

THE GUILD Reporter

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Campaign '08

As nominations near, the knives are coming out

[The following story is based on an audiotape of a candidates' forum Jan. 8 hosted by the Newspaper Guild of New York. Several of the charges leveled at the forum, together with the candidates' responses, are repeated in letters to the editor, starting on page 6.]

By Andy Zipser
Editor, The Guild Reporter

Heading into the home stretch before the nominating convention, the two caucuses vying for control of TNG-CWA have started hitting more sharply at each other's perceived weaknesses. The slate headed by current Secretary-Treasurer Bernie Lunzer is criticizing President Linda Foley's decision-making style, accusing her of making back-room deals without adequately consulting Guild or local members. Foley's slate, in turn, is charging Lunzer with incompetence and mismanagement of union funds.

The differences—and the more pointed nature of the evolving campaign—were vividly on display at a candidates' forum in New York at which each slate was given 45 minutes in which to present its case while its opponents were sequestered in a separate room. Approximately 40 Guild members attended the event, which included time for questions. The "Team Guild" caucus was represented by Foley and running mates Scott Stephens, seeking the post of secretary-treasurer, and Lois Kirkup, candidate for international chair. The "A Stronger Guild" caucus was represented by Lunzer and Carol Rothman, who is seeking to succeed him as secretary-treasurer. Connie Knox, running with Lunzer as a candidate for international chair, was unable to attend because of a work conflict.

Lunzer, winning the coin toss, led off by stressing that the Guild needs to do things differently—not

just because of fundamental changes within the newspaper industry, but because of changes within CWA. The loss of 2,000 TNG-CWA dues-payers over the past year because of layoffs, he said, has been paralleled by a belt-tightening at the national level that is pushing the Guild into "a full-blown crisis, starting with the financial area."

Yet instead of turning to the Guild's members for their ideas and energy, Lunzer charged, Foley has adopted the CWA's more top-down leadership style. "Linda has accepted their culture," he said, citing Foley's role in allowing the Guild's Canadian members to create a separate region within CWA. "This deal was brokered in a back room, it was never discussed in the Guild, and at the end of the day it was dropped on the convention floor and created a huge disagreement," he said.

The same top-down style has contributed to an ongoing erosion in Guild contracts, Lunzer also said. "There have been some major mistakes in the area of collective bargaining in the past few years," he contended. "We don't think we can allow that to continue. We don't want to see people meddling from on high and cutting deals, so to speak. But at the end of the day, when a local makes a contract the local should come away stronger. That's the cardinal rule."

Asked by New York Guild President Bill O'Meara to name the three biggest differences between the two top candidates, Lunzer succinctly replied, "Process, process and process." "There has to be the ability to have difference of opinion within the Guild," he said.

The Foley slate led off its presentation on a more personal note, with Scott Stephens leading the charge. Dismissing as "nonsense" most complaints about so-called secret deals, Stephens added, "the only secret deal I'm aware of in that time is the incredible loss that

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Vera Farmiga (left), and Kate Beckinsale in Rob Lurie's "Nothing But the Truth," based more or less truthfully (we'll know when it gets released, later this year) on the Valerie Plame case.

The week the Potomac flowed through Memphis

By Barbara Bradley
Memphis Newspaper Guild

A film location site is often a closely kept secret. And if you should stumble upon one, there are always guys around to make sure you don't get within 100 yards—so it was astonishing one afternoon last November to walk right past Kate Beckinsale and Angela Bassett as I headed for my desk.

For four days, the Commercial Appeal in Memphis was transformed into the fictional Capital Sun-Times in Washington for part of the filming of "Nothing But the Truth," a story loosely based on the Valerie Plame CIA leak case.

I was almost hoping someone would bark, "Sorry, lady, you'll have to leave," so I could say "Sorry, yourself, bub, I work here." But director-writer Rod Lurie's

crew and cast were polite to us. Actor Noah Wyle, the former "ER" doctor, even told movie critic John Beifuss, "Thanks for letting us crash your newspaper."

More than 100 grips, gaffers, makeup artists, wardrobe people, cameramen and extras invaded the newsroom. They installed bright lights in our comfortable gloom, built a big glass office in the metro section, put vertical blinds and special gels on our floor-to-ceiling windows and hung flat-screen TVs to replace our clunky relics, which they found too antiquated for a believable newsroom.

Beckinsale, who plays a crusading reporter, remarked how unimpressed the real reporters were with the filming—they just kept typing. But that, of course, was untrue. At the end of the first day of shooting, reporter Jody Callahan sent out a mass e-

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Talking (and writing) the walk

By Barbara Egbert
San Jose Newspaper Guild

Newspaper journalists who have covered a major event often take a six-month leave to write a book about it. I had to be different.

I took six months off work in 2004, hiked the Pacific Crest Trail with my husband, Gary Chambers, and daughter, Mary Chambers, and only then decided to write my book, "Zero Days: The Real Life Adventure of Captain Bligh, Nellie Bly, and 10-year-old Scrambler on the Pacific Crest Trail." That meant penning my deathless prose in my spare time while working full time

on the copy desk at the San Jose Mercury News. This reversal of tradition had its good points and its bad points.

The bad points are pretty obvious—there wasn't much spare time for writing, what with working, making the switch to "normal" life and helping my daugh-



Mary Chambers writes in a trail journal during her long walk.

ter adjust to school. But there were good points, too. Because Linda Zavoral wanted a freelance article and photo spread for the Travel section, I could type my trail journal onto my work computer during my lunch breaks. Organizing and writing that May 1, 2005, article helped me organize my thoughts for the book. And, of course, the Travel cover and double-truck helped sell my book proposal.

Three decades in print journalism provided a good grounding for the leap into authorship. Even on the trail, I was still writing and editing. Every several weeks, I compiled the high points of my journal and sent a summary to the

Los Angeles Times, for its now-defunct Outdoor section. (I had permission from the Mercury News to write for the L.A. Times, which published four collections of excerpts.)

So I was always thinking about which experiences

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2 former local presidents die

R. EMMET MURRAY, a long-time Seattle Times copy desk sage and union activist, died Jan. 19 from a brain hemorrhage. He was 68, and had battled back from a near-fatal stroke in 2002 that left him viewing each day since as a "bonus."

Murray was held in high regard at the Pacific Northwest Guild, where he served several terms as president, as an interim administrative officer in 1980 and on numerous contract bargaining teams. He drew on his union experiences to write "The Lexicon of Labor," which was first published in 1998 and is to be re-released in an updated edition May 1, and had retired in 2003 after 32 years as a copy editor, suburban editor, assistant city editor and news-desk editor.

An inveterate reader and history buff, he had a special interest in Latin America that included battling against the Newspaper Guild's "adventures" in that region in the 1970s. His several reporting trips to Latin America led to a nomination by the Times for a Pulitzer Prize for a series on Nicaragua, but a subsequent letter to the editor criticizing a Times editorial about Fidel Castro led to his reassignment amid professed concerns about his "objectivity."

"You could talk to him about anything," Art Joyner, a former administrative officer in the local, told the Times. "He knew what happened in Brazil, and he knew what happened in Bosnia. He was a person who inhaled the world and loved doing it."

Born in Brooklyn, Murray studied English at Seton Hall University, worked in Alaska during the summers and, when he had saved enough money, moved to Mexico for seven years. There he studied Spanish literature and Mexican history and worked as a reporter and editor on English- and Spanish-language newspapers before returning to the U.S., where he became a reporter and copy

editor in Newark.

Murray is survived by his wife, Nancy Rising, whom he married in 1992; a brother and three stepchildren. Rising, who may be e-mailed at nrising@comcast.net, suggested that donations may be made to "the Democratic candidate of your choice" or to an animal welfare organization.

BILL ERNST, four-time president of the San Jose Newspaper Guild and recipient of the local's Frank Rene Sauliere Award, died Nov. 21 after a long illness. He was 82.

Ernst, an easy-going retail advertising salesman at the San Jose Mercury News for 35 years, retired in the early 1990s after serving as the local's president from 1975 to 1977 and again in 1986. He also served as local vice president five times and was active on the executive board for more than 20 years.

Ernst was "a guy who really cares about other people and how he can help them," one former colleague said.

The Sauliere Award, the local's highest honor, was presented to Ernst in 1987 during the San Jose



Bill Ernst

Guild's 50th anniversary party. He had been nominated by 28 of his colleagues in the advertising department, who called him "possibly the best-known, most visible and widely recognized representative of our union" at the Mercury News.

They wrote, in part: "You can see this happening time and again. Someone walks up to Bill in the cafeteria (or his desk or in the hallways) and says, 'Jeez, Bill, this terrible thing happened to me.' And Bill says, 'OK, calm down, sit here and tell me about it.' Bill's way of doing Guild business over a cup of coffee has been the lifeline for countless Guild members over the years."

Ernst also served on the board of directors of the Mercury News Credit Union.

A U.S. Navy veteran of World War II, Ernst and his family were active travelers, visiting Europe as well as driving around the United States and Canada. He also was an avid photographer and surf fisherman. Ernst is survived by his wife of 55 years, Barbara; four adult children and six grandchildren.

Guild briefs . . .

Small-local subsidies offered

Guild locals with fewer than 100 members may request a \$400 subsidy to attend the TNG-CWA Sector Conference in Providence, Rhode Island starting February 27. Fifteen subsidies are available on a first-come, first-served basis and will be given immediately after the conference to qualifying locals that send only one delegate. Requests should be sent to mfranklin@cwa-union.org; or by fax to 202/434-1472; or mailed to The Newspaper Guild-CWA, Attention: Malinka Franklin, Guild Coordinator, 501 3rd Street, NW, 6th floor, Washington, DC 20001.

Contract database is on line

The Newspaper Guild's contracts database has been updated with the most current salary information available, by category and by contract. To access the database, go to the Guild's home page (www.newsguild.org), click on the information link and then on the link for salary information page, then click on Scale Database for complete salary information. The database may be searched for specific contracts or by job classification keyword. Anyone having a problem accessing the database should contact Melissa Nelson at (202) 434-1262 or mnelson@cwa-union.org.

Younger wins Leuchter

The winner of this year's Irving Leuchter Memorial Scholarship, which underwrites a six-week course in labor studies at Harvard University, is Carl Younger, a circulation account manager at the Boston Globe. An at-large member of the local's executive board for the past six years, Younger was the 2007 recipient of the Guild Service Award and has been cited for his role as a founding member of the TNG Equity Committee.

Monterey starts contract talks

Contract negotiations with the MediaNews-owned Monterey County Herald began Nov. 12 to replace the Guild contract that expired Nov. 16, but whose terms and conditions remain in effect because of an evergreen provision. Among the Guild's major concerns: an alternative health plan, higher starting pay and a new compensation proposal for outside advertising sales people and telemarketers. The Guild also is seeking a ban on all layoffs during the contract period, reinstating a defined benefit pension plan and having time-and-a-half overtime pay begin after 7.5 hours in a day and 37.5 hours in a week. The company wants to increase the employee share of medical insurance premiums to 35% for singles and 40% for all other coverage; the current split is 25%/32%.

San Jose layoffs challenged

The San Jose Guild has started arbitrating layoffs at the Mercury News, where eight more employees were given their walking papers at the end of November. One case, in which the union is arguing that management did not give due consideration to a veteran reporter's "general competence, qualifications and ability to do the available work" in a December 2006 layoff, was scheduled for a Jan. 24 hearing; arbitration also is being sought over the layoff of a veteran reporter dismissed in July.

CBC 'sale' — or outsourcing?

The Canadian Media Guild is challenging the Canadian Broadcasting Corporation's "sale" of its international sales operation, following an announcement that 11 sales employees will be laid off. Although CBC announced it had sold the rights for international sales of 135 TV shows to Fireworks International, a division of U.K.-based distributor ContentFilm, the Guild claims CBC has actually contracted out its members' work without following collective agreement provisions or the corporation's own policies on procurement of services.

Dayton local files 2nd ULP

The Dayton Newspaper Guild has filed a second unfair labor charge against the Dayton Daily News, claiming the company has not responded to information requests and cannot legally declare an

impasse when there are still outstanding issues. About 50 union members also picketed in front of the Dayton Daily News Media Center on Dec. 14, protesting management's improper declaration of impasse in contract negotiations, and the Dayton-Miami Valley AFL-CIO Regional Labor Council has pledged its support for the local.

Pension arbitration won

The Milwaukee Newspaper Guild has prevailed in an arbitration over changes made to its pension plan at the Journal Sentinel that summarily excluded new hires and part-time, non-vested employees. Although the local conceded that the company had the right to make changes in the plan, it also argued that contract language required the company to offer a pension plan that "will continue to cover employees." The arbitrator, noting that the contract language was not a "meaningless provision," ordered the company "to offer employees excluded from the pension plan coverage effective May 1, 2006," and "to make those employees whole."

MediaNews workers huddle

About a dozen Guild organizers and working members from Singleton papers around the country—including the St. Paul Pioneer Press, the Denver Post, the L.A. Daily News, the Long Beach Press Telegram, the Monterey Herald, the Mercury News and, of course, BANG-EB—are scheduled to meet Jan. 27 in Oakland, Cal. for a four-day organizing program. The workshop is to include seminars about the company's organization, issues and finances, as well as tips on organizing newsrooms.

Local creates retraining fund

The Pacific Northwest Guild has created a \$15,000 scholarship fund to help members pay tuition for training to improve or gain job skills. Although scholarship guidelines are still being developed, the fund will help pay for courses—for which tuition normally runs between \$300 and \$500—taken through the online CWA/Nett Academy, including web design (Dreamweaver, HTML, Flash), video editing, digital photography and videography. Basic writing and editing courses also are offered.

Milwaukee offers dues rebate

Milwaukee Newspaper Guild members have elected Karen Samelson as secretary and Kawanza Newson to an at-large board seat; both had been appointed to their new positions on an interim basis before the election. Also approved was a plan to stimulate membership by offering one month's free dues to each non-member who signs a union card, in addition to the one-month rebate already paid to the person who signs up the new member. The special dues offer, in conjunction with a membership drive, will be in effect for 90 days starting Feb. 1.

New officers at Star-Trib unit

The Guild's new unit officers at the Minneapolis Star Tribune, who took over Jan. 15, include vice chairs-at-large Eric Hanson and Chris Serres; Jenna Ross as vice chair for communication; Mike Kaszuba as vice chair for mobilization; and Pam Miller as chief steward.

Three join St. Louis board

The St. Louis Guild has filled three executive board positions, including Lori Waterhouse as recording secretary, who was nominated without opposition. There were four nominations for two slots at the Post-Dispatch unit, but only Deni Fleming and Judy Lee accepted the nominations.

Lehigh Guild activist dies

Charley Zaimes, a former chief negotiator for the Lehigh Valley Newspaper Guild, died Dec. 12. Zaimes had worked as an editor, photographer, reporter and columnist for The Morning Call, as well as a radio newscaster, commentator and news director for WSN in Allentown. He also was an editor and co-owner of Anglers News and worked as a public relations director of the Pennsylvania Liquor Control Board from 1965-1970.

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Reporter top minimums at Guild-represented employers

The Newspaper Guild-CWA has collective bargaining agreements with more than 250 newspapers and news organizations in the U.S. and Canada. This table shows the top minimum for reporters' salaries, with the number of years required to reach top scale at right. Actual salaries may be higher, based on contract provisions that allow for salary payments above these minimum levels. Canadian salaries are reported in Canadian dollars.

NEWS ORGANIZATIONS	WK.	RATE	YR.
Consumer Reports	\$1804.10	4	
New York Times	1675.28	2	
Reuters	1587.93	6	
Agence France Presse (Canada)	1583.70	7	
Reuters of Canada	1579.11	5	
CTV Ottawa	1518.38	8	
Standard & Poor's	1399.75	5	
Victoria Times-Colonist	1388.37	5	
Boston Globe	1387.18	5	
Wall Street Journal (Canada)	1370.00	6	
Agence France Presse	1356.61	7	
Minneapolis Star-Tribune	1344.00	6	
Chicago Sun-Times	1340.64	5	
Montreal Gazette	1326.00	6	
Ottawa Citizen	1321.60	6	
Philadelphia Inquirer and Daily News	1307.37	4	
Canadian Press & Broadcast News	1287.74	6	
San Jose Mercury News	1273.14	6	
Catholic News Service	1268.48	5	
Denver Post	1267.00	6	
Denver Rocky Mountain News	1267.00	5	
Wall Street Journal (U.S.)	1258.00	6	
St. Paul Pioneer Press	1240.15	6	
Canadian Broadcasting Corporation	1224.50	9	
Aboriginal People's Television Network	1223.86	9	
St. Louis Post-Dispatch	1219.00	8	
EFE News Services, Inc.	1218.73	4	
Jewish Telegraphic Agency	1217.42	8	
Milwaukee Journal Sentinel	1217.00	4	
Providence Journal	1208.84	5	
Honolulu Advertiser	1202.50	5	
San Francisco Chronicle	1202.24	6	
Associated Press	1170.00	6	
Buffalo News	1169.70	5	
Cleveland Plain Dealer	1167.21	5	
Halifax Chronicle Herald Limited	1149.17	5	
Baltimore Sun	1147.00	6	
New York Times Digital	1140.08	3	
Boston Herald	1120.35	5	
St. Louis Review	1119.53	5	
Akron Beacon Journal	1111.60	5	
Quincy Patriot Ledger	1110.00	5	
Regina Leader Post/Sunday Sun	1105.70	5	
Santa Rosa Press Democrat	1103.78	6	
Pittsburgh Post-Gazette	1100.83	5	
TVOntario	1098.51	5	
Manchester Union Leader/ New Hampshire News	1085.11	3	
Honolulu Star-Bulletin	1077.00	9	
Toledo Blade	1069.73	4	
Red Deer Advocate	1051.26	5	
St. Louis Labor Tribune	1049.18	6	
Washington Post	1043.80	5	
Portland Press Herald	1042.63	5	
Moncton Times-Transcript	1038.00	2	
Seattle Post-Intelligencer	1021.88	6	
Delaware County Times	1020.16	2	
Worcester Telegram & Gazette	1018.00	5	
Erie Times-News	1017.93	6	
Waukegan News-Sun	1012.88	5	
Wailuku Maui News	1011.27	5	
Seattle Post-Intelligencer	1002.28	5	
Joliet Herald-News	999.35	4	
Albany Times Union	998.48	5	
Memphis Commercial Appeal	996.86	5	
Peoria Journal Star	991.65	5	
Seattle Times	989.73	6	
Eugene Register Guard	984.20	6	
Kingston Whig-Standard	970.31	5	
Associated Press (Puerto Rico)	967.79	5	
Sudbury Star	961.68	6	
Jersey City Journal	955.05	4	
Sault Star	948.37	6	
North Bay Nugget	936.31	5	
Catholic Universe Bulletin Publishing	928.37	6	
St. John Telegraph Journal	923.26	5	
Fredericton Daily Gleaner	922.36	5	
Jewish Forward	920.22	2	
WPIX-TV	920.09	4	
Detroit Free Press	910.34	5	
Canton Repository	909.55	5	
Indianapolis Star	896.19	6	
Cape Breton Post	894.94	6	
Yakima Herald Republic	887.00	4	
Time	881.85	1	
Kitsap Sun	881.66	6	
Brockton Enterprise and Times	874.17	5	
Detroit Observer & Eccentric	873.85	5	
Independent Newspapers: Macomb Daily and Royal Oak Daily Tribune	864.53	5	
Duluth News-Tribune	855.82	6	
El-Diario-La Prensa	853.99	5	
Scranton Times-Tribune	848.66	4	
Michigan Catholic Company	847.52	5	
Hilo Hawaii Tribune-Herald	842.91	5	
Detroit News	840.90	5	
Pueblo Chieftain	840.62	5	
Twin Cities Catholic Spirit Bulletin	839.70	8	
Peterborough Examiner	834.92	6	
Los Angeles Daily News	834.48	6	
Beacon Herald of Stratford	826.15	5	
Jewish Forward (English Language)	824.04	5	
Fall River Herald-News	820.90	5	
York Dispatch	814.89	4	
Long Beach Press-Telegram	811.90	6	
York Daily Record	794.00	4	
Sheboygan Press	783.47	5	
Glenview Pioneer Press	769.86	6	
Knoxville News-Sentinel	768.90	4	
Amsterdam News	752.95	6	
Kingston Daily Freeman	749.51	5	
Newsweek	741.00	2	
Youngstown Vindicator	738.55	5	
Kenosha News	735.00	6	
Pawtucket Times	729.00	5	
Monessen Valley Independent	724.84	6	
San Juan El Vocero	715.00	16	
Lynn Daily Item	712.76	5	
Medicine Hat News	690.45	5	
Gary Post Tribune	689.79	6	
Monterey Herald	682.63	3	
Sioux City Journal	677.00	8	
Terre Haute Tribune-Star	672.97	5	
Waterville Morning Sentinel	666.95	4	
Hazleton Standard-Speaker	664.71	6	
Cowichan Valley Citizen	655.87	5	
Skagit Valley Herald	647.60	3	
Bakersfield Californian	640.00	3	
Lexington Herald-Leader	640.00	5	
Woonsocket Call	635.38	4	
Lindsay Daily Post	630.80	5	
Wilkes-Barre Citizens' Voice	610.83	4	
Norwalk Hour	603.15	0	
Northumberland Publishers: Cobourg Daily Star, Port Hope Evening Guide, Warkworth Journal and Campbellford Herald	597.35	3	
Pottstown Mercury	595.60	4	
San Juan Star	588.00	6	
Massillon Independent	585.28	4	
United Press International	576.92	4	
Scholastic Magazine	576.22	1	
Norristown Times Herald	537.83	6	
New England Construction News	479.62		
Alameda Newspaper Group: Fremont Argus, Fresno Bee, Hayward Daily Review, Modesto Bee, Oakland Tribune, Sacramento Bee, San Mateo County Times, and Tri-Valley Herald	N/A		N/A
Dayton Daily News	N/A		
Rochester Democrat & Chronicle	N/A		
Utica Observer-Dispatch	N/A		

Several Guild locals sign off on new contracts

While several TNG-CWA locals are still waging months-long battles at the bargaining table, quite a few recently reached agreement on new contracts. Among them:

- Members of the Lexington Newspaper Guild are to vote on a new five-year contract at the McClatchy-owned Herald-Leader, where management demands to cut sick leave and to slash or eliminate health care for part-time workers had sparked a spirited backlash. Brandon Ortiz, president of the local, had led the local in a series of mobilization activities to publicize the company's demands, including information pickets and a YouTube video.

The previous contract, covering approximately 90 newsroom employees, expired a year ago. The tentative agreement, reached after both sides met with a federal mediator, preserves part-time health insurance for at least two years, after which McClatchy must give 90-days' written notice before canceling the benefit. Contract improvements also include a company commitment to pay 50% of COBRA health insurance premiums for 60 days for laid-off employees; \$10 increases in differentials for supervisory work and night shifts; a month's notice of layoffs, up from two weeks; and higher pay for news assistants who write stories.

- Canadian Media Guild members at Alliance Atlantis overwhelmingly ratified their first contract, after 16 months of nego-

tiations—just as the federal government approved the acquisition of their employer by CanWest Global. The contract includes a 3% salary increase retroactive to Jan. 1, 2007, followed by 2.5% increases this month and next January and a 3% bump in 2010, as well as cash bonuses for last year and this March.

Excitement over a successful conclusion to contract bargaining was dampened by the CanWest purchase. "We worry that the sale will reduce competition . . . and that the Alliance Atlantis channels will be used as cash cows to finance the growing CanWest media empire," said Lise Lareau, the local's president. "This will likely mean even less original programming for Canadians and fewer jobs in this important sector of the economy."

Alliance Atlantis is a film distributor and operates 13 Canadian television channels.

- A tentative three-year agreement at the McClatchy-owned Fresno Bee provides for "modest" pay increases and continuation of nearly all terms and conditions of the previous contract. But in anticipation of a possible McClatchy move toward a "streamlined" national retirement system—including possible cuts in future benefits—it bars any pension plan changes that aren't applied equally to management. The company has said there are no plans to change pension terms this year.

Meanwhile, a contract re-opener at the sister Bee in Sacramento led to agreement on a

2% salary increase this year plus a 2% merit raise pool, with a company commitment to spend at least 95%—up from 85%—of the pool. McClatchy also agreed to increase maximum severance pay to 52 weeks, up from 40, as it outsources graphic artist positions to an India-based company.

- The Providence Newspaper Guild readily ratified, 228-17, a new three-year contract at the Belo-owned Providence Journal. The agreement marks only the second time in the local's history that it renewed a contract before the previous pact expired, in marked contrast to the bitter four-year battle preceding the 2003 agreement.

Contract details include a 3% wage increase this year, followed by a 2% increase in 2009 or whatever the craft union wins, whichever is higher; the 2010 increase will be the same as the craft union's. In addition, 31 employees are being upgraded, giving them first-year increases between 5.5% and 8.5%; medical premium co-pays will remain at 15% for the life of the contract; and employees required to use a cell phone for work will receive a \$50 monthly allowance. On the down side, short-term disability benefits are being reduced to 70% of regular pay.

- Following an unorthodox approach to bargaining, the two-dozen operations employees at the Aboriginal Peoples Television Network have ratified a contract that gives them pay increases ranging from

15% to 22%. The agreement was hammered out in one-on-one meetings between the network's CEO and Dan Oldfield, the Canadian Media Guild's representative, who was seeking to avoid a repeat of the acrimonious, year-long battle waged by APTN's editorial unit before it was able to win a contract last March.

The result not only provided hefty wage increases but was retroactive to last August and included a \$500 signing bonus. Other improvements include a clause that disallows layoffs due to technological changes; improved family leave provisions; and an annual APTN-wide paid holiday the third Monday of each February in honor of Louis Riel, founder of the province of Manitoba and a Métis leader.

- Approximately 70 Guild-represented employees at the headquarters of the United Food and Commercial Workers ratified a three-year contract, 46 to 18. Contract highlights include 2.5% scale increases in 2008, 2009, and 2010, along with a 2% lump-sum bonus paid in January of each year. For off-scale employees, the increase will be 1.5% each year, with a 2.5% bonus paid each January. All Guild members received a \$750 ratification bonus.

Other contract improvements include a 401(k) match increase from \$600 to \$1,200; an extra week of vacation for those with up to 10 years of employment; and an additional personal day each year for exempt employees.

News round-up

For journalists, 2007 was to die for

According to the International Federation of Journalists, violence against journalists in 2007 reached extreme levels for the third consecutive year and included 171 confirmed deaths, just shy of the record set a year earlier. Conflicts in Iraq (65 deaths), Somalia (eight deaths) and Pakistan (seven deaths) proved the most dangerous, followed closely by Mexico, Sri Lanka and the Philippines.

Amping up the treadmill

Americans are working more each week, clocking in approximately 42.5 hours in 2006 compared with 37.5 hours in 2003, according to the federal Bureau of Labor Statistics. Labor experts say the extra hours are a result of fewer employees to do work, fears of job security, a need for overtime pay and a hope for advancement. Eighteen percent of workers put in more than 48 hours a week.

And then there was . . . one?

Robert J. Battista term as chairman of the National Labor Relations Board expired at midnight, Dec. 16, ending the board's anti-union Republican majority by leaving two GOP members deadlocked with two Democrats. That was followed this month by the expiration of two more terms, leaving just two incumbents: Democrat Wilma J. Liebman, who has consistently objected to the board's attacks on workers' rights, and Republican Peter C. Schaumber. But no worries. Anticipating an ideological standoff, the four-member board voted unanimously, Dec. 28 to temporarily delegate much of its authority to the board's lawyer, General Counsel Ronald Meisburg.

Quebec lockout now in ninth month

More than 250 employees of Quebec-owned Journal de Québec have been on the street for the past nine months, following a lockout by the daily paper's management. Instead of picketing, the locked-out workers have been producing a free daily strike paper, Média Matin, that now has one of the biggest local news rooms in the country and has generated enough ad revenue to cover all production costs. Support for the locked-out workers has included a \$2,000 donation from the Canadian Media Guild, which also has bought advertising in Média Matin. At press time, it appeared that the two sides were about to return to the bargaining table.

Making it easier to see CEO excess

Tracking CEO pay should be a bit easier this year, following the unveiling by the Securities and Exchange Commission of an "Executive Compensation Reader" (www.sec.gov/xbrl) that features data from the 500 biggest publicly traded companies. Executive pay at those companies rose 23% in the 12 months ending October 25, according to the Corporate Library; compensation experts at Equilar note that the typical top exec at a Fortune 500 company has now accumulated \$48.2 million in pension benefits, deferred pay, unexercised stock options, other stock awards that haven't yet vested and shares owned outright.

Got a health-care story to share?

The AFL-CIO has launched an online survey of Americans' experiences with the health care system, planning to deliver the responses to the presidential candidates, every U.S. senator and representative, every candidate for Congress, and state and local officials in every state in our country. The survey includes such topics as whether Americans are going into debt because of medical bills; whether they are skipping follow-up visits, treatments and prescriptions because they can't afford to pay for them; and whether people are locked into jobs for fear of losing their health insurance. The survey may be taken anonymously at www.healthcaresurvey.aflcio.org.

WashPost workers in publicity blitz

Some 400 CWA-represented production workers at the Washington Post have launched a month-long advertising campaign in hopes of jump-starting stalled contract negotiations and receiving their first wage increase in five years. The campaign includes radio and television ads and billboards and may be seen at www.washingtonpostunfair.com. Pensions are among the major issues, with the Post demanding the right to withdraw from a national pension plan administered jointly by a board of employer and union trustees—as well as demanding the unilateral right to decide what to do with the money in the plan.

CWA makes scholarships available

All Guild members are eligible to apply for CWA's Joe Beirne Scholarship program, with 30 partial college scholarships of \$3,000 each being offered for the 2008-2009 school year. Winners, selected in a lottery drawing, also receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Applications must be received by March 31, 2008. For more information and forms, see www.cwa-union.org/members/beirne/application.html.

Eugene Guild e-mail case ends badly for all unions

By Mark Gruenberg
Editor, Press Associates Inc.

In his parting "gift"—call it a lump of coal—to the nation's unions, National Labor Relations Board Chairman Robert J. Battista provided the key vote in a 3-2 decision that virtually bans union members from using their employers' e-mail systems.

In a Dec. 16 ruling the day he left office, Battista—former management-side labor lawyer from Detroit who represented the publishers during a bitter newspaper strike more than a decade ago—declared that employers have almost unlimited control over uses of their e-mail systems. The case involved another newspaper, the Eugene (Ore.) Register-Guard.

The case is important to the labor movement, which like other organizations increasingly relies on internet-based technology to communicate with its members, as well as with potential members. That's why the AFL-CIO intervened with a friend-of-the-court brief backing The Newspaper Guild-CWA, which went to bat for its members at the Oregon paper.

"Employees have no statutory right to use the respondent's e-mail system" for collective bargaining purposes, ruled Battista and fellow Bush-named GOP NLRB members Peter Kirsanow and Peter Schaumber. "We therefore find" the Register-Guard's "policy prohibiting employee use of the system for 'non-job-related solicitations' did not violate" labor law, they declared.

The Newspaper Guild, the CWA and the AFL-CIO also contended that the paper discriminated against

copy editor Suzi Prozanski, then the TNG local president, for sending three union-related e-mails in 2000. Although management warned Prozanski not to use the e-mail system in that manner again, it did not take similar action against other e-mailers, they pointed out.

The union plaintiffs argued that "where an employer allows employees to use the e-mail system to communicate with each other on non-business matters generally, the employees are already rightfully on the employer's property, in the sense they have been allowed access to the e-mail system.

"Thus, it is the employer's management interests, not its property interests, that are implicated," they added. "The employer may impose a nondiscriminatory restriction on e-mail communications during working time, but may impose additional restrictions only by showing they are necessary to further substantial management interests."

But the GOP majority flatly rejected that argument. "The employer has the basic right to restrict employee use of company property," it declared, as long as the firm does not single out unions.

Dissenting Democratic NLRB members Wilma Liebman and Dennis Walsh referred to the board majority as "Rip Van Winkle."

"Only a board asleep for the past 20 years could fail to recognize e-mail has revolutionized communication both within and outside the workplace," they wrote. "In 2007, one cannot reasonably contend, as the majority does, that an e-mail system is a piece of communications equipment to be treated just as the law treats bulletin boards, telephones, and pieces of scrap paper."

Labor tries to figure out how to join the globalization trend

More than 200 union activists from 63 nations worldwide—from Azerbaijan to Britain, Fiji, Russia, the U.S. and Venezuela—brainstormed for two days last month on how to improve international organizing and cooperation. And when they weren't talking to each other at the National Labor College in Silver Spring, Md., they were button-holing legislators on Capitol Hill to press for stronger U.S. labor laws and support for unions.

Although the event's organizers recruited the support of House Speaker Nancy Pelosi (D-Calif.) and Senate Labor Committee Chairman Edward M. Kennedy (D-Mass.), they also admitted the conference was only a start. Unions must build multi-national alliances to counter multi-national corporations—now rivaling political states in economic size and power—and that means political activism and coordination on an unprecedented scale.

"We have to be clear about building a political movement around bargaining rights," contended Larry Cohen, who in addition to being president of CWA also chairs the AFL-CIO's organizing committee. That's what happened in Australia, he noted, where the Labor Party's 2-1/2-year campaign against anti-labor laws recently ousted the right-wing government by educating voters on how the law hurt all families, not just union workers. "When we have the ability to establish collective bargaining rights, the other issues"—such as

rising wages, universal health care and protected pensions—"will take care of themselves," Cohen declared.

Other union presidents attending the conference included Linda Foley of The Newspaper Guild-CWA, Pat Friend of AFA-CWA, Leo Gerard of the Steel Workers, Joe Hansen of the United Food and Commercial Workers, Greg Junemann of the Professional and Technical Employees, Andy Stern of SEIU, Ed McElroy of the American Federation of Teachers, Bill Burrus of APWU, Tom Buffenbarger of IAM and Bob Kingsley of the United Electrical Workers.

Much of the discussion in Silver Spring focused on joint organizing campaigns, in which union federations worldwide link individual national unions to battle the conglomerates. Recent successful examples of such cooperation include BCTGM's success at Dannon, the Teamsters' win at Quebecor, North America's second-largest printer, and SEIU's drive to unionize security guards.

The Capitol Hill session, meanwhile, focused on legislative solutions and their importance, especially the Employee Free Choice Act, which passed the Democratic-run House earlier this year but was killed by a GOP filibuster in the Senate. "This era of globalization must be judged not just by growing profit margins and rising gross domestic product, but by how we treat the workers who create that," Kennedy told conference participants.—PAI

Would you prefer a virtual GR?

Confronted with sharply rising postage costs and slow mail delivery, the TNG Executive Council's Guild Reporter committee is exploring alternative communications methods. TNG-CWA members therefore are asked to respond to the following questions, either by going to the TNG-CWA web site (www.newsguild.org) or via e-mail to Andy Zipser, editor of the Guild Reporter, at azipser@cwa-union.org:

1. Do you read the print version of the Guild Reporter:

- regularly
- occasionally
- seldom
- never

2. Do you currently read an electronic version of the

Guild Reporter:

- regularly
- occasionally
- seldom
- never

3. Does the Guild Reporter arrive at your home/workplace in a timely manner:

- yes
- no

4. Would you prefer to receive the Guild Reporter:

- in its current print form
- in its current electronic form (an e-mailed reminder with clickable links)
- in some other electronic form, such as a PDF?

Please feel free to add additional comments!

Knives are out

Continued from page 1

we suffered in 2004, 2003, to the mobilization and defense fund."

The fund, Stephens said, lost \$500,000, plus an additional \$270,000 in fees paid to Merrill Lynch, because Lunzer had authorized hedge fund trading without the knowledge of either Foley or the executive council's finance committee. "Unbelievably," Stephens added, when the losses were questioned at the August, 2004 sector conference, "Bernie attributed the losses to dips in the bond market. That simply wasn't true. So we had a secret deal, and we had a cover-up," and that was something "I can't stomach."

Although Foley followed with a recitation of her experience and priorities, it was Stephens' accusations that commanded the most attention during follow-up questioning, not least because Stephens is a member of the Guild's finance committee. "Where were you?" someone in the audience demanded of both Foley and Stephens, to which both replied that they were unaware of what Lunzer was doing until "long after the fact" because he didn't tell anyone. But not everyone was satisfied with that response.

"It should have been aired as an issue for the membership, not thrown in as a stink-bomb before an election," charged Barry Lipton, who recently retired as the local's president. "You had an obligation to tell the membership what was going on."

Bill South, president of the Guild unit at Consumers Union,

drew markedly different responses from the candidates when he shared his members' concern that the Guild's democratic traditions are threatened by the CWA's more top-down leadership style. Lunzer agreed that there is reason to be wary, expressing his belief that CWA leadership doesn't like this election, doesn't like direct election of officers and would like to do away with the Guild's executive council altogether. Foley, on the other hand, assured her listeners that the merger agreement between the two unions "guarantees the democratic process we have here."

"The leadership of the CWA really wants me to continue as president of the Guild, and if they wanted to impose whatever, this would be the time to do it," she added. "They can't do it, and they're not going to do it."

Asked by O'Meara to respond to the same question he had posed to Lunzer about the three major differences between them, Foley said the number one difference is "I really strive to get things done."

Second, Foley continued, "Because I am a woman, I come at things in a different way. I'm much more collaborative, I'm much more inclusive, in terms of bringing people in. It's not so much about me and what my ideas are, or how I think, it's much more about how can we work together and as a union have successes."

The third difference, Foley said, is transparency, which she said is a "key issue" for her.

More jobs cut, in Seattle, Chicago

More layoffs have been announced at the Seattle Times, which is looking to reduce head-count by 86, and by the Sun-Times Media Group, which is lopping at least 75 editorial jobs company-wide.

Although most of the Seattle cuts are to be achieved through attrition, the company said it would have to lay off 17 employees, most of whom are represented by the Pacific Northwest Guild. Most of the layoffs will be in circulation. In a further attempt to cut costs, the Times said it would stop publishing a Sunday tabloid section launched just last spring, consolidate some features sections and reduce the newspaper's width by an inch.

More or less concurrently, the Sun Times in Chicago announced it would cut 35 union and five non-union jobs from its newsroom staff of 221. That was followed shortly thereafter by news that Pioneer Press, owned by the same parent company, would cut 11 newsroom positions at its various suburban papers and shutter three of its 57 mastheads. Most of the Pioneer Press employees, as at the Sun Times, are represented by the Chicago Newspaper Guild.

The company also said it would eliminate eight of 53 editorial staff positions at the Post-Tribune in Gary, Indiana, where employees are represented by the Gary Newspaper Guild.



"Nellie Bly" and "Scrambler" sign journal on the Pacific Crest Trail.

'Zero Days': years of writing

Continued from page 1

would make a good story, and how best to describe them. As soon as I returned home, I began writing unpaid articles for the Pacific Crest Trail Association, Tahoe Rim Trail Association, Newspaper Guild and anyone else who was interested. I hadn't originally planned to write more than a few magazine and newspaper stories, but so many people asked if I planned to write a book that I decided to give it a try.

A literary agent who wasn't interested in my proposal was nonetheless willing to give me some tips out of the goodness of his heart, and I pored over the latest edition of *Writer's Market*. An author I met at a long-distance hikers' convention offered insight into the etiquette of book proposals. I wrote three sample chapters to go with my biography, writing samples, outline and marketing plan, made a list of the most likely publishers and began mailing proposals—more than two dozen.

I was surprised (and delighted) to receive a solid offer on that first round. I hired a literary attorney to negotiate the contract (and spent most of the advance on his fee) and then began writing the rest of the book.

My experiences on the editorial board and copy desk prepared me to work with Eva Dienel, my editor at Wilderness Press. I firmly believe that good editing can improve anything, so I wasn't surprised or offended when Eva wanted major changes in everything, from my favorite trail tales to the order of the chapters. After I turned in the first complete version, she made suggestions and I rewrote much of the manuscript. After that, she did a more thorough editing and I revised a second time.

By the time we were finished, I was really proud of the result: a book that is entirely in my own voice, but which has been sheared of the redundancies, side

issues and unnecessary anecdotes that had crept in during the two years I spent writing it.

Like a thru-hiker, "Zero Days" is slim and energetic, with a light load of essential facts and a consistent focus, bolstered by the sense of humor which often is the only thing that gets a backpacker through the day. To my surprise, Wilderness Press kept my working title, which I borrowed from the phrase thru-hikers use to indicate a day off from hiking—a "zero day" is a day with zero trail mileage.

A few things about book publishing took some getting used to. Deadlines were squishy by newspaper standards, and my editor was thrilled every time I turned in material when promised, rather than begging for more time. The publication date changed three times before settling definitely on January 2008. And because of color production and layout requirements, the photos and drawings were chosen long before the book was finished. Wilderness Press uses the Chicago Manual of Style, instead of the Associated Press stylebook (on which the Mercury News stylebook is based). Rather than try to write the book in one style in the morning and edit the paper in another in the afternoon, I told Eva I'd write in AP style, and she could search and replace as needed.

One more way in which my newspaper background helped was being able to call on two friends who are also copy editors—Michele Jurich and Stewart Applin—to help correct the final proofs before they went to press. Having two more sets of professional eyes looking for typos and unclear sentences gave me confidence that what I finally gave to Wilderness Press was the best it could be.

[Reprinted from the December, 2007 issue of *Guild News*, official publication of the San Jose Guild.]

'Nothing But the Truth' doesn't include location

Continued from page 1

mail to announce, "Kate Beckinsale, Noah Wyle and Angela Bassett are standing behind me right now."

Veteran reporter Cindy Wolff found the bustle and energy on the floor exciting: "We haven't had this many people in here since the Reagan administration," she said.

The mix of real and fake reporters created some odd moments, as when Beckinsale, affable, friendly and professional, got caught with a real caller, a reader who had a complaint, and took a message for society columnist Michael Donahue. Reporters later joked that he now had her autograph, but it was his own

name on the note.

One weekend day, reporters and editors who were selected as extras brought three outfits to the newspaper for review by the wardrobe people, then spent several hours in a conference room waiting to be called in. The best "extra" role probably went to Peggy McKenzie, assistant managing editor for features, who was overcome with joy (over and over again) at being nominated for a Pulitzer Prize.

The best part for me, as CA fashion editor, was interviewing Bassett, Wyle and the movie's costume director, Lynn Falconer, on the complex process of creating wardrobes

for the major characters. Bassett, who plays editor Bonnie Benjamin, explained she had a voice in the costumes she would wear and could veto anything that didn't feel right for her character. That could be painful, since actors sometimes get to keep the clothes they wear in films.

"Angela loves that!" said Bassett, breaking into a big smile as she remembered an outfit she had to edit out. "But that is going. It's not Bonnie. Bonnie wouldn't wear that."

Wyle said his character wore "the kind of clothes a guy would pick who doesn't have a girlfriend." His newspaper lawyer character was a bit obnoxious. (Now who would

imagine that?)

I discovered that film crews really do call out "action" and I was told I could watch one scene as long as I didn't get past the "village," apparently a circle of chairs from which folks monitored the action on video screens. The last act of the day was "checking the gate," as folks reviewed the day's footage and, if all was in order, called it a wrap.

The film crew is long gone now. The newspaper is apparently keeping the nice TVs and the blinds. We're told an assistant managing editor is going to move into the glass office, but so far it is still unoccupied. Who wants to work in a glass box?

HUMAN RIGHTS WATCH

More diversity needed despite seniority rules

By Vernon Clark
Philadelphia Guild

The new year always provides a timely opportunity to reflect on the previous 12 months. In the newspaper industry, 2007 was a particularly bitter year. Newsrooms across the country saw their staffs slashed by buyouts and layoffs as newspapers struggled to cope with stunning declines in advertising and circulation.

The staffs of the St. Louis Post-Dispatch, the San Francisco Chronicle, the Los Angeles Times, The New York Times, The Boston Globe, the Milwaukee Journal Sentinel and other papers shrank last year. No group was more heavily affected by cutbacks than minority journalists. Newspapers saw the number of racial and ethnic minority staffers suffer declines. For diversity, 2007 was a disaster.

Newspapers across the country saw large numbers of minority journalists disappear, many leaving to become consultants, college instructors, and even public relations specialists. Others were pushed into unemployment.

On Jan. 3, 2007, at The Philadelphia Inquirer, where I am a reporter, 71 newsroom employees—or about 17% of the editorial staff—were laid off at the close of the holiday season, including about 20 minorities.

Heads hung low, and many men and women shed tears as news of each layoff was whispered through the newsroom. Did you hear about this or that coworker? I was asked repeatedly. E-mail accelerated the process.

As one of the senior black journalists at the Inquirer, I received several calls from local

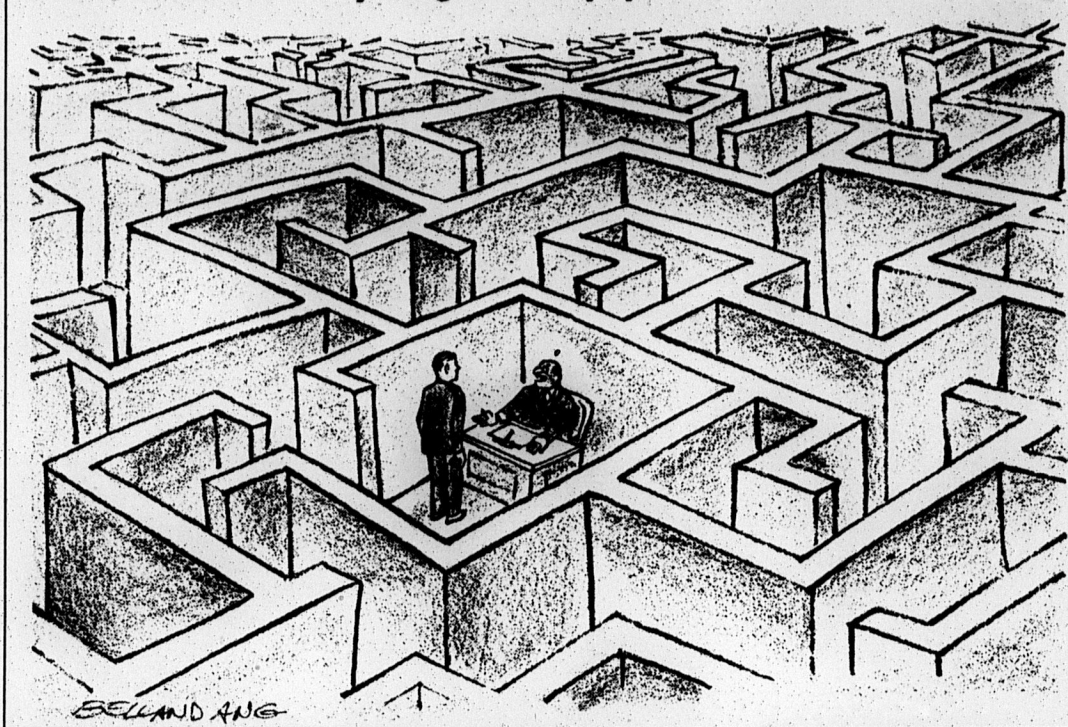
and national media wanting to know how the devastation was playing out. I also helped a few of my laid-off colleagues carry boxes of belongings to their cars. It was a day I will never forget.

This dramatic reversal followed a change in ownership. In May 2006, the Inquirer, which for decades had been the flagship paper of the Knight Ridder chain, was sold to a local investor group. The head of the Inquirer's new ownership group told staffers no layoffs were planned—but within weeks after negotiating a contract with the Guild, layoffs were announced. Since then, a handful of the laid-off minority staffers have been brought back.

One reason managers gave for the disproportionate impact on minority staffers was the seniority system embraced by the Guild, one of the fundamentals of the union movement. Bosses contended that because minority workers, for the most part, were among the last hired, there was no way to preserve the jobs they held as long as seniority was the key consideration. Despite this contention, managers were able to spare from the ax the jobs of many vulnerable workers, through "carve outs," by classifying their positions as critical to the operation of the paper.

Over the past year, the Inquirer's newsroom managers organized several brown-bag lunches for staffers at which former Inquirer editors, some considered among the best minds in journalism, spoke about the state of newspapers and shared their perspectives on the future of the industry. I attended four of these gatherings; each time I was one of a few minority workers in the room.

'Sure, We'll Hire Any Negro Newspaperman Who Comes Along'



Forty years and counting: cartoon published in the Feb. 9, 1968 Guild Reporter.

The speakers would share their observations on the state of the industry, often citing examples of what some were doing well. Each talked about the role of the internet in the future of newspapers. At the end of each session, the speaker would take questions. I made it a point to ask each speaker about the future of newsroom diversity and what impact these cuts would have, making note of the low numbers of minorities in the room.

Two of the speakers tried to blame seniority rules. All of them expressed regret. One

said the problem was a result of a "union situation." Another said it was a case of "last in, first out." Another said that when he was an editor, one of his top priorities was to increase the numbers of minority journalists to help reflect the racial and ethnic make-up of the community. He said he adopted the same strategy when he went to his next job.

I hope that by the end of 2008, editors around the country will share his view that despite industry declines and seniority rules, newspapers must stay committed to diversity.

LETTERS TO THE EDITOR

To the Editor:

No wonder readership, circulation and jobs are down. After reading The Guild Reporter Dec 14, 2007 edition, I see one reason why. On page 7 the mission of the Guild says it "must never become a personal political platform . . ." yet above that is Barb Kucera's article, "Illegal immigrants, or undocumented ones," which reveals why newspaper readers are subjected to the politically correct "undocumented workers."

Newspapers have defied public opinion and immigration laws, insulted legal immigrants such as myself by condoning and normalizing "illegal aliens," and generally supported illegal immigration. That is one reason your readership and circulation are down: people are going to alternative news sources to read the truth and not politically correct reporting.

—Dave Young, Columbus GA
Member, WashTech/CWA 37083

[Editor's note: The piece in question was an opinion column, not a news story, and as such was properly presented on the commentary page.]

To the Editor:

I've worked with Linda Foley since 1996, the year I created the Edna Berger Scholarship Fund. Edna was the first woman organizer on the American Newspaper Guild staff.

Linda agreed to become fund president and led its successful transformation to the Berger-Marks Foundation through complex estate litigation. Today, the foundation is sound and has helped scores of women organizers. Edna would be so proud.

When Gerald Marks, Edna's husband, invited Linda to visit him in 1997, she made such an impression that he offered a major bequest if fund trustees would make the fund a foundation and add his name. The trustees agreed, and today this independent, TNG-sponsored foundation has launched organizing campaigns in the Guild and other unions.

Gerald wrote song classics like "All of Me." Under Linda's leadership, the foundation sold its musical shares to Sony Corpo-

ration for \$2 million. The proceeds will support organizing.

As foundation chair, I work with Linda regularly. I know how good she is. She seeks the next challenge, like enabling top women organizers in 2004 to identify obstacles to organizing women (www.bergermarks.org).

Although I'm out of Guild jurisdiction, I know who I'd choose to lead. I know who Edna would, too.

—Louise D. Walsh
Retired member of the News Media and Washington-Baltimore guilds.

To the Editor:

I never sit on the fence about anything, so it shouldn't be a surprise that I writing to endorse Bernie Lunzer, Carol Rothman and Connie Knox as the future team to lead the Newspaper Guild Sector next term.

I have been privileged to have known all three candidates in my capacity as a member of the Sector Executive Board, and they all have proven to be independent thinkers and conscious of what the rank-and-file members need to survive in this tough anti-union newspaper climate.

I first met Bernie when he was a leader of the Committee for Constructive Change, which was responsible for bringing a new generation of leadership to the Guild. I have learned to respect Bernie's judgment and his ability to look beyond today and seek out solutions to tomorrow's problems. Having worked with Bernie in the sector finance committee, I have first-hand knowledge of his ability as secretary-treasurer and know that Bernie Lunzer will be a great president for the Newspaper Guild.

So please join me in endorsing Bernie Lunzer for president, Carol Rothman for secretary-treasurer and Connie Knox as international chairperson.

—Tom Thibeault, Manchester Guild

To the Editor:

I'm Steve Yount, president of IAPE, the Guild local that represents 2,000 editors, reporters, sales reps, techs and support employees at Dow Jones & Company, and I'm supporting the reelection of Linda Foley

as TNG president.

Linda has done an outstanding job during her tenure—and I believe the most recent success of my local is just another testament to her leadership.

Working with Linda, IAPE has restored transparency—and reliability—to IAPE finances, organized the last non-union editorial offices of Dow Jones, recruited new stewards across the country, dramatically improved communications and energized the rank and file to win a new contract that exceeds industry standards.

IAPE is stronger than ever before and I believe that Linda's leadership and support has made a significant difference.

My single most important responsibility is to do everything I can to defend and protect the interests of my membership. I am convinced that Linda Foley's reelection will do exactly that. Her commitment to growing the Guild, mobilizing the membership and providing the real-world leadership that'll give every local the resources it needs to fight for its members is indispensable.

—Steve Yount, president,
IAPE TNG/CWA 1096

To the Editor:

The Executive Committee of The Newspaper Guild of Greater Boston, TNG-CWA 31032 has unanimously voted to endorse the "A Stronger Guild" slate in the upcoming election for international president, secretary-treasurer and chairperson.

The committee viewed The Newspaper Guild Sector's need for a direction change to be chief among its reasons for the endorsement. It's not about successes or failures in the past; it's about meeting the challenges facing us now and in the future. Bernie Lunzer has the experience and vision to lead the Guild to be all that it can be. Carol Rothman's decades-long experience will augment her strength and resolve to keep the Guild on a solid financial footing within the CWA. Connie Knox, with her vast political experience, will keep the Guild conferences in order and top leadership responsive to the needs and desires of the membership.

The Guild needs a team that will not only work with each other but with every Guild local's leaders and members.

—Brian Whelan, president;
Bill McMurray, vice president;
Greg Sullivan, treasurer;
Donna Marks, secretary
Bill Brotherton, Bob Neil,
Cheryl Rebello

To the Editor:

A few years ago I was a reporter at Dean Singleton's Brattleboro Reformer daily newspaper. I was involved in an effort to organize a union there.

Because of the terms of a legal settlement to an NLRB case, I am not allowed to describe the outcome of the struggle, although the story was told in a Boston Globe article (available at the Globe's web site; search for my name) and was covered by the Guild Reporter.

I can say that my co-workers and I decided to organize with a union other than the Guild only because the other union had an office and staff here in Brattleboro, while the nearest Guild office and staff were hours away. In retrospect, I wish we had organized with the Guild.

In any case, during our organizing campaign, Linda called me and offered to help. She made it clear she was not trying to change our mind about joining the other union, and she never gave me any reason to doubt that. It was an offer of pure solidarity.

Linda and the Guild were able to help us, and for that I will always be grateful.

—Eesha Williams, shop steward,
UAW Local 2322, Brattleboro, Vermont

To the Editor:

I believe we need to support the advancement of women in newsrooms, politics and society. So, why do I back Bernie Lunzer and hope that we can unseat the union's first female president? I support the person who I think can do the best job. That person is Bernie Lunzer.

When Linda Foley first ran, it was on promises, plans and potential. Now, she has a history, a record:

• She signed a binding agreement on Canada—one we would have agreed to—with no discussion by the Guild membership.

• She established an organizing foundation, funded by a \$1 million bequest, without any discussion by the Guild membership.

• She shut down the Seattle strike based on her "strength of character," alienating many in the local.

• She chastised an entire room of delegates in Victoria when they disagreed with her ethics policy approach. I've seen her dress people down or belittle them if they dare cross her.

Women, and men, too, should vote their issues, not their gender, especially if the choice is between a woman who has a record of not being responsive to the needs of the Guild and a man who does.

—Jennie Tunkieicz, activist,
Milwaukee Newspaper Guild

Linda Foley responds:

I've come to expect a certain amount of "silliness" in the charges being leveled by my challenger and his team, but the latest is beyond silly political banter.

Canada? The Canadian Agreement was discussed for more than a year in every Guild local in Canada and was thoroughly discussed both in the Guild's Executive Council and at a meeting of more than 50 Guild leaders in Toledo.

The foundation's million dollars? Songwriter Gerald Marks offered the money, 75% of his royalties, but only if an independent foundation replaced a Scholarship Fund that had been created by an individual Guild member and named for the Guild's first female organizer, Marks' wife Edna Berger. The offer was thoroughly discussed by the Guild Executive Council without objection.

Seattle? The Post-Intelligencer strike ended with membership ratification of management's "final offer." The Times settled—and ratified, 3-to-1—after mediation involving US Senator Patty Murray, local Guild bargainers and national leaders of CWA and TNG.

"Chastised" delegates in Victoria? I'd call it "passionately advocating my position."

The truth is that I fight—passionately—for those things in which I believe: the Guild, you and your family.

To the Editor:

It has been a difficult year for Local 229 in Lexington, Kentucky. We are in our toughest fight ever, to get our first contract with new owner The McClatchy Co.

President Linda Foley has worked closely with us in that fight. She's advised us and helped us assemble an impressive team of supporters for our recent public rally. You can see her passionate speech online, at www.lexguild.org.

I've known Linda for nearly 30 years, since she was a copy editor in Lexington and president of our local. She's not only a strong leader, but a good person and a close friend of mine.

I'm saddened to see the nasty, sleazy campaign run by her opponent. It's been my observation that campaigns get ugly when they are desperate. I hate to see this sort of petty squabbling and personal attacks against Linda, especially since Linda has done such a great job dealing with the issues that face organized labor today.

Re-elect Linda Foley, and send a strong message that slimeball politics will not be tolerated in the Guild.

—Linda Niemi, secretary-treasurer
Local 229, Lexington, KY.

To the Editor:

I nominated Linda Foley for Guild president at the 2005 Sector Conference in Victoria. Now I support Bernie Lunzer for president. Why?

I still believe what I said about Linda when I nominated her. As the first female Guild president, she was a role model for me and other women stepping into leadership. I respect where she's been and what she's done.

I do believe Linda hasn't focused her attention where it should be. Linda has focused on issues of union governance. She has focused on issues of international journalism, such as the safety of war journalists.

No matter the fight, Bernie Lunzer has been available with advice during negotiations, with brainstorming during campaigns and with his presence when we needed it in some very tough spots. If we asked for help, Bernie was there.

Bernie always encourages us with his personal brand of pragmatic optimism, an optimism that is refreshing during the hardest times the news industry has ever experienced. We need someone in leadership who can remind us that we're fighting for jobs with justice.

Don't vote for Bernie because you're against Linda. Join me and vote for Bernie Lunzer because you know the Guild has a future and you want to work together on it.

—Liz Brown, administrative officer,
CWA Local 37082, Seattle

To the Editor:

We've heard a lot of allegations of "back-room deals" in the current TNG election campaign. Although most of that is simply political noise, there is one that is very real—and very serious.

The Guild's Defense & Mobilization Fund took a hit in 2003-2004, losing almost a half-million dollars while paying out \$270,000 in brokerage fees. At the 2004 Sector Conference, the secretary-treasurer told members the losses were caused by a "downward slide" in the bond market.

The fact is the secretary-treasurer—on his own—made the decision to buy stock "on margin" without telling the Finance Committee or the Sector Executive Council. He ignored the long-standing practice of conservative investing and he ignored the practice of having at least two signatures on such transactions.

Playing the market with your own money on margin is risky. It's unforgivable when it's membership money we need to fight for better contracts. But what's worse is the secrecy and unwillingness to tell the membership the unvarnished truth.

TNG President Linda Foley doesn't do business that way. With your vote, we'll give you financial accountability that is transparent, complete and collaborative.

—Scott Stephens
Region 3 vice president

Bernie Lunzer responds:

In early 2004 the Guild's finance committee (Scott Edmonds, Connie Knox, Scott Stephens, Lucy Witeck and me) met with our broker and agreed to start investing in state and municipal bonds. I signed the necessary documents as part of the routine of making trades on behalf of the committee.

In the Sector Conference's finance committee, I discovered there was a substantial loss in the Defense Fund. We immediately enlisted the help of Segal Advisors, our pension plan advisors. Segal determined that I had been lied to. The investments were actually closed-end funds.

The "custody" document I had signed was actually a margin account agreement.

The full Executive Council was made aware of the findings and in October 2004 we engaged a new investor, who manages our fund and makes quarterly reports to the full EC. Our investments have done well since.

I trusted someone I should not have. I should have had the Guild's general counsel review the documents before signing. I reported the findings and plans for going for-

ward to the District Council meetings in fall 2004. I reported in detail to the Finance Committee at the 2005 Conference in Victoria.

I always acknowledged the events and discussed them broadly and in depth.

To the Editor:

The executive of Local 30400 of the Media and Communications Workers of Alberta has unanimously endorsed and is supporting Bernie Lunzer to lead The Newspaper Guild Sector of the Communications Workers of America as its new president in the coming 2008 election.

The Executive took the action at its regular meeting in early December 2007.

The Executive strongly endorses the following Guild members to lead The Newspaper Guild: Brother Bernie Lunzer for president; Sister Carol Rothman for secretary-treasurer; and Sister Connie Knox for international chairperson.

The Executive further encourage the members of Local 30400 and the members of the Guild in Canada, Puerto Rico and USA to make themselves aware of campaign information by reading "The Guild Reporter" and at the web site www.astrongerguild.org.

—Luis M. Rufo, secretary-treasurer,
MCWA Local 30400-CWA

To the Editor:

I'm writing to say thanks to the Guild, and in particular President Linda Foley, for making my recent visit to Washington such a success. Linda and I were able to put in place some really concrete plans for further joint work over the coming months and years.

The UK and US media are increasingly linked, as US-owned companies buy up UK and European companies. The issues we face—on pay, working hours, new technology being used not to enhance journalism but to undermine quality, the union-busting and attacks on collective bargaining—are the same. If we are to take on the multinationals we need to adopt an increasingly common agenda and work closer together to deliver for our members.

Linda facilitated a meeting with Guild members at Reuters and already the that work is bearing fruit, as we produce joint material on the merger plans and our reps jointly tackle the impact it will have and co-ordinate our response in the face of transatlantic corporate greed.

Reuters is just the start—after that Gannett, Bloomberg, AOL-Time Warner and the rest. Now we've built a solid transnational working relationship we're more able than ever to recruit, organize and secure positive results for members—yours and ours.

Thank you again to all the Guild members who helped make it such a constructive few days.

—Jeremy Dear, general secretary,
National Union of Journalists,
UK and Ireland

To the Editor:

The Newspaper Guild of Greater Philadelphia executive committee voted unanimously Jan. 8 to endorse Bernie Lunzer, Carol Rothman and Connie Knox to lead TNG/CWA. We believe they can help our members create the more vigorous respect-the-workers movement that our nation badly needs.

We know Carol very well. She's our local treasurer and a hard worker. She has played an essential role in achieving and protecting benefits our members enjoy, among the industry's best. She's a trustee of our healthy pension fund. She's been smart and agile in helping craft responses to wave after wave of market change that added revenue to our newspapers.

Carol is dedicated to workers of all ages and departments. She has served as interna-

tional chair of our union, the top volunteer position, and knows its leaders well. For decades she has sold ads to top car dealers and demonstrated that she can hang in there with tough guys and negotiate deals that work and make money for all involved. If our industry is to survive, we need union leaders like Bernie and Carol to organize the ideas of our members and make them happen.

On behalf of the Philadelphia Guild leadership,

—Henry J. Holcomb, president;
Diane Mastrull, Inquirer/Daily News
unit chair; Vernon Clark,
Representative Assembly chair;
Dan Gross, secretary

To The Editor:

I'm writing as a former Guild member, past contributor to the Guild Reporter and (since last March) retired 27-year CWA staff member.

I want to compliment the GR on its coverage of the current election contest between Linda Foley and Bernie Lunzer. Most union publications (like The CWA News) print nothing about internal elections except required notices regarding nominations and voting—and then who won the vote.

A handful of union papers are required by their constitutions or by-laws to run pre-election "battle pages" devoted to candidate-supplied campaign material. Virtually alone in the labor press, the GR actually reports on what and how issues are being debated by the candidates, their supporters and undecided voters at membership meetings around the country.

To me, this unusual degree of internal democracy and organizational transparency reflects well on the incumbent president. In my experience working with her—and with Guild locals assisted by her office—Linda Foley has been very effective in making the TNG-CWA merger work for the membership. I certainly hope that Guild members re-elect her, so TNG and CWA can continue their mutually beneficial collaboration.

—Steve Early, Arlington, Mass.

To the Editor:

While Liz Evans labeled as "hogwash" the assertion of a "secret deal" between Linda Foley and Dean Singleton, the deal Ms. Foley negotiated did not serve the best interest of Guild members transferred from the York Dispatch to the York Daily Record. That Ms. Foley was upset when Dispatch/Sunday News personnel were integrated into daily news reporting is itself "hogwash." This reassignment was minor in the overall skewering of those transferred.

The deal Ms. Foley brokered with Singleton allowed blatant violations of both newspapers' contracts. Transferred members were told to report to the Daily Record or resign, were not brought under the Daily Record contract and continue working under the Dispatch contract to this day. Due to the disparity in wages between the two, for the past 44 months I have been paid \$500 less per month than if under the Daily Record contract. That's \$22,000 in denied wages.

References to assurances from Singleton and Guild lawyers' reluctance to contest personnel shuffles, begs the question: Did Ms. Foley actually have a written agreement, vetted by Guild lawyers, or was she so naive as to take Dean Singleton at his word?

—Pam White, York Dispatch Unit,
York Daily Record

Linda Foley responds:

I don't know how to make this any clearer. There was neither a "secret" nor a "deal" in York. The circumstances described in this letter were despicable, but they didn't come from an agreement. They came from a publisher and they violated the contract. That's why I helped the local file a grievance, which

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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: Feb. 15.)

THE NEXT GENERATION

Next Guild president has to quell the fear

By James Geluso
Bakersfield Newspaper Guild

I'm supposed to write a column here about what we, as the Next Gen, want this 2008 TNG-CWA presidential election to be about.

The truth is, I don't know.

I'm undecided between our two candidates and their running mates. Sometimes I think I'm the only person in the Guild who's undecided. Some days I think it doesn't matter much—they're both incumbents, at least from the perspective I hold in the lower ranks, and they're both responsible for successes and failures.

Then I go to work, and I see what it's all about.

My job is covering the city government in Bakersfield, Calif. On Jan. 16, I covered a city council meeting in which the hot topic was proposed cuts to city employees' health benefits. The employees packed the chamber, taking every seat, and there was an overflow crowd in the lobby. Some wore their bright orange safety vests, others the red or purple shirts of their union. But when it came time to testify, to tell the city council what it would

mean, not one active employee stood up.

Now, to be fair, they didn't get much of a chance. One retiree used half the comment period himself, and then there was time for one more retiree and then the union rep. But none tried to speak, and I think I know the reason why—they were afraid.

It was the same when I went to cover a county union contract election. Many of the workers were afraid to speak, afraid to be quoted by name, because their supervisor might not like what they said.

I'm relatively new to this union thing, but as far as I can tell, all the union protections we value—collective bargaining, protection from the pernicious whims of crazy bosses, equality—come down to one thing: the right to not be afraid; the freedom from fear. But that's something these city and county unions hadn't quite achieved.

And then I went back to my own newsroom, where we're trying to cope. The bursting of the real-estate bubble hit my paper hard. Our printing operations just got outsourced, leaving workers with the option of re-applying for the same jobs, but—I'll go out on a limb here and guess—for less pay.

Managers are trying to restructure the

newsroom and the newspaper to adjust to the demands of the web, and reporters and copy editors are ducking and covering, trying to provide both quality and quantity, depth and speed—doing more with less, the great lie still believed only by those who take more from those who do the real work.

It's the same story in newsrooms, ad departments and printing presses across our countries. Oh, and Dean Singleton is still roaming around, grabbing up newspapers and sucking them dry, like a sick cross between Dracula and Godzilla.

And we don't like to admit this in unions—it's not our message—but a lot of our members are afraid. (Hell, I'm afraid just writing this, about the consequences that will come when the higher-ups see this.)

So what is this TNG-CWA presidential election about? It's the same thing the U.S. presidential election is about. We need someone who can rally us to fight, who can help us against the forces that are bearing down on us, terrorizing us. It may be the macroeconomic forces that are sending costs up, or the political forces that let corporations legally steal from their pension obligations; or a boss who plays favorites and

makes life hell for workers he doesn't like; or Dean Dracuzilla.

Our union—our Guild, our CWA—is here to help us rally against these forces. All of us are soldiers, but we need generals who have experience in the trenches, and who have the capability to lead all of us to victory.

Issues like diversity on the CWA board and alleged backroom deals are important to deal with. But Guild elections are open to all members—not just delegates to our convention—for a reason. Activists might be quick to forget that most of our members probably don't know who Linda and Bernie are.

When I vote for president of The Newspaper Guild-CWA, I'll be looking for the candidate who will make the best general, the one who will help you and me be the best lieutenants. Because we need to rally our current troops, and enlist more.

An army doesn't fight well when all it thinks about is fear.

Each month, a different Next Generation member explores an issue relevant to union activists of that generation. For more information, e-mail committee chair Brendan Elliott at jrn1st@gmail.com.

LETTERS

Continued from page 7

it ultimately resolved.

For those who don't know the details, this involves the "swap" of the Dispatch and Daily Record.

In 2003, the local asked me to make a phone call to determine what management was planning. I made the phone call and reported back to the local leadership.

In 2004, the owners, in effect, "swapped" papers. Dispatch owner Dean Singleton took the Record and the Sunday News while the Record's owner, the Buckner Family, took the Dispatch. Both Singleton and Buckner promised, in writing, to honor existing contracts.

The bottom line is simple. I never made a deal—secret or otherwise. I became involved only at the request of the local—and I kept the local leadership fully informed about everything that was discussed.

My challenger seems to be clinging to this "secret deal" fantasy in some desperate search for an issue. There is none.

The 'last' generation replies . . .

By David Prosten
Washington-Baltimore Guild

Brendan Elliott, a freelance writer who is chair of TNG-CWA's Next Generation Committee, wrote in a column Nov. 16 of his concern that the union wasn't paying him for the column, the topic of which was, appropriately, volunteerism and compensation when doing union work. While I can't speak to the work of the committee he heads, I must speak to the mindset of his complaint.

I don't know who to feel worse about: him (the "next generation") or me (I guess, the "last generation").

Brother Elliott, if I may use a last-generation term, argues that members should be paid for any significant amount of time spent helping the union function. He writes that he's willing to volun-

teer a couple of hours here and there, but spending the time to research and write an article for The Guild Reporter, for example, crosses the line.

I don't know where to start. For one, three-quarters of the local unions in the U.S. are so small and underfunded that they don't even have an office. They are volunteerism incarnate. They're housed in some member's closet at home or, if lucky, in a cubbyhole at their workplace. For another, most unions in this country are held together by the day-to-day work of hundreds of thousands of volunteer stewards and tens of thousands of elected officers who spend huge amounts of time and emotional energy for incredibly little or, more typically, no compensation at all. If they're lucky, their union reimburses them for their expenses.

Are there paid union officers and staffers? Of course, in CWA and elsewhere. But they—at least one would hope—spend their entire workday doing the union's bidding. With thankfully few embarrassing exceptions, no one

in the employ of the labor movement is getting rich off it.

The reality is that unions are voluntary organizations created to help their members help each other. We don't expect to be paid to help the PTA function. Or our kids' soccer league. Or our church, synagogue or mosque. We spend huge amounts of time with our community associations, our environmental groups, our town and county boards and commissions, our food banks and other charities. We do these things because they are actions for the common good—our own and that of our communities.

I'm confident that Brother Elliott's perspective on unionism is skewed by the nature of his work. I know that freelancers are particularly vulnerable to being ripped off. That's one of the reasons they need a union. But they must also be helped to understand—and this is my failing and that of other old-

timers—that they're working for a cause, and there's a difference between working for a cause and working for an employer.

Ultimately, this discussion leads us to the importance of—another generational term, forgive me—labor education. The labor movement must once again look not just at building its numbers but helping members understand what unions are and how they function. We must help them understand that unions are strong and effective not when they are insurance companies with paid agents who will make everything better and handle all problems, but organizations of masses of people willing to sacrifice when they have to and stand up for what is right. Until then, we will be facing the disconnect we found in Brother Elliott's column—and a labor movement that will move ever farther into its death spiral.

FROM THE MORGUE

Seventy years ago this month:

President Franklin D. Roosevelt writes a letter to the Guild congratulating it for "all you have achieved to vindicate the fundamental right to collective bargaining." . . . The New York Guild comes to terms with the Brooklyn Daily Eagle, signing a contract that ends a 15-week-old strike that marked the Guild's largest struggle to date . . . The LaFollette Committee publishes the "blue book" of American industry, listing the names of 2,500 mostly well-known companies using spies to infiltrate unions at an estimated cost of more than \$80 million a year.

Fifty years ago this month:

The Guild Reporter devotes a column and a half to extolling the virtues of the new 35mm cameras, observing that they "do a better job of permitting news cameramen to be reporters." . . . Following eight months of fruitless contract negotiations, members of the Peoria Guild strike the Peoria Journal Star. . . The Guild joins seven other unions in an attempt to financially rescue Labor's Daily, a five-year-old, nationally distributed labor paper published by the typographers' union.

Twenty-five years ago this month:

Kenneth G. Crawford, the Guild's second president—for a mere six months, following Heywood Brown's sudden demise in 1939—dies of lung cancer at the age of 80. . . A survey of Guild contracts finds that more than 72% provide for a work week of less than 40 hours. . . The Portland (Maine) Guild helps resettle a Polish Solidarity journalist.

THE GUILD
Reporter

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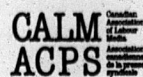
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