

THE GUILD Reporter

300 N ZEEB RD # 1346
ANN ARBOR MI 48103-1553

March 23, 2007

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 74, Number 3

Tale of two (Block) cities:

Toledo stand-off deepens; unions prepare for economic warfare

Any hope of a breakthrough in contract bargaining at the Toledo Blade evaporated Feb. 27, when three days of negotiations fizzled out with no progress reported and no new talks scheduled. "It appears the talks are over," reported Larry Vellequette, spokesman for the Toledo Newspaper Guild.

The stalemate confirms an antagonistic management strategy that has included a lock-out of approximately 200 non-Guild union members for more than six months. Unemployment benefits for the locked-out workers have already expired, and health insurance coverage is running out this

month. Its back to the wall, the Toledo Council of Newspaper Unions has decided its only option is "to attack every last piece of revenue we haven't already taken from them," Vellequette said.

Although reluctant to disclose details in advance, Vellequette said one approved tactic will be the dispatching of a delegation to Pittsburgh, home of the Blade-owning Block family, "to press our case in a public way." Other economic and financial tactics, he added, "will mean we're basically taking the fight to them."

The Blade stand-off is an ironic counter-

Continued on page 2

Pittsburgh unions ratify contracts that freeze wages, cut health care

By Mike Bucsko
President, Pittsburgh Newspaper Guild

Contract negotiations in Pittsburgh began a year ago with the following words attached to the company's initial proposal: "Delete all existing language and substitute the following..."

The Block family, owners of the Pittsburgh Post-Gazette, selected a hired gun from Chicago to run the talks behind the scenes and to eviscerate the contracts of the Guild and 13 other bargaining units at the newspaper. And while unity council solidarity held off the company on such crucial

issues as jurisdiction, vacations, sick leave and seniority, the 240 Guild members and more than 750 other union employees nonetheless took a major hit.

The PG's unionized employees will contribute 5% of their wages, up to \$2,500 a year, to health care costs during the life of the 39-month agreement. Wages are frozen for the duration of the contract, and about two-thirds of employees will lose retiree health care.

The company also is offering 73 buyouts in five units, including 10 in the Guild.

A tremendous funding liability in the Guild's pension plan forced the union to

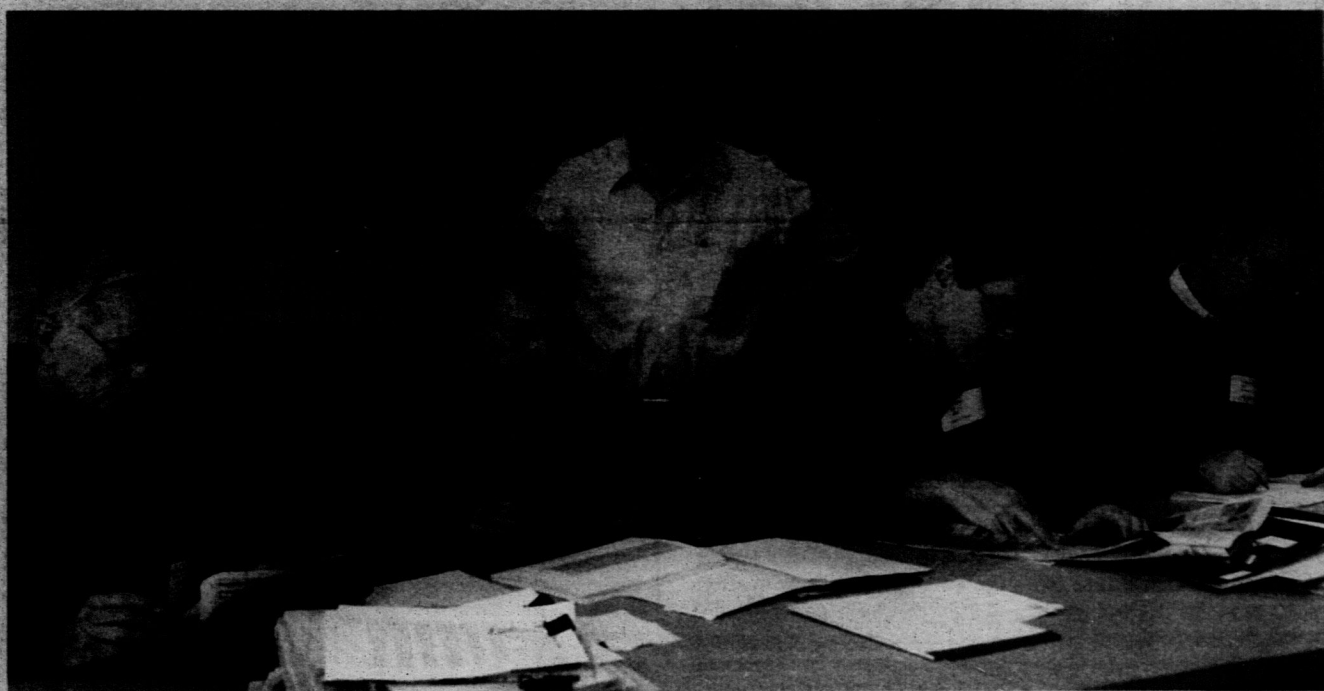
Continued on page 2

Courant duo wins Broun Award

Lisa Chedekel and Matthew Kauffman, reporters of a four-part series in the Hartford Courant that revealed the extent to which the U.S. military has been sending mentally troubled troops into combat, have won the 65th annual Heywood Broun Award.

Announcement of the winners, determined by a four-judge panel meeting March 6 at TNG-CWA headquarters, was followed days later by similar

Continued on page 3



Looking uncharacteristically like a hard-driving straw boss, Dick Peery oversees the work of this year's Heywood Broun judges (from left) Jack Nelson, Deborah Howell, Chris Lehmann and Tom Kunkel.

Guild leader learns a few things at Harvard

By Martha Waggoner
News Media Guild

Given a choice between living a healthier lifestyle or dying, heart-bypass patients will, by default, choose dying.

That was just one of the many lessons I learned as one of 40 participants in the 2007 Harvard Trade Union Program, which I attended in January thanks to a

scholarship from The Newspaper Guild-CWA and the support of the News Media Guild, which I serve as first vice president.

But what do heart surgery and unions have in common? Well, the title of the article on heart-bypass patients was "Change or Die." And the theme of many unions for the past decade? "Organize or die."

Fortunately, this reading assignment—for a class on leadership and organizational change

taught by program director Elaine Bernard—came near the end of our six weeks. By then we'd spent much class time on the union "organizing" model, which focuses on building the union, vs. the more typical "servicing" model, which focuses on protecting collective bargaining agreements through such actions as grievances. Offense vs. defense. Had the lesson come earlier in the program, I'm not sure I would have made the connection.

Unions have used the "organize or die" mantra since the mid-1990s, but its success is questionable. Just look at the latest union membership figures from the Bureau of Labor Statistics, which arrived while I was at Harvard: 12% of employed wage and salaried workers were

union members in 2006, down from 12.5% in 2005. In the private sector, just 7.5% of workers belong to a union.

In the health care reading, we learned that patients who go through the trauma of heart-bypass surgery can avoid a repeat operation—as well as lengthen their lives—if they switch to healthier lifestyles. Yet after two years, 90% will not have changed.

The reason for this stubbornness, the researchers concluded, is that people don't change their behavior unless we go beyond their minds and speak to their feelings. Dr. Dean Ornish, of low-fat diet fame, got patients to change not by trying to motivate them with a fear of dying, but by holding out the prospect of the joy of

living. Joy, he said, is a more powerful motivator than fear.

Because "Change or Die" was written for a corporate audience, it doesn't offer specifics for changing unions. But one applicable idea is this: How about a slogan that reflects the good that unions do? "Organize and Live." Or "Organize and Make More Money, Have Better Health Care and Keep Your Pension."

Okay, that last one needs some work. But in my opinion, unions—at both the leadership and membership levels—need reminders of the joy in our work, not just the drudgery.

Whatever the motto, the topics we discussed—managers vs. leaders, strategic choices for unions,

Continued on page 5

Inside this issue



MediaNews mobilization fund OK'd • page 3

What would John Hancock do? ... page 7

Guild protests make India headlines • page 8

Pittsburgh 'could have been worse'

Continued from page 1

freeze benefits and to contribute 2% of wages to offset the unfunded liability. A provision in the pension agreement allows the Guild to explore options on the plan's future, including merger with a multi-employer plan.

The integration of the PG's web operation was an underlying theme of Guild negotiations and resulted in contract changes. A prohibition on the use of dual roles—reporters acting as photographers and vice-versa—is gone and all Guild members now can use multi-media equipment. However, the company is required to provide equipment and training and cannot discipline employees for a good-faith effort to use such equipment.

Union gains were few, but the Guild did manage to negotiate a commitment to implement same-sex benefits for our members—a contentious issue during our last negotiations. The Guild also negotiated a provision that requires the

company to compensate employees who are required to contribute to post-gazette.com off-shift through blogs, chats or other content.

The Guild also managed to strengthen and streamline job security language and provide for layoffs based on strict seniority; and gained approval of a sick-leave policy that provides eight days a year and up to 18 weeks of full pay and another 26 weeks at 60% pay for serious illnesses.

The financial hit Guild members will be taking, because of the 5% health care contribution and the additional 2% for the pension plan, will be considerable. But tough bargaining by Guild negotiators on the Unity Council and in Guild talks stopped the bleeding before it spread to our seniority, jurisdiction and other basic union issues.

The most common response from Guild members when they learned the terms of the agreement was, "It could have been worse." And that's the best we can say.

Toledo unions feel pushed to the wall

Continued from page 1

point to the situation in Pittsburgh, where contract negotiations at the Blocks' only other daily ended in an enormously concessionary but far less embittered agreement. The company's initial proposals in both cities were identical, Vellequette says; what was different was its choice of attorneys to lead negotiations, with Toledo management represented by the notorious firm of King and Ballow.

"Their lawyer decided that the best way to settle this was through negotiation," Vellequette said of the Pittsburgh talks, "whereas here, King and Ballow decided to break the unions. And what a fabulous outcome it has been."

With no sign of a thaw in talks, the Blade's unions have turned a major part of their efforts to finding support for the locked-out workers—now down to approxi-

mately 120, as many conclude they have no future at the paper and move on. An appeal for union supporters to "adopt a family" has gone out to hundreds of locals, and innovative fund-raising ideas have included an e-bay auction of "Toledo Blade Lockout Memorabilia," such as the signed picket placard at left.

Also of possible help to some of the locked-out workers is a new policy, signed in late February by Gov. Ted Strickland, setting a limit of 120 days for the state to determine whether locked-out workers are unlikely to return to their jobs. Such a determination would make those workers eligible for job search assistance and retraining for new careers.

Meanwhile, a trial over unfair labor practice charges against the Blade, filed by the National Labor Relations Board, has been postponed until May. The trial had been set for March 19.



Corrections

The February issue of the Guild Reporter inadvertently failed to credit a photo on page 3 of the newly created MediaNews Council. The picture was taken by Jane Tyska, of the Northern California Newspaper Guild.

The same issue incorrectly identified Jim Grossfeld as the editor of the Union Democracy Review; the Review is edited by Herman Benson. Grossfeld, as indicated at the end of his bylined column, is a public affairs consultant for unions and a frequent contributor to American Prospect magazine. He also is a member of the Executive Council of the Washington-Baltimore Newspaper Guild.

Guild briefs . . .

24 take Star Tribune buyouts

Two-dozen newsroom employees ended up accepting voluntary buyouts at the Minneapolis Star Tribune, including several high-profile writers as well as copy editors, designers, support staff and news assistants. The buyouts followed acquisition of the newspaper by Avista Capital Partners, an investment firm, raising questions of whether involuntary layoffs will follow. In a surprise twist, Par Ridder, publisher of the competing St. Paul Pioneer Press—now owned by MediaNews—crossed the river to take the helm at the Star Tribune.

NLRB scores Hawaiian paper

The National Labor Relations Board has given the green light for prosecution of eight unfair labor practice charges filed by the Hawaii Newspaper Guild against the Hawaii Tribune-Herald. Moreover, the NLRB has concluded that because the Tribune-Herald's grievance and arbitration procedure "no longer functions," the regional office should investigate four additional ULPs that it previously had deferred to arbitration. The charges include suspension and firing of reporters for protected union activity, unlawfully banning union representatives from Tribune-Herald facilities, denying union members their Weingarten rights and coercing, intimidating and interrogating union members about union activity.

'Junck variance,' anyone?

Ad sales staffs at numerous newspapers who have been hit with increasingly outlandish quotas—and harsh consequences for those who miss their targets—may not be surprised to learn that not everyone plays by the same rules. Latest case in point: Mary Junck, chief executive of Lee Enterprises, missed her 2006 performance goals set for her by the company's board of directors, which concluded that she therefore did not qualify for an incentive bonus. No matter. The board gave her a \$300,000 "discretionary" bonus anyway, "in recognition of her leadership." Maybe the ad sales people at the St. Louis Post Dispatch can negotiate a "Junck variance" into their next contract?

At Dow Jones, good times roll

Dow Jones management is still trying to triple its employees' health care costs while keeping wage increases to 2% a year, but its contract bargaining leverage has been diminished by recent disclosures of how abundantly upper management rewards itself. Rich Zannino, who was named chief executive in early 2006, had a very good year: about \$1.6 million in stock related awards on top of his \$883,846 salary—plus \$895,000 in annual "incentive" payments, plus \$173,441 for his commuting costs, plus \$208,177 for a deferred compensation account. That's on top of a promised severance package worth more than \$10 million if there's ever a parting of the ways.

Irvings live up to reputation

Only two years into a five-year contract at the Moncton Times & Transcript, New Brunswick's powerful—and powerfully anti-union—Irvings family is living up to its reputation. The TNG-CWA local there reports continued downsizing and steadily worsening labor relations, including the loss of two of 32 members in the editorial department and pressroom who are not being replaced; the wrongful dismissal of a graphic artist that has proceeded to arbitration; and an ongoing battle by pressroom workers for vacation time owed from last year.

Duluth district managers win

A long-standing grievance by the Lake Superior Guild over a decision by the Duluth News Tribune to remove its circulation district managers from the bargaining unit was settled ahead of an arbitration hearing. Under the terms of the settlement, the district managers were to be returned to the bargaining unit March 19 with full retroactive pay.

Two RI locals vote for merger

Two Guild locals have voted unanimously to merge with the Providence Newspaper Guild. Voting 22-0 in Pawtucket and 33-0 in Woonsocket, members of the two locals voted to become units of the larger union effective the end of this month.

Impasse declared in Halifax

A conciliator's declaration of impasse between the Halifax Herald and its pressroom workers opened the door to a strike or lockout at press time. Darren Pittman, president of the Halifax Typographical Union, said that whereas the 14 members of the unit haven't had a salary increase in 13 years, management was unwilling to offer more than a 1.75% increase in each of four years on top of a \$2,000 increase in base salaries.

Third time a charm for APTN

It took three votes, but members of the Canadian Media Guild's editorial unit at the Aboriginal Peoples Television Network finally got a contract they could approve, voting 92% in favor of the new, five-year agreement. While the final version remained little changed economically from prior proposals—2% salary increases each year, plus a \$500 "retention incentive"—what made the difference was a company agreement "to begin work within 90 days on a plan to improve workplace relationships." In other words, a little respect.

Fair and balanced—not!

Guild-represented employees at Reuters have long been advised to write responses to disciplinary letters so there is a record of their side of the story in their personnel files. So imagine the New York Guild's surprise to learn recently that Reuters may just deep-six such responses. "I don't think there are two sides" that have to be represented in personnel files, Glen Russo, the company's human resources point man, told Guild representatives at a recent grievance meeting. "It's a company file."

Guilder throws hat into ring

Guild member Richard Holober, whose latest entry on a lengthy résumé is that of executive director of the Consumer Federation of California, is looking to change jobs again: he's running for the California Assembly to represent the 19th District, which covers a large part of the San Francisco Bay Area. In addition to having served as a steward, organizer and vice president of the Northern California local, Holober has served as assistant political director of the California Labor Federation, was statewide coordinator for the 1996 initiative that raised the minimum wage and is in his third term on the San Mateo Community College Board.

Buffalo votes on fast track

Members of the Buffalo Newspaper Guild were scheduled to vote March 27 on a local first, an early extension of their contract with the Buffalo News. A "yes" vote would permit expedited negotiations on a limited number of economic issues, most notably wages and health insurance, in an effort to reach agreement within five weeks. The current contract doesn't expire until August, 2008.

Charter Guild member dies

David Selvin, a charter member of the San Francisco local of the American Newspaper Guild and a long-time chronicler of organized labor, died March 6 just a few days short of his 94th birthday. An economics graduate, Selvin first worked for the San Francisco Examiner as a labor writer, then as a researcher for President Roosevelt's Longshore Board. In 1951 he started a three-decade run as editor of the San Francisco Labor Council's newspaper, and in the 1960s he began writing a series of books for young readers about the labor movement. He also helped form the labor studies program at San Francisco State University and won legislative funding to create its Labor Archives and Research Center.

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 or requests to stop delivery to: The Guild Reporter, c/o Melané Miller, Communications Workers of America, 501 Third St. NW, Washington, D.C. 20001

Address changes and requests to stop delivery also may be sent by e-mail 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

A closed door suits Hearst best

If there's one common thread tying together the Hearst Corp.'s two largest West Coast newspapers, it's the company's penchant for closed-door proceedings.

In Seattle, where its Post-Intelligencer is grappling with the Seattle Times over the latter's attempt to dissolve a joint operating agreement, a superior court judge has acceded to a Hearst request that a third-party lawsuit be postponed until an arbitrator has decided the JOA dispute. The lawsuit was filed by the Committee for a Two-Newspaper Town—which, as its name suggests, is trying to avert the very outcome sought by the Times, since Hearst has said it will close the Post-Intelligencer if the JOA is ended.

Days later, on March 9, the same judge ruled against a committee request to review an estimated 3.5 million pages that the two papers have filed in the closed-door arbitration hearing.

Several hundred miles to the south, Hearst has been equally diligent at safeguarding its corporate secrets in San Francisco. There, a sweetheart deal it struck with MediaNews was challenged last fall by businessman Clint Reilly, who filed suit contending that the two companies' cross-ownership links and plans to share some operations are anticompetitive. Hearst owns the San Francisco Chronicle, the only newspaper of any significant size in northern California that's not owned by MediaNews, and has a substantial investment in a MediaNews partnership.

Hearst and MediaNews were initially successful in having court filings sealed. Now the two companies are seeking to have Reilly's suit thrown out altogether, telling a U.S. District Court on March 16 that Reilly "lacks standing as a reader" to raise antitrust concerns. Reilly had said in a pretrial deposition that newspaper readers "depend on being exposed to as many different points of view as possible, in order to be fully informed as citizens."

Barring an affirmative court response, Reilly's suit is slated to begin April 30. A decision in the Seattle arbitration is expected by the end of May.

Jailed freelancer Josh Wolf to get Freedom Award

Continued from page 1

announcements regarding the Herbert Block Freedom and David S. Barr awards. All the awards will be presented May 3 at the Freedom Award Fund Banquet in Washington, D.C.

The Freedom Award, now in its fifth year, will be presented to Josh Wolf or his representative if he's still in jail. Wolf, a freelance journalist and blogger, has been imprisoned since last August for refusing to give prosecutors outtakes of video he shot at a demonstration in San Francisco. The length of his incarceration long ago eclipsed that of Vanessa Leggett, also a freelancer, who spent a then record-breaking 168 days behind bars for refusing a similar subpoena for notes and interviews—thereby winning the first Herbert Block Freedom Award, in 2002.

The Freedom Award is underwritten by a bequest from long-time Guild member Herbert Block. It is presented to the person or organization who best exemplifies the political cartoonist's devotion to free speech and assembly and to his passionate belief in the importance of a vigorous free press.

Chedekel and Kauffman were declared the winners of the Broun Award for their work on "Mentally Unfit, Forced to Fight," a series last May that the judges noted "admirably extends



BILL BURKE/WASHINGTON-BALTIMORE GUILD

Union grunts

Thirty-three new local officers are all smiles for their class picture at the Meany Center—before the going got really tough. TNG-CWA's annual equivalent of boot camp, held each long President's Day weekend, offers a cram course in collective bargaining, mobilization, contract enforcement, organizing

and other union activities. The intensity of the experience was reflected in the participants' evaluation forms, replete with phrases like "More bathroom breaks!" and "It was physically taxing to sit for so many hours." Yet virtually all gave the three-day session high marks, such as the Bakersfield, Cal. shop steward who wrote, "Very empowering for someone so new to unions, in her first job—pumped me up!" Hoo-rah!

Second SIF targets MediaNews

CWA's executive board has green lighted a second Guild project for funding by the Strategic Industry Fund, this one targeted specifically at MediaNews.

Acknowledging that MediaNews, the fourth largest U.S. newspaper company, has had "combative and overreaching" labor relations, the SIF proposal nevertheless observes that MediaNews is a privately held company under centralized control. This centralization "offers CWA an opportunity to coordinate bargaining strategies and build union power."

A first step toward such coordination was taken recently by the newly formed MediaNews Council, representing nearly 2,000 employees at 14 newspapers, which approved the SIF proposal and an initial action plan. Among its initiatives was creation of a dedicated web site, still under construction, as a

virtual "watercooler" for all MediaNews employees, both union and non-union.

The SIF proposal, meanwhile, allocates an initial 6-month budget of \$190,100 to hire a California-based mobilization coordinator and to train 300 activists in "a variety of skills necessary to perform work in today's digital news industry." The training will be offered through CWA's NETT program, a partnership with Stanly Community College, leading to a certificate of studies in Universal Media and Journalistic Technologies.

According to the proposal, "this certificate is ideal for the mass-communications professional who desires to become more skilled and versatile in today's evolving media related technologies." The courses, to include such subjects as digital photography and editing, basic videography, digital video editing, web

design and television newswriting, will "provide a value-added benefit to union membership at MediaNews," the proposal suggests. Moreover, it adds, the curriculum will "demonstrate to other employees and the employer that CWA can provide a value-added service to companies and individuals."

The latest SIF project also is seen as dovetailing with one approved earlier this year to learn how the news workplace is changing. The MediaNews SIF training "will also tie-in with the needs that are surfaced in the process of the Future of New Industry Jobs SIF," the proposal states. "As new areas are identified, and members of TNG-CWA become more aware of the need to re-train, the courses will be available, in on-line and on-site formats, prepared for adult learners in the workforce."

the legacy of Heywood Broun." As the judges summarized, the duo "revealed that senior officers have sent troops into combat despite clear evidence of Post Traumatic Stress Trauma, bipolar disorder, depression, and even suicidal episodes," and disclosed that "in spite of federal mandates for mental health screening in military recruits, fewer than 1 in 300 soldiers consult a mental health professional before shipping out."

The Courant series also documented that diagnosis and treatment in the field is even more negligent, with many soldiers who seek relief from combat on mental health grounds issued antidepressants—many of which are known to compound acute reactions to stress—and handed back their weapons. "This has proven a tragic formula in many instances, and the Courant unearths Army reports showing that senior officers knowingly disregarded the suicidal propensities of several soldiers," the judges wrote. "In addition, Chedekel and Kauffman note, 'gaps in mental health care . . . cause violence between soldiers, accidents and critical mistakes in judgment during combat operations.'"

"The Courant series happily lives up to another Broun legacy," the judges concluded. "In publicizing the little-known plight of mentally ill soldiers, the paper helped

prompt new legislation addressing the flaws in the military's mental health system, which President Bush signed into law as part of the 2007 Defense Authorization Bill. The Newspaper Guild gladly honors 'Mentally Unfit, Forced to Fight' with the 2006 Heywood Broun Award in recognition of the Courant's exhaustive efforts to report on a grave injustice—and its success in spurring public action to remedy it."

Also getting the judges' approval for awards of substantial distinction were Debbie Cenziper of the Miami Herald for more than 30 stories about corruption, double-dealing and bureaucratic bungling by the Miami-Dade Housing Agency; and Lorrie Taylor of WJW-TV in Cleveland for "Disappearing Homes," an investigation into the predatory practices of a local real estate company.

Judging the Broun Awards were Deborah Howell, ombudswoman for the Washington Post; Tom Kunkel, dean of the Philip Merrill College of Journalism at the University of Maryland; Chris Lehmann, senior editor at CQ Weekly; and Jack Nelson, retired Washington bureau chief for the Los Angeles Times. The judging panel was chaired by Dick Peery, past president of the Northeast Ohio Newspaper Guild.

The Barr awards, presented each year to one high school and one college journalist, were established in memory David S. Barr, the Guild's long-time attorney and mentor.

This year's high school winner is Elizabeth Curry Andrews of Henry W. Grady High School in Atlanta for "Fulton County Blues." Andrews's entry, described by the judges as "impressive in its depth," exposed overcrowding and unsanitary conditions at the courthouse jail. Honorable mention was accorded to Tess A. Olsen of Hickman High School in Columbia, MO for "Left Behind," the story of a mother and daughter who lived through the Rwandan genocide.

A unanimous nod in the college category went to Kendyl R. Salcito, a student at the University of British Columbia in Vancouver, for "War Brewing over Mineral Rights in Rural BC." Salcito's article, on a controversial government program that allows mineral staking on private property, was described by the judges as "thoroughly reported," "shocking," "well-written" and "an important public policy story."

An honorable mention went to Craig A. Lyons and a team of 10 journalism students from Keene State College in New Hampshire, for "Justice in New Hampshire," a retrospective on a murder trial in the 1990s.

News round-up

U.S. unions file complaint with ILO

The AFL-CIO and the United Auto Workers filed a complaint Feb. 26 with the International Labor Organization, alleging that a 2004 decision by the National Labor Relations Board violates workers' rights to the freedom of association. The complaint alleges that by denying teaching assistants and research assistants at private universities the right to join unions and engage in collective bargaining, the NLRB has violated workers' rights under internationally recognized core labor standards. The three-person majority in the Brown University case, composed entirely of Bush administration appointees, ruled that teaching assistants and research assistants are students, not workers, and therefore exempt from labor law.

Fewer workers pounded pavement

Approximately 70,000 workers missed work in 2006 because of labor disputes, about one-fourth as many as a decade ago, according to the Bureau of Labor Statistics. The decline is attributed to weaker unions and increased anxiety among workers. Ironically, although the number of workers affected by labor disputes is down, the total number of workdays lost was up sharply—2.7 million in 2006, an increase of 1 million over 2005—due to the length of some strikes and lockouts. The BLS study looked at strikes and lockouts involving 1,000 or more employees.

Canadian anti-scab bill threatened

A Canadian bill to outlaw the use of replacement workers during a strike suffered a major setback in the past month, when the Liberal Party, after heavy lobbying from the business community, said it was withdrawing its support. The legislation, backed by Bloc Québécois and supported by the NDP, has been introduced unsuccessfully 10 times since 1990, but this time had passed a second reading and until the Liberals' defection had been all but assured of passage in the House of Commons.

Health care No. 1 bargaining issue

What do employers really, really want? According to an annual employer survey by the Bureau of National Affairs, managers responsible for negotiating new contracts in 2007 overwhelmingly will be pushing for health care givebacks and are far less likely than in the past to consider concessions in pensions, job security or paid leave. On the plus side, they're increasingly likely to make wage concessions—although more also are planning to introduce two-tier wage schemes. And the vast majority—29% very confident, 64% fairly confident—expect to achieve their bargaining objectives.

Drug prices keep outpacing inflation

The AARP reports that for the sixth consecutive year, manufacturers' prices of brand-name prescription drugs rose in 2006 at roughly twice the rate of inflation. AARP said that prices for the 193 drugs most commonly used by its members, who are over 50, increased an average of 6.2%, compared with a 3.2% increase in the Consumer Price Index. The pharmaceutical industry responded by calling the study "inaccurate and misleading" and claimed that retail prescription prices increased only 1.5% last year.

Double hit for Santa Barbara paper

An administrative law judge has rejected management charges that the Teamsters used unfair organizing tactics at the Santa Barbara News-Press, opening the way for contract negotiations to begin—assuming no appeal is filed. A day after the March 8 ruling, the National Labor Relations Board upheld a string of unfair labor charges against management, including the unlawful firing of seven staffers who had hung a banner over a freeway urging a boycott of the paper. The NLRB also contends that the paper violated labor rights by issuing negative performance evaluations against several of the unionization leaders, and of "coercively interrogating employees, verbally and in writing, about their union or other protected concerted activities."

CanWest winning at monopoly

CanWest continued its push toward media hegemony by announcing mid-February it will expand its news service to bureaus in Quebec City, Halifax, Shanghai and Paris. The conglomerate said its expanded operations, which are in direct competition with the independent Canadian Press—from which CanWest has withdrawn—would add 25 journalists to its Ottawa headquarters. The changes also mean that CanWest's will be the only media voice heard in cities like Vancouver, where it owns both the major dailies and TV stations and now will not be offering Canadian Press reports.

Investing with a union bias

Want to do good while doing well? Consider investing in the MFS Union Standard Equity Fund, apparently the only such fund that invests with an explicitly pro-union bias, according to columnist Jerry Morgan. "Some 65% of its investments are in companies with unions," he writes, with the rest in "businesses that don't compete with unionized firms and that pledge to vote their proxies in line with AFL-CIO guidelines." Its return on investment last year: 18%.

AFL-CIO demands end to war; Medicare for all

By Mark Gruenberg
Editor, Press Associates Inc.

Breaking all precedent, in which it always has tacitly or vocally supported White House foreign policy, the AFL-CIO Executive Council is demanding that President Bush set a timetable for getting U.S. troops out of Iraq—and if he doesn't do so, that Congress do it for him.

The historic resolution was adopted at a meeting earlier this month in Las Vegas at which the executive council also voted to campaign for expanding Medicare to the entire U.S. population; unveiled an alternative to "fast track" authority for negotiating trade pacts that protects labor; and urged its member unions to hold off on presidential endorsements until union members have had an opportunity to evaluate the candidates.

Blasting Bush's conduct of the Iraq war, the council declared that "we should not be asking our young men and women who serve this nation in its armed forces to remain in Iraq on extended tours without proper armor and equipment, caught in an endless occupation in the midst of a civil war." Many of the troops—and many of the 3,100 U.S. dead—are sons, daughters, sisters, brothers and husbands and wives of workers, the statement added. "The best way now to recognize and honor their service is to take them out of harm's way."

The resolution is an outgrowth of a motion adopted by the AFL-CIO at its 2005 convention, pushed by US Labor Against The War, that called for "rapid" withdrawal of troops from Iraq. It comes as the Democratic-run 110th Congress, many of whose new members were elected on their opposition to Bush's war, is struggling to force the Bush regime to change course and start pulling troops out. Bush is sending 21,500 more.

Meanwhile, the council's embrace of universal Medicare put the federation on record as supporting a health care plan that would be underwritten by individuals, government and business. Government would run the expanded program, just as it administers Medicare today, to cut costs and negotiate lower prices.

This vote also marked a notable break from the past, because unions helped construct the present system—only to watch it become increasingly expensive and burdensome for workers and employers alike. Today, more than 47 million people are uninsured and millions more are underinsured, companies are slashing benefits and raising costs for their employees and health insurance has become the No. 1 battle in con-

tract negotiations.

"The time for talking about this crisis is past," the council declared. "All families deserve the security of a universal health care system that guarantees access based on need rather than income. Health care is a fundamental human right and an important measure of social justice."

While the council did not endorse any specific bill, AFL-CIO health care policy specialist Gerald Shea said several proposals meet its requirements. They include the single-payer government-run health care system bill (HR 676) introduced by Rep. John Conyers (D-Mich.), as well as Medicare-for-all bills crafted by Senate Labor Committee Chairman Edward M. Kennedy (D-Mass.), House Commerce Committee Chairman John Dingell (D-Mich.) and House Health Subcommittee Chairman Pete Stark (D-Calif.).

Separately, the June 30 expiration of President Bush's fast-track authority has moved the issue to the top of the federation's agenda. "We'll devote all resources possible" to organizing and lobbying on behalf of restoring Capitol Hill's primacy on trade issues, said AFL-CIO Secretary-Treasurer Richard L. Trumka.

The trade issue is key for workers nationwide, not just in older industries—such as steel and autos—but in service industries that are exporting jobs, including computer programming, X-ray analysis and, lately, newspapers. Accordingly, the federation is demanding that new trade pacts include labor rights; that the new labor rules be enforceable and "consistent with those set by the International Labor Organization;" and that they be negotiated with the participation of all affected parties, including workers, farmers, small businesses and environmentalists.

Looking ahead to next year's elections, the council also voted to ask its affiliates to educate their union members about political issues and to have them quiz candidates—in forums, town hall meetings, one-on-one sessions and elsewhere—before making any endorsements. It also asked the affiliates to refrain from throwing their support to any candidates until after the AFL-CIO holds its presidential candidates' forum in Chicago this August.

Whether the federation's unions will honor the request is questionable. The AFL-CIO has no constitutional power to order them to back off, and despite a similar request by AFL-CIO President John J. Sweeney four years ago, several affiliates broke ranks. The result was so splintered that no candidate was able to muster the two-thirds majority of the council's votes required for a labor-wide endorsement.

Federation honors IFJ

The leadership of the AFL-CIO voted at its Las Vegas meeting to present the 2006 George Meany-Lane Kirkland Human Rights Award to the International Federation of Journalists for "its members' commitment to telling the story at the risk of their lives." TNG-CWA is a member of the IFJ and its president, Linda Foley, is an IFJ vice president.

Named after two former AFL-CIO presidents, the award is presented annually. Last year's award went to Ela Bhatt on behalf of the Self-Employed Women's Association, a 700,000-member union of women workers in India that traces its founding to Gandhi's Textile Labor Association.

The 2006 award to the IFJ, according to an AFL-CIO statement, is based on "its members' unflinching courage and selflessness in the pursuit of truth. . . . From working members of the press who risk their lives and often die to tell the story come the world's photos, film, videos and news every minute of each day so we might know what's really going on."

Among the IFJ's initiatives that the award recognizes is its promotion of a United Nations Security Council resolution, adopted in December, calling on member states to do more to protect media workers in war zones. Also cited is the IFJ's International Safety Fund, which provides humanitarian assistance to the victims of violence in media.

But the underlying basis for the award is the work

of individual journalists who die for their craft. "We ask IFJ General Secretary Aidan White to accept this human rights award on behalf of such journalists as Daniel Pearl of The Wall Street Journal, a member of The Newspaper Guild-CWA who was brutally executed on videotape," the AFL-CIO declared. "Russian investigative reporter Anna Politkovskaya, who was gunned down in her apartment building; murdered Mexican journalist Roberto Marcos Garcia; Colombian journalist Santiago Rodríguez Villalba, who was killed by extreme right-wing paramilitaries; and murdered Iraqi journalist and Associated Press cameraman Aswan Ahmed Lutfallah."

Foley praised the IFJ for "the work you have done on behalf of journalists around the world" and added, "I'm proud to be an officer." U.S. Leaders of other IFJ affiliates were also congratulatory, with John Connolly and Bob Edwards of AFTRA expressing "our warmest congratulations on this award, and our deepest thanks for the indispensable role that you . . . play in defending our journalists' rights, integrity, and lives in this the too-dangerous 21st century."

Added Gerry Colby, president of the National Writers' Union, "Your work has been truly an inspiration to journalists around the world. My best wishes and congratulations to all IFJ leaders and staff. Bravo!"

Last year, the IFJ received TNG-CWA's fifth annual Herbert Block Freedom Award.

The Harvard lesson: Organize or die

Continued from page 1

immigration, labor law, the economy—made clear our urgent need to move unions from a servicing model to an organizing one. In other words, we have to stop being defensive and start reaching out, with union leaders organizing new members and union veterans getting more involved in the day-to-day management of their union.

As we learned from Thomas Kochan, co-director of the Institute for Work & Employment Research at MIT, this isn't just a financial necessity created by diminishing resources, but a moral obligation.

In a paper titled "Restoring Voice at Work and in Society," Kochan observed that the "cumulative effects of labor union decline have left a void in worker voice at work, eroded the standard of living in America and weakened our democracy. American workers and American society in general," he added, "will increasingly be at risk if the decline in unions continues."

But the transition is difficult, even when we know the alternative is the death of unions.

One reason for the difficulty is that the transition isn't just about organizing the unorganized. It's also about doing a better job of reaching out to current members. Shop stewards, for example, typically must be the first line in grievance handling so that union officers can concentrate on building the union. But it's not easy to convince people to pay the same dues while working harder, especially when the corporate world teaches us to expect financial rewards for more work.

As my HTUP colleague, Morna Ballantyne, explained it: "When people say 'organize or die' they usually mean organize the unorganized and organize the organized. Because you have to do both. There is no point organizing the unorganized if you don't also work at connecting members to the union and building power at the base."

But Ballantyne, who is on sabbatical from her job as managing director of union development for the Canadian Union of Public Employees, also acknowledged that the transition from servicing to organizing is a difficult one.

"I don't know any union that has done it really well," she said. "At the same time, most unions are in much better shape than they were in the 1990s when these concepts started to take root. A lot of the discussion and work started in the U.S. and then spread to other countries, like Canada, the UK and Australia."

Joy Beckwith, field consultant with the Massachusetts Teachers Association and another HTUP participant, said her board voted three years ago to move to an organizational model—but, she added, "It's something we have attempted probably four or five times in the past 20 years. . . . It's never happened."

This time, however, she's more optimistic because newer staffers—those with less than 10 years' experience—are excited about the change. That's especially true for union staffers who used to teach.

The theme of "organize or die" resurfaced in various discussions, including Bernard's case study of AFSCME Ohio Council 8, from which we learned that even when union leaders are dedicated to change, it comes in fits and starts. A case study on the British Columbia Nurses Union, taught by David Weil, an economics professor at Boston University, illustrated how sometimes even a group that prides itself on its democratic processes has to work around recalcitrant



Martha Waggoner, left, and Yvette Salazar, international representative of the Amalgamated Transit Union in Denver, are embraced by Josh Flores, a member of the education committee of the International Longshore Warehouse Union, Local 13.

staffers.

Meanwhile, Ron DeLord, charismatic director of Combined Law Enforcement Association of Texas, emphasized the importance of union leaders understanding organizational theory, not just the mechanics of bargaining. And Mark Ehrlich, executive secretary-treasurer of the NE Regional Council of Carpenters, used a drawing of a "sacred cow" to illustrate the radical nature of such change.

Of course, in six weeks we covered far more than the "organize or die" issue, although everything ultimately seemed to circle back to that mantra. A couple of the sessions that stuck with me were Bernard's class on the difference between leaders and managers and the class taught by Charley Richardson, director of the Labor Extension Program of the University of Massachusetts Lowell, on continuous bargaining and its relationship to change in the workplace. Coming after several discussions about management-labor partnerships, the latter was an invigorating breath of fresh air.

As I learned from Bernard, it's the rare person who can be both a manager and a leader. Indeed, expectations of the two can be diametrically opposed. For example, managers seek stability and predictability, while leaders shake things up.

Other distinctions: managers cope with complexity; plan and budget; set targets and goals; organize staff; control and solve problems; and control spending. Leaders cope with change, set direction, articulate a vision, tell us "who we are," align others with the vision, motivate new people and

develop new leaders.

These distinctions have implications for unions both in selecting staff and in choosing training programs for that staff. Is the job in question one that requires someone who counts the trees or someone who sees the forest? And what kind of training does each require?

From Richardson we learned to be wary of management-labor partnerships because they provide a voice for individuals but not for a collective, such as a union. "They are designed to bypass established union mechanisms and to specifically interfere with the union 'acting like a union' and negotiating over change with management," he wrote in a paper titled "Work Restructuring and Employee Involvement: Watching Out for Tricks and Traps."

At a minimum, Richardson wrote, workers should have guidelines for participation in such groups, which he provides. One of the most important: Do not give away information that could be used to undermine skills or eliminate jobs. And never be involved, directly or indirectly, in disciplining other members.

Other HTUP highlights, fun, scary and informative:

- Barry Bluestone, economics professor at Northeastern University, who turned economics into classes that were fun and educational. The statistics on the lack of government investment in research and development in recent decades—one of the main engines of economic upswings—gives one pause in hoping for such an upswing anytime soon.

- Kathleen McGinn, Harvard Business School professor, who honored us by coming out of her sabbatical to teach us about the 2002 lockout of longshore workers. When one class member asked McGinn what her business students think of unions, her response was sobering: Business students don't hate us, she replied. They don't even think about us.

- Jim Green, history professor at the University of Massachusetts, who pointed

out time and time again without being didactic that one of unions' biggest mistakes over history has been exclude certain groups of people because of race, sex, ethnicity or, in the golden age of labor, because they didn't have the time and staff to organize them.

- Along that same line, this from photo-journalist David Bacon on the issue of immigrants: We know they will keep coming to this country. The question for unions is what status do we want immigrants to have when they arrive?

Some background on the HTUP: begun in 1942, it is Harvard's oldest executive training program. This year's 40 participants, including 10 women, came from all over the U.S., including Puerto Rico, as well as Canada, Australia, Great Britain and—for the first time—from China. We attended as many class hours as a Harvard undergraduate attends in a semester, spending 165 hours in 101 sessions, and read more than 10 books and pounds of handouts that now fill three three-ringed binders in my home.

When the program started, Bernard described the teaching method as taking a fire hose and pouring information on us. I liken it to being shot through a pea shooter, with the air pressure representing all the information. I was dumped on the other side, back at home, in familiar surroundings at home and in my job at the Associated Press. But my DNA has been rearranged ever-so-slightly, and I find myself bemused at the issues that used to afflict me: So many seem not exactly unimportant but certainly not worthy of the weight I once attached to them.

As Stacy Chamberlain, a council representative with AFSCME in Portland, Ore., and one of our student graduation speakers said, we fight with the angels on our side. So go fight!

Resources I would recommend include "What Workers Want," a book by Richard B. Freeman, faculty co-chair of HTUP, and Joel Rogers; its major observation is that a majority of workers want some sort of representation in the workplace, but not always the traditional collective bargaining agreement that unions provide.

More information about HTUP is at: www.law.harvard.edu/programs/lwp/

For a more personal look, see: <http://homepage.mac.com/mballantyne/unionleadership/index.html> Click on leadership programs, then click on Harvard.



Waggoner and Stacy Chamberlain, of AFSCME Local 2746, at their graduation Feb. 16.



Not everything was work. . .

Newspapers' woes begin in j-school

By Loka Ashwood

When I received my acceptance letter to the Medill School of Journalism four years ago, I was honored. Somehow I had gained a spot in a school that was the shining pillar of journalistic integrity, social responsibility and hard-nosed reporting. Call me naive. Call me idealistic. But I came to Northwestern, like many of my classmates, prepared to change the world for the better.

I haven't forgotten why I came here. But it seems that Medill has.

I wonder why signs that used to say "Medill School of Journalism" have been replaced with "Medill Media Management Center." I struggle to understand why some of my professors—the best professionals and academics in their field—are teaching students computer-skills courses that could be taken almost anywhere. I can't wrap my mind around professors' instructions in a senior-level course that I need to write a product and not the news. Instead of being encouraged to inform the public, I am told to target a consumer. Rather than cover issues in the public interest, I am instructed to satiate

the market's appetite.

In October, a document was sent to Medill faculty outlining 12 teams responsible for redesigning the curriculum and assigning objectives to each team. The document, passed on by a source in Medill, states that "economic fundamentals and business literacy" are primary objectives for journalism students.

In the next week, a 25-page rewrite of the journalism curriculum, based on the work of the teams, is expected to use even stronger marketing language. The new curriculum, according to another Medill source, will echo the newest Integrated Marketing Communications curriculum, which was released Wednesday. And I thought I came to Medill to bring important issues to the public's eye. I thought I would learn the basics of writing, reporting and responsibility.

I believed the school represented journalism as the voice of the people, the voice of justice and an arena for ideas.

Instead, Medill is teaching about the market, the consumer and advertising.

Luckily I can balance my teachings at Medill with courses in political science, where professors remind me that democracy

is founded upon freedom of speech and freedom of the press. I am taught that freedom of speech is freedom of thought, and without liberty there is no freedom. I am reminded that when I write a story, I can do so within a greater framework that my country established centuries ago to ensure I had the right to do so.

Aside from a few Medill instructors who encouraged reporting hard news and fostered idealism, two of whom have left the school, these nobler ideas of the press are left untaught.

The role of journalism as a voice of the people and a means of justice has held true for centuries, regardless of technological developments and progressions. So why is Medill now forgetting the social responsibility of the press? Why is the school focusing on developing reporters who write a "product?" Why, as stated in the team objectives, are professors potentially being taught to "push students beyond comfort zones e.g. 'Make and market something you don't believe in or don't like or understand to an audience you are not part of or don't know'?"

The dramatic changes in Medill are not confined to its walls.

If business is the looming force steering Medill into an uncertain future, it is important to remember that Medill is part of a larger academic community dedicated to fostering learning. If NU's goal is to serve financial interests rather than to provide an environment where students can contribute to society through higher education, then Medill might be on track.

As a graduating student of the 2007 class, I was accepted to and am a student of the Medill School of Journalism, not the Medill School of Media Management. I am a student of journalism, not media management. I am proud of one and shamed by the other.

Medill must realize how profound its current changes in curriculum are. If it doesn't, the school will potentially insult distinguished alumni and repel students who believe journalism is an agent of positive change. Social responsibility, solid reporting and good writing are not an aspect of journalism. They are its core.

Reprinted with permission from the March 1 issue of The Daily Northwestern; Ashwood is a Northwestern senior and a former Daily staffer.

When reporters die, we mustn't let silence rule

By Anderson Cooper

Silence. When a journalist is killed, more often than not, there is silence. In Russia, someone followed Anna Politkovskaya home and quietly shot her to death in her apartment building. The killer muffled the sound of the gun with a silencer. Her murder made headlines around the world in October, but from the Kremlin there was nothing. No statement. No condolences. Silence.

When Vladimir Putin was finally asked by reporters about the murder of one of his nation's most prominent investigative journalists, he said Politkovskaya's influence in Russia was "insignificant." Anna Politkovskaya was anything but insignificant. Her reporting on human rights abuses in Chechnya had upset many powerful people. Threats against her life were nothing new. She was an award-winning writer for Novaya Gazeta and had been named by CPJ as one of the most prominent defenders of press freedom in its 25-year history. She deserved more than silence.

According to CPJ, Politkovskaya was the 13th journalist killed in Russia in a gangland-style hit since Putin became president in 2000. Guess how many of the people responsible have been brought to justice? None.

Silence. As CPJ documents in this important book, all too often, attacks on journalists go unsolved. Authorities either refuse to investigate, or refuse to acknowledge the possible link to the reporter's work. When a bomb exploded outside Yelena Tregubova's Moscow apartment in 2004, police said it was an act of hooliganism—nothing to do with her reporting.

In Turkmenistan, there is silence surrounding the death of Ogulsapar Muradova, a radio reporter arrested in June 2006. Branded a traitor by Turkmenistan's president, she was imprisoned for more than two months and wasn't allowed contact with anyone. Then she was put on trial. It lasted all of a few minutes. She was sentenced to six years in prison, and three weeks later she was dead. Authorities refused to say what happened when they handed her body to her family on September 14. They would not allow an autopsy or an investigation. Silence.

In the United States, we worry about access, objectivity, and the legal consequences of protecting confidential sources; for most of us, however, security fears are not a daily concern. Reading this book, you will be reminded just how lucky we are. This past year, I've reported from Iraq, Afghanistan, Lebanon, Israel and the Democratic Republic of Congo, and in each of

these war-ravaged lands I've met local journalists who encounter conditions every day that many of us in the West simply cannot imagine. They face threats not only against their own lives but against the lives of their spouses, their children.

In Iraq and Afghanistan, many Western reporters now travel with Kevlar vests and private security guards, or they embed with U.S. and British militaries. Few local journalists, however, have such protections. Afghan reporters face threats from Taliban insurgents, al-Qaeda operatives, warlords, corrupt officials, drug traffickers, nervous soldiers and security services. All too often, their sacrifices go unnoticed.

In Pakistan, especially in the tribal areas along the Afghan border, journalists are under constant threat. While Pakistani authorities made arrests in the 2002 killing of Wall Street Journal reporter Daniel Pearl, investigators have produced nothing in the slayings of seven journalists since. Silence.

Iraq, of course, remains the most dangerous place for journalists, but as you will read in the following pages, there are many countries where editors and writers, correspondents and photographers risk their lives daily to report the truth. In Ethiopia, more than 20 journalists are in jail. Only China and Cuba imprison more members of the press.

In the Democratic Republic of Congo,

massive corruption and a complete lack of judicial protection allow gunmen to operate with impunity. Tens of thousands of women have been raped, and rarely are the attackers arrested. Journalists are killed or threatened, and there is no investigation, no justice. Silence.

It would be easy to pretend that all these attacks on journalists do not have an impact, do not stop reporters from pursuing important stories. But, of course, they do. In the former Soviet Union, CPJ notes that attacks on the press have a "chilling effect on media coverage of the sensitive issues of corruption, organized crime, human rights violations, and abuse of power." In countries around the world, the effect is the same.

That is why this book and CPJ's work are so important. They serve as witness. They give voice to those who have been silenced. They speak. Too many others no longer can.

Reprinted with permission from the preface to "Attacks on the Press in 2006," copyrighted by the Committee to Protect Journalists. The full report can be seen at www.cpj.org/attacks06/pages06/aop06index.html.

Cooper is a CNN correspondent and anchor, a contributor to CBS News' "60 Minutes" and author of the 2006 best-seller "Dispatches from the Edge."

To survive, unions need to redefine relevance

By Jim Grossfeld
Washington-Baltimore Guild

Not long ago I was talking with a friend who works as a union organizer.

"Do you want to know what the real problem with the labor movement is?" he asked, leaning forward with one of those world-weary expressions on his face.

"It isn't Sweeney or Stern or any of that bullshit," he said, "and it isn't just labor laws, either. It's the young workers—they just don't know what a union is."

If they don't, it's little wonder why. Today, relatively few Americans have parents who ever carried a union card. Instead of learning about the labor movement at the family dinner table, attitudes now are more likely to be based on reruns of "All in the Family."

So the answer is to speak out about what

unions are really all about, right? It's more complicated than that, especially when younger, white-collar workers are involved. While they might agree that unions can be good things for low-skill, poverty-wage workers, many believe they are irrelevant for workers like themselves.

That was one of the conclusions pollster Celinda Lake and I came to in our research into attitudes about work and unions among technical and professional employees in Denver, Alexandria, Virginia; and Sunnyvale, Calif. Our findings were published by the Center for American Progress as "White Collar Perspectives on Workplace Issues: How Progressives Can Make the Case for Unions."

What we heard was that the uncertainties and insecurities long associated with manufacturing workers are now a fact of life among their white-collar counterparts. As

one worker told us: "I think a lot of people, 30 years ago, could get a job that was relatively stable. Here I am, five years out of school, and I've had four jobs. It's not because I'm not good. It's just the fact that the companies don't seem stable."

Some point to comments like these as evidence of a ripening class consciousness. But instead of seeing themselves as hapless victims of capitalism, young techs and professionals are convinced that the only thing permanent in the "new" economy is its instability. You can still succeed in your careers, they'll say, provided you have the right skills, know how to network and are willing to work hard.

So what's a labor movement to do? Many union activists are looking closely at the approach taken by WashTech, TNG-CWA Local 37083. In its bid to organize temps and others in the high tech industry,

WashTech has made itself a valuable training resource for tech workers anxious to improve their skills.

Today, the Washington-Baltimore Newspaper Guild is also exploring new approaches to expand its membership among young journalists at the Washington Post, Agence France-Presse and the Bureau of National Affairs—all open shops—and to increase the involvement of the local's younger members at the Baltimore Sun. That's meant demonstrating that the Guild is about more than contracts and grievances, but also an organization committed to the quality and integrity of professionalism journalism.

Last year, that led WBNG to reach out to the journalism faculty at the University of Maryland and to Johns Hopkins University, NAHJ and NABJ to organize panel discussions exploring the impact of growing corpo-

Continued bottom of next page



LOOKING AHEAD

What would Hancock do?

By Linda Foley, President

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances.—Amendment I, U.S. Constitution

July 4, 1776: Imagine that two dozen or so American patriots have just signed the Declaration of Independence, publicly proclaiming their right to be represented when the English king makes decisions affecting them and their families.

Now what if King George had said in response, "I'm not against your forming your own government. But I want to make sure you represent a true majority of the colonists. Therefore, you must hold a secret ballot vote among all Americans, monitored by me and conducted under the watchful guard of my red-coated soldiers."

"But before the vote, I want to be clear that you patriots and rabble-rousers will not be permitted to hold rallies or speak about your intentions to any colonists as long as they are on American soil. Feel free to contact them when they leave the country."

"And by the way—if you do get a majority of colonists to vote to form this new, independent government, I may or may not consider rectifying any grievances you have against the Crown."

Think that kind of royal response would have avoided the American Revolution?

Yet that's precisely the process U.S. labor law and today's National Labor Relations Board have upheld for modern Americans who want to form unions.

The National Labor Relations Act permits employers to require employees who want a union to garner a majority vote in a secret ballot "election" before they recognize and bargain with the union. These so-called elections are held at worksites during working hours under management's watchful eyes. If the union wins the vote, the employer theoretically must bargain but is not compelled to ever reach an agreement.

Moreover, a secret ballot in and of itself

doesn't ensure a fair vote. (Remember Florida in 2000?) Like any participants in a fledgling democracy, employees forming a union must have access to voters and be able to distribute information and debate issues openly with them. But as matters now stand, employers can order employees to attend meetings during which management can spew anti-union arguments while prohibiting workplace access and any rebuttal by the union.

In addition, employers can exert tremendous economic pressure on potential union voters. The NLRA prohibits firing or other discrimination of union supporters, but offers no real penalty for flouting those provisions. That's why, during union organizing drives, more than 30% of employers have fired union supporters and 49% have threatened to close their worksites (only 2% actually followed through).

If so-called secret-ballot elections were held under these circumstances in developing countries, the United Nations would pass resolutions condemning them.

This past month, the U.S. House of Representatives overwhelmingly passed the Employee Free Choice Act, a bill that would overhaul U.S. labor

law so that American workers who want unions can have them. It would grant recognition and collective bargaining rights to any union that could demonstrate it was authorized by a majority of employees in a given workplace. The law also would require an employer to reach agreement with its union on an initial set of working conditions or face mandatory arbitration. Penalties and other legal tools would be available to workers when employers did not honor their legal obligations to bargain in good faith, or to use against employers who threatened to fire union supporters.

The bill is now on its way to the Senate, where it faces a much tougher odds of passage. President Bush has already declared he will veto it.

Bush, and other opponents of basic labor union rights, have declared they want to "preserve the democracy" of a secret-ballot

An employer has no more place in a union election than a local school board has in deciding whether parents can form a PTA.

Redefining relevance

Continued from page 6

rate domination of the newspaper industry.

"These panels, getting at issues of journalistic quality, are the kinds of activities younger journalists have been asking for," said WBNG President Bill Salganik. "This isn't a replacement for bargaining and defending the contract, but it's a way to get more people involved, and that has to be a good thing." WBNG activists also are planning events to give younger reporters an opportunity to meet and network with prominent journalists.

It's too soon to judge whether these and other efforts will boost active involvement in the local, but they are helping to build bridges to reporters who otherwise might never identify with organized labor at all. By challenging traditional assumptions about unions, WBNG, WashTech and a handful of other union initiatives—many within CWA—are honoring the first rule of all successful organizers: speak to workers where they are, not where you think they ought to be. As the labor movement struggles to regain its footing, it's a rule worth remembering.

The mission of The Guild Reporter, approved May, 2004 by the TNG-CWA Executive Council, is as follows:

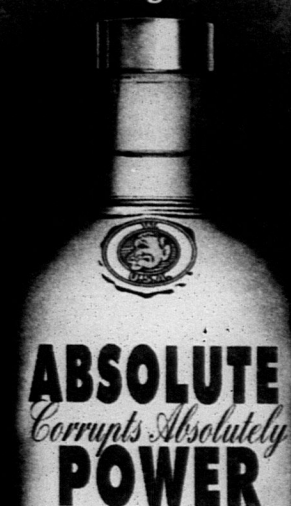
"As stated in the TNG-CWA Constitution, 'It shall be the duty of The Guild Reporter to promote in every legitimate way the policies of TNG-CWA.' The Guild Reporter belongs to the rank-and-file membership of TNG-CWA.

"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."

Drinking Problem



election.

Put aside the fact that today's union certification process is so skewed in favor of anti-union employers that it doesn't belong in the same dictionary as "democracy." Forming a union is not the kind of democratic activity that has anything to do with secret-ballot elections. After all, it's not like an employer who "loses" the election will be out of the picture. Win or lose, the boss will still be the boss.

Moreover, as the Constitution's First Amendment declares, America's founders granted the unfettered right of free speech and freedom of assembly to the people. There is no pre-condition that they vote by secret ballot (or otherwise) to exercise those rights.

If a majority of workers in a particular company want a union, they have a constitutional right to form one. Their employer

has no place in that decision, any more than a local school board gets to decide whether interested parents can form a PTA.

The American patriots, who wanted to form their own government so they could have some say in the laws that governed them, publicly declared their right to self-determination and self-organization. Their manifesto is called the DECLARATION of Independence, and they indicated their support by publicly signing their names authorizing it. I'm sure they'd want the same basic rights they articulated and eventually fought for extended to today's working Americans who want self-determination and free speech on the job.

When it comes to the Employee Free Choice Act and the right to join a union, the President and Congress should ask themselves: What would John Hancock do?

Wanted: tune-meister for MediaNews Blues

There's more than one Guthrie with an ear for a good working-class lyric: Bruce Guthrie is the new president of the York Newspaper Guild, whose York Record unit has been locked for years in unproductive contract negotiations with Denver-based MediaNews. Not content to argue with management, Guthrie has penned the following song—which, while still in search of a rousing tune, could as easily become the anthem at any MediaNews paper.

Suggestions for musical accompaniment will be cheerfully accepted.

The MediaNews Blues

I fell for the Record and she fell for me.
I thought our love was lasting and tender.
But it turns out things ain't the way they should be.
She's two-timing with a feller from Denver.

Chorus:

When the guys went too far, down at the bar,
I'd always rise to defend her.
But I'm feeling so low, now that I know,
She's sending my money to Denver.

She demanded a lot, but I took the bait
And worked like a dog to support her.
She said I was great, the best in the state,
Her favorite big-scoop reporter.

(repeat Chorus)

I wondered why my bank book was low,
So I asked her about our finances.
She said, "Don't be slow, you oughta know,
When you love me you're taking your chances."

(repeat Chorus)

She said, "You know I love you as much as I can
But my main squeeze, he lives in Colorado.
And I'll send all you give me straight to that man,
My swash-bucklin', robber-baron desperado."

When the guys went too far, down at the bar,
I'd always rise to defend her.
But now I'm so blue, cause I know that it's true,
She's sending my money to Denver.

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: April 13.)

HUMAN RIGHTS WATCH

Sharing your 'ism'?
Know your audience

By Debbie Thomas
TNG-CWA Human Rights Director

As I stood in line at a grocery store recently, I started glancing through the tabloid Weekly World News. The article that caught my eye was headlined "Jew Jitsu" and included a picture caption that read, in part: "Jews of the Chabad tradition founded their movement on loving kindness, but that doesn't mean we can't be a Chabadass too."

The accompanying pictures showed so-called "Asian fighting techniques," such as throwing the Star of David. Give me a break. Do publishers really think it's a smart marketing technique to put blatantly racist material on display where anyone can see it? Including the people most likely to be offended by such depictions?

I know we'll never eradicate "isms" in this country, but I'm constantly surprised by people's lack of discretion in peddling their bile. Know your audience, folks. Don't send me a racist cartoon when you know I won't find it funny. Watch who you tell sexist jokes to: some will be offended.

Consider former Asian Week reporter Kenneth Eng, who calls himself God of the Universe and acknowledges being an Asian supremacist. He recently wrote a column titled "Why I Hate Blacks," which despite that red flag of a headline slipped right by his editors and into print. As explained by Eng, we blacks are weak-willed, easily coerced and cheaters.

No surprise, the column prompted talk of an advertisers' boycott and Eng was quickly dismissed. But why this column was allowed to see the light of day in the first place remains a mystery—as is the question of why other similarly offensive columns by Eng went unremarked, such as "Why I Hate Asians" (confused at such thoughts from an avowed Asian supremacist? me, too) and "Proof That Whites Inherently Hate Us." Maybe the

owners of Asian Week thought their readers were self-haters. Now they know better.

Know your audience.

On a more pleasant note, I'm happy to report that funds have been allocated out of the Human Rights and Equity Committee budget for four members, two in the U.S. and two in Canada, to receive \$400 stipends apiece. The money is to be used to attend meetings of minority journalists, AFL-CIO constituency groups or CLC affiliates.

Applications for the stipends are now being accepted and are open to all TNG-CWA members who tell us, in 100 words or less, what diversity means to them. Recipients will be chosen randomly from the entries received. Some of the entries may appear in this column, and recipients will be required to submit a report about their meeting participation for publication in the Guild Reporter. Please e-mail your essays to me by May 1.

Meanwhile, the committee's website is still under construction but you can see our progress at www.guildequity.org. We hope to go live within another month or so and want you to use the site to voice your comments and concerns on human rights issues and to get feedback from others.

Also, if you are in the New England district council area you soon will be able to check out a new "library," of sorts, at the Boston Newspaper Guild. You'll be able to borrow different media, including tapes, DVDs and books, as well as attend sessions that will include labor speakers, discussion groups and debate nights. This outreach concept is still new and undoubtedly will have some bugs at the outset, but once it's ironed out we plan to duplicate the approach in each district council area.

There's also a new brochure in the works, so stay tuned. Meanwhile, if you're still not on our committee network please drop me an e-mail so we can add your name. I can be reached at dthomas@cwa-union.org.



Bill O'Meara (right), secretary-treasurer of the New York Guild, leads a picket line at the New York Times, followed by Dan Totten, president of the Boston Newspaper Guild.

Boston local ramps up outsourcing protests

Stung by the off-shoring of approximately 50 jobs to India, the Boston Newspaper Guild has held demonstrations and launched an advertising campaign to denounce the cost-cutting moves.

Guild pickets took to the streets in front of the Globe on a day when the newspaper had previously scheduled a business symposium titled, "How to attract and keep good workers." More pickets showed up in front of the New York Times, which owns the Globe, with members from several locals—in town for a tri-council meeting—marching with signs proclaiming "It's the Boston Globe, not the Bombay Globe."

"We are here today to call for a stop to the slash-and-burn policies of this absentee landlord," Dan Totten, president of the Boston local, told news reporters. "Despite employees' good-faith approval, less than two months ago, of a four-year contract containing difficult wage freezes and increases in healthcare costs, Boston Globe employees

are now faced with the indignity and outrage of seeing their jobs shipped overseas."

The Boston local also kicked off a radio ad campaign and took out a large ad in the Boston Herald making the same point. Efforts to place the ad in the Globe were rebuffed with non-specific management claims that it "did not meet our standards." The protests were duly noted in straightforward news accounts in the India press.

In a separate but related development, the San Francisco Chronicle turned to Mindworks Global Media, a New Delhi-based company, to produce the advertorial copy for a supplement published at the end of February. The Chron's senior marketing director was quoted by the East Bay Express as saying that past supplements had basically "repurposed" material provided by advertisers, but that interest had been waning. "We thought if it had a more editorial look and feel it might have better results," he added, in explaining the use of Indian freelancers.

NEWSDOKU

Newsdoku has finished its run.

The winner of the January Newsdoku was Doug Yonson of Nepean, Ontario—our first Canadian—who has been sent a copy of "The

Writer's Portable Therapist," by Rachel Ballon.

The winner of the February Newsdoku, last in the series, will be published on page 2 of the April issue of The Guild Reporter.

DAYBOOK

Western District Council
April 13-15, San Jose

TNG Canada Nat'l Rep Council
April 14-15, Toronto

Labor's Voices III Conference
April 26-28, New York, NY

Freedom Award Fund Banquet
May 3, Washington

Midwest, Great Lakes, Southern
Councils, May 4-6, DC

C	L	R	O	B	K	E	H	T
T	K	E	C	R	H	L	O	B
B	O	H	T	E	L	K	R	C
H	C	O	K	T	B	R	L	E
L	B	T	R	O	E	H	C	K
E	R	K	L	H	C	T	B	O
R	H	B	E	K	O	C	T	L
K	T	L	B	C	R	O	E	H
O	E	C	H	L	T	B	K	R

February's clue asked for the name of the only cartoonist to win the Broun Award: HERBERT BLOCK

FROM THE MORGUE

Seventy years ago this month:

Employees of the Albany Times-Union become the first to "crack the East" in gaining Hearst recognition of the Guild, following a promise by the Albany Central Federation of Labor that it would back a Guild strike "to the limit." . . . Tensions among Guild members in five cities with Scripps-Howard papers mount, as management negotiators insist that they'll sign a contract only if it's with a company union. . . . The Guild's international executive board, citing several ongoing battles, pleads for donations to its defense fund "over and above constitutional assessments."

Fifty years ago this month:

The New Orleans Item fires music critic Ewing Poteet after a rival paper, the Times-Picayune, publishes his name in a list of 125 petition signers seeking to integrate the city's bus lines. . . . Employees of the Vancouver Province vote 173-23 to affiliate with the Guild, mere weeks after employees of the Vancouver Sun became the province's first newspaper workers to do so. . . . The winners of the Broun Award testify before a U.S. Senate committee about racketeering in Portland, Ore.

Twenty-five years ago this month:

The Rev. Sun Myung Moon announces plans for a new daily newspaper in Washington, D.C. . . . Guild President Charles Perlik, denouncing the Polish government's dissolution of that country's independent newspaper union, announces creation of a fund to aid Polish journalists. . . . Leaders of 11 New York unions initiate talks to buy the Daily News. . . . Barry Lipton is elected secretary-treasurer of the New York Guild.

THE GUILD Reporter

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

Volume 74, Number 3

March 23, 2007

President: LINDA K. FOLEY
Secretary-Treasurer: BERNIE LUNZER
TNG-CWA Chairperson: CAROL D. ROTHMAN
Director, TNG Canada: ARNOLD AMBER

Regional Vice Presidents:
Region 1—Donna Marks
Region 2—Connie Knox
Region 3—Scott Stephens
Region 4—Lucille Witteck
Region 5—Peter Szekely
Region 6—Karolyne DeLucca

Canada East—Lois Kirkup
Canada West—Scott Edmonds
Director, Contract Admin:
Kathleen Mulvey Brennan

Executive Secretary,
Contract Committee:
Carrie Biggs-Adams

Editor: Andy Zipser
Human Rights Director:
Deborah W. Thomas

Staff Representatives:
Michael R. Burrell,
Darren Carroll,
Bruce Meachum,
Marian V. Needham,
Jim Schaufelbil,
Jay Schmitz

Administrative Staff:
Dominique Edmondson,
Malinka Franklin,
Tina Harrison

Director of Field Operations,
Administrative Assistant:
Eric D. Geist

Administrative Assistant:
Kathleen Price

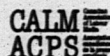
Membership Coordinator:
Bruce R. Nelson

TNG Canada Reps:
David Esposti, David Wilson,
Dan Zeidler

TNG Canada
Administrative Staff:
Marjolaine Botsford,
Joanne Scheel



Printed by Mount Vernon Printing Co.



Vol. 74

Iss. 4

APR 20

2007