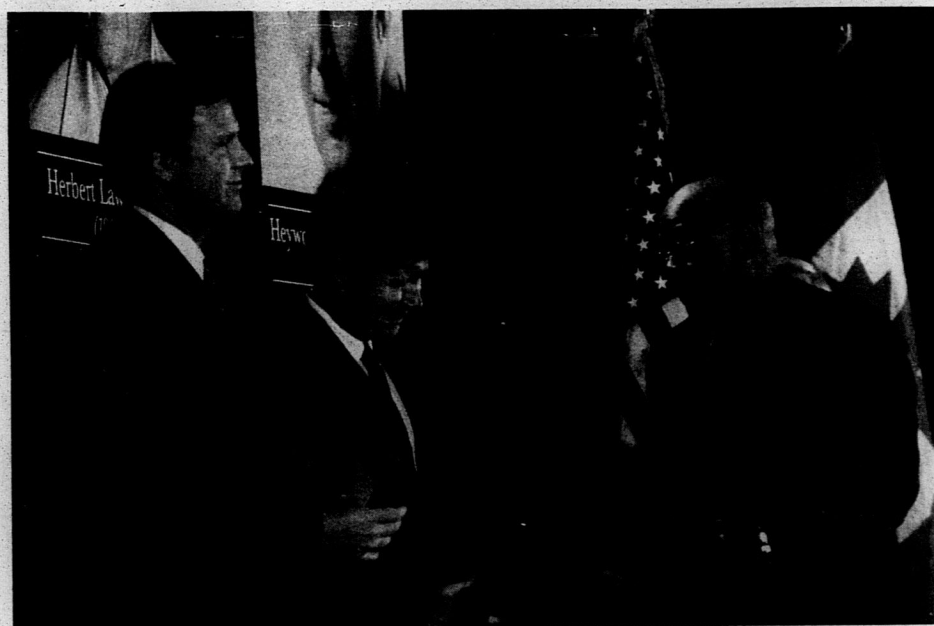
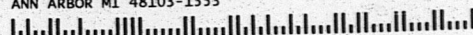


THE GUILD Reporter

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PHOTOS BY RAY CROWELL/WASHINGTON-BALTIMORE GUILD

Matt Lait, left, and Scott Glover receiving the Broun Award from Bill Raspberry.

Hard year ends in high honors

With more than 150 journalists killed worldwide, an American reporter jailed for refusing to disclose her sources and newspaper chains slashing budgets and staff, 2005 was hardly a banner year for the press. But as the annual Freedom Award Fund Banquet—held May 3, World Press Freedom Day—demonstrated, there were

diamonds among the ashes.

Retired columnist William Raspberry presented the Heywood Broun Award to Matt Lait and Scott Glover of the Los Angeles Times for their exhaustive reconstruction of a 20-year-old murder case; their work revealed new evidence, prompting hearings to determine if the wrong man was convicted. Sarah Halper and Shahar Smoocha received Barr Scholarships for their enterprising reporting. And Aidan White, secretary-general of the International Federation of Journalists, accepted the fifth annual Herbert Block Freedom Award on behalf of the IFJ Safety Fund, which helps protect journalists and aids victims' families.

The importance of unfettered journalism was underscored by both keynote speakers. "A free press is not only an essential human right, it's the foundation of democratic and tolerant societies everywhere," emphasized Shashi Tharoor, head of communications and public relations at the United Nations. The continued onslaught against journalists, physically and professionally, "must concern everyone, because we all rely on the media as an agent of free expression, as a defender of human rights, as an instrument of development and as a means of rousing the world's conscience."

Harold Meyerson, a nationally syndicated columnist and editor-at-large of The American Prospect magazine, blasted the increased dominance of journalism by market forces and publishers whose overriding concern is a



Aidan White

profit and loss statement. "They don't particularly care what we cover or uncover, just so there are fewer of us covering it, just so there are lower payrolls and higher profits," Meyerson said, before providing a timely illustration:

"That certainly has been the Singleton way. William Dean Singleton has made a fortune buying papers, sacking reporters and editors, paying the remaining reporters and editors less than their predecessors made or than what they themselves used to make, consolidating coverage, running the same story in a slew of regional papers, missing local stories the individual papers used to cover. . . . Now," Meyerson observed, "Singletonism is increasingly the norm."

The IFJ's Aidan White concluded the night on a somber note, recalling the journalists whose deaths provide "a moving testament to the sacrifice that many of our colleagues and their families make in the service of journalism and press freedom."

Additional photos and copies of the two keynote speeches may be seen at www.newsguild.org.



Sarah Halper



Shahar Smoocha

KR auction spotlights 'Single-town'

**MediaNews bid underscores
cartel-like growth strategy**

By Andy Zipser
Editor, The Guild Reporter

As newspaper circulation dwindles and publishers bemoan the death of their industry, all eyes have been on McClatchy and its plans to spin off or absorb various parts of the Knight Ridder chain. Has Gary Pruitt, McClatchy's youthful chief executive, found the winning formula evading everyone else? Or has he, in fact, bitten off more than McClatchy can digest, an act of hubris presaging the company's fall from grace?

Yet an even bolder, if less heralded, strategy for newspaper empire building is unfolding at MediaNews. Whereas McClatchy and Knight Ridder are publicly held corporations that must answer to shareholders, MediaNews essentially is owned by just one man who can keep his own counsel. And whereas McClatchy is set to become the second-largest U.S. newspaper chain the old-fashioned way—by acquiring other newspapers—MediaNews is moving into fourth place through a far less transparent process, one expedited by its lower profile.

Cannily steered by owner Dean Singleton, MediaNews is at the

center of a vast and growing network of partnerships, alliances and legalized exceptions to antitrust laws that is cartel-like in its reach and control. These arrangements invariably ally MediaNews with potential competitors—and almost as consistently include partners with sometimes virulent anti-union corporate cultures.

Nothing has highlighted this strategy as starkly as the successful, ostensibly three-party bid for the first four newspapers and related properties auctioned by McClatchy. While MediaNews agreed to pay \$737 million for the San Jose Mercury News and the Contra Costa Times, Hearst said it would pony up \$263 million for the Monterey County Herald and the St. Paul Pioneer Press—and would then swap those two papers for a stake in MediaNews properties outside the San Francisco Bay area.

The deal raises eyebrows for several reasons, not least because of the jaw-dropping stranglehold the fresh acquisitions give MediaNews in northern California. When combined with the newspapers it already owns, Media News will have a regional circulation of more than 800,000—or roughly twice that of the encircled San

Continued on page 5

As bids roll in for Philadelphia papers, one tries to divide unions

With The Guild Reporter going to press before any announcements were made about who might end up as the owner of the Philadelphia Inquirer and Daily News, the only thing certain was that as many as six bids were made for the two Knight Ridder newspapers. Among the contenders are Yucaipa, backed by TNG-CWA; MediaNews, whose earlier bid was rejected as too low, also was reported as staying in the bidding.

Also believed to be on the table is a combined offer from Black Press Ltd. and Onex Corp., both of Canada. The partners reportedly tried to broker a deal with the Teamsters, seeking their support not to oppose the elimination of scores of Guild-represented newsroom jobs in exchange for assurances that the jobs of drivers, pressmen and mailers would be preserved. Onex

plans to eliminate "half or more" of the two papers' 525 or so journalists, according to a May 12 story in the Philadelphia Inquirer.

While the Teamsters rebuffed the overture, the news prompted 237 members of the Philadelphia Guild to sign a petition to Gary Pruitt, McClatchy's chairman and chief executive, asking that he reject any bidder who seeks to pit workers against each other. "All Onex cares about is looting and pillaging the papers to extract a quick profit," the petition contends.

Sometimes lost amid all the drama is the fact that Knight Ridder's shareholders have yet to approve the sale of their company to McClatchy, which in turn is planning to spin off a dozen of the papers it acquires. The Knight Ridder vote on the sale is now set for June 26, when it must gain approval of 80% of its shareholders.

First signs of what's ahead at convention

A slew of resolutions and constitutional amendments will flood the CWA convention floor July 10-11, including a proposal from TNG Canada to add the director of TNG Canada to the CWA Executive Board. But the kind of sweeping institutional changes envisioned at last year's convention for 2006, embodied in the resolution now known as Ready for the Future, seem destined to unspool over a much longer period.

High on the list of proposals will be an 11-point plan advanced by the CWA Executive Board that builds on the input received from locals and districts over the past eight months. Most of the plan consists of goals rather than specific institutional changes, including the following:

- Strengthen the CWA Triangle.
- Educate, mobilize "an army" of 50,000 stewards.
- Build a political program that can field 50,000 activists in strategic battles; raise \$5 million in COPE contributions over the next three years.
- Increase spending on organizing at the national level to 12% of the budget, from the current 10%, and get a majority of locals to commit 10% of their budgets to organizing within the next three years.
- Help locals strengthen their bargaining power.
- Establish a national telecom office to better coordinate CWA jurisdictions that have telecom members.
- Give CWA's administrative units (sectors and districts) more control over their budgets—while requiring them to live within the income they produce.
- Double retiree membership, to 50,000, and create a retiree-activist database.
- Reduce meetings and conferences by 15% over the next three years.
- Establish a \$20 million "strategic industry fund" to finance major, large-scale campaigns to increase the union's bargaining power.

The final point in the board's strategic plan concerns governance and restructuring, which it described as "one of the most controversial and difficult issues" arising out of the Ready for the Future

discussions. With various groups within CWA calling for abolishing either sectors or districts, the board said it spent much time "in sometimes tense discussions" before concluding that framing the question in either-or terms was needlessly divisive. Instead, it envisions a five-year process during which the board itself "will be right-sized and balanced" through various combinations and additions.

At least two proposals to change the board's makeup already have been submitted and reviewed by the Constitution Committee, which makes recommendations for or against adoption on the convention floor. One, involving a package of constitutional amendments submitted by the National Committee on Equity and Fair Practices who would be charged with "coordinating matters of diversity and full inclusion throughout the union."

Although the Constitution Committee is still reviewing that proposal and has yet to make a recommendation, it has decided that a proposal to seat the director of TNG-Canada on the board is premature. Acknowledging TNG Canada's "significant contribution and accomplishments" over the past several years, the committee nevertheless reasoned that Canadians are represented on the board by TNG-CWA President Linda Foley and that a more appropriate time to consider a separate seat will occur over the next five years, as the board is "right-sized and balanced."

The committee will recommend a constitutional change that reduces from two to one the number of required annual district meetings. It will not recommend adoption of a proposal to establish minimum membership dues for all members at 1.66% of their gross annual incomes, including overtime. It also is not recommending adoption of an amendment to CWA's preamble that would strike the words "under God," and is taking a similar position on a proposal that would give locals the sole authority to designate their representatives "to attend meetings related to bargaining units within their jurisdiction."

Providence submits two resolutions

The Providence Newspaper Guild has submitted two resolutions for consideration at the CWA convention, as follows:

Union Sunshine

The business of the union is the business of its members. CWA members, with rare exceptions, have the right to expect the officers and Executive Board of their union to conduct union business in a manner open to the rank and file and devoid of secrecy.

Openness strengthens the union and permits informed discussion of issues by rank-and-file members

and local leaders, allowing them to advise their elected leadership.

Resolved: The CWA Executive Board meetings shall be open to CWA members. The Executive Committee may go into executive session to discuss strategy involving pending litigation, CWA personnel matters, and strategy involving pending collective bargaining.

Further Resolved: Minutes of CWA Executive Board meetings shall be distributed to locals within 30 days of the meeting.

Facilitating Communication

CWA locals and leaders need the ability to quickly communicate

with each other on issues of mobilizing, dealing with common employers and identifying common problems. It is inefficient and time consuming to require locals to communicate with each other by contacting district or sector officials who in turn relay information to other locals through their district or sector counterparts.

Resolved: The Secretary-Treasurer shall prepare and distribute annually to each CWA local a directory of locals and districts, containing office addresses, phone numbers, e-mail addresses and names of local officers and staff.

Sector conference set

The 71st convening of TNG-CWA delegates will occur July 7-8 at the Las Vegas Hilton, followed July 10-11 by the annual CWA convention at the same hotel.

Sector conference registration will be held Thursday, July 6, from 4 p.m. to 6 p.m.; and again from 7 a.m. to 8 a.m. July 7. No credentials will be accepted after 8 a.m. Friday. The conference will be gavelled to order at 9 a.m. July 7 and is not expected to end before 5 p.m. July 8.

Locals planning to attend must issue credentials in duplicate for each delegate and alternate, with each credential signed by at least two officers of the local. Delegates

will be asked on the credential form to designate a committee preference. One copy of each credential must be received at TNG-CWA headquarters no later than June 22; the other should be presented by the delegate or alternate at registration.

June 22 also is the deadline for copies of any resolutions to be received at TNG-CWA. Credentials and resolutions should be sent to the attention of TNG-CWA Secretary-Treasurer Bernie Lunzer.

Hotel reservations may be made by calling the Hilton, at 1-800-732-7117; mention the CWA convention to get the discount. Or go to www.cwa-secy-treas.org to register online.

Guild briefs . . .

Newsweeklies keep squeezing

Newsweek magazine is demanding that editorial workers allow management to schedule two of their vacation weeks each year, prompting especially vociferous protests from employees with children. Management at Time, meanwhile, said it is planning to eliminate as many as 26 more unionized positions. The New York Guild is in discussions with both managements.

Pittsburgh cries foul in early talks

The Pittsburgh Unity Council, which includes the Pittsburgh Newspaper Guild, has broken off early contract talks with the Post-Gazette until the company eliminates its "wish list" of proposals. The company asked the unions last year to start negotiations early because it needed relief on economic issues, but instead armed itself with proposals from an out-of-town anti-union law firm that would decimate the agreements.

AP coughs up big bucks for workers

Two grievances by the News Media Guild against the Associated Press have netted its members a combined payout of more than \$135,000. Nearly two-dozen technicians received checks ranging from \$187 to \$11,543 for work that should have been assigned to them but which was given to a subcontractor instead. And 16 former Capitolwire employees received, on average, nearly \$5,000 each for being improperly classified at a lower wage rate.

IAPE members ratify 2 contracts

TNG-CWA-represented employees of Factiva have voted overwhelmingly, 151-1, to ratify a three-year contract with the Dow Jones-owned company. A second contract negotiated by IAPE, TNG-CWA Local 1096, was approved 14-1 by employees at the Wall Street Journal printing plant in Bowling Green, Ohio. The six-year agreement calls for a 4% increase in minimum scales and a \$1,000 signing bonus for full-time workers; a wage-freeze for above-scale employees in the first year will be followed by compensatory increases totaling 12.25%.

Out with the bad, in with the . . . ?

A cautious note of optimism was sounded in Memphis, where the Commercial Appeal has given the boot to lead negotiator Michael Zinser. The good news was tempered by the newspaper's choice of a replacement: Richard Lowe of King & Ballow, which has nearly as odious a union-busting repu-

tation as Zinser. The Memphis Newspaper Guild has been in contract talks at the newspaper since January, 2004.

'Non-negotiating' a new contract

One sign of just how little experience management at Catholic News Service has when it comes to contract negotiations: its demand for the unilateral right to change or cancel pension benefits at any time was presented as "non-negotiable." The small, 20-member unit of the Washington-Baltimore Guild responded instantly with workstation tent-cards proclaiming "Non-Negotiable? We Don't Think So!" but has hunkered down for the long haul; the last contract expired Dec. 31.

Job cuts no longer wait for year's end

Pink slips are flying once again. The Canadian Media Guild is in an uproar over a decision by the Canadian Broadcasting Corp. to eliminate 79 jobs, mostly in production and design. Management at the Milwaukee Journal Sentinel has announced plans to trim newsroom payroll the equivalent of five to 10 positions. Dow Jones is reviewing the possible outsourcing of more than 80 tech jobs, according to IAPE, TNG-CWA Local 1096. And the Buffalo News, despite remaining one of the country's most profitable newspapers (operating profit margin last year was 26.4%) said it will disclose later this month plans for further shrinking its workforce.

Saxberg dies, 48

Lorne Saxberg, a veteran CBC anchor, drowned May 6 in a snorkeling accident in Thailand. He was 48. A long-time activist who served all his unions—including NABET, CUPE and the Guild—in official and unofficial positions, he also was a popular presence in Toronto's gay community and a respected newsman who recently won an Edward R. Murrow Award for a documentary he wrote and hosted on the 60th anniversary of the Hiroshima nuclear bomb.

Really briefly . . .

Jobs with Justice has recognized the Washington-Baltimore Guild as the collective bargaining representative for its national staff of nine employees. . . . Bob Helbig, who devoted nearly 15 years to the Milwaukee Newspaper Guild as its treasurer, vice president and president, has accepted promotion into a management position. . . . Lois Kirkup, president of the Ottawa Newspaper Guild since 1999, has become the first declared candidate for TNG-CWA Eastern Canada Vice President, a post vacated last month by Jan Ravensbergen's resignation.

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Suddenly, a new empire is created

While most newspaper industry attention has been focused on McClatchy's empire building, a smaller but still significant roll-up of newspapers occurred May 8 in New England. Illinois-based Liberty Group Publishing swooped in to pick up the Community Newspaper Company—a chain of more than 100 publications, including four dailies—while simultaneously grabbing the Enterprise NewsMedia collection of two dailies and a string of weeklies.

The two acquisitions, for a combined total estimated at \$400 million, give Liberty Group—now calling itself GateHouse Media—blanket coverage of the eastern end of Massachusetts, encircling the beleaguered Boston Globe. (The Globe saw daily circulation plummet 8.5% last year, and talk of further staff cuts is in the air.)

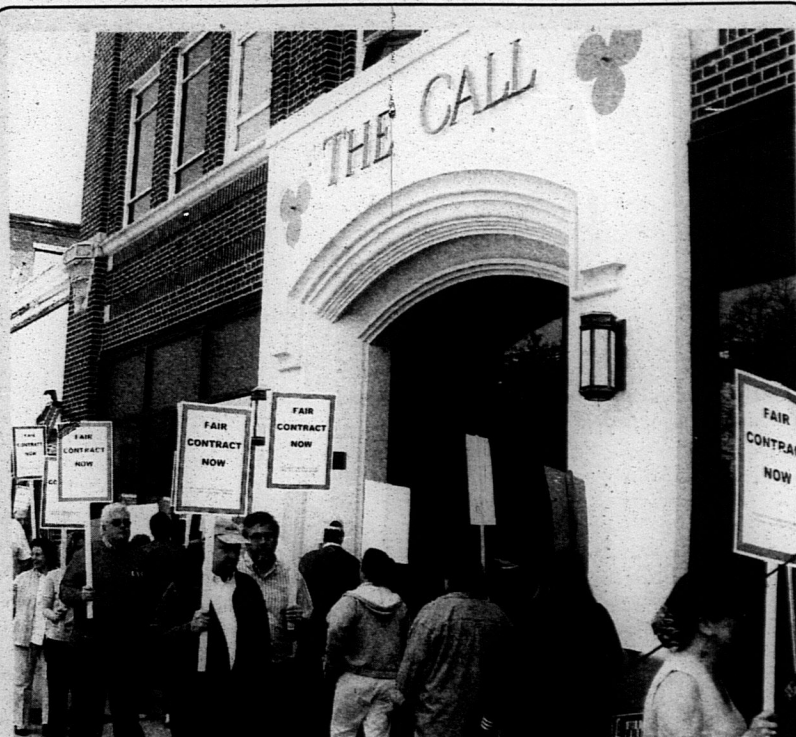
The Community Newspaper chain was owned by Pat Purcell, who remains the owner of Boston's other daily, the Guild-represented Boston Herald. With circulation roughly half that of the Globe's, the Herald has long been rumored to be up for grabs, but Purcell represented the sale of his other holdings as a life-saving measure because of the cash infusion it will provide. Still, continued circulation and financial losses—9.1% and \$2 million last year, according to published accounts—have raised concerns

among union members that Purcell will continue slashing payroll, adding to last year's loss of 45 newsroom staffers.

Meanwhile, the Enterprise NewsMedia dailies thrown into the mix are the Patriot Ledger in Quincy and the Enterprise in Brockton, both represented by TNG-CWA. What the sale of the two dailies means for the Guild's contracts was unclear at press time, but the outlook was not rosy: GateHouse Media is owned by the New York-based Fortress Investment Group, which as its name implies is a private equity company more interested in money than journalism.

The acquisitions catapult little-known GateHouse into the front ranks of newspaper chains when measured by number of publications, with 77 dailies and more than 400 non-dailies, shoppers and other publications in 17 states. But for all its size, the former Liberty Group doesn't have much of a journalistic presence, historically concentrating on small newspapers in monopoly markets. One recent account describes management as "classic bean counters."

Enterprise NewsMedia management, not surprisingly, is portraying the sale in upbeat terms. A May 6 letter to employees from chief executive Kirk Davis called the sale "an extraordinary opportunity for our company"—after apologizing that they first learned about the sale from news stories.



Solidarity signs

Guild members from Boston, Quincy, Pawtucket and Providence converge May 8 at the Woonsocket Call to protest stalled contract talks at the Journal Register-owned paper. Call employees have been working without a new contract since Sept. 16, 2003 and received

their last raises a year before that, but despite 43 bargaining sessions over the past 30 months seem no closer to an agreement. Participants visible above include Dan Totten, president of the Boston Guild, wearing dark glasses; and in front of him a bearded John Hill, president of the Providence Guild. More bargaining was scheduled for May 18.

Hilo reporter fired over secret recording

The Hawaii Tribune-Herald has escalated its punitive treatment of veteran reporter and union activist Dave Smith, firing him April 26 for alleged misconduct involving his recording of a meeting with newspaper management. Smith had been suspended indefinitely without pay since March 9, along with another reporter who was reinstated March 11, for their roles in making the recording.

Smith recorded his meeting with editor David Bock and another supervisor on March 3 because he believed the meeting—ostensibly called over his alleged failure to write enough bylined stories for the newspaper—was potentially a disciplinary matter. When his request for a union representative was denied, Smith placed a digital voice recorder in his pocket and recorded the meeting without the supervisors' knowledge.

Union representation at disciplinary meet-

ings is a right under federal labor law. Undisclosed recording of a meeting by a participant is legal in 38 states, including Hawaii, and the Tribune-Herald at that time had no policy regarding such recordings of meetings between management and employees.

Approximately 50 employees of the newspaper, including Smith and the reporter who was disciplined for loaning him the voice recorder, are represented by the Hawaii Newspaper Guild, which has filed formal grievances on their behalf.

Smith's firing caps a series of aggressive disciplinary actions against unionized employees, prompting Guild Administrative Officer Wayne Cahill to accuse management of deliberate union-busting. "This company has declared all-out war on its union employees," aimed at intimidating employees in the workplace and weakening the union's strength, he said.

The Tribune-Herald is the only unionized newspaper among 30 or so owned by the Stephens Media Group of Las Vegas, Nev.

Smith, a reporter at the newspaper for 18 years and a member of the union's contract negotiating team, is the second union activist fired in the past six months. Sixteen-year reporter and long-time union shop steward Hunter Bishop was fired Oct. 27 after he defended the rights of a fellow employee being called into a potentially disciplinary meeting. Although a grievance was filed seeking Bishop's reinstatement, the company stonewalled union requests for information about its investigation and its official reason for dismissing him, prompting the filing of formal charges by the National Labor Relations Board.

A hearing on the board charges was scheduled for May 31 in Honolulu, but was postponed to June 13 at the request of the

company's lead negotiator, Michael Zinser.

Formal grievances also have been filed by the union on behalf of three other union workers at the newspaper who have been disciplined or laid-off over the past eight months. One of those workers was the one Bishop tried to defend, who was reprimanded after allowing a Guild official into the Tribune-Herald building. Although management said the action had violated a company policy, it has failed to provide copies of the policy when requested—and such a policy would in any case violate labor law, Cahill pointed out.

Labor-management talks on a new contract have been stalled since 2002, when employees received their last wage increase—a mere 1%. Bargaining has broken down over the company's insistence on a new "management rights" clause—a Zinser specialty—that would enable the dismantling of the union, Cahill said.

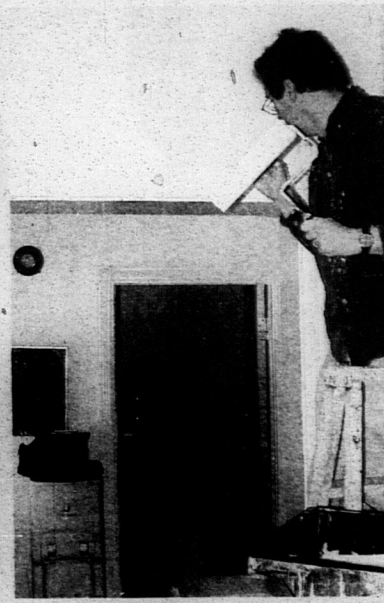
Trading ink for paint

For the second consecutive year, members of the Ottawa Newspaper Guild and their families took part in a paint-a-thon in the city's downtown Mission, a home for indigent men that provides lodging for up to 300 men a night and feeds and clothes men, women and children.

The Ottawa local adopted the Mission as its charity two years ago and stages an annual work day. The local also pays for the paint it uses and this year, for the first time, solicited from its members donations of clothing, food and toiletries for the facility.

This year's event was held Saturday, April 8 and attracted 15 volunteers who painted two offices and a hallway, including baseboards and frames. Shown at left is Bob Harvey, religion writer for the Ottawa Citizen; at right is reporter Pauline Tam; and on the ladder at extreme right is Rob Bostelaar, editor of the driving section.

The local wholly supports a resolution adopted at last year's sector conference in Victoria that encourages locals to get involved in their community.



PHOTOS BY TONY COTE/OTTAWA NEWSPAPER GUILD

News round-up

Loss of health insurance widens

Forty-one percent of working-age Americans with moderate to middle incomes lacked health insurance for at least part of 2005, up from 28% four years earlier. The finding, reported by a New York-based foundation, the Commonwealth Fund, was based on a study of 4,350 adults. More than half of the uninsured said they were having problems paying their medical bills and were more likely than those with insurance to skip health screenings, such as mammograms and cholesterol tests.

Union elections get cold shoulder

According to an analysis of National Labor Relations Board data by the Bureau of National Affairs, fewer workers are using NLRB elections to organize. Instead, 70% of private-sector workers who formed unions in 2005 did so through majority sign-up agreements, sidestepping employers' aggressive and often illegal anti-union campaigns. Last year saw 2,117 elections supervised by the NLRB, down 10% from 2,361 in 2004; the elections resulted in 63,744 workers becoming unionized, a drop of nearly 25% from the previous year. On the other hand, unions improved slightly in decertification elections, prevailing in 111 of 331, or 33.5%, compared with a 32.8% success rate in 2004.

Economy looks good, workers don't

The release of two government reports April 28 provided grist for both the "half full" and "half empty" camps on the U.S. economy. The nation's gross domestic product rose at an annual rate of 4.8% in the first three months of the year, the fastest growth rate since the third quarter of 2003. But worker compensation rose only 2.4%, the slowest growth rate in seven years and well below inflation. Wage growth has been decelerating since 2000 and has leveled off in recent months at around 2.5%, well below the historical average.

Women work to April 25 to catch up

Equal Pay Day—the date when the median income earned by working women starting Jan. 1, 2005 equaled the median income of working men in calendar year 2005—fell on April 25, this year. Other factors being equal, a full-time working woman earns on average 77 cents for every dollar earned by the average working man. That's up a penny from 2005—but only because women's median incomes fell 1% last year while working men's incomes dropped 2.3%. The wage ratios are even worse for African-American and Latina women.—*Press Associates Inc.*

Independent study refutes Pentagon

Although repeated Pentagon investigations of itself have failed to find any culpability in the deaths at U.S. hands of journalists in Iraq, an independent investigation commissioned by Reuters has come to a different conclusion. Looking into the shooting death of Waleed Khaled and wounding of Haider Kadhem last August, The Risk Advisory Group concluded that U.S. soldiers involved in the incident had breached their rules of engagement and that the killing was "unlawful." It also concluded that the Army's conclusions were not supported by the evidence—including the testimony of the soldiers themselves—and expressed incomprehension that crucial video footage shot by Kadhem and seized by the military was subsequently lost. A copy of the report has been submitted to the Dept. of Defense for its review.

If the truth discomfits, just bury it

A Republican-dominated House committee has bottled up a 200-page study that assesses the "extent and implication of workforce globalization in knowledge-based industries." The six-month study was authorized in 2004 and was to be delivered to Congress by the Commerce Dept. in June of that year. Instead, the report was shelved and department officials spurned several requests for its release, prompting a Democratic-backed measure in the House Science Committee to force its release; instead, a 17-15 party-line vote has kept the report under wraps.

Wheels within wheels at election time

With mid-term elections rapidly approaching, the breakaway Change to Win coalition abruptly proposed to the AFL-CIO that the two groups create a third federation, the Alliance for Worker Justice, to "coordinate our strategies and resources." A non-plused AFL-CIO pointed out that the federation had been created for precisely that reason, so how much sense would it make to reinvent the wheel—and never mind the associated duplication of bureaucracy, expense and staffing? Much jousting ensued, ending in creation not of an alliance, nor a federation, but of... a committee. The National Labor Coordinating Committee, chaired by an ALF-CIO union president and vice-chaired by a Change to Win union executive vice president, will plug the coordination gap.

The vorpal Blade went snicker-snack! (or not)

As management at the Toledo Blade continues hammering the Toledo Newspaper Guild with concessionary demands, it also has launched a multi-pronged assault on the union's credibility in an apparent attempt to destabilize membership support.

A half-page ad in the Blade on May 3 tried to riff on the city's economic woes by asking, "Where will your CHILD find a job?" The proffered answer, recalling the legendary admonition that what's good for General Motors is good for the country, was that it "depends on stopping the decline of Toledo's economy"—which, in turn, apparently hinges on the Blade's economic well-being.

"As the Blade negotiates new contracts with our employees our position is clear and unwavering," the ad continues. "Like any business, we must be allowed to make a fair profit. We will pay the highest wages with the best benefits possible, but only within an agreement that allows us to make a profit now and in the future."

But when asked by the Guild's bargaining team May 5 what the ad was saying about the Blade's financial condition, the management team professed not to have seen it. Moreover, it refused to look at the ad, insisting "it's not a part of the negotiations." Indeed, although both the ad and a series of television spots repeatedly imply that the Blade is in precarious financial shape, the company has repeatedly rejected the Guild's wage proposals with the phrase, "It's not that we're unable to meet your economic demands. We're unwilling."

Meanwhile, management also sent a letter to all Guild members April 28 raising the specter of a strike

and its consequences. Although the local's leadership has not sought a strike, the letter enumerated the various obligations of union members in a strike and the possibility that strikers could be replaced, then helpfully suggested an alternative. "If you choose to resign from the union, you are free to continue to work during a strike and you cannot be fined or punished by the union because you would not be a member of the union."

But the Blade's most cynical foray came in response to an anonymous letter that someone wrote to the Pulitzer Prize committee questioning the credibility of the newspaper's much lauded "Coingate" submission. Although elements of the letter suggest it was written by a staff member, executive editor Ron Royhab immediately saw a larger conspiracy at work.

Not content with firing off a seven-page point-by-point rebuttal of the anonymous accusations, Royhab's cover letter to Sig Gissler, Pulitzer Prizes administrator, shared his conviction that "the letter was written from inside the newsroom by people, who for reasons that elude me, believe they can advance their interests in an on-going labor dispute by bringing the newspaper into disrepute."

But attributing a lack of logic to Guild members is symptomatic of the Blade's recent posture. For example, a company spokesman recently explained to the Guild's bargaining team that its acceptance of a three-year wage freeze in 2003 had been a shrewd tactical maneuver. "You probably took it so you could come in here and harp about a three-year wage freeze" in the current negotiations, he observed.

That doesn't even qualify as truthiness.

Don't touch that dial: static raised over WashPost radio

Frustrated by weeks of being rebuffed by Washington Post management in its efforts to negotiate membership participation in the company's new radio venture, the Washington-Baltimore Guild has filed a formal complaint with the National Labor Relations Board. The complaint charges the Post with violating federal labor law for refusing to negotiate terms and conditions of employment, and for refusing to provide the union with information about bargaining unit employees who have or will provide radio content.

Although the Washington Post has a contract with Bonneville Radio under which it provides 14 hours a day of news and sports programming, it apparently decided it could fill that time on the cheap—or "synergistically," to use management jargon—by having its newsroom staff do double duty. Although some staffers reportedly get token compensation, others are asked simply to "volunteer" their time.

Local leaders met with management March 22 to propose a graduated schedule of minimum payments that would apply to everyone, ranging from \$35 to \$250 per appearance. The union also proposed a set of five "ground rules," including most notably management's assurances that refusing to participate in radio work would not be grounds for a negative evaluation

or disciplinary action. The response? A rejection of payment minimums and "a lecture that employees ought to embrace change and move on," according to a Guild spokesman.

Although time contributed to the Post's radio programming comes on top of an employee's other duties, the multi-tasking trend continues to snowball—as does management reluctance to pay for what it gets. At about the same time that union leaders became concerned about Radio Free Washington, for example, the Post also was expanding into the blogosphere—with a similarly uneven approach to compensating employees for their extra time.

As reported by Washington's City Paper, when newsroom bloggers asked why some were getting paid extra and others weren't, they were told that those getting paid had marquee names. Moreover, they were told, the Post's lawyers had determined that the newspaper could compel its employees to blog, whether they wanted to or not—although "managers preferred to refer to it as a voluntary duty, so as to buoy newsroom morale."

The Guild is disputing the company's lawyerly interpretation, but meanwhile such "cross-platform" journalism keeps growing—as the Post's staff keeps shrinking, most recently by another 10%.

Decert attempt in Harrisburg

An election to oust the Harrisburg Newspaper Guild has been scheduled for June 2, following circulation of a petition by former Guild members Pete Shellem and Fred Sprunk. The decertification attempt comes amid contract talks with the Newhouse-owned Patriot-News, with the existing contract set to expire June 30.

Although federal labor law bars companies from trying to get rid of a union, it's not unusual for management to recruit employees who will front such an effort. Several craft unions at the newspaper were picked off one-by-one by former publisher Roy Gover, starting in the early 'Eighties, but the Guild held firm.

This latest effort, employees say, has been in the works for more than a year. A sufficient number of petition signatures to force an election was obtained by turning to part-time sports "phoners," who take

information over the phone on game nights. Publisher John Kirkpatrick has been assuring union members that none will be laid off if decertification succeeds "as long as they perform their work in a responsible, productive manner without misconduct." Pennsylvania is an "employment at will" state, in which employees can be fired for any reason—or no reason at all—if not protected by a contract.

Local president David DeKok, in urging Patriot-News employees to reject the decertification, has emphasized that among the greatest benefits of Guild representation is "the control it gives you over your personal life, and the protection it gives you from arbitrary discipline." As he reminded members, "You can't be fired because your supervisor is having a bad day, or because a public official or advertiser called the publisher in a fury."

'Competitors' making deals

Continued from page 1

Francisco Chronicle. But the Chronicle is owned by Hearst, MediaNews' new partner, which raises some interesting questions about the future of newspaper competition—questions thrown into sharper relief by the news that Hearst and MediaNews are discussing joint distribution of their ostensibly competing publications.

MediaNews' deal has prompted several calls for antitrust investigations, led by six members of the California congressional delegation who say they are concerned it will "diminish the quality and depth of news coverage in a Bay area of more than 9 million people." Two Minnesota representatives, meanwhile, have fretted that McClatchy essentially hand-picked its competitor in Minnesota, where it already owns the Minneapolis Star Tribune. A newspaper monopoly, they observed, "is certainly no less dangerous, and is perhaps more so, than in any other American industry."

Yet neither its clustering of newspapers nor its partnership with another newspaper chain are anything new for NewsMedia. As far back as 1999, for example, it took a 54% position in the California Newspapers Partnership, which controls 20 newspapers in the state. MediaNews' partners in that arrangement are the Stephens Media Group, which owns 26%, and Gannett. Only one of the dozen or so dailies owned by Stephens, the Hawaii Tribune-Herald, is unionized—and Stephens is working hard to remedy that (see related story, page 3). Gannett, meanwhile, is no friend of labor, as witness its refusal to bargain a contract at the Rochester Democrat and Chronicle for more than two decades.

MediaNews and Gannett have another deal going in the southwest, where they combined half-a-dozen dailies and assorted weeklies under the banner of the Texas-New Mexico Partnership in 2003. MediaNews entered that relationship with only a 34% stake. Two years later, however, it contributed four more dailies to the deal—not in Texas or New Mexico, but in Pennsylvania—thereby upping its share to 59%.

And earlier this year it formed a partnership with E.W. Scripps, the Colorado Publishing Co., to operate the companies' newspapers in central and eastern Colorado—including the Daily Camera and the Colorado Daily, two Boulder-based potential competitors for the MediaNews-owned Denver Post. With MediaNews and Scripps already in a de facto partnership in Denver, where they jointly operate the Post and the Rocky Mountain News, the two companies are essentially carving up the state between themselves.

Such networks more than blur the concept of newspaper ownership: they arguably also defang sharp differences of editorial opinion. Once economic interests are aligned, political and social points

of view also tend to converge, narrowing the range of viewpoints that find printed expression and flattening democratic discourse—the issues prompting congressional calls for antitrust inquiries.

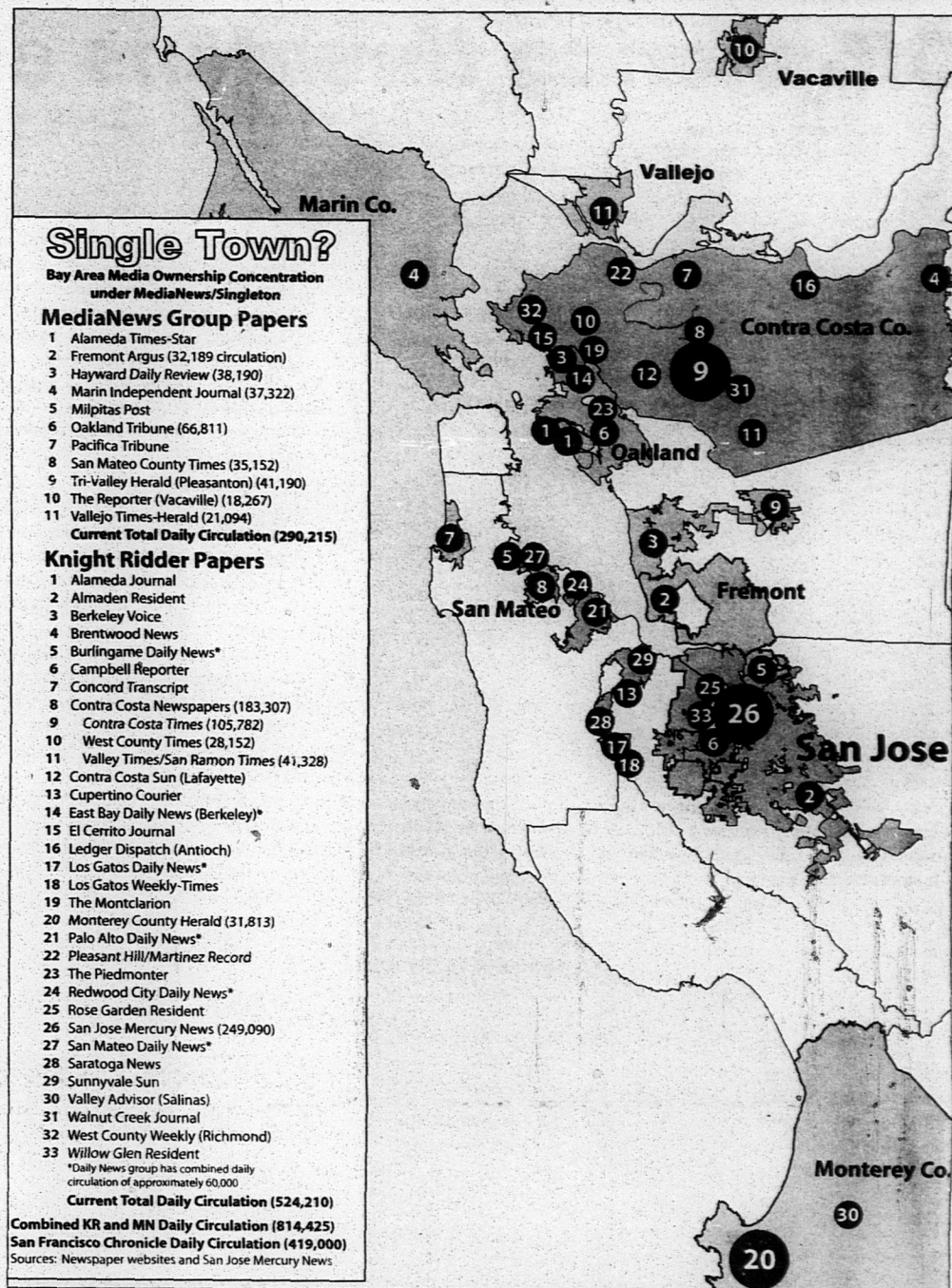
It's ironic, therefore, that it was Congress that handed MediaNews its most potent assimilationist weapon: the Newspaper Preservation Act of 1970 that legitimized collusion between newspaper owners. Ostensibly embraced to keep faltering newspapers alive by allowing them to share non-editorial business functions with a stronger competitor, the act has been a demonstrable failure: only 11 joint operating agreements survive today, from a couple of dozen at the peak, and one of those—in Cincinnati—will be dissolved at the end of next year.

Of the remaining 10 JOAs, MediaNews is involved in half. Moreover, while some JOA partners, as in Seattle (see story, page 8), are busy trying to end such arrangements, MediaNews has been charging in the opposite direction, embracing Denver and Salt Lake City in 2001 and Detroit in 2005.

What's the attraction? A close look at the other two MediaNews JOAs suggests the company has been redefining what it means to be a "newspaper owner," described by the Newspaper Preservation Act as "any person who owns or controls directly, or indirectly through separate or subsidiary corporations, one or more newspaper publications." In an age when politicians quibble over the definition of "is," perhaps it's not surprising that the concepts of ownership and control are up for grabs—or that a business-friendly Department of Justice apparently will accede to even the flimsiest pretense of one or the other.

Two years ago this May, MediaNews announced that it had sold "substantially all" of its economic interest in the Daily Mail in Charleston, WV to its JOA partner, the Daily Gazette. Although MediaNews would continue to be "solely responsible" for the editorial content of the Daily Mail, it would henceforth have only a "small limited partnership interest" in the newspaper—would, in other words, be little more than an investor in a company someone else controls. MediaNews further explained it would be paid an annual fee for making sure someone was producing content for the Daily Mail, but would not share in either the profits or losses of the partnership.

That MediaNews gave up something of value in Charleston is evidenced by the \$55 million it received. That money was put to good use in York, PA, where MediaNews orchestrated the flip version of the deal it was simultaneously consummating in West Virginia: this time MediaNews got the whole show and its JOA part-



The MediaNews noose around San Francisco; assuming its acquisition bid goes through.

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The antitrust division of the Dept. of Justice, which after some minor tweaking last year signed off on the deal, apparently was untroubled by the question of how someone can be a newspaper "owner" after relinquishing "substantially all" ownership interest. And "substantially all" seems to mean "everything": numerous MediaNews filings with the Securities and Exchange Commission assert as much, explaining that it "still owns the masthead and all other tangible and intangible assets of The York Dispatch" as well as all of the York Daily Record and the York Sunday News.

Despite such clear language, Phil Buckner is adamant that he owns the York Dispatch masthead and the newspaper's intellectual property rights. The SEC filings MediaNews has filed "get created

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That doesn't seem likely: the MediaNews assertion is made in numerous reports, and its financial statements consolidate results for its York and Charleston operations while treating the Denver and Salt Lake City JOAs—where the ownership structure is more conventional—as unconsolidated operations. But Buckner is so convinced of his position he hasn't asked Singleton or his deputies about the SEC filings. "I know they're very busy" on the Knight Ridder-McClatchy deal, he explains. "As far as I'm concerned, I own the company that owns the York Dispatch."

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property rights in York is Phil Buckner—and Buckner professes to be unconcerned, despite all evidence to the contrary. But from a legal and public policy perspective, the question of who owns the newspapers in York is of interest to anyone concerned about the increased consolidation of newspaper ownership in ever fewer hands.

Companies like Gannett in the U.S. and Osprey in Canada get a lot of attention because they own a lot of newspapers and place far more emphasis on profitability than on journalistic quality. And MediaNews has provoked a fair amount of anxiety because of its unabashed implementation of clustering, which it claims to have pioneered for its "operating efficiencies and synergies, such as the sharing of management, accounting, news-gathering, advertising and production facilities."

But the greater threat posed by MediaNews is its combination of strategic alliances that diminish competitive threats and its Trojan horse strategy of infiltrating markets through the obsolete Newspaper Preservation Act. This pincer attack has propelled MediaNews into the top ranks of U.S. newspaper chains and made Dean Singleton the single most powerful press lord in the country.

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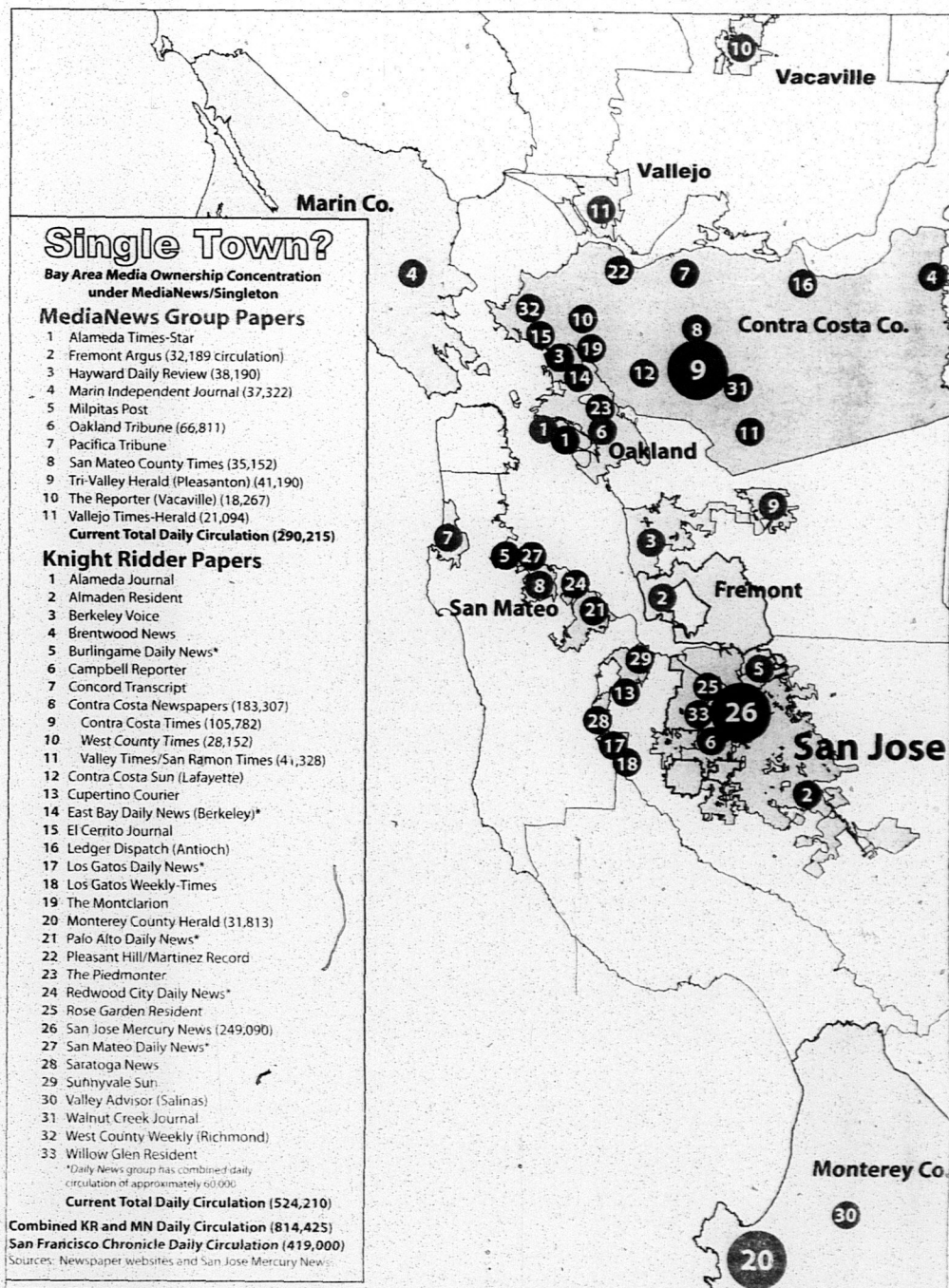
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Off-shoring threatens editing jobs, too

By David Cay Johnston
Newspaper Guild of New York

Publishers across the U.S. have been killing journalism jobs for more than a decade, all the while claiming that the "product" will not be cheapened. But another and perhaps worse career crisis for journalists is just beginning.

News, advertising and circulation jobs are starting to move offshore. In time, this trend will exert enormous pressure on wages and benefits, returning us to the economic exploitation that stirred Heywood Brown to found our union 73 years ago.

Thomson, which got out of the newspaper business but continues as a financial information powerhouse, and Reuters already have shifted some jobs to India. Both said they did so to save money. Indeed, Reuters said that for every North American and European journalist it replaced it would hire three in India—and still save money. Thomson's West Publishing, known for its law books and its freebies for judges, has found that legal editors in India are getting so skilled it can cut back the number of American editors supervising their work.

Of course, if this were really just about saving money both would outsource their senior executives, since India is a land rich with competent executives. Reuters could have saved 15 times as much outsourcing its top four executives to India as it did by replacing 20 journalists, as I showed in a letter to Romanesko's blog two years ago, using conservative estimates.

Meanwhile, the latest sign of this off-shoring trend was reported by Our Weekly, a black community newspaper in Southern California, which obtained a memo from the notoriously anti-union Los Angeles Times. The Times has hired Affinity Express, an Illinois firm, to produce its Orange County classifieds in India.

The newsroom is not part of this plan—yet. But only a fool would think that newsrooms will escape a trend that has already ended the careers of aeronautical engineers,

software designers, auto workers, machinists, call center workers and growing legions of other Americans. Indian firms like Hi-Tech Export solicit work from proofreading and copy editing to polishing novels and rewriting technical documents into plain English.

At one time, copy-editing jobs came to America, not left it. For example, in the late 1980s Dow Jones fretted over how much more it cost to have its Wall Street Journal European edition copy-edited in Brussels rather than New York. Fred Brock, then a copy editor on the Brussels desk, was among those who warned that moving the copy desk to America involved costs that bean counters would miss.

"Great care was taken to ensure that the paper reflected European perspectives and European sensibilities," said Brock, now a journalism professor at Kansas State University. Copy editors were the main guardians of such sensibilities, which they appreciated because they lived in Europe.

Dow Jones listened—a little—shipping some Brussels editors stateside. But in time the copy desk became staffed by editors with no European experience, no doubt a factor in the Journal's woes in Europe today.

"There is no question," says Brock, who became a Guild member when he worked as a copy editor at The New York Times, "that at some point we are going to see the outsourcing of copy editing" from America to India and perhaps other countries.

The economics of killing your job are compelling under current rules set by our government—our elected government.

America has billionaires who build their fortune a penny at a time through arbitrage, which means capturing small differences in the price of the same stock by making simultaneous trades on two different exchanges, such as New York and Vancouver. The spread in labor arbitrage, however, is not pennies but tens of dollars.

Manufacturers have replaced union machinists whose salary, benefits and taxes cost \$30 an hour with workers in China who cost 30 cents per hour. And in China there

are no unions, because Beijing's Communist leaders dispatch union organizers at the point of a gun, illustrating Mao's dictum about the source of political power.

No businessman in his right mind is going to pay 100 times the going rate for labor, as anyone who has tried to get just one more nickel per hour in contract talks knows.

As journalists we report, with objectivity and without passion, about the fates of others. Maybe now that our jobs are on the line we will see the full horror of what has happened to so many other Americans who played by the rules, only to learn too late that the rules were not for their benefit.

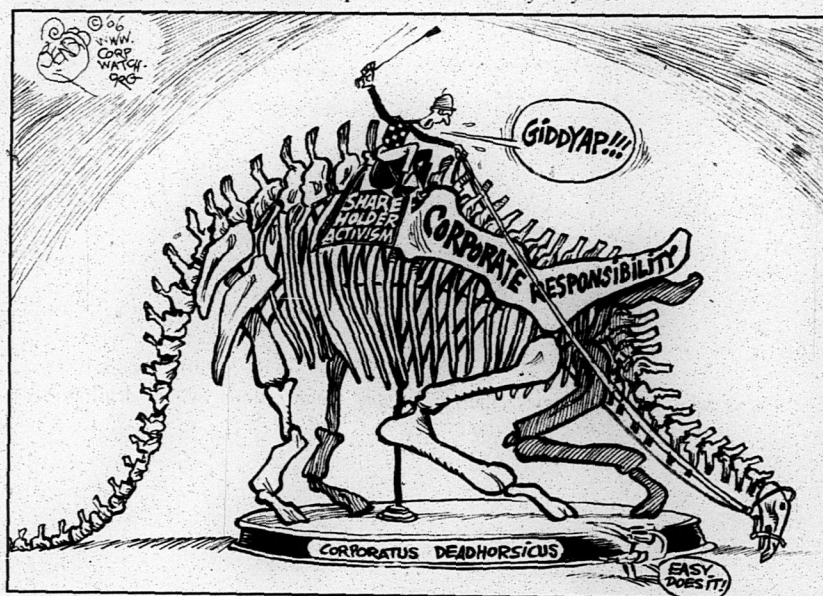
The forces that drive profits offshore are embraced by both political parties, which have embraced a concept sold to them by the most disciplined of their political contributors. That idea is that physical capital—money, plant and equipment—is the only capital, blinding them to the much greater value of human capital, not to mention human beings.

It takes no longer to send copy across the globe than across the newsroom. Books, magazines and newsletters will be part of

this trend. Advertising layout, customer service work and agate type production will be on the cutting edge, with artists and copy editors who work on long deadlines getting hit next. With firms like Affinity Express guaranteeing perfect copy on time, even deadline copy editing jobs may eventually go to Bangalore.

We can choose to impoverish ourselves to make other nations richer. But if the quality of journalism today is insufficient to tell people what is happening, who will tell them when our ranks are thinned and inadequate pay has driven out many of the best and most aggressive journalists? And if Americans do not know, in language they understand, what is happening to them, are they really making a choice to sacrifice themselves for others? Indeed, if they knew, would they make that choice?

Johnston is a Pulitzer Prize-winning writer for the New York Times and author of "Perfectly Legal: the covert campaign to rig our tax system to benefit the super rich—and cheat everybody else."



Is this the Wal-Martization of Microsoft?

By Roberta L. Wilson
WashTech, TNG-CWA Local 37083

Not so many years ago, I roamed the hallways of Microsoft, debated in meetings, swore at my computer—but was always thrilled with the work, the intelligence and comradeship of my fellow high-tech workers and with the corporate culture that inspired all of it. But as Microsoft embraces the Wal-Mart model, I wonder if my work experience there will survive.

While at Microsoft, I largely felt free to do my work in a way that made sense to me, to make suggestions for improving products and processes and to advance the next generation of software. I was fairly rewarded for this effort and devotion to my work. While lately I have taken Microsoft to task for its permatemp practices and its ever-growing commitment to offshoring and inshoring, through its lobbying to increase H-1b and L-1 visa limits, the truth is that Microsoft provided me the best job I ever had as either a contractor or perm employee in the 20-some years I spent in the software business.

Unlike other corporations, which were built on the military model, Bill Gates created a work culture based on the campus model. The idea was that adults did not need to be treated like young children, who some think need to be told constantly what to do. Micro management was out; self motivation was in. Definitely my kind of place.

Now I worry about the folks I left

behind. After 10 years, I quit Microsoft in 2000 to be a full-time parent to my newly adopted daughter. Since then, not only has the stock stagnated, but so have Microsoft's wages and salaries. In fact, worker compensation seems to have flat-lined at the same time that Microsoft hired a top Wal-Mart executive—and now that executive has been promoted to chief operating officer.

Meanwhile, according to anonymous sources, managers at a recent executive retreat were encouraged to make everything "like Wal-Mart." How deep will this exhortation go? Will wages continue to be stagnant and perhaps decline? The thought of seeing developers getting county assistance is absurd—isn't it? Will employees become the company's shock absorbers as it strives to improve the price/earnings ratio of its stock? I know I hate being a shock absorber, and so do my fellow high-tech workers, even if they may eventually benefit from a stock price rise.

But indications are that Wal-Mart is the model, and perhaps even worse is coming. Steve Ballmer, Microsoft's chief executive, recently was quoted as saying that he regularly fires 6.5% of his work force. This contrasts with the dearly held belief that Microsoft hires only the best, which motivated many of us to live up to that expectation.

While at Microsoft, I never thought a union effort could make any inroads; the company treated enough employees well

enough to make a union win unlikely. In fact, I never thought about unions at all, figuring that my dad's union experience as an aerospace worker had little to do with me.

After I left Microsoft, however, I got involved in WashTech/CWA Local 37083 because the landscape was changing for all high-tech employees, indeed for all workers. Economic globalization, using offshoring and inshoring practices, displaces many people worldwide—and most certainly my fellow high-tech workers—while providing few social safety nets. Economic globalization ramped up with the passage of the North American Free Trade Agreement and continues at full tilt with the World Trade Organization and other policies and practices. And it will get worse for ordinary workers under the Central American Free Trade Agreement.

In other words, our American corporations are no longer "ours," if they ever were. The social contract between American corporations and the workforce is fading—you know, the contract in which we work hard and are rewarded well so that we can actually buy the things we make, with a few safety nets built in should bad things happen. Hmm . . . I wonder when they were going to tell us that the old contract was over. The new contract is that we are continually threatened with replacement by workers (generally underpaid and unprotected) who will make stuff cheaply so that we can buy it, except we don't have jobs anymore; or if we do,

we're paid less than we were a decade ago; or even if we're paid well, we have little job security in this race to the bottom. Geez, I don't remember voting for, or even being asked about, this version of our future.

But back to Microsoft. Softies and ex-Softies (many of whom are also stockholders) are struggling with the idea that management and workers are no longer on the same team. The campus model of work was good, but management seems determined to imitate Wal-Mart. What should we do?

Do we hunker down and hope the changes will pass us by? Or do we organize? Do we blame other workers who seemingly take our jobs, or do we connect those dots and wake up? We are dealing with government-supported economic policy that favors corporations over workers and ordinary citizens. Few in government, and surely not Microsoft and other corporations themselves, will speak for us, although we must continue to pressure both.

Unions are imperfect, but they are the voice of workers, the only real voice that has the potential power to represent our interests. If you'd like to learn more about organizing at Microsoft or elsewhere, call us at 206.726.8580, email contact@washtech.org, or visit www.washtech.org.

Adapted from an article first published in WashTech News. Wilson is WashTech's communications chair and can be reached at bertaw@washtech.org.



LOOKING AHEAD

Time is here for our vision

By Linda Foley, President

Lately, almost all the news about the news has been bad. Wall Street traders lament that media companies have lost their value. Newspapers are being divested and traded like playing cards while we hold our collective breath that the latest circulation and ratings numbers don't drop too precipitously.

Journalists are being killed and jailed in record numbers. Public support for policies that ensure press freedom sags as those policies are juxtaposed against the fear of lax security and terrorism. Trust in what the press reports is at an all-time low.

While reports of the death of mainstream media are premature, we clearly are

approaching a seminal moment when both journalism and the news business will be fundamentally changed. If there ever were a time for the Guild and its members to promote a vision for the future of our industry, it is now.

For the past year, Guild leaders have been working toward consensus on a statement of principles for media workers and the companies they work for. For too long, we've let our employers define what the ethics of our industry should be. In too many instances, their so-called codes of ethics have been solely about us and whether our actions call their credibility into question.

The Guild's approach—approved earlier this month by The Newspaper Guild-CWA

Executive Council for ratification at the sector conference in July—lays out a set of values to foster "Professionalism and Honesty in the News Media." Our vision includes principles that apply to those who work in the industry as well as those who run it.

Reaching a consensus that the Guild should even promote a set of principles like these hasn't been easy. The numerous debates and many edits over the past year are merely the latest in many attempts by the Guild to agree on a set of ethical values. The first attempt was in the mid-1930s, shortly after the American Newspaper Guild was founded; that effort was eventually abandoned. The Guild didn't (and still doesn't) want to provide a roadmap for employers who might use such an exercise as a tool to discipline and fire Guild members.

But with the future of journalism and the credibility and profitability of our industry on the line, we can no longer leave media ethics for others to define—not when the so-called captains of this industry are creating a

gaping vacuum of leadership. That giant sucking sound means a once-noble industry, which historically has stood for public service and democratic discourse, is on the verge of withering away. The inspiration and professionalism that at least partly motivate nearly everyone who decides to enter the news "business" (from the newsroom to the loading dock) must be restored.

A recent survey by Northwestern University's Medill School of Journalism found that more than 50% of 527 newspaper journalists surveyed had experienced an unethical or unprofessional incident in their newsrooms in the past five years. At least 70% of them pointed to "factors beyond their control" as the cause for the negative perception of newsroom ethics.

Those 527 journalists should not lose hope. We can regain control over our industry's ethics, and in the process, help change the public's growing negative perception of the media and the professionals who bring it to them.

PROFESSIONALISM AND HONESTY IN THE NEWS MEDIA

Recognizing that newsgathering institutions have the trusted responsibility to create a fair, balanced, honest and accurate product that reflects not only the overall integrity of the collective services performed by employees who work for the news organization, but the integrity of the organization itself, The Newspaper Guild/Communications Workers of America promotes these principles:

- Those who work for newsgathering institutions shall be guaranteed freedoms of speech, beliefs and association in their workplaces.
- Individuals who work for news organizations have the right to be treated fairly, equitably and professionally and to have their skills and judgment respected.
- News organizations shall provide all employees, whether editorial, technical or commercial, with the support, equipment and independence necessary for them to practice their crafts safely and professionally.
- News organizations shall adhere to the same high standards of fairness and integrity they demand of their employees. These employees have the right to expect that they will not be required to do anything illegal or unethical. Additionally, they have the right to refuse to perform any illegal or unethical function without fear of reprisal.

Editorial Employees

- The goal of newsgathering institutions and the reporters, editors, photographers, audio, video, graphic and web professionals

who work for them is to report the news in a truthful, accurate and impartial way in order to inform the public.

- Those who gather and present the news shall at all times strive for honesty, accuracy, fairness and balance in order to maintain their credibility as guardians of the public's right to know.
- They shall identify themselves and their organizations when dealing with sources of information, except when that information can be obtained only through undercover reporting or when such identification would put them at risk.
- Stories, photographs, audio recordings and video material shall not be altered so as to deliberately distort what was said or present a knowingly misleading version of an event.
- News organizations shall have clear guidelines for attribution of material, so their employees can present their work in a manner free of any taint of plagiarism.
- Newsgathering institutions and individuals who work for them share a duty to further the open exchange of ideas and information and to protect freedom of expression, not just on behalf of those who own the media but for the benefit of all. They shall respect diversity, reflect it in hiring policies, stories and delivery of information, and guard against prejudice or discrimination.
- Those who gather and present the news and the organizations that employ them have

a right and responsibility to protect the identities of confidential sources.

- Those who work for newsgathering institutions have a right to be treated fairly, equitably and professionally and to have their skills and judgment respected. In defending the public's right to know and right to freedom of expression, individuals must not be asked to sacrifice their own freedoms of expression, association or belief.
 - Those responsible for gathering and presenting the news retain their rights to private lives free of restriction, provided there is no actual conflict with their ability to be trusted sources of information.
 - It is the shared duty of newsgathering institutions and those who work for them to oppose any attempts to suppress news and prevent important stories from being told. No employee shall be disciplined for exposing such unethical conduct, regardless of the level at which it takes place.
- ### Commercial/Business Employees
- The public has the right to expect that a news organization and its employees who provide any professional customer service shall never offer any form of benefit or service that could promote discrimination or prejudice.
 - Individuals who work for news organizations shall retain their rights to private lives free of restriction.
 - A news organization's customers shall be treated fairly and equitably in any business

transaction, and these customers have a right to expect disclosure of any information that might affect the ability of the news organization or its individual representatives to do so.

- A news organization's customers and the public have the right to expect information concerning circulation figures or ratings of the news organization to be complete, true and accurate.
- A news organization's customers and the public have the right to expect that there will be no technical manipulation or altering of data provided to the Audit Bureau of Circulation and/or any recognized governing entity.
- The public has the right to expect newsgathering organizations, their sales staff and other professionals to work together to meet particular needs or complaints in advertising, circulation and billing and to be the public's advocates in matters pertaining to use of the organization. To that end, these professionals have the right to defend their customers' legitimate interests to the organization without fear of reprisal.
- The public has the right to expect that a news organization and its employees will maintain and respect the clear line between advertising and news.
- The public has the right to expect that a news organization and its employees who provide any professional customer service recognize that they have an obligation to respect the confidentiality of any information obtained from their customers.

LETTER TO THE EDITOR

To the Editor,

A few thoughts on the Human Rights Watch in The Guild Reporter that arrived in my mailbox today:

1. Cheers on suggesting the use of "undocumented immigrants" rather than "illegal immigrants." As one who married into an immigrant family (a family that did arrive

with documentation), this is dear to me.

2. However, under the headline of name-calling: I look forward to the day when groups such as the Guild take an equally active stance in ridding our profession of biased terms such as "Religious Right," "pro-choice" and "anti-choice." But some-

thing tells me that isn't likely to happen anytime soon, is it? Seems that we in the media only decry name-calling when it's directed at people we like. Would you agree?

3. Regarding newsroom staffs reflecting the composition of their communities: I look forward to the day when the Guild begins

recruiting evangelical Christians and devoted Catholics (you know, the ones who actually believe in their faith) to the profession. Last I checked, these are folks that compose our communities, too. I suspect it'll be a cold day in hell before that happens, though.

—Matt McSorley,
Manchester (NH) Guild

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: June 9.)

HUMAN RIGHTS WATCH

TNG a no-show at equity meet

By Debbie Thomas
TNG-CWA Human Rights Director

The dates were April 27-30, the place was Philadelphia, the event was the CWA Civil Rights and Equity Conference—and TNG-CWA was hardly anywhere to be seen. Although nearly 300 people were registered, I could count the Guild members on two hands—and perhaps just one. Did I miss you? Over the course of four days, did we not get a chance to talk? Please let me know and forgive me if that was the case.

I saw Yoko Kuramoto-Eidsmoe, new president of our Pacific Northwest local, although she was there as a member of the CWA Equity Committee representing District 7. Also attending were two members of the Philadelphia local, both of whom served on my panel. And then there was me.

On the whole, I think this is one of the most productive conferences put on by CWA—yet we didn't show. Why? What would garner more Guild participation? Was it not publicized enough? Did you think the event didn't have enough to offer those working in our industry? If you have attended before, please let me know why you didn't go this time, at dtomas@cwa-union.org or by calling 202-434-1262.

Meanwhile, thanks to Henry Holcomb, president of the Philadelphia Newspaper Guild, for helping pull together the Guild panel on Minorities in/and the Media. The panelists were Acel Moore, semi-retired Pulitzer Prize winner from the Philadelphia Inquirer and one of

the founding members of the National Association of Black Journalists; Regina Medina, Philadelphia Daily News reporter and a regional director of the National Association of Hispanic Journalists; Catherine Brown, president of the Philadelphia local of the American Federation of Television and Radio Artists and writer-producer at NBC 10 in Philadelphia; and moderator Cynthia Gouw, a three-time Emmy-winning television anchor and member of the Asian American Journalists Association.

Panelists discussed their ability—or inability—to affect news coverage, with several expressing more confidence that now that they are professionally established, they can offer advice or voice their opinions on a news story. Still, biased reporting about minorities continues, eliciting a wide range of comments from the panel and some interesting questions from audience members.

For example, who decides in on-the-street television reporting who will get on the air? Sometimes the person interviewed may not reflect the viewpoints of a minority community, yet be presented as a spokesperson. Everyone was adamant that more positive images are needed, and that the current trend of highlighting crime needs to be changed. I thoroughly enjoyed myself, and I'm confident you would have, too.

Meanwhile, the summer convention season for minority journalist groups is rapidly approaching. Check out the Human Rights section on the Guild website for more information, at www.newsguild.org.

Seattle newspaper war divides Guild members

The three-way tussle among the Seattle Times, the Post-Intelligencer and the Committee for a Two-Newspaper Town over the future of a joint operating agreement took two steps forward and one-step back over the past month.

When the two newspapers announced in March that they were going to take their dispute to binding—and secret—arbitration, eschewing further court battles, the Committee for a Two-Newspaper Town protested that it would suffer irreparable harm if its claims against the two newspapers were set aside. The committee is alleging antitrust and breach-of-contract violations. On April 28 a superior court judge agreed, rejecting the two newspapers' request that he suspend legal proceedings until after an arbitration decision is issued next year.

That was good news for the committee, which has taken the position that the JOA should not be dissolved—as the Seattle Times is seeking—if that means the death of the Post-Intelligencer, which owner Hearst has said will follow. But just one week later the committee's own future was cast in doubt, when members of the Pacific Northwest Guild voted 70-38, on a motion made by the local's vice president, Steve Miletich, to end union support for its efforts. More than 80% of the committee's funding has been provided by the local and TNG-CWA.

The Guild vote, following two earlier and unsuccessful attempts to pull out of the committee, reflects both a desire to see an end to the three-year standoff and a feeling among some Seattle Times employees that their interests differ from those of their P-I counterparts. With circulation eroding at both newspapers and few cities able to support more than one daily, the

real question—they argued—is which newspaper will survive, not whether the JOA can be preserved.

Further evidence that the interests of both staffs are diverging was provided by the Seattle Times, which notified the Post-Intelligencer that it was breaking with a long tradition of joint bargaining. The Guild's contracts with both papers expire July 21.

Because the Times is the bigger paper and also handles the business and production chores for both publications, more than 600 of the local's members are Times employees, compared with fewer than 150 at the P-I. As a result, any conflict pitting one staff against the other—as in the vote to pull out of the Committee for a Two Newspaper Town—can be a decidedly one-sided affair.

Still, the committee, which includes local readers, politicians and activists, has vowed it will stay in business and will pursue its claims against both publishers. Gene Achziger, a former local president and page designer at the Post-Intelligencer, has started fundraising among his colleagues, sending an e-mail urging them to donate as much as \$500 to the committee to support its work. Others may make contributions at www.twonewspapertown.org.

Meanwhile, even though legal proceedings will continue as scheduled, both newspapers have announced they will pursue their arbitration on a parallel track. A retired superior court judge is to determine by next May whether the Seattle Times can end the JOA, as it has asserted since 2003, because of ongoing losses caused by the relationship. If he decides in the affirmative, Hearst will have one year to close the Post-Intelligencer—barring a settlement. Or a court victory by the committee.

Montreal activist Larry McInnis dies, 74

Larry McInnis, long-time president of the Montreal Newspaper Guild, a key figure in the creation of TNG Canada and a past vice president of TNG-CWA, died May 15 after a battle with cancer. He was 74.

McInnis filled just about every journalistic slot, from photographer to managing editor, although many readers of the Montreal Gazette knew him best as the weekly stamp columnist. He got his start as a cameraman with the RCAF in the early 1950s and returned to the military for two more stints, in both the '60s and '70s. Many would say it was his ingrained military discipline that made him a formidable union organizer.

First elected as president of the local in 1982, McInnis had already done much of the initial spadework to organize the editorial departments of both The Gazette and the Montreal Star. The Gazette newspaper had finally certified in 1977, at which time the combined Guild membership at the Star and Gazette was about 700. But in the brutal newspaper war that followed, the Star lost and membership in the

Montreal Guild plummeted to 63.

Undaunted, McInnis focused his organizing abilities on the Gazette's other departments and won them over, one by one. By the time he retired, in 1998, the local had again peaked at about 450 members. His leadership for all those years, recalled Michele Carle, the current Montreal Guild president, was a unique blend of iron-fisted control and extreme informality. "Many were critical, but few could say he did not get results for the local's membership," she said.

Tributes and condolences may be sent to McInnis's family via webmaster@tngcanada.org, which also will post them on the web.



Larry McInnis (1989 file photo)

FROM THE MORGUE

Seventy years ago this month:

New Guild locals form in Denver and Seattle, rejuvenating the union's growth after a post-founding lull, while the moribund Guild unit at the Pittsburgh Press is revived. . . . The lengthening strike in Milwaukee gathers nationwide support, as the Women's Trade Union League and the national Citizens' Committee urge their members to boycott Hearst publications. . . . Guild momentum grows for affiliating with the A.F.L.

Fifty years ago this month:

The Canadian Congress of Labor—whose roster includes Guild locals—and the Trades and Labor Congress of Canada merge, creating the Canadian Labor Congress. . . . E.W. Scripps outbids three competitors to gain control of the Cincinnati Enquirer, saved from extinction four years earlier when employees—some mortgaging their homes—bought shares to keep it from folding. . . . The AFL-CIO's magazine, The American Federation, carries a four-page spread on the Guild under the headline, "ANG Has Come Long Way."

Twenty-five years ago this month:

Canada's Justice Department charges the Thomson and Southam chains with conspiring to limit daily newspaper competition in four major cities. . . . Guild leaders urge Congress, in a committee hearing chaired by Rep. Al Gore, to fund a long-term health study of video-display-terminal operators. . . . The San Francisco Examiner relates how subscribers to CompuServe no longer have to buy a copy of the newspaper—they can read it on their personal computers.

THE GUILD
Reporter

(See box on page 2 for address or other subscription changes or cancellations.)

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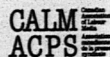
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Midwest, Great Lakes, Southern
Councils, May 19-21, Toledo

CWA Minority Caucus Meeting,
July 6-9, Las Vegas

TNG-CWA Sector Conference,
July 7-8, Las Vegas

CWA 68th Annual Convention,
July 10-11, Las Vegas

CWA Minority Leadership Inst.,
Sept. 17-29, Silver Spring, MD

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