

THE GUILD Reporter

November 16, 2007

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 74, Number 11

#BXNBRNS
(C) 1107
PERIODICALS ACQUISITIONS
PROQUEST INFO AND LEARNING
300 N ZEEB RD # 1346
ANN ARBOR MI 48103-1553
|||

Campaign '08

Foley, Lunzer spar over who's more populist . . .

By Athima Chansanchai
Pacific Northwest Newspaper Guild

Who would've imagined the flashpoint in the highly anticipated debate between TNG presidential candidates Linda Foley and Bernie Lunzer would be Néstor Soto, president of the Puerto Rico Guild?

In a debate in which both candidates tried to persuade delegates each was more bottom-up than top-down, each took credit for prompting Soto's interim ascension to the CWA Executive Board before deflecting that credit back to Soto for his achievement. Indeed, Soto's name popped up repeatedly during the tightly paced one-hour debate Nov. 10, during a multi-council meeting in Rosemont, Ill.

But other than sniping at each other about Soto and who's more in touch with the rank-and-file, the two candidates remained civil enough to disappoint anyone who expected fireworks between the for-

mer running mates, who won election to the union's top two spots in 1995. Approximately 80 delegates from every district council but Western also heard from secretary-treasurer candidates Scott Stephens and Carol Rothman and international chairperson candidates Lois Kirkup and Connie Knox.

Lunzer, Rothman and Knox are running on the "A Stronger Guild" ticket, while Foley, Stephens and Kirkup are running on the "Team Guild" ticket. Guild members do not have to cast votes based on the teams; these are individual races. Formal nominations will be made in Providence in February.

The parrying around Soto was one of the few visible points of tension between the headliners, who despite their differences focused on many of the same topics: news industry upheavals, embracing "new" media workers, the need for more diverse members, placing more value on members as infor-

Continued on page 3

. . . following a debate that felt like a divorce

By Randi Bjornstad
Eugene Newspaper Guild

Delegates to the Western District Council meeting in Eugene, Ore. got the first look last month at the Guild's upcoming presidential campaign, and watching incumbent Linda Foley and challenger Bernie Lunzer debate was more than a little like listening to a divorcing couple squabble over the furniture—with the kids still sitting on it.

The morning chill wasn't entirely outside as the candidates—president Foley and her onetime running mate, secretary-treasurer Lunzer—pointedly staked out white-tablecloth positions on opposite sides of the breakfast-cum-meeting room. Aside from a few partisan whispers here and there in hallways and corners, however, most of the delegates seemed determined to please—or at least not antagonize—either of the TNG parents.

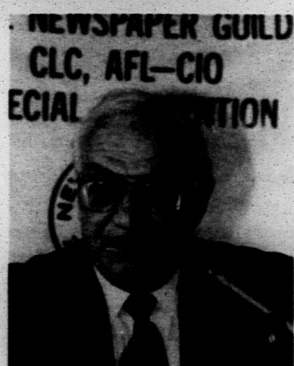
Continued on page 3

Death strikes Guild leaders

Several renowned and much beloved Guild leaders have died in recent weeks, in one case suddenly and without forewarning.

Dead are Charles "Chuck" Dale, former president of The Newspaper Guild; Danny Zeidler, a Canadian TNG-CWA representative cut down at the untimely age of 56; and Dona Fowler, a leading activist in the New York Guild.

A 40-year Guild activist
Continued on page 7



Chuck Dale



Two-thirds of the 27,000 houses in Saint Bernard Parish are still broken and vacant, more than two years after Hurricane Katrina submerged the area under six to 10 feet of water.

TWO YEARS LATER:

'There's no one here!'

By Andy Zipser
Editor, The Guild Reporter

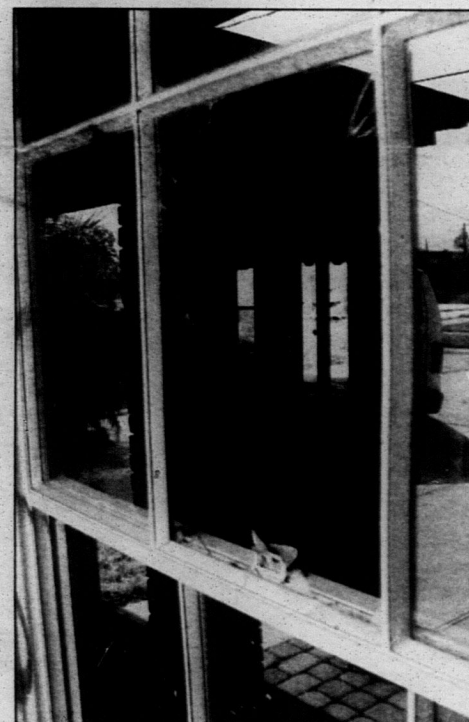
Nestled in a lazy curve of the Mississippi River as it meanders toward the Gulf of Mexico, downtown New Orleans and its slightly risqué French neighbor have shrugged off the one-two punch delivered by that brassy pair of dames, Katrina and Rita. Harrah's casino is more subdued, the crowds on Decatur and Bourbon a bit thinner, but the music is as loud as ever. It's been two years, after all. Time enough for a city to pick itself up. Time to move on.

Then there's the view of those who venture a bit further afield. "The isle of denial," they call it, referring to the glitzy tourist district. "The sliver by the river."

Several hundred yards to the east, where few visitors venture and away from the gaze of those shuttling in from the New Orleans airport, devastation begins. The broad swath encompasses virtually all of New Orleans East, swings south through the Ninth Ward and then slices southeast through St. Bernard Parish. Two years after a wall of water swept through tens of thousands of homes, this still looks like a war zone. Vacant structures—homes, stores, office and apartment buildings, gas stations, libraries, schools—stare blankly at rubble-strewn streets, some with plywood nailed over doors and windows, others with gaping holes where the damage was never covered. Blue tarps fly in futile tatters from roofs pock-marked with holes. Mounds of plasterboard, brick, water-soaked carpeting and broken wood and glass are piled on sidewalks, streets and vacant lots where homes once stood, the ground scraped down to concrete slabs. Rivers of weeds zig-zag through cracked sidewalks, parking lots and driveways.

Two years and counting.

The St. Bernard Housing Project in New Orleans East, where 960 of 1,400 units were occu-



piated three summers ago, was spared the worst of it but looks like the target of a neutron bomb, the kind that kills people but leaves structures unscathed. Intact buildings are surrounded by neatly mowed lawns and chain-link fences topped with three strands of barbed-wire, stern notices threatening trespassers with legal mayhem. The apartments today are as they were then, with furniture, clothes and cereal cartons still visible inside, as if the residents had just stepped out and would be back at any moment. Only they won't. These apartments, left relatively unscathed by the storms, are to be razed. To make way for a golf course.

Farther south, the much-storied Ninth Ward is a patchwork of shattered houses and vacant lots, in many cases devoid even of foundation slabs. In their place, a lush tangle of weeds nourished by the semi-tropical climate approaches jungle density, sprawling across property lines to devour fences, garages, sheds and any other structure still standing. Most surviving homes are emblazoned with an X, each quadrant bearing a notation with a differ-

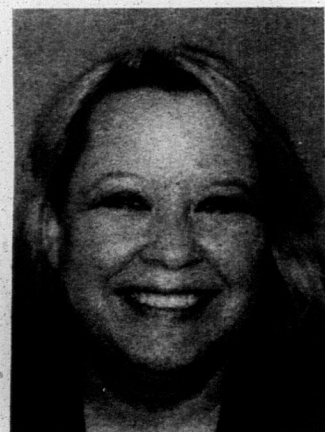
Continued on page 4

ALL PHOTOS BY ANDY ZIPSER

Two more candidates announce for VP slots

Two more TNG-CWA leaders have announced their candidacies for seats on the union's executive council, including an incumbent who has aligned herself with the Stronger Guild ticket and a newcomer who said she currently plans to run as an independent.

Karolynn DeLucca said she will seek a third term as Region 6



Karolynn DeLucca

vice president "to continue the work that I have been lucky enough to have been a part of these past five-plus years." A circulation district manager and member of the Minnesota Newspaper Guild, DeLucca said she believes her background on the commercial side of the newspaper business "allows me to bring a different perspective" to the executive council.

DeLucca is a member of the council's bargaining, research and mobilization committee and is one of two council liaisons to the Next Generation committee, which she believes is playing a crucial role in preparing "the next generation of Guild leaders." As additional experience, she cited her participation in educational forums for members "to prepare them to be better and more effective leaders and to develop contingency plans when locals face changes in top leadership."

"I joined the Stronger Guild

team," DeLucca explained, "because I share the team's vision for the future and believe it is important that we return to the fundamental tenets of unionism: solidarity, mobilization and inclusion."

Also declaring her candidacy for the executive council is Barbara Saxberg, who said she is seeking to succeed Lois Kirkup as Canada East Vice President; Kirkup announced last month that she will seek election as TNG-CWA Chairperson.

"We're most successful defending our members, our work and our working conditions through education, mobilization and inclusion. That's what leadership is about and those are my priorities," Saxberg said in announcing her candidacy in Halifax, at a meeting of the CWA/SCA Canada Representative Council. "When people know their rights, when they have the skills to defend those rights, and when they're not afraid to defend those rights because they know they're not alone, we all grow stronger."

Marc-Philippe Laurin, president of the Canadian Broadcasting Corporation Branch of the Canadian Media Guild, told the council that his executive board had passed a resolution supporting Saxberg's candidacy because of her "untiring dedication to the union in so many ways and at many levels."

Saxberg, who has worked as a CBC radio editor, producer and



Barbara Saxberg

host for 20 years, recently was reappointed CMG's national director of education. She has served on two bargaining committees at the CBC branch and was a leader in creating the union's first contract language on employee rights, employment and pay equity and anti-bullying. She has been active in the CMG for more than a decade and has been a delegate at the national and international levels of the Guild for several years. She said she currently is not aligning herself with either of the tickets that are forming.

Nominations for these and all other executive council positions will be made at the TNG-CWA sector conference, Feb. 27 to March 2, in Providence, R.I., with Guild-wide voting to follow in the spring.

Equity committee seeking carve-outs

By Michael D'Souza
Chair, Human Rights and Equity

Seniority is a sacrosanct principle of the labor movement, providing the fundamental rationale by which employers and unions can agree on the order of layoffs. But seniority also is the reason employers offer when they are challenged over the homogeneity of a labor pool that has few, if any, employees of color, aboriginal people, people with disabilities—or to use a more inclusive description, members of equity-seeking groups.

In response to such arguments, the Canadian Media Guild offered to bend the "last-in/first-out" rule when it was negotiating with the Canadian Broadcasting Corporation to end an eight-week lockout

in 2005. Yet despite the Guild's offer to set aside the seniority clause when doing so would help CBC increase workforce diversity, the final contract did not incorporate such a provision.

Such provisions, also called carve-outs, are specifically designed to offer extra protection to people who are under-represented in a workforce. The TNG-CWA Human Rights and Equity Committee has been discussing carve-outs and is looking for any information Guild members may have about such clauses, whether already included in a contract or even put on the table by the union or an employer.

If you've run into such a thing, please contact the committee with the particulars by e-mailing us at: guildequity@newsguild.org.

Corrections

The outline on page 5 of the Oct. 19 Guild Reporter, under a photo of Emmy-winning staffers from the Detroit Free Press, inadvertently omitted mention of John Masson. Guild member Masson left the Free Press after contributing to the writing of the Emmy-winning video but before the awards ceremony was held.

A front-page story in the same issue, headlined "One Big Bang," misspelled the name of city hall reporter Cecilia Vega; and mis-

identified photographer D. Ross Cameron.

Finally, Guild member Joseph B. Frazier in Portland, Ore. wins the copy editor award this month for noticing that the review of "Dark Days" in the Sept. 14 Guild Reporter "hammered on the wrong Hoover." The review referred to FBI director Herbert Hoover when, of course, it should have referenced "paranoid whack-job" J. Edgar.

Just so.

Guild briefs . . .

Milwaukee buyout gets many takers

A buyout offer from the Milwaukee Journal Sentinel attracted 25 applicants from the newsroom and as many as 60 company-wide, exceeding management expectations that 35 to 50 would accept it. News and editorial employees were to receive two weeks of pay for every full year of service and two months of paid medical care; non-newsroom employees were to get 1.5 weeks of base pay for each year of service and six months of paid health benefits.

Hawaii Guild gets its day in court

The long-delayed trial of the Hawaii Tribune-Herald on 13 counts of unfair labor practices, many centering on the firing of two reporters, ended Nov. 1. Both sides now have 35 days to submit briefs, although both sides have the option of requesting an extension—which, given that the Stephens Media company is represented by Michael Zinser, is virtually a certainty. The last contract at the newspaper, whose employees are represented by the Hawaii Newspaper Guild, expired in 2002.

Officers' training is early this year

TNG-CWA's annual residential seminar for new local officers will be held over the Martin Luther King, Jr.'s holiday weekend, January 18-21, in suburban Washington. Intended primarily for new local officers, it also is open to other "active leaders such as bargaining chairpersons" and is principally designed for smaller locals that don't have full-time paid administrative officers. Locals interested in participating should contact Malinka Franklin for more information, mfranklin@cwa-union.org or 202-434-1270.

Health care costs making you tense?

Washington Post employees will be paying anywhere from 27% to 43% more for their health insurance premiums next year, according to an analysis by the Washington-Baltimore Guild. So it's sobering to learn that the seven diseases accounting for the unit's biggest share of medical costs are high blood pressure, followed by high cholesterol, allergies, depression, diabetes, coronary heart disease and lower back pain.

Two extensions keep units working

Two Washington-Baltimore Guild units are operating under contract extensions worked out shortly before their respective agreements were to lapse. Radio Free Asia and its 100-member Guild unit, which began talks in August, agreed

to extend the current contract until Congress and the White House pass an RFA-funding bill or until Dec. 31. Meanwhile, the United Food and Commercial Workers International Union and its 70 Guild-represented employees have agreed to 30-day extensions of the contract that expired Oct. 6. The UFCW has imposed a cap on all promotions and wage increases that has stymied bargaining.

'Ridiculous' suit prompts talks

The Pacific Northwest Guild and the Seattle Post-Intelligencer have agreed to a "no strings attached" meeting to hammer out a possible resolution of their dispute over online work, but that hasn't deterred the union from pressing forward with a lawsuit that the P-I's editor has dismissed as "ridiculous." While the initial dispute was whether management had the right to assign online reporting assignments to non-Guild members, the lawsuit was filed because the Hearst-owned paper would not submit the dispute to arbitration, as required by the contract.

Health plan better but still ailing

The New York Guild reports that its jointly administered benefit plan at the New York Times, which funds health care, is itself slightly healthier because of a change in providers, resulting in expenses "running significantly lower than had been projected last year"—but costs are still outstripping income, with projections that reserves will be depleted in approximately a year. Nonetheless, the local says, "management has been in no hurry to continue negotiations" to come up with a solution.

Judge hears about unpaid radio work

Complaints by the Washington-Baltimore Guild that Washington Post staffers were compelled to perform extra work without prior bargaining with the union were heard by an administrative law judge in late October. The complaints seek unspecified back pay and interest for work done for Washington Post Radio, a venture that died after an unsuccessful 18-month run.

New York leaders go unopposed

With no other candidates stepping forward by the deadline, the entire slate of New York Guild officers and executive committee members headed by President Bill O'Meara was elected to three-year terms. Among the other top officers are Peter Szekely, secretary-treasurer, and Art Mulford, local chairperson.

SUBSCRIPTION INFORMATION

The Guild Reporter (ISSN: 00175404) (CPC # 1469371) is issued monthly, generally at four-week intervals, at 501 Third St. NW, 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

Canada: Publications mail agreement No. 40032108

Return undeliverable Canadian addresses to: P.O. Box 503, RPO West Beaver Creek, Richmond Hill, ON L4B 4R6

Subscribers: Address changes and delivery stops may be e-mailed to: duesinfo@cwa-union.org.

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

Single copies: \$1.50

Campaign '08

At issue: whether Guild is top-down or bottom-up

Continued from page 1

mation conduits, more aggressive outreach and more training in collective bargaining.

Foley emphasized her role in a recent seminar at the University of Maryland on "The Future of News Jobs," stressing a need to move the Guild beyond its traditional workplace orientation to appeal to professionals who want to pursue media/information careers, including sales and customer service. She also contended that the Guild must lead the way in adapting to digital media, labeling many newsroom managers as "digital immigrants" as compared to the Guild's more numerous "digital natives," and repeatedly came back to the theme of local-empowerment.

Lunzer's focus was on reconnecting with members; transparency in relations with members; alternative ownership structures; recognizing that the same problems in the media and online occur in Canada, the U.S. and Puerto Rico; and ensuring that the international is the best resource for those in the field.

Both agreed that the Guild's members are the lifeblood of the industry and that the value they add gives members leverage with employers and consumers. They also agreed on the need for bringing in more members of color, more women and younger employees and those new to unions. They also found common ground in affirming the financial clout provided by the merger with the CWA.

Don Jensen, a 32-year veteran at the Kenosha News who retired a decade ago, moderated the trio of debates, which were promoted as a candidates' forum.

Lunzer won the coin toss, so he launched the first salvo.

"I submit to you this is our time. It is a pivotal time for our industry, for our union, for democracy itself," Lunzer said. "I ask you to reject fear and build hope and join me in building a stronger Guild. We must create real inclusion by hearing the voices of our younger members and our members of diverse backgrounds. It's their union; they must be a part of it."

Lunzer then segued into a contentious area that perhaps most clearly delineated the

differences between the two candidates.

"We need real transparency in how we operate, real democracy," he charged. "Secrecy and back-room brokering does not build a stronger union. We must gain a broad media sector at CWA, one that represents all information workers and operates from the bottom-up not the top-down."

Asked later by one of the delegates to elaborate on his comments about "secrecy and back-room brokering," Lunzer offered two examples. "One, in terms of brokering, I don't think the Canadian process ran as smoothly as it could," he said. "I've been mischaracterized as somehow opposing Canadian autonomy. In truth, I got in trouble for favoring it back in '88, when I shouldn't have, I guess. But the fact of the matter is, is that process was delayed in my estimation by over a year because it was brokered rather than done in the open."

"And then," he added, "the secrecy really goes down to a deal that was cut a year ago in York on a contract that I think has kept that local from getting a proper contract for two-and-a-half years. That's regrettable, it shouldn't happen, and it won't happen on my watch."

Those comments provided the only instance when tensions between the two hit flashpoint, prompting a swift, sharp response from Foley. "I could go into—if we want to talk about secrecy—I could go into all kinds of things, decisions, that Bernie's made as secretary-treasurer, that I've made as president, that you make in the course of these jobs, but I'm not going to do that because I want you to judge me on the way I've interacted with you," she said. "I have never kept anything secret from you or from anyone in any local. I don't know what he's referring to about secret back-room deals in York. I have no idea what he's talking about. We have a complicated situation in York, the local is appraised every step of the way and the Canadian process, you

Talk of secrecy and back-room deals, but it was Néstor Soto who surfaced most often.

all know, we've had plenty of discussions about that over the years."

Without casting direct blame on his opponent, Lunzer continued on a critical note. "We cannot continue to give concession and have nothing to show for it," he said. "Our members, the front-line workers of the industry, have the knowledge to move the industry to a profitable place for everyone. We'll make sure quality is our hallmark. It's the reason our information has value. The status quo is unacceptable. We can't stumble from one project to the next with no vision, no measurement of our success. We must stop employers who view us, their employees, as just another commodity."

Foley opened her remarks by stating, "Our vision for the future is pretty simple and pretty direct. We think we're in a time of unprecedented upheaval in our industry. We see that we need a new unionism based on membership involvement,

grounded in a commitment to quality journalism and quality customer service. And we need to have a new unionism that welcomes innovative strategies to win good contracts."

Countering some of Lunzer's assertions, she insisted, "We're not just a set of offices in Washington within the CWA. We're 30,000-plus strong, talented journalists and sales staff and other media workers throughout North America. We can use that talent and that mobilization to build power and to change and really affect this industry. We need to listen and lead, that's what our leadership team will do."

Asked in a written question whether her next administration will be less top-down if she is re-elected, Foley came out swinging. "First of all, I don't think anyone who has participated in these meetings or other meetings we've had in the Guild feel the Guild is top-down," she said. "The Guild is always bottom-up. That's our strength... so to be top-down in the Guild doesn't work and it

doesn't build a strong union. It's never been the way I lead. It's not going to be way I lead into the future."

Lunzer jabbed back.

"I'm pleased the opposition has adopted our rhetoric," he responded. "It's a sign things are changing already. Unfortunately, the biggest reason I'm running for office is because it has been incredibly top-down at Guild headquarters for some time and it's the fundamental reason I'm running."

Not willing to concede the point, Foley sacrificed time from a future answer to rebut Lunzer.

"We wouldn't be having this debate if the Guild were top-down. We are not a top-down union. We are a bottom-up union," she insisted. "We always have been, we always will be, and that's the way that we've been leading. Bernie was a member of that team for many, many years and that's the way we're going to continue into the future."

Delegates remained subdued throughout the debate, taking in the platforms and the reams of information each candidate provided with typical journalistic skepticism, but the candidates' fixation on Soto did provoke some chuckling.

Foley, for instance, came back to Soto four questions after his name first came up. Asked about the roles Canada and Puerto Rico will occupy in the Guild's future, she said, "Bernie mentioned earlier that it was his idea that Néstor run for the CWA Executive Board. It was Néstor Soto and his qualifications that got him on the CWA Executive Board, not me or my team or Bernie or his team but really the idea that Puerto Rico needed to be represented there. And Néstor, with his strong background in unionism, is what got him there, so I just wanted to make that clear."

Eleven questions later, Lunzer said, at the end of an answer about "new" media, "I would never take anything away from Néstor, because he would never let me."

[The Next Generation Committee, which is constructing its own website, says it will post the full debate and remarks made by the other candidates once the site is completed.]

'What happened between you?' asks a delegate

Continued from page 1

Even deciding who should speak first was a standoff of sorts until someone suggested flipping a coin.

Things started out smoothly, with Lunzer calling for building a stronger TNG in the face of the labor movement's "uncertain future."

"We have talked a lot about the future of work, but we also have to talk about the future of leadership," he said. It's like a sport to kick around media owners such as Dean Singleton for the way they're changing newspapers, "but the problem is really a lack of vision in the industry," Lunzer said. "The Wall Street Journal tanks on one page of the newspaper, and Google has its best quarter ever on the next. I think we can figure it out and do better—there's money to be made in the industry."

His campaign team, which includes Carol Rothman for secretary-treasurer and Connie Knox as international chairwoman, will stress up-from-the-ground-roots organizing and mobilizing as well as more effective training, education and bargaining, Lunzer said.

Foley did not disagree, but she warned that "in terms of the future of the Guild and the industry, it's critically important not to

focus inward."

"We absolutely do need to activate our base, get our members more engaged and generate more activity," she said. "But our enemies are outside the Guild—we have to be prepared to determine the future of content, not just journalism. We need to lead the fight and set the standard about what our jobs are, who does them and how to protect them so that people will be able to make a living."

The future of journalism will be decided during the next few years, "and a bigger Guild is a stronger Guild," Foley said. She and her running mates—Scott Stephens for secretary-treasurer and Lois Kirkup for chairwoman—will champion workplace rights, racial, ethnic and gender diversity and integration of new technology into bargaining units, she said.

"I believe what Jack London said: 'You can't wait for inspiration—you have to go after it with a club,'" Foley said.

Soon after, the two candidates began taking the club to each other, following the inevitable "I've been listening to you both and you have great ideas—what happened between you?" question from one delegate.

Lunzer said he decided to run only after Foley told a number of people at the Victoria, B.C., conference that she wasn't going to seek re-election.

"I assumed that, then I went to her and her plans had changed, and I decided to run anyway," Lunzer said. "We had worked really well for a long time, but at some point I began to feel shut out in a number of ways. I know I'm putting my career on the line—but I'm wasting my time at TNG and your time and money if I'm not a full partner."

Lunzer said he fears that the Guild could become swallowed up in future years by the much larger CWA unless it remains part of a strong "media sector," with equal clout to the union's "industrial sector."

But Foley sees Lunzer's defection as "personal ambition."

"He chose to throw down the gauntlet, and that's his right," she said. "There were some major lapses on his part as secretary-treasurer; I was willing to work out with him what his role would be, but he jumped the gun. He's had lots of clashes with people on the board of CWA, and I'm very much an integral part of that team—we get just about everything we ask for, and I'll make sure the

Guild remains strong in CWA."

The two traded barbs, Foley criticizing Lunzer for several financial transactions as secretary-treasurer that she considered sloppy at best. Lunzer responded by acknowledging mistakes, but said he'd put the Guild back on strong financial footing after realizing where errors had been made.

Then Lunzer "put the shoe on the other foot," denouncing Foley's role in contract settlements in Seattle, Toledo, York (Pa.), and Philadelphia as not hard-hitting enough and insufficiently protective of workers' rights—and, in York, for striking a deal with owner Dean Singleton "without talking to the local. I don't think Linda Foley has the experience with collective bargaining that she needs for this job," Lunzer said.

In any agreement you make, "you can always second-guess the outcome," Foley replied. "Not everything we work on turns out the way we would like."

Delegates sat in silence for a few moments as the air cleared at the end of the two-hour exchange.

"Thank you both," Eugene delegate Adele Berlinski said. "I think we've aired a lot of things here."



A steel-framed chair, the only piece of furniture Sidney and Joe Navis were able to rescue, sits in a room of their house as it's being repaired by the St. Bernard Project.

Two years after disaster struck, only 35% recovery

Continued from page 1

ent meaning: day searched, the search crew's identity, number of dead inside. Some, despite all odds, are still inhabited. Others, though empty, bear defiant signs: "Don't tear down!" "You look, I shoot!"

Two years.

And then there's Saint Bernard Parish, butting up against the New Orleans city line. Once home to 67,000 people who worked the oil fields or fished commercially and raised their families in the same neighborhood for generations on end, this was a middle-class area of modest brick homes, a 4% unemployment rate and median family income of \$36,000. But once Hurricane Katrina had finished her work, all but one of the 27,000 homes in St. Bernard were declared uninhabitable.

"It felt like a train and an airplane crashed," says Ronald LeBlanc, recalling the moment when the two large oak trees on his property toppled. Rushing outside, he looked down the street to see a wall of water more than 20 feet high bearing down. The flood came so swiftly that by the time he'd turned to call a warning to his wife and reached his front door, the water was up to his chest. Seconds later it swept him down the street, launching a six-day ordeal in which he and his wife slept on rooftops, dove into their kitchen to scavenge food from a sunken refrigerator

and watched a parade of helicopters overhead, none of which stopped to offer help no matter how much they yelled and waved their arms. When help finally did come, it was in the form of the Royal Canadian Mounted Police.

Two years after the storms, LeBlanc and his wife are among the one-third of Saint Bernard's pre-storm population to return. They live in a trailer provided by the Federal Emergency Management Agency that's been perched on the sidewalk in front of their house, flanked on all sides by the empty husks that once housed their neighbors. Volunteers have been helping him rehab his home, which has been completely gutted, and now that it has been re-insulated, rewired and sheet-rocked, it's likely LeBlanc will be able to move back in by Thanksgiving. But the prospect, once eagerly anticipated, now literally moves him to tears.

"Initially, there was no question we were coming back," he says, ticking off the numerous friends and relatives who lived nearby. "But since we've been back, I don't know if we made the right choice. After two years, look"—a sweep of the arm encompasses his hollowed-out neighborhood—"look at how we're living. There's no one here."

Not only are there no neighbors, but there are few stores in the parish: the Wal-Mart has never reopened, nor have

Kmart or Winn Dixie, and the local Wendy's reopened just two weeks ago—bringing to four the number of available fast-food outlets. The hospitals are still shuttered, so the only medical care available is in a group of trailers. The civic center likewise has been shuttered, its parking lots and landscaped grounds serving as a trailer court for scores of white aluminum boxes parked nose-to-tail like circus elephants on parade. The sewage treatment plant is not operating, so the sewage must be pumped out of the ground by a fleet of tanker trucks that haul their fragrant cargo to . . . somewhere, at a cumulative cost to date of more than \$60 million. The libraries are all closed, their sodden contents trucked away but not replaced.

All that after two years.

More than two years after a pair of hurricanes hammered the Gulf Coast, tens of thousands of working-class Americans still live in a Third World environment of sewage pump-trucks and doctors working in trailers. When disaster struck, the first responders were representatives of another country—but two years later the U.S. government is still all but invisible, as is the state of Louisiana. And when government does make its presence known, it frequently does so in a manner

Continued on page 5



A flag, hoisted more than two years ago, hangs from a vacant house; the sign on the door says "Keep out."

'I saw the absolute worst in people'

Continued from page 4

ripped from an episode of "The Twilight Zone," as in the notice of violation tacked Sept. 10 of this year to the front door of a vacant house on Riverbend Road. "Grass/weeds in excess of 12 inches tall" and "debris present on property," it observes, noting that the homeowner is being assessed a civil penalty of \$100 a day while these transgressions persist.

Virtually the only help that makes it to the parish is coming from the non-profit sector, which has to contend with the same government bureaucracies that devote manpower to citing homeowners for weeds. The AFL-CIO, for example, is pumping \$750 million into the area through its housing and building investment trusts, in a one-two punch designed to train local residents in the construction trades while rebuilding infrastructure. But one of its major initiatives, to build steel-framed manufactured homes—a material less prone to warping or collapse in the storm-besieged region—has been stalled by traditionalists who recoil at the idea of using metal for home construction.

Other initiatives are rare and usually operate on a shoestring. One notable example is the St. Bernard Project, an apparently quixotic enterprise started by a couple of Washington, D.C. residents roughly 18 months ago—and which to this day is still the only organization in the parish helping local residents rebuild their homes.

"A home is the basic building block of community—you can't have a community until people have a place to live," reasons Andrea Bean, the project's volunteer coordinator. And rehabbing an existing home, even one that has been gutted down to the studs, is still vastly cheaper than building anew: \$10,000, by project calculations, which includes the cost of insulation, drywall, flooring, wiring and electrical service panel, windows, doors, kitchen cabinets and appliances, bathroom fixtures and a water heater. The big savings is obtained through free labor, and even an inexperienced crew of volunteers can finish renovating a house in eight weeks with a bit of help from expert hands.

Yet for all that, the Saint Bernard Project has just undertaken its 100th rehab—in a parish where thousands of homes sit vacant and gutted, many with forlorn "for sale" signs tacked to their siding. "We're pretty much the only thing going on," says Bean, adding that Habitat for Humanity is building new homes in the parish.

Yet homeowners, who in Saint Bernard Parish outnumbered renters two-to-one, have few options. Most once paid for flood insurance—until just a few years ago, when the insurers redrew their flood-plain maps to exclude the parish, leaving 75% under- or un-insured for water damage. Stories abound of residents who received a few thousand dollars in payments for roofs damaged by hurricane winds, but not for the rest of the house, submerged in 10 feet of water.

Moreover, insurance payments typically go directly to a mortgage holder and often are insufficient to pay off the loan, leaving residents both homeless and in debt. And even if a mortgage is completely repaid, the homeowner is left with an uninhabitable pile and, usually, no financial means to rebuild. Although there is a federal program that ostensibly provides grants for homeowners to rebuild or relocate, Bean says it's so snarled in red tape that in its first six months it had provided grants to a mere 14 families. Others have been waiting more than a year, she adds—and only recently learned that the grant money they're getting is taxable.

But perhaps the biggest vacuum sucking goodwill out of the region is the lack of any



Ronald LeBlanc describes the wall of water that swept over his house.

agency, public or private, that will match volunteers and donations to the area's most pressing needs. There is no clearinghouse, no single resource for potential volunteers to contact with offers of help. Those who do get involved, Bean says, usually ferret out organizations like the Saint Bernard Project on the internet (www.stbernardproject.org), and link up directly, with little idea of what they're getting into.

Yet despite the magnitude of the problem, or perhaps because of it, Bean contends that the number of homes her volunteers are rehabbing is less significant than the example that's being set for others. Every family that moves back into a neighborhood makes it that much easier for a second to follow, and then a third and fourth, in a cascading ripple effect. Eventually, hopefully, all of Saint Bernard Parish will be revitalized.

Or that's the hope, two years and two months after Katrina and Rita paid a visit.

More than two years after his life was washed away, Ronald LeBlanc emerges from his FEMA trailer with a photograph in his hand. It shows a robust man—215 pounds, LeBlanc says, shaking his head—proudly holding up a large game fish. He was an oil worker in those days, working for Chevron, and it was the survival exercises that Chevron required of its employees that he credits with his ability to ride out the flood. But that was then.

Today, it's not just that LeBlanc is physically smaller; something inside him has shriveled as well. His hands quiver when he

gesticulates, and his voice has an emotion-filled edge that becomes raw when he recounts Katrina's onslaught. "I still have trouble when it rains," he says.

It's clear LeBlanc has told his story many times, his recitation of horrors accompanied by a mental checklist that he consults, head cocked, backtracking when in the rush of emotion he skips over something. The snake that bit him when he reached for an eave to pull himself out of the water. The fire ants that swarmed him when he climbed into a boat, their bites like an electric shock. The nights, huddled on his roof, when an entire parish was shrouded in darkness and the most constant sound was that of water lapping against the shingles.

"We saw a lot of bad things," he says. "I saw the absolute worst in people, and I saw the absolute best in people."

It's also clear that two years have done little to erase the trauma of those events. Indeed, it soon becomes depressingly clear that for people like Ronald LeBlanc, "Katrina" is shorthand for something that is still unfolding, from the initial destruction of his home by Katrina to the death of LeBlanc's brother in Rita and on to the present, with the recent news that not one of 52,000 FEMA trailers that are still occupied has been tested for potentially hazardous levels of formaldehyde. Trailers just like the one LeBlanc is living in, parked on the sidewalk of what was once a working-class suburb but is now just a ghost town.

After more than two years, Katrina is still stomping through this area.

Why this story?

The story on these pages was written, for the most part, on Oct. 20 as part of a three-day experiment in labor journalism conducted by the International Labor Communications Association—and that in itself is a story.

Founded in 1955, the ILCA exists primarily to promote journalistic values and practices within organized labor. Membership is open to union communications directors and editors—including the editors of TNG-CWA local newsletters—as well as labor journalists and others who share "a community of interest" with the organization. Activities include communications training, lobbying on issues of common interest (such as the recent postal increases) and exposure of bogus labor publications and web sites.

In addition, the ILCA holds a biennial convention that traditionally has been long on talking heads and short on roll-up-your-sleeves involvement in the stuff that is—or should be—at the heart of all journalism: stories about people. Such conventions also have been notably oblivious to new media technologies, prompting some ILCA leaders to wonder if perhaps it wasn't time for a change. Was there a productive way to marry new technology with traditional subject matter to produce a decidedly unconventional convention?

As it turned out, there was. Descending on New Orleans for three days in mid-October for labor's version of parachute journalism, a hundred or so union communicators were briefed on area conditions by local experts, went through an intense day of multimedia skills sharpening and then were turned loose in teams of one to six people. Camcorders, digital cameras, microphones and old-fashioned notepads in hand, they fanned out throughout the region to focus on various aspects of the stalled recovery. They met with local residents, union leaders, civic officials and volunteer organizations to interview, record and capture a reality most Americans have closed off. And when they were done, they returned to the Loews Hotel—the only unionized hotel in New Orleans—to a temporary media center equipped with video and audio gear, computers with word processing, desktop publishing and editing software, a website and a server.

Their work—and an example of how digital technology is changing information flows—may be seen at www.neworleanslabormedia.org. It's sometimes ragged, sometimes brilliant, a kaleidoscope of varying talent and insight that nevertheless conveys with disturbing clarity the immensity of what happened—what continues happening—in the Big Easy.

Why this story? Because New Orleans and the Gulf Coast have been forgotten, and shouldn't be. Because despite clichéd depictions of this tragedy as afflicting society's most marginal residents, it in fact was much more democratic, striking down middle class families, retirees, children and other traditionally voiceless groups. Because unions are among the very few groups that are actually making a difference, and union members should know that.

Because we're journalists, and we go where the stories are.

Pioneer Press unit takes 4-year deal

Three days of intensive, off-the-record talks resulted in agreement on a four-year contract at the St. Paul Pioneer Press that was ratified overwhelmingly by Guild-represented employees, 159-6.

Although the union agreed to a pension freeze and a vacation give-back, there was little of the strike talk that permeated the negotiations in 2003. Since then, former Pioneer Press owner Knight Ridder has vanished, advertising revenue has thinned and employee buyouts have reduced the newsroom's ranks. As a result, a no-layoffs clause that will hold until Dec. 31, 2008 may have helped sweeten the offer.

Still, the overall package is a mixed bag. The new contract retains virtually all existing language, including seniority on layoffs and the right to daily overtime, and it avoids the two-tier wage scheme management had sought. And the pension freeze is somewhat offset by Guild-represented employees becoming eligible for a 401(k) plan that includes a 50% company match of up to 6% of an employee's salary.

But there won't be a wage increase until next July, at 2%, with subsequent increases of 2% July 1, 2009 and 3% July 1, 2010. (The contract will expire July 31, 2011.) Those increases won't offset the higher cost of health care coverage, with Pioneer Press owner Media-

News set to replace two plans formerly offered by Knight Ridder with two national Blue Cross plans. The switch, a local bulletin said, "is causing rates to increase significantly January 1."

On a more forward-looking note, the company agreed that "content employees" at TwinCities.com would become part of the Guild unit and agreed to work with the Guild in seeking partnership with a local college to apply for a state Job Skills Training Program grant of up to \$400,000. Grant money would be used to create and provide a training program specifically targeted at Pioneer Press employees expanding the newspaper's web presence, such as teaching or refining multimedia skills.

Other contract changes:

- The Guild agreed to an accrual system for vacations, in which employees earn and use vacation in the same year; currently, employees earn vacation in one year and use it in the next. The change gives MediaNews a one-time shot at wiping accrued vacation obligations off its books, saving nearly \$1 million.

- The Guild agreed to add "gross misconduct" as a basis for denying severance to terminated employees.

- The Guild agreed to language permitting the use of freelanced material for prep and small college sports, as well as for police blotter items and daily suburban briefs.

Tentative contract reached in Maine

Members of the Portland Guild are scheduled to vote Nov. 26 on a four-year contract negotiated with the Portland Press Herald. The tentative agreement was hammered out against a tumultuous backdrop of layoffs, at least eight grievances that proceeded to the arbitration stage and a complaint of unfair labor practices filed with the National Labor Relations Board.

The agreement, which was recommended unanimously by the bargaining team, includes a retro wage increase of 2% for June and July, a 2% increase when ratified and 2% increases on June 1 of 2008, 2009 and 2010, as well as a \$250 signing incentive. The agreement also stipulates that current employees can't be laid off due to outsourcing, and provides protection against "shadow departments" in which non-Guild employees perform the same work as Guild members.

But the agreement makes several Guild concessions regarding pensions, health insurance and other contract provisions. The pension plan will have a "soft freeze," permitting current employees to stay in but closing off participation to new hires, partially offset by a slightly richer 401(k) match. The proposal also gives the company the right to change the health plan without prior negotiations, albeit with certain protections: the 80-20 premi-

um split must be maintained for the life of the contract, the plan for Guild members must be the same as the one offered to non-represented employees, and if there are any plan changes the company's cost may not be less than it was in the year prior to the change.

Among other provisions:

- Change from daily to weekly overtime, although daily overtime will be paid for work in excess of 10 hours regardless of the weekly total. Holidays, vacation and personal time will be counted toward overtime, but not sick time, which means that anyone calling out sick will still have to work at least 37.5 hours in a week before receiving overtime.

- Sick leave would be reduced to five days from seven before an employee qualifies for short-term disability, which is being reduced to 60% of pay from 66% for employees with one to five years of service.

- Protection for all current employees from being laid off due to "new or modified processes." New employees will gain similar protection after 10 years on the job.

- Employees will be able to accrue up to 35 weeks of severance pay, with employees with 25 years or more on the job allowed to receive 40 weeks. Severance will not be given for just cause dismissals.

- Full-time employees to get two weeks' notice of holiday duty.



Back to the future

Several dozen reporters, editors, Guild representatives and academics turn out Oct. 26-27 for a conference at the University of Maryland on the future of the news industry. Co-sponsored by TNG-CWA and the Philip Merrill College of Journal-

ism, the event had as its centerpiece a survey to which more than 1,200 Guild members responded, detailing their experiences and expectations. More extensive coverage of the conference will be published in the December Guild Reporter, as well as in a separate report that will be distributed more widely as a springboard for further discussion.

Media consolidation, part II

By Mark Gruenberg
Editor, Press Associates Inc.

Taking their campaign against "big media" to the doorstep of the key agency involved, union members and their allies rallied Oct. 31 in front of the Federal Communications Commission in Washington, D.C. ahead of a public hearing about proposed ownership rule changes.

Led by TNG-CWA, FreePress.org and the Graphic Communications Conference of the Teamsters, the crowd of about 100 demanded that the FCC limit conglomerate control of newspapers, television, cable firms and other information providers. Without such limits, demonstrators said, democracy itself is at risk.

Following the rally, GCC President George Tedeschi, TNG Secretary-Treasurer Bernie Lunzer, the Rev. Jesse Jackson and activists representing women, labor, minorities and anti-war groups marched in to confront the commission's GOP majority, which has favored loosening ownership restrictions. FCC Chairman Kevin Martin has said he wants to change the rules by mid-December.

A previous FCC effort to give more control to the conglomerates, led by former chairman Michael Powell—son of then-Bush Secretary of State Colin Powell—was tossed out by federal appellate judges.

"If a lot of the FCC's rules go, a lot of the freedom of the press might get stifled," said Tedeschi, a worker on leave from Newsday, the Long Island daily paper owned by one big conglomerate, the Tribune Co. Tribune owns several partially (Newsday, L.A. Times) or fully (Baltimore Sun) unionized papers, plus unionized broadcast stations.

Teamsters held signs protesting attempts by Tribune Co. to renew waivers that allow it to ignore the rules; barring a regulatory change, Tribune must either have the waivers or be ready to sell some media properties once a proposed purchase of the company by Sam Zell is consummated. Once Zell takes over, Tedeschi told the commissioners, he'll look to increase profits by cutting benefits and staff.

"That's a problem for us as union people," he commented. "It's a crazy system, and we're asking the FCC to look at this before they jump and make any changes."

The Newspaper Guild led the last campaign to derail the FCC's pro-big media push, and Lunzer made it clear the union would be active again. "This is not a hypothetical fight," he warned, citing the example of Denver-based MediaNews and its owner, Dean Singleton, taking control of all but one newspaper in northern California. The result has been mass layoffs, a curbing of the flow of information and an attempt to withdraw union recognition.

"So you'll have about a dozen papers with the same masthead and the same content" up and down California, all owned by a single publisher, Lunzer said. Moreover, "there will be fewer female journalists, fewer African-Americans and no gay people" on staff.

Lunzer also related the case of Univision, the dominant Spanish-language TV network, which bought up the telenovella studios in Puerto Rico—which were Guild-unionized—only to shut them down and move filming to Mexico. Now, Lunzer said, Puerto Ricans can't watch telenovellas on their own stations in their own Spanish dialect.

"We've got to fight what's happening now—and what will happen in the future," Lunzer said.

Guild Reporter wins 2 firsts

The Guild Reporter won multiple prizes in this year's awards competition sponsored by the International Labor Communications Association, including the first award for general excellence for union newspapers with circulation of less than 100,000. Also among the trophies was the first award for best column among all national and international union publications, the second consecutive year the Guild Reporter has received this prize.

"Industry turmoil makes for some great writing—and reading," the judges observed in awarding the general excellence prize. The Guild Reporter, which has a circulation of 35,000, last won the first award in this category in 2002.

The column that won accolades was written by recently retired TNG-CWA rep Bruce Meachum. Headlined "You Don't Stoop at Standing Time," it recounted Meachum's experiences as a PATCO member when Ronald Reagan broke the air traffic controllers' strike. Although "often seen as a dismal turn-

ing point for labor," the judges wrote, the union-busting moment was recounted by Meachum "not as a tragedy, but as a personal 'stand up' moment, learning to advocate for the union and for workers' rights."

Also awarded to the Guild Reporter was the third award for best design, with the judges commenting: "Nothing trendy in the design here, just good, solid pages with headline treatments that give readers reason to read."

The third award for best feature story went to Lou Calvert's first-person account of being a Red Cross volunteer in Louisiana after Hurricane Katrina, with the judges commending a "thoughtful piece" that "weaves his personality (fun-loving, easy-going, generous of spirit and always able to see the positive, from what we can tell!) with details about his experience."

An honorable mention was given to editor Andy Zipser for best news story, for a "very well-written analysis of recent mergers and acquisitions in the newspaper industry and their effect on workers."

Chuck Dale, Guild president 1987-95

Continued from page 1

who rose to become the union's president for eight years, Dale died at his California home Oct. 23. He was 79.

A Canadian who became a naturalized U.S. citizen, Dale was born in a Nova Scotia town that he often joked had produced only three things of note: coal mine disasters, renowned singer Ann Murray and himself. But he didn't stay in Springhill long, going to Toronto to attend De La Salle, a Roman Catholic prep school, and then to Victoria University in Wellington, New Zealand, before starting his reporting career at the Daily Mirror in Sydney, Australia.

Four years later, on returning to North America to work for Canadian Press, Dale

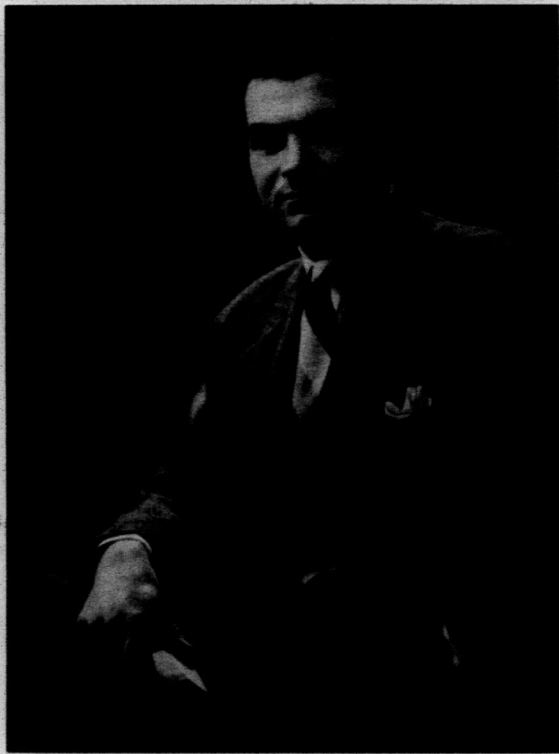
joined the American Newspaper Guild—and on taking a new job at the Canadian Broadcasting Corporation, became instrumental in organizing that network's news operation as a Guild shop. Although he rose within CBC's ranks to become its national political editor, the union tugged at him even harder, and in 1955 he took what he thought would be a one-year leave of absence to work as the Guild's first full-time Canadian representative.

Instead, Dale eventually moved to Hawaii, where he worked as the Hawaii Guild's administrative officer, and then to northern California, where he became a U.S. citizen, became a member of the San Francisco-Oakland Guild and went back to working for the international as a field rep. Dale also served "many years" as president of the international's staff union, the Federation of Guild Representatives, before stepping down in 1978.

In 1979, while serving as chief Guild bargainer at the Washington Post and providing special assistance to Guild strikers in St. Louis and Vancouver, Dale announced

his candidacy for the international union's secretary-treasurer position, left vacant in April by the death of incumbent Robert M. Crocker. The enthusiastic endorsement of Guild president Charles Perlik propelled him to four unopposed terms, and when Perlik stepped down, in 1987, Dale ran unopposed for that position, too.

As president, Dale built on his experiences in Hawaii—where he helped direct the first joint strike by the Guild and other unions at the Advertiser and Star-Bulletin—by spearheading formation of the Newspaper Industry Coordinating Committee, an umbrella group for international unions representing newspaper workers in joint bargaining. He also worked with Canadian

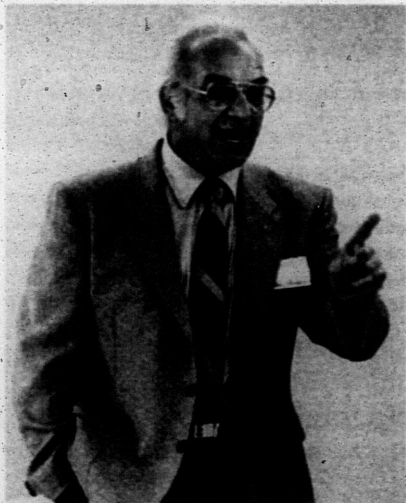


A young Chuck Dale, in an undated studio photograph.

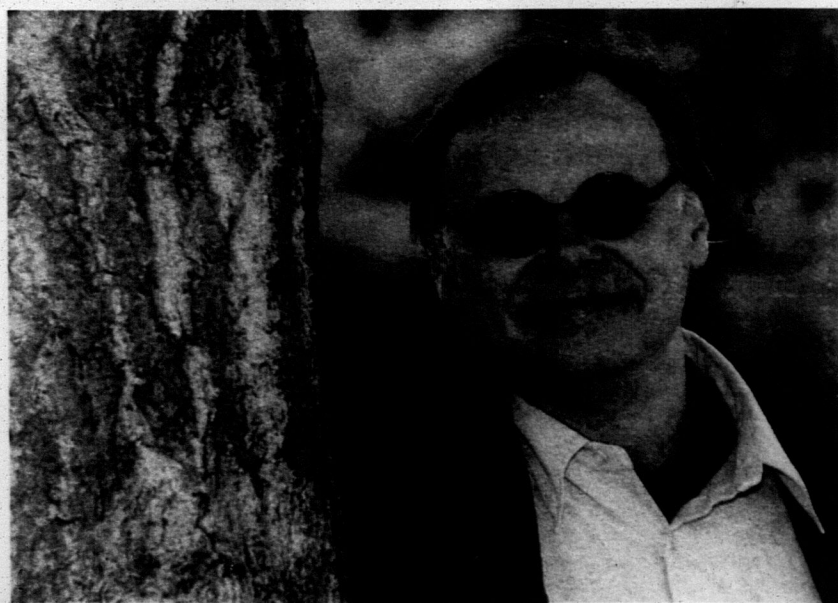
Guild leaders seeking greater autonomy, developing constitutional changes that were adopted by the 1993 convention, and played a key role on the merger committee with the International Typographers Union—a merger eventually rejected by ITU members. But his biggest achievement may have been his successful push for merging the Guild with CWA, a move he said "I devoutly want and profoundly and wholly endorse."

"Chuck Dale definitely was a living legend by the time he retired in 1995," said Dale's successor as president, Linda Foley. "But what many didn't know or didn't see was the internal mettle that made Chuck Dale a trade unionist to his core. On a deep personal level, the strike-hardened union leader who tolerated nothing less than absolute toughness was a real softie. He had real compassion for people and real empathy for their problems."

Dale's second wife, Darlene, whom he met on a picket line and to whom he was married 35 years, died in 2004. Survivors include sons Cameron, Charles C. and Steve; daughters Cindi O'Bryan, Candace Cudd, Mary Aldrich and Vicki Van Houtte; and brother Michael and sister Patricia Eyre.



Dale leading a class at the New Local Officers Seminar in 1982



Zdenek (Dan) Zeidler

Guild rep dies suddenly

Dan Zeidler, one of three Guild representatives in Canada, died suddenly Oct. 29 at Victoria Hospital in Winnipeg after collapsing at his home. He was 56.

Born in 1951 in a transit camp near Frankfurt as his family was emigrating from Czechoslovakia to Canada, Zeidler grew up in Toronto and started working at the Canadian Broadcasting Corp. in 1968, providing summer relief. He joined the staff of National Television News in 1971 and was among a group of 12 Guild members—who readily became known as "the Dirty Dozen"—who got locked out in 1972 for supporting a strike by NABET-represented co-workers.

"Dan was 'union' from the first year that he joined," said Arnold Amber, another member of the Dirty Dozen and now director of CWA/SCA Canada. "He went on from the NABET strike and worked for the union for the rest of his life."

Leaving Toronto in the mid-'70s to work for CBC in Thunder Bay, Zeidler moved on to Edmonton and Vancouver before joining the Guild's international staff in 1989. He was based in Winnipeg, where he lived with his wife, Hortense, whom he met in 1989.

His official obituary observed that "Dan was the love of Hortense's life, and she was his."

Eulogized at his funeral as a warmly compassionate man and a "connoisseur of life," Zeidler was known for his passion for food, wine, music, theater and story-telling. "Our resident musical troubadour, he traveled with his guitar and possessed a pleasant folk singer's voice," recalled retired Guild leader Harry McCormick in a condolence note to the family.

"Danny was probably the gentlest, kindest person I have ever known," added Dan Oldfield, a close friend and senior staffer at the Canadian Media Guild. "He could be tough but was always fair. He was a loyal friend to me personally and to the Guild family. I will miss his quiet wisdom, his constant kindness and his remarkable sense of humor."

An estimated 400 people attended Zeidler's memorial service Nov. 3. In addition to his wife, he is survived by sisters Hedy Kusch and Susan Paulozza; a niece and two nephews; parents-in-law Reginald and Hortense Hodge; brother-in-law, Gideon; and an extensive network of friends.

NY frontpage editor dies, 67

Dona Fowler, who edited the New York Guild's "frontpage" publication and led negotiations on more than 50 contracts in a 32-year career, died of congestive heart failure Oct. 30. She was 67 and had retired just two months earlier.

During much of her career, Fowler represented the employees of El Diario, Standard & Poor's, Consumers Union and Scholastic, where she edited two science magazines and an entertainment section and served as unit chairperson prior to joining the local as a staff representative in 1975. She also represented Guild members at The New York Times and Newsweek, among other units, and organized the now defunct Spanish language Noticias del Mundo.

As "frontpage" editor, Fowler chronicled a page of New York labor history through several turbulent chapters in the news business. She won 19 awards for excellence in labor journalism, including three top honors from the Metro Labor Press Council for her story on the triumphant return to work of Daily News employees at the end of the

1990-91 strike. In 1986, her story on asbestos contamination at WPIX won the International Labor Communications Association's First Award for Unique Performance.

"Dona was as beloved by the employees she represented as she was feared by the employers she faced," said New York Guild President Bill O'Meara. "She was passionate about fighting for workers' rights and about writing about their struggles. Her legacy is a great inspiration for all of us and we'll miss her terribly."

Born November 4, 1939 in California, Fowler majored in English at the University of California, Berkeley. She worked her way through college in the university's library and received five undergraduate scholarships, including an alumni scholarship, the most prestigious awarded by the school. She also did graduate work at Christ Church, Oxford University. After college, she held a handful of jobs in publishing before joining Scholastic in 1967.

She is survived by a brother in California.

In honor of Chuck Dale and Danny Zeidler, the December issue of The Guild Reporter will include a page of testimonials, reminiscences and anecdotes recalling their contributions to the union, the news industry and to the labor movement overall. Submissions are invited from all TNG-CWA members, retired and active; send by Dec. 7 to azipser@cwa-union.org.

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: Dec. 7.)

HUMAN RIGHTS WATCH

Recalling Rustin, Hooks, and TNG on civil rights

By Vernon Clark
Philadelphia Newspaper Guild

He was a pragmatist, a black man who used the skills he had developed as a trade unionist to help set the course of the civil rights movement.

He was known for working behind the scenes as an adviser and strategist for the giants of the civil rights movement. He provided critical strategic advice to the Rev. Dr. Martin Luther King Jr. and to A. Philip Randolph. He organized the historic 1963 March on Washington for Jobs and Freedom, at which a million people heard Dr. King utter the words, "I have a dream," in one of the most acclaimed speeches of the century. And he helped plan and execute the boycott that ended segregation on buses in Montgomery, Ala., in 1956.

Yet while Bayard Rustin became one of the most productive figures in the struggle for social justice from the 1940s through his death in 1987, at age 75, he was also among the most enigmatic.

"Bayard was a very sharp man, highly intellectual," said Dick Peery, a longtime Guild leader in Northeast Ohio, who devoted much of his career to covering the civil rights movement in the 1960s and '70s. Peery, who retired from the Plain Dealer in Cleveland last year, described Rustin as a deliberate man who "wasn't a radical, but was consistently on the right side when it came to civil rights issues."

Bill Kashatus, a noted Pennsylvania historian and educator, said, "From his very beginning, Rustin was fighting for equality."

Born in 1912 and raised as a Quaker in West Chester, Pa., Bayard Taylor Rustin excelled as a student, athlete and musician. During his high school days in West Chester, Rustin began taking stands against racial discrimination. He was arrested for sitting in a whites-only section of a local movie theater. A star running back, Rustin quit the school football team in protest of separate locker rooms for black and white players. He rejoined the team that same season after the Jim Crow locker room policy was abandoned.

Rustin attended various colleges, although he never earned a bachelors degree. In 1941, while attending City College in New York, he became an organizer for the

Young Communist League, but quit the group after about a year. A pacifist, Rustin served three years in federal prison, beginning in 1943, for refusing to register for the draft.

In the mid-1940s, Rustin began to work for A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters, the leading black trade union. A union activist, Rustin participated in many strikes and was a strong supporter of organized labor.

He later was a founder and leader of the A. Philip Randolph Institute, a Washington-based group that works to build support in the black community for the trade union movement.

Peery, the retired Guild leader, recalled that while Rustin was active in the civil rights effort, the Newspaper Guild was also supportive of the struggle, with many of its members working as reporters to chronicle the developments of this burgeoning movement.

"The Guild was always supportive of civil rights, since the 1930s," Peery said, adding that in the 1940s the Guild scheduled a convention in Kansas City, Mo., but the hotel would not allow blacks to stay there. "Guild leaders threatened to pull out," Peery said, "and the hotel relented."

Peery also recalled that in the 1980s, when the NAACP was boycotting the Baltimore Sun, the Guild contacted NAACP President Benjamin Hooks at the suggestion of Peery and Anna Padia, the Guild's human rights coordinator. Hooks spent several hours meeting with them and established a relationship with the union that would last through Hooks' tenure with the NAACP, Peery said—so much so that Hooks was even named an honorary member of the Newspaper Guild.

Historian Kashatus said that Rustin continued to be a source of controversy nearly 20 years after his death and 40 years after the march on Washington. In 2002, it was proposed that a new high school be named for Bayard Rustin in his hometown of West Chester. Opponents argued that Rustin should not receive the honor because he had been a communist, because he had been arrested numerous times and even because he was gay. No matter: despite vehement opposition, the school was in fact named in his honor.

THE NEXT GENERATION

Working for free!

By Brendan Elliott
Chair, TNG-CWA Next Generation Comm.

I'm writing this column for free, and I have to tell you I don't at all feel comfortable stating that fact.

As a former member of the negotiating team that was locked out by the Canadian Broadcasting Corporation, I take my rights under the collective agreement very seriously. And whenever one of my union brothers or sisters has asked me if they should claim overtime, I always have one answer: We don't work for free.

Some of my older colleagues have a similar—yet subtly different—response. I have overheard them say, "We don't volunteer for our employer." The message is the same, in that we are not prepared to work a minute more than we're required, without extra compensation. But my older compatriots use the word "volunteer."

Is my union work something for which I should be compensated, or is that "volunteerism"? That's the issue that appears to divide our generations. Depending on your age, I can guarantee you'll have a different answer.

My union mentor is recently retired CBC-TV video-journalist Percy Hatfield. I remember a conversation we had one time over lunch when this very topic came up.

He said that back in the day, he would give up vacation time in order to attend union conventions. But now, union members expect to be compensated for the time they are away from their day jobs, and also expect daily allowances, or per diems, to cover their expenses while at conventions.

One thing I noticed was Percy wasn't criticizing the new generation of union members; he was simply making an observation.

This idea of when volunteerism turns into work was recently debated at the national level of the Canadian Media Guild. The debate was quite heated, with some feeling every bit of work for the union has to be based on a core group of volunteers. The hardliners, or traditionalists, feel unionism is built on volunteerism. And any historical successes will soon crumble if we have to pay for it.

Others felt there is a justification in booking people off (and compensating their lost time) for certain kinds of work. Examples included everything from orga-

nizing campaigns, bargaining, and long-term projects.

The contentious issue that sparked the debate for the Canadian Media Guild was whether our union education instructors should be given a "day-for-a-day" in time-off for courses they taught on weekends. There's no doubt our membership benefits from these courses, but the feeling among the older, more traditional union members was that this instruction should be done on a volunteer basis. The debate ended with a promise to study this issue and create a policy. I look forward to being part of the committee responsible for creating such a policy.

I am writing this column under somewhat of a protest. I feel I should be paid for it. I am a journalist. This is my craft. And if someone wants me to research and write something for them, I expect to be paid. I have freelanced my work to outside agencies throughout my career and I have never expected to do it for free. But somehow, because this is for my union, I should do it for free?

I don't mind volunteering a couple of hours on a Saturday morning to be on a conference call. Or spend an evening helping a colleague write a grievance. I might even consider spending a day off writing a position paper. But is writing an article or column for The Guild Reporter something I should do for free?

I've been told there's no budget for freelancers. That's shameful. That's akin to my manager telling me there's no budget for overtime so I shouldn't put in for it. The fact there is no budget is not my fault. And yet I am torn. As chair of the TNG/CWA Next Generation committee, I want people to know what we think and what we are doing as a committee. And what better way is there to get that message out than by having this column?

The issue of volunteerism within TNG/CWA is a serious issue. We need to address it, recognize there is a generational shift in philosophy, and address it.

After all, didn't you cringe a little bit when you saw the headline "working for free"?

This space is intended to explore issues relevant to younger—or newer—union activists. For more information on the NextGen movement, e-mail Brendan Elliott at: jrnlst@gmail.com

DAYBOOK

- New England District Council
Dec. 1, Manchester, NH
- New Local Officers Seminar
Jan. 18-21, Silver Spring, MD
- Broun Award entry deadline
Jan. 25 (postmark)
- Guild Sector Conference
Feb. 27-March 2, Providence
- CWA Legislative Conference
April 6-9, Washington DC
- Freedom Award Banquet
May 21, Washington, DC
- Nat'l Conference Media Reform
June 6-8, Minneapolis
- CWA Annual Convention
June 23-25, Las Vegas

Send Daybook items to:
azipser@cwa-union.org

FROM THE MORGUE

Seventy years ago this month:

The American Newspaper Publishers' Association draws up a 16-point "code of causes for discharge of newspaper employees," including "failure to observe the ordinary rules of hygiene" and "failure to return materials to their proper places." . . . Separately, ANPA attorney Elisha M. Hanson argues before the National Labor Relations Board that the Guild "is not a labor union under the meaning of the Wagner Act" but rather is engaged in "interclass war." . . . Guild locals are on strike in Seattle, Brooklyn, Bayonne and Wilkes-Barre.

Fifty years ago this month:

The Teamsters and the AFL-CIO head for a showdown over federation demands that president-elect James R. Hoffa, already under court injunction, be barred from taking office. . . . A New York judge gives the International Labor Press Association its first victory in its efforts to stamp out bogus labor publications, shutting down the American Labor Review. . . . Newspaper advertising sets a new record of more than \$10.4 billion.

Twenty-five years ago this month:

Four district councils endorse the proposed merger of the Guild and International Typographical Union. . . . The National Institute for Occupational Safety and Health begins a mass epidemiological study of VDT use. . . . Citing a two-year experiment with Compuserve, AP concludes electronic news delivery poses "no clear and present danger" to the newspaper industry.

THE GUILD Reporter

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

Volume 74, Number 11

November 16, 2007

President: LINDA K. FOLEY
Secretary-Treasurer: BERNIE LUNZER
TNG-CWA Chairperson: CAROL D. ROTHMAN

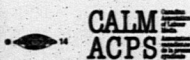
Regional Vice Presidents:
Region 1—Donna Marks
Region 2—Connie Knox
Region 3—Scott Stephens
Region 4—Lucille Witek
Region 5—Deborah Zabarenko
Region 6—Karylann DeLucca
Canada East—Lois Kirkup
Canada West—Scott Edmonds

TNG-CWA Coordinator:
Malinka Franklin
Executive Secretary,
Contract Committee:
Melissa Nelson

Editor: Andy Zipser
Director, Contract Admin:
Kathleen Mulvey Brennan
Staff Representatives:
Michael R. Burrell,
Darren Carroll,
Marian V. Needham,
Jim Schaufelbil,
Jay Schmitz
Administrative Staff:
Dominique Edmondson,
Tina Harrison, Kristin DeNeau,
Jeremiah West

Administrative Director:
Eric D. Geist
Membership Coordinator:
Bruce R. Nelson
CWA/SCA Canada
Director:
Arnold Amber
Staff Representatives:
David Esposi,
David Wilson
Administrative Staff:
Marjolaine Botsford,
Joanne Scheel

(Articles may be reproduced freely in any non-profit publication, providing source is credited.)



Printed by Mount Vernon Printing Co.

Vol. 74

Iss. 12

DEC 14

2007