

THE GUILD Reporter

September 9, 2005

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 72, Number 9

CBC locks out 5,500

'Public' broadcaster adopts worst private-sector vices

Labor Day had a special meaning this year for members of the Canadian Media Guild, who turned out in force in parades across the country. For 5,500 of them, Sept. 5 marked the beginning of a fourth week of being locked out of their jobs by the Canadian Broadcasting Corporation.

The CBC closed its doors to non-management employees at 12:01 a.m. Monday, Aug. 15, following nearly 15 months of contract negotiations that foundered over company insistence on being allowed to hire more non-permanent employees. Although CBC maintains it needs more "flexibility" in staffing, Guild negotiators point out that approximately 30% of the broadcaster's unionized employees already work on short-term contracts or as "casuals."

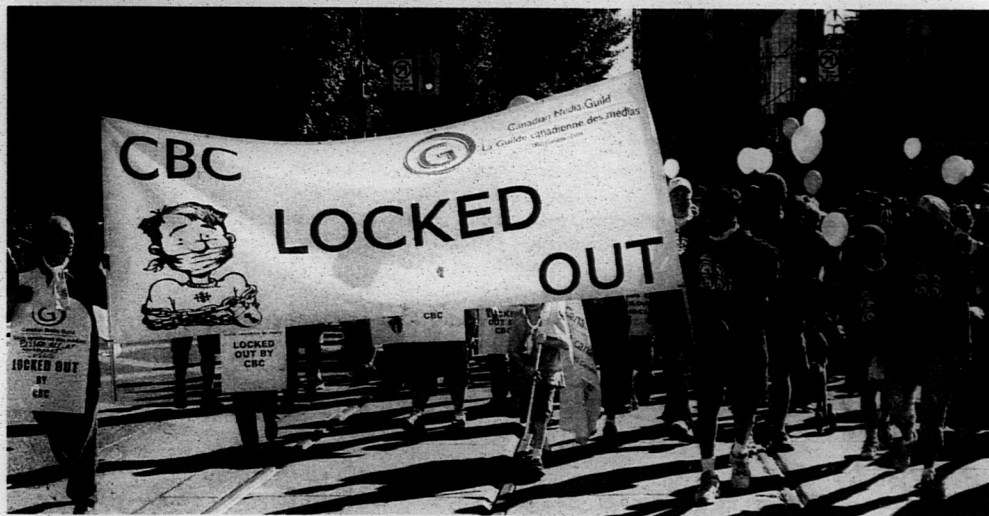
Negotiations resumed more than two weeks into the lock-out, with agreement reached by Labor Day on a dozen articles, or less

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than a third of the items that were unresolved when the lock-out started. But management showed no willingness to drop its demand for a more disposable workforce, blocking further progress and raising speculation as The Guild Reporter went to press that the stand-off could last several more weeks.

Between 500 and 600 locked-out Guild members and their supporters marched in the Labor Day parade in Toronto, while 200 more joined the parade in Ottawa and 300 in Halifax. In Burnaby, British Columbia, more than a thousand people rallied to show their support for the CBC workers, as well as for striking workers at Telus and Hydro One in Ontario.

"All the issues are the same"



The Canadian Media Guild, second in the line of march in the Labor Day parade in Toronto.

said Buzz Hargrove, president of the Canadian Auto Workers. "The right wing and the employers are saying that people shouldn't have security."

Support for the locked-out workers has poured in from all sides, with angered CBC watchers and listeners writing to their elected representatives while various politicians have made a point of visiting the Guild picket lines. Governor General Adrienne Clarkson, who worked for CBC for 17 years and is a former Guild member, stopped Aug. 31 to shake hands with workers carrying picket signs outside Edmonton city hall.

The International Federation of Journalists was organizing a "Day of Action" for Sept. 12, with

demonstrations planned for cities in which the CBC maintains editorial offices, including Jerusalem, Washington, London, Brussels, Moscow and Tokyo. The group also was hoping to stage protests in Seoul, Berlin, Paris and Tokyo.

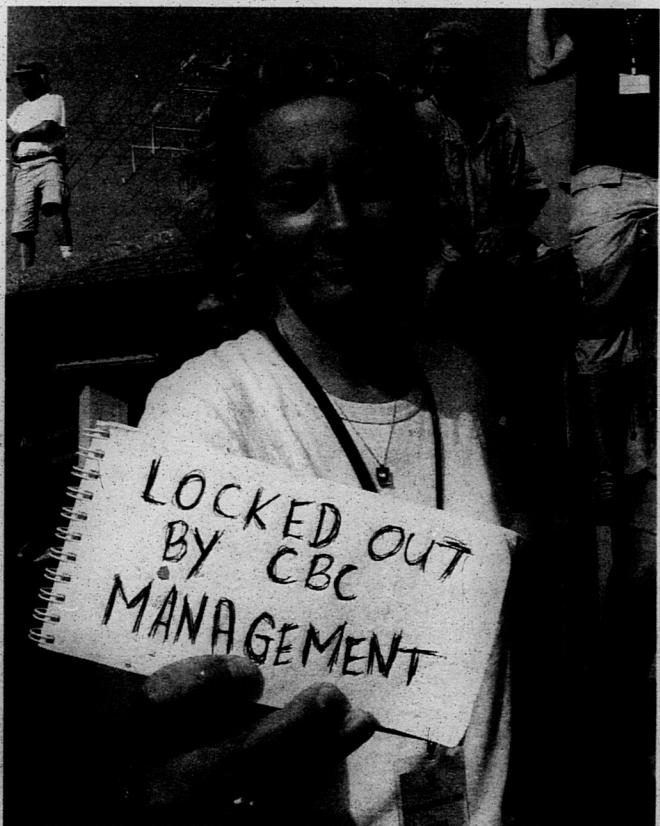
John Connolly, president of the American Federation of Television and Radio Artists, has asked his union's members not to work with the CBC during the lockout. Visiting the Guild picket line Sept. 1 at Radio-Canada in St. Boniface, he said he was "appalled to note the vile and stupid tactics management has employed to lock out the very people who make this institution work."

Strong statements of support for the locked-out employees also were

offered by the United Steelworkers, whose president, Leo Gerard, is Canadian. Canadian steelworkers' director Ken Neumann described the lockout as "foolish" and said it jeopardizes Canadian cultural sovereignty. The union's Ontario-Atlantic director, Wayne Fraser, added that the federal government should view CBC's funding of scab labor as scandalous.

"All Canadians should demand that the government put a stop to the public broadcaster's spending of taxpayers' money to bust the union," Fraser said. "Instead of spending my money to take out expensive full-page ads in Canadian newspapers and paying scabs to do the work of legitimate

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CBC correspondent Adrienne Arseneault was covering the Israeli evacuation of the Gaza Strip when she got word of the lockout via telephone and was left to her own devices to get to safety.

CONVENTION REPORT:

Next generation kicks up its heels

[While the CWA News will provide full coverage of the CWA convention, The Guild Reporter asked a TNG-CWA delegate to provide a uniquely Guild-oriented report on the proceedings. Her observations follow.]

By Yoko Kuramoto-Eidsmoe
Secretary, Pacific Northwest Guild

If the tenor of the 67th annual convention of the Communications Workers of America last month is any indication, rumors of labor's death have been greatly exaggerated.

At a time of crisis—from unprecedented corporate and governmental assaults on our rights at work to the nasty AFL-CIO divorce—this convention could easily have become a two-day bitch session. And with a respected, long-serving president such as Morton Bahr stepping down, it would have been tempting just to gaze back wistfully and reminisce about labor's bygone glory days.

Instead, the folks gathered at Chicago's Navy Pier

chose to focus on the future, giving life to that well-known labor call-to-arms, "Don't mourn—organize!"

Along with other members of the TNG Next Generation caucus, I was swept along on one of the convention's many waves of change, this one starting a year earlier. That's when Joe Hill, of the Canadian Media Guild, challenged Guild Sector Conference delegates to bring younger workers to this year's sector conference in Victoria, B.C., in May. Several locals answered the call, and the Next Generation caucus was born.

Incoming CWA President Larry Cohen then asked us to help spread the "next generation" idea more broadly within CWA, so we planned a small gathering for the closing night of the convention. But as it turned out, the very idea of involving and recruiting younger workers in unions was so powerful that the gathering immediately outgrew its room and had to be moved.

More than 120 people came to hear what we had to say, spending nearly two hours asking questions,

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Swearing-in

TNG-CWA's leadership, aka the Sector Executive Council, takes the oath of office just prior to last month's CWA convention in Chicago. Shown (l to r) are Scott Edmonds, Karolynn

DeLucca, Secretary-Treasurer Bernie Lunzer, Connie Knox, Scott Stephens, Donna Marks, Jan Ravensbergen, Chairperson Carol Rothman and President Linda Foley. Not present: Lucille Witeck and Peter Szekeley. Terms of office are for three years.

Guild representation sought for Spanish news workers

Reporters and editors working for the Spanish-language news agency EFE will vote Sept. 29 on whether they wish to be represented by the News Media Guild. The eligible employees work in New York, Washington and Coral Gables, Florida.

Madrid-based EFE is the world's leading Spanish-language news agency, providing text, photos and multimedia content to clients worldwide. Its Puerto Rico-based workers joined UPAGRA, the Guild local there, in December and are negotiating a first contract. EFE employees in Spain are represented by Comisiones Obreras, which has endorsed the Guild's organizing campaign.

"We chose the News Media Guild because of its commitment to workplace democracy and high professional standards," explained Benito Garcia, a news editor in Miami and a member of the EFE organizing committee.

Despite the unionization of its

other workers, and even though EFE managers in the U.S. are on contract, the company has already signaled it will fight Guild representation. An August request from the Guild for voluntary recognition was ignored, and a recent letter from Emilio Sánchez, director of the news service in the U.S., warned employees of efforts by "an outside union" to gain representation.

"It is the Company's position that we do not need a union as the paid spokesperson for Company employees," Sánchez wrote. "We believe it is best to communicate with you directly without interfer-

ence from an outside union organizer." Indeed, he added, capitalizing on recent headlines, "the great majority of employees in the United States do not belong to unions."

Whether that kind of labor chauvinism will succeed remains to be seen, but EFE employees have noted the company's double-standard. "EFE is a decent employer that respects the union rights of its workers in Spain," points out Jorge Bañales, an editor in Washington. "We call on the company to do likewise here and begin bargaining a fair contract for its U.S.-based staff."

Evergreen clause wins a first round

A quixotic attempt by union-busting attorney Michael Zinser to negate the meaning of contract evergreen clauses has been rebuffed by a U.S. District Court, which ruled Aug. 10 that the Memphis Newspaper Guild may arbitrate four grievances despite pending litigation.

The last contract between the local and the Memphis Commercial Appeal, which allegedly expired Jan. 11, 2004, stipulated that its terms and conditions "shall remain in effect" during negotiations for a successor contract. But when the local filed four demands for arbitration on unrelated grievances after Jan. 11, the company sought a federal declaratory judgment that it doesn't have to arbitrate any grievances that arose after the expiration date, regardless of the evergreen language.

The Memphis Guild agreed a year ago August to suspend its arbitration proceedings in those four cases until the court ruled on the company's motion. But as contract bargaining continued to drag along in trademark Zinser fashion,

other grievances started piling up—and this time the Guild was not as patient. The Aug. 10 decision this year gives it a green light to arbitrate four new grievances, involving reduction in force, disciplinary action for tardiness, scheduling of hours—and discipline for displaying a t-shirt that declared the Commercial Appeal is union-made.

The larger question, of whether an evergreen clause of a lapsed contract has any controlling authority, has yet to be decided. But the district court decision Aug. 10 observed that Zinser had "presented no evidence on the likelihood of success" in nullifying the evergreen clause, nor had he presented any compelling reason for the court to ignore federal laws requiring resolution of labor disputes.

A footnote in the decision also observed that the Guild and Commercial Appeal have arbitrated numerous grievances over the past several decades during similar evergreen periods, as defined by lapsed contracts.

Guild briefs . . .

Chinese workers to vote—again

The NLRB-overseen farce that has played out at the Chinese Daily News over the past four years takes a fresh turn Sept. 22 and 23, when a second representation election is to be held. The newspaper's employees voted for Guild representation 78-63 in March of 2001, only to endure an unrelenting anti-union campaign in which their employer has spent more than \$600,000 for a union-busting consultant and more than \$1 million in legal fees.

Protest prompts WashPost reversal

Following a stiffly-worded letter of protest from the Washington-Baltimore Newspaper Guild, the Washington Post withdrew its sponsorship of a "Freedom Walk" planned for Sept. 11 by the U.S. Department of Defense. The Guild letter pointed out that the Post disciplines employees "for participating in political activities that may be perceived as revelatory of personal opinions or bias" and argued that the Post itself "should be held to the same high standard."

Cuts likely after publisher dies

Guild-represented employees of the Toledo Blade and the Pittsburgh Post-Gazette face more belt-tightening, following the recent death of publisher William Block Sr. The family-owned newspaper chain reported a second-quarter loss of almost half-a-million dollars, down from a year-ago profit of \$9.25 million on essentially the same revenue, and specifically cited "high labor costs" as responsible for the downturn.

Use of non-union writers upheld

A Michigan arbitrator has ruled that management at the Guild-represented Macomb Daily and the Royal Oak Daily Tribune can substitute sports stories written by the non-unionized employees of the Oakland Press for those previously written by its own staff members. All three papers are now owned by Journal Register, which acquired the Independent Newspapers chain last year and promptly ordered the cost-saving move.

Buyouts offered at St. Louis daily

The other shoe is dropping at the St. Louis Post Dispatch, following its acquisition by Lee Enterprises: a voluntary retirement incentive plan seeking to cut an unspecified number of positions "in some areas." The offer, open to employees 50 years of age or older with at least five years of service, was so "complex" it wasn't publicly

spelled out. The deadline for initial expressions of interest was Sept. 9, a day after the paper was set to launch its redesigned look.

Mercury News scuttles early talks

Early bargaining between the San Jose Guild and the Mercury News ended abruptly Aug. 26 with management's refusal to continue talks. Luther Jackson, the local's executive officer, reported that management's positions on health insurance and pensions had grown more regressive with each month and "were substantially worse than those taken earlier this year" by the time the talks were broken off. The current contract expires June 30, 2006.

Reuters to vote by end of month

For better or worse, Guild-represented employees of Reuters are getting their chance to vote on the company's much-tweaked contract offer. The September vote is coming after off-the-record negotiations that attempted to bridge the remaining gaps between the two sides on such matters as job security, cost of living allowances and other issues. "At the end of those sessions we'll either have an acceptable settlement that the Guild will recommend be ratified, or we will put the company's final offer up for a vote with the Guild bargaining committee's recommendation that it be rejected," said Barry Lipton, president of the New York Guild.

San Jose leader resigns position

San Jose Guild president Lynne Dennis, president of the San Jose Guild, resigned her position Aug. 21. Dennis is succeeded by vice president Becky Bartindale, who also replaces Dennis on the local's bargaining committee.

New exec hired by St. Louis local

Shannon Duffy, who had been hired as a temporary organizer by TNG-CWA, has been named the new executive officer of the St. Louis Guild. He replaces Jim Light.

Eaton dies at 74

William J. Eaton, a Pulitzer Prize-winning foreign correspondent, has died after more than a year of illness. He was 74. Long active in the Guild and a Heywood Brown Award juror in 1999, Eaton distinguished himself by making it onto Nixon's Enemies List. More recently he was a curator of the Humphrey Fellowship program at the University of Maryland and was a president of the National Press Club, where a memorial service will be held Oct. 1.

ADDRESS CHANGE, SUBSCRIPTION INFORMATION

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

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

Postmaster: Send address changes to: The Guild Reporter, c/o Grace Comer, Communications Workers of America, 501 Third St. NW, Washington, D.C. 20001

Address changes also can be e-mailed to: duesinfo@cwa-union.org.

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

Single copies: \$1.50

Mayoral hopefuls honor picket line

You might be forgiven for thinking that the Newspaper Guild of Rochester, now heading into its 14th year without a contract at the Gannett-owned Democrat and Chronicle, had rolled over and died—but you'd be mighty wrong.

Last month the local asserted its ongoing demand for a fair contract by picketing editorial board interviews with the four Democratic mayoral candidates. All four refused to cross the picket line, leaving the editorial board sitting high and dry.

Union leaders told management prior to setting up the pickets that they would not block the interviews if it agreed to federal mediation, but the company balked. Company officials gave no reason for refusing to seek help in resolving the multi-year standoff.

"The company's response to the candidates was that they had no right to intervene in the labor dispute," said Guild secretary and bargaining committee member Gary Craig. "This—a snub of the possible future mayor of the city—from a newspaper that claims it wants to be a vital player in community affairs."

"We weren't surprised, however," Craig added. "Remember, this is a newspaper that refuses a

401(K) for Guild-represented members, that pays a measly 25 cents a mile for gas reimbursement while gas prices near \$3 a gallon, and claims it's committed to diversity but refused to add gays and lesbians to the contract's non-discrimination clause until recently, when New York state law gave it no choice."

After the candidates refused to cross the picket line, the editorial board offered each an off-site interview. All four again refused. One of the four, Rochester City Councilman Tim Mains, wrote to Michael Kane, the new publisher of the Democrat and Chronicle: "As the new publisher of our local paper you have inherited an unsettled contract of long standing. The offer of your editorial board runs the risk of amplifying that labor conflict."

The candidates said they hope to meet with Kane to discuss the labor situation and ask why the company has refused mediation.

"We're hopeful that a new publisher may bring a new approach, so we'll look at this as a new era of sorts," Craig said. "We continue to bargain in good faith, and that won't change. Maybe, with a new leader at the helm of the Democrat and Chronicle, we'll see the kind of headway that common sense can bring."

CBC declares war against employees

Continued from page 1

employees, the CBC should be negotiating a fair and decent settlement. If there is a budget for union-busting, Canadians must be told how much and why."

Approximately two-thirds of the public broadcaster's budget is provided by the federal government. The balance comes from advertising and production arrangements with other broadcasters and news organizations.

With visibly awkward managers pinch-hitting as announcers while presiding over a schedule plugged with canned material and programming from the CBC's British counterpart, as well as from the English service of German network Deutsche Welle, the audience has fled in droves. CBC Television reportedly has lost more than half of its viewers for its evening newscasts, with most flocking to Global Television—up 22%—and CTV, which says its audience in the 18-35 age bracket has soared 49%. The stampede has raised concerns among some CBC supporters that the longer the lockout lasts the more viewers will be lost forever.

Partly to check such erosion, and partly out of frustration over not being able to work, a number of CBC staffers have created parallel broadcasts. Some of the network's most familiar on-air personalities are contributing to a two-hour morning show, "Toronto Unlocked," which started broadcasting on Labor Day from the

University of Toronto's radio station. Similar, if more limited efforts are on the internet and on local university or college radio stations in Halifax, Calgary and Vancouver. The crew of "Sounds Like Canada" has been traveling throughout the western provinces, meeting listeners and visiting union members on the picket lines while podcasting along the way.

While Guild members struggle to preserve their professionalism, the signals management has sent suggest a view of CBC employees as disposable commodities. In the six years he's been president of the corporation, Robert Rabinovitch has locked out his employees three times and slashed domestic programming, resulting in steep ratings losses and millions of dollars in lost ad revenue. Meanwhile he's also hired four additional vice-presidents, swelling their ranks to 11, and ran up more than \$37,000 in personal expenses in just the first three months of this year, including \$6,435 for "entertainment and receptions."

Pay for managers during the lockout has been bumped 15%, with overtime paid at \$52 an hour and weekly bonuses running as high as \$700. But at least now they can be nice about it: an e-mail at the end of last month reversed an Aug. 12 edict that warned managers not to visit picket lines, "nor should there be any attempts to 'improve the mood' on the line, by providing food or drink, for example."

CONVENTION REPORT:

Next generation kicks up its heels

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sharing frustrations and offering ideas. They weren't there just to sit and listen, either; most were ready to start working right away, and a couple of them might even have a CWA younger workers' web site up and running by the time you read this story.

Some might wonder where all these people were with their problems and solutions before that night. Why hadn't they said something sooner?

I think the most widespread answer would have been: "Nobody asked"—but now that they've been asked, their momentum is unstoppable.

But younger workers aren't the only ones being asked for their ideas. A resolution passed on the convention floor, called "CWA, Ready for the Future," asks for input over the next year from all of our members on the future of the union and ideas for change.

Organizations as large as CWA tend to move slowly under normal circumstances, but these are not normal circumstances. This is an opportunity

for each of us to imagine—pardon the wordplay—a more perfect union, and to do what we can to turn that vision into reality.

Got some great ideas to make things better? Consider yourself asked.

The future loomed large in almost everything else on the convention floor, as well—from the women's committee report to a commitment to more organizing to support for our locked-out friends at CBC who are on the front lines of the fight for the future.

During recent decades, many have come to think of organized labor as old and tired—but that was because they hadn't yet seen us with our backs against the wall. Labor's long slide downhill wasn't as uncomfortable as its hard climb uphill will be, but remember that our current journey takes us to a far better place.

In Cohen's first speech as president, he said, "Imagine what we can do together, believing that our best years are ahead of us."

The good old days begin right now.

C.H.A.O.S. a sign of the times

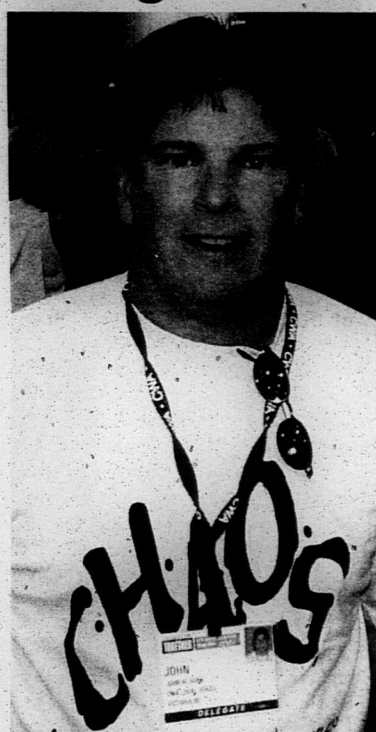
In an increasingly corporate America, wearing your union sympathies has become ever more chancy.

Consider the travails of TNG-CWA member John Ruff, Vancouver delegate to the CWA convention, who reports he "was treated to great hospitality" in Chicago and had a great trip—until he tried to fly home. Ruff was already seated on his United Airlines flight when a company supervisor, Elisa Lafazono, approached him and "asked if she could have a word with me off the plane."

Heart in throat, Ruff complied, wondering if his ill father had taken a turn for the worse or if there was some kind of problem with his luggage. But once off the plane Lafazono began to grill him about . . . his t-shirt.

"I know the color was ugly, but to take someone off an aircraft and question them about a t-shirt totally blew me away," Ruff says.

Was the t-shirt plastered with profanities? Obscene graphics? Statements threatening national security? No—but it did bear the letters C.H.A.O.S., an acronym engineered by CWA affil-



"Ruff Rider" and his offending t-shirt.

iate Association of Flight Attendants that stands for Create Havoc Around Our System. And apparently just wearing the acronym is enough to create chaos.

Ruff reports he was eventually handed off to a second supervisor and then had to wait for a third supervisor to arrive on the scene before he was allowed back on the plane. Along the way he was joined by an elderly couple who also were wearing the t-shirts. All were asked repeatedly if they were flight attendants, if they worked for United Airlines and if they understood what the C.H.A.O.S. message meant.

"I told her that I was wearing the t-shirt in support of my fellow union brothers and sisters in response to their pension fund being robbed and mismanaged by United Airlines," Ruff relates.

The t-shirt interrogation delayed Ruff's airplane departure by 15 minutes, inadvertently accomplishing the very kind of disruption AFA has threatened but not yet implemented. As for Ruff, the incident "forever changed my view of a country whose apparent free speech and First Amendment rights are so questionable."

NABET smarting from turncoat

Bitting the hand that feeds you isn't nice. And now the National Association of Broadcast Employees and Technicians, which held its sector conference immediately prior to the CWA convention, has ensured that some of those who do will have to pay for the indiscretion.

At issue is Calvin Siemer, known to members of the Northern California Media Guild for his brow-beating tactics in the recent contract negotiations at The San Francisco Chronicle. As a Hearst corporate attorney, Siemer helped ram through a concessionary agreement that includes pay cuts of up to 40%, loss of jurisdiction over as many as 40 jobs and loss of vacation time and sick leave. Now Siemer has moved on to Albany, where he's trying to implement a similar scorched-earth approach at the Times-Union.

The surprise is that Siemer is a former vice-president of a NABET-CWA local. Worse yet, Siemer got scholarship money from NABET-CWA to help defray the cost of his education at Fordham Law School, where he was a part-time student in the early '90s—and where he honed the skills he now has turned against his benefactor.

There's nothing surprising, then, that NABET delegates unanimously approved a resolution to ensure that union funds "not be used to raise the next crop of union-busters!" The resolution requires that any members receiving financial support from NABET-CWA "to further their legal education" be required to repay that money—plus interest—if he or she "subsequently represents employers in any capacity in union busting activities or in collective bargaining against unions."

Tales from the picket line . . . and

A collage of impressions, feelings, thoughts and observations, drawn from internet postings, blogs and elsewhere:

By Stephanie Domet:

... Day one, it rains, all day. We wear signs that say ON STRIKE but which have been amended with a print-out that reads LOCKED OUT. The rain dissolves those by day's end. Some people honk, especially those driving Aliant vehicles. A few passers-by ask us what's going on and give sympathetic looks when we tell them. The Harbour Hopper stops as usual, and the guide delivers her usual wrong-ish spiel about Hockey Night in Canada and Anne Murray. We stand there, producers, reporters, hosts, and listen incredulously. I point to my sign. "We're locked out!" I call to the tourists on the bus. The guide looks embarrassed. "I'm sorry," she says. "I feel awful." But not bad enough to amend her patter. Subsequent hourly visits by the floating tour bus are amended, to include a hearty "ribbit, ribbit" from those on board. It is cold comfort.

By day two, the same guide includes in her spiel about our building that we are on strike right now. "We're locked out, actually," a few of us say. It's a subtle distinction, but a very important one. "Yes, they're locked out," she says. "Now let's look away." And they do. The light changes, and they roll on.

By Cindy:

One week, two days and two tired feet.

The first time I walked up the stairs at CBC Yellowknife as an employee of the MotherCorp, I never thought there would be a day when I wouldn't be allowed to enter the building to work.

Sure, there were days I never wanted to see the place again; there were days when I felt I should just set up a pup tent next to my desk, I was there for so many consecutive hours.

I spent so many hours working for CBC and thinking about CBC and talking with my work friends about CBC, that I kind of lost myself in the corporation.

Well, that's not going to happen again. I woke up to the fact the CBC wasn't a "family" a few years ago. But this lock-out has driven it home.

The Corp doesn't give a rat's ass about me or my family. And it sure ain't my mother.

By Ouimet, pseudonym for a CBC manager whose blog is "the tea makers":

I guess some people picture management in this building to be currently surrounded by gold doubloons and waxing their oily mustaches over pink champagne.

But the truth, of course, is much different. I'm not going to candy-coat it. No one wants to be here.

Everyone is telling anecdotes about having to pass their friends and coworkers on the picket lines. These are people we respect and who taught us how to do our jobs. Some of us have family on the line.

Not once have I heard a single derogatory thing about people on the picket line. Not once. Not even a mutter.

Some of us came up from the bottom—we were casuals and tea makers for years before becoming managers. We are the ones keeping things together on air and on line.

Others never did this time, or their job never had anything to do with production. Their marketable skill is telling other people what to do. These people are now expected to do some highly skilled job they had less



On the first full day of the lockout, more than a thousand picketers assemble next to the Toronto Broadcasting Centre.

than a day to learn. It's the inmates running the asylum. They learn fast.

No doubt, it can be comical at times.

But remember that the average manager was never given any choice in this. He or she was not asked to vote for a new VP. He or she was not asked to vote on a lockout. We have no choice but to come to work. If we don't work, we will be fired. Simple as that.

I am sleeping in here. And I am eating all my meals in here too. I have given up on makeup. I have not been outside in the sun for what seems like a long time. My family and friends can't come in here to say hello.

You guys may be locked out, but I'm locked in.

By an anonymous, self-described "locked-out sap":

Did an eight-hour shift on the picket line today. Feet hurt, knees sore, ankles creaky, butt (for some reason) not happy. But of course, I can't help but feel a little bourgeois for complaining. After all, think of the horrific strikes of long ago, when workers were totally beholden to their employers, and when walking the picket line had to survive on pennies (and of course had to contend with knuckle-dragging Pinkertons).

A reminder of this came in the early afternoon today, when a bus pulled up to the John Street entrance to the Broadcast Centre and disgorged a friendly bunch of folks from Ontario Hydro. They mingled with the mid-day throng of picketers, turning the already crowded sidewalks into a shuffling mass of humanity—and charging the already festive atmosphere with giddy good cheer.

Like many of my comrades, I'm constantly moved to tears by the support we've received from other unions. When the teachers were in last week, they instructed us about owning the struggle. One teacher explained the process to me. The teachers, he said, didn't start off as the noisy advo-

cates we now take them to be. They were scared about paying bills, and very shy about getting political. But over time their ranks solidified, rather than cracked; their morale strengthened, rather than weakened; and their determination grew rather than shrank.

So it was with the Hydro workers who stopped by today. These people have been on strike for almost three months now. They're hurting, make no mistake about it. But they're solid. Damn solid. Walking laps around the building with two friendly Hydro ladies, listening to them explain the main issue (Hydro is trying to create a two-tier benefit/pension system, with newer workers getting a great deal less than older workers), I couldn't help wonder how in God's name they kept going through it all.

"The more they push, the more I want to push back," one of them said.

Well said, sister. And so it's happening with the CMG. After our new friends from Hydro had left, I found myself walking a circle at the loading ramp, blocking a truck trying to leave. The arrangement is, we delay them four minutes then let them go (how Canadian is that, eh?). The driver was grumbling about the delay, whereupon a woman from Newsworld exploded. "It's four fucking minutes!" she snarled. "Four fucking minutes! We're locked out here! He's union too! He should be begging us to keep him longer!"

The woman then paused, with a startled expression on her bright red face.

"Holy cow," said she in amazement, "when the hell did I get so radical?"

She earned a modest round of applause.

A Commuter's Diary, by Mark Forsythe, Host, CBC Radio, Vancouver:

... I journey back to the valley via Skytrain, bus and car after learning an important lesson last week: don't ride a bike

immediately following 10 hours of walking. I land home to find a new book on the coffee table: *Frugal Living for Dummies*.

... Late afternoon: I ask a colleague just how long she's been temporary. "Four years, and some of those contracts were a week long." She still doesn't know if she's wanted for the fall. Another mutters he's been "casual" for 11 years. No benefits. No commitment. No kidding.

Thanks to a CITY-TV cameraman named Steve, a hot afternoon is cooled by fresh watermelon. Later, in my carpool I ask if there's anything happening in the world. A voice from the back seat replies, "We don't know. We usually depend on you to tell us what's happening."

Monday Mourning by Jody Porter, in Thunder Bay:

After a dreary Monday on the line, marking the beginning of week number three, the novelty of the situation is wearing off and the resentment settling in.

I resent the fact that managers at CBC, you know the ones filling the dead air with re-runs of our work and copy torn from wire services, are getting a 15% wage increase for the duration of the labour disruption they caused.

And I resent the fact that while pundits bandy about the precise value per dollar of government money spent on CBC programming, many of those dollars are now being spent on security guards to watch and take pictures of our less-than-threatening picket line (we number less than 10 on most days when there's no tuba player), and to monitor the activities outside the station day and night, lest a band of defiant picketers arrive in the wee hours to ... launch a podcast? make more posters? set up their lawn chairs?

... And I resent the fact that there is no place during the course of a day of picketing where I feel entitled to use the washroom.

elsewhere . . . in CBC lockout

Sure our neighbours have been very good about sharing their facilities, but there is a certain indignity to having to ask to use the bathroom at someone else's place of business. If I go twice a day, is that seen as too often? What if we all went twice a day, would we overwhelm them? Better pass on that second bottle of water.

From yougeek.ca:

As some of you already know, I used to work for the Canadian Broadcasting Corporation as a radio and TV tech. Here's my insider's view on the current stalemate between CBC and CMG.

The main issue is the hiring of temp and/or contract employees. CBC wants the option to hire new employees on a temporary basis instead of full-time. That way they won't have to pay benefits, sick days, etc. Most of these temp employees will work for two or three years with the hope of getting on full-time eventually. When they don't, they will either move on to other employers or leave the broadcasting industry altogether, like I did.

I was a temp aka "casual" employee at various CBC locations for over 12 years. I worked all the crappy shifts (some starting at 4:30 a.m.), often with little or no notice. It was like I was on-call 24 hours a day. As the years went on, I could do just about any technical job in TV and radio. That was probably why I was passed over for numerous full-time positions—I was more valuable as a casual. Why hire someone full-time when you can shuffle them around from shift to shift and string them along for years?

Welcome to the CBC. Home of the over-worked and anti-social temporary employee.

From Websnark:

In between blocks of two or three songs, a sweet-voiced manager abased herself. "I'm sorry. I know that I'm not who you expected to hear this morning," she'd say, then explain that there was a lockout and the managers were running the show. "Most of us actually started out as producers," she mentioned, but it didn't seem convincing. The poor woman. One wonders if, as the lockout continues on, she'll get to develop any patter.

We already knew the situation from the brief news reports, and from the hourly apologies. Every hour on the hour, and also at the half-hour programming break, Radio One and Radio Two run a prerecorded apology for the unavailability of "regular proggeeeaaahhhmming." This, I explained to a friend by email this afternoon, is how you know it's a Canadian labour dispute: they apologize. At length. Repeatedly. Every hour. And then, if they get a chance, they apologize some more, just to be on the safe side.

From an open letter by Caitlin, a locked-out CBC radio employee

In my English regional radio department, there are a total of 13 people who have permanent jobs who run three daily current affairs programs. And when you take away the technicians and hosts and manager-types, that leaves about four people to think up, research, find and produce stories for all three shows. Obviously they can't do it all. So who's generating all the story ideas, the contacts, the documentaries, the interviews? Casual and temporary staff. There are about 20 or so casuals in my department. At least half of us come in every single day to ensure the programs have what they need. So that's 10 jobs that are needed in Ottawa. But we remain casuals because we are told there is no money to hire us permanently.

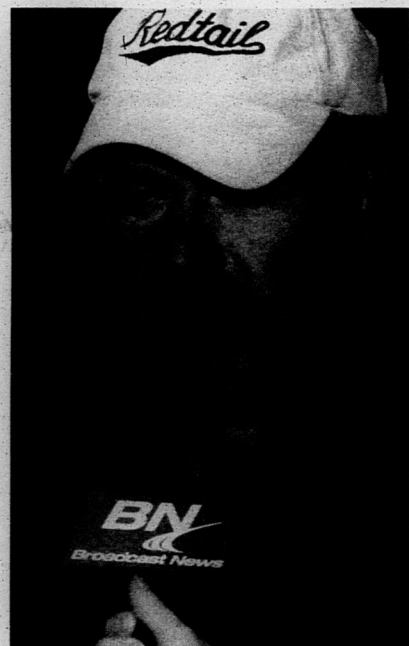
I feel lucky in many ways—I am at the

beginning of my career. I have been given lots of opportunities to work on different shows and I have received good feedback. As a young person with no dependents, I can afford to maybe not know if I'm going to be working next week. But a lot of people can't. And I know several people who've been doing this for five years or more.

The main sticking point in negotiations right now is that CBC management wants the power to hire less permanent staff and more contract and temporary positions. More people like me, who have no job security and no benefits.

How does this impact you? The CBC is only as good as its programming, and therefore only as good as the people who create that programming. Having zero security and always worrying about where we will work next week means we can't fully concentrate on our jobs. We can't be as creative and fully engaged with our work as we'd like to because we are always wondering if we should be looking somewhere else for a real job.

Plus, you need permanent employees to develop contacts over time and get the stories that you need to hear. That's how good journalism works. You can't just send somebody to Iraq and expect them to be able to tell the public what's really going on. They



Peter Mansbridge, one of Canada's most respected news anchors, takes time out of his annual vacation to picket in front of the Broadcasting Centre. He told the media that it is a strange feeling to be part of a story, rather than covering it.

need time to meet people and time to research and find the important info, and temporary employees don't get that time.

In short, the programming suffers when we can't comfortably do our jobs. And you are hearing it suffering right now. . . .

By Duncan Cameron, associate publisher of rabble.ca, writing from Vancouver:

The CBC lockout of its employees gives the expression "news hole" a literal usage. Without the CBC it is hard to imagine where in the mainstream media people can go to find out what is going on, let alone make some sense of events. There is a hole where the news should be.

Gathering the news is expensive. You have to invest in talent and experience. Private ownership of media ensures that profits come ahead of news content when priorities are set. The losers are the public and the democratic process.

In media speak, the news hole is the place in the middle of the ads you put the

content. A newspaper sells as much advertising as it can. Some content is needed to get people to turn the page. The cheapest content is from syndicated features, and newswire stories.

The reason network television and daily newspapers do not report the news adequately is they do not have the journalists, editors, researchers and producers in place to do the job. Because this is well known and recognized we created and funded the CBC. It is supposed to put broadcasting before the bottom line. Instead it has decided to ape the private media organizations in the way it treats its staff. . . .

By CBC Radio host Philly Markowitz, at her family picket line:

Let me start by saying I love my work. I love radio, I love music and I love to talk. In many ways, my work as host of a national music show for CBC Radio is a dream job.

I have the privilege of sharing my workplace with some of the brightest, most engaging and most creative people in the industry. I work part-time from my home office in the country and part time from the Toronto Broadcasting Centre. Since 1992, I've completed 12 consecutive one-year freelance contracts as a host and program of Roots & Wings for CBC Radio. Shortly before the lockout, I signed my 13th freelance contract. My 44-week season was set to begin on Aug. 28.

All this is good. However, I've always felt that what I do is not freelance work. I've committed myself to one program at the CBC over the long term, and I think I should have the right to be hired as a part-time staff member. With the CBC aiming to engage more people on long-term contract, we should take a look at what contract employment looks like over the long haul. . . .

I never expected a job for life. I'm thankful every day that I've had such an amazing run doing something I love, with people I respect, for a corporation I have felt passionate about since I was seven years old. I'm happy to be paid fairly for my work. As a freelance contract worker, I'm also keenly aware how fragile my relationship is with the CBC.

It feels like I have chosen to marry myself to the CBC, but after 13 years, the CBC acts like we're still just dating. One day I'll get the news that my program is no longer wanted and that will be it. Thanks, that was fun, goodbye. No severance pay, no opportunity for lateral movement within the corporation.

Is that really a fitting end to a long-term relationship?

By Jennifer Tilden:

This lock out has everyone asking, "What does CBC mean to me?" It's a question I've been asking for the past few years.

When I was growing up in Pond Inlet, Nunavut, all we had was CBC. Every home in my community had the radio on all the time. Even out on the land in the spring someone was always listening to CBC Radio. It was our lifeline to the rest of the territory, country and to the world.

It was also on CBC that I first heard Inuit broadcasters hosting programs and reading the news in Inuktitut. Thirty years later and still CBC is the only place Inuit can get news and information in their own language. It's the only place people in the north get any kind of programming that reflects their reality and not that of mainstream Canada.

It's that legacy that made me feel proud to work for CBC North Television. My job is my passion. I love the North and this work lets me to give back to the people whose values shaped who I am today.

But in the past few years I have seen a drastic change in my workplace.

My confidence has been sorely shaken as I watch a succession of managers slowly but surely chip away at the standards and values that I thought CBC stood for. We are consistently asked to sacrifice quality for quantity. Our managers don't care if we speak an aboriginal language, they don't care if we know our audience or our medium. All they care about is that we fill that hole in the newscast.

I used to feel that CBC was an honorable place to work. Before we were locked out I had seriously begun to question whether that was still the case.

I had even started thinking about leaving and looking for a job that at least gave me some real security, even though it would break my heart to leave behind the best job I have ever had.

Then they locked us out.

For the first week I could see that some of the tension and bad vibes from inside our dysfunctional workplace had followed us outside. But slowly they seemed to evaporate in the sunlight and were replaced with a growing feeling of camaraderie. I wondered aloud about what had changed. Here I was locked out, my salary and benefits cut off, and bills to pay, no end in sight, and yet I felt better than I had felt in months. What's up with that?

On Day 11 of the lockout, we held a public rally. We walked together through downtown Yellowknife, carrying our home-made signs. We gathered and some of my colleagues spoke with passion about what working for CBC means to them and to the people that we serve. They called on the public to fight for us and for all Canadians to keep our voice unique and strong.

That's when I realized why I felt so good. It took getting locked out, but we were finally united and we were fighting for something all of us believe in—CBC.

By Amanda Morrall, Calgary:

It's back. That awful, gnawing sensation in my gut, the impatience that makes me snap at the slightest annoyance, the tension that eats away at me all day and keeps me up at night, usually between 3 and 5 a.m.

There's a fitful hour of sleep or so before our one-year-old bellows from his crib and starts rattling his cage, beckoning me out of bed to face yet another uncertain day.

I'll call it the "casual blues" for lack of a better term, but there should be a clinical term for the malaise that plagues up to 28% of our workforce. . . .

After almost 15 years in the business, a master's degree and even some awards, I feel like I've more than paid my dues and should be in line for a real job. You know, one with a desk, a phone number where sources can call you directly (not at the rotating desks that come with those spots we fill on a permanent basis), business cards and maybe a place to tack up a few photos of the babies. What most full-timers take for granted is a luxury to us casuals.

And while most of us don't begrudge our full-time colleagues—in truth we're friends—it's hard not to feel like a second-class citizen. In fact, that's a description that comes up a lot when we chat quietly amongst ourselves, sort of like the unpopular kids in the school cafeteria.

The one good thing I can say about this labour dispute is that the class system CBC has so strategically set up over the years has been shattered. Doing laps around the CBC building in our ball caps, red shirts and billboards, I finally feel like we're on the same team. . . .

For that I'm thankful for the Corp—even now.

News round-up

U.S. forces kill another journalist

Another Reuters journalist has been killed in Iraq by U.S. troops, according to Iraqi officials and subsequently confirmed by the Pentagon. Television soundman Waleed Khaled, 35, was shot at least five times Aug. 28, apparently by an American sniper, while driving on assignment to cover the killing of two policemen. Two of the shots reportedly were grouped in his Reuters press card. Also shot and wounded was a cameraman traveling with Khaled, who was then detained by troops despite needing medical care.

Put away your checkbooks . . .

Two major Guild-represented newspapers have denied within the past month that they're being prepared for sale. Responding to a story in the New York Post and a special report by Goldman Sachs, a spokesman for the controlling shareholders in Dow Jones, publisher of The Wall Street Journal, said there was no interest in selling the company "at this time." Meanwhile the Chicago Sun-Times and more than 100 other Chicago-area publications and internet ventures owned by Hollinger announced a comprehensive reorganization plan, but warned that the changes were driven by a search for greater efficiency and not as a prelude to a sale.

If papers won't sell, give 'em away

As circulation keeps declining, newspapers are growing increasingly aggressive about exploiting changes in auditing rules that allow them to count discounted—or even free—copies as part of their total circulation. The biggest offenders? According to the Denver Business Journal, quoting a Deutsche Bank media analyst, two Knight Ridder papers—the San Jose Mercury News and the Miami Herald—among 44 major dailies had the biggest percentage increase in copies discounted more than 50% between March 2002 and March 2004. Rounding out the top five were The Wall Street Journal, the Houston Chronicle and the Denver Post.

Labor wars spread to the internet

The San Francisco Chronicle left few things to chance in its recent contract negotiations: according to the alternative weekly East Bay Express, it preemptively registered several internet domain addresses, among them *SFFreePress.com*, the name of the strike paper published in 1994; *DarthVega.com*, the nickname bestowed on publisher Frank Vega when he ran the Detroit newspapers in that strike; and *SFChronicleSucks.com* and more pungent variations. But the problem with this game is that it never ends. Among the unregistered domain names hopefully offered by the Express: *ScoopedAgain* and *Chronilingus*.

Alt-weeklies grow ever more corporate

The Bay Guardian reports that the two largest U.S. chains of so-called "alternative" weeklies, New Times and Village Voice Media, are in merger talks that would result in an 18-newspaper behemoth—providing they can avoid a Justice Department veto for antitrust violations. The two groups ran afoul of the feds in 2003, when they conspired to end alt-weekly competition in Los Angeles and Cleveland by swapping and closing down newspapers.

Weaker unions attract more support

In the bad news/good news department, a Gallup poll released Aug. 23 reports that a majority of U.S. adults now believes that U.S. labor unions are growing weaker—but a growing minority would like to see unions gain more influence. The percentage who see unions weakening increased to 53% from 41% a year earlier (with a 3% margin of error), while 38% would like to see unions grow stronger, up from 29% last year.

Price tag for 'free' trade grows higher

While the U.S. continues to strip away workplace and environmental regulations in the name of economic competitiveness with the rest of the world, the numbers keep telling a different story: the nation's trade deficit in June climbed to \$58.8 billion, up from \$55.4 billion in May and on track to end the year with a total 12-month surge of red ink measuring \$686 billion. The all-time record deficit was set last year, when it was \$617.6 billion—which means the national debt is surging 11%.

Two measures of sinking incomes

More than half of U.S. workers say their income is not keeping pace with rising health care costs and gasoline prices, and 70% say they're not getting the raises they need just to maintain their living standards, according to a survey commissioned by the AFL-CIO. Conducted Aug. 12-17, the survey has a margin of error of plus or minus 3%. Those sentiments were confirmed two weeks later, on Aug. 30, when the U.S. Bureau of the Census reported that the inflation-adjusted income of the median household was unchanged in 2004, remaining \$1,700, or 3.8%, below its most recent peak in 1999. Real annual earnings fell significantly for both men (-2.3%) and women (-1.0%).

War on terror morphs into war on journalism

As the number of journalists killed in Iraq since the start of the U.S. invasion exceeds all those killed in Vietnam in 20 years of war, it's increasingly clear that the world is a much deadlier place for information gatherers. But journalists worldwide face a second, related trend that has equally troubling implications: the relentless rise of the security state, even within democratic citadels.

These intertwined developments prompted the International Federation of Journalists to convene a conference this past April in Bilbao, Spain, to review recent developments and analyze their effect on free expression and open government. The resulting analysis, pictured at right, concluded that "fighting a war with no set-piece military confrontation, no hard-and-fast objective, no clearly defined boundaries, and no obvious point of conclusion, inevitably leads to restrictions on civil liberties and principles that constitute the moral backbone of democratic society."

The 60-page report, written by IFJ General Secretary Aidan White and Ben Hayes, director of a civil liberties campaign group called Statewatch, observes that because the war on "terror" is largely a battle of perceptions, the past three years have been marked by "ferocious exchanges" between various governments and the media "in the struggle to manipulate public opinion, sometimes with deadly consequences."

Among the case histories it cites is the development of Al-Jazeera, which was founded less than a decade ago in Qatar but has since grown to rival U.S.- and Euro-centric news operations by reporting events from a distinctly Arab perspective—often much to Western dismay. Members of the Bush administration have reacted by railing against "the questioning, critical tone of broadcasters who have failed to adopt the vocabulary, perspective and objectives of the war on terrorism as part of their news agenda," the report notes. Moreover, the U.S. government poured \$62 million in just the first year into launching an Arabic-language competitor, al-Hurra, in a transparent attempt to shape news coverage more to its liking.

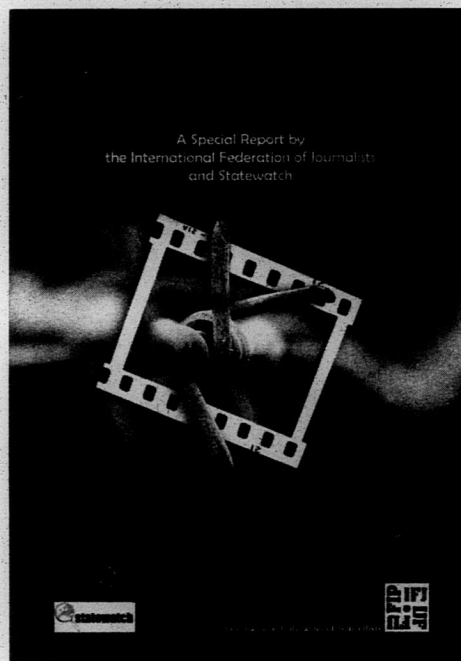
While the U.S. gets into the propaganda business overseas, at home it has dampened public discourse, seen most starkly in President Bush's claim that "either you are with us or with the terrorists." That polarizing stance led directly to the Patriot and

Homeland Security acts, as well as to a broader chilling of free speech in the media and academia. But that chill, the report adds, is not unique to the U.S. "Increasing concentration in media ownership and increasing government and corporate influence over academic research mean that the same curbs are evident in Europe and the world over," it observes. "In countries that have never known freedom of expression, the war on terrorism has added to existing twilight conditions. It has become a further check on the progress towards democratic reform."

One of the most notable casualties of these trends, the report claims, is Western stereotyping of Arabs and Muslims. Even in countries historically as tolerant as Norway, Denmark, Belgium and the Netherlands, "a toxic cocktail of prejudice and ignorance about Arab culture is leading to a resurgence of extremist politics not seen for 50 years." Other repercussions include heightened monitoring and tracking of the general public, with additional profiling of people based on their race, religion or political affiliations, as well as an increased tendency toward secretive decision making.

IFJ representatives at the Bilbao conference, in reviewing a first draft of the report, unanimously adopted a 10-point declaration that included the following:

- That governments must not sacrifice civil liberties in the defense of public safety.
- That laws, hastily prepared and enacted in the immediate aftermath of Sept. 11, should be repealed wherever they are in violation of fundamental rights and freedoms.
- That media need more than ever to be active in the scrutiny of the actions of government.
- That journalists and editors must maintain editorial independence and must guard against self-censorship.
- That independent organization of journalists in unions and associations is an essential safeguard for press freedom, self-regulation and editorial independence.
- That all forms of violence against media and targeting of journalists and media staff are completely unacceptable.
- That independent journalism's vital role in investigating and exposing the impact of changes in national and global security policy on society at large is crucial to the future of democratic society.



Good gummint costs money

While the amount of money thrown at elections is pretty well documented, how much goes to lobbying is less well appreciated. But with 14,000 or so registered lobbyists in Washington, D.C. spending more than \$2 billion in 2004, there's twice as much spent on political arm-twisting each year than goes to campaign coffers.

One source of education on the subject is the Center for Public Integrity, whose web site has a wealth of information gleaned from the disclosure forms lobbyists are supposed to (but don't always) file. Visit www.publicintegrity.org/lobby and you can identify lobbying expenditures by company, industry, issue or lobbying firm.

For example, among 88 companies in the printing and publishing industries, Reuters America has the third-highest lobbying expenses for the years 1998-2004, at \$12,185,315. Gannett is number nine, at \$3,100,000 and Belo is 13th, at \$1,630,000. A sur-

prisingly high 26th-place ranking was earned by The Seattle Times, which has spent \$560,000 on lobbying over the same seven years.

As a point of reference, the printing and publishing industry as a whole spent \$14.5 million on lobbying in 2004; its peak lobby spending came in 2002, when it shelled out \$17.6 million.

By comparison, the CWA spent \$3,510,000 on lobbying from 1998 to 2004 and is ranked 557th by spending among all companies and organizations. The Newspaper Association of America, which represents publishers as a group, spent \$10,649,850 over the same period and is ranked 188th. Reuters is ranked 163rd overall, Gannett 605th.

While the number one issue for CWA in its lobbying has been "labor, workplace and antitrust issues," the top two concerns for the publishing industry have been "copyrights, patents and trademarks" and "postal."

LOOKING AHEAD

Katrina response signals a new CWA



By Linda Foley, President

News of the devastation in the Gulf states wrought by Hurricane Katrina hung over CWA's 2005 convention like a thick, damp fog emanating from a Louisiana bayou. The convention delegates, who have a history of demonstrating their generosity when tragedy strikes those who can't defend themselves, went above and beyond anything they've done in the past.

They voted to set aside \$4 million from the Members' Relief Fund as a down payment on CWA's assistance to these victims. Never before has the union authorized a diversion from this multi-million-dollar fund, which is used exclusively to pay strike benefits so members can achieve better contracts and improve their own economic gains.

The delegates also pledged to adopt families and solicit individual donations from the 700,000 members of CWA. Several local leaders from Texas and other neighboring states publicly offered to shelter members displaced by the storm in union halls and in their own homes.

CWA's delegates and local leaders proved once again why so many members are so proud of our union.

The delegates' overwhelming support served as a backdrop to a historic transition

that also took place in that convention hall in Chicago. For only the fourth time in its 67-year history, the CWA elected a new president.

Larry Cohen, the key proponent and architect of The Newspaper Guild's merger with CWA, is now at the helm of our parent union. A close friend of the Guild and its leaders, including me, since 1989, Cohen is one of the true visionaries of the North American labor movement. In his union career, he has led organizing drives that brought hundreds of thousands of new members into CWA. He helped build CWA through mergers that included not only the Guild, but also the IUE, NABET and the Flight Attendants.

He founded the Jobs With Justice coalition. He has forged a coalition of global unions to coordinate campaigns against global communications and media corporations. He envisioned a new way to recruit workers into unions with the formation of Washtech (now a Newspaper Guild local union) for high-tech workers and WAGE (Workers at GE) at General Electric for non-union employees of that giant company. He



Linda Foley with Larry Cohen (at right) and Guild rep Bruce Meachum in their salad days, before the merger with CWA.

pioneered the concept of voluntary recognition of CWA by cellular phone companies.

He is smart, goal-oriented and inclusive. He'll be a great leader, and we're very fortunate to have him as ours at a time when we face unprecedented challenges and changes.

Cohen succeeds Morty Bahr, who served as president of CWA for 20 years. Bahr, too, was a visionary. He presided over CWA during the breakup of AT&T. Had it not been for his leadership and commitment to organizing members outside the core telecommunications industry, CWA would have withered. Instead, the union has more members now

than it had before Judge Green ordered AT&T dismantled into seven "Baby Bell" companies in 1983. Bahr supported the Guild and its programs, allowing us to retain our unique traditions and "culture" as we merged into his much larger CWA family. He was not afraid of change for himself or for his union; in fact, he embraced change as a way to build power for the CWA and its members.

I thought about both of these men as I listened to the outpouring of support and solidarity by CWA delegates for the people of the Gulf Coast. And I realized

that values and vision are not just about stating goals and inspiring people to reach them. They also are about knowing what is right and doing it. They are about practicing as well as preaching concern and support for others.

Visionary leaders know how to capture the goodness of an organization and channel it to build upon itself. And as CWA continues to demonstrate its goodness through its responses to disasters like Katrina, there's a lot of good material for Cohen to work with as he begins his tenure as CWA's fourth president.

Union success in one word: democracy

[Tim Schick, administrator of the Providence Newspaper Guild, was honored by the Rhode Island Labor History Society at an awards banquet August 25 for his union work. His acceptance speech, reprinted here, has a message for all Guild members.]

By Tim Schick
Administrative Officer, Providence Guild

This honor is shared by the Guild members at the Providence Journal. Tonight I stand in the reflected light of their achievement. They are the ones who held fast over four long years against an employer attempting to separate the union from its members.

Our battle was not merely about money and benefits. The Journal's proposals were designed to prevent union members from having a voice. In short, our union would have been reduced to an agency for collecting dues and filing the few grievances the bosses permitted.

That's not my idea of unionism.

It was tempting for Guild members to say yes to Belo. The pressure on our members was intense. They worked under imposed working conditions that included the worst and withheld the best of the company offer. And the mantra of the employer was: the union leadership is all that is standing between you and more money.

The Journal expected the Guild to either quickly cave or call a strike. Either scenario would have been to the Journal's liking. Instead we fought back from within. We analyzed the employer strategy and chose

our own path instead of one pre-selected by the company. It was a strategy that required time and lots of patience.

Among our members a few people sought the easy path. But the vast majority of our members held firm.

The fight exacted a huge personal toll on our members. Our president, Bob Jagolinzer, died suddenly in the midst of the struggle. I believe the dispute with the Journal was no small factor in his death.

How did we see it through? We had a powerful weapon: Democracy. Used correctly, it is the most powerful weapon in a union's arsenal.

I'm not talking about spoon-feeding information to members and expecting them to march in lock-step. The Journal expected dissent to occur within the membership of the Guild. They were right. We encouraged it; we facilitated all sorts of discussion and debate.

Thanks to Tony DePaul, we created an unmoderated electronic forum where members could comment on and criticize all aspects of the union's position. Our members gave us an earful: About how wrong we were, about all the missed opportunities to give in to the company, how the company offer was only going to get worse.

But something wonderful can happen when you adhere to realistic goals, provide facts without spin and allow your members an unfettered voice. Other members started talking back. Members who had no leadership position in the union responded forcefully, answering the critics point by point.

Our biggest test came three-and-a-half

years into the fight. We voted on a company offer. It was only marginally better than the one we rejected at contract expiration. There were doubts among our leaders on the wisdom of this. Our members were weary. "What if it is accepted?" they asked.

The answer: "It's the members' contract. We can't be afraid of the members. We cannot ask them to trust us if we don't trust them."

We were brutally frank with our members. We told our members that if they voted against the contract they had to be prepared to turn up the heat and expect more ugliness. We warned there was no guarantee of success.

Our internal critics campaigned for the contract. Management held captive audience meetings and campaigned even harder. The Journal, which had told members to stop paying union dues in an attempt to weaken the union, now offered to loan money to allow delinquent members to vote.

Our members backed their leadership and rejected the proposal in a secret ballot vote 160-109—not a runaway landslide but a solid 60%. Management was stunned. They had pulled out all the stops. They had drummed home the message that the union leadership was the problem: And their employees responded with a rude gesture.

As company executives sulked, things began to happen. We won support from advertisers. We took to the airwaves. Litigation that had been winding through the courts and the NLRB began to bear fruit. Several hundred union demonstrators managed to take an unexpected tour of the Journal building.

And we reached a settlement. The new contract passed (with no Journal electioneering). During the ratification vote one of our biggest critics shook my hand and said: "You guys were right. There was more."

We won more than a contract. Our members have retained a say in wages and benefits. In short, the soul of our union not only remains intact but is healthier than when we started. It was not the result of one person, but rather the leadership and the membership keeping faith with each other and having the patience to see the fight to the end.

This award honors all of us: Sheila Lennon, who maintained a web site that exposed our struggle to the world; Felice Freyer, who banged out timely newsletters; Brian Jones, who knocked on the doors of union halls around the state telling our story; Paul Davis and John Hill, who turned a confrontation with businessman Ron Cardi into a key break-through in business support; and Karen Ziner, who provided proof an individual could stand tall in the face of whatever abuse the company could dish out. And there are many more who each played significant roles, too numerous to mention.

The lesson of our struggle is we are strongest when we trust our members and listen to them. They join unions to gain a voice in their work lives. And we weaken the cause of labor if we attempt to limit their voice to create the appearance of unity.

Democracy was the key to our survival, because management has no defense against an empowered membership in a democratic union.

Thank you.

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: October 14.)

HUMAN RIGHTS WATCH

When pigskin's in play, ethnic slurs fill the air

By Debbie Thomas
Human Rights Director

It's September, summer's over, the kids are back in school—it's kick-off time!

Ready for some football?

Well, temper your enthusiasm just a bit until you ponder what the National Collegiate Athletic Association has to say. This past summer the NCAA's executive committee announced it would ban the use of "hostile" or "abusive" mascots and nicknames for tournament events beginning in 2006, although not until after the end of the regular season.

Eighteen colleges and universities identified by the NCAA have Native American nicknames. "One cannot call a team the 'Savages,' deck them out in Indian imagery and say with a straight face that it's an honor," said Dan Lewerenz, a former Guild member and current board member of the Native American Journalists Association. "One should not continue to 'honor' a tribe by using the tribe's name against the tribe's wishes, and the NCAA has recognized that it's time for the industry to recognize that."

Starting in February, the schools identified by the NCAA as having disparaging logos or nicknames will be prohibited from using them in post-season events. The mascots will not be able to perform. In 2008, band members and cheerleaders will not be able to perform in their uniforms.

While the NCAA ruling of course has no effect on major league teams, it continues a trend that started in the lower grades more than a decade ago and may eventually spread to the pros. Since 1992, research by News Watch project at San Francisco University and the Morning Star Institute has documented the dropping of racist team names by approximately 3,000 elementary, middle and high schools.

Meanwhile, the NAJA has taken a slightly different tack by seeking to shame the teams that insist on clinging to their disparaging traditions. In 2003 it

published "Reading Red Report: A Call for the News Media to Recognize Racism in Sports Team Nicknames and Mascots," which urged U.S. and Canadian news media to stop publishing and broadcasting sports teams' Indian mascots and images. Just six newspapers—including two Guild-represented ones—responded to the call, but in doing so demonstrated that the media can report accurately on sporting events and not use offensive words and images.

(Ironically, those defending the status quo by insisting it would be inaccurate to edit a team's name should think through the implications of what they're saying. For example, the "Washington" Redskins play in Landover, Maryland; practice in Pennsylvania; and don't even pay taxes in Washington. So if we're not going to be sticklers for insisting a team name be completely accurate, how hard can it be to drop references that a segment of the population finds hurtful and demeaning? Newspapers routinely leave out things that may offend their readers.)

Since publication of the NAJA report, however, there are no reliable statistics on just how many newspapers have followed the lead set by the original six. "There is no definitive number right now on which papers have policies," Lewerenz observes, "and even when we were doing the report in 2003, other papers may have set policies that we were unaware of."

Is there a policy at your paper? I'm curious, and would appreciate it if you'd e-mail me at dthomas@cwa-union.org to let me know. If we're ever curb the tide of racism in this country, we must take a stand on this issue.

STICKS AND STONES

Savages: Offensive when carelessly applied to American Indians or other native cultures.

Redneck: offensive term describing some white people.

Shine: an objectionable reference to African Americans.

Chink: a slur, applied to anyone of Asian heritage.

News to share with college-bound kids

For 2004 journalism graduates, the job glass is either half-full (more of them found work than the previous year's grads) or half-empty (hiring levels and pay are still down from a decade ago), but in either case the champagne is hardly bubbly.

The Grady College of Journalism and Mass Communication at the University of Georgia conducts an annual survey of recent J-school graduates, mailing nearly 10,000 questionnaires across the U.S. and following those up with two more mailings to non-respondents. It summarized the results of the recently reported 2004 survey in remarkably upbeat terms, under such headings as "Employment Indicators are Positive" and "Salaries Show Marked Improvement." But as with most matters statistical, the reality is a little more nuanced.

First the good news. After peaking in 2000, most indicators of job-market health—unemployment rates, wage gains, job satisfaction—fell into a three-year trough from which the industry is finally rebounding. The percentage of 2004 bachelor's degree recipients who had at least one job offer on graduation increased over the previous year for the first time since 2000. Ditto for the percentage of those actually holding a job on Oct. 31, 2004, claimed by 60% of the grads. Salaries for this class, meanwhile, "increased markedly in 2004, with the median standing at \$27,800."

The bad news is that such numbers gain greater meaning when viewed in context—which is to say, if you start from a low-enough base almost any gain looks impressive. For example, while the upturn in salaries means last year's graduates were earning more than their counterparts in 2003 and 2002 even after adjusting for inflation, they're still earning fewer inflation-adjusted dollars than the graduates from each of the four preceding years. Meanwhile, compared to the salaries other bachelor's degree-holders earn, journalism students are near the bottom of the heap. English majors pulled down an average \$31,113, the survey reports, while political science graduates got \$32,297 and business administration majors received average offers of \$38,254.

Averages often mask disparities of various kinds, and in this particular study those include differences in geography and type of medium. Those who took full-time jobs in the northeast had the country's highest medi-

an salary, at \$30,000; the wage cellar, by contrast, was the South, where the median was \$4,000 lower—a gap that doubled in just one year. Graduates who went into daily newspapers, meanwhile, reported a full-time median salary of only \$26,000, while those working for weeklies had to make do with an average of \$24,000. Radio and television were even more miserly, at \$23,000 and \$23,500, respectively: for something closer to a living wage, the grads had to go into advertising (\$28,000) or public relations (\$28,500).

Unions make a difference: indeed, the wage gap between those who had union representation and those who didn't "was greater in 2004 than it has ever been," the survey notes, with full-time union members earning a median annual salary of \$31,600, compared with \$27,500 for their less fortunate counterparts. But the dash of cold water on this statistic is that only a mere 3.3% of the 2004 grads with full-time jobs had union representation.

Finally, the news for racial or ethnic minorities is no less mixed. Minority employment continued to lag employment for white graduates, but the gap has shrunk—when looking at all post-graduate employment. But among minority bachelor's degree recipients who had found work in 2004, only 61% were in a communications job, compared with 71.8% for non-minority journalism grads. "Such a large gap has not existed since 1988," the survey observed, adding cryptically: "The opening of this gap in 2004 is one of the few indicators about the 2004 journalism and mass communication labor market."

Also of interest:

- In 2004, 54.2% of the grads had jobs in communications (as defined by them), compared with 49.8% of the 2003 graduates.

- Among the 2004 grads working in communications, 13.9% had jobs in daily or weekly newspapers.

- Unemployment among journalism grads, averaged from June of 2004 to May of 2005, was 10.7%, compared with 9.3% for all U.S. workers 20-24 years old and 5.4% for the workforce overall.

- Journalism graduates, just like the overall population, are reading newspapers less often. In 1994, 81.7% of survey respondents reported reading a newspaper "yesterday," in 2004, that had slipped to 63.2%.

THE GUILD Reporter

Official publication of
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Volume 72, Number 9

SEPTEMBER 9, 2005

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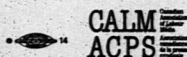
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Printed by Mount Vernon Printing Co.

DAYBOOK

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

Knight Ridder Council,
Oct. 1-2, St. Paul

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

Western District Council,
Oct. 29-30, Seattle

Canadian Rep. Council,
Oct. 29-30, Kitchener, Ont.

Great Lakes District Council,
Nov. 5-6, Erie, PA

Southern, Mid-Atlantic Councils,
Nov. 5-6, San Juan, PR

Midwest District Council,
Nov. 5-6, Sheboygan, WI

FROM THE MORGUE

Seventy years ago this month:

The first meeting of the National Executive Board after a convention resolution that it meet quarterly is postponed for lack of funds. . . . As a lock-out of seven Guild members by the Lorain (Ohio) Journal enters its fourth month, the U.S. Labor Dept. agrees to assign a mediator. . . . 3,600 Guild members qualify to vote in the union's first national referendum, on whether to seek affiliation with the American Federation of Labor. . . . Redfern Mason, president of the Northern California Newspaper Guild, is nominated for mayor of San Francisco by the Labor Party.

Fifty years ago this month:

William J. Farson and Charles A. Perlik, Jr. win nods as the Guild's executive vice president and secretary-treasurer, respectively, in the union's most hotly contested election to date. . . . Carl T. Rowan, of the Twin Cities Guild, receives the National Urban League's top award for his work combatting racial discrimination.

Twenty-five years ago this month:

Canada's federal government establishes a royal commission to examine corporate concentration in the newspaper industry and opens an investigation of the Thomson and Southam chains for possible anti-competitive practices. . . . The International Typographical Union for the first time in its 128-year history endorses candidates for U.S. president and vice president, backing Jimmy Carter and Walter F. Mondale. . . . The New York Times agrees to an "unprecedented" out-of-court settlement of a seven-year-old charge of employment discrimination against non-whites.

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OCT 21

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