

THE GUILD Reporter

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Sector conference a breeze, eh?

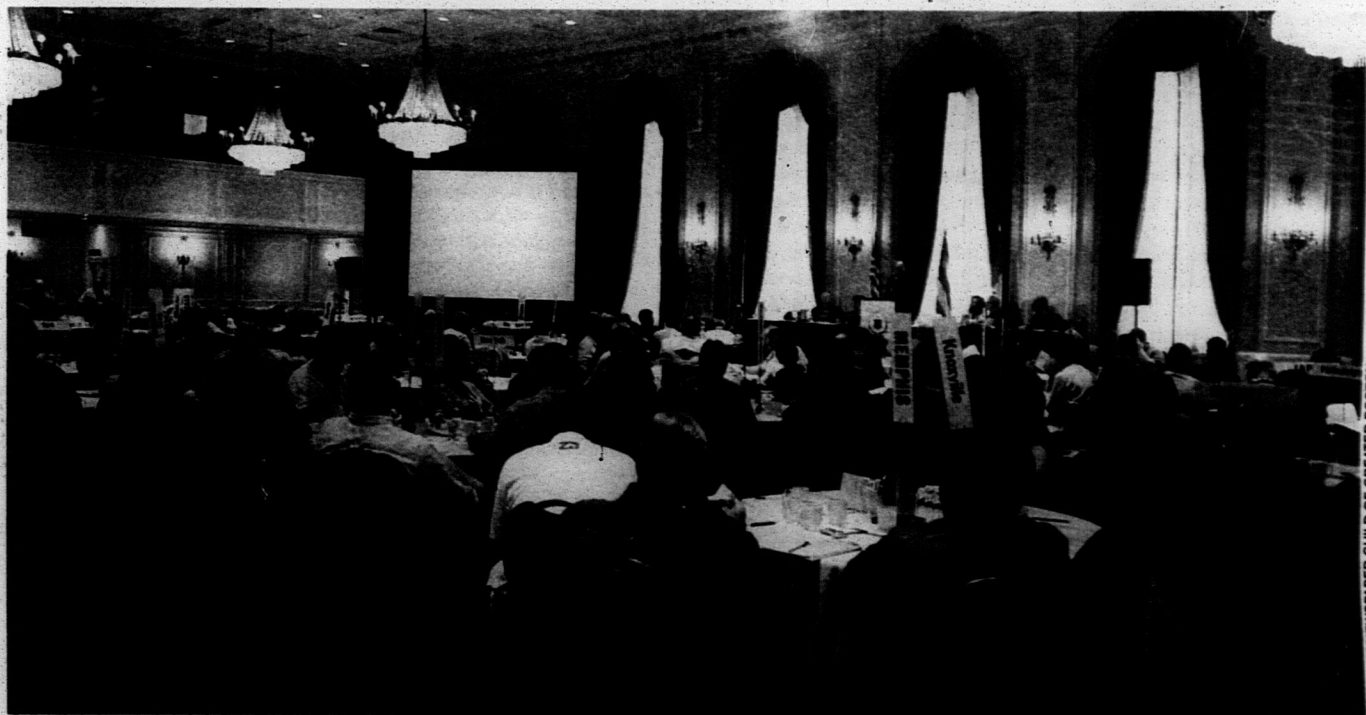
Zabarenko elected to board; Stephens announces he'll run with Foley

Friday the 13th was never more auspicious than this year, when the 72nd convening of The Newspaper Guild faced the possibility of a divisive floor fight led by a frustrated Canadian delegation. Instead, the union's executive board reported that a compromise had been reached on key issues of governance and representation, opening the way for a remarkably uneventful proceeding.

"The last time you saw us we were storming out of the CWA convention," recounted Arnold Amber, director of CWA/SCA Canada. But despite the hard feelings a year ago, over a vote reversal that first gave and then denied a Canadian seat on the CWA executive board, "we picked ourselves up, we regrouped, we negotiated and, in the best union tradition, found a compromise we could all live with."

That compromise, termed the "Toronto Accord" by Amber and approved by the CWA board in early June, includes giving the CWA/SCA director a non-voting seat on the CWA executive board; the question of whether to extend voting rights is to be reviewed over the next two years by a committee that Amber will co-chair. The accord also removes Canadian locals from the jurisdiction of CWA Districts 1 and 7, a change that was approved by CWA convention delegates days later.

With Canadian tensions defused at the international level, the Guild's sector conference readily ratified a number of related constitutional changes proposed by the TNG-CWA executive council. The changes acknowledge CWA/SCA's jurisdiction over Canadian locals and formalize the dues relationship and record-keeping requirements.



Delegates listen to speakers at the Guild's sector conference, held July 13-14 at the storied Fairmont Royal York in Toronto.

Sector conference resolutions and other approved reports, pages 4-5; excerpts of guest speaker Aidan White's remarks, page 7. Speeches of TNG-CWA's top officers will be published in the August edition.

They also convert the status of CWA/SCA's director on the TNG-CWA executive council to a non-voting position, while giving TNG-CWA's president or secretary-treasurer a non-voting seat on the CWA/SCA Representative Council.

Separately, the question of who would become vice president for region 5—a vacancy created when incumbent Peter Szekely recently took a leave of absence from Reuters to become secretary-trea-

surer of the New York Guild—was readily answered when Deborah Zabarenko was elected by acclamation. An environmental reporter for Reuters in its Washington, D.C. office and the unit's lead steward for the past eight years, Zabarenko was nominated by Szekely and seconded by John



Deborah Zabarenko

Phillips, also of the New York local. Zabarenko, said Phillips, distinguished herself in recent contract negotiations with her "tact, fact and passion."

Other executive council seats, however, are not going uncontested. Following the May announcement by TNG-CWA Secretary-Treasurer Bernie Lunzer that he would seek nomination for the presidency, supporters at the sector conference distributed yellow lanyards to replace the blue ones delegates wore to display their credentials. The yellow

lanyards advertised Lunzer's web site, www.strongerguild.org. The Friday session also saw Tim Schick, the Providence local's administrative officer and declared candidate for secretary-treasurer, handing out chocolates at the ballroom door.

This was followed Saturday by an announcement from Scott Stephens, TNG-CWA Region 3 vice president and a reporter at the Cleveland Plain Dealer, that he had been asked by Guild President Linda Foley to be her running mate "and I'm happy to say that I've agreed to join her." Lunzer held a reception at a nearby bar on Friday night; Stephens and Foley reciprocated with a "meet-and-greet" in a

Continued on page 3

Dow Jones dangles within Murdoch's grasp

It may not be over until the fat lady sings, but at press time the corpulent matriarch was marching inexorably toward center stage. Which is to say, Rupert Murdoch had every reasonable expectation that he soon would be the new owner of Dow Jones Corp. and its iconic newspaper, the Wall Street Journal.

Initially characterized as having made a "hostile" bid for the company just three months ago, Murdoch as of July 17 had garnered the quasi-unanimous approval of the Dow Jones board of directors (two abstained and one walked out before the vote) for his \$5 billion offer. All that stood between him and the finish line was the splintered Bancroft family, which owns approximately

two-thirds of the voting power in a two-tiered system of shares and which was to meet July 23 for one final discussion before voting. The outcome, to be determined by July 30, was by all accounts too close to call—but the momentum seemed very much in Murdoch's favor.

Decried by journalists for his lightweight news values, if not outright pandering, Murdoch nevertheless has long proven himself a shrewd businessman. His offer of \$60 a share for Dow Jones, a 60% premium over its trading price at the time, was clearly designed to preempt any competitive bids—and, as clearly, it succeeded. No other bids have surfaced since, despite efforts by the Guild and some Bancroft family members to

attract alternative suitors.

While the Bancrofts could choose not to sell at all, the chorus of reasons endorsing a sale has been swelling: Dow Jones is too small to survive on its own. Fiduciary responsibility to other shareholders requires that Murdoch's offer be accepted. Promises that the Journal's editorial integrity will be maintained have been made.

Most critically, perhaps: the Bancroft family's younger members have been griping for considerably more than a decade—and with some justification—that their elders have been bleeding their patrimony dry. They want theirs, while there's still something to be had.

But the pivotal player in any sale will prove to be Chief Executive Richard Zannino, who met pri-

vately with Murdoch before the offer was announced; made an influential presentation to the Bancroft family on behalf of a sale; and who despite asserting his neutrality, voted as a Dow Jones board member to accept Murdoch's bid.

Meanwhile, all this is occurring as IAPE, TNG-CWA Local 1096, continues contract negotiations with a management that seems alternately hard-nosed and distracted. With the company

holding fast to its demand for health-care concessions without an offsetting wage increase, IAPE members around the country escalated their protests June 28 by staying off the job that morning. The action garnered widespread media coverage and may have gotten management's attention, too: the union and company have met at least twice since for off-the-record talks to determine just how far apart they really are.

Inside this issue



NLRB files charges against Post . . . page 2

More layoffs, buyouts, out-sourcing page 3

Scripps writes '30' for Cincinnati . . . page 8

NLRB says Post tuned out union

The general counsel for the National Labor Relations Board has filed charges against the Washington Post for refusing to negotiate changes in job duties with the Washington-Baltimore Guild. The June 30 complaint, scheduled for trial in September, charges the Post with failing to bargain with the union about employees' work on its new radio station; direct-dealing with employees; and unilaterally implementing a system of inequitable payments for radio contributions.

The general counsel also came down on the Post for failing to negotiate in good faith over its demand that employees start providing material for *The Onion*, an independent weekly satirical publication that the Post began publishing under contract earlier this year. The local first complained to the labor board last May, then filed additional charges in March.

In both cases, the general counsel concluded, the Post not only failed to negotiate but also wrongly withheld information that it should have shared with the local. Management "unfortunately adopted an unlawful and misguided strategy to carve the Guild out of" its role as bargaining agent for the Post's

newsroom and commercial employees, said the local's attorney, Robert E. Paul.

A management spokesman has maintained that its assignment of radio and other work is "fully consistent" with contract provisions that allow the company "to involve employees in multimedia work." The company pays some newsroom employees varying amounts for appearing on its radio programs, while offering nothing to others.

Although the NLRB's general counsel was prepared to issue a complaint in the radio case last December, the Post played a last-minute wild card that suggests it knew it had a weak hand: it filed an addendum disclosing the contents of off-the-record talks with the union that it said amounted to bargaining on the issue. The claim not only was rejected by the general counsel once he had interviewed witnesses and reviewed meeting notes, but greatly weakened the company's credibility at the bargaining table.

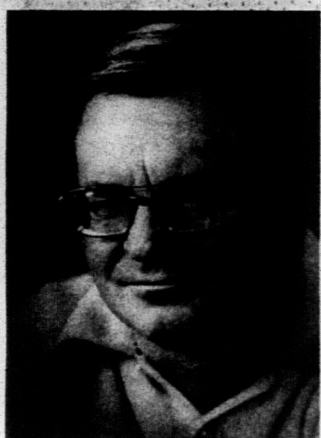
"Unfortunately, the Post has sent a chilling signal that it will violate a confidentiality pledge when it suits the newspaper's business purposes," observed TNG-CWA President Linda Foley.

Seattle activist dies

Former Pacific Northwest Newspaper Guild administrative secretary Hugh Harrison died in his sleep June 29.

Described by current executive board member Ralph Erickson as "a giant" for his passionate union involvement, Harrison worked as a copy editor at *The Seattle Times* from 1951 to 2000. Retiring from full-time work in 1985, he continued to work part-time until 2000, when he took his "second retirement" on his 80th birthday.

A local executive board member for many years, he was elected local president three times and served as the Guild's vice president for the



Hugh Harrison

West Coast region from 1966 to 1975. From 1976 to 1980 he took a leave of absence from *The Times* to work full-time as the local's administrative secretary.

Harrison participated in the three-month strike at *The Times* in 1953 and helped bargain numerous contracts at the paper. He was particularly proud of negotiating the first pension plan for non-managerial employees. He also taught journalism courses for many years at Seattle Central Community College and at the University of Washington.

"Along with his family, his work with the union was the focus of his life," said his daughter, Julie Harrison. "He absolutely loved every minute of it."

Harrison was adamant that no funeral services be held. But also in keeping with his wishes, the family is planning a party in his honor for Sunday, August 5, from 2-6 p.m. at Maplewood Greens Golf Course in Renton, Washington.

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Guild briefs . . .

Milwaukee is organizing . . .

Newsroom workers at nine suburban weeklies owned by Journal Communications' Community Newspapers Inc. have started a union organizing drive to become part of the Milwaukee Newspaper Guild, prompting a retaliatory management campaign. CNI managers locked the doors at a June 1 staff meeting while the publisher delivered an anti-union lecture, threatening to shut down the newspapers if workers joined the Guild. That prompted the CNI organizing committee to file an unfair labor practice charge with the National Labor Relations Board, which is investigating whether the company violated federal labor law.

. . . and so is St. Louis

Quoting Bob Dylan's line that "he who's not busy being born is busy dying," the St. Louis Guild has launched an organizing drive at three Lee Enterprises dailies in Illinois, the Bloomington Pantagraph, the Southern Illinoisian and the Decatur Herald & Review. Local leaders contend that organizing the three papers will strengthen the local's bargaining position at the St. Louis Post-Dispatch, Lee's largest publication.

Buyouts offered in Hawaii . . .

The Honolulu Advertiser has offered voluntary buyouts to 86 workers, 74 of whom are unionized, in hopes of eliminating 30 full-time positions. The buyout is being offered to workers who are 55 or older and have at least 20 years of service, according to Wayne Cahill, the Hawaii Newspaper Guild's administrative officer, and includes a week's pay for every year of service; medical coverage for three years or until age 65; and two years of service credits toward the pension plan.

. . . but falter in California

With only 50 or so unionized newsroom workers accepting buyouts at the San Francisco Chronicle, which was looking for 80, the Northern California Media Guild is bracing for possible layoffs. The Hearst-owned paper was offering two weeks of pay for every one year of service, topping out at one year of pay, and had been hand-picking senior—and therefore higher paid—staffers for several dozen of the offers.

Contract ratified at Sun . . .

Guild members at the Baltimore Sun ratified a four-year contract June 14, 10 days before their existing contract expired. The agreement, affirmed by a voice vote, included a \$750 signing bonus and guaranteed annual salary increases over the life of the contract, as well as performance-based raises each year; the paper had sought a shift to merit-only pay increases in the fourth year. The Guild agreed to a provision that could require reporters to take photos, but only with related training.

. . . by new Canada unit . . .

Canadian Media Guild members have ratified their first collective agreement at S-VOX, 35-11, approving a three-year-plus deal that includes across-the-board salary increases of 6% in the first year and 3% each year thereafter. In addition, S-VOX will make annual pension contributions of up to 6% of salary without requiring an employee match. The contract also makes improvements to annual vacations and personal absence days, and sets out clear procedures for posting of vacancies, hiring and scheduling.

. . . and at Detroit papers

Guild members at the Detroit News and Detroit Free Press and their janitorial staff voted all but unanimously June 24 to ratify three-year contracts. Provisions at the MediaNews-owned Detroit News include an end to across-the-board wage increases, to be replaced by so-called "merit" increases; a new health insurance plan with lower premiums but higher copays (and a monthly \$60 surcharge for smokers); a provision allowing employees to be assigned non-custom-

ary duties, provided they are given reasonable training; exemption of up to eight people from lay-off by seniority; and new language permitting laid-off employees to bump into their previous classifications. Employees at the Gannett-owned Free Press are getting essentially the same deal, although they also received a 1% increase retroactive to Jan. 15; they also will see an end to shift differential pay and a reduction in maximum severance pay for new hires to 26 weeks, from 40.

On one hand, on the other

The Guild-represented Indianapolis Star said it will eliminate about 20 positions via voluntary buyouts, while also adding about 45 positions to a new regional center in Indianapolis that will prepare electronic images for print production at multiple Gannett Co. locations. The buyouts and new hires are to be complete by mid-August.

Zinser special: more delay

A National Labor Relations Board trial set to begin this month in Hilo has been postponed yet again, apparently because of scheduling conflicts cited by the Hawaii Tribune-Herald's attorney, Michael "the Flash" Zinser. The Tribune-Herald has been hit by 13 charges of labor law violations involving the Guild that were scheduled for trial June 19, then rescheduled—at Zinser's request—to July 24.

First budget hurdle cleared

Guild-led efforts to preserve funding for the Tibetan and Cantonese language services crossed a major hurdle in early June, when a key House subcommittee rejected proposed budget cuts. The Republican-dominated Broadcasting Board of Governors had tried to completely eliminate the Cantonese service and severely cut the Tibetan service. The budget still must be approved by the full House and Senate.

Five \$1,000 awards given

The Boston Newspaper Guild recently concluded a random drawing for its third annual college scholarships, awarding \$1,000 each to local members or their families. The 2007 recipients and their schools are: Colin Walsh, Boston College; Sean Sullivan, St. Michael's College; Catherine Marcoux, Rensselaer Polytechnic Institute; Caitlin Larkin, Assumption College; and Alexander Carroll, Kenyon College.

New York's changing scene

Barry Lipton's retirement as president of the New York Guild has triggered a series of changes in office holders. N.Y. Times unit chair Art Mulford, the local's former first vice president, is now local chairperson. Karen Rohan, chair of the Foreign Policy Association unit, moved from second VP to first; Ed Fannon, S&P unit chair, stepped up to second VP from third; and Newsweek Chair Myra Kreiman, formerly a regular member of the executive committee, became third VP. Alanna Stone, who chairs the WQXR unit, has taken Kreiman's executive committee seat.

Boston local reelects Totten

Members of the Boston Newspaper Guild re-elected Daniel B. Totten as their president June 14, while also picking Scott Steeves, who previously served on the executive committee, as their next vice president. The local also re-elected Patrice Sneyd as treasurer and Carl Younger and Kathie Dalton as at-large executive committee officers. Newly elected were Kathy McCabe as recording secretary and Jim Herndon as at-large executive committee officer.

Guilder wins Denver seat

Paul Lopez, 28, a Guild-represented organizer for Service Employees International Local #105, was elected to the Denver City Council in a June 5 runoff election. "It was a lot of hard work and listening to people that made the difference," Lopez told *The Denver Post*.

We haven't seen this in half a century

The appearance of yellow lanyards at the Guild's sector conference July 13, symbolizing support for Bernie Lunzer's challenge of Linda Foley for the union's presidency, marked a virtually unprecedented development in the union's history. The last time the Guild's top two officers vied for the number one slot was more than half-a-century ago.

Back in 1951, the Guild's top paid offi-

cer, Sam Eubanks, announced he would be stepping down after 10 years as executive vice president, at that time the longest tenure of any Guild official. Secretary-Treasurer Ralph B. Novak—the Guild's only other paid officer—ran unopposed for Eubanks' seat, while William J. Farson, a Philadelphia local and national Guild officer, ran unopposed for secretary-treasurer.

Four years and two terms later, the relationship between Novak and Farson had become decidedly strained. When the international executive board took a straw poll to determine how many of its members would run for reelection, Farson said he would run for office but would not support Novak. The June 10, 1955 Guild Reporter, in a story on the upcoming nominating convention, ran a front-page story on the straw poll under the headline, "Simmering Politics May Boil at Albany."

Subsequent events were reported by the Guild Reporter in a July 8 story that opened: "Smoldering over a period of years, the differences over operating procedures between Executive Vice President Ralph B. Novak and Secretary-Treasurer William J. Farson, ANG's full-time salaried officers, flared into full flame at the Albany convention." The story explained that the contest was not so much "over basic issues affecting the ultimate aims and programs of the Guild" as it was about "dissent as to how those aims had been or might be furthered under Novak's regime."

Joining Novak as his running mate was Justin R. McCarthy of Chicago, one of the union's international representatives. Farson's

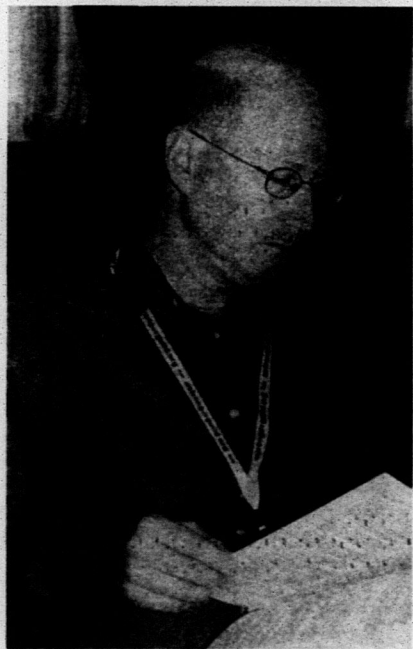
man for the secretary-treasurer slot was another international representative, Charles A. Perlík of Pittsburgh (destined to become the Guild's top officer several years later). Also in the running were two slates of candidates, mobilized by Farson and Novak, seeking eight vice president slots—20 candidates in all.

With ballots to be mailed out Aug. 31 and the Guild Reporter then on a bimonthly publication cycle, election coverage dominated the paper for three more issues. In addition to constitutionally mandated publication of candidates' biographies and platform statements, each edition carried stories of local endorsements and candidate debates, candidates' ads and letters to the editor. The Aug. 26 issue led off with the front-page headline, "IEB Campaign Sets Mark for Advertising, Letters," its 16 pages jammed with 23 ads and nearly five full pages of letters addressing the campaigns and candidates.

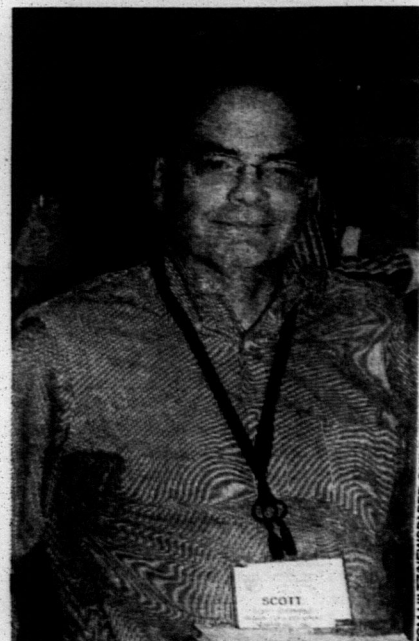
Coverage was sometimes pointed. A second front-page story Aug. 26 featured the headline, "Novak Cites Record, Hits 'Farson's Fallucinations'." Novak had "lashed out" at Farson while addressing a Milwaukee Guild picnic, the article said, claiming he had alluded to Farson's alleged McCarthy-like tactics—a charge, it should be noted, that was leveled in Joseph McCarthy's home state. A retiring regional vice president was quoted in the piece as observing that "the issue in this campaign is whether the control of the American Newspaper Guild is going over from working newspapermen to professional unionists."

... Characters like Bill Farson and Tom Murphy [a vice presidential candidate] are trying to take the Guild away from newsmen and they'll do it over my dead body."

History did not record whether the retiring vice president died on the barricades, but a 64% turnout of eligible voters swept Farson and his supporters into office by a decisive margin. The final ballot count: 8,571 votes for Farson, 7,776 for Novak.



Secretary-treasurer candidate Tim Schick, wearing yellow lanyard.



Secretary-treasurer candidate Scott Stephens, with traditional blue lanyard.

Delegates zip through agenda

Continued from page 1
hotel suite Saturday.

Political tensions defused, delegates zipped through the conference agenda in quick order. Among other items of business:

- Carl Younger of the Boston local was presented with the Guild Service Award. A member since 1971, a local delegate since 1998 and an at-large member of the local's executive committee since 2002, Younger was cited for his role as a founding member of the TNG Equity Committee and for his pioneering work in establishing a lending library, open to the larger community, devoted to diversity issues.



Carl Younger

- Following a warning from Lunzer that the Leuchter Scholarship Fund was almost depleted, as well as a testimonial from News Media Guild delegate Martha Waggoner about her experience earlier this year as a scholarship recipient, delegates pledged a total of \$13,750 on behalf of their locals to replenish the fund.

- An informal caucus known as The Next Generation put its activities on a more formal footing by creating a committee of seven and electing Canadian Media Guild delegate Brendan Elliott as its chair. The committee is expected to play a more official role at the next sector conference, scheduled for late February in Providence, Rhode Island.

- Delegates were urged to have

their locals appoint a mobilizer to encourage participation in the "Future of Our Jobs" survey. The survey, a joint venture of the CWA and the Philip Merrill College of Journalism at the University of Maryland, requires a minimum 15% participation of each local's members to be statistically meaningful. Guild staff rep Marian Needham is coordinating the effort.

- The TNG-CWA Human Rights and Equity Committee reported on its progress since its founding a year ago and said its new web site, www.guildequity.org, is up and running. (The committee's full report will be published in the August issue.) Also announced was the retirement of Debbie Thomas, TNG-CWA Director of Human Rights, effective the end of this month.

- Changing federal requirements for single-employer pension plans have increased employer risk, prompting many simply to dump the plans as growing liabilities. Two representatives of The Segal Co., consultant to the The Newspaper Guild International Pension Fund, explained how multi-employer plans—such as the Guild's—can provide a safe harbor for employers who are willing to continue their defined-benefit plans.

The next sector conference, at which board candidates will be nominated, will start Feb. 27, 2008.



Jack Davis, secretary-treasurer of the San Jose Guild, addresses co-workers on "Black Monday."

More layoffs, outsourcing

Against a backdrop of continued steep declines in ad revenue, newspapers laid off or outsourced dozens of more jobs in recent weeks.

The San Jose Mercury News laid off 31 newsroom employees on Monday, July 2, adding to 15 who had departed voluntarily in June—and an additional 35 laid off in December. The steady downsizing at the MediaNews-owned Mercury News has reduced its newsroom staff by half since 2000, to approximately 200. Some of those shown the door this month had upwards of 20 years at the paper.

The newsroom layoffs came a week after the newspaper closed its advertising composing room, outsourcing the work to India—and eliminating yet another 28 jobs. Three weeks later the McClatchy-owned Fresno Bee took a similar step, announcing it would outsource some of its advertising production work to the same company as the Mercury News, Express KCS. Seven of 31 workers in the Bee's advertising design department will lose their jobs in September.

MediaNews also is tightening its belt elsewhere.

Its Pioneer Press in St. Paul, Minn. said July 17 it wants 30 employees to accept buyouts within 10 days, 15 of them from the newsroom. If not enough buyouts are taken employees can expect layoffs, according to management, which cited declining ad revenues as forcing its hand.

As in San Jose, the St. Paul paper has been cutting payroll steadily. Its December buyout package found 21 newsroom takers (and 30 overall), reducing the newsroom head-count to approximately 180. And in early July the Pioneer Press laid off four people in its circulation department.

The relentless loss of newspaper jobs has been reflected in overall Guild enrollment. Delegates to this year's sector conference were told that TNG-CWA membership has slipped below 30,000 for the first time in decades, posing long-term financial consequences because of the accompanying drop in dues collections.

Financial analysts, meanwhile, predict more of the same, as the advertising slump that kicked in a year ago deepens, taking a whack out of revenues.

TNG Canada within TNG-CWA and within CWA

First Principles

TNG Canada and TNG/CWA will continue to be intertwined, building on 60 years of history successfully dealing with common interests and concerns. Creation of the Canadian Region within CWA alters some issues of structure, governance and finance.

But Guild leaders on both sides of the border believe these changes should not diminish the combined strength and mutual advantages of working together to protect our members and develop our union throughout the media industry in North America.

In developing the Canadian Region, TNG/CWA and TNG Canada have identified common programs and interests where it makes sense for both groups to work on a joint basis for the benefit of all members. On the other hand, there are others that are more appropriately handled by either TNG/CWA in Washington or TNG Canada in Ottawa on a national basis. TNG Canada will also continue to be involved in the CWA organizing program, the Member Relief Fund and Defense Fund. Some programs it will access directly, others through TNG/CWA.

It is important for TNG Canada and TNG/CWA, and the members, to ensure that there is appropriate representation on the deliberative bodies of both TNG and TNG Canada. Members and union leaders must have confidence that their voices are being heard and the union as a whole must remain united and able to ensure all of its parts are working for common goals. For example, TNG Canada and TNG/CWA remain united in their desire to work towards the establishment of a "media sector" within CWA. Our combined strength serves us well as we move in this direction. Both groups should have access to the newly established CWA Strategic Industry Funds, for the development of our union and protection of our members.

Some of the programs that we have identified that should continue to be operated on an international basis include:

- The TNG/CWA Mobilization and Defense Fund
- The Collective Bargaining Program (with the appropriate national components)
- The Human Rights/Equity project
- Other new projects or campaigns which are applicable to the industry and/or our union across North America

Some of the programs that are more appropriate for national direction include:

- The Legal Program
- Direction of staff representatives
- International affairs outside of North America

TNG Canada remains very much a media union, with at least 90% of our members employed in the media in some way. Even if TNG Canada is more successful than any other part of the CWA in organizing, it will take several years before even half the members of TNG Canada are working outside the media. Because of this reality, we agree it is important for the Director of TNG Canada to continue to have a role on the Sector Executive Council, even though that role must change. We are suggesting the director sit on the SEC with voice but not vote. The director would retain the right to sit on committees. It is just as important that the senior officers of TNG/CWA continue to be accorded the same status, as they have now in practical terms, on the TNG Canada Representative Council.

It is also important for TNG Canada members and TNG/CWA members in the United States and Puerto Rico to continue our dialogue at Sector Conferences and Conventions. We believe it is fundamental to the culture and history of the Guild to continue a tradition that makes it grow stronger.

Constitutional Change

Some of these changes will require changes to the TNG/CWA Constitution. But we believe we should be making a minimum number of changes at this point, only in those areas where we determine changes must be made. Not only is TNG Canada's relationship within TNG/CWA evolving, but TNG/CWA's

place with the CWA is also undergoing change. Once we have a clearer picture of how all of these changes will impact on our relationships and policies, we will be in a better position to propose further Constitutional amendments.

The proposed amendments which follow make the changes we believe should be made initially. They include some housekeeping changes but deal most with the role and authority of TNG Canada and the election of the director. TNG Canada locals will continue to be bound by all the provisions of the TNG/CWA Constitution but some changes will also be made to transfer some things to the Bylaws of TNG Canada, such as the election of the Director.

Proposed amendments for the TNG/CWA Constitution

ARTICLE IV

SECTION 2.

(a) TNG Canada (also known as CWAISCA Canada) has constitutional jurisdiction within Canada over all of its constituent Locals under the terms of the Memorandum of Understanding (2006) with the CWA, creating a Canadian Region within the CWA.

(b) TNG Locals in Canada as of Jan. 1, 2007, and media Locals of TNG Canada organized in the future shall also be Locals of TNG-CWA. TNG Canada will continue to function as an autonomous body within TNG/CWA with regards to these locals.

(c) Locals outside the media sector under the jurisdiction of TNG Canada organized after Jan. 1, 2007, shall not be Locals of TNG-CWA, unless the governing councils of TNG Canada and TNG-CWA so agree.

(d) The affairs of TNG Canada shall be governed by the Merger Agreement of 1997, the CWA Constitution, this Constitution, the Memorandum of Understanding (2006) and the By-laws of TNG Canada.

(e) TNG Canada shall work with TNG/CWA to ensure all Canadian locals are in compliance with all their constitutional requirements and obligations to TNG/CWA and the Sector Executive Council.

SECTION 7: Where practicable and where it would not adversely affect the over-all organizing policies and objectives of TNG-CWA or CWA, the E.C. shall give all affected Locals 15 days' notice prior to reassigning an existing Unit to another Local or extending one Local's jurisdiction into another Local's area. In the case of Canadian locals, this can be done only upon the effective recommendation of the Director of TNG Canada. Any decision by the E.C. may be appealed to the CWA Convention or CWA Executive Board in accordance with Article 13, Section 3 of the CWA Constitution.

ARTICLE VII

SECTION 2:

(c) Representation at a Sector Conference shall be based on the average of the monthly per capita payments for members in good standing received by CWA from the Local for the 12 months ending the 5th month preceding that in which the CWA convention begins its session. Locals within TNG Canada shall be subject to the same requirement except that the record-keeping and documenting of per caps shall be the responsibility of TNG Canada.

(d) Any difference between representation claims of a Local and the records of the Secretary-Treasurer of CWA (or in the case of Canadian locals, the records of TNG Canada) shall be submitted to the Credentials Committee at the Sector Conference for report to and decision by the Sector Conference.

ARTICLE IX

SECTION 2: (a) (b), delete reference to

Director of TNG Canada.

New c) In addition, the Director of TNG Canada shall sit on the TNG-CWA Sector Executive Council and shall have the right to speak at meetings, be a member of committees but shall have no vote.

New d) The President or Secretary-Treasurer of TNG/CWA, or a designate, if neither is available, shall sit on the TNG Canada Representative Council and be entitled to attend all meetings, where he or she shall be entitled to speak but shall have no vote.

Old c) becomes (e).

Delete references to Director of TNG Canada from all other parts of SECTION 2.

ARTICLE XI

SECTION 3. (a) No Local shall adopt a constitution or by-laws in conflict with this Constitution, with the policies of TNG-CWA adopted in Sector Conference, or the CWA Constitution. Every Local shall submit to the E.C. a copy of its constitution and by-laws and any amendments thereto as adopted. New Locals shall submit their constitutions or by-laws within two months of being chartered. The E.C. shall order the revision of provisions found to be in conflict with this Constitution, Sector Conference policies or the CWA Constitution. The Canadian National Office shall be notified of any issues with Canadian Local bylaws and shall assist in resolving them. If any issue arises in a Local in which the application of the Local constitution or by-laws is at variance with the TNG-CWA Constitution, Sector Conference policies or the CWA Constitution, the issue shall be governed by the TNG-CWA Constitution, Sector Conference policies, and the CWA Constitution.

ARTICLE XVII

SECTION 1. The membership dues of TNG-CWA shall include:

(a) The payments established by Section 2 of this Article or by Locals under the authority of Section 2 of this Article, hereinafter referred to as "monthly dues."

(b) The payments required for admission into membership in TNG-CWA fixed by Locals under the authority of Section 3 of this Article, hereinafter referred to as "initiation fees."

(c) The payments required for reinstatement into TNG-CWA after loss of membership fixed by Locals under the authority of Section 4 of this Article, hereinafter referred to as "reinstatement fees."

(d) Any additional dues required by a Local of all its members from time to time, fixed under the authority of Local by-laws.

(e) In addition, TNG Canada shall make payments to TNG-CWA as agreed, flowing from the Memorandum of Understanding of 2006.

Finally, Append Memorandum of Understanding (2006) to Constitution.

FINANCIALS

(TNG-CWA Canadian locals will pay the same TNG per capita as other TNG locals, currently \$20.11 (CD) per month. Those payments will be sent to the Canadian Regional Office in Ottawa.)

Out of the \$20.11 (CD) monthly per capita paid by locals, the Canadian Region will send the following monthly per member payments to the international union:

- MRF
- CWA Defense Fund
- TNG Mobilization & Defense Fund

And the monthly per member payments below, which will be credited as income to the TNG sector:

- \$1 (CD) from Jan. 1, 2007, through June 30, 2007
- \$2 from July 1, 2007, through June 30, 2008
- \$3 as of July 1, 2008.

Any subsequent financial discussions should properly be undertaken between TNG Canada and CWA.

BILAL HUSSEIN

Since April 12, 2006, AP photographer Bilal Hussein has been detained by authorities in Iraq. U.S. officials have accused him of being a security threat—but no charges have been made and Hussein has had no chance to refute them. After an internal review, the Associated Press concluded there is nothing in his work that would suggest an impropriety.

Due process is fundamental to justice in any society. The continued denial of due process for Bilal Hussein is a continued threat to justice everywhere. BE IT RESOLVED the Newspaper Guild-CWA calls on Defense Secretary Robert Gates to either immediately afford meaningful due process for Bilal Hussein, or release him forthwith.

BENEFITS FOR SYMPATHY STRIKERS

The Newspaper Guild-CWA Constitution recognizes that bargaining strength can be enhanced when different unions within the same employer honour each other's legal picket lines. Some TNG contracts give Guild members the right to do this without repercussions from their employer.

THEREFORE, be it resolved that this sector conference calls on the Sector Executive Council and President Linda Foley to bring this to the CWA Executive Board and request that the Member Relief Fund rules be modified to ensure that the TNG Constitution provision encouraging sympathy strikes be honoured.

SUPPORTING THE BANCROFT FAMILY

The Newspaper Guild-CWA supports the Bancroft family in its continued commitment to independence and unquestioned integrity of Dow Jones and its flagship publication, the Wall Street Journal. TNG urges the Bancroft family to stand firm in its stewardship of Dow Jones and its opposition to the proposed sale to News Corp.

THANKS TO ROB MODIC

This resolution is to honor Rob Modic, who retired in December 2006 with more than 25 years as a Dayton Daily News reporter, the last 20 years as the president of the Dayton Newspaper Guild. Rob was one of a good group of people who formed the DNG in September 1986 to replace an independent union. During those early years, Rob faced hostility from the former officers of the independent union and from the company. For years, he negotiated against King & Ballow attorneys, then against in-house counsel, all representing a company that was committed to destroying the DNG, which is still here largely because of Rob's leadership. Rob helped countless employees over those 20 years, and every one of the hundreds, if not thousands, who worked in the bargaining unit during those 20 years owes Rob a debt of gratitude. Rob's commitment to economic justice, to fairness, to human rights, and to diversity were an example for all employees and a guide for all DNG officers. Rob was never afraid to stand up to the Company, but always did so in a respectful manner, even if that respect was not always returned. He conducted himself with dignity and compassion at all times, and undoubtedly left his workplace a far better place than he found it.

THANKS TO OUR HOSTS

The Newspaper Guild-CWA is grateful to meet in Toronto, a city with four newspapers that epitomizes the call for retaining multiple voices and celebrates diversity as a matter of course and not as a slogan. We have enjoyed this beautiful and clean city with its tradition of comedy, eh?, great beer, wonderful hospitality, great food and friendly people.

Therefore, be it resolved that The Newspaper Guild thanks the Canadian Media Guild for being such wonderful hosts of the 2007 Sector Conference.

Adopted Resolutions

RESOLUTION TO SAVE THE FOUNDATION OF AMERICAN DEMOCRACY: SMALL AND MEDIUM NEWSPAPERS AND MAGAZINES

"Were it left to me to decide whether we should have a government without newspapers, or newspapers without a government, I should not hesitate a moment to prefer the latter."

- Thomas Jefferson, January 16, 1787

A recent decision by the U.S. Postal Board of Governors will foist a backbreaking increase in Periodical postal rates on small and medium sized publications throughout America.

The rate increase was devised by Time Warner, one of the largest publishers in America, as a way of shifting their own postal burden onto the backs of smaller publications. This unfair policy will not only force smaller publications to bear a larger share of an upcoming July 15 postal rate increase, it will force them to invest heavily in new technology, a cost they can ill afford because of their limited size and resources. Many have already spent large amounts of money in technology upgrades to help keep their mailing costs down, an expense that will now be totally wasted.

This "reverse approach" flies in the face of our nation's founding fathers, who understood the press as a political institution needed to be supported through favorable postal rates. President George Washington actually spoke out for free postage for newspapers through the mail, and Treasury Secretary Alexander Hamilton conceded that incentives were necessary to spawn a viable press. For 215 years, that foundation of postal policies encouraged small and medium sized publications and divergent ideas to sprout and flourish because the postal system was based on policies of public service and democratic values.

This long-standing national policy is now threatened because the Postal Regulatory Commission rejected a postal rate increase plan offered by the U.S. Postal Service and instead opted to implement a modified version of an extraordinarily complicated plan submitted by media giant Time Warner which will now unravel much of what the founders accomplished, and further concentrate the country's media among large corporate conglomerates.

The Newspaper Guild has stood in the forefront of efforts to protect and encourage a thriving free press, which as noted in the preamble to this Resolution, was deemed essential to the survival of Democracy by our founding fathers.

Our Democracy cannot afford to lose the many small voices that represent the diversity of America that encourage the free exchange of ideas, that make our Democracy the envy of the world — a position that will be seriously threatened if the current postal rate for publications is allowed to be implemented July 15.

THEFORE BE IT RESOLVED that the Newspaper Guild-CWA stands squarely against this postal rate increase. It is dangerous and ill-advised and helps large publications while ultimately forcing thousands of medium to small publications, including scores of labor newspapers and magazines, into extinction giving fewer media giants an even stronger chokehold on the free flow of ideas.

BE IT FURTHER RESOLVED that we urge the United States Congress to INTERVENE IMMEDIATELY to protect our founding fathers' public service principles of supporting Democracy through the postal service by demanding a rollback of Periodical postal rate increases set to take effect July 15.

BE IT FURTHER RESOLVED that every local union within our International Union, the Communications Workers of America, AFL-CIO, immediately contact their congressional representative to express outrage at this unfair, unjust, and unrealistic rate hike and demand that it be rescinded immediately because the Postal Service should not use its monopoly power to favor the largest publishers at the expense of smaller ones. We need to return to the enlightened postal policy that has guided our nation so well for the past 215 years.

SUPPORTING DIVERSITY

The 2007 TNG Sector Conference endorses the CWA Constitution Committee's recommendation to add four diversity seats to the CWA Executive Board.

IN MEMORIAM

[This resolution also paid tribute to Hugh Harrison, whose obituary appears on page 2.]

DANNY MALANCHUK, 55, CBC TELEVISION PRODUCER, AND GUILD ACTIVIST

Danny Malanchuk was an active member of the Canadian Media Guild for more than two decades, serving his brothers and sisters in numerous capacities, particularly in his home location of Ottawa.

Brother Malanchuk died unexpectedly on Monday, May 29, of complications following heart surgery. He is particularly remembered for his even handed approach and humour he brought to situations. His confidence and thoughtfulness inspired all who worked with him.

Brother Malanchuk will be much missed. He is survived by his wife Lorna and son Andrew.

The 2007 Convention of the Newspaper Guild wishes to acknowledge Brother Malanchuk's many contributions, regrets his passing and expresses its sympathies to his family, friends and co-workers

DAVID ISAAC, 54, LONG TIME GUILD ACTIVIST AND TELEVISION PRODUCER.

David Isaac loved the television business. He was the classic news hound. But he loved the Guild even more, serving on numerous committees, attending international conventions and working tirelessly for his co-workers against an aggressive employer.

During the last several years of his life David chaired a national committee on Health and Safety. He was instrumental in seeing the introduction of heart defibrillation devices in all Canadian Broadcasting Corporation locations months after another colleague collapsed and died in the workplace.

Brother Isaac died suddenly on December 9, 2006 following surgery in New York.

He is survived by his wife Barbara Schacter.

The 2007 Convention of the Newspaper Guild wishes to acknowledge Brother Isaac's many contributions, regrets his passing and expresses its sympathies to his family, friends and co-workers.

EMPLOYEE FREE CHOICE ACT

The Newspaper Guild-CWA, along with all of CWA, played a vital role in the push to get the Employee Free Choice Act passed in Congress. Through the efforts of many, a majority in both houses voted in favor of giving workers a more fair way to gain a union. Unfortunately 60 votes were necessary in the Senate, and we didn't accomplish that.

THEREFORE be it resolved that the Guild commits to continuing this effort, to reform labor law, so that forming a union in the United States becomes a free and real choice for all workers.

TNG-CWA Finance Report

1) Current Funds

The Newspaper Guild-CWA Sector of CWA had spent \$2,934,936 or \$17,013 less than the \$2,951,949 budgeted for the twelve-month period — 0.58 percent ahead. The overall total for CWA was 5.03 percent to the good, on expenses of \$94,699,198.

TNG-CWA as of May 31, 2007	FY Expenditure	FY Allocation	FY Balance
Salaries Officer and Professional Staff	\$1,316,508	\$1,316,510	\$2
Salaries Support Staff	246,070	254,533	8,463
Employee Benefits	236,793	296,956	60,163
Employee Taxes	125,204	142,530	17,326
O&P Staff Travel	380,137	275,132	(105,005)
PT Salary and Expense	50,811	60,480	9,669
Office Operations	214,999	161,753	(53,246)
Rent	88,804	88,801	(3)
Legal	262,597	349,000	86,403
Other	13,013	6,234	(6,779)
TOTAL	\$2,934,936	\$2,951,929	\$17,013

Prior year numbers are not directly translatable as the categories have changed. However, TNG-CWA was 8.96 percent over for the fiscal year ending May 31, 2006. Notably, O&P expenses were \$304,381 for the 11-month year (CWA changed their financial year) or \$131,329 over budget. Postage and freight costs (currently included in office operations) were \$100,875 or \$46,879 over budget.

The Segregated Fund (remnant of general fund when TNG was free-standing) held \$44,098 as of May 31, 2007. The David S. Barr fund was zeroed out, and has been moved to the Freedom Fund to make it a part of the overall expenses with the Brown and Block Awards. That fund is a separate non-profit account. The Leuchter Scholarship Fund (used to fund the Harvard Trade Union Program) holds only \$2,640 and may be discontinued for lack of funds. The Anti-Discrimination Fund, used to fund human rights related matters, holds \$38,528. The Severance Fund is fully funded at \$264,004.

The Guild Mobilization and Defense Fund had \$2,538,246 as of May 31, 2007. \$2,461,264 of that amount was actively invested with Manning and Napier. \$31,422 was in checking as of May 31, 2007. \$45,577 represents Newspaper and Media stocks held by the Guild in a Smith Barney account. Investment performance for the first five months of the year was 5.65 percent, ending the fiscal year

at a robust 15.65 percent. Assets were invested roughly 50/50 between bonds and stocks at May 31, 2007. The overall rate of return for calendar year 2006 was 13.12 percent. Manning & Napier returned 13.45 percent (before fees) over the same period; Smith Barney, a very small 1.76 percent of the portfolio, returned 6.12 percent. Because of sound investment, the Mobilization & Defense Fund has held at slightly more than \$2.5 million for the last two years, despite expenditures.

The Guild Mobilization and Defense Fund paid out \$1,975.14 for web support. \$5,000 was paid to Segal Advisors for consulting services. \$21,000 was paid to Cumulus Media Partners for the York Newspaper Guild media campaign. It gave \$8,429.90 to Northeast Ohio for mobilizing in Canton. \$10,000 went to Pittsburgh to reimburse legal fees associated with the contract campaign. \$84,668.10 was paid to Duff & Phelps LLC for ESOP strategies. That retainer has concluded, with all fees and expenses paid. \$12,498.40 was paid to Ownership Associates for retainer fees and professional expenses related to ESOP strategies (based on an ongoing \$6,000 monthly retainer). The Canadian Media Guild used \$22,631.22, which represents the balance of expenses unpaid by the CWA Defense Fund, for the CBC-Stop the Sell Out Campaign. It paid \$1,000 to Normal Advertising Communications for billboard ads for the campaign in Rochester. \$3,192.91 was spent on lost time and expenses for Joan Jacobson during negotiations with the Baltimore Sun. It gave \$9,803.29 to the Hawaii Newspaper Guild for the Tribune-Herald Hilo Campaign. Knoxville Newspaper Guild used \$13,721.39 for mobilization. \$24,000 was paid to the Boston Newspaper Guild to defend against outsourcing and to support mobilization.

2) Membership

The CWA Membership Department reports TNG-CWA Sector membership at 29,942 for the month of May 2007. District One — 15,650; District Thirteen — 1,633; District Two — 2,021; District Three — 920; District Four — 2,551; District Six — 475; District Seven — 3,386; and District Nine — 3,306.

Membership by Guild Regions : Canada East, 6,525; Canada West, 640 (does not include CMG members who vote within the district in which they live); Region One, 3,753; Region Two, 2,941; Region Three, 2,401; Region Four, 4,387; Region Five, 5,274; Region Six, 3,058 and News Media Guild, 963 (who vote in the district in which they live).

3) Salaries

Linda Foley	President	\$136,649
Bernie Lunzer	Secretary-Treasurer	116,462
Eric Geist	Administrative Director	105,074
Kathy Mulvey	Dir., Contracts Admin.	89,495
Carrie Biggs-Adams	Exec. Sec'y., Contracts	89,495
Debbie Thomas	Dir., Human Rights	89,495
Michael Burrell	Staff Representative	89,495
Darren Carroll	Staff Representative	89,495
Bruce Nelson	Staff Representative	89,495
Marian Needham	Staff Representative	89,495
Jim Schaufenbil	Staff Representative	89,495
Jay Schmitz	Staff Representative	89,495
Andy Zipser	Editor, Guild Reporter	89,495

4) Budget FY 2007-2008

Salaries Officer and Professional Staff	\$1,241,135
Salaries Support Staff	222,897
Employee Benefits	263,802
Employee Taxes	122,647
O&P Staff Travel	261,119
PT Salary and Expense	60,480
Office Operations	187,745
Rent	94,000
Legal	310,000
Other	31,948
Total:	\$2,795,773

5) TNG-CWA Income/Expense FY 2006 - 2007

\$4,501,568	Raw income report
\$1,304,000	MRF payments*
\$ 127,000	CWA defense fund payments*
\$ 125,000	TNG mobilization/defense fund payments*
\$2,934,936	FY expenses
\$4,490,936	Total

*Based on an average of reported membership numbers

News round-up

'Merit' pay: divide and conquer

The growing push by publishers to scrap across-the-board raises, replacing them with so-called "merit" or "pay for performance" increases, is in reality part of a broader development within American industry to divide workers. Ken Columbia, director of workforce development at the Newspaper Association of America, explains as much in the June issue of the trade journal *Newspapers & Technology*, observing that while merit increases this year are "averaging" 4%, managers "then sharply segment the workforce and push the cash around." For U.S. newspapers, he concludes, "there is an overarching need to become more adept at segmenting the workforce along value-creation and geographic lines."

Gannett clusters press, mail rooms

Gannett has announced it is closing the press and mail rooms of the Observer & Eccentric newspapers, whose newsrooms are represented by the Detroit Newspaper Guild, eliminating approximately 17 full-time positions represented by the Teamsters-affiliated GCIU. Printing of the twice-a-week suburban paper, which has a circulation of about 130,000, will be transferred 70 miles to Gannett's newspaper in Port Huron, the Times-Herald.

Gaza battle results in freed reporter

BBC reporter Alan Johnston, subject of petitions from media organizations around the world and a large May 10 demonstration outside the CBC building in Toronto, was released by his Gaza captors July 4 after 114 days in captivity. His release was forced by the Palestinian group Hamas, which after battling rival Fatah forces for control of the enclave declared it would usher in a "new era" of law and order and would go after all vigilante gunmen.

Unintended consequences once again

Organized labor's shrinking share of the U.S. workforce has meant growing hardship for an unexpected professional segment: the people who arbitrate labor disputes. The National Academy of Arbitrators was told by its president recently that it faces a "crisis" because a smaller percentage of unionized workers means relatively fewer contract disputes—which means, alas, a smaller share of workplace disputes going to arbitration. The solution? "Offering our services beyond our customary venues," the group's president said.

Dept. of Labor backs off on FMLA

Public pressure—including 15,000 comments—apparently forced the Department of Labor to leave unchanged the federal rules enforcing the Family and Medical Leave Act, at least for now. But the department's June 27 announcement said it still advocates "fuller discussion" of how the act has worked, leaving the door open for continued efforts to undermine its provisions. In response to DOL's earlier invitation to comment on FMLA, businesses complained about workers who take "irregular" leave for short periods and about medical rules that won't let businesses deny workers leave when they request it.—PAI

Workers' share of income still sliding

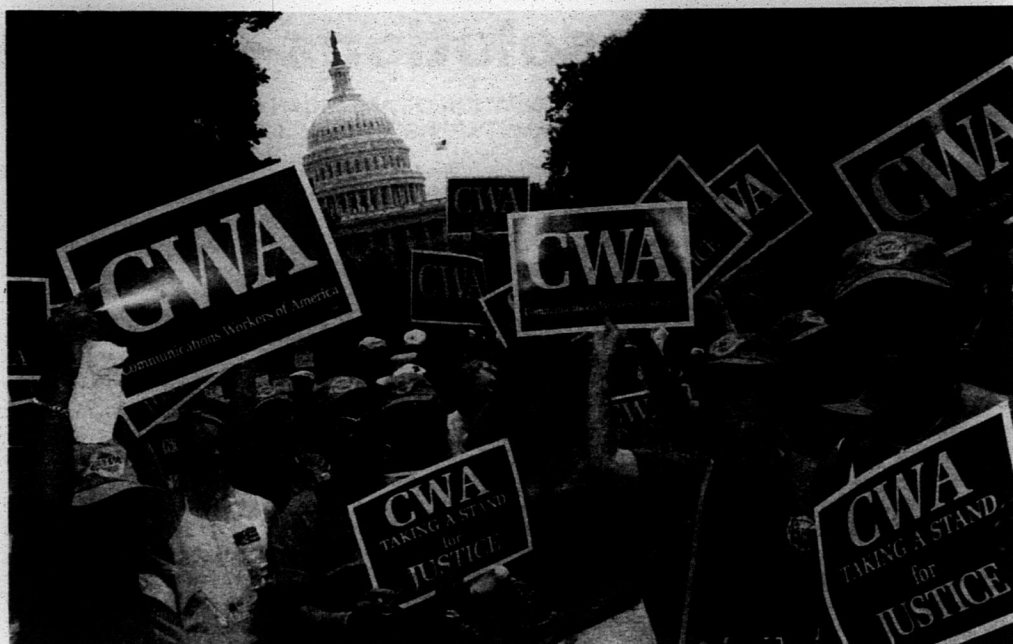
The share of U.S. national income paid to wage and salary workers continued its downward trend in 2006, falling to a new low of 51.6%, down from a 1970 peak of 59.3%. Although some economists contend the decline has been offset by increases in the share of gross national product going to fringe benefits, others note that overall employee compensation as a proportion of national income also has been falling, to 64% last year. Meanwhile, corporate profits' share of national income has increased sharply each year since the 2001 recession and is expected to hit 13.8% for 2006, matching the record high set in 1942. Gross return to capital, which includes corporate profits, increased to 28.6% of GNP in 2006, above its historical average of 27.3%. Each one-tenth of 1% of national income amounts to approximately \$117 billion.

A penny saved on health care isn't

Employers' efforts to shift health care costs to their employees not only don't save employers money but discourage treatment essential to worker productivity, according to a recent report by the Integrated Benefits Institute. The San Francisco-based non-profit research organization said higher out-of-pocket expenses for employees reduce medication adherence, with less than two-thirds of diagnosed individuals filling at least one symptom-relieving prescription. The result, IBI found, was a higher incidence of short-term disability claims, of longer duration, with greater overall costs and lower productivity.

AFL-CIO offers 'Ask a Lawyer' site

It may not always feel like it, but you actually do have some legal rights on the job—and Working America, the community affiliate of the AFL-CIO, is offering "Ask a Lawyer" to help you find out what they are. The free on-line service cannot provide specific legal advice or tell you what to do, but does field lawyers who will answer questions about overtime, workers compensation, discrimination, pay and benefits; visit www.workingamerica.org/askalawyer/.



CWA members turn out in 97-degree heat June 19 to demonstrate on behalf of labor law reform.

Filibuster kills EFCA—for now

Union leaders vowed to keep members and their allies campaigning for the Employee Free Choice Act, even after the Senate failed June 26 to shut off a GOP filibuster that derailed it. Most said they are looking to the 2008 election to gain Senate seats, elect a pro-worker president and produce victory.

The act, which would have helped level the playing field between workers and bosses in organizing and bargaining, won a 51-48 party-line majority in the Democratic-run Senate. But it needed 60 votes to shut off the GOP filibuster.

Among other things, EFCA would have written "majority sign-up"—also called card-check recognition—into labor law, raised fines for labor law-breaking to \$20,000 per violation, mandated mediation and arbitration if labor and management could not agree on a first contract within 90 days and outlawed boss-run "captive audience" anti-union meetings.

All 48 Democrats who voted, the two Democratic-leaning independents and Sen. Arlen Specter (R-Pa.), voted to shut off the talkathon and support workers' rights. Sen. Tim Johnson (D-S.D.), was still rehabilitating from serious surgery and did not vote. The other 48 Republicans all voted against the measure.

Union leaders hailed the 51-vote majority as a sign of growing momentum towards increasing workers' rights, especially when combined with the 241-185 House vote on March 1 to pass the bill. They promised foes will see retribution at the ballot box next year.

CWA President Larry Cohen said unionists' next steps should go beyond lobbying, to educate lawmakers and the greater public about how the bill would benefit everyone. He also said unions should look for other legislation into which EFCA could be folded as an amendment, as was done with the minimum wage increase when it was inserted into the Iraq war funding bill.—PAI

2007 half over, 100 dead

Eighty-three journalists and 17 other media professionals died while covering news stories the first six months of this year, according to the International News Safety Institute, compared with 68 during the same period last year. INSI recorded a total of 168 casualties in 2006, the worst year ever.

The 100 mark was reached in Iraq—the worst killing ground for the news media in modern times—with the assassination June 26 of Hamed Sarhan, 57, shot by unidentified gunmen on his way home. Iraq's press syndicate president Shehab al-Tamimi said Sarhan had been a journalist for 30 years in newspapers, magazines and for the Iraqi news agency. He leaves a widow and five children.

"This is a shocking development. We have never known such a high death toll half-way through a year, and we fear for what might be to come," said INSI Director Rodney Pinder. "It is even more terrible that the 100th victim should be a veteran Iraqi. Sarhan and his family by rights should be enjoying the fruits of real press freedom today for the first time in all his years on the job, most of them under dictatorship. Instead, he is gone and his family, like so many in Iraq, is in mourning."

INSI now counts 214 news media workers dead in Iraq since the invasion began in March, 2003. The great majority are Iraqis, murdered by unidentified assailants in the swirling civil war.

According to INSI's records, 72 of the casualties worldwide over the past six months evidently were murdered. They include such prominent cases as Hrant Dink, the high-profile editor of Agos newspaper in Turkey, shot three times outside his office in Istanbul; Edward Chikomba, whose badly beaten body was found in roadside bushes in Zimbabwe; and Ajmal Naqshbani and Sayed Agha, kidnapped in Afghanistan by the Taliban, along with Italian reporter Daniele Mastrogiacomo, who was released unharmed.

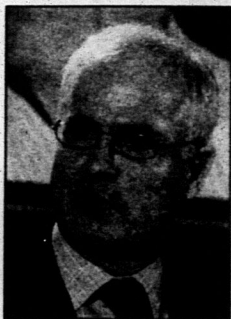
But most of the dead were little known outside

their own countries, where they were targeted for trying to do their daily jobs.

Iraq continued its unique spiral of horror, with 22 Iraqi journalists and support staff murdered and 14 others dying in other conflict-related incidents. After Iraq, countries that proved especially deadly to journalists in the first half of this year were Afghanistan (5), Haiti and Philippines (4 each), Somalia, Palestine and India (3) and Sri Lanka, Mexico and Brazil (2).

As a news-safety organization, INSI records all manner of deaths—from murder to accident—of all members of the news-gathering and production business, whether staff or freelance, provided they appear to have died as a result of their work. Details can be found at www.newssafety.com/casualties/2007.htm

Other journalist support groups who are members of INSI maintain their own records based on their own criteria. They include the International Federation of Journalists (www.ifj.org); the Committee to Protect Journalists (www.cpj.org); the International Press Institute (www.freemedia.at/cms/ipi); and the World Association of Newspapers (www.wan-press.org).



Free expression is in the cross-hairs

By Aidan White

Secretary-General, International Federation of Journalists

[Excerpted from remarks delivered at the TNG-CWA sector conference on July 14.]

As media become more powerful, violence against journalists intensifies. Last year, more than 155 journalists and media staff were killed. That was a record figure—and the rate of killings has increased in 2007, with more than 106 deaths so far. Many were killed in Iraq, others in India, Mexico and the Philippines, where gangsters and political extremists routinely target reporters. An Iraqi journalist working with The New York Times in Baghdad and another working for Reuters have died just in the last two days.

The most appalling aspect of this crisis of killing and assassination is the impunity of governments that turn a blind eye to judicial incompetence and endemic corruption, allowing killers of journalists to get away with murder. Even worse, some governments are complicit in these attacks. This was one of the reasons why the IFJ two months ago held its world congress in Russia, one of the world's most dangerous spots for journalists. In Russia alone, there

are 14 unsolved cases of reporters murdered since President Putin came to power.

But it is not just violence that threatens free expression. Even within the most well-established of our democracies, the structure of free expression is being shaken, whether because of terrorist concerns, or to counter intolerance or differences between religious and other communities.

Governments use the excuse of security to interfere in journalism. The IFJ has found that more than 40 countries have imposed new laws that chip away at civil liberties and target journalism. There is more tapping of our telephones. More pressure on us to reveal our sources. Just in the past year, journalists in Denmark were prosecuted for telling the truth, security services placed spies in a major German newsroom and journalists in the Netherlands were imprisoned without trial for refusing to disclose sources.

The anti-terror campaign has in fact become a useful smokescreen for many governments seeking to crack down on dissident groups and on journalists who they accuse of publishing extremist views. As a result, journalists are being monitored across the democratic world. Governments are more intrusive, more combative and more hostile to independent journalism than at any time I can remember over the past 20 years.

At the same time, this obsession with security and the onset of new waves of migration have triggered a rise in intolerance, with racism and xenophobia re-emerging as powerful perils and anti-foreigner political parties gain in popularity. In Europe, for example, attacks on non-white minority groups are depressingly routine in many countries, leading to the growth of extremism among minority communities. Much of this anxiety is exploited by ruthless and extremist politicians. Never has it been more important for journalism to be informed, ethical and responsible—but is that what we get?

Far from it. Just at this critical moment we see the emergence of a new crisis across much of the world's media, caused by rapidly changing market conditions that have disrupted the traditional balance between commercial interests and public interest journalism.

Faced with declining circulation and shrinking audiences, traditional media are resorting to a more sensationalist, populist and commercially-driven news agenda. Notions of pluralism and journalistic mission have all but evaporated in parts of the industry where there is a panic to maintain profitability. Deep cuts in editorial budgets have led to less investment in journalism, less training, less investigative reporting and reduced foreign coverage.

The working conditions of media people are more precarious and less protected than

ever. This insecurity threatens press freedom and media quality because it encourages self-censorship and internal corruption.

The consequences of all these developments are potentially devastating. The fear and uncertainty aroused by impunity, the threat of violence, growing governmental pressure on the news agenda and the crisis of confidence within the media industry, all invite self-censorship and undermine professionalism. The end result is superficial journalism, passivity and low morale in newsrooms.

How do we in the unions respond? Simply, we do what we have always done: we provide leadership, creativity and vision to put social progress and quality back on the media agenda.

We must expose and challenge the corruption and cynicism that is destroying people's confidence in modern media. The conviction of Conrad Black is a welcome sign of the clean-up that we need in our industry. The removal of arrogance, greed and corruption in all its forms is an essential first step to getting media back on track.

But we also have to confront our own fears. All of us know that our members live and work in fearful times. They fear for their jobs. They worry about the future. We in the unions cannot be complacent. We have a great past and we have made historic achievements, but perhaps the greatest tests we face are ahead of us.

LETTERS TO THE EDITOR

To the Editor,

Just read through the June 15 Guild Reporter and, as usual, it was excellent. It continues to be the best, most intellectually honest labor paper in the country.

But I have a gripe. Like virtually everyone else, you appear to have been sucked in by the propaganda that labels a lump-sum payment in lieu of a real raise as a "bonus." It's not. The American Heritage dictionary, for example, defines "bonus" as "something given or paid in addition to what is usual or expected."

So-called bonuses are in fact an employer tactic to limit future wage increases. A 3% increase in the second year (as reported in the page 2 item, "NY Guild, Newsweek settle") would yield more dollars if the base wage had increased the first year because of an actual raise. Moreover, the loss compounds every year thereafter, quickly wiping out any one-time gain from the "bonus."

—David Prosten,
Washington-Baltimore Guild.

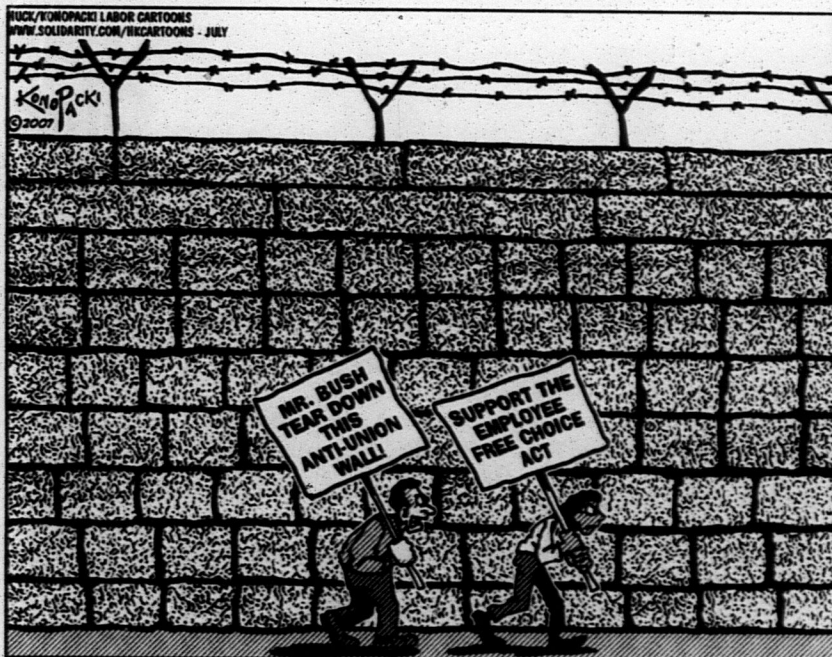
To the Editor,

Great news on the wire service retirees (June Guild Reporter, page 2); I'll send an email to sign up right away. And that was an interesting exchange you had with the Dow Jones employee (page 7), who has a legitimate concern about the problem politically conservative union members can have with liberal union views.

Your correspondent made his point by referring to the Guild Reporter's references to Jane Fonda and the book you reviewed, "No Questions Asked." You answered by giving examples of union activism that could be seen as liberal, such as minimum wage increases, labor protection standards, etc. If the Guild stuck to such basics there would be little problem.

But the Employee Free Choice Act? What a poor choice of names! Sounds like a desperate attempt to make people think abortion is involved.

—James O. Clifford, Sr. (ret. UPI-AP)
Redwood City, Calif.



Here's a no-brainer: localism must be local

By C.J. Betts

Administrative Officer, Portland Guild

[Adapted from comments delivered at a Federal Communications Commission public hearing on localism held June 28 in Portland, Maine.]

I'm a serial clicker. Doesn't matter if it's TV or radio, I click through the stations. One thing that always catches my attention, though, is local content. Whether it's 207 or Bill Green's Maine, which have been mentioned by panelists, a few high school basketball games that find their way onto TV or even a local poker competition—I stop.

Why? Because it's familiar. I want to know what's happening around me and maybe even see a neighbor.

Unfortunately, these local choices are few and far between. While I can typically find a Paris Hilton update while clicking through, local updates simply can't be found.

What I've heard here today is that corporate broadcasters are making their localism quota through weather and disaster alerts. This is nothing special. To put this information out is a no-brainer at best. Further, passing along alerts does not take great financial resources. What this is, is simply information—it isn't news. I want to know what's

happening in my community, not what's happening to my community. If this information is what the broadcasters consider local content, they're mistaken. I want investigative reports and to know not just what happened but why.

Another argument I've heard from corporate broadcasters today is that "we give lots of money to organizations." I find this argument especially distasteful, as if a corporation can simply buy its localism quota. I don't wear my contributions to charity on my sleeve, and this complete lack of humility demonstrates most clearly how these corporate broadcasters aren't in touch with the humble folks of this state—as if they're the

only ones who give.

If this truly is about market competition, why haven't corporate broadcasters responded to the public—the market—that's been here tonight by creating more local content to meet this demand? The answer to that question is on the buttons worn by broadcasters around this hearing: money, and lots of it.

The solution to eliminating this role of money and above-average profit margins, achieved by taking money out of the community while limiting local news in it, is to stop the conglomerates. Keep and encourage local and family ownership of the public airwaves. Localism must be local. Thank you.

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

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

"Guild Reporter content will be of interest to the members,

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

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

By TNG Convention action, letters to the editor shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline for letters and articles: Friday before publication. (Next deadline: August 10.)

HUMAN RIGHTS WATCH

Phobias and isms all mean the same

By Debbie Thomas
TNG-CWA Human Rights Director

Wikipedia defines xenophobia as a fear or contempt of things foreign. The word typically is used to describe fear or dislike of foreigners or, more generally, of people different from one's self. Whew! Now we have another word to denote our intolerance of each other.

What makes xenophobia different from racism? When you believe that the color of one's skin or other physical characteristics are a cause for negative attitudes or remarks, is that racism or xenophobia? I heard a comment the other day that struck me as a bit juvenile and it had "ism" dripping all over it: following the bombing at the Glasgow airport, the speaker said, "this makes me afraid to go to the hospital. Have you seen all the Arab doctors who work there?"

What makes xenophobia different from homophobia? Recently, I was handed an e-mail from Senator Ben Cardin about the nomination of Leslie Southwick as a federal judge. Judge Southwick had joined in a majority opinion in 2001 to take an 8-year-old child away from her bisexual mother and award custody to the father (who had never married the mother), in large part because the mother was living with another woman in a "lesbian home."

Senator Cardin's e-mail observed that the court's opinion suggested sexual orientation is a choice, that it had asserted that while "any adult may choose any activity in which to engage, that person is not thereby relieved of the consequences of his or her choice"—one consequence of such "choice" being the loss of



one's child. Homophobia—or xenophobia?

I could cite numerous examples of how phobias and "isms" cross paths. But that's really not my point, which instead is to remark on how intolerant we tend to be of each other. In our quest to hold on to our own identities we tend to disparage and put down things that are different.

Is my faith or religion any less than yours because I worship differently? Am I less of an American because my ancestors came over on slave ships? If the structure of my family isn't the traditional husband, wife, two kids and a dog, is there any less love in it? If I have mobility issues, can't I still be a productive member of society? And just because I'm younger, shorter, speak a different language, eat different food . . . I could go on, but you get the point. What gives me hope is the realization that each of us has the ability to change—as long as we first look deep inside ourselves.

On a final note, I would like to take this time to say so long. I'm retiring after more than 28 years of service with The Newspaper Guild and must say it has been quite an experience—I've enjoyed the ride. Take care and stay safe.

'Al Arno Day' in St. Louis was not a big Lee moment

When Al Arno's car was stolen last October, little did he know that the theft was just the first in a cascading series of abuses that would get him fired by the Lee-owned St. Louis Post-Dispatch. So perhaps it was only fitting that on July 19—officially proclaimed "Al Arno Day" by the St. Louis Board of Aldermen just a day earlier—he was scheduled to return to work in a chauffeured car, courtesy of a triumphant St. Louis Newspaper Guild.

A 28-year employee who worked in retail advertising, Arno was good enough at his job to be crowned in 2000 as the newspaper's first-ever "salesperson of the year." But that record apparently meant little after his car was stolen from in front of his home, then trashed and abandoned after it ran out of gas. Towed to an impound yard, the car was declared a total loss by Arno's insurance company even before he could see it.

Although Arno rented another car and continued working while awaiting the stolen vehicle's release, his insurance company soon notified him it would no longer pay for the rental. Then the impound lot set a 24-hour deadline, after which it was going to start charging a \$100 daily storage fee. Yet because Lee representatives were in town for an ad "blitz" in which all Post-Dispatch sales reps were expected to participate, Arno's repeated requests for time to get his car were repeatedly denied.

When Arno finally vented his frustration, the two Lee representatives with whom he was working burst out laughing. "Well, don't blame us—we didn't steal your car," they giggled, provoking a heated, "You think this is funny? This isn't funny!" from an agitated Arno.

That day he was suspended; a week later, fired.

Earlier this month, however, an arbitrator ruled that the Post-Dispatch had not met just cause standards for terminating Arno's employment, especially given his long tenure at the Post and stressful situation. In addition to ordering that Arno be reinstated, the arbitrator also ruled that he be reimbursed by the company for his health insurance payments, to the tune of approximately \$8,000. The fly in the ointment? Because he also concluded that Arno had raised his voice in an "inappropriate" fashion, the arbitrator did not require that Arno be paid back-wages.

"This is a disappointment," conceded the local's business agent, Shannon Duffy. "If ever a case cried out for retroactive pay, this was it—in effect, it means that Al just received a nine-month suspension for raising his voice. It also shows how tough and unpredictable arbitration cases can be."

But the Arno case demonstrated something else, too. "It's important that our people understand that the Guild will never back down from defending one of our members," Duffy stressed. "In this most recent episode, we cost the company many thousands of dollars, caught them in multiple lies and got one of our brothers back to work. Furthermore, the fact that our members rallied behind Al and raised money on his behalf shows a level of solidarity that will give Lee pause."

Something else to give Lee pause: while collecting unemployment pending the outcome of his arbitration, Arno helped launch the local's organizing drive at three other Lee papers in Illinois. And his return to work also means a return to the bargaining table, where Arno was especially effective in highlighting the flaws and inconsistencies of company efforts to restructure sales territories and accounts.

Cincinnati, Ky. Posts to close

Cincinnati-based E.W. Scripps has announced it will close its hometown paper and its cross-border twin, the Cincinnati Post and the Kentucky Post, at the end of this year. The closure is being prompted by the expiration of a 30-year-old joint operating agreement with the Gannett-owned Cincinnati Enquirer; Gannett advised Scripps three years ago it would not renew the agreement.

Launched in 1881 at a time when Cincinnati already had 12 other dailies—five in German—the Cincinnati Post quickly established itself as the city's dominant paper and carved out a reputation for aggressive crusading for civic reform. The Kentucky Post, across the Ohio River, followed a similar trajectory just nine years later. But readership began to erode in the 1960s, as it did among all afternoon dailies, and by 1977 the two newspapers had slid to a combined circulation of 190,300 from 270,400 in 1960. This past March, weekday circulation was down to 27,000.

Company officials said they

had explored other options, including the possibility of having an internet-only news site, but had been unable to come up with any financially viable alternatives to closing both papers.

Editorial employees at the Post are Guild-represented, but calls to the local office had not been returned by press time. The company said the closure will affect 52 full-time newsroom employees, who will be offered severance packages that include outplacement services and three months of paid medical benefits.

Gannett's announcement three years ago that it would not renew the JOA had prompted speculation

that the Cincinnati Post would close, but that the Kentucky Post, which has better household penetration in its circulation area, might be spared. "If the Post had a future, I always believed it might be in northern Kentucky," a Post article quoted Mike Philipps, who became editor of both newspapers in 2001.

Scripps began downsizing the newsroom at that time, through attrition and early retirement offers, ultimately reducing payroll by approximately 30 newsroom workers. The survivors now have a bit more than five months in which to look for new jobs while continuing to produce a newspaper they know is in its death throes.

FROM THE MORGUE

Seventy years ago this month:

The Guild takes a sudden jump in size, as 2,000 or so business-side employees join the union under broadened eligibility rules adopted at the fourth annual convention; the New York Times announces within days that its commercial workers will be put on a five-day workweek. . . . The CIO authorizes the appointment of 10 additional organizers to the Guild, which already is fielding five, in response to a coordinated, nationwide attack on the union by publishers alarmed at its rapid growth. . . . 300 Guild members are fired as Hearst merges two New York City newspapers.

Fifty years ago this month:

Ten candidates emerge for six at-large vice president seats on the Guild's executive board, but all three top officers are re-elected without opposition. . . . Guild membership exceeds 30,000 for the first time. . . . Paul Block, editor and publisher of the Toledo Blade, tells members of the American Society of Newspaper Editors that newspapers without Guild contracts are "free loaders" and that he believes all workers should belong to unions.

Twenty-five years ago this month:

An arbitrator rules that the Seattle Times violated its Guild contract by banning newsroom employees from seeking public office. . . . Guild convention delegates issue a strong condemnation of the Polish government's imposition of martial law and pledge their support for Polish journalists "still resisting the military machine." . . . Ed "Lou Grant" Asner, president of the Screen Actors Guild, addresses the Guild's annual convention.

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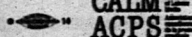
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Forum on the Future of News
Industry Jobs
Oct. 26-27, U. of Maryland

Great Lakes, Midwest, and
Southern District Councils
Nov. 9-11, Chicago

New England District Council
Dec. 1, Manchester, NH



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