon shows its support for troops

CWA members and their allies marched June 1 on the Verizon Wireless center in Meriden, Conn., to demand it reinstate Kara DeWitt. Verizon Wireless fired DeWitt, a customer service rep, after she ran out of sick days while caring for her two ill children, then took two extra days when she became ill herself. Instead of docking her vacation time or otherwise accommodating DeWitt while her husband, Dale, has been in Iraq for 19 months, Verizon canned her.

Canadian unions also getting hit

The onslaught against workers isn't unique to the U.S. An extensive new study by two of Canada's largest unions, the National Union of Public and General Employees and UFCW Canada, concludes that the basic human right to freedom of association has been abused and eroded by Canadian governments at all levels over the past two decades. The study, "Collective Bargaining in Canada: Human Right or Canadian Illusion?" cites 170 pieces of legislation since 1982 that deny or undermine freedom of association despite the protections of the Canadian Charter of Rights and Freedoms. Separately, Statistics Canada reports that union membership dropped in all provinces between 1981 and 2004.

Really briefly . . .

Knight Ridder's credit ratings have been lowered one notch by Standard & Poor's, which cited concerns that the company's excess cash flow is being used for share repurchases instead of paying down debt, now at \$1.6 billion. . . . World military expenditures in 2004 exceeded \$1 trillion, or approximately 2.6% of global GDP; the U.S. share was 47% of the total. . . . The International Labor Organization reported May 17 that approximately 12.3 million people worldwide are working as forced laborers. . . . "Off-shoring" has taken on an entirely new connotation with a proposal by SeaCode Inc. to house 600 foreign software engineers on a cruise ship anchored three miles off the California coast—far enough to escape state and federal wage and labor laws, near enough to claim "made in America" status. . . . The share of income growth going to workers' wages and salaries is the lowest of any recovery since World War II, while the proportion going to corporate profits is the highest, according to a recent study by the Center on Budget and Policy Priorities.

SF Chronicle, Guild in around-the-clock talks

Expecting to lose as many as 10% of 900 Guild-represented jobs at the San Francisco Chronicle, the Northern California Media Guild was settling in for around-the-clock contract bargaining as The Guild Reporter went to press. The talks were overshadowed by management's acknowledgment that it was preparing for a strike—preparations that could as easily turn into a lockout.

The current Guild contract, which expires June 30, was forged in a two-week strike more than a decade ago, then extended in 1997. Hearst sold the San Francisco Examiner and bought the Chronicle in 2000, but in an effort to maintain labor peace allowed all Examiner and Chronicle employees to continue working at the Chronicle. The result, exacerbated by an economic downturn and nationwide newspaper circulation declines, has been an unusually high number of employees.

A CWA review of the Chronicle's finances has confirmed company claims that it's operating in the red. The Chronicle lost more than \$60 million last year, said Doug Cuthbertson, the local's executive officer, and had additional losses in 2002 and 2003. Because revenues have been essentially flat, according to the audit, the Chronicle's operating losses are "probably unsustainable, even if the impact on Hearst's corporate results are reduced after taxes and other adjustments."

But even though the local has signalled its understanding that job cuts may be inevitable, recent management maneuvering suggests Hearst may be seeking even more extreme givebacks than appear warranted. A January decision to hire Frank Vega as publisher, following Vega's 14-year stint as head of the

Detroit Newspaper Agency—where he was known as "Darth Vega" for his role in breaking that city's bitter newspaper strike—has only fanned apprehensions.

Although Vega has represented himself as a voice of reason, his recent decision to hire an outside security company recalled the use of baton-swinging security forces in Detroit. "We are making plans to publish in the event of a strike," he told Editor & Publisher. "It is prudent to plan."

It is also a classic Vega tactic to try to divide and conquer his opponents, in this case comprising five unions in addition to the Guild, most of whose contracts also are expiring. In mid-May, for example, Vega circulated a "bargaining update" to all Chronicle employees that described a meeting with the pressmen's union as difficult and unproductive—and contrasted that with the Guild's more "cooperative" stance.

That prompted a sharp response from Cuthbertson, who in his own memo referred to the company's "misguided strategy" of trying to split up the unions. "Efforts to isolate either the Pressmen or Mailers will be seen as just that by those two unions," he wrote, "prompting them to dig in just at the time when both the company and unions need to be trying to forge an agreement."

One reason Vega may have found the pressmen "difficult," Cuthbertson added, was his initial contract proposal, including demands that would completely delete many established rights and benefits. In response, he wrote, all the unions have pledged not to ratify or sign an agreement until every union at the Chronicle has an agreement—a pledge that has been in effect for more than 40 years.

Youngstown mediation fails to make progress

The first meeting in more than two months between the Youngstown Newspaper Guild and Vindicator management lasted just three hours May 31 and ended without any reported progress, despite the involvement of a federal mediator.

Guild officials said no formal bargaining occurred in the session, which was devoted to informal discussions regarding the circulation department. The last time the two sides met was March 23; the May meeting ended without setting a new date for further talks.

Separately, the National Labor Relations Board has issued three complaints against the Vindicator for interfering with union members' rights and one complaint against the union. All four charges were to be heard by an administrative law judge on June 14, as The Guild Reporter was going to press.

Meanwhile, strike stresses apparently claimed a union victim, as Pam Wrench, 46, suffered a severe

stroke in late May. Wrench is the Guild member who confronted a management secretary as she swiped a "No Contract, No Vindicator" lawn sign from her front yard. The secretary, Melanie Wallerick—dubbed "Felony Melanie" by Guild strikers—has since left her position.

"Pam is a vibrant person and has worked tirelessly during our strike," said Debora Shaulis Flora, the local's vice president. "Her stroke is a great shock to her union brothers and sisters in Youngstown, and we will do anything we can to help her."

Shaulis Flora added that the Youngstown local has received exceptionally strong support from the Detroit Guild, which weathered a five-year strike and lockout in the 'Nineties. A 10-year reunion next month is to include a fundraiser for Youngstown, she said, "and that's on top of their subscriptions to our strike paper, their general contributions and their participation in our Adopt-a-Striker program. They really impress me."

Don't like a decision? Sue!

The idea behind arbitration is that it's a fast and relatively inexpensive alternative to lawsuits as a way for two parties to resolve a contractual dispute. But that was then. Now, publishers increasingly seem willing to disregard arbitration results they don't like—which is to say, the ones they lose.

As a sign of the times, consider the Guild unit at the Minneapolis Star Tribune, which more than a year ago protested the assignment of news stories to a TV weatherman. The assignments, the union claimed, violated contractual agreements governing the use of so-called "freelance experts." Not so, the company replied in rejecting the grievance, setting the stage for arbitrator James Lundberg to step in.

On March 31, Lundberg ruled that the Guild was correct. "The arbitrator's ruling sends a clear message that the jurisdiction of the Guild must be considered when making decisions about who gathers news for the paper," declared Executive Officer Mike Sweeney.

But the McClatchy-owned Star Tribune, unhappy with the outcome, is asking the U.S. District Court in

Minneapolis to reverse it. Lundberg's ruling "is essentially rewriting the contract," the company contends, and therefore should be tossed out—even if it was Lundberg's job to interpret the contract.

Local officials are doing a slow burn, with unit chair Eric Wieffering asking a local newspaper, "How would you define a sore loser?" But the idea seems to be gaining traction: less than a month after the Star Tribune filed its appeal, the Duluth News Tribune decided to challenge an arbitrator's order to rehire a fired district manager and cough up 13 months' back pay.

Although the arbitrator concluded there was no just cause for the dismissal, which he described as "arbitrary and capricious," the Knight Ridder-owned paper is asking the same Minneapolis court to void the decision and resubmit the matter to a different arbitrator.

"We can only assume that if the court ordered that and the next arbitrator rules against the company, that the company would cry 'foul' and run crying back to the courts again," the Lake Superior Guild concluded in a recent newsletter.

The fine print of what was decided at this year's Sector Conference

FIRST REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE

(all numbers are pre-audit)

SECTION I: FINANCE REPORT

The Guild Sector of the Communications Workers of America has spent \$1,844,855, or \$53,388 more than the \$1,791,467 budgeted for the nine-month period (ending March 31) of the fiscal year. Expenses were \$40,774 over budget for full-time staffers. Part-time salaries and expenses (including all lost-time and expenses for committees and E.C. meetings) was \$15,236 under budget. Supplies and printing were \$27,102 over budget. Postage and freight is \$766 under budget for the period.

The Segregated Fund has a current balance of \$33,870 as of March 31, 2005. The Guild's Defense Fund has \$78,587 in checking and \$2,549,086 invested, for a total of \$2,627,674 on March 31, 2005. The balance as of March 31, 2004, based on Merrill Lynch investments was \$2,996,357. The Youngstown Newspaper Guild received \$27,000 in assistance for their strike (with more committed). Puerto Rico received \$8,896 in mobilization assistance against Univision; Memphis has received \$6,566 for their campaign at the Commercial Appeal; Minnesota received \$10,777 in reimbursement for the Pioneer Press campaign; Halifax received \$830 for strike preparation reimbursement; and Peterborough received \$5,091 to return an over-payment to the CWA Member Relief Fund. The Guild's severance fund has a total of \$240,659. The Irving Leichter Fund holds \$3,660. The Barr Scholarship holds \$370. The Anti-Discrimination Fund holds \$38,528.

The Executive Council has approved up to \$15,000 to Memphis for its continued campaign. \$28,000 has been approved for the Washington Post campaign. The Hawaii Newspaper Guild will receive up to \$10,000 for mobilization in Hilo. The Rochester Guild has received \$25,000 for its fight against Gannett.

Additional requests were received from the following locals, and money was granted from the CWA Defense Fund in the following amounts: Albany, \$79,978; NY (Reuters), \$193,440.44; and Puerto Rico (Univision), \$131,892. A grant of \$200,000 from the TNG-CWA Mobilization Defense Fund was approved for a mobilization campaign by Canadian Media Guild at the CBC.

Requests are pending from Rochester for additional funding, and from Schneider, Office Employees' Association.

The AFL-CIO has approved a funding request to hire an additional organizer for the Chinese Daily News campaign, for a period of at least three months.

SECTION II: REPAYMENT POLICY & GUILD MDF INVESTMENT POLICY

The Executive Council clarified payment of strike benefits from TNG-CWA Mobilization and Defense Fund in a conference call on February 10, 2005, passing the following resolution: "At the request of a local, on Day 8 of a strike, the Guild MDF will pay \$150 U.S. per eligible member. One minute into Day 15 of the strike, the Local qualifies for CWA Member relief funds and is now obligated to repay the Guild MDF for the Day 8 strike benefit. Locals will be asked to sign a promissory note prior to receiving funds to that effect; the note will also stipulate that the money becomes a grant if the strike is settled short of Day 15. The repayment schedule shall be subject to negotiation between the Local and the Secretary-Treasurer and shall be subject to approval of the Finance Committee of the Sector Executive Council."

The Executive Council of TNG-CWA approved a major change in investment policy this past year, and reported these changes at district council meetings (copies

distributed separately). Two major changes were made: The Guild moved away from a broker relationship to a shared fiduciary/active investment manager; and, the official investment policy changed from 100 percent government-backed bonds, to a mix of 30 percent equity (stocks) and 70 percent fixed (bond) investments. The new manager is Manning and Napier, a brokerage house located in New York, and recommended by our long-time investment manager Segal Advisors, who has overseen TNG International Pension Fund.

The Guild's General Counsel, Barbara Camens, along with Secretary Treasurer Bernie Lunzer, met with Merrill Lynch to convey the Guild's strong dismay with how the Guild account had been managed by broker Al Kobren. The Executive Council will review any steps that may be taken going forward. The EC has reported that it moved investments from Merrill-Lynch to Manning and Napier, an Upstate New York money manager. Manning and Napier are actively investing the Guild's Mobilization and Defense Fund, and share a fiduciary responsibility with the Guild going forward. The money is currently invested 70 percent in bonds, and 30 percent in stocks and equities.

SECTION III: MEMBERSHIP

The CWA Membership Department reports TNG-CWA Sector membership at 33,000 for the month of February 2005. District One - 17,157; District Thirteen - 1,970; District Two - 2,135; District Three - 1,137; District Four - 2,911; District Six - 587; District Seven - 3,652; and District Nine - 3,451. Membership by Guild Regions: Canada East, 7,157; Canada West, 639 (does not include CMG members who vote within the district in which they live); Region One, 4468; Region Two, 3,272; Region Three, 2,767; Region Four, 4,731; Region Five, 5,704; Region Six, 3,345 and News Media Guild, 917 (who vote in the district in which they live).

TNG-CWA continues to work to resolve delays in payment of per capita. Some difficulties are the result of delays within the Membership Department of CWA, and every effort is being made to correct this. The Guild's per capita payments for the month of January 2005 were \$366,192.

SECTION IV: BUDGET

		2004-2005 Submitted	2004-2005 Approved	2003-2004 Actual Yr.
Line 1	FT Salaries		\$1,366,493	\$1,350,202
Line 2	Clerical Salaries		\$312,746	\$311,753
Line 3	FT Expenses	\$411,500.00	\$300,020	\$315,490
Line 4	PT Sal. & Exp.	\$92,000.00	\$60,480	\$55,570
Line 5	Sup. & Print.	\$157,500.00	\$73,500	\$125,177
Line 6	Postage-Freight	\$137,500.00	\$69,300	\$99,163
Line 7	Rental & Maint.	\$18,413.16	\$13,360	\$17,825
Line 8	Contract Services	\$19,100.00	\$3,300	\$12,670
Line 9	Electronic Comm.		\$17,280	\$20,909
Line 10	Rent		\$91,419	\$142,308
Line 11	All Other	\$23,000.00	\$8,312	\$8,951
			\$2,316,210	\$2,460,018
			diff	\$143,808

SECTION V: SALARIES

Guild President:	Linda Foley	\$135,137.91
Guild Secretary-Treasurer:	Bernie Lunzer	\$114,521.10
Administrative Assistant—Organizing:	Eric Geist	\$103,077.17
Administrative Assistant/Guild Coordinator:	Kathleen Price	\$72,799.13
Executive Secretary Contracts Committee:	Carrie Biggs-Adams	\$85,009.60
Director of Contract Administration:	Kathy Mulvey Brennan	\$85,009.60
Editor/Guild Reporter:	Andy Zipser	\$85,009.60
Director of Human Rights:	Debbie Thomas	\$85,009.60
Sector Rep.	Mike Burrell	\$85,009.60
Sector Rep.	Darren Carroll	\$85,009.60
Sector Rep.	Bruce Meachum	\$85,009.60
Sector Rep.	Bruce Nelson	\$87,414.25
Sector Rep.	Jim Schaufenbil	\$85,009.60
Sector Rep.	Jay Schmitz	\$85,009.60
Sector Rep.	Marian Needham	\$85,009.60

*Two Sector Representative jobs have been vacated since last year. The Guild's web support/tech job has been unfilled since September 2004.

SECTION VI:

TNG-CWA Constitution shall be amended as follows (new language underlined):

ARTICLE XIII

1. Membership

SECTION 12. (a) A member who has been suspended, expelled, or dropped may be readmitted or reinstated to good standing upon payment of a reinstatement fee to be set by the Local, such fee in the discretion of the Local to take the place of all arrearages of constitutional obligations up to the date of reinstatement. Such fee shall not be less than \$2. Such readmission or reinstatement shall not be allowed except upon the specific decision of the Executive Committee of the Local. Such readmission or reinstatement shall not be granted to a member more than twice within two years without the approval of the E.C. Application of this Section may be waived by the Local in the event that a member pays up his or her arrearages and is reinstated after automatic suspension under Section 4 of this Article.

(b) The Local may waive the provisions for the payment of a reinstatement fee for members who have entered the armed forces.

(c) The Local may waive the provisions for the payment of a reinstatement fee for intermittent dues-payers, such as casual employees.

SECTION VII:

The CWA Members' Relief Fund is a valuable and important benefit that was key to bringing The Newspaper Guild into the CWA family and has figured prominently in the organizing efforts of TNG Canada and Locals such as the Canadian Media Guild, CWA 30213.

The CWA Executive Board changed the rules of the Members' Relief Fund payout in January so that strike pay shall not exceed a member's regular weekly wage rate. The intent of the rule change was that strike pay should not effectively prolong a strike or lockout.

The Sector Conference directs the Sector Executive Council and President Linda Foley to work with the CWA to refine the rule change to ensure that it is fair to all Locals, but does not place an unwelcome, awkward and unnecessary burden on those where the overall constitution of the membership is such that the question of strike pay prolonging a dispute is not an issue.

THE FIRST REPORT OF THE MOBILIZATION COMMITTEE

Following on the work of Convergence II, as further refined by the Executive Council, the 70th TNG-CWA Sector Conference strongly reaffirms the need for policies and resources that create and sustain mobilization structures in every local.

The Sector Conference recommends that:

Locals provide opportunities for members to receive the training needed to create and maintain an effective, ongoing mobilizing structure. Locals should call on Guild staff or Guild-CWA locals or other labor organizations to help them prepare and present this training.

TNG-CWA, as soon as practicable, commission a professionally designed survey of its membership in order to gauge the attitudes and perceptions Guild members hold regarding their union. Those surveyed should include active and non-active members, and the survey should address such topics as the union's role and effectiveness as an advocate for employees' interests in the workplace, the community, the industry and the legislative process. To the extent practicable, represented non-members should also be included in such a survey.

TNG-CWA encourage locals to seek creative ways to become identified with local literacy and/or other charitable programs in their communities. Locals should work with other organizations and groups to promote literacy or the chosen charity. TNG-CWA will consider ways to publicly recognize locals' efforts in working within their communities.

Locals endeavor to engage new members from their first day of employment. A mentoring system that relies on existing members to become mentors for new members and interns should be implemented in each local. TNG-CWA will monitor and share information about new member mentoring programs with all locals.

TNG-CWA provide to locals a list of items that could be included in new member packets. The list shall include items to be provided by the local, items available through TNG-CWA and web sites in procurement of union-made and union-printed products.

FIRST REPORT OF THE ORGANIZING COMMITTEE

Media industry organizing is of unrivaled importance for expanding unionized workers in the industry and for building power for our current members, many of whom face employers with massive corporate wealth.

TNG/CWA has the research, organizing, and technical skills through CWA and the AFL-CIO, and is best positioned to take the leadership role in national organizing.

TNG locals, being geographically diverse, have the closest relationships with front line workers, and, having themselves direct responsibility for bargaining/representing against national corporate chains (including Knight Ridder, Gannett, Tribune, etc.) have a key supportive role in organizing national media corporations. Each local should play a specified part in organizing, yet no local appears equipped to successfully organize a major newspaper of a major or significant corporate owner independent of national support.

Therefore the Sector Conference resolves:

1. That the Executive Council change the dynamic of organizing in the media industry by developing: a plan to identify organizing opportunities; research infrastructure; and a system of consultation with Guild and CWA locals. The plan shall be distributed at district councils and TNG Canada Representative Council for feedback in preparation for the 2006 Sector Conference.

2. That the recommendation shall provide for a defined, supportive role of TNG-CWA Locals.

3. That the recommendation shall specify the TNG-CWA and CWA staffing and other resources, a broad strategic plan and timeline, and shall reflect CWA resources.

SECOND REPORT OF THE ORGANIZING COMMITTEE

More than 40 years ago, the Guild membership was 33,000. Today, it is 33,000.

Our media industry is growing and diversifying and we are not keeping pace. The only answer to counter this trend is organizing. With the continuing challenges facing our industry and our union, it is clear we must make organizing our top priority. The leadership at every level of this union should embrace this fundamental change and take risks to make it happen.

Therefore, the Sector Conference resolves:

1. TNG-CWA will assist locals in launching and expanding organizing initiatives, including training of Local Organizing Committees.

2. TNG-CWA will establish a database of members and ex-members at former or current employers for the purpose of creating additional organizing opportunities.

3. TNG-CWA will create an organizing network to exchange organizing information and ideas among Locals.

4. Locals are reminded that the CWA Constitution requires that locals dedicate at least 10 percent of their budgets to organizing.

5. TNG-CWA will give organizing awards

at each Sector Conference.

6. Locals report by Jan. 31 of each year the amount collected and the amount spent on organizing for the prior fiscal year.

7. Locals report by Jan. 31 of each year the members of their local organizing committee and any projects undertaken or ongoing.

8. Locals take advantage of the CWA 75/25 program designed to hire new local organizers or to submit budgets for cost sharing of new organizing projects.

9. Locals encourage members interested in organizing to attend the AFL-CIO Organizing Institute or the Canadian equivalent, by being sponsored by the CWA.

10. Locals report any new organizing drives to TNG-CWA.

11. Locals recommend women to apply for organizing scholarships from the Berger-Marks Foundation, a non-profit organization established after Gerald Marks, husband of former TNG staffer the late Edna Berger, bequeathed the rights to his song "All of Me" to help fund training for women organizers.

12. TNG-CWA will explore the use of new and all technologies to assist in organizing, e.g. e-mail, text messaging, etc.

13. Locals and TNG-CWA should consider changes in technology and the industry in developing organizing plans.

FIRST REPORT OF THE DIVERSITY COMMITTEE

In 2002, the Executive Council established a task force to re-examine TNG-CWA's Human Rights program and redefine its goals. Since then, TNG and locals have been working to meet those goals:

a. To ensure the rights of our members
b. Promote diversity in the industry and in our union

c. Create an environment that fosters equal opportunity and permits every member to reach full potential

d. Eliminate harassment and hostile work environments

We continue to address the problem of hiring and retention. We have re-established our relationships with the minority journalism groups and will be working with UNITY on its 5-year strategic plan to study diversity of content in the media.

Our participation with the minority journalism groups has grown. We now have a Guild council with the National Lesbian and Gay Journalism Association. The National Association of Hispanic Journalists is working with us to identify which members also belong to the Guild, so we can ensure their participation in the programs of both organizations. The current president of the Native American Journalists Association is a Guild member, and several board members of the National Association of Black Journalists are Guild members. It is our plan to have a booth at the annual convention of both NAHJ and NABJ.

Our alliances with AFL-CIO constituency groups have been renewed as well. For example, Pride at Work has assisted at the minority journalism conferences and other endeavors. We are currently working on a project with the Civil Rights and Equity Department of CWA, and we have endorsed CWA policies on workplace violence, gay marriages, hate crimes and privacy.

To keep Human Rights in the forefront and on the minds of our members, we now have a column in The Guild Reporter to spotlight issues and concerns that we all face.

We will continue to focus on education at our conferences and are planning seminars at both the local and district council level. Assisting locals in bargaining and contract enforcement remains a top priority.

But many of the strides we have made in the U.S. and Canada are constantly being challenged. Statements like, "Changes in Social Security will be beneficial to African-Americans because they don't live as long" or the fact that all of our rights are being put on hold in the name of national security are things we should all rise to face head

on. We must continue to make everyone see that a disadvantage to one is a disadvantage to all.

That's why each local should appoint a Human Rights coordinator. We want Human Rights to be an integral part of the fabric of TNG-CWA and not thought of as a special interest, for it addresses the interests of us all.

The Sector Conference resolves that:

The leadership of all levels of the Union beginning with the Executive Council make issues of Human Rights equity and diversity a top priority of the Guild and provide full support to the Guild Human Rights program.

The Executive Council immediately re-establish its Human Rights Committee & re-examine recommendations of the 2002 Task Force and determine what progress has been made and take steps to implement any outstanding recommendations. For example: Development of a Trainer to Trainer program for local Human Rights Coordinators.

Locals that have yet to name a Human Rights Coordinator should comply with the TNG-CWA Constitution.

Locals intensify their efforts to include human rights and diversity training in their membership and shop steward programs.

Locals and members continue to form alliances and/or associate with groups that share the Guild's Human Rights objectives.

All levels of the Union should conduct and continue to develop programs to encourage greater diversity within all union ranks.

Locals renew their enforcement of all contract provisions that ban discrimination and harassment in all employment practices. Locals are encouraged to re-examine all contract provisions relating to discrimination and harassment and attempt to strengthen them through collective bargaining.

Locals and TNG-CWA work diligently to uncover and work toward correcting the problems of achieving and maintaining a diverse workforce.

Locals keep the TNG-CWA Human Rights Director informed of all cases of discrimination in the workplace.

Locals and TNG-CWA encourage the membership not to employ language denigrating persons of any races, colors or creeds during campaigns or bargaining.

Locals and TNG-CWA continue the fight against all forms of discrimination.



DEDEDA STEINER

FIRST REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

Collective Bargaining is at the core of our mission as a union, it is the method by which we improve the wages, hours and working conditions of the people that we represent. That said, collective bargaining has continued to change as employers gain more power and lose their traditional respect for the process. The pressures and delays that we now face in the bargaining process are increasing irrespective of the size of the unit, the number of years that we have represented the workers, or the country of origin.

The Collective Bargaining Program is an ever evolving collection of tools, techniques and training. The goal of the program is that we strengthen our members, our bargaining committees, our mobilizations, our negotiators, and of course, our contracts.

To that end, the Convergence II process in 2004 led to a lengthy workgroup report on Collective Bargaining. Their report has recommendations in four sections:

- Collective Bargaining Training
- Collective Bargaining Toolbox
- Mobilizing the Membership
- Economic, Non-Economic and Political Pressure Tactics

Collective Bargaining Training

Expanded training in collective bargaining at both novice and advanced levels.

The novice training should be offered at the district level for all local leaders who will participate in negotiations and mobilization during contract talks.

Creation of a mentoring program (assisting novice leaders by pairing them up with experienced bargainers) will begin with a form to identify candidates.

Advanced training should be a weeklong training program (for those who have completed the novice level training). The training should alternate locations between eastern and western locations in the United States, and TNG Canada should determine the best location for comparable advanced training.

Collective Bargaining Toolbox

The Collective Bargaining Toolbox, by definition, is an evolving project, as additional materials are located, created or suggested by local and national leaders (both within and without TNG-CWA). For that reason the recommendations of the workgroup for the creation of the Toolkit will be fulfilled by building it within the members' only area of the TNG-CWA website.

Mobilizing the Membership

The mobilization of our membership,

built from the concept of action and involvement at the grassroots level is essential to building power and our success as a union. Because the subject is being considered separately by the Mobilization Committee at this Sector Conference, those suggestions are found there rather than in these recommendations.

Economic, Non-Economic and Political Pressure Tactics

Strikes and circulation boycotts certainly continue to be tools in the collection of tactics available in a contract fight. But with creativity, economic support (available from both TNG-CWA Defense and Mobilization Fund and the CWA Defense Fund), support of the greater labor community, and strategic planning (begun well before the contract talks) we can often be even more successful.

Advertising Boycotts are an additional tool that must be used carefully to avoid adverse impacts to the still working ad sales members of our bargaining units. Shareholder actions require planning, as deadlines can be as much as six (6) months before the annual meetings, however, actions can still be taken at the meeting during the question and answer section. CWA has research economists available to help coordinate shareholder actions, and in many cases TNG-CWA or other unions own sufficient numbers of shares to be able to sponsor a resolution.

Coalitions working with community groups, students, religious leaders, and of course other unions within the enterprise or the community can be great resources during a contract fight. However, we should always "be there" for the other fights, not just fail to come out for others and expect support for our issues. Membership in Jobs with Justice coalitions, assistance from United Students Against Sweatshops, Interfaith Coalitions, and local/state labor federations are great ways to know the groups which can help when we have a fight. Our presence early on, can be far more effective than waiting until we need help to get to know these groups.

Politicians are very often willing to help in our fights, but there again having a relationship in advance improves the odds of garnering support. CWA elected leaders often know the people in the political system, helped in great measure from years of voter registration, get out the vote drives, and economic support via COPE (Committee on Political Education). While these are areas new to some members of TNG-CWA, many of our members can and do participate without conflict with ethics and other codes of conduct.

The Power of Knowledge

Access to information, coordination of contract clauses and wages scales are essential functions of the Collective Bargaining Department at TNG-CWA. The lifeblood of those activities is communication from the Locals.

There are four basic obligations:

- Providing contract proposals for required approval before presentation to management.
- Submission of regular bulletins during the bargaining process.
- Submission of concluded proposals for approval in advance of membership ratification votes (except where waived by granting of strike authorization).
- After ratification, submission of both physical and electronic copies of the completed contracts.

The TNG-CWA Sector Conference adopts the following recommendations:

- 1) Expand training for collective bargaining, at novice and advanced levels.
- 2) Creation of mentoring program.
- 3) Creation of the Collective Bargaining Toolbox.
- 4) Encourage strategic thinking, with use of specific tactics as the situation warrants.
- 5) Encourage working in coalition, with existing community and religious groups.
- 6) Locals provide information on an ongoing basis to TNG-CWA Collective Bargaining Department.

Questionable actions

The International Federation of Journalists and other press groups repeatedly have demanded that the U.S. investigate and account for its killing and mistreatment of journalists in Iraq. Among the incidents they've highlighted:

March, 2003: British journalist Terry Lloyd is wounded when coalition forces fire on his jeep, which is clearly labeled "TV." He is then wounded a second time when a U.S. helicopter gunship fires on the civilian vehicle transporting him to a hospital in Basra, where he dies.

April, 2003: Al-Jazeera's Baghdad office is bombed, killing journalist Tareq Ayyoub.

April, 2003: Taras Protsyuk, a Ukrainian reporter working for Reuters; and José Couso, a cameraman for Spanish television station Telecinco, are killed when an American tank fires on the Palestine Hotel in Baghdad.

August, 2003: U.S. troops in two tanks, saying they mistook his camera for a rocket-propelled grenade launcher, shoot and kill Reuters cameraman Mazen Dana while he is filming outside Abu Ghraib prison.

March, 2004: Two journalists working for Al-Arabiya, Ali Abdel Aziz and Ali al-Khatib, are killed as they are leaving a military checkpoint in Baghdad when U.S. troops open fire on a separate, approaching car.

February, 2005: Dler Karam Ali, a Kurdish journalist working for the Al-

Itihad Al-Islami and Al-Ofoq Al-Islami newspapers, is shot and injured in northern Iraq, as his car passes through a U.S. military checkpoint. He dies three days later.

March, 2005: Italian journalist Giuliana Sgrena is wounded and Italian intelligence agent Nicola Calipari is killed when their vehicle is fired upon by U.S. troops who claim they are speeding through a checkpoint.

August, 2003: U.S. soldiers detain AP photographer Karim Kadim and his driver, Mohammed Abbas, near Abu Ghraib prison. The two are handcuffed and forced to stand in the sun at gun-point for three hours despite repeatedly identifying themselves as members of the press.

November, 2003: Al-Jazeera cameraman Saleh Hassan is detained by U.S. troops north of Baghdad, transferred to Abu Ghraib prison with a hood over his head and forced to stand, bound and naked, for 11 hours. He is released six weeks later.

January, 2004: U.S. troops fire at and detain Reuters cameraman Salem Ureibi, Reuters reporter Ahmad Mohammad Hussein al-Badrani and their driver, Sattar Jabar al-Badrani. The three are held for three days and reportedly were blindfolded, forced to stand with their arms raised and threatened with sexual abuse.

April, 2005: An Iraqi freelance journalist is shot by U.S. forces who say they mistook his video camera for a weapon.

In their own words

There's no better way to convey the vitriol aimed at Foley than to print a few excerpts of the e-mails she's received. But be warned: some verge on the X-rated:

Tell Linda to shut up. As far as I'm concerned she's committing treasonous acts when she says our servicemen are killing journalists on purpose. More American lives will be lost because of your stupid presidents big commie mouth. —Randy Weisz

I am thoroughly disgusted with the likes of you hate-America, hate-Bush types, discrediting our nation, our government and our military through scurrilous, unfounded attacks. You are un-American and downright seditious, giving aid and comfort to the enemy. You have caused harm to America's interests abroad and, like Newsweek, you may very well cause death and destruction in the Islamic world. You shame yourself and your profession. —Ed Bateman

With your claim that American troops deliberately target journalists, and the highly distorted and factually misleading editorial supporting this claim, you have essentially joined the enemy, the terrorist propaganda machine, in this current struggle. As such, you are the true heirs of Streicher and Goebbels. I will do everything within my power to thwart your aims and goals, to undermine your power and influence, and to expose your betrayal of your own alleged principles. You are the enemy, you have chosen this yourselves and you must now take the consequences. —Jim Reynolds

Nobody in the U.S. military is targeting reporters. Believe me when I say if they were, all of you would have been

dead by now. You aren't worth killing. You aren't that important. The last thing American newspapers need right now is a lying, two-legged dog turd like Linda Foley being their mouth piece. Do you even have a clue why the labor movement is dying as fast as print journalism? Sick little goofs like Linda Foley. —Brad Silliman

You continue in the footsteps of the WHORES that collaborate with the enemies of this nation that lead to our boys and girls getting killed...abuse of freedom of the press allows your ignorant, childish, insanity to continue - but we are finally getting your number...bitch...resign and accompany Jane Fonda, amerikan traitor bitch, on her publicity tour, you product of a sheep raper. —mnkkulik

Of all the people who might get killed in Iraq I sympathize with in this order: U.S. troops, Innocent Iraqis, Jihadist Scum, Pedefiles. Journalists. Journalists are the lowest form of life in humankind. Get used to it and get a life, Bitch. —Michael Willett

You are one stupid, lowlife piece of dung!!! There's vast spaces in Russia where you should be dropped off forever. I'm referring about your anti-American, anti-military statements about our soldiers targeting journalists!! That is the most stupid recent crap I've heard come out of someone's mouth. Too bad you haven't been there and been targeted by the terrorists, you stupid moonbat woman! But then I would hate to see any of our soldiers put in jeopardy trying to protect your sorry @\$\$!!!! —Robert Lawrence

you are an anti-american pig. i hope the next airline you are on is hijacked and run into the ground. nice huh. —M. Moran

Extreme right-wing campaign seeks Foley's resignation

Continued from page 1

The question of how the U.S. military is treating several hundred "detainees" at Guantanamo was shuffled into the background by Newsweek's retraction of a story that claimed a copy of the Koran had been flushed down a toilet. Legitimate questions about the conduct of the entire "war on terror" have become such lightning rods for right-wing abuse that an official British government memo describing how the Bush administration lied its way into the war on Iraq received scant U.S. media coverage for more than a month after it was first reported in Great Britain.

Indeed, the war in Iraq has posed numerous challenges to Americans' beliefs about themselves; some respond by denying the validity of any information that doesn't fit those concepts. The June issue of *Editor & Publisher*, for example, includes a column describing the right-wing attacks and death threats against freelance television correspondent Kevin Sites—for filming a U.S. Marine shooting an unarmed Iraqi insurgent. "It is important to tell the truth, the whole truth," Sites contends, in response to critics who claimed the segment unfairly undermined U.S. morale.

The killing of unembedded journalists in Iraq is one of those discomfiting facts, especially when such deaths come at American hands. To be sure, journalists in Iraq—of whatever nationality—have more to fear from the insurgents than they do from the U.S. military. As reported June 6 in a front-page story in *The Washington Post*, at least 85 journalists and other media workers, the vast majority of them Iraqis, have been killed in Iraq since March, 2003; only 14 of them were killed by American forces.

But "only" 14 is a troubling number nonetheless, and even more so given the government's repeated unwillingness to objectively investigate the deaths. As recently as April 8, TNG-CWA and the American

Federation of Television and Radio Artists again sent letters to President George Bush, calling on him to "heed the requests from journalists around the world for an independent investigation into the record number of deaths among media staff covering the war in Iraq." And, as in the past, the plea was ignored.

The deaths referenced in the April 8 letter won't come as a surprise to readers of *The Guild Reporter*: the April 15 issue led with a cover story questioning the apparent targeting of journalists two years ago at the Palestine Hotel, where a single tank round killed two and wounded three. That same day, the article noted, U.S. forces also bombed the Al Jazeera television station—killing one—and attacked Abu Dhabi TV. The Al Jazeera bombing was especially worrisome because the network had provided the U.S. with its station's coordinates precisely to forestall such an attack.

Such incidents—and the subsequent lack of vigorous inquiry—raise questions about military intentions. Others create the equally troubling impression of a more generalized trigger-happiness, caused by fear or lack of discipline, that places all civilians at risk. On May 24, for example, Aaron Glantz of Pacifica Radio told Amy Goodman, host of the radio program "Democracy Now," that in covering the war "I've had a gun pointed at me by American soldiers numerous times and felt that my life was threatened by an American soldier, simply because they were so scared and trigger happy."

Moreover, Glantz added, as Western journalists are so intimidated by such behavior that they pull out, "the Iraqi journalists who remain and the Pan-Arab journalists who remain are specifically being targeted by the U.S. military, I believe, when they broadcast controversial material."

Adding heft to such assertions is the independent Committee to Protect Journalists, which has observed a general

U.S. military lack of respect for journalists. For example, a May 12 CPJ statement expressed "deep concern about the detentions of at least eight Iraqi journalists by U.S. and Iraqi military forces," but in response to its demands for a public explanation of the detentions, a U.S. military spokesman said only that the journalists pose a "security risk to the Iraqi people and coalition forces." The spokesman would not provide further details or identify the detainees, all of whom work for Western news organizations and none of whom had been charged with any crime.

Rather than focus on such troubling behavior, however, the right-wing extremists find it more useful to abuse those who question the disconnect between our actions and our professed beliefs. "Abuse" is not too harsh a characterization: the attacks on Foley have been personal—"bitch" and "idiot" have been the leading epithets—and simultaneously abstract, a curious blend of invective neutered by its very lack of specificity. At least half-a-dozen Guild locals have been contacted by foleygate.com readers demanding that they seek Foley's resignation. A direct if vague threat was delivered by a New York resident, who phoned Foley to say he would be in Washington D.C. and was planning to visit her in response to her comments.

Piling on also has been Boston-based writer Hiawatha Bray, who made his bones with the right wing last fall in a sclerotic attack on John Kerry and now has taken to the blogosphere to go after Foley. Although Foley told Bray she'd be glad to speak with him as the Guild president responding to questions from a Guild member, but not for publication, Bray apparently felt he had a right to elicit public comments. "I've phoned her several times," he posted on his web site. "Foley has said that she will make no further public comment on the matter. This won't do."

Bray's response? The launching of a write-in campaign to win a seat on his local's executive council—a move he explains was inspired by watching Jack Nicholson in the movie "Hoffa." He ended up getting five votes, of more than 400 cast.

Yet for all the strutting and chest-puffing, a certain note of frustration keeps intruding into the right-wing echo-chamber: the mainstream media just aren't paying attention. And if the MSM, as it's typically termed, won't devour its own, who will play the end-game? As one blogger fretted, "I'm afraid we may be beating a dead horse on this Foley thing. The MSM is just not gonna cover it. And if they don't cover it, it must not be news."

Meanwhile, support for Foley also has emerged. The New England District Council, meeting in Portland, Maine on May 22, unanimously endorsed a resolution that declared: "The safety of working journalists is of primary concern to The Newspaper Guild. We support the efforts of TNG-CWA President Linda Foley to promote the safety of journalists in war zones and throughout the world."

And Aidan White, General Secretary of the International Federation of Journalists, responded to questions about "Foleygate" by writing: "Linda did no more than speak out, eloquently and strongly, about the fundamental rights of media staff who are the victims of violence. In doing so she does great credit to the IFJ and her union, and the fact that she is attacked vigorously by a prejudiced and ill-informed minority, who are mostly detached from the harsh realities of reporting from conflict zones, illustrates that we are living in an age when the American spirit of tolerance and free speech which has served democracy well for so long is under greater pressure than most of us have seen in our lifetime."

"Foley deserves the support of all journalists for speaking out," he added. "Certainly, she has the unanimous backing of the world journalists' movement."

LOOKING AHEAD



By Linda Foley,
President

Note to the Vast Right-Wing Conspiracy

(or whatever you're calling yourselves these days): I was just re-elected president of The Newspaper Guild-CWA, and I'm not resigning.

That said, let me address the rest of this column to the people who really matter: the members of The Newspaper Guild.

In case you missed it, for about a month I have been subjected to what I would characterize as a right-wing screed over some comments I made at the National Media Reform Conference in St. Louis on May 13. The comments (which I won't repeat here) were about journalists getting killed in Iraq and criticized how the U.S. military has dealt with those deaths.

The comments came at the end of a 15-20 minute panel presentation. I emphasized that media reformers should not attack individual journalists and instead should focus on how a concentrated corporate media system is corrupting journalism. I always make this point with media reformers and independent media journalists because, in my experience, calls for media reform sometimes degenerate into deriding individual journalists.

In other words, the essence of my message is: Don't kill the messenger. I should have said it that way in St. Louis. Instead, I decided to draw a parallel between the assault on journalists for their work and the assault on journalists covering Iraq. I used strong words and said it rather clumsily, but the St. Louis crowd got the point.

If I made a mistake, it was in trying to cover the issues surrounding safety for journalists in Iraq in an off-the-cuff way. I regret that my in-artful phraseology, and the storm it incited on the right, may detract from a critically important issue for journalists, especially those who cover war.

So at the risk of repeating what we've reported for months in The Guild Reporter and elsewhere, here's a better way of saying what I was trying to communicate in St. Louis: An unacceptable number of journalists are being killed in Iraq, most of them by insurgents, many of them brutally. Fourteen

of those deaths, involving U.S. forces, have been inadequately explained or investigated by the U.S. military. One, the April 8, 2003, bombing of the Al-Jazeera studios in Baghdad, never has been explained at all. As a result, many journalists around the world wonder if the U.S. military is targeting journalists.

Since April 2003, the Guild, the Committee to Protect Journalists, the International Federation of Journalists, the American Federation of Television and Radio Artists, Reuters and others repeatedly have called upon the Pentagon to conduct independent investigations of these incidents. So far we have received only redacted, whitewashed explanations which often raise more questions than they answer.

Spanish journalist Jose Couso was killed when the Palestine Hotel, a known headquarters for many unembedded journalists covering the war prior to the occupation, was shelled by a U.S. tank on April 8, 2003. His family and friends still hold a 24-hour vigil at the U.S. embassy in Madrid on the eighth of every month to protest the lack of accountability by our military for Jose's death. Meeting Jose's brother a few weeks before the May 13 conference added to my frustration and anger about the U.S. military's non-responsiveness on this issue.

Nevertheless, the St. Louis conference was about media reform, and the panel I was on focused on concentration of media ownership—and except for those few sentences about journalists dying in Iraq, that's what I talked about. So you can imagine how surprised I was when Sinclair Broadcasting, one of the largest broadcast owners in the U.S., called to film an interview with me about my comments. (Truthfully, I had to listen to a webcast of my presentation before I actually recalled what I said.)

You'll remember Sinclair Broadcasting—the broadcaster that on the eve of the 2004 election tried to pass off an anti-John Kerry commercial as a "documentary" about his Vietnam War service. You also may recall that Free Press, the group sponsoring the National Media Reform Conference, led the campaign to protest that broadcast. Ultimately, institutional stockholders—principally some large union pension funds—forced Sinclair to modify its plans. I guess the prospect of piling on the president of a

Although the White House hasn't acknowledged an April 8 letter from TNG-CWA, it apparently passed it on to the Pentagon—which got around to mailing a response June 7. Signed by Bryan Whitman, Deputy Assistant Secretary of Defense for Public Affairs, it was addressed to Linda Foley and read in its entirety as follows:

In response to your April 8, 2005 letter, I want to assure you that the U.S. military examines every journalist death in which our forces were involved.

We continue to work with news organizations to do everything realistically possible to reduce the risk on an inherently dangerous battlefield.

We share your concerns and thank you for your interest in this important matter.

union representing journalists speaking out at a media reform conference sponsored by Free Press was just too tempting.

Sinclair aired its piece without me. I was unavailable. Likewise, I was unavailable to Fox News. (Four different Fox shows called in and/or faxed requests for me to appear.) And to Limbaugh, and several other talk-radio blabbers who peddle hate. And to "Swift Boat Veterans" promoters. And to the Moonies' Washington Times, and to all those self-righteous bloggers who are so sure they have all the answers.

I gave one interview, to Editor & Publisher, figuring it was a credible publication that reached most Guild members in one way or another. But my cold shoulder didn't stop the right-wing media machine from blowing its whistle and barreling down the tracks anyway. They had a video webcast clip of my remarks, and they could air them!

Fox's Bill O'Reilly interviewed Sinclair hack Mark Hyman, who "broke" the story. (Is this really a story?) O'Reilly announced I was hiding and giving no interviews, then proceeded to interview E&P reporter Joe Strupp, whom he identified as the only reporter to interview me. (I was "hiding" from O'Reilly—all of Fox, actually—but not from E&P.) I heard Rush Limbaugh had called me a "babe."

The Media Reform Conference panel that included me was described as the "left of the left." The panelist who preceded me was the publisher of a metropolitan newspaper and had to leave the conference early for Washington, D.C., where he attended a

meeting of business people who want to permanently repeal the estate tax.

It would all be amusing were it not for the vicious, mean-spirited—sometimes pornographic, sometimes threatening—e-mails and phone messages these hate-stokers from Fox & Co. generated. The misogynistic language and name-calling don't bother me so much, although if some of these e-mails were read on a network program like the David Letterman Show, Brent Bozell (another social commentator who has called for my resignation) undoubtedly would be clamoring to get the entire CBS network thrown off the air for good for violating obscenity standards.

What does bother me about the e-mails is the number of them that prove the point I was trying to make in St. Louis. Many echoed the sentiments of Charles Edwards who said in an e-mail to me, "We should have open season on journalists in Iraq. Traitors." If the sentiments expressed in these e-mails are any indication, at least some of these loyal "Americans" think journalists should be targeted by the U.S. military.

That's why I hope Americans who actually care about democratic discourse and public debate will support independent, fact-based journalism and professional journalists who strive to practice it. Please refrain from attacking reporters who are trying to get to the truth. Focus instead on re-creating a media climate where a future Woodward & Bernstein can investigate abuse and speak truth to power without fear of government retribution or an orchestrated deluge of hate mail calling for their demise.

Wonder if you're 'next generation' material?

By Yoko Kuramoto-Eidsmoe
Pacific Northwest Guild

At The Newspaper Guild's sector conference last month, a group of younger TNG members brainstormed ways to get more of us involved in the union. The group is calling itself "The Next Generation," and it's looking at ways not only to engage younger and newer members, but also to make the union more relevant and responsive to everyone and to help save the newspaper and printing industries.

We've created a web-based forum at www.nwguild.org/forum/index.php and are hoping to get ideas and input from everyone. But if you're worried about whether you qualify, here's a simple five-part test we've

designed to answer that burning question: Are you part of The Next Generation?

1. Do you remember where you were during Watergate?

a. Watergate? Dude, I wasn't even born yet!

b. Um, not quite. I think that was my chewing-on-crayons stage.

c. Remember it? I covered it for my paper.

2. Where were you when Reagan was shot?

a. Someone shot Uncle Ronnie?

b. In grade school. They brought a TV in, and we all watched the news coverage.

c. Working at my second newspaper. We all still couldn't believe that an actor was president.

3. What do you think of when you hear the names "Kurt Cobain" and "Nirvana"?

a. Not really my thing, but I have respect for that whole retro/oldies/classic-rock scene.

b. Music of my life, baby.

c. Kids these days! That noise is nothing like the great music they had when I was young.

4. Have you ever rescued Zelda?

a. Several times. Who hasn't?

b. No, but I'm pretty sure my nephew has.

c. Zelda Fitzgerald? No... what?

5. Have you ever had a Red Bull for breakfast?

a. Yeah. This morning. I'm sorry; did I drink the last one?

b. I try not to, but I just can't stay up all night any more without consequences.

c. A what? Is that soda? For breakfast? Seriously?

Mostly A's: You are definitely The Next Generation. Get in that forum and post!

Mostly B's: You're still a pretty fresh face, considering the average age of union activists. And you're old enough to realize that it's time to take on a little more responsibility for the shape of the future. Get in there and post!

Mostly C's: Age is only a number, right? If you can think new thoughts and help teach us whippersnappers a thing or two, please get in the forum and post—and check out all the cool things we've been up to so far this summer!

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 for letters and articles: Friday before publication. (Next deadline: July 8.)

HUMAN RIGHTS WATCH

Hispanic group makes progress

By Debbie Thomas
Human Rights Director

While the song claims "summertime and the living is easy," in my experience summertime is the season for conferences, conventions and other meetings. That's why I was in Fort Worth, Texas, as this issue of The Guild Reporter was going to press, attending the 23rd annual NAHJ Convention and Media & Career Expo.

This therefore seems like a good time to highlight the goals and accomplishments of the National Association of Hispanic Journalists, which grew out of the National Hispanic Media Professionals Conference in 1982. Two years later the group signed its articles of incorporation, and in 1990 NAHJ held its first convention, in San Francisco, California.

Today the association has approximately 2,300 members, including journalists, journalism students and teachers and other media-related professionals. Among its benefits are regional workshops and seminars, mid-career development programs, an online job bank, a newsletter and various scholarships and journalism awards, all of which breathe life into a mission statement that the organization is "dedicated to the recognition and professional advancement of Hispanics in the news industry."

And it just may be succeeding. According to a recent study by the American Society of Newspaper Editors, as reported in last month's Guild Reporter, U.S. newsroom staffs had a net gain of 259 Latinos last year, despite a 4% decline in staffing overall.

Part of the increase may be attributed to the Parity Project, which was instituted by NAHJ in 2002. The project identifies cities where Latinos are under-represented in the newsroom but make up a significant portion of the population, with a five-year goal of aligning the two. Several major news organizations have signed on, and the project has been launched at more than a score of news operations, including National Public Radio and The Denver Rocky Mountain News. The initiative looks so promising that last year the NAHJ was awarded a \$1 million grant by the McCormick Tribune Foundation to expand it.

This information and much more can be found on the NAHJ website, so let me entourage you to check it out and learn more, at www.NAHJ.org. Membership forms also are available online, with individual dues of \$25 for students, \$55 for most others and \$1,100 for corporate supporters.

STICKS AND STONES

Ageism: Discrimination against individuals based on their age, i.e. against the elderly, based on the notion that they are incapable of performing certain functions, such as driving; or against the young, based on the notion that they are immature and therefore incapable of performing certain tasks.

Ethnocentrism: A practice of unconsciously or consciously privileging a certain ethnic group over others. This involves judging other groups by the values of one's own group.

You people: Along with "those people," this phrase is used by one group to refer to another, outside group.

Website a first response to the blogger challenge

By James Geluso
Pacific Northwest Newspaper Guild

The pundits, the bloggers—they've made up their minds. Newspapers are dead. They and television—the "mainstream media"—are relics of a by-gone age, replaced by something new and vibrant.

But the bloggers, swept up in the glow of their new technology and a few noteworthy achievements, seem to be unaware of one thing. Newspapers, radio and television employ staffs of paid news-gatherers—reporters, writers, editors, photographers—who have the time and resources to go out and get the news so vital to democracy. Who else has the time or inclination to keep an eye on the local mayor, the state police, the White House? And it's other paid employees—advertising sales, circulation and production staff—that make the whole thing possible.

Let's be honest, though: we are facing a real threat. Our readers are turning from newspapers to the internet, to news aggregators like Google and individual blogs that link to news sites and to our own papers' web sites. And nobody has figured out yet how to make money from this—at least, not enough to pay for a news staff.

That's the challenge facing our union, and the challenge we must meet.

At the sector conference in Victoria, TNG-CWA delegates agreed on the need to do something about

this situation. Now a first step has been taken, with the creation of a forum on the union's web site (www.newsguild.org) to discuss the issues shaping our industry's future—but like everything else in the union, this won't succeed without your help.

The forum is a chance for bright Guild members to share their expertise and their ideas. Especially important are the voices of advertising staff: who knows better how to generate revenue than those who make a living at it? What do we need to do to make our product attractive and effective for local and national advertisers?

Circulation employees are no less important: they know how to keep people subscribing. But in the new world of the internet, where most content is free, how do we convince people to pay?

And let's not forget news staff, the people who produce the content that people are coming for.

This isn't a time for us to hunker down. This is a time for us to stand up, to throw out our weirdest and best ideas, and to figure out ways for us to keep doing our jobs. Because as great as blogs are, news is too important to leave to just a pack of motivated part-timers.

Come to www.newsguild.org. Log in to the member site and go to the discussion area. Click on "The Transformation of Media: Our Response," and jump right in. Your voice is important. Your ideas will make a difference. And in 10 years, in 20 years, news will still be part of our lives.

Cross-ownership ban sought

Continuing its campaign to preserve a diversity of media voices, TNG Canada has urged a Senate committee to ban media cross-ownership and preserve the country's independent, bilingual national news service. The union also is pushing for a 30% cap of overall market share for broadcast and print media ownership by any one company.

The recommendations are part of a brief filed last month with the Standing Committee on Transportation and Communications, which has held a series of hearings over the past two years to grapple with issues of media concentration. The TNG Canada brief can be read as a call to arms: "We urge this committee to grasp that it is in a unique position to speak for Canadians," it contends, "to rebalance from the extreme and unhealthy consolidation which has developed in recent years, and to become a lightning rod for change."

Observing that recent years "have ushered in a fresh spate of media mergers," the brief argues that every generation must fight a battle for press freedom and "for media that best serve citizens and democracy. That battle is currently under way again," it adds,

"and your Committee is at present the major institutional forum to deal with it."

High on TNG Canada's list of concerns is the national news-gathering cooperative, Canadian Press, whose survival has been jeopardized by CanWest's threats to end its membership. As the predominant owner of English-language papers in Canada, CanWest's withdrawal would at least cripple if not kill the cooperative, sharply diminishing news coverage for all other Canadian news outlets.

That one publisher's actions could have such a dramatic and adverse effect on an entire nation attests to the high degree of media consolidation in Canada, prompting the call for an ownership cap. Ironically—because Canada tends to be far more progressive than the United States on most public policy questions—the brief draws strength from the American experience to make its case.

Attempts by the Federal Communications Commission to allow greater media consolidation, the brief recounts, prompted a massive grassroots reaction that successfully blocked the rule changes. "There are lessons here for Canada," it observes.

DAYBOOK

Career Fair for laid-off AFL-CIO employees, 1-4 p.m. June 30, AFL-CIO Bldg., Washington

Roosevelt signs National Labor Relations Act, July 5, 1935

AFL-CIO Convention July 25-28, Chicago

CWA Minority Caucus Conf. Aug. 25-28, Chicago

CWA Annual Convention, Aug. 29-31, Chicago

CLUW 13th Biennial Convention, Sept. 14-17, Detroit

Jobs with Justice Annual Mtg., Sept. 22-25, St. Louis

New England District Council, Oct. 1-2, Manchester, NH

CWA Online Comm. Conference, Oct. 17-18, Baltimore

Western District Council, Oct. 29-30, Seattle

FROM THE MORGUE

Seventy years ago this month:

Meeting at the Guild's second annual convention, delegates adopt a report favoring affiliation with the American Federation of Labor, provide for creation of district councils, direct that a paid, full-time editor for The Guild Reporter be appointed and amend the constitution to include as a purpose of the union "to promote industrial unionism in the newspaper industry." . . . The Anthracite Newspaper Guild, covering Schuylkill and Northumberland counties in Pennsylvania, is organized.

Fifty years ago this month:

Preparation for the Guild's first annual convention in New York State is marked by a political split between its two full-time paid officers, Executive Vice President Ralph B. Novak and Secretary-Treasurer William J. Farson. . . . Newspaper mergers and mass firings take a nick out of Guild membership, down to 27,020, off 964 from the all-time high set a year earlier. . . . The managing editor of the Greensboro (NC) Record tells his disbelieving peers that agreeing to a 37 1/2-hour work week has produced "a keener, more alert, more energetic breed of newspapermen."

Twenty-five years ago this month:

The Wire Service Guild and seven individuals are certified as class representatives in a lawsuit charging the Associated Press with race and gender discrimination in its hiring and promotion policies. . . . Trade journal Editor & Publisher concludes that the newspaper industry is still as nearly recession proof as mind and monopoly can make it. Nine publishers are listed among Fortune's top 500 manufacturing companies.

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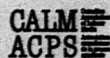
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