

THE GUILD Reporter

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Several Newspaper Guild and many more CWA members joined the Nov. 20 rally on Hollywood Boulevard, Los Angeles, by striking members of the Writers Guild of America. The key issue in dispute is

a familiar one for TNG-CWA members: do unions maintain jurisdiction when their work is adapted for the new media—and how should their members be compensated for such “repurposed” content?

FUTURE OF NEWS INDUSTRY JOBS

What we do ultimately shaped by technology

By Andy Zipser
Editor, The Guild Reporter

Marshall McLuhan doubtless would have felt right at home. Had he attended the “Future of News Jobs” conference co-hosted by the University of Maryland and TNG-CWA, the man who popularized the phrase “the medium is the message” would have had no trouble with the latest media catch-phrases: “Blowing up the newsroom.” “Mo-jos.” “Preditors.”*

For if any one theme emerged from two days of survey results, panel presentations and group brainstorming, it was that the news industry is in turmoil more because of technological change than any other factor. More than media consolidation. More than Wall Street’s bottom-line demands. More than the lack of diversity.

As speaker after speaker underscored, technological change doesn’t just mean new tools: it means the medium itself is reshaped. And “the medium” is more than the sum of the parts: the parts comprising the whole mutate, too. The nature of work changes. Time gains a different meaning. The skills required to do the work change, reshaping the workforce. Most of all, the message itself is changed.

Or as McLuhan would have it, it’s technology that drives content, not the other way around.

Meeting Oct. 26-27 to ponder these and related issues, several dozen journalists, academics, students and Guild activists wrestled with the core question of

how best to adapt to a workplace that is buffeted by technological change almost on a daily basis. As summarized by Thomas Kunkel, dean of the Philip Merrill College of Journalism, the problem confronting journalists and journalism teachers alike is, “How do you prepare for jobs that literally haven’t been invented yet?”

The speed and breadth of change was summarized in a slide presentation of responses to a questionnaire filled out by nearly 1,300 Guild members, including 975 in news, 253 in advertising and 60 in circulation. Three-fourths of the respondents—who overall had an average age of 46—said they weren’t sure or didn’t think they’d be working for a newspaper in five years. Among the pressures they are feeling, some of which presumably will force them out of the business:

- Roughly 80% said their workload had increased since they started their current jobs, with half that number characterizing the increase as “a lot more.”

- Approximately three of every five respondents acknowledged being anxious over increased workplace demand to learn new technologies.

- At the same time, respondents said they perceived workplace values changing in undesirable directions. “The most frightening thing I’ve seen in the data set,” said presenter John Newhagen, an associate professor at the college, “is the belief that higher profits are becoming the most important corporate focus.”

The primary “change agent” forcing all this upheaval is the digital media in all its permutations, from blogging to podcasting to websites and videocams, all of which drive eyeballs—and therefore advertising—away from the printed page and to a screen of one kind or another. But electronic screens aren’t just a different kind of paper: they compress time, collapse barriers between work and private lives and turn communication into a two-way street. All have a profound effect on journalists, but also on the media-consuming public.

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Newspapers’ year of living dangerously

December means Christmas carols, layoff announcements, wintry weather and the latest batch of chilling newspaper statistics—and 2007 was no exception.

Although the number of job cuts has not been as severe as in recent years—attesting, perhaps, to the effectiveness of earlier thinning of the herd—it hasn’t been insignificant. Dozens of employees have been laid off or bought out in recent weeks at the New York Times, Milwaukee Journal Sentinel, Detroit Free Press—and, most notably, throughout the Media-News empire.

But payroll size is driven, to a great extent, by two other variables that have been losing ground at a fast clip: circulation and advertising. Although some circulation declines were deliberately engineered—less distribution of promotional copies, for example, or deliberately narrowing a newspaper’s distribution radius to reduce delivery costs—the overall slide has been steeper than desired and in some cases approaches free-fall.

For the six months ending Sept. 30 (the most recent quarterly figures available at press time), for example, average daily circulation for the New York Times tumbled 4.5%, while at the Minneapolis Star Tribune and the Atlanta Journal-Constitution it plummeted 6.5% and 9%, respectively.

Advertising revenue also got whacked, and with the economy grinding toward a possible recession, the erosion is bound to accelerate. While total ad spending in the U.S. was virtually flat for the first nine months of the year, according to TNS Media Intelligence, total ad spending in newspapers fell 5.2%. As a result, newspapers’ share of ad spending overall declined to 17.8% from 18.8% in the same period in 2006.

Wall Street has been paying attention, with predictable results. Some Guild-represented newspapers now are trading at penny-stock levels. Journal Register, for example, was scraping by at \$2.35 a share at press time, down from a 52-week high of \$7.83; the Sun-Times Media

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Another candidate announces for VP

Sheila Lindsay, an administrative professional working for the American Nurses Association and a member of the Washington-Baltimore Newspaper Guild, has announced her candidacy for the District 2 vice president position on the Guild’s executive council.

“The professionals who are the membership of the Guild represent many diverse faces. We must deal with the challenge of keeping up with the so-called advancements brought by new technology into the workplace, such as increased workloads, outsourcing, issues of equity and little or no promise of training to sustain our jobs,” she said.

Lindsay will oppose Tony Winton, president of the News Media Guild, and said she supports the re-election of Linda Foley as president of TNG. Winton is supporting Foley’s opponent, secretary-treasurer Bernie Lunzer.

Lindsay has served as unit chair of the professional staff union at the

Nurses Association, which voted for Guild affiliation in 2000, for five years. She also was appointed secretary of the Washington-Baltimore Guild to fill a vacancy, then won

election to the position and, this past January, was elected treasurer. She also serves as the Southern District Council’s representative on the Guild’s Human Rights and Equity Committee.

“I will present not just a fresh face but a distinctive voice on TNG’s Sector Executive

Council,” Lindsay said in a statement announcing her candidacy.

“Through my candidacy, I hope to continue the mission set by the Human Rights and Equity Committee to bring awareness to the leaders of TNG-CWA that our members are a varied and diverse group of individuals, who are not only a part of the news and information industry but workers in other professions represented by the Guild.”



Sheila Lindsay

* “Blowing up the newsroom” refers to breaking down various newsroom barriers or traditions, often to create multimedia centers. “Mo-jos:” mobile journalists, typically outfitted with videocams and other electronic gear. “Preditors:” producer-editors, another variant on multitasking.

Official call issued for 73rd convening

The 73rd convening of The Newspaper Guild-CWA will occur Feb. 26-March 2 at the Westin Providence hotel, in Providence, Rhode Island. The Guild's sector conference is scheduled early every third year to ensure sufficient time for elections prior to the CWA convention, which next year will be held June 23-25 in Las Vegas.

All TNG-CWA elected offices will be open to candidate nominations at the sector conference, and numerous Guild members have already announced their intention to run. The election itself will be conducted in May.

Registration will take place Wednesday, Feb. 27 from 4 p.m. to 6 p.m.; late registration will be held the following morning only, from 7 a.m. to 8 a.m. Credentials will not be accepted after 8 a.m. Thursday, and there will be no late registration on Friday.

Events scheduled for Wednesday, Feb. 27, include a council of

councils meeting at 4 p.m. for those interested in learning how district councils conduct business; a forum for new delegates at 6 p.m.; and an informal reception from 7 p.m. to 9 p.m. The TNG-CWA conference will begin at 9 a.m. Thursday and run through noon Sunday.

Any resolutions to come before the body must be received at TNG-CWA headquarters by Feb. 12, addressed to the attention of Secretary-Treasurer Bernie Lunzer. Feb. 12 is also the deadline for credentials to be received at TNG-CWA headquarters.

The official convention hotel is the Westin Providence. Reservations may be made on-line, at www.newsguild.org, or by calling the hotel at (401) 598-8000. Callers making reservations by phone must identify themselves as attending The Newspaper Guild Conference to obtain the reduced room rate. Cut-off date for reservations is January 26.

Broun, Barr awards deadlines Jan. 25

The approaching end of another year means, among other things, that it's time to assess one's work over the past 12 months and see if there's anything there deserving wider recognition. That's because the last Friday of each January—Jan. 25 in 2008—is the deadline for submitting entries in the Heywood Broun and David S. Barr competitions.

The Broun Award, first presented in 1941 in honor of the Newspaper Guild's founding spirit and first president, seeks to recognize and reward journalism that carries on in his tradition of reporting on social issues and championing the underdog. More, it prizes work that "helps right a wrong or correct an injustice." In that respect the award echoes Broun's own words in 1933, when he wrote, "I am a little sick and

tired of being classed as soft, bourgeois and sentimental if I say that human brotherhood could solve overnight the problems concerning which men shake their heads and say, 'It's too bad but insurmountable.'"

Complementing the Broun Award are the David S. Barr awards, which recognize journalistic achievement by high school and college students. Named after the Guild's long-serving general counsel and mentor, the Barr awards recognize reporting that promotes issues of importance to working people and that contributes to the pursuit of justice and fairness.

The Broun Award bestows a plaque and \$5,000 prize to the winner and two \$1,000 prizes to runner-up entries "of substantial distinction." The Barr awards include a \$500 prize for a high school entrant and a \$1,500 prize for the college winner. All awards will be presented May 21 at the Freedom Award banquet in Washington, D.C.

There are no entry forms for the Broun Award, but entries must be made in triplicate and may be submitted by anyone. Barr entries include an application form and must include a teacher's or instructor's signature attesting to the entrant's eligibility.

Additional details and Barr entry forms may be found online at www.newsguild.org; click on the hot button in the left rail.

Correction

News accounts in the October and November issues of the Guild Reporter referred to a complaint of unfair labor practices filed by the Portland Guild against the Portland Press Herald. In fact, the local threatened but did not file the charges.

Guild briefs . . .

NEDC seeks CWA neutrality

The New England District Council, meeting Dec. 1 in Manchester, N.H. for a one-day session, heard reports from TNG-CWA President Linda Foley and Secretary-Treasurer Bernie Lunzer, who are both seeking election to the union's top slot. Following an executive session, the council announced it would not endorse either candidate at this time and then unanimously adopted the following resolution: "The NEDC requests that members of the CWA Executive Board remain neutral in the upcoming TNG sector elections. We feel that this is a time for sector members to discuss and debate their future among themselves."

Peoria local ratifies contract

Members of the Peoria Guild ratified, 75-5, a new four-year contract with the Gatehouse-owned Peoria Journal Star. The Nov. 16 vote approves a contract that includes 3% wage increases each year, retroactive to this past June; maintenance of existing health insurance options, but with the employee share of premiums rising in three steps to 25% in 2011; an increased employee share of dental and vision insurance, rising to 50% by 2010; the addition of company-paid long-term disability insurance, to provide coverage at 60% of salary; and some trimming of short-term disability reimbursement, vacation, mileage reimbursement and life insurance. The local also agreed to end its grievance over loss of the Copley pension plan, which Gatehouse dropped when it bought the company.

We're rooting for the contract

"Longstanding practice" versus "clear contract terms" is not quite in the same league as, "If Godzilla was to fight Rodin, who would win?" But that is the essence of a grievance filed by the News Media Guild against the Associated Press in its Raleigh bureau, where the wire service has been scheduling four-day workweeks totaling 40 hours instead of 37.5. AP says the 40-hour week on a four-day schedule has been a longstanding practice. The union says past practice cannot alter clear contract terms, which in this case state, "The employee will work a total of 37.5 hours a week as set forth in the hours and overtime article of this contract." AP is reviewing the Guild claim, which affects eight or nine employees.

Local fired up in Lexington

The Lexington Guild has gone public for the first time in many years over contract bargaining differences with the Lexington Herald-Leader, staging a downtown rally, running print and radio ads and soliciting public support for a petition drive. The local is complaining that the McClatchy-owned newspaper is demanding the right to slash or eliminate health care for part-time workers and to cut sick leave for all employees, hypocritically contradicting its own long-standing editorial support for universal health care and economic justice.

More charges filed in Hawaii

The National Labor Relations Board issued a new complaint Nov. 30 against the Hawaii Tribune-Herald regarding unfair labor practice charges filed by the Hawaii Newspaper Guild. The complaint follows a seven-day trial in Hilo on separate charges and grows out of stalled contract bargaining, charging that the company "insisted on unreasonable concessionary collective bargaining proposals" and that it "has refused to meet at reasonable times and engaged in other delay tactics, all with no intention of reaching agreement." A two-week trial on the latest charges is scheduled for Feb. 5 in Honolulu.

They're seeing red in Buffalo

Bright red balloons have been sprouting at the Buffalo News like mushrooms after a summer storm, symbolizing the frustration Buffalo Guild members feel toward management of the circulation department. Despite making major concessions to boost the News' declining readership, Guild members say, their efforts have been met with micro-managing, unwarranted disciplinary

actions and "a disturbing lack of accountability among top managers." The balloons bore such messages as "Too rich to say thanks" and "Energize, don't demonize"—and came on the heels of more than six grievances to date.

Eww! Is that a rat we see?

Anyone doubting that the news biz is running downhill quickly should take a look at the Minneapolis Star Tribune. Its Guild blog included this recent posting: "Hey, what happened to the plants in the newsroom? And what, no hot chocolate for Holidazzle volunteers? And what's that horrible reek in the newsroom? Gee, could it be related to overflowing garbage? Or the mold growing on the ceiling in at least two places right above our desks? And why are the bathrooms freezing? And where's the hand soap during this cold and flu season? And . . . CRIMINY! IS THAT A RAT IN THE BATHROOM??"

Dayton local files charges

The Dayton Guild, whose members have been working under the same contract with the Dayton Daily News since 1986, filed charges of multiple unfair labor practices against the Cox-owned newspaper Dec. 7—exactly one year after launching a high-profile campaign pushing for a new contract. Among the complaints: that Cox had refused to accept the Guild's counterproposals, canceled previously scheduled bargaining sessions, unilaterally declared talks at an impasse when no impasse exists and falsely announced that the Guild had rejected the company's offer.

Portland: 1 down, 1 hung up

Members of the Portland Guild ratified a new contract with the Blethen-owned Portland Press Herald on Nov. 26 by a vote of 157-25. But the local's contract negotiations on behalf of the Waterville unit, which resumed on the heels of the Press Herald agreement after months without a meeting, ground to a standstill after just three sessions. Still on the table are company proposals for unlimited outsourcing for the newsroom-only unit; for the right unilaterally to transfer employees to another Blethen property, the Kennebec Journal in Augusta; and for tying reasonable sick leave to a union agreement to waive its rights to grieve or arbitrate.

Layoffs all about 'service'

The McClatchy-owned Sacramento Bee said it will outsource work currently done by 13 of its 24 ad department artists to India by next summer, with a company spokesman explaining, "It's about improving our service to our customers." The laid-off artists reportedly will be eligible for severance pay and other benefits. Separately, the New York Times said it wants to cut 13 newsroom support jobs, outsourcing some of the work and simply eliminating the rest, but told New York Guild officials it is willing to discuss voluntary buyouts, placements and swaps with other employees ready to leave voluntarily. Six workers in the areas targeted for cuts have been with the company more than 30 years.

Edmonds rebuffs challenger

National elections at the Canadian Media Guild, held mid-November, saw the return of Scott Edmonds as vice president of the national executive committee, besting challenger Kenn Sunley, 313-201. Other election winners were Christina Sorensen, Jonathan Spence and Gail Young as national trustees; Elaine Janes as vice president of the Canadian Broadcasting Corporation branch; Kaveri Bittira as CBC Branch director for education and mobilization; and Barbara Saxberg as CBC Branch secretary.

Really briefly . . .

The Washington-Baltimore Guild has hired Joe Kahraman as its lead organizer/local representative. . . . Milwaukee Guild members have elected Karen Samelson as secretary to fill the unexpired term of Sarah Carr. . . . Barb Kucera, a member of the Minnesota Guild, was recently honored as a Working Class Hero by the Jobs Now Coalition at its annual meeting.

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AP 2.0 a cloud over employees' futures

By Martha Waggoner
News Media Guild

The Associated Press of the future is short on details in the present.

"AP 2.0," the news cooperative's blueprint for the future, was unveiled at a November town hall meeting and quickly generated a buzz of concern among employees, most of whom are represented by the News Media Guild. The plan's central feature, developed by top managers at their annual retreat in Lake Placid, N.Y., appears to be the creation of four regional hubs to handle many newspaper and broadcast filing duties currently handled by the national desk in New York and in local bureaus.

Good news first: Managers said the company plans no layoffs. AP President and CEO Tom Curley, who led the town hall meeting, said that bureau supervisors who have been relegated to desk duties will be given the opportunity to write.

Bad news: Some people will have to move. And details are thin to non-existent. In the month since the hubs were announced, the only detail to emerge is that the first hub will be in Atlanta. At a meeting with Guild leaders held a week after the town hall meeting, AP officials had one answer to almost every question: "Still in the planning stages, no details to report."

"Our members are concerned about having their families uprooted," said NMG President Tony Winton, who attended the national grievance meeting at which AP 2.0 was item No. 1. "It's unusual that AP would proceed so quickly with a plan without having details ready."

Guild leaders don't disagree with the goals of the regionalization plan, which are to increase the speed of news story filing and to reduce duplicative wire-filing practices, while increasing reporting time in state bureaus. But the lack of details, combined with the speed with which the company intends to introduce the first hub, has staffers

concerned about personal issues, such as selling homes, moving families, finding schools for children—or polishing résumés.

At the town hall meeting, AP officials underscored the need for reducing duplicative filing by pointing to the 46 AP journalists who contributed to the filing of stories on Tropical Storm Chantal on July 31. AP staffers made rote changes such as lengthening headlines for the national wire, shortening them for state wires and changing postal codes in the slug of broadcast stories. Only two interviews were conducted.

The staffers "were doing absolutely nothing wrong," said Tom Berman, director of state news for the East. "In fact, it's the system that's wrong."

An organization similar to AP 2.0 is in place in foreign bureaus, including Latin America, where it once took an average of four hours and 40 minutes for a story to hit the national wire. Now, it takes 40 minutes. Meanwhile, the average time

for a domestic story to move nationally after arriving at the national desk is two hours, 40 minutes.

The new plan is "one reporter, one editor and out," said Sarah Nordgren, director of state news.

Company officials have said that a second hub will open by June 2008, then the company will take a break for the Olympics and elections. The other two hubs will open in 2009.

The desks that know to expect major changes in their operations are the national and international desks, which handle all major stories except those originating in Washington. Mike Silverman, the company's senior managing editor, said at the town hall meeting that those two desks will see "dramatic" change. "We will have a leaner operation" in New York, he added.

Michael Giarrusso, Atlanta-based director of state news for the South, reassured staffers that the change "is not a nefarious plan to reduce staff or move people around for no reason." And Curley

stressed the point as well, saying: "We need to get more jobs into the states. That's what we're working to do. We are not taking jobs out of the states."

In a later memo, however, Kathleen Carroll, the AP's executive editor, in responding to questions about regionalization implied that the hub staffers will come from the national desk, the bureaus and regional operations—or at least from vacant positions in those areas. "There are excellent editors in the bureaus and in New York and the regional operations," she said.

AP said that these hubs would take over the work of some bureau editing and filing functions, especially on nights and weekends. They also will function as multimedia hubs, for text, photos, and video.

But even that plan is confusing, since it's been only months since the company eliminated four regional photo editor positions and set up editing positions aligned around subjects, such as sports and business.

Newspapers play game of 'Survivor'

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Group has swooned even more deeply, to around \$1.15 a share from a 52-week high of \$6.94, and at one point dipped below \$1 a share. Both stocks sold for about \$20 a share five years ago.

Also hard-hit have been two of the biggest recent buyers of other newspaper chains, Lee—which swallowed the much larger Pulitzer—and McClatchy, which is suffering indigestion after chowing down on some pieces of Knight Ridder while spitting out others. Lee's shares, which were trading in the mid-\$40s when it made its Pulitzer bid in early 2005, now are down around \$15. McClatchy shares, north of \$60 when the company absorbed Knight Ridder, have plummeted even more precipitously, to less than \$14 apiece.

Even GateHouse Media, which seemingly swam against the investor tide when it went public late last year, opening at \$18 a share and rising to a 52-week high of \$22.18, is now limping badly, its shares below \$9 apiece. Meanwhile, such industry pillars as the New York Times Co. and Gannett have fared only slightly better: New York Times shares are trading around \$17, down more than a third from their 52-week high, earning a rare "sell" downgrade from a Banc of America analyst late last month. And Gannett—whose stock sold within the past five years for around \$90 a share—is off 43% from its 52-week high, trading a hair above \$36.

The notable exceptions to this pattern—at least for the moment—are Tribune Co. and Dow Jones, both of which have share prices that have been propped up by takeover bids. Dow Jones shareholders were to vote at press time on a \$60-a-share purchase by News Corp., at which point the venerable financial reporting company will be absorbed by a multinational media

conglomerate as if by a black hole. Although News Corp.'s pockets seem more than deep enough to ride out economic turbulence, the job uncertainty for Wall Street Journal and Barron's reporters will revolve around Rupert Murdoch's journalistic sensibilities.

Tribune, on the other hand, will still be Tribune, albeit with a more complicated ownership structure about which only one thing is certain: it will be so burdened with debt that more job cuts are all but inevitable. The company's future is so perilous that the bonds it floated to finance its privatization are selling at a steep discount, and additional needed debt likely will be priced at up to 4 percentage points above the bank-to-bank rate, according to Paul Ginocchio, a Deutsche Bank analyst. No surprise, then, that Moody's Investor Services downgraded Tribune's credit rating Nov. 30 to three notches below investment grade, or deep into "junk" territory.

Meanwhile, this year's other major news media acquisition—that of Reuters Group by Thomson Corp.—has lost luster since it was announced in May, when Reuters's earnings were fattening. The subsequent meltdown in credit markets has elicited warnings from chief executive Tom Glocer—even before the deal is consummated early next year—of increased turbulence over the next two years, which he has said may be expected to force unspecified cutbacks.

Some analysts thought seven months ago that Thomson was overpaying for Reuters, and now that conviction is spreading, gradually chipping away at its share price. That, in turn, has lowered the value of Thomson's cash-and-stock offer, which nevertheless continues to bolster Reuters's shares: without the offer, analysts say, Reuters's share price would drop by a third.



Heckuva job, Battista!

Thousands of protesters, including this Chicago contingent, turned out in more than 20 cities across the U.S. Nov. 15 to protest a slew of recent anti-labor rulings by the National Labor Relations Board. The five dozen decisions, virtually all on a 3-2 vote led by Republican Chairman Robert

Battista, reversed long-standing precedent in some cases and stripped away existing workers' rights in other, from throwing up new organizing roadblocks to making it easier for employers to break labor law. TNG-CWA was among the unions participating in the demonstrations.

Brockton gets ball rolling on digital media training

In what appears to be a precedent-setting development among Guild-represented newspapers, the GateHouse-owned Brockton Enterprise has agreed to underwrite computer training for employees. The agreement, reached with the Brockton Guild to settle an arbitration over outsourcing of copy to other GateHouse newspapers, will pay for employees to take software courses offered by CWA/NETT Academy.

"With GateHouse purchasing the papers and technology changing so much, this settlement has allowed the union to reach a solution" that's responsive to the needs of both employer and employees, observed Brockton's local president, Betsy Reagan. "We're all quite pleased at how well this arbitration turned out."

Under the terms of the agreement, copy editors and employees interested in becoming copy editors will have their tuition paid for courses in Adobe Acrobat and Fundamental Production and Design. The company will then select up to six of those who complete the training to receive additional training in

Photoshop. On-site training will be provided during paid or compensatory time, but will not require paying overtime; online training will be done on the employees' personal time.

The agreement also stipulates that employees will not be disciplined for not enrolling in the training or for failing the course.

Enterprise management agreed that "in filling future vacancies on the copy desk, the Company will consider candidates' skills in the area of layout and design," presumably as evidenced by course work.

CWA/NETT Academy, accredited by Stanley Community College in North Carolina, currently offers nine courses designed to help Guild and NABET members upgrade their skills to keep pace with changing media technology. Most courses last eight weeks and run the gamut from web design to digital photography and video production and editing.

Other locals interested in learning more should visit the academy's web site, www.cwanett.org.

News round-up

What's black and white—and green?

The Irish have long had a reputation as a people of letters, so perhaps it comes as no surprise to learn that their newspapers are going gangbusters. Consultant PriceWaterhouse Coopers is predicting that Ireland's newspaper sector will grow at more than twice the global average until 2011, expanding at an annual average rate of 5.3% compared with a 2.1% growth rate worldwide. That means that within four years the Emerald Isle's newspaper sector will be worth more than \$1 billion annually.

Working nights is a lot like smoking

The International Agency for Research on Cancer announced it is adding overnight shift work as a "probable" cause of cancer, with the American Cancer Society saying it likely will follow suit. Scientists who have noted a correlation between, overnight work and increased breast and prostate cancers theorize that disrupting the body's circadian rhythm depresses production of melatonin, which can suppress tumor development.

Saudi censorship has British support

Venue shopping has been pushed to a new level of sophistication by Saudi billionaire Khalid Bin Mafhouz, subject of an unflattering portrayal in a book by American Rachel Ehrenfeld, "Funding of Evil: How Terrorism is Financed—and How to Stop It." Unable to stop publication in the U.S., Mafhouz's associates ordered 23 copies online from London—then sued under British libel laws, which heavily favor the accuser. Mafhouz has filed 36 similar lawsuits in London in the past five years, chilling most reporting on Saudi-terrorist financial links. Meanwhile, Ehrenfeld has counterattacked with her own lawsuit against Mafhouz; oral arguments in her First Amendment case were heard Nov. 15 in a New York courtroom.

Canadian wealth gap tracks U.S.

Much as Canadians like to see themselves as distinctly separate from Americans, in one disturbing aspect they are remarkably similar: the wealth gap is widening. Statistics Canada reports that between 1989 and 2004, the average after-tax income of the richest 10% of workers rose by 24%, while the average for the lowest 10% of all families fell 8%. Moreover, the income share of families earning between 75% and 125% of the median—the middle class—fell from 52.1% to 47.3%.

Helping women become activists

The Institute for Women's Policy Research, supported in part by the TNG-CWA-affiliated Berger Marks Foundation, has issued a report that outlines strategies unions can use to promote women's voices and leadership. Based on interviews with activist union women, the report describes seven strategies to cope with such obstacles as women's discomfort with conflict and public roles, fear of retribution and bias against women within unions. Copies of "I Knew I Could Do This Work" may be obtained by contacting the institute's Elizabeth Crum at 202-785-5100, ext. 24, or at crum@iwp.org.

Now you can help reporters tax-free

The International News Safety Institute has formally established a U.S. presence, gaining 501 (c)(3) tax status as a program of the non-profit Foundation of the American Federation of Television and Radio Artists, an INSI member (as is TNG-CWA). INSI is the only global organization dedicated solely to the safety of journalists and depends entirely on contributions. Tax-deductible donations may be sent to: INSI North American Fund (attn: Tom Carpenter), 260 Madison Avenue, 7th Floor, New York, NY 10016; checks should be made out to The INSI Fund of the AFTRA Foundation.

Union mortgage holders get a hand

A hotline for homeowners who believe their mortgages are at risk because of the sub-prime lending crisis has been established by Union Privilege, the union-backed credit and mortgage lender. Announcement of the hotline followed the release of an AFL-CIO poll showing that almost half of homeowners with adjustable rate mortgages don't know that their mortgages will reset, and nearly three-quarters don't know how much their monthly mortgage payments will increase when they do. The hotline will provide free, confidential advice 24-hours-a-day, 7-days-a-week from the counselors at Money Management International, a nonprofit, HUD-certified housing counseling agency. Union members and their parents and children can call the hotline at 1-866-490-5361.

Looking for union leadership advice?

"I just got elected—now what?" That's a question many union activists ask when they take office, and it's the title of Bill Berry's book, from Union Communication Services, in its new catalogue. Other titles rate companies by their compliance with labor laws, environmental standards and civil rights laws ("The Blue Book") and new books discuss labor's relationship with the environmental movement, the new urban immigrant workforce and a new workers' look at NAFTA from the inside. The catalogue is available from 100%-union UCS at www.unionist.com.

It's not the papers — it's the (non) readers

While the newspaper industry obsesses about declining circulation, blaming the internet, corporatization, workforce downsizing and a loss of purpose for its deepening malaise, a far simpler explanation is at hand, courtesy of the National Endowment for the Arts: People aren't reading. Or not as much, and not as well.

"To Read or Not to Read: A Question of National Consequence," was released last month to relatively scant coverage. Based on an analysis of numerous large, national studies as well as academic, foundation and business surveys, it reaches three: "unsettling" conclusions that should worry any newspaper owner, manager or employee:

- Americans are spending less time reading. Among other indicators, young adults are reading fewer books and nearly half of all Americans ages 18 to 24 read no books for pleasure. Moreover, college attendance no longer guarantees active reading habits, with 65% of college freshmen reading for pleasure for less than an hour a week or not at all.

- As Americans read less, they're reading less well. Reading scores for 17-year-olds began a slow downward trend in 1992, to the point where scarcely more than a third of high school seniors (35%) now read at a proficient level. Reading proficiency also has declined—by 20% and more over the same period—among college graduates.

- The declines in reading have civic, social and economic implications, with deficient readers running a higher risk of failure in all three areas. Among other measures, the study found that employers now rank reading and writing as top deficiencies in new hires; that higher reading ability correlates with higher levels of voting, volunteerism and attendance at museums, plays, concerts and sports events; and that poor reading skills are endemic among prison inmates.

"The story the data tell is simple, consistent and alarming," NEA Chairman Dana Gioia wrote in a preface to the 98-page report. "The data here demonstrate

that reading is an irreplaceable activity in developing productive and active adults as well as healthy communities. Whatever the benefits of newer electronic media, they provide no measurable substitute for the intellectual and personal development initiated and sustained by frequent reading."

Although focused largely on books, the NEA report acknowledges that "newspapers, too, have lost ground," citing several recent readership studies. But as the report also notes, it's not just readership that has declined: so have attention spans. "Even when they did read newspapers, teens and young adults were more likely than older readers to 'skim through news sections,' rather than read the stories," it observed. Moreover, such a "lukewarm stance" toward newspapers actually characterizes young people's attitudes about news overall: only 32% of teens and 46% of young adults actively "seek" news on the internet. The rest "just happen to come across it."

The rise of blogging has fostered another development that the report views with some concern: it can "create a sense of vertigo, as the line between news and hearsay, between reportage and rumor, becomes increasingly blurred." Still left largely unresearched is the question of what effect screen reading has on the development of young minds. "A good research question is whether the hyperlinks, pop-up windows, and other extra-textual features of screen reading can sharpen a child's ability to perform sustained reading, or whether they impose unhelpful distractions," the report suggests.

Meanwhile, as the report also notes, many newspapers are scaling back print content, with arts and cultural sections among the first to be jettisoned. One decision that virtually assures a vicious cycle of lowered literacy has been the reduction or outright elimination of book review sections, "a form of news coverage originally designed to benefit the serious leisure reader."

The study in its entirety is at www.arts.gov.

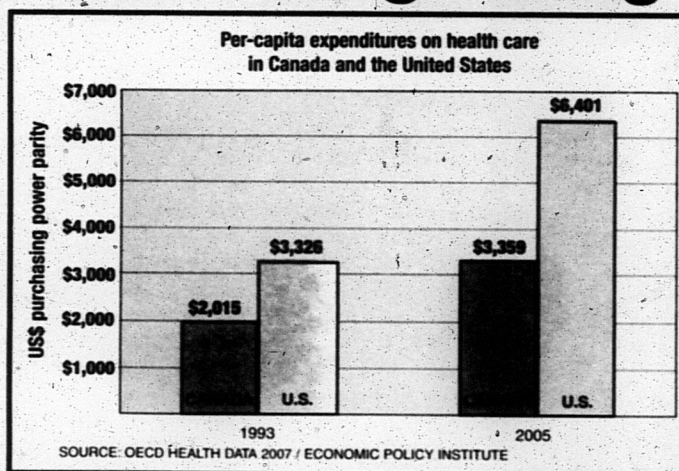
Canadian vs U.S. advantage on health care still growing

As U.S. locals negotiating new contracts are painfully reminded, health care costs are carving an increasingly large slice out of total compensation packages. Although health insurance costs rose at a steady rate this past year, that 6.1% increase is more than twice the rate of inflation.

Indeed, costs are rising so high that growing numbers of employers are jumping ship altogether: according to consulting firm Mercer, 61% of employers with fewer than 200 employees now offer health care benefits, down from 69% in 2001. And while larger employers are still hanging in there—albeit by shifting an ever larger share of the burden to their workers—a report from the Employee Benefit Research Institute, released Dec. 6, concluded that they're approaching a tipping point. "If one large employer actually did drop its health benefits, others might follow for competitive reasons," the EBRI study concluded.

Such developments underscore a recent report from the Centers for Disease Control and Prevention that nearly one in five adults had inadequate access to needed health care in 2007. They also contributed to a recent decision by the American College of Physicians—the second largest physicians' group in the U.S.—to endorse a national single-payer health care system, although it stopped short of saying such a system is the best way to achieve universal health coverage.

Sound familiar? Back in 1993, when the Clinton administration tackled health care reform, single-payer health care was the topic *du jour*—and Canada's



national health care system was both praised and pilloried as an example of what was in the cards. The scaremongers prevailed, poisoning rational discussion about reform by trotting out the "socialized medicine" canard and warning of health care rationing and years-long waits for surgery.

Yet in the 14 years since, the cost and health care gaps between the two countries have only widened. As recently summarized by Ross Eisenbrey of the Economic Policy Institute, per capita health care expenditures in the U.S. are now almost double those in Canada; Canada's per capita health care expenditures rose about 65% from 1993 to 2005, compared with an increase of more than 90% in the U.S. over the same period.

Higher costs, alas, do not translate into better outcomes. Infant mortality in the U.S. is higher and life expectancy at birth is lower than in Canada—perhaps because Canadians see their more affordable doctors 50% more frequently.

The medium is the mess^{age}

Continued from page 1

The point was hammered home most enthusiastically by luncheon speaker Mark Deuze, a journalism faculty member at Indiana University and in the Netherlands who has been surveying media workers in the U.S., Holland, South Africa and New Zealand. The ubiquity and abundance of digital technology "signals the end of work, to some extent," he said, in the sense that digital workers are interacting with technology all the time, even to the point of wearing it. As a result, younger digital workers increasingly view "work as play," often making comments like, "I can't believe I'm getting paid to do this." Moreover, the convergence of work and play is symptomatic of a blurring of distinctions at every level—of audiences, of job descriptions, of the difference between content providers and content consumers, of when a story is "finished"—that also has the perverse effect of raising anxiety levels throughout the industry. "People feel like they're part of a runaway world," he observed.

But perhaps the most under-remarked convergence has been the blurring of the distinction between "news" and "media." Deuze's critique, notable for never mentioning the former, focused instead on why people engage with "the media," not in search of democratic discourse, as journalists often want to believe, but as "fans," a metaphor that conjures up images of tailgate parties. "People care about media—they're fans," he emphasized. And if newspapers are losing readers, it's because newspaper managers "are not doing the things that are needed to keep people as fans, to enable them to remain fans, even into their 40s and beyond."

Attracting and keeping fans may not be what gets traditional journalists out of bed in the morning, especially given Deuze's explanation that what fans want most of all is "temporary meaningfulness." Then again, the various panelists grappling with the same issues either implicitly agreed with Deuze or seemed at a loss to come up with a competing frame of reference. The one notable exception was Mark Walsh, head of a small venture capital firm that specializes in the internet, who views print media as simply anachronistic. "I think it's too late. I think newspapers are over," he said flatly, contending that no one under the age of 36 will turn to a newspaper if a computer is handy.

Assuming, however, that newspapers

will be around a while longer, it seemed evident that working for them won't be much like it is today—or was that yesterday? Panelists like Phil Lewis, editor of the Naples Daily News and source of the "blowing up the newsroom" metaphor, clearly believe the answer is to have news workers straddle all the media all the time, pumping news content onto the web as well as into a newspaper—and onto the airwaves, into cell phones and over any medium that gets invented tomorrow. Ed Foster-Simeon, deputy managing editor at USA Today, offered a similar view, observing that "a newspaper isn't a newspaper any more, it's a news organization."

Such prescriptions either ignore or rationalize away the demands they place on employees. When television news writer Don Villar observed, for example, that the "increased burden on your skill set" posed by new technology will result in "an erosion of quality," Foster-Simeon responded that all new technologies



Tom Kunkel introduces the first panel, which includes TNG-CWA President Linda Foley.

require a break-in period before everyone adapts. Or almost everyone. As several panelists observed, the new technologies favor those who are most adaptable and best able to deal with change. "Not everyone can or should be multimedia," cautioned Peter Perl, the Washington Post's director of newsroom training, who didn't address the fate of those who can't.

In addition to demanding more varied skills, the new technology imposes a larger overall work burden—a burden further exacerbated by ongoing staff cuts through-

out the industry. The kind of adaptive behavior such cuts require from the survivors was summarized admirably by Jonathan Krim, assistant managing editor at the Washington Post, in describing columnist Marc Fisher. "He's a machine," he said, explaining how Fisher now writes a daily blog in addition to his thrice-a-week column and had been doing a regular radio show, until the Post pulled the plug on that venture.

Working like machines to feed an insatiable digital universe—"The web is constantly saying, 'Feed me, feed me,'" observed audience member Bill O'Meara, president of the New York Guild—leaves a growing number of today's media workers feeling bummed out and fried. "This is a time of enormous stresses on journalists, anyway," said Bruce Shapiro, executive director of the Dart Center for Journalism and Trauma, citing such recent news events as the war in Iraq, Gulf Coast hurricane disasters and voracious California wildfires.

Add the news industry's economic uncertainties and the pressures faced by journalists' families and it's no surprise, Shapiro reported, that 5%-12% of all working journalists (and 28% of combat journalists) self-report symptoms of post-traumatic stress disorder.

(Audience member Henry Holcomb, president of the Philadelphia Guild, echoed the point by noting that as a trustee of his local's health plan, "I can testify that the health of our journalists is breaking down.")

Stressed out and over-worked though they may be, today's journalists may have no option but to adapt or get out. "This is all going to happen anyway," said Jane Scholz, editor of McClatchy/Tribune Information Services, drawing an analogy to the steel industry. The same commodification of products and rampant competition that decimated steel is now sweeping through the newspaper business, and it's even possible that newspapers will be less successful than steel mills were at maintaining a market presence. "Journalism could be lost in this transition, to the bloggers and the citizen journalists," observed Mark Cooper, a widely cited critic of media consolidation. "I love them, God bless, but they're not journalists."

Technology: better work, fewer jobs

Although too lengthy to reproduce here, the survey results kicking off the Future of News Jobs conference included several findings, that deserve highlighting. Among them:

- Newsroom respondents are acutely aware of workplace demands that they enhance their skills, but they also report negligible employer support for doing so. In response to the statement *I need additional skills and training to do the work my employer expects me to do*, 21% strongly agreed and 39% agreed. But 25% said they "never" received on-the-job training for the duties they currently perform, and an additional 63% said they received such training only "occasionally." Moreover, fully half said their employer never offers to pay for even a portion of training costs outside the workplace.

- Despite a lack of adequate training, newsroom workers see value in the new technologies. Ninety percent agree or strongly agree that desktop computers with broadband internet access have helped them do their jobs better; 62% hold similar views about cell phones, and 65% agree or strongly agree with the statement, *New technologies have improved the quality of my work*. But those responses might have been even higher with proper training, as 57% agree or strongly agree that using new technologies is "frustrating."

- Workloads keep increasing, with 42% of newsroom respondents saying they are being asked to do "a lot more," compared to when they started their current jobs and an additional 40% saying they are expected to do "more." Some of the additional workload presumably is coming from repurposing of content for new platforms: 46% of respondents said they have to rewrite or redesign their work for different media.

- Repurposing content means more than just additional work: 12% of respondents said the responsibility "significantly" affects how they gather, write and present the news, and 38% said it has "somewhat" of an effect. It also increases workplace stress, with 16% saying they "strongly agree" with the statement *I am anxious about increasing demands on me to learn and execute my job with new technology*. Another 41% said they "agree" with the statement.

- Employers have plunged into multimedia with a vengeance, with 96% having web sites; 63% of publications sharing content with another company-owned local media outlet and half sharing content with local media outlets not owned by the same company. These multiple platforms are heavily promoted, with 45% of the publications cross-promoting reports from other company-owned media either "almost always" or "frequently" and another 21% doing so "occasionally."

- For all that effort and anxiety, 61% of respondents say that over the past five years there has been a decrease in readership or audience for the news their organization produces. And three-out-of-four respondents, when asked *When do you think changes in the readership or audience will stabilize?* responded "It is hard to say it ever will." Only 11% think things are stable now.

- Finally, even as they see value in the new technologies, the survey's newsroom respondents also have come to appreciate that new technologies mean fewer jobs. Fewer than a third—31%—said that when they first started in their current positions they believed that technology would put employees out of work, but 53% reported seeing precisely that result at their employers "recently" and 63% "agree" or "strongly agree" that five years from now, technology will be used to put employees out of work at my company.

Seeing a loss of journalistic values

If any one set of answers on the Future of News Jobs survey should give pause, it's the responses to the questions posed about values.

Respondents were asked to "check the values important to your company" at three different moments: "when you started in your current position," "right now" and "in five years." The answers are charted below, given as percentages of total respondents

checking each value in each time frame.

At least two sets of responses are worth noting. The first, as highlighted in each column, is the enormous shift in top values from "accuracy" in the past (followed closely by "credibility") to "making a profit," both now and in the future.

The second notable development is an across-the-board perceived decline in virtually every value other than profit-making,

with the sole exception of "attracting an audience," presumably because that's perceived as a profit component. Moreover, the declines are sizeable. So, for example, whereas 83% of the respondents believed their employer valued "serving the public" when they first started working in their current positions, scarcely half believe that is true today. And while nine in 10 believe "credibility" was once valued, scarcely half think it will be valued five years from now.

(To put the responses in perspective, it's helpful to know that a quarter of all respondents have worked in their current positions more than 20 years, half have done so for more than 10 years and three-quarters for more than five years.)

Whether the respondents' employers actually hold these values is, of course, another question. But judging by these answers, it's fair to say that today's newsroom workers believe traditional journalistic values are being trumped by marketplace sensibilities.

Importance of various values to newsroom respondents' employers when:

	Respondents started their current jobs	Now	In five years
Timeliness	86.6	71.6	62.3
Serving the public	82.9	52.9	47.5
Delivering useful information	88.6	64.7	57.2
Accuracy	94.3	65.3	55.7
Attracting an audience	71.2	79.7	73.2
Credibility	90.0	60.1	54.3
Making a profit	71.1	94.6	96.3

Remembering Chuck . . .

I first saw Chuck Dale in action during the talks that led to the Guild strike at The New York Daily News in 1978, which I was attending as an observer from The New York Times Guild Unit bargaining committee. I was impressed by his vast knowledge, his ability to read people and situations quickly and accurately, and the respect he commanded, not only from Guild members but also from management.

These attributes evidenced themselves time and again as we worked closely together during my years in office. Chuck was an effective and competent leader of our union and someone who, to his credit, always listened closely to our members during his entire career.

—Barry Lipton, former president,
New York Guild

Chuck Dale was probably the most skillful international rep the Guild ever had. Chuck was the key figure in setting up joint bargaining with other unions in the newspaper industry. His success in reaching agreements and maintaining unity among unions was almost legendary. He continued to employ these skills in certain contentious bargaining situations while later serving as TNG secretary-treasurer and then as president. Lastly, he had the vision and skill to engineer the merger with the CWA. He was one of a kind.

—Gene Bryant, retired IR, former executive officer of the San Jose Guild

It would take an almanac to list the Guild assignments that consumed Chuck's time during the more than 20 years that constituted his Guild career. But I have found it passing strange that none of the tributes to him contained references to what I consider the policy he devised that became the heart of the Guild's financial structure. Its key element married the minimum wage provisions in each local contract to the per capita each local must submit to TNG-CWA as the fuel that keeps the union running. Local secre-

tary-treasurers probably aren't as enthusiastic about this measure, but next time a convention comes around, that proviso—abstract and arcane as it may be—should be renamed The Newspaper Guild Charles B. Dale financial memorial clause.

Chuck and I never touched on the existence of a deity. We never felt the need to, and were very comfortable in our relationship with each other. But wherever he has gone, or goes, if such an existence passed us by, let him in anyway, and you'll be eternally grateful for receiving him as a part of your team. Just give him a cup of coffee once in a while and watch the energy pour out.

—Charles Perlik,
TNG President, 1969-1987

Chuck Dale retired several months after the start of the bitter 1995 Detroit newspaper strike—a battle to which he unhesitatingly committed all of the union's resources at his disposal. Even after his retirement, he was sent back to Detroit to join us at the bargaining table as our local fought for its existence against Gannett and Knight Ridder.

Shortly after becoming president in 1987, Chuck provided ample support for the Detroit Newspaper Guild as we wrestled with a joint operating agreement and all of the issues associated with it after the U.S. Supreme Court narrowly approved the business merger of the Free Press and News. He came to Detroit to work with us in developing organizing and bargaining strategies and pledged TNG's ongoing support of our efforts.

Detroit will always remember him as a friend and colleague.

—Lou Mleccko, president,
Detroit Newspaper Guild

When I was TNG secretary-treasurer, I remember traveling to San Francisco (one of Chuck's favorite cities and his adopted hometown) with him and Field Operations Director Bill McLeman. The meeting we were scheduled to attend finished early, and we had nearly an entire day of free time. We

walked all over San Francisco as Chuck gave us his personal tour. After eight years of the heartless policies of the Reagan administration, San Francisco seemed overrun with homeless people, asking for hand-outs on every street corner. Chuck, without skipping a beat of his grand tour, placed coins in every single outstretched palm or hat asking for money that day. He did it so matter of factly it was clear to me it was part of his normal routine.

I worked with Chuck Dale for more than 10 years. I didn't always agree with him or his approach to Guild issues. But his leadership and his humanity were and continue to be an inspiration to me. As he would say, the Guild is damned lucky he was our leader.

—Linda Foley, President, TNG-CWA

Chuck Dale was a trail-blazer who led all unionists to a better life through his tireless efforts, his intelligence and his love of his fellow guildspersons and later CWA members. His smile and humor will live on. As my friend William (Bill) F. Miller told me, "For those who have gone, we are in charge of their memories."

—Don "SOB" Bean, Local 1 since 1954,
retired since 1994

I spoke with Chuck Dale just a month before he died, as I frequently did, and he told me of his dialysis efforts. His voice was vibrant and we joked as we usually did.

My memories of Chuck and his wonderful wife Darlene are many and varied. Both my wife, Lois, and I enjoyed our times with them at conventions and other Guild events.

—Dave Mulcahy, former Guild VP

I had worked at The Newspaper Guild for about a year when I decided to buy my first home, a condo in Silver Spring. When it got close to the time to close on the home I was told I was short in closing money. When President Dale found out, he called me into his office and loaned me the money I needed from his personal account. His only

requirement was that it be kept between us. I'm sure it was one of those quiet favors he did for people that no one else ever knew about. I'm sure it's okay now to let others know of his generosity.

—Larry Smoot, former TNG staffer

We lost a great leader, and a wonderful man, in the passing of Chuck Dale. It was my pleasure and honor to work with, and for him, during my terms as president of the San Jose local of ANG, and then TNG.

He was our leader during some of our best times, and also some of the most trying times. He will be missed by all. I am sure.

—Jim Geiger, past president,
San Jose Guild (retired)

Chuck's most significant achievement was drawing together newspaper unions into joint councils and joint bargaining committees. In plants, large and small, he helped locals forge new partnerships where the Guild gathered strength in having one voice at the bargaining table. We supported other union's priorities as they supported ours. The best contracts in the industry were achieved this way. Every union in the newspaper industry in the United States and Canada benefited from this new approach. This work at the local level led to the visionary initiative to gain strength through merger, and Chuck's efforts to accomplish this goal resulted in the strong merger agreement with the CWA that continues to evolve as a pathway to Guild security and success.

But for all his ground-breaking work on behalf of the Guild, it is as a friend I shall miss him most. We shared good times and tough times—none more so than with the passing of our dear friend Darlene.

Chuck shaped the Guild's future and will forever be a part of it. We will not forget. Future Guild members and leadership should not forget. We miss him. And the Guild will miss him.

—Bill McLeman
Retired, Director of Field Operations

. . . remembering Danny

Dan Zeidler was a straight shooter, always willing to lend a hand. He was a wordsmith. That was his strong suit. He also was a great observer and listener. All those traits made him an asset as a union representative.

Dan: You left us too early, you will be missed. May the power of the universe take full advantage of your arrival. May you be at peace; and may all those who love and miss you on this planet be assured by the knowledge that you did your job well.

—Ray Rudersdorfer, President,
Vancouver Newspaper Guild

Dan could light a room with his smile. He always took time for everyone. When he spoke to you he made you feel special. He was a great listener and a true friend, someone I looked up to.

The union movement has lost a great person. I have lost a good friend. He will never be forgotten.

—Jim Cole, President,
Saint John Typographical Union

Dan was not just a friend to Canadian journalists and unionists, he was a friend to journalists the world over. He was a great supporter of the need for global co-operation and was a strong advocate of internationalism in the labour movement. He brought a genuine sense of union solidarity, loyalty and, above all, humanity to our work. On behalf of the International Federation of

Journalists and its members all around the world, I want to register our sympathy and sense of loss at his passing.

—Aidan White, General Secretary
International Federation of Journalists

Dan, we miss you.

You were a gentle guy who cared deeply about what you did and the people you served. You were a good friend, who knew what loyalty meant.

You were quick to laugh at any bad cards life dealt your way.

There was much you didn't get a chance to do, and we who knew and cared about you regret that. But knowing you, you would have shrugged and said, "Oh well, what the heck."

If only we could do the same.

—Scott Edmonds, VP Canadian Media Guild; VP Canada West TNG/CWA

I first met Dan Zeidler in the fall of 1990. We were in the final stages of negotiating our first collective agreement with the Comox District Free Press. All of us at the Free Press enjoyed having Danny around, always quick with a joke and a laugh.

He was assigned to help us again when things went sour the very next round of negotiations. While on strike we employed the "dirty tricks squad." We would plan ways of disrupting the employer's operations over a drink or two. I will never forget

the things we did together and the fun we had doing it.

After the strike I became his colleague, a staffer just like him for TNG Canada, and enjoyed a different perspective and appreciation by working with him. We organized and negotiated together while at the same time ensuring the seriousness of events did not overshadow the fact that we enjoyed each other's company. "Let's get the job done but have fun doing it." I liked that in Danny. You are missed by so many.

—David Wilson

I first met Dan when the Guild was undertaking an organizing drive at the Regina Leader-Post and the Saskatoon StarPhoenix in 1997. From the outside looking in, it was readily apparent Dan was both the anchor and the rudder to what was a small ship in rough seas.

Not only the trade union movement but also all who were touched by Dan's spirit have suffered a great loss with his passing. Seldom is this globe graced by such a kind, witty, insightful and dedicated soul.

—Drew Plaxton, lawyer, Saskatoon

Dan was the anchor that kept our small local together during our organizing drive, certification and first contract negotiations at the Regina Leader-Post.

He provided humour during those tense times at the Labour Relations Board, com-

mon sense at the bargaining table, and he saw the humanity in everyone. At times when we were prepared to lynch one of our colleagues who was mounting a decertification drive, Dan always saw both sides of the issue and would be able to put everything into perspective.

On those days when I fielded calls from colleagues in tears and was at my wit's end, Dan would provide sage advice that would get me through the day.

He was truly a friend and a champion of the little guy or gal and will be missed.

—Anne Kyle, Former President,
Saskatchewan Media Guild

My last assignment as an International Representative with the Guild was working with Danny in Toronto. I'll always remember him as a strong advocate of democracy in the work place and a committed champion of Guild members' rights. One of my roles on the Guild staff was as president of the staff union. I could always count on Danny for strong support within our union.

One could say Dan had it all: a beautiful wife, tall good looks and a great personality. Our resident musical troubadour, he traveled with his guitar and possessed a pleasant folk singer's voice. We whiled away many off-hours with mini song fests. I know that he, charmer that he was, will be greatly missed by all who had the pleasure of knowing him.

—Harry McCormick

'Illegal' immigrants, or undocumented ones?

By Barb Kucera
Editor, Workday Minnesota

Minneapolis artist Ricardo Levins Morales has a bumper sticker that reads "An injury to Juan is an injury to AL." In a lighthearted way, that twist on the classic labor motto captures the meaning behind a resolution adopted at this year's ILCA convention of the International Labor Communications Association.

Delegates to the New Orleans convention discussed the way language is being used in the current debate about immigration and how labor media can play a role in both educating union members and building solidarity.

The resolution notes that phrases such as "illegal immigrant" and the grammatically incorrect usage of "illegals" as a noun promote divisiveness and bigotry. In our resolution, ILCA urges all ILCA members and labor communicators in general to instead use the terms "undocumented immigrant" and "undocumented worker."

The resolution was introduced by Workday Minnesota, which has long followed this practice.

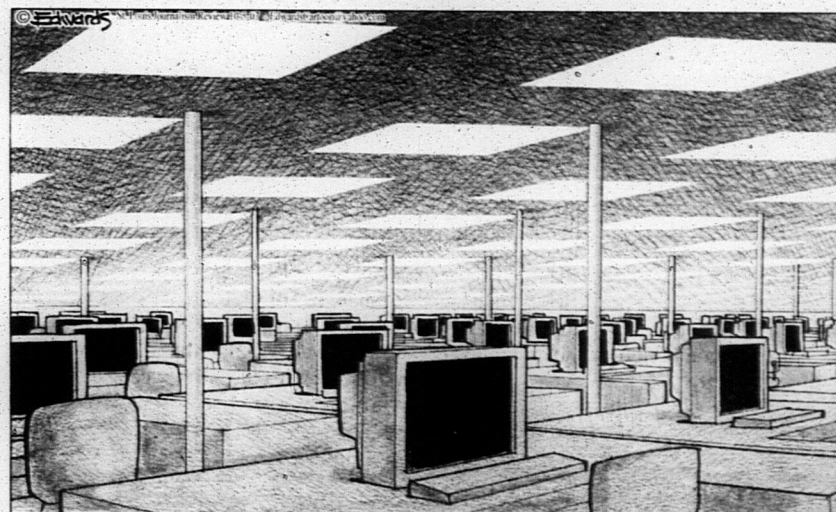
Why is this important? It's not just a matter of semantics. As the National Association

of Hispanic Journalists notes, "illegals" and other pejorative language "crosses the line by criminalizing the person, not the action they are purported to have committed." Millions of people in the United States have engaged in illegal acts, from failing to pay a parking ticket to committing murder, but they are not referred to as "illegals."

As the NAHJ also notes, "Under current U.S. immigration law, being an undocumented immigrant is not a crime, it is a civil violation. Furthermore, an estimated 40 percent of all undocumented people living in the U.S. are visa overstayers, meaning they did not illegally cross the U.S. border."

While it's important for labor communicators to be accurate, it's equally important we get the whole story. Our publications, websites, radio and video productions provide a perspective on the issues that is woefully lacking in the corporate-owned media. That's why avoidance of terms like "illegal immigrant" is particularly important.

Remember the heavily hyped myth of the "welfare queen" in the Reagan era? She's disappeared—replaced by those "illegals" who are trying to take your job. As long as workers of different backgrounds view each other with suspicion and even hatred, we can't get



IF A STORY BREAKS IN AN EMPTY NEWSROOM, DOES ANYBODY HEAR IT?

together to solve our problems.

The constant drumbeat about "illegal immigrants" by politicians, talk radio, CNN's Lou Dobbs and thousands of others also clouds the real issue that working people need to address. Despite the rhetoric, immigration is not the central question. It's globalization.

We live in a global economy, where millions of people are forced to leave their homes and their countries to find work to feed their families, while millions more are witnessing steep declines in their wages, benefits and working conditions. Meanwhile, corporations

pile on the profits, destroying communities, the environment and people's lives with impunity.

Is this the kind of world we want? As long as working people stay mired in name-calling, they'll never ask that question.

Kucera, editor of Workday Minnesota, is also a member of the ILCA executive council; the complete text of the ILCA resolution and guidelines from the National Association of Hispanic Journalists are available at www.ilcaonline.org.

LETTERS TO THE EDITOR

To the Editor:

A funny thing happened on my way to the www.AStrongerGuild.ORG web site. Well, honestly, it wasn't funny at all—it really is quite sad.

Foley & Co. are cybersquatting similar domain names, where they have then posted a photo of Bernie Lunzer in his long-haired, "Steven Seagal" days. Hilarious. At least Bernie's long hair was a political statement and showed that he stood for something on behalf of the Guild. And, I actually liked it.

Two of the similar domain names are registered to Linda Foley. On a third, someone parked a web page identical to the one at www.perkinsteachers.org, a teacher's union in north central Ohio in which Linda Foley's brother is a local leader. All were registered June 24 and 25.

Cybersquatting prevents a free flow of information by misdirecting Guild members to dead-end websites. It is also illegal in some circumstances, and is otherwise juvenile, a dirty trick and unbecoming of candidates for prestigious Guild offices.

We, at A Stronger Guild, will not engage in such unethical behavior. We urge Foley, Scott Stephens and Lois Kirkup to publicly disavow such conduct and turn over these websites to the stronger guild team.

—Jennie Tunkieicz,
Milwaukee Newspaper Guild,
Treasurer, A Stronger Guild

To the Editor,

An accusation has been made against Linda Foley regarding a "secret deal" she allegedly made in the weeks before Media-News bought the Daily Record and transferred many of my fellow York Dispatch employees to that shop. As longtime chair for the Dispatch unit of Local 38218 (composed of both Dispatch and Daily Record workers), I can tell you this is hogwash.

Prior to the 2004 sale, I had many phone conversations with Linda and others at TNG headquarters. We were worried about layoffs, as well as the future of The York

Dispatch. Linda reached out to Singleton in an effort to protect our jobs. Throughout, she kept us informed of what transpired.

Linda told me Singleton assured her that transferred Dispatch employees would continue working on the Sunday product. Linda also said the Guild's lawyers didn't think we could fight the shuffle because the former Dispatchers would be doing the same work they'd always done.

When they were integrated into the Record's daily workforce, I specifically recall Linda's frustration and disappointment. I have no doubt Linda acted in good faith and kept us apprised of what Singleton was telling her.

We've had our problems in York, but none involved "secret deals."

—Liz Evans, Dispatch unit chair,
York Newspaper Guild

To the Editor,

The passing of Chuck Dale was a sad day for me. He was the last president of the Newspaper Guild who cared about every member and was available when you called for help. You may not have liked the answer you received, but you did get a return call, no matter what size local you were from.

The same cannot be said for the president today or the Region 3 vice president who currently represents our local. In his six-year term there has never been any type of communication concerning our local or to inform us about anything on the international level. How do you report to the executive council without communicating with the locals you represent?

In reading the qualifications of the Stronger Guild team, I feel the leadership principles we need are available and I urge every small local to read their qualifications. If you have questions, contact these people.

I have been told the Guild will never be like it was. This may be true, but it can still be an all-inclusive Guild, and that will certainly be something we have not experienced in a long time.

—Pat Nuttall,
Terre Haute Newspaper Guild

To the Editor,

As one of the younger Guild presidents and a member of our union's so-called "next generation" of leaders, I have faced firsthand the challenges that confront us as we try to grow, or even survive, in an industry that is changing as fast as we can keep up. While I am proud of the work that the Guild has done under President Foley's leadership, I believe that Bernie Lunzer is the best candidate to lead the Newspaper Guild into the future. Bernie is committed to strengthening our union from the ground up and empowering us through grassroots efforts on the local level. Bernie's work ethic, trust and leadership skills set him apart, and that's why I hope he will be our next Guild president.

—R.J. Hufnagel, President
Pittsburgh Newspaper Guild

To the Editor,

This has been a year for change at the Peoria Newspaper Guild. We've endured the sale of the Journal Star. We've lost many friends and colleagues. We met our new owner, GateHouse Media, and we got a four-year contract that gives us security and a living wage.

Our trials were nothing other Guild locals haven't faced, but for us, it was serious upheaval.

Thankfully, Bernie Lunzer was there for us. Bernie made sure we had what we needed to remain strong, and he let us tell him what those needs were. He connected us with GateHouse Guild members, so that long before the sale was announced we had their experiences guiding us.

I've had many discussions with Bernie about what we need to do to serve 21st-century readers, and what our locals need to do to embrace technology and stay strong. We agree the Guild has not met these challenges as we could and should have. And can.

It's time to give Bernie a chance to guide us with a free hand. The leadership we've had has been solid but dated in its

approach. Without reservation, Peoria supports Bernie Lunzer for president of The Newspaper Guild.

—Jennifer Towery, President
Peoria Newspaper Guild

To the Editor,

I want to lend my support for "A Stronger Guild." As a candidate for Region 3 VP, I hope to work with those who see a stronger Guild being a union that addresses the concerns of the commercial members of the Guild as well as its editorial members. I want to work with those who see a stronger Guild as a union that is inclusive and addresses the needs of an ever-changing industry, whether it be training, mobilizing, or organizing. I want to work with those who see a stronger Guild as a Guild that respects diverse opinion, with the understanding that our diversity is our strength.

—Lillian Covarrubias, President
Toledo Newspaper Guild

To the Editor,

"Two Years Later" (Nov. 16 GR) was the most meaningful, timely and best example of what a union publication should be all about: bringing to light the current administration's neglect and failure of domestic needs while wasting billions abroad.

I am proud to be a member of TNG and even more proud of your contribution to the union.

—Don Bean, retired member,
Northeast Ohio Guild

To the Editor,

Kudos on Katrina and Rita two years later (Nov. 16 GR). There aren't enough reporters "going where the stories are." Iraq, too, needs some fresh eyes—read Bing West's "No True Heroes." He really gives it to the media for its lack of coverage of the second battle of Fallujah. "Fiasco" also has a few words on the same.

Again, good job. Keep it up.
—James O. Clifford
Redwood City, Cal.

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: Jan. 18.)

HUMAN RIGHTS WATCH

Hey, Sistah . . . Can you give me a hand?

By Olivia James

Treasurer, IAPE / TNG-CWA Local 1096

December brings an end to one year and a chance to look ahead at the year to come. But how many of us (women) really look forward and refuse to remain stuck in the past?

How many of us relate to the discrimination of others because we have been discriminated against? How many of us are willing to take another woman under her wing and guide her through the male-dominated world known as "corporate"? In my many years in the workforce, I can count on one hand—yes, one hand—how many female mentors I have encountered.

This is unfortunate, especially since women are growing in leaps and bounds in Corporate America. Why is there such a lack of female mentors? I believe there are many factors, including sexism, internal anger, paranoia, and racism.

For women, it all starts with sexism. Women have been persecuted and discriminated against for centuries, from being accused of witchcraft for their beliefs to not having the right to own property or vote. Those years are imprinted in us, in our souls, and passed on to our female children. This, in turn, causes many women to carry a burden of internal anger into the workforce. We enter the male-dominated corporate world ready for a fight. We know we have to consistently prove ourselves. Therefore, we concentrate on ourselves and forget there are other women who are emotionally in the same place we are.

This leads us to becoming paranoid. We are suspicious of anyone who wants to help us. If another woman reaches out, we tend to reject her and wonder what it is that she really wants. We distance ourselves, becoming so selfish about "getting ours" that we forget to give back. Many women who have clawed their way to the top become so embittered in the process because they can't let go of the struggle that they take

it out on other women. These women feel a need to prove to men that they can be as tough if not tougher on their subordinates and thereby become the Corporate Witch (with a B).

We want to prove to the men in our world that we can do what they do and do it better. But there is one thing that men do better than we do, and that is networking. Men do not have that feeling of angst we have because they have not had to live our lives. They have their "good old boy" network while we're bogged down in a "I got mine, you get yours" system.

What would these systems be without racism? Although some women are racist against other women, I think a different type of racism operates in the workplace, a racism we put on ourselves as black women. Many of my emotionally beaten-down sistahs go into the workforce with a racist attitude that we cannot trust anyone, even a black woman who is our superior. We think that to get where she is, she had to have walked on anyone in her way. If this woman is a "hard ass" and is constantly proving herself to the men in the company, she confirms the sistah's assumption and that woman goes into her next job feeling even more strongly that she can't trust anyone, and especially not a woman.

As women, we need to remember that we are all in the same fight, for equality and respect. But before we can demand that from our male counterparts, we must demand it from each other. If we are not unified, how can we expect equality from others?

Equality begins with the woman in the mirror. Take a long look at yourself and ask yourself what you have done to help another woman today. If you have not done anything, then walk up to a woman at work today, extend your hand, look her in the eye, introduce yourself and give her a genuine smile. She will appreciate the gesture and you will open the lines of communication. Once she is open to you, she will be open to changing the world known as "corporate."

THE NEXT GENERATION

Confessions of a newbie

By Kathy Wilmore

Scholastic Unit Chair, New York Guild

Much to my surprise, I've just become the new chairperson of the Newspaper Guild unit at Scholastic Inc.—surprised, because if you'd asked me three or four months ago if I'd ever consider taking on such a role, I probably would have laughed.

Don't get me wrong: I believe in the Guild, and in all my years at Scholastic (1980-1998 and 2005-present), I have supported the Guild and our longtime chairperson, Peter Jones. For a few years before I left Scholastic in 1998, I even was Peter's vice-chair.

I'd bet that not many people know about Scholastic's Guild unit. Most people think of Scholastic as a book publisher, or as Harry Potter territory or that of some of our other blockbuster series, including Goosebumps and Baby-sitters Club.

But we also have a relatively small classroom magazines division—the only part of the company that belongs to TNG-CWA. We write, edit, design and publish magazines for schoolchildren, from kindergarten to high school. Perhaps you've heard of some of them: Science World, DynaMath, Scholastic News or Junior Scholastic (my mag). We now also have an internet component.

When I returned to Junior Scholastic in mid-2005, from a small book-publishing company without union representation, Guild work wasn't on my mind. Scholastic had a contract already in effect, and it would be a while before we'd have to negotiate another.

But then two things happened to change my focus.

The first was the TNG-CWA convention in Toronto last June. Peter Jones had always gone to the conventions; I didn't know anything about what went on there. But he wasn't able to go this year, and asked if I'd go instead. I was surprised (there's that word again) and a little apprehensive, but I agreed—and boy, was I ever glad.

Toronto: An Eye-Opening Experience

A strange city, rooms full of people I'd never met, only a couple of familiar names. But from the first meeting, in a big convention room buzzing with chatter, I felt recharged. The word "union" went from an abstract concept to a living entity. Hearing people's stories lit a fire in my belly. So, too, did the NextGen session.

I had no thought then of becoming a unit

officer, but I did want to help reignite Guild awareness at Scholastic. I work in an environment where so many people, particularly younger workers, seem oblivious to the fact that they belong to a union.

Listening to Brendan Elliott (now NextGen's committee chair) at the NextGen session, I realized I wasn't alone. Many other people are also focused on bringing newer/younger workers into the union fold. I found myself volunteering for the NextGen committee. Did I belong? I wasn't so sure. I'm 53, hardly a youngster or new to Guild membership, and seemingly much older than the other volunteers. But Brendan assured me "NextGen" is a spirit rather than an age. I was willing to take him at his word.

In some ways, I feel like a missing link: I am of an age where I could belong to the "old guard" of union members. Yet everything I'd discovered in Toronto that day at the convention made me realize that in some ways I'm much closer to the younger generation of Guild members.

The general image of "union" among young people seems to be one of corrupt, movie-villain big-deal makers—a bunch of Jimmy Hoffas. But those weren't the people surrounding me at this convention. Instead, I saw the kind of idealists I had grown up with in the 1960s, a spirit I'd pretty much thought had gone the way of the dinosaur.

Back in New York: A New Start

I returned to New York wanting to find a way to help spark new life in our small Scholastic unit. I had no idea where to start—I was counting on my fellow NextGen committee members to help. Then one day Peter Jones, our unit chair, told me he was thinking of stepping down. Would I consider running? Yes, I said. Yes, I would! This would be the second event to change my focus.

I was elected a couple of months ago, and last month my new journey began.

Where will I go from here? I'm not sure. But one thing I do know is we'll find out together: my fellow Scholastic unit officers, and the many Scholastic unit members who've approached me expressing interest in the Guild. The level of interest is encouraging.

There's also the NextGen committee. Hopefully, many more of you out there, regardless of age or union longevity, share our goal: making the "next generation" of unionism visible, vibrant and fully prepared for whatever the future may bring.

DAYBOOK

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

CWA Civil Rights & Equity Conf.
April 9-12, Washington DC

Freedom Award Banquet
May 21, Washington, DC

International CBTU Convention
May 21-26, St. Louis, MO

Nat'l Conference Media Reform
June 6-8, Minneapolis

CWA Annual Convention
June 23-25, Las Vegas

FROM THE MORGUE

Seventy years ago this month:

For the first time, two vice-presidents-at-large representing the Guild's commercial department members are elected to the international executive board. . . . Testifying before the National Labor Relations Board, witnesses for the San Diego Union Tribune admit to suppressing, coloring and playing down certain news stories, especially those concerning the Committee for Industrial Organization. . . . A confidential memo from the New York Times ad director complains about "paid-for propaganda" in the Herald Tribune masquerading as news.

Fifty years ago this month:

The AFL-CIO ousts three unions amid corruption charges, including the Teamsters, the Bakery and Confectionery Workers and the Laundry Workers. . . . The Philadelphia Inquirer unexpectedly buys the Daily News, threatening the loss of 25 Guild-represented jobs. . . . A Guild strike forces the Pioneer Press and Dispatch in the Twin Cities to suspend publication for the first time in 109 years.

Twenty-five years ago this month:

Rupert Murdoch takes ownership of the Boston Herald American from Hearst after the newspaper's 11 unions agree to staff cuts. . . . "Serious questions" about the finances of a Guild merger with the ITU prompt a postponement of a special Guild convention to vote on the merger. . . . The Canadian Labor Congress joins the call for improving VDT designs and for additional studies of long-term health effects on their users.

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