

# THE GUILD Reporter

March 21, 2008

A Publication of The Newspaper Guild and The Communications Workers of America • Volume 75, Number 3

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## It's official: Foley vs. Lunzer

**Delegates elect  
six VPs; voting for  
top officers, 2 VPs  
set for April 24-29**

By Andy Zipser  
Editor, The Guild Reporter

The Newspaper-Guild-CWA marked its 75th anniversary by setting the stage for the first election since 1955 that pits its two top officers against each other.

Meeting in Providence, RI for a four-day sector conference, 143 delegates representing 49 Guild locals in the U.S., Canada and Puerto Rico engaged in—and were engaged by—a level of political maneuvering not seen in decades. Partisans of the TeamGuild caucus, led by TNG-CWA President Linda Foley, wore round TeamGuild buttons and drank from TeamGuild travel mugs. Yellow lanyards showing support for the Stronger Guild slate, led by Secretary-Treasurer Bernie Lunzer, replaced the standard-issue blue among his supporters, many of whom also wore stickers proclaiming “The Newspaper Guild—Inconveniently Democratic since 1933.”

Each slate distributed fresh bulletins each morning, and each held “meet the candidates” events in hopes of swaying the undecided. A candidates’ forum on March 1 was expected to be so contentious that Matt Bodah, a professional mediator and arbitrator, was brought in to moderate. And in a move that Lunzer supporters decried as a



CHRISTINE PETERSON / PROVIDENCE GUILD

Adopting a tactic more commonly seen at CWA conventions, dozens of TNG-CWA delegates line up behind Yoko Kuramoto-Eidsmoe to show their support for her nomination of Bernie Lunzer for TNG-CWA president. Kuramoto-Eidsmoe is president of the Pacific Northwest Guild.

political hit job, a couple of non-delegate activists from the Minnesota local distributed on the last day—too late for a detailed response—a series of documents to support their contention that Lunzer “lost half-a-million dollars of Guild money.” (For more on this issue, see [www.strongerguild.org](http://www.strongerguild.org).)

Months in development, the clash between Foley and Lunzer is now an official contest to see who will lead the Guild—and serve as a CWA vice president—starting this June, and who will be out of a job.

Nominations for all TNG-CWA officers were made Friday, Feb. 29, with several vice presidents elected by acclamation. Returned to the

### Special election issue



Election calendar, ballot order . . . . . page 4

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Guild’s executive board without opposition were Donna Marks (Patroit Ledger) in Region 1 and Karolynn DeLucca (Minnesota) in Region 6, both of whom have declared their support for the Stronger Guild ticket; and Deborah Zabarenko (New York) in Region 5 and Scott Edmonds (Canadian Media Guild) for Canada West, nei-

ther of whom has declared a caucus preference.

Newly elected to the board, also without opposition, were Lillian Covarubias (Toledo) in Region 3, succeeding Scott Stephens (Northeast Ohio), who is running for secretary-treasurer; and Michael Cabanatuan (Northern California) in Region 4, succeeding Lucille

Witeck (Hawaii), who is retiring from the board. Covarubias and Cabanatuan are both declared Stronger Guild supporters.

That still leaves five board positions that must be filled by voting, with all but the Canada East vice president position—for which newcomers Barbara Saxberg (CMG) and Darren Pittman (Halifax) are facing off—contested by caucus candidates. Nominated from the Team Guild ticket were Lois Kirkup (Ottawa), for international chair; Foley for president; Stephens for secretary-treasurer; and Sheila Lindsay (Washington-Baltimore) for Region 2 vice pres-

Continued on page 5

## Walter Reed exposé runs away with Broun honors

Dana Priest and Anne Hull of the Washington Post, whose series exposing abusive conditions at Walter Reed Medical Center has garnered enough awards to fill a display case and is short-listed for the public service Pulitzer, have won the 66th annual Heywood Broun Award. The award includes a plaque and \$5,000 cash prize, to be presented at an evening banquet May 21.

The duo readily led an otherwise crowded field of top-notch entries that drew praise from the five-judge panel. “At a time of shrinking resources and extraordinary turmoil in the journalistic community, we were impressed by the quality and breadth of submissions,” the judges wrote. “Of 117 print entries, we found 14 that were deserving of recognition, and we regret that we were limited to giving so few awards.”

Indeed, the judges bent award rules by concluding that the field of broadcast entries—only 10 were submitted—was too weak to present one with an award of substantial distinction, as has been the practice in recent years. Instead, the judges awarded both “sub-

stantial distinction” honors to print entries, one to Michael Riley of the Denver Post and one to Charles Duhigg of the New York Times, each of whom will receive a mounted certificate and \$1,000 cash prize.

In a further departure from the norm, the judges gave an honorable mention to Ray Ring, a senior editor for High Country News.

Judging the awards were Karen Heller of the Philadelphia Inquirer; Sacha Pfeiffer of the Boston Globe; Robert E. Pierre of the Washington Post; and Martin Tolchin, formerly of the New York Times and founder of Politico.com. Also judging was Donald L. Barlett, who at the last moment swapped in for his long-time reporting partner, James Steele; like Steele, Barlett is a contributing editor for Vanity Fair. The jury was chaired by retired Guild leader Percy Hatfield, currently a city councilor in Windsor, Ontario.

Meeting at TNG-CWA headquarters March 4, the judging panel concluded a particularly spirited evaluation of the entries by issuing the following summary,

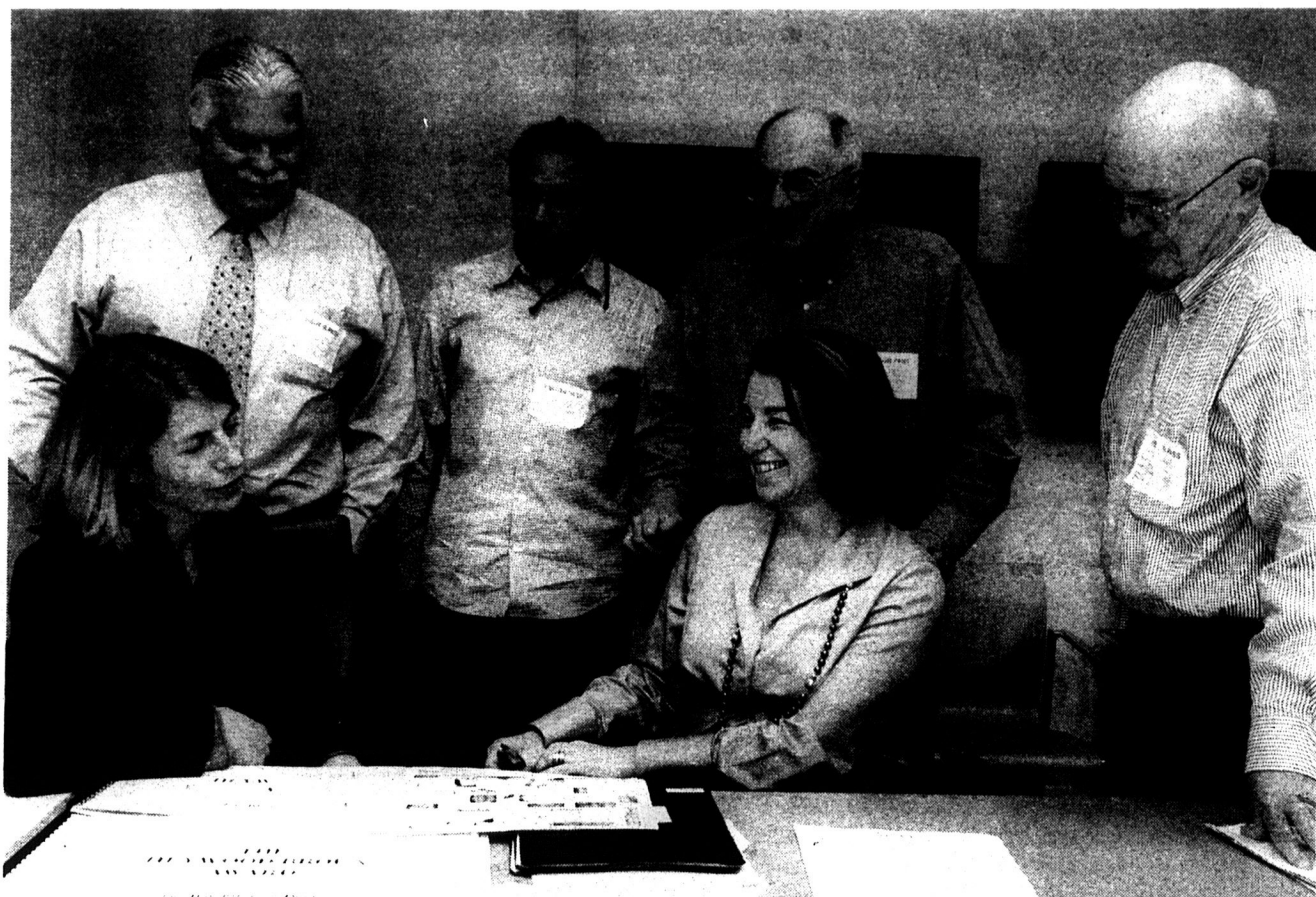
Continued on page 2



CHRISTINE PETERSON / PROVIDENCE GUILD

TNG-CWA President Linda Foley, at left, greets Chelsea Clinton, who popped into the Providence Guild Follies on a quick campaign swing on behalf of her mother ahead of the Rhode Island primary. Looking on is New York delegate Myra Kreiman.





A genial group, this year's Heywood Broun Award judges include a seated Sacha Pfeiffer, left, and Karen Heller; standing are (l to r) panel chair Percy

Hatfield, Robert Pierre, Martin Tolchin and Donald Barlett, last-minute substitute for his decades-long reporting partner James Steele.

## Guild briefs . . .

### Amsterdam News has four-year TA

The New York Guild has reached a tentative agreement at the Amsterdam News for a four-year contract that includes 4% wage increases this April and April 1, 2009, followed by a 3.5% increase in 2010, plus a 4% bonus for all Guild members on the payroll as of April 1, 2007. The proposal also eliminates employee contributions to the medical plan; a first-time company contribution of 1% per year to employees' 401(k) plans and up to an additional 1% match; and severance—previously frozen at the 1995 wage rate—based on an employee's wages at time of termination.

But non-vested part-timers and all employees hired after May 1, 2006 were not given a choice, prompting the Guild to argue that all employees should have the same options—and that in any case, the change should have been negotiated with the union. The victory means an additional 36 employees will get to choose.

### Seattle plans early bargaining

The Pacific Northwest Guild said March 11 it would start early contract negotiations with the Seattle Post-Intelligencer; the current contract expires July 21. The local also said that P-I management had withdrawn a counterclaim with a U.S. federal judge, thus closing out a Guild lawsuit against the newspaper regarding an online reporter who does not belong to the union.

### Schneider votes on 5-year pact

Members of the Schneider Office Employees' Association (SOEA) were expected at press time to hold a ratification vote on a five-year contract. Although details were not being released publicly pending the vote, the proposed deal reportedly includes salary increases, improved severance provisions and more inclusions in the bargaining unit. The company also agreed to enhanced severance packages for its white-collar workers at the food products operation in Kitchener, ON.

### Dow Jones wants authors to tithe

Leaders of IAPE, TNG-CWA Local 1096, are advising their members that a recently issued memo outlining "changes in the book policy" at Dow Jones is being challenged as a non-negotiated change in terms and condition of employment. The memo asserts a new company right to demand up to 10% of a publisher's advance, although the union is unaware of any attempts to exercise that "right" to date.

### Want some curry on your paycheck?

Guild-represented employees of the Commercial Appeal, tired of seeing their jobs exported to India, were to protest March 12 by showing up at work dressed in Indian costumes. The protesters said they would play Indian music, hand out Indian candy and rhapsodize about the Asian subcontinent while urging worker co-workers to pack up and move to where the jobs are.

### Milwaukee wins pension complaint

The Milwaukee Newspaper Guild has won an arbitration challenging changes that the Journal Sentinel made to its pension plan in 2006, when it announced that employees could choose between staying in the existing plan or shifting to a new plan similar to a 401(k).

### Really briefly . . .

The Chinese Daily News, which waged all-out war on its employees to stymie a Guild organizing drive, has been hit with a federal court order to pay \$5.2 million to past and current employees who were forced to work 12-hour days without breaks or overtime pay. . . . While TNG-CWA has already nominated its candidates, CWA Canada is accepting nominations through the end of March for the elected posts of director (a full-time, salaried position) and deputy director. . . . Approximately 80% of Guild members at TVO voted Feb. 22 to give their bargaining committee a strike mandate. . . . Terry O'Rourke, a past president of the Gary Newspaper Guild and retired managing editor of the Post-Tribune, died Feb. 29 at the age of 81.

## 'Impressive' range of entries

Continued from page 1

which begins by acknowledging some of the non-winning contenders:

"Annie Linskey of the Baltimore Sun was dogged in her reporting on the circumstances leading to the death of a fire recruit during a training fire. What could have been a mere news brief became a gripping account of malfeasance by the Baltimore City Fire Department.

"Chris Adams of the McClatchy Company described the problems faced by disabled veterans who require mental health services in Veterans Administration hospitals. David Dietz, Gary Cohn and Darrell Preston of Bloomberg News uncovered a pattern of deception and abusive practices by casualty insurance companies. Other entries documented the exploitation of the poor, the elderly and the young.

"Our top prize went to the Washington Post's Dana Priest and Anne Hull, who authored a series on the abysmal conditions and bureaucratic ineptitude at Walter

Reed Medical Center. The articles evoked national outrage and led to the resignations of the Secretary of the Army and senior hospital officials. They resulted in a national commitment to improve the quality of care given to active-duty soldiers.

"The two finalists are Michael Riley of the Denver Post, who uncovered systemic failure by the federal judicial system to investigate and prosecute serious crime on US Indian reservations, and Charles Duhigg of the New York Times, who reported on the financial exploitation of older Americans.

"We are also awarding an honorable mention to Ray Ring of the High Country News, a small non-profit magazine with a circulation of 23,000. Working in a one-person bureau 850 miles from his magazine's headquarters, Ring investigated the rising trend in accidents and deaths among oil and gas

workers in six western states.

"The judges note their disappointment in the number of broadcast entries, especially since few of the submissions met the award's criterion of correcting an injustice and having a measurable effect on people's lives. The judges hope the TNG/CWA will find ways to encourage more applications from the broadcast industry, or we would recommend discontinuing the category."

All the award winners will be honored May 21 at the annual Freedom Award Fund Banquet in Washington, D.C., at which the Herbert Block Freedom and David S. Barr awards also will be presented. The Heywood Broun Award is named after the Newspaper Guild's founder and first president and honors work that echoes his commitment to journalism that champions the underdog and the disadvantaged.

# A NEW VOICE

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- Strong presence for all locals
- Committed to revitalization
- Exemplary bargaining record
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*CWA-SCA Canada East Vice President candidate*

## Darren Pittman

President, Local 30130  
Halifax Typographical Union

Photojournalist  
Halifax Chronicle Herald

"Darren is a skilled negotiator and an approachable leader who always makes time for the questions and concerns of the membership."  
-JoAnn Alberstat, member, VP News, Local 30130

"Darren is more than just a president of a small local; he is a man of integrity and believes simply in fairness." - Ingrid Bulmer, Shop Steward, Local 30130

**The members define the locals. The locals are the union.**

### SUBSCRIPTION INFORMATION

The Guild Reporter (ISSN: 00175404) (CPC # 1469371) is issued monthly, generally at four-week intervals, at 501 Third St. NW, Washington, D.C. 20001.

Periodicals postage paid in Washington, D.C., and additional mailing offices. Printed in the U.S.

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

**Canada:** Publications mail agreement No. 40032108

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

**Subscribers:** Address changes and delivery stops may be e-mailed to: [duesinfo@cwa-union.org](mailto:duesinfo@cwa-union.org)

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

Single copies: \$1.50



# Bloodletting continues, coast to coast

## Pink slips flow at a dozen Guild-represented papers

There's just no respite for newspaper workers. Even as the Project for Excellence in Journalism reported this month that newsroom staffs overall have been cut 7% since 2000—with some slashed as much as 40%—the drumbeat of layoffs and buyouts continued at an apparently increased tempo. At least a dozen Guild-represented newspapers handed out pink slips in one form or another in the past month, and the overall situation has grown so dire that published reports have started musing that the industry as a whole is on the verge of collapse.

Cutting payroll clearly is not going to save newspapers. In early March, for example, the New York Stock Exchange halted floor trading in shares of Journal Register Co.—perhaps the most tight-fisted of all newspaper employers—when its stock price fell below \$1.05. Privately held MediaNews, up to its armpits in debt and too-clever “partnerships” with other publishers, was placed on credit watch “with negative implications” by Standard & Poor’s at the end of February. Days later, the New York Times Co. was placed on a credit ratings watch by Moody’s Investors Service, while

McClatchy Co. reported it had taken a second “goodwill” write-down, in effect writing off half the value of its \$4.4 billion purchase of Knight Ridder less than two years ago.

Given such industry-wide balance sheet carnage, it's not surprising that employees are getting axed with growing vehemence. MediaNews has been especially active in that regard, this month alone cutting 22 editorial positions at the Los Angeles Daily News, reducing that newsroom staff to 100; cutting 50 more in the newsroom and elsewhere within the San Jose Mercury News; and buying out another 107 employees in the newspaper cluster it calls Bay Area News Group-East Bay, or BANG-East Bay.

Dozens more jobs also were affected this month when MediaNews combined most operations of its Daily Breeze in Torrance and the Long Beach Press-Telegram. The consolidation resulted in 23 Guild-represented employees of the Press-Telegram being “invited” to apply for just 12 positions at the non-unionized Daily Breeze, reprising the company's attempt to eradicate the Guild in northern California by merging unionized operations with non-union shops.



RUSS CAIN / SAN JOSE GUILD

More than 100 San Jose Guild members, dressed in black, rally in front of the Mercury News to show their support for laid-off workers—and to unfurl a

banner of support for an organizing drive at the nearby Bay Area News Group-East Bay. All the affected papers are owned by MediaNews.

The move was viewed skeptically by the Long Beach City Council, however, which is threatening to pull legal and other city-paid advertising from the Press-Telegram because of the growing erosion of local coverage.

Tribune Co., another excessively leveraged newspaper company, likewise has been slashing away, eliminating 120 jobs at Teamsters-represented Newsday—including 36 newsroom buyouts—following cuts of 100 or more in February at

the Los Angeles Times and Chicago Tribune. Swinging through Baltimore on one of his verbal-bomb throwing visits to rattle the troops, chief executive Sam Zell conceded it's possible he may end up selling the Sun despite earlier pronouncements that he would keep the chain intact—and, in any case, that the Sun's real estate holdings, including its headquarters, are “worth a lot” and could be headed for the auction block.

Stripping newspaper assets to raise cash to pay off acquisition debt also appears to be in the cards in Philadelphia, where the Inquirer and Daily News gave lay-off notices at the end of February to 68 Guild members—almost 10% of the local's membership. The group of investors who bought the papers also is negotiating to sell the newspapers' landmark downtown headquarters.

And the bleeding continues. The Blethen family announced it is looking to unload its Maine newspapers, which it bought scarcely a decade ago, but didn't wait to eliminate 27 positions this month, including 15 layoffs. Moreover, the Portland Press Herald is reducing its weekday newshole by 5.5 pages, dropping

half of its wire services, eliminating some sections and jacking up its cover price to 75 cents from 60 cents starting in April.

The St. Louis Post-Dispatch said this month it is eliminating 31 jobs. The Duluth News Tribune said it would cut 15 to 30 people from its payroll of 225 over the next couple of months. The Sacramento Bee is offering voluntary buyouts to a “limited” but non-specific number of employees and said it expects that fewer than 2% of its workforce will be accepted—which means another two dozen or so will lose their jobs. The Boston Globe and its sister paper, the Worcester Telegram & Gazette, closed out February by announcing they want 80 employees to take buyouts.

In Canada, meanwhile, Can-West Global is trying to lay off 46 of its 59 employees in the Montreal Gazette's reader sales department, whose jobs it wants to outsource to a company call center in Winnipeg, which—surprise!—is non-unionized. The Montreal Newspaper Guild is fighting the move and believes it can win, but the underlying message is clear: one way or another, newspapers are becoming hollowed-out husks.

## Hawaii wins dozen ULPs

The Hawaii Newspaper Guild has won all but one of the 13 complaints of unlawful labor practices it had filed against the Tribune-Herald, the only unionized newspaper in the privately held Stephens Media chain.

A 41-page decision by a judge for the National Labor Relations Board concludes that the newspaper violated federal labor law by illegally disciplining two employees and firing another two in 2005 and 2006. Among those fired was reporter Hunter Bishop, the TNG-CWA Hilo unit chairman and member of its bargaining committee, as well as a shop steward. Also fired was reporter Dave Smith, another shop steward and bargaining committee member.

Contract bargaining at the paper remains unresolved.

Although dismissing a union complaint of company surveillance, Judge John J. McCarrick upheld every other charge, including an illegal management ban on union-related buttons and arm bands in the workplace; management interrogation of employees about

their own and other employees' union activities; company withholding of information from the union to which it was legally entitled; and discrimination against union officials.

The March 6 ruling orders the Tribune-Herald to rehire Bishop and Smith and to “make them whole” for loss of wages and other benefits during the time they were out of work, and to expunge any record of disciplinary actions from the personnel files of all four employees. McCarrick also ordered the company to post a statement attesting it will not interfere with legal union activity, including nine specific activities it will not repeat.

Ted Dixon, the Times-Herald's publisher, said the company will appeal to the NLRB and “to the federal appeals court, if necessary.”

Central to the complaints was a meeting with management that Smith, fearing he was about to be disciplined, secretly tape-recorded. State law, however, allows secret taping as long as one of the parties to the conversation—in this case Smith—is aware of it.

## INCLUDED TODAY INVOLVED TOMORROW



Barbara Saxberg - Canada East Vice President

“We would all benefit from Barbara's inclusive leadership style. I believe that locals both small and large would benefit from her experience and her leadership.”

Mona Leroux, President, Montreal Newspaper Guild

“Over the years, Barb has demonstrated untiring dedication to the Union in so many ways and at so many levels. That leadership is why the Branch has given Barb Saxberg its full support.”

Marc-Philippe Laurin, CMG/CBC Branch President

TEAM GUILD  
THE NEWSPAPER GUILD - CWA

**VOTE!**

**SHEILA LINDSAY**  
Region 2 Vice President

**A Voice for All of Us/Una Voz Para Todos Nosotros**

Learn more about Sheila's campaign:  
avoiceforallfus@gmail.com



## CONVENTION ACTION

## Support for retiree members' councils

We are all retirees, except that some of us are still in training.

To ensure continued participation by Guild members once they have retired as active employees, the Sector Conference calls upon locals to encourage creation of CWA-TNG Retired Members' Councils, such as those in the News Media Guild.

The councils focus on the accumulated skills of TNG-CWA veterans on critical issues facing retirees and with expertise help ensure that retirees participate in key retiree matters as they are shaped by former employers and public policy decision-makers.

The Retired Members' Councils monitor employer pension and retirement policies, track national and state legislation, work on behalf of federal, state and local political candidates who support retiree goals and interests, present retiree concerns to bargaining committees and keep retirees in the loop through informative e-mails, newsletters and Web sites.

TNG Locals are further urged to form Retired Members' Councils to join the thousands of CWA retirees working with our union to protect benefits and programs critical to our retirement - health care, pensions, Social Security, Medicare and more.

Although retired, council members remain active in the life of our union. Because of the steady erosion in the retirement security of most Americans, the councils believe it's essential that locals participate actively through RMC chapters in the struggle to protect our benefits.

## ABCs of running Guild election

The job of supervising Guild elections falls to the Sector Election and Referendum Committee, as defined by the TNG-CWA Constitution. Five SERC members were elected at the sector conference, see page 5 for roll-call results. In addition, two alternates were elected by acclamation after a third candidate withdrew his name.

The SERC members are Tracy Simmons of Denver, elected by the committee as its chair; C.J. Betit of Portland, Maine; Art Lacroix of Schneider Office Employees Association; Karen Rohan of New York; and Bill Salganik of Washington-Baltimore. The committee's alternates are Henry Holcomb of Philadelphia and Ken May of Washington-Baltimore.

Meeting immediately after the sector conference with TNG-CWA counsel Barbara Camens and the candidates or their representatives, the SERC determined it would meet April 1 in Washington, D.C. to prepare ballots, which are to be mailed to all locals the following day. Mailing of ballots will include eligibility lists for each local and triggers a constitutionally mandated

## Ballot Order

The order in which candidates will appear on the ballot, determined by coin toss at the SERC meeting March 2, will be as follows:

|                 |                                    |
|-----------------|------------------------------------|
| Sector Chair:   | Lois Kirkup<br>Connie Knox         |
| President:      | Linda Foley<br>Bernie Lunzer       |
| Sec.-Treasurer: | Carol D. Rothman<br>Scott Stephens |
| District 2 VP:  | Tony Winton<br>Sheila Lindsay      |
| Canada East VP: | Barbara Saxberg<br>Darren Pittman  |

timeline, as follows:

- April 9, deadline for all locals to mail election notices to their members; these mailings may include the ballots, for locals not relying solely on on-site voting.

- April 21, deadline for locals to challenge eligibility lists.

- April 24-29, balloting period. Ballots returned by mail must be received no later than April 29.

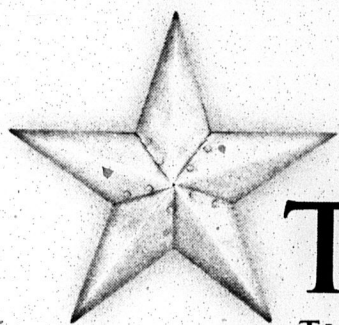
- April 30-May 1, locals tabulate ballots and report results to the SERC.

- May 3, postmark deadline for locals to mail voting results to SERC.

- May 7, deadline for TNG-CWA secretary-treasurer to notify any locals whose results have not been received.

- May 12, the SERC meets again in Washington, D.C. to certify election results.

In consultation with the Guild Reporter editor, the SERC also agreed that each candidate would be limited to a 300-word platform statement and up to 125 words in a standardized block of biographical information in the March issue.



## TEAM GUILD

THE NEWSPAPER GUILD- CWA



In these difficult times,  
the Guild needs more than easy promises...  
the Guild needs performance.  
You can trust the promises of Team Guild —  
because Linda Foley, Scott Stephens  
and Lois Kirkup have the performance  
and the proven track record to deliver.

Jim Carlton • Marilyn Cecil • Mike Cioppi • Ashlee Clark • Debbie Cole • Jim Cole • Robert Collier • Courtney • Ken Crowe • Sue Cryan • H.J. Cummins • Doug Cuthbertson • Carol DeMare • Phil Dine • Rachel Dissell • Linda Dooling • Rollie Druessi • Kevin Duchscher • Scott Edmonds • Bruce Engel • Liz Evans • Gary Fields • Linda Foley • Beverly Fontanella • Randy Furst • Terry Garner • Bob George • Andy Georgides • Gloria Green • Rita Graves • Donna Grimaldi • Chris Grogan • Jim Grossfeld • Doug Grow • Carl Hall • Mark Hayward • Jim Heaney • Fran Henry • John Higgins • Sherri Hildebrandt • Valerie Honeycutt • Shawntaye Hopkins • Mike Horenkamp • Siobhan Hughes • Art Jester • Rob Johnson • Ed Jones • Lorne Izzard • Jim Jordan • Mike Kaszuba • Ann Keeton Sharon • Kessler • David Keicher • Lois Kirkup • Greg Lareau • Ron Leir • Sheila Lindsay • Karen Long • Ralphine Magby • Ken Martin • Daisy Maxey • Paul McEnroe • Mike McIntyre • Matt McKinney • Mary Meehan • Renee Mikler • Gloria Millner • Brenda Moon • Linda Mulligan • Mike Myers • Larry Neumeister • Linda Niemi • Nancy Noe • Terry Oblander • Rochelle Olson • Brandon Ortiz • Alyce Ossman • Tina Ouellette • Martin O'Hanlon • Mike O'Malley • Roger Pacheco • Luis Pacheco • Celine Pelletier • Dick Peery • Darren Pittman • Gayle Powell • Mark Puente • Chris Rumore • Mike Sangiacomo • Merlene Santiago • Barbara Sary • Connie Schultz • Lorenzo Scott • Will Scott • Bob Snyder • Dean Stuchlik • Chris Tetter • Pam Tieda • Sharon Tinner • Scott Tinner • John Small • Karen Smith • Carmel Smyth • William Spain • Harlan Spector • Edith Starzyk • Scott Stephens • Christine Stephens • Betty Sweeney • Deneen Thompson • Todd Tollefson • Yvonne Webb • Yvonne Wheeler • Norma White • Martin Wilfong • Rand Wilson • Steve Yount • Calvin Zon • Pablo Alaca • Tom Burton • Kitty Caparella • Jim Carlton • Marilyn Cecil • Mike Cioppi • Ashlee Clark • Debbie Cole • Jim Cole • Robert Collier • James Conmy • Marcus Courtney • Rollie Druessi • Kevin Duchscher • Scott Edmonds • Bruce Engel • Liz Evans • Gary Fields • Linda Foley • Beverly Fontanella • Randy Furst • Terry Garner • Bob George • Andy Georgides • Gloria Green • Rita Graves • Donna Grimaldi • Chris Grogan • Jim Grossfeld • Doug Grow • Carl Hall • Mark Hayward • Jim Heaney • Fran Henry • John Higgins • Sherri Hildebrandt • Valerie Honeycutt • Shawntaye Hopkins • Mike Horenkamp • Siobhan Hughes • Art Jester • Rob Johnson • Ed Jones • Lorne Izzard • Jim Jordan • Mike Kaszuba • Ann Keeton Sharon • Kessler • David Keicher • Lois Kirkup • Greg Lareau • Ron Leir • Sheila Lindsay • Karen Long • Ralphine Magby • Ken Martin • Daisy Maxey • Paul McEnroe • Mike McIntyre • Matt McKinney • Mary Meehan • Renee Mikler • Gloria Millner • Brenda Moon • Linda Mulligan • Mike Myers • Larry Neumeister • Linda Niemi • Nancy Noe • Terry Oblander • Rochelle Olson • Brandon Ortiz • Alyce Ossman • Tina Ouellette • Martin O'Hanlon • Mike O'Malley • Roger Pacheco • Luis Pacheco • Celine Pelletier • Dick Peery • Darren Pittman • Gayle Powell • Mark Puente • Chris Rumore • Mike Sangiacomo • Merlene Santiago • Barbara Sary • Connie Schultz

THANK YOU TO OUR SUPPORTERS

LINDA FOLEY  
FOR PRESIDENT

SCOTT STEPHENS  
FOR SECRETARY-TREASURER

LOIS KIRKUP  
FOR INTERNATIONAL CHAIR



# Candidates heading into home stretch

Continued from page 1

ident. They are opposed, respectively, by Stronger Guild candidates Connie Knox (Washington-Baltimore), Lunzer, Carol Rothman (Philadelphia) and Tony Winton (News Media Guild).

An early test of sentiment preceded officer nominations, when delegates elected five members and two alternates to the Sector Election and Referendum Committee, which supervises the election. Although TeamGuild and Stronger Guild had agreed on four members and one alternate, competing candidates for the fifth slot and second alternate position forced the only roll-call vote of the conference—and the first in more than a decade. Following Art Lacroix's defeat of Gord Holder (see box below), Wayne Cahill, who had been backed by TeamGuild, withdrew as a possible alternate, leaving the field to Henry Holcomb and Ken May.

While partisan emotions sometimes exploded—largely out of

public view—a recognition that something unusual was happening appeared to have a moderating effect. "Elections are good—there is a renewal, there is a time to discuss things," Arnold Amber, director of CWA/SCA Canada, told the conference in his opening address. At the same time, he added, three of the candidates from each caucus currently serve on the executive board, which means three won't be continuing that work much longer, "so it's also a sad time because of this" loss.

Similarly, although some delegates' questions at the candidates' forum clearly were designed more to inflame than illuminate, the proceedings ultimately were so well-mannered that the moderator concluded with a statement of happy incredulity at his good fortune. Foley's closing statement, meanwhile, acknowledged that some of the qualities Guild members most admire in her "when I'm fighting for you"—her loud voice, passion, aggressiveness and drive—are not

exactly endearing when turned against other Guild members. "I apologize for that, and I'll try to do better," she said.

In other business:

- Canadian delegates, citing the major cost of conducting nationwide mail balloting, moved to allow internet voting. The initiative was defeated on legal advice that internet voting would likely be disallowed by the U.S. Dept. of Labor, which would assert jurisdiction even in Canada because TNG-CWA is U.S.-based, but was followed by a motion to have TNG-CWA pay for locals' "hard costs" of mail balloting. Delegates eventually approved a resolution (see bottom of page 6) to compensate locals \$1.50 for every member sent a mail ballot.

- The Guild's web site was criticized both in committee and on the conference floor, with delegates asking why a communications union does such a poor job of presenting itself to the public—and to potential members who will

be turned off by the Guild's apparent lack of professionalism. The short answer, delegates were told, is a lack of staff and other resources, prompting a conference resolution that authorizes \$30,000 be spent for upgrading the site (see page 6).

- Delegates received copies of a NextGen booklet of "top 10" questions, together with answers from six Guild "mentors." Committee members also videotaped delegates explaining why the union is important today, for a DVD to be produced later this year as an organizing tool aimed at younger newspaper employees. The conference authorized \$10,000 to be spent for producing the DVD.

- At Foley's urging, the sector conference applauded a gravely ill Jerry Minkinen, executive director of the Chicago Guild.

- Special tributes also were paid to former TNG-CWA rep Danny Zeidler and former Guild president Charles Dale, both of whom died last year. Dale's son, Charles Jr., received a framed resolution memorializing his father and was shown the new Guild Service award plaque, which has been renamed in Dale's honor.

- In response to a plea from Detroit delegate Lou Mleczo on behalf of the Dayton local, which is in its 20th year of negotiating an initial contract, delegates contributed \$1,000 in cash and pledged \$5,925 from their locals. An additional \$3,525 was pledged in support of the "One Big BANG" organizing drive among MediaNews newspapers in northern California.

- The Canadian party, a fixture at U.S.-based sector conferences, featured a rowdy rendition of "In Rhode Island," sung to the tune of "Allouette":

*In Rhode Island,  
beautiful Rhode Island,  
In Rhode Island,  
the Guild has come to play.*



CHRISTINE PETERSON / PROVIDENCE GUILD

Not everything at the sector conference was about politics. Retired Guild member Adolphe Bernotas showed up to make a pitch for retirees, noting, "We may not have as much wisdom as the Next Generation, but we have a helluva lot of experience and you're welcome to it." (See page 4 for resulting resolution.)

*Annual convention,  
full of nominations.  
Politics takes over,  
Should have stayed away.*

*Bernie wants to be the prez,  
A stronger Guild should lead,  
he says.  
Linda's fighting to stay on,  
Her record she is standing on.*

*TNG election bills  
Locals say are bitter pills.  
CMG says WE WON'T PAY,  
Let's go ask CWA! . . .*

## Roll-call vote for SERC members

The only roll-call vote of the 2008 Sector Conference was to elect the five members of the Sector Election and Referendum Committee, which is responsible for overseeing TNG-CWA elections. Although the two tickets agreed on four candidates, the Team Guild slate backed Gord Holder while the A Stronger Guild slate backed Art Lacroix for the fifth slot. Tallies by local are shown below:

| Local (# of votes)        | Bill Salganik | C.J. Betit  | Karen Rohan | Tracy Simmons | Gord Holder   | Art Lacroix   |
|---------------------------|---------------|-------------|-------------|---------------|---------------|---------------|
| Albany (5)                | 5             | 5           | 5           | 5             | 5             | 0             |
| Alberta (5)               | 4             | 4           | 4           | 4             | 0             | 4             |
| Bakersfield (2)           | 2             | 2           | 2           | 2             | 0             | 2             |
| Boston (9)                | 9             | 9           | 9           | 9             | 0             | 9             |
| Greater Boston (4)        | 4             | 4           | 4           | 4             | 0             | 4             |
| Brockton (3)              | 3             | 3           | 3           | 3             | 0             | 3             |
| Buffalo (5)               | 5             | 5           | 5           | 5             | 5             | 0             |
| Canadian Media Guild (52) | 52            | 0           | 0           | 0             | 30            | 22            |
| Chicago (7)               | 7             | 7           | 7           | 7             | 0             | 7             |
| Denver (9)                | 9             | 9           | 9           | 9             | 9             | 0             |
| Detroit (6)               | 6             | 6           | 6           | 6             | 0             | 6             |
| Erie (4)                  | 4             | 4           | 4           | 4             | 0             | 4             |
| Halifax (3)               | 3             | 3           | 3           | 3             | 3             | 0             |
| Hawaii (7)                | 3.5           | 3.5         | 3.5         | 3.5           | 0             | 3.5           |
| IAPC (17)                 | 17            | 17          | 17          | 17            | 17            | 0             |
| IUE-CWA (2)               | 2             | 2           | 2           | 2             | 2             | 0             |
| Kenosha (2)               | 2             | 2           | 2           | 2             | 0             | 2             |
| Kingston, NY (2)          | 2             | 2           | 2           | 2             | 2             | 0             |
| Kingston, Ont. (3)        | 3             | 3           | 3           | 3             | 0             | 3             |
| Knoxville (2)             | 2             | 2           | 2           | 2             | 2             | 0             |
| Lexington (1)             | 1             | 1           | 1           | 1             | 1             | 0             |
| Manchester (4)            | 4             | 4           | 4           | 4             | 0             | 4             |
| Memphis (4)               | 4             | 4           | 4           | 4             | 0             | 4             |
| Milwaukee (4)             | 4             | 4           | 4           | 4             | 0             | 4             |
| Minnesota (10)            | 10            | 10          | 10          | 10            | 3.33          | 6.66          |
| Montreal (5)              | 5             | 5           | 5           | 5             | 0             | 5             |
| New York (33)             | 33            | 33          | 33          | 31.4          | 0             | 31.4          |
| News Media Guild (11)     | 11            | 11          | 11          | 11            | 0             | 11            |
| North East Ohio (8)       | 8             | 8           | 8           | 8             | 8             | 0             |
| Northern California (11)  | 11            | 11          | 11          | 11            | 0             | 11            |
| Ottawa (5)                | 5             | 5           | 5           | 5             | 5             | 0             |
| Pacific Northwest (8)     | 8             | 8           | 8           | 8             | 0             | 8             |
| Patriot Ledger (2)        | 2             | 2           | 2           | 2             | 0             | 2             |
| Peoria (3)                | 3             | 3           | 3           | 3             | 0             | 3             |
| Philadelphia (12)         | 12            | 12          | 12          | 12            | 0             | 12            |
| Pittsburgh (4)            | 4             | 4           | 4           | 4             | 0             | 4             |
| Portland, ME (5)          | 5             | 5           | 5           | 5             | 0             | 5             |
| Providence (7)            | 7             | 7           | 7           | 7             | 0             | 7             |
| Puerto Rico/UPAGRA (8)    | 8             | 8           | 8           | 8             | 0             | 8             |
| St. John (2)              | 2             | 2           | 2           | 2             | 2             | 0             |
| San Jose (7)              | 7             | 7           | 7           | 7             | 0             | 0             |
| Schneider (3)             | 3             | 3           | 3           | 3             | 0             | 3             |
| Southern Cal.             |               | not present |             |               |               |               |
| St. Louis (6)             | 6             | 6           | 6           | 6             | 0             | 6             |
| Toledo (5)                | 5             | 5           | 5           | 5             | 1             | 4             |
| Victoria-Vancouver (4)    | 4             | 4           | 4           | 4             | 0             | 4             |
| Washington-Baltimore (20) | 17.5          | 17.5        | 17.5        | 17.5          | 15            | 5             |
| WashTech (4)              | 4             | 4           | 4           | 4             | 4             | 0             |
| <b>TOTALS:</b>            | <b>338</b>    | <b>286</b>  | <b>286</b>  | <b>284.4</b>  | <b>114.33</b> | <b>217.56</b> |

## LOCAL UNION REPRESENTATIVE

The Newspaper Guild of New York, CWA Local 31003, with a membership as diverse as our city, seeks a union do-it-all, ready to represent, communicate with and/or organize news industry employees in the America's media capital.

Contract bargaining and grievance handling experience? Familiarity with basic labor law? Those are givens. What we need is someone who can do all that and write for a nitpicky professional readership and convince journalists and others in the fast-evolving media business that yes, they really do need union.

The job requires people skills, writing ability and good judgment. Knowledge of the news business and Web design experience are also valuable. Willingness to learn? Priceless.

The Local Representative will join our professional staff at our Times Square office. Salary commensurate with experience. Generous benefits. Send resume ASAP to:

**Bill O'Meara, President**  
Newspaper Guild of New York  
1501 Broadway, Suite 708  
New York, NY 10036

Email: billom1@aol.com  
Fax: 212-730-1531



# TNG-CWA Finance Report

As of December 31, 2007 (unless noted)  
(Numbers non-audited)

The 2008 Sector Conference adopts this finance report.

## 1) Current Funds

The Newspaper Guild-CWA Sector of CWA has spent \$1,740,187 in the first seven months of the budget year or \$88,425 more than the \$1,651,762 budgeted for the seven-month period - 5.4% percent over budget. The overall total for CWA was 6.78% percent under budget, on expenses of \$60,006,145.

Compared to the first seven months of the last fiscal year, June 1, 2006 to Dec. 31, 2006, when TNG-CWA spent \$1,642,384, we have spent \$97,803 more this year for the same fiscal period.

The Segregated Fund (remnant of general fund when TNG was free-standing) held \$81,521 as of Jan. 31, 2008. The David S. Barr Fund was zeroed out, and has been moved to the Freedom Fund (a separate non-profit fund) to make it a part of the overall expenses with the Brown and Block Awards. The Leuchter Scholarship Fund (used to fund the Harvard Trade Union Program) holds \$6,782 after having funded half of the \$11,000 tuition for Carl Younger to attend the 2008 session. The Anti-Discrimination Fund, used to fund human rights related matters, holds \$37,728; down from last year after the Human Rights & Equity Committee provided two \$400 stipends to members of the Canadian Media Guild. The Severance Fund is fully funded at \$193,893.

The Guild Mobilization and Defense Fund had \$2,304,350 as of Jan. 31, 2008, compared with \$2,570,763 as of one year prior. \$2,239,888 of the current amount was actively invested with Manning and Napier. \$13,208 was in checking as of Jan 31, 2008. \$51,253 represents Newspaper and Media stocks held by the Guild in a Smith Barney account (held to receive shareholder information and for shareholder action). This account has a negative 6.49 percent return over the three-year period. Investment performance for Manning & Napier was; 8.72 over the three-year period, 7.28 over a one-year period, and 1.48 for the last 6 months. Assets were invested roughly 50/50 between bonds and stocks as of January 31, 2008. The Mobilization & Defense Fund has had payouts totaling \$308,126 in the seven month period.

Between June 1, 2007 and January 31, 2008 the Guild Mobilization and Defense Fund paid out \$75,000 to UPAGRA for legal support (Premised on the inability of TNG to provide like services to Puerto Rico); \$50,444.65 to Cumulus for radio ads for the continuing media campaign in York, PA; Loaned \$45,000 to Northern California Media Workers for the 1st week of the

Interpreters strike, as well as paid another \$800 for legal expenses related to a hearing at the NLRB; \$25,913.60 represents fees and expenses paid out to Ownership Associates (the \$6,000 monthly retainer paid up to Oct. 2007 was reinstated at \$1,000 per month as of Jan. 2008); \$21,368.63 went to reimburse Washington/Baltimore for lost time for Joan Jacobson during negotiations at the Baltimore Sun; \$15,582.23 was used for ongoing mobilizing in Lexington; \$14,238.65 was used for 5 months of lodging and car rental expenses for Lesley Phillips while working in LA and with Southern California Local 9400; Northern California Local 39521 also used \$9,292.73 for print ads for the striking LA Interpreters; \$7,500 was paid to the Toledo Council of Newspapers representing the cost of legal bills relating to the Toledo Blade lockout and NLRB process, the other paid by the Printing, Publishing and Media Workers Sector of CWA (while the Teamsters chipped in \$35,000 in reimbursement for the cause); the Rochester media campaign ads paid from the Fund totaled \$5,307.72; Knoxville used \$119.62 for mobilizing expenses; \$440.76 was used to reimburse the New York Newspaper Guild or organizing expenses for Alex Blanco; Canadian Media Guild was reimbursed \$5,000 for additional charges relating to hosting the 2007 Sector Conference in Toronto, Ontario; the Fund also paid out \$15,000 in fees to Segal Advisors for investment consulting; \$16,139.70 in fees to Manning & Napier; and, \$178.28 in fees to SunTrust Bank. Total funding from the Guild Mobilization & Defense Fund equals \$308,126.57 for the seven-month period.

The Finance Committee approved a request for \$40,000 in mobilization assistance to the Dayton Newspaper Guild, Local 34157, to gain a fair contract in their current campaign. The Committee had previously approved 39,063.70 for the Victoria local as reimbursement for a legal case involving mandatory retirement.

## 2) Membership

The CWA Membership Department reports TNG-CWA Sector membership at **28,961** for the month of December 2007, as compared to **30,759** in December 2006. District One - 9,055; District Thirteen - 1,587; District Two - 1,964; District Three - 838; District Four - 2,473; District Six - 489; District Seven - 2,580; District Nine - 2,815 and Canada Region - 7,160. **TNG breakdown by Guild Regions:** Canada East, 6,527; Canada West, 633 (does not reflect

| TNG-CWA June 1, 07-Dec. 31, 07          | YTD Exp            | YTD Alloc.         | YTD Bal.          | YTD Exp 6/06-12/06 |
|-----------------------------------------|--------------------|--------------------|-------------------|--------------------|
| Salaries Officer and Professional Staff | \$636,189          | \$636,189          | \$0               | \$754,097          |
| Salaries Support Staff                  | \$242,715          | \$243,923          | \$1,208           | \$138,759          |
| Employee Benefits                       | \$163,659          | \$153,885          | (\$9,774)         | \$125,004          |
| Employee Taxes                          | \$70,419           | \$71,544           | \$1,125           | \$66,615           |
| O&P Staff Travel                        | \$239,654          | \$152,319          | (\$87,335)        | \$224,266          |
| PT Salary and Expense                   | \$31,798           | \$35,280           | \$3,482           | \$32,026           |
| Office Operations                       | \$138,524          | \$109,518          | (\$29,006)        | \$122,765          |
| Rent & Office Occupation                | \$49,637           | \$49,635           | (\$2)             | \$49,637           |
| Legal                                   | \$155,930          | \$180,833          | \$24,903          | \$115,596          |
| Other                                   | \$11,662           | \$18,636           | \$6,974           | \$13,619           |
| <b>TOTAL</b>                            | <b>\$1,740,187</b> | <b>\$1,651,762</b> | <b>(\$88,425)</b> | <b>\$1,642,384</b> |

CMG members who vote in this region but are reported in Canada East); Region One, 3,591; Region Two, 2,802; Region Three, 2,307; Region Four, 3,816; Region Five, 5,337; Region Six, 2,981 and News Media Guild, 967 (who vote in the district in which they live).

## 3) SIF Expenditures

As of February 1, 2008, The Guild Sector spent \$45,763 on the News Industry Jobs Strategic Industry Fund project, and \$192,419 on the Media News Strategic Industry Fund project (two requests). These monies come from the CWA Strategic Industry Fund.

## 4) Projected Sector Election and Referendum Costs

Based on two trips to Washington D.C. for the committee of five, we estimate \$4,500 for hotel, \$6,000 for lost time, 4,000

for airfare, \$1,920 for per diem, \$1,000 for ground transportation, \$2,000 for miscellaneous expenses, \$1,314 for ballot printing and \$1,700 for mailing costs - estimated total is \$22,434. A request will be made of the CWA to reimburse actual costs for the SERC that are incurred by TNG.

## 6) Budget FY 2007-2008

|                                         | Allocation from CWA | TNG Estimate FY 2008-2009 |
|-----------------------------------------|---------------------|---------------------------|
| Salaries Officer and Professional Staff | \$1,241,135         | \$1,265,958               |
| Salaries Support Staff                  | \$222,897           | \$227,354                 |
| Employee Benefits                       | \$263,802           | \$271,716                 |
| Employee Taxes                          | \$122,647           | \$125,099                 |
| O&P Staff Travel                        | \$261,119           | \$268,952                 |
| PT Salary and Expense                   | \$60,480            | \$61,689                  |
| Office Operations                       | \$187,745           | \$191,499                 |
| Rent                                    | \$94,000            | \$94,940                  |
| Legal                                   | \$310,000           | \$319,300                 |
| Other                                   | \$31,948            | \$32,586                  |
| <b>Total:</b>                           | <b>\$2,795,773</b>  | <b>\$2,859,098</b>        |

## 7) TNG-CWA Income/Expense YTD 6/1/07-1/31/08

|                                    | U.S.               | Annualized Est.                    | Canadian         |
|------------------------------------|--------------------|------------------------------------|------------------|
| Dues Income Receipts               | \$2,808,816        | \$4,020,470                        | \$544,391        |
| General Fund-per capita            | \$1,746,942        | \$2,620,413                        | \$143,688        |
| SIF/MRF Revenue                    | \$544,567          | \$816,850                          | \$322,243        |
| CWA Defense Fund Revenue           | \$65,061           | \$97,591                           | \$42,278         |
| TNG Mobilization & Defense Revenue | \$67,278           | \$100,917                          | \$36,182         |
| <b>Total</b>                       | <b>\$2,808,816</b> | <b>\$3,635,771</b>                 | <b>\$544,391</b> |
| Unallocated                        | \$384,968          | (\$580,330, with annual carryover) |                  |
| YTD Expenses                       | (7 mo.)\$1,740,187 | \$2,983,178 (est.)                 |                  |

# Human Rights and Equity Committee

The Human Rights and Equity Committee of the 2008 Sector Conference discussed the state of diversity issues within TNG. The committee's discussion was grounded in the Mission Statement of the standing committee on human rights and equity which reads:

*The TNG-CWA Human Rights and Equity Committee will increase the participation of equity-seeking groups at all levels of the union and in all leadership positions at the local, national and international levels and as delegates to the district councils, representative councils and sector conferences. It will strive to achieve a diversity of leadership to reflect our communities.*

After a full discussion the committee recommends:

- 1) That The Newspaper Guild-CWA

conduct an equity conference on Sunday, June 22, 2008 in conjunction with the CWA convention, especially with the Minority Caucus meetings.

Using speakers, workshops, round-table discussion, etc., the conference agenda would include, but not be limited to, the following items:

- a) Diversity and Economics
- b) The Future of Jobs in the communication industry
- c) Computers and the future of jobs and how this affects equity issues, especially matters of making the web more accessible
- d) Outreach to children in schools
- e) The CWA Minority Caucus
- f) Scholarships for members of equity-seeking groups negotiated as part of collective agreements
- g) Internships in union movement
- 2) That the Sector Executive Council establish an annual budget for the stand-

ing committee on Human Rights and Equity so it has the necessary financial resources to execute its plans.

3) That the program of subsidizing members of equity-seeking groups attending conferences or meetings on equity issues be repeated.

4) That the program of offering subsidies to locals sending members of equity-seeking groups to the New Local Officers Seminar be repeated.

5) That the Sector Executive Council begin exploring the idea of adding a diversity seat to the executive council. This would include research on changes that may have to be made to the constitution and also address any budgetary impact and report to the 2009 sector conference.

6) That the Sector Executive Council recommend a TNG member to CWA's Minority Leadership Institute to be determined annually at its spring meeting.

## 2nd, 3rd reports of finance, administration committee

The Sector Conference adopts the following:

1. The Sector Conference directs the Sector Executive Council to create and convene a committee to advise the Guild on the content and form of the TNG website with organizing as a major focus; and that the website be made easier for locals to use for their own benefit; that the Sector Conference authorize expenditure of up to \$30,000 from the Defense and Mobilization Fund for this purpose; and that the work be completed within six months.

2. The Sector Conference authorizes The Next Generation Committee to produce a video to reflect today's Guild members and their workplaces. The budget for the project will be an amount not to exceed \$10,000 from the Defense and Mobilization Fund.

The Sector Conference adopts the following:

For locals which elect to use mail ballots in the sector election, that TNG-CWA reimburse those locals \$1.50 (U.S.) for each member sent a mail ballot, and that the SEC seek reimbursement for this expense from CWA.



## Barbara Saxberg, E. Canada VP

I have come to the conclusion that unless we take immediate strong, planned action we are in danger of losing what makes our Guild great. I want to help build this Union through education and mobilization.

We need to work harder on inclusion. We talk a lot about it. It's time to make it a standing practice. We need to recognize that there is a perception amongst some of our members that the union is closed. We need to work hard to identify those barriers and break them down. We need to provide training to all Guild activists and staff to raise the awareness of inherent privilege and the barriers it creates. It won't be easy. But it's the right thing to do.

As National Director of Education for the Canadian Media Guild I've established a creative and effective education program that is proving to be a springboard for many



new and long-serving Guild leaders. We can offer hope. When people know their rights, when they have the skills to defend those rights, and when they're not afraid to defend those rights—we all grow stronger.

I want to see real efforts made at succession planning so that our younger members will be well represented by other young members who've been given the tools, skills and support and who have the commitment to do the job.

And we need to continue—and strengthen—our efforts at defending our work. Whether it's attacks on our industry, wages and benefits, or the loss of jobs through concentration of ownership and outsourcing, we have a lot of commonality. We have much to do and I hope you'll support and work with me to that end.

Inclusion today—Involvement tomorrow.

**EDUCATION:** post-secondary (business administration/art school).

**JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT:** Senior producer, Life Stories, Canadian Broadcasting Corporation; 20 years/variety of positions at CBC.

**PRIOR MEDIA EMPLOYMENT HISTORY (if any):** private radio/television, five years.

**CURRENT GUILD POSITION(S):** CMG national director, education; CMG/CBC branch secretary; delegate to CWA/SCA Canada Representative Council; CWA/SCA Canada representative, Canadian Labour Congress Education Advisory Committee.

**PRIOR GUILD POSITION(S):** CMG national VP, Human Rights/Equity; CBC branch director, Toronto; CBC local director; member of TNG Human Rights Task Force.

**GUILD-RELATED ACCOMPLISHMENTS:** Creator/developer/facilitator of an innovative labour education program; leader in the creation of contract language on employee rights, employment/pay equity, anti-bullying (psychological harassment).

**OTHER UNION ACTIVITIES and ACCOMPLISHMENTS:** Key member of two most recent CBC bargaining committees; leader/trainer in Joint Wellness/Respect project.

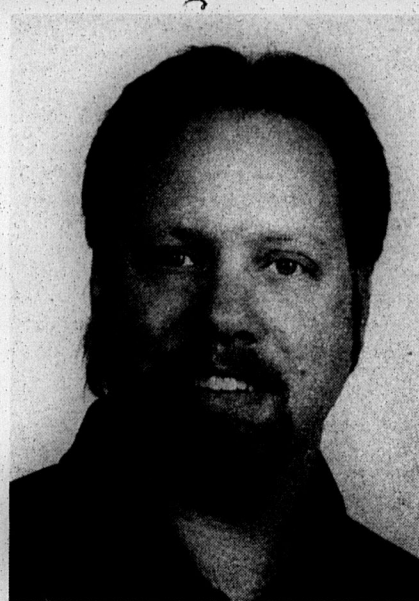
**HONORS/AWARDS:** Award-winning journalist (New York Festivals Grand/Gold/Silver medals).

## Darren Pittman, E. Canada VP

On February 11, 2008 the non-unionized Daily News in Halifax ceased publication. No notice. No warning. Just ninety-two people put out of work. It was replaced three days later by a free paper with only a few of the junior staff remaining.

And some people suggest we don't need unions any more. Due to changes in media technology and ownership, they are more important than ever. We have reached a critical time in our existence and the only way to ensure we ride the wave rather than being swept under is to link arms and face it together.

Small locals throughout our union are in jeopardy of fading away if we don't act immediately to revitalize them. Merely existing is not enough. We need to work together to strengthen our locals and protect our work and workplaces. We have to reach



out to the unorganized so they do not become victims. We have to make our politicians understand the importance of a strong and diverse press to Canada.

I am president of a small local and I know the issues members face. I face them myself, every day. I deal with those issues every day and I have learned that being proactive yields far greater results than being reactive.

We must train our members for the future.

We must enforce our contracts and fight for new language to ensure we profit from technological change, rather than ending up as its victims.

That is what TNG-CWA is for. To help our locals and our members.

Our union was built by small locals and local presidents are needed on the TNG-CWA executive. It is vital to have that voice heard and I believe I can be that voice for you.

**AGE:** 42

**EDUCATION:** Photography diploma, Nova Scotia Community College.

**JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT:** Photojournalist/picture editor at the Chronicle Herald past 22 years.

**CURRENT GUILD POSITION(S):** president, Local 30130, Halifax.

**PRIOR GUILD POSITION(S):** Shop steward, Local 30130; bargaining team member.

**GUILD-RELATED ACCOMPLISHMENTS:** Bargained four contracts in four years for three different units with raises ranging from 12% to 18.3%. Added press room to the local and had early retirement plan enshrined in contract. Improved company pension significantly (by more than 100% for some) during editorial negotiations.

**OTHER UNION ACTIVITIES:** Fought and won New Media jurisdiction issue regarding online edition.

**HONORS AND AWARDS:** Twice nominated for Atlantic Journalism awards.

### CONVENTION ACTION

## Diverse voices/ media ownership

Democracy depends on a free and open exchange of ideas and information. The fewer outlets for information and ideas, the greater peril our society faces. Concentration of media ownership serves to silence opinion and prevent the free dissemination of information.

Concentration of ownership serves to erode the jobs of our members and undermines effective collective bargaining. It also reduces the diversity of viewpoints on important issues.

Therefore, the Sector Conference directs the Sector Executive Council and Sector officers and calls on CWA leaders to oppose the concentration of media ownership and to refuse to compromise on this principle, which is essential to the democratic values we hold dear.

Further, the Sector Conference calls on the FCC to roll back media ownership rules to pre 2007 standards.

[strongerguild.org](http://strongerguild.org)

**VOTE!**

**A STRONGER GUILD**

**For Journalistic Integrity And Fair Business Practices In The Media Industry**

**BERNIE LUNZER • PRESIDENT**  
**CAROL ROTHMAN • SECRETARY/TREASURER**  
**CONNIE KNOX • INTERNATIONAL CHAIRPERSON**  
**TONY WINTON • REGION 2 VICE PRESIDENT**



## Mobilizing and Organizing Committee

In the old days, journalists would go back to the newsroom at the end of the day, grab a cup of coffee and regale their colleagues with the details of their about-to-be-written stories. Likewise, ad sales personnel would come back to the office after landing a big account for some congratulations and slaps on the back from co-workers. District managers would compare notes about territories and problem routes.

Today's digital workplace is different. Today's reporters can go from story to story without seeing the inside of their newsroom or co-workers for days. Ad sales reps are so busy trying to match unachievable sales goals so they can keep their jobs, there's no time or spirit left for celebration. And district managers, if they still work for their newspaper, report to far-flung isolated depots.

Meanwhile, a new generation of news industry workers, with a completely revised notion of networking and social interaction, has come into the workplace. A generation raised with home computers and information on demand, this new group of workers are "digital natives." That is, computers, the internet, e-mail, iPods and Blackberries are part and parcel of their work life fabric. Meanwhile, more experienced workers of an earlier generation may have had to acquire digital experience later in their career, but their years in the news industry have imbued them with a sense of what a quality news product or a satisfied customer really means.

In short, we can learn from each other and draw power from each other's strengths. The establishment of the Next Generation caucus of the Guild and even as a loose-knit group in CWA was the first step toward connecting upcoming Guild leaders and activists with established ones.

The committee also approved resolutions addressing the need for a DVD to reflect today's Guild members and their workplaces and the need for TNG-CWA's website development. Both were referred to the finance committee.

Resolved, the Sector Conference hereby recommends:

Locals establish programs that foster partnerships between younger, more-junior employees and veteran, seasoned employees in a dual mentoring relationship. Experienced employees could provide role models for young, new employees while junior employees can provide tech support and guidance to veterans on the new duties and attached equipment and software.

**E**mployee buyouts, leadership turnover, the poor economic environment and employer attacks have worked to undermine the strength of our locals. Particularly hard hit are smaller locals. Collectively, Guild leaders must find ways to identify and assist locals in need.

The Sector Conference directs the Sector Executive Council to schedule a half-day meeting the day preceding the 2008 CWA convention for representatives of locals to discuss the best methods of identifying and assisting locals in need.

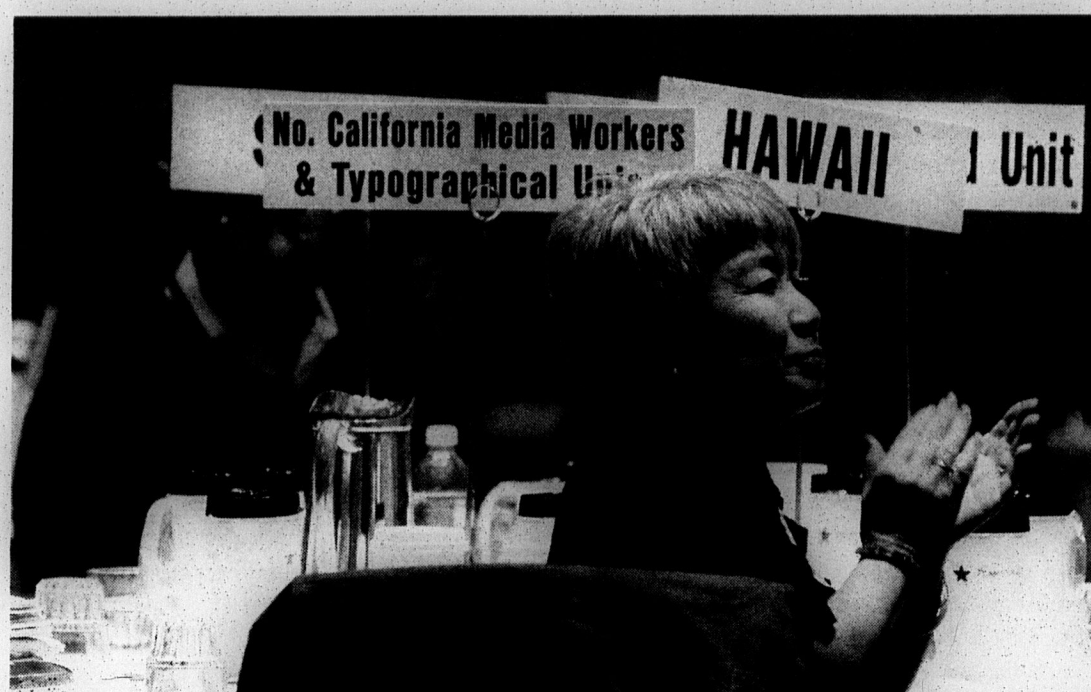
The Sector Conference further urges all locals to send representatives to this meeting.

**W**e have read with interest about the efforts of our brothers and sisters and their supporters involved in the Bay Area's campaign: "One Big BANG: One Guild Universe."

This campaign has been marked by unprecedented vision and leadership from within the newsrooms of the Contra Costa Times, Oakland Tribune and other properties of the Bay Area News Group-East Bay (BANG-EB).

The resolve and positive spirit of the longtime members of the ANG Newspapers Unit, and the eloquence of the potential new members are a source of inspiration for the entire labor movement.

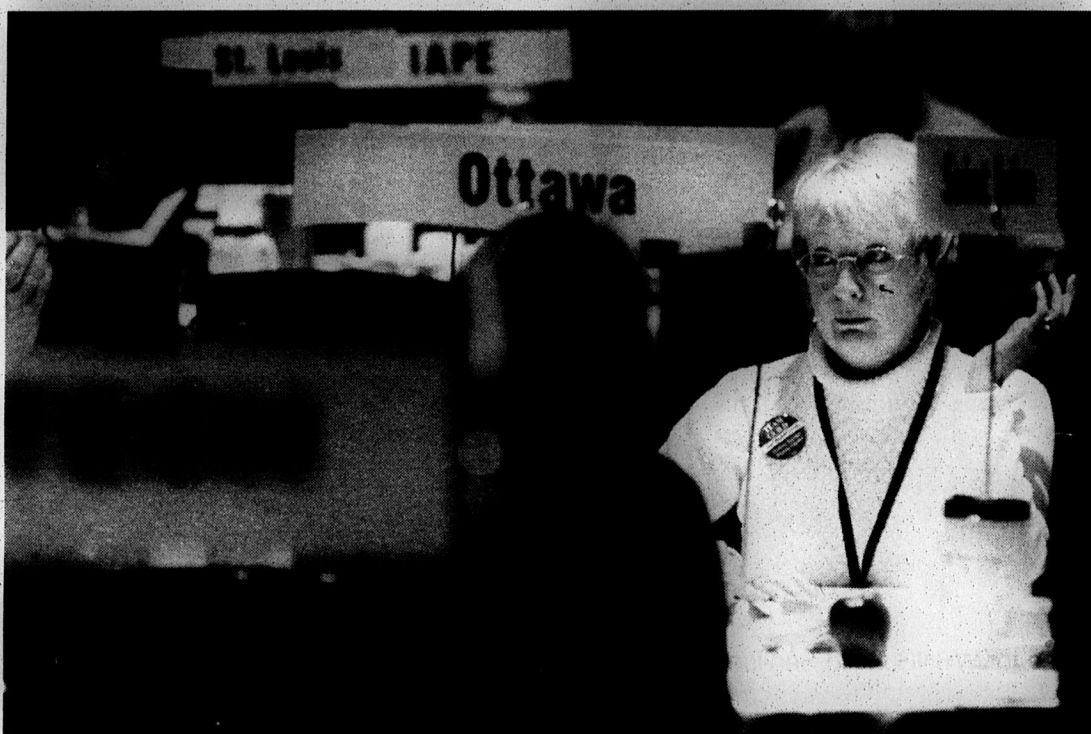
We the members of the Sector Conference applaud the campaign and offer our unyielding support now and as long as it takes for them to reach their goals.



CHRISTINE PETERSON / PROVIDENCE GUILD

## On the floor

Hawaii delegate Lucy Witeck, above, applauds a speaker at her last sector conference as a TNG-CWA regional vice president. Below, delegate Debbie Cole, wearing a button on behalf of Team Guild, makes a point in a discussion at her table.



CHRISTINE PETERSON / PROVIDENCE GUILD

## In memoriam and related resolutions

### Charles B. Dale

Former President Chuck Dale died Oct. 23, 2007 at age 79. A Guild Activist for 40 years, Dale served this union for several decades as an International Representative, then 12 years as Secretary-Treasurer and finally eight years as President before retiring in 1995. In his last term of office he oversaw the implementation of the Guild's strategic plan, which led to our merger with the Communications Workers of America.

### Dan Zeidler, CWA/SCA Canada

Dan Zeidler, a CWA/SCA Canada representative since 1989, was active in several negotiating committees and organizing drives, most recently helping the Canadian Media Guild in Manitoba and Saskatchewan at the Aboriginal Peoples Television Network and the Canadian Broadcasting Corp. "Danny," who died suddenly at age 56, started working at CBC as a teenager in 1968 and was among the "Dirty Dozen" Guild members who were locked out in 1972 for supporting their striking NABET brothers and sisters. "He went on from the NABET strike and worked for the union for the rest of his life," said Director of CWA/SCA Canada Arnold Amber, who was also a member of the Dirty Dozen group.

### Dona Fowler, New York

Dona Fowler was the longest serving representative of the New York Guild. In a 32-year career, she led negotiations on more than 50 contracts and was a tireless fighter for human rights for all Guild members. As editor of the local's "frontpage," she won 19 awards for excellence in labor journalism, including three top honors from the Metro Labor Press Council. She died only a month after retiring from the local. As New York Guild President Bill O'Meara said, "Dona was as beloved by the employees she represented as she was feared by the employ-

ers she faced."

### R. Emmett Murray, Pacific Northwest

R. Emmett Murray, a 32-year copy editor at the Seattle Times, retired in 2003 and passed away Jan. 19, 2008. Murray served three terms as local president, a stint as acting administrative officer, many years as local newsletter editor and as a friend and mentor to generations of Guild activists, young and old. The 2008 Sector Conference of The Newspaper Guild-CWA, on behalf of the entire membership, expresses its sense of loss over the death of Former President Charles Dale, known to us all as Chuck; who died on Oct. 23, 2007, at age 79.

**T**he 2008 Sector Conference of The Newspaper Guild-CWA, on behalf of the entire membership, expresses its sense of loss over the death of Former President Charles Dale, known to us all as Chuck, who died on Oct. 23, 2007, at age 79. A Guild activist for 40 years, Dale served this union for several decades as an International Representative, then 12 years as the Secretary-Treasurer, and finally eight as President before retiring in 1995. In his last term of office, he oversaw the implementation of the Guild's strategic plan, which led to our merger with the Communications Workers of America.

A Canadian who became a naturalized U.S. citizen, Dale was born in Spring Hill, Nova Scotia, which, he often joked, had produced only three things of note: coal mine disasters, renowned singer Anne Murray and himself. But he didn't stay in Springhill long, moving to Toronto and then to Victoria University in Wellington, New Zealand, before starting his reporting career at the Daily Mirror in Sydney, Australia.

Four years later, on returning to North America to work for Canadian Press, Dale joined the American Newspaper Guild—and

on taking a new job at the Canadian Broadcasting Corporation, became instrumental in organizing that network's news operation as a Guild shop. In 1955 he took what he thought would be a one-year leave of absence to work as the Guild's first full-time Canadian representative.

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

In 1979, Dale announced his candidacy for the international union's secretary-treasurer position, left vacant in April by the death of incumbent Robert M. Crocker. The enthusiastic endorsement of Guild President Charles Perlik propelled him to four unopposed terms, and when Perlik stepped down, in 1987, Dale ran unopposed for the top slot.

As president, Dale built on his experiences in Hawaii—where he helped direct the first joint strike by the Guild and other unions at the Advertiser and Star-Bulletin—by spearheading formation of the Newspaper Industry Coordinating Committee, an umbrella group for international unions representing newspaper workers in joint bargaining. But his biggest achievement may have been his successful push for merging the Guild with CWA, a move he said "I devoutly want and profoundly and wholly endorse."

Dale's second wife, Darlene, whom he met on a picket line and to whom he was married 35 years, died in 2004. Our heartfelt sympathy and thanks go to his sons, daughters and grandchildren for all those years he spent on the road working for Guild members.

In honor of Chuck Dale and his many

contributions to our union, the Guild Service Award, TNG's highest award for service to the Guild, will be renamed the Charles B. Dale Guild Service Award. His life and service are a "helluva" model for anyone who wants to help build our great union.

**T**he labor movement and The Newspaper Guild have lost a dear friend and ally with the Feb. 23, 2008 death of retired United Auto Workers President Doug Fraser.

Decency, integrity and a life-long dedication to working people: Fraser embodied all of those attributes and more in a career that spanned more than 70 years from the sit-down strikes of the 1930s to the presidency of the UAW and then to an academic career of labor studies at Wayne State University in Detroit.

Fraser, 91, was the last of the UAW leaders who helped found the auto union during the Great Depression. After playing an instrumental role in the UAW obtaining its first contract at the Chrysler Corp. in 1937, Fraser soon rose through the union ranks and served three terms as president of UAW Local 227 in Detroit.

During the bitter Detroit Newspaper strike of 1995, Fraser took part in outdoor rallies in front of newspapers, decrying their use of scabs and uniformed guards against the Guild and other striking unions.

After the strike, Fraser would demand to see the union cards of journalists wanting to interview him as he helped the Detroit Guild rebuild its membership. At a 100th birthday anniversary celebration of late UAW President Walter Reuther last year, Fraser smiled and said he was pleased that the Guild again had contracts in Detroit.

The Sector Conference salutes Doug Fraser and thanks him for being our friend and ally. We shall miss this true labor statesman.



## Sheila Lindsay, District 2 VP

When outgoing TNG Region 2 vice president Connie Knox says she chose Guild activism to make a better life for her daughter, I could relate! A single mother myself, my own path to greater Guild activism, which has brought me to this campaign to succeed Connie as Region 2 VP, is rooted in my desire to make a better life not only for my daughter and family, but yours.

I brought our independent American Nurses Association staff union into the Washington-Baltimore Guild in 2002 to get greater muscle at the table—just like TNG did with its CWA merger in 1997. I've served as local secretary and treasurer, headed the local's communications committee to revamp its web presence, and now head the local's finance committee to recommend fiscal strategies. I'm now in my second term as the Southern District Council's representative to TNG's Human Rights and Equity Committee, having helped develop its own



web site. And when it comes to multitasking, there's nothing quite like connecting with Washington-Baltimore's 24 (!) bargaining units: newspapers, radio, newsletter and book publishers, wire services, union staffs, educators, social activists and much more.

Of course, if I'm elected it would increase diversity on TNG's Sector Executive Council. But any benefit I derive from that is trivial compared to meeting the expectations of our members for equality and equity in their workplaces.

I support the Team Guild slate because I believe they're the ones best equipped to lead the Guild into the future. But when I say I intend to be "a voice for all of us" ("*una voz para todos nosotros*"), that includes the voice of my opponent and anyone who voted for him.

Enhancing the Guild's operations to better serve our members means we need all hands on deck.

AGE: 49

EDUCATION: Associate's degree, business management.

**JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT:** Sr. Administrative Assistant II, communications department, American Nurses Association, 10 years.

**PRIOR MEDIA EMPLOYMENT HISTORY (if any):** AARP customer service newsletter editor, 1997-1998.

**CURRENT GUILD POSITION(S):** Treasurer, Washington-Baltimore Guild; unit chair, ANA; TNG-CWA Human Rights and Equity Committee (2nd term); chair, WBNG communications committee; chair, WBNG Finance Committee.

**PRIOR GUILD POSITION(S):** Secretary, WBNG, 2004-06; unit 1st vice chair and 2nd vice chair, ANA.

**GUILD-RELATED ACCOMPLISHMENTS:** Oversaw WBNG Web site redesign; 2008 nominee for WBNG Guild Service Award; WBNG budget committee since 2004; WBNG professional staff search committees since 2004.

**OTHER UNION ACTIVITIES and ACCOMPLISHMENTS:** ANA staff union before WBNG merger, 1998-2002.

**HONORS or AWARDS:** Greenbelt (Md.) Elementary School PTA; Greenbelt Girls and Boys Club secretary (and cheerleading commissioner); Toastmasters International.

## Tony Winton, District 2 VP

Two questions are likely on your mind as you weigh the choices in this historic Guild election.

Our industry and Guild are both in upheaval: job losses, contract concessions, falling journalism standards. The questions are these: "Can the Guild secure my career and my craft?" followed by "Are you the candidate who can do it?"

In seeking your vote, my emphatic answer to both questions is yes—but only if we "reboot" our union, revitalize our agenda and reconnect with the membership, especially younger members. If technology is driving the evolution of news, then our evolution—indeed, our survival as a Guild—must mirror it.

We on the "Stronger Guild" ticket insist solutions be grassroots based and member-powered. You already know this if you've ever worked as a mobilizer or shop steward: unity and consensus are the things that give your negotiators power at the bargaining table.



How quickly can we change? In this new media world, where "yesterday's news" means "12 minutes ago," my answer is, not fast enough! While we must preserve TNG's independence and identity as a journalism union, we must begin by removing the barriers to intelligent change that now exist.

Some of them are financial and structural. We must strengthen our role in the CWA, which controls our

budget. We must look inward, to see if our structure is duplicative in some places and too sparse in others. We must reach out to workers in new media and the burgeoning Spanish-language sector. And we must always be asking: are we building bargaining power?

I believe that through 20 years as an activist, organizer, negotiator, and trainer, I have the experience and zeal to make our Guild stronger. And I am thankful for the opportunity to repay the countless sacrifices others have made for me.

AGE: 46

EDUCATION: B.A., Columbia College, Columbia University (1983).

**JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT:** Southeast Regional Reporter, The Associated Press, 18 years. (Miami, Fla.)

**PRIOR MEDIA EMPLOYMENT HISTORY (if any):** Associated Press (Washington D.C.), WRKL-AM, New City, N.Y.

**CURRENT GUILD POSITION(S):** President, News Media Guild; secretary, Southern District Council.

**PRIOR GUILD POSITION(S):** News Media Guild, EC member, RA member. NABET Local 291, president.

**GUILD-RELATED ACCOMPLISHMENTS:** Led contract talks for AP in 2002, 2005. Organized new unit and bargained first contract for Spanish-language EFE News Service. Started outreach to overseas AP journalists with Int'l Federation of Journalists. Participant in TNG Future of News and Convergence seminars.

### CONVENTION ACTION

## Thank you, Providence

Ah, Providence — where the only thing we're "jonesing" on is Guild politics!

Once we got our room key cards to work in the elevators, we took full advantage of the chance to sample the sights and sounds of the self-proclaimed Suntan Capital of New England.

More than half of us made our way to the fabled Follies, sitting through an evening full of insider politics and inside jokes set to music.

The Providence Guild did its part, too—from serving real food at the reception to finding us a comfortable hotel so close to the mall!

For all of us who knew Providence principally as the setting for a TV drama, we have been fully seduced by the wintry charms of a city — and "downcity" — in renaissance.

In this diamond anniversary year of The Newspaper Guild, we salute the Providence Guild for its unswerving efforts to make us feel like rare gems ourselves.

Thank you, Providence!

Collective bargaining committee reports will be published in the April issue.

**Working Together  
With You For  
A STRONGER GUILD**

**Tony Winton**  
*For Region 2 Vice President*

**Connie Knox**  
*For International Chairperson*

**Bernie Lunzer**  
*For President*

**Carol Rothman**  
*For Secretary-Treasurer*

**VOTE!**

GO TO [ASTRONGERGUILD.ORG](http://ASTRONGERGUILD.ORG) AND SEE HOW WE CAN BUILD A STRONGER FUTURE!



## Lois Kirkup, International Chair



AGE: 53

EDUCATION: B.S. in Journalism, Northwestern University.

JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT: President, The Newspaper Guild-CWA, 12 years.

PRIOR MEDIA EMPLOYMENT HISTORY (if any): Copyeditor, Lexington (KY) Herald-Leader.

CURRENT GUILD POSITION(S): Vice president, CWA; co-chair, TNG International Pension Fund.

PRIOR GUILD POSITION(S): TNG secretary-treasurer, 1993-95; Contracts Committee executive secretary 1989-93; collective bargaining assistant, 1984-89. Local 229 president, secretary-treasurer, steward.

GUILD-RELATED ACCOMPLISHMENTS: Merger with the CWA; helped locals organize more than 4,000 new members in new units; established WashTech for freelance techs; affiliated 2,000 members of Dow Jones; helped save Honolulu Star-Bulletin; bargaining rights for 1,000 California Court Interpreters; helped establish CWA Canada.

OTHER UNION ACTIVITIES and ACCOMPLISHMENTS: Executive committee, International Federation of Journalists; president, co-founder of Berger-Marks Foundation; vice president, Lexington-Bluegrass Central Labor Council.

HONORS or AWARDS: Northwestern Alumni Merit Award; Medill School of Journalism Hall of Achievement; Medill Board of Advisors.

International chair has just a couple of constitutional duties—but this election is about much more than who can chair a meeting.

This election is about a leadership team and the future of the Guild, our locals, our jobs and our families.

I am not running for international chair because I want to spend more time away from home or add another title to my resume. I'm running for international chair because I want to be part of the team that Linda Foley is assembling to guide the Guild through some difficult days ahead.

I turned down a slot on the opposition slate because Linda Foley has demonstrated an unquestioned commitment and unrivaled dedication to Guild members across North America. I wanted to be part of her team.

Linda has been there—every day—fighting for our jobs: always exploring innovative ways to grow

the Guild, defending our rights and standing up for our profession—whether it is a sales professional under assault from misguided managers or journalists in the line of fire in a war zone.

Linda and her running mate for secretary-treasurer, Scott Stephens, have a proven track record of judgment, personal integrity and service to Guild members.

Together, Linda, Scott and I—and thousands of Guild members across North America—will build on that proven record of performance: we will grow the Guild, we will listen and lead, we will revitalize struggling locals and we will restore transparency and reliability to Guild finances. We will never stop fighting for you.

I would appreciate your vote—and I urge you to vote for your future—and your family—and vote for Linda Foley for president and Scott Stephens for secretary-treasurer.

## Linda Foley, President

There is much more at stake in this election than just who will hold the job of Guild president. This election is not about my job—this election is about your job. It's about your job, your family and your future.

Our industry is facing very difficult times that will demand extraordinary leadership. Glib, self-serving promises will not defend your contract, rebuild your local, energize your co-workers or grow the Guild. We need real world solutions that are built on a foundation of performance.

Whether it is finding a way to save newspapers, provide money and expertise for mobilization, buttress local bargaining, fight for real diversity, stand up for journalists under fire or grow the Guild with organizing efforts among "old media" and "new media," we've been doing it. We will use what we learned when the employees of Knight-Ridder bid to own their newspapers. We will build on our organizing of high tech, freelance

workers into WashTech. We will expand our Human Rights and Equity Committee's efforts to recruit and mentor new leaders. And we will continue to fight for quality, professional journalism in North America.

You can believe us when we say we will grow the Guild; mobilize the membership; listen and lead; and restore integrity and transparency to Guild finances. You can believe us—because we have a proven track record of accomplishment.

These are not things that any one person can do alone. That's why I'm honored that Team Guild includes Scott Stephens for Secretary-Treasurer, Lois Kirkup for International Chair and Sheila Lindsay for Region Two Vice President—along with hundreds of Guild leaders across North America who are committed to defending our industry, our co-workers and our families.

Together, we can meet the challenges that lie ahead. Together, we can win.

AGE: 46

EDUCATION: Mt. Lebanon High School, Penn.; Algonquin College.

JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT: First online editor, The Ottawa Citizen, 22 years.

PRIOR MEDIA EMPLOYMENT HISTORY: Librarian, editorial, The Citizen.

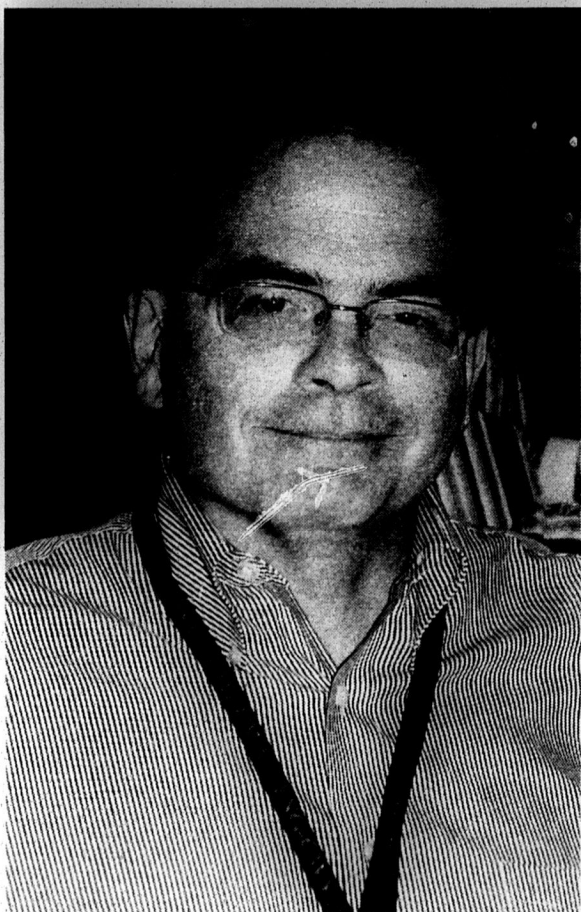
CURRENT GUILD POSITION(S): president, Ottawa Newspaper Guild since 1999; Eastern Canada VP, TNG-CWA.

PRIOR GUILD POSITION(S): Joined Ottawa local executive board in 1995, served as secretary and vice president. CWA-SCA Canada: executive board member and secretary. Chair of the CWA-SCA Canada communications committee.

GUILD-RELATED ACCOMPLISHMENTS: Presided over 90 executive meetings, 36 membership meetings. Negotiated two contracts for the Citizen unit. Served on bargaining committee for CTV-Ottawa, DLR printing, Delta Reprographics and CWA-SCA Canada. Created and maintained first CWA-SCA Canada website. Member of the joint Guild management committee for newsroom change. Member of the "Toronto Accord" committee.



## Scott Stephens, Secretary-Treasurer



Guild members deserve transparency, accountability and completeness from their secretary-treasurer. That's why Linda Foley asked me to run with her. Our members need to know how their money is being spent. They need to be sure they are getting the most for their dues. They need confidence that their funds aren't at risk. And local leaders need to receive accurate and timely reports so they can share the state of Guild finances with their members.

But the secretary-treasurer's job has also evolved. It's more than being a bookkeeper. It's about being a leader. I believe the action in the field is more important than meetings in Washington. That's why, as a member of the Executive Council, I regularly have reached out to Guild locals in my region by appearing at rallies, picket lines, planning sessions and other events. That experience has served me well.

During our campaign, I've spoken with Guild members in San Jose who fear for their jobs. I've spoken with members of the Associated Press and Reuters who worry about overseas colleagues getting shot at. I've spoken to ad sales reps in Toledo who don't know how they will be able to make ends meet. I've spoken to writers and producers at the CBC who are heartbroken by the elimination of local programming. At the San Juan Star, our members worry their newspaper won't be around much longer.

These are difficult times, and these are difficult conversations. But they are also necessary ones. They won't be solved with vague programs and promises. They will be solved by experienced leadership. Linda Foley has that kind of experience, and Lois Kirkup, Sheila Lindsay and I have the practical, hands-on skills to help Linda lead our union into the future.

AGE: 49

EDUCATION: Ohio University; CASE Media Fellow, Harvard University; Knight Center in Specialized Journalism Fellow, University of Maryland.

JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT: Education reporter, Cleveland Plain Dealer, 17 years.

PRIOR MEDIA EMPLOYMENT HISTORY (if any): Reporter, Elyria (Ohio) Chronicle-Telegram; Titusville (Florida) Star-Advocate, Free Press/Allegheny Journal (Pittsburgh); news stringer United Press International, Mexico City.

CURRENT GUILD POSITION(S): Region 3 vice president, The Newspaper Guild-CWA; executive board member, Northeast Ohio Newspaper Guild.

PRIOR GUILD POSITION(S): Unit chair, Cleveland Plain Dealer, 11 years.

GUILD-RELATED ACCOMPLISHMENTS: Instrumental in creating Guild's first rank-and-file Human Rights/Equity Committee; negotiated current contract at Cleveland Plain Dealer, including pension and health benefits; negotiated agreement for Plain Dealer Guild members to perform on-line work.

HONORS/AWARDS: Received writing awards from the Ohio Associated Press, Society of Professional Journalists, Cleveland Press Club, Central Florida Press Club, Ohio Bar Association, Education Writers Assoc.



## Connie Knox, International Chair



As an activist and leader in my unit, my local and in the international, I have a lot of experience to draw on as I seek to become the next International Chairperson.

Experience or not, it's easy to see the problems our union is facing: Shrinking membership; reduced revenue; constant struggles against a government indifferent to workers' needs and rights to organize. Did I mention hostile employers? And a print industry reeling as it faces an uncertain future and a cyberworld developing new platforms with new workers faster than we can get their programs to download.

There's a vision for the future that offers hope. It's the candidacy of Bernie Lunzer for TNG president and Carol Rothman for Secretary-Treasurer. I want to be a part of the fresh start the Lunzer-Rothman ticket means for the Guild.

I think it's critical for the

Guild to remain a strong sector inside CWA so we can continue to be an equal partner in defining the relationship going forward. We need to keep the programs and policies that defined us as a stand-alone union and were our selling points as a merger partner. These are what attract members. Among these, one of particular importance is the recognition that our strength comes from the members: we reject the idea of top-down management.

The ideas being put forth by the Stronger Guild ticket will keep these programs and policies in place—and build on them. They will strengthen our bargaining, develop on-the-ground organizers, and train at all levels of the organization—from stewards to refresher courses for leaders who've been at the helm for awhile.

The Stronger Guild supports you, the members. I hope we can have your support.

AGE: 65

EDUCATION: B.S. Journalism, Ohio University.

**JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT:** Slotperson at the Baltimore Sun; during my 29 years I've also been an assistant magazine editor and a copy editor.

**PRIOR MEDIA EMPLOYMENT HISTORY (if any):** Reporter, Waterbury (Conn.) Republican-American; reporter, Willoughby (Ohio) News-Herald.

**CURRENT GUILD POSITION(S):** TNG-CWA Vice President for Region 2, eight years.

**PRIOR GUILD POSITION(S):** At-large VP, TNG, eight years; president, Washington-Baltimore Guild, 12 years; vice president WBNG, five years; president, Southern District Council, two years; unit chair, The Sun, five years; alternate on TNG's Election and Referendum Committee.

**GUILD-RELATED ACCOMPLISHMENTS:** Chair of TNG's collective bargaining committee when we revamped collective bargaining program. With former VP Jack Norman, pushed for way to fund Defense and Mobilization Fund. Worked with Bernie Lunzer to develop Convergence II. Ran meetings of WBNG executive council; membership and unit membership. Served on seven bargaining teams.

**AWARDS:** Twice WBNG's Member of the Year.

## Bernie Lunzer, President

AGE: 50

EDUCATION: University of St. Thomas, St. Paul, MN; BA English, *cum laude*.

**JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT:** TNG-CWA secretary-treasurer, 12 years.

**PRIOR MEDIA EMPLOYMENT HISTORY (if any):** Newsroom, advertising, circulation, promotion/marketing at the St. Paul (MN) Pioneer Press, 1979-1989.

**CURRENT GUILD POSITION(S):** TNG-CWA secretary-treasurer.

**PRIOR GUILD POSITION(S):** Administrative officer, Minnesota Guild; unit chair, St. Paul Pioneer Press, steward-activist.

**GUILD-RELATED ACCOMPLISHMENTS:** Successfully navigated major Guild negotiations at the local and International level since 1980, originated future of work initiative, originated alternative ownership strategies at national level for Knight Ridder sale, originated Guild code of professional conduct, major work at local level on pay equity, diversity and joint worker/management committees.

I'm Bernie Lunzer, candidate for President of the Guild-CWA. I seek change and renewed commitment within our Guild sector. Our members are looking to us for leadership, and I know the Stronger Guild candidates—Carol Rothman, Connie Knox, Tony Winton and I—bring the most valuable experience to the table.

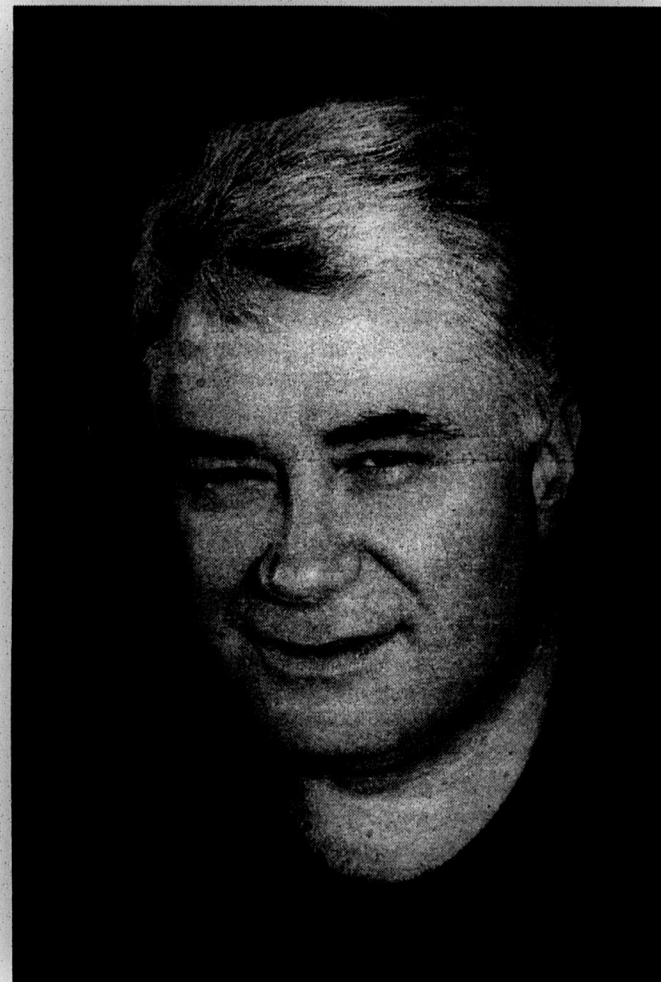
There is reason for hope. Our products are seen by more people than ever before. We can maintain credibility and professionalism in our jobs. We will work hard, as we always have, to be successful. But it's time the employers work with us to build a future. We'll develop ownership and revenue models that work—layoffs and less content, along with less diversity, will only lead to failure. There are better answers. Together we'll find them.

With my frontline collective bargaining experience, I understand the need to listen to our members. I've never had to be reminded

of that. I understand that credible, honest leadership is the basis for building our union. You've always gotten the truth from me—you always will. If we face tough choices ahead, you'll have the facts you need to make the decisions. Guild members deserve and expect that.

It's time we begin real work on a media sector within CWA—it shouldn't be forced on us. We need to organize all media workers if we're going to have real influence. We've had enough of press-conference trade unionism and empty cheers. It's time to start some serious strategic goal setting, together. I can build that consensus.

Our union—the Guild and CWA as one—can be a strong force for journalism and democracy in North America and the world. When you're told we should just "do more of the same," speak up—say you expect more. We can do better and we will.



AGE: 58

EDUCATION: BS Journalism, Temple University, Philadelphia; Corney Labor Institute, St. Joseph's University, Philadelphia.

**JOB TITLE, EMPLOYER and LENGTH OF CURRENT EMPLOYMENT:** Commission salesperson since 2004, classified automotive, Philadelphia Inquirer, Daily News, philly.com.

**PRIOR MEDIA EMPLOYMENT HISTORY (if any):** Ad-taker, inside, outside sales classified automotive and real estate, Philadelphia Inquirer and Daily News since 1970.

**CURRENT GUILD POSITION(S):** Philadelphia local treasurer since 2000, TNG-CWA international/sector chairperson since 1993.

**PRIOR GUILD POSITION(S):** Every Philadelphia local executive office except president since mid-1970's; TNG at-large vice-president 1983-1993.

**GUILD-RELATED ACCOMPLISHMENTS:** First woman and longest-tenured sector chairperson in Guild history. MADC delegate; TNG convention delegate since 1979; bargaining committee member every contract since 1977; unit chair Philadelphia Inquirer/Daily News during 46-day strike in 1985.

**HONORS/AWARDS:** Panelist on commission sales at 1997 CWA Marketing Conference; delegate, 1998 Int'l Federation of Journalists Congress, Recife, Brazil.

## Carol Rothman, Secretary-Treasurer



I am Carol Rothman and I am running for TNG-CWA Secretary Treasurer. I joined Bernie Lunzer, running for President, and Connie Knox, running for Sector Chairperson, as "A Stronger Guild."

The "Stronger Guild" includes candidates representing all facets of the news operation. We have actual at-the-table bargaining experience and are successful at building coalitions between editorial and commercial members at the unit, local and national level. As a salesperson I have managed multi-million dollar budgets for my accounts and as a union trustee I have participated in overseeing my local's \$200 million pension fund.

Our message to the membership is building a stronger union from the bottom up. We believe The Newspaper Guild can only survive in today's climate by engaging members and locals in every aspect of our union.

We have presented plans for more effective collective bargaining, resulting in better contacts for our mem-

bers; to empower workers with stronger education and training programs; to develop a stronger membership base through mobilizing that promotes awareness of issues; to encourage diversity at all levels of the Guild; and, to expand the Guild into today's digital marketplace through stronger organizing.

We believe The Newspaper Guild should lead the way to build a stronger media sector for the future in CWA. It can only happen by developing stronger relationships with our sisters and brothers in the other media sectors.

We are the leaders who will work to preserve our jurisdiction in new media. We are the leaders who will increase our numbers in new media. We are the leaders who can maintain our integrity as the new media sector in CWA.

It was easy for us to choose the name "A Stronger Guild" to represent our vision. Elect us so you, the members, can define "A Stronger Guild" for the future.



**To the Editor:**

The page 1 headline in last month's Guild Reporter was a gloomy "No relief for newspapers." Still, I found good news, very good news, about the union I joined back in 1949, when I was a reporter on the Beaumont (Texas) Journal.

I found two sets of obviously able and ambitious candidates competing to lead my union. That's great. To paraphrase Daniel Webster, the Newspaper Guild may be a small union, yet there are those who love it.

And I discovered that union solidarity is not just found in the lyrics of old labor songs.

Thanks, Sara Steffens of the Contra Costa Times Reporter, for showing us that the union spirit that motivated generations of Guild activists, starting with Heywood Brown, lives on.

Yes, as you eloquently wrote, "somebody has to stand up for what's right."

Thanks for standing up.

The Guild's obit won't be written so long as there are people like Sara in our ranks.

—Dave Perlman

Washington-Baltimore Guild (Ret.)

that or any other such warnings with us.

**To the Editor:**

Linda Foley has always been there for my local, the Lexington Newspaper Guild. She delivered results when she was president of our small local more than 20 years ago. And she never—not once—forgot about us when she became president of the Newspaper Guild.

In the Lexington Guild's darkest hour, when corporate bean counters were singling out the weakest in our unit, our part-timers, for cuts in sick leave and health benefits, Linda reached out to us with common-sense advice. With her guidance we tripled our membership, we built a coalition with other labor unions and elected officials, and we mounted the first public campaign in our 39-year history.

Linda marched and spoke at a rally we held, and with her help we sent a very loud and clear message to the corporate bean counters. And we forced them to do what they said they never would—we forced them to compromise.

Linda Foley is uniquely qualified to lead us through the difficult times ahead.

—Sheila Lindsay, treasurer  
Washington-Baltimore Guild

**To the Editor:**

Unit leaders at The New York Times endorse the A Stronger Guild ticket of Bernie Lunzer, Carol Rothman and Connie Knox.

Team Guild presents a formidable ticket. Energetic and intelligent, President Foley has done a good job of leading the Guild, particularly at incorporating The Guild with CWA. But many of us feel she has run The Guild too strongly from the top while allowing less input from those battling for the union in the rank and file.

Lunzer is a strong leader who has gone out of his way to learn and understand the very serious issues that our members face. He has made strong efforts to get to know us on personal and professional levels. He is willing to take the time to explain his views at length on problems facing the newspaper sector with intelligence and thoughtfulness.

Bernie will be a strong advocate for the

(more) and negotiate better contracts—two key issues now on life support—we will find it difficult to survive.

On March 4, 2008, Standard & Poor's unit council unanimously endorsed the stronger guild ticket: Bernie Lunzer, Carol Rothman and Connie Knox.

—Edward Fannon, unit chair  
Randye Gilliam, 1st vice chair  
Carol Wood, secretary  
Peter Burke, treasurer  
Lan Lecour, assistant treasurer

**To the Editor:**

I see lots of letters in the Guild Reporter touting one slate or candidate, or trashing a nominee. It's all "rah-rah-rah" or "boo on you." The voice of the undecided, or the ticket-splitter, hasn't been represented here. Let me tell you how I'll vote.

For Region 2 vice president: Sheila Lindsay. OK, I'm her campaign manager. But I also managed Connie Knox's first successful VP try in 1991, then Lela Garlington's winning Region 2 VP bid in 1993, and advised Lesley Phillips' triumphant 1995 at-large VP

*"This election is about the Guild's soul. It's about our future inside CWA, and how we, as members, advance quality journalism through solid wages and working conditions in the evolving news landscape."*

**To the Editor:**

This election is about the Guild's soul. It's about our future inside CWA, and how we, as members, advance quality journalism through solid wages and working conditions in the evolving news landscape. Bernie, Carol, Connie and I will "reboot" TNG, knowing the challenges we face inside CWA—not as critics, but as problem-solvers.

The Foley/Stevens camp insists CWA will keep writing checks even though they've seen internal documents suggesting a million dollar annual shortfall. Real financial issues aren't solved by rhetoric. Lacking a plan, Foley/Stevens destructively spin our reasoned call for change as "creating conflict" with CWA.

Then, Foley/Stevens raised a four-year-old phony dispute over TNG investments, astoundingly claiming ignorance even though it's clear they were in the loop. The swift fix of the investment problem does teach a lesson, though, about Bernie Lunzer's openness and abilities.

CWA is in total control of TNG's budget. We'll need frank discussion. That's why electing candidates who are committed to intelligent, member-driven change that preserves our Guild is so important. And it's why I'm running for Region 2 Vice President to be part of A Stronger Guild.

—Tony Winton, president,  
News Media Guild

**Scott Stephens responds:**

This election is also about getting one's facts straight. The sole occupant of the "loop" involving the loss of a half million dollars in the Guild's Defense and Mobilization Fund was Secretary-Treasurer Bernie Lunzer.

As a member of the SEC Finance Committee, I first learned some details about the nature of the investment in October of 2004.

Those details included the fact that this vital fund had been invested in a very risky stock scheme instead of in government bonds as Bernie had said. All of this came to light only after Linda Foley called the brokerage company and demanded to know what was going on.

Bernie told us he was "misled" by a broker who supposedly told him the money was invested in secure bonds, not risky stocks traded on margin.

Documents surfaced much later showing that the investment company repeatedly sent messages to Bernie clearly showing that these were risk-prone stocks, not government bonds. One such letter, dated June 15, 2004, informed him that the stock scheme was tanking. Bernie did not share

For Linda, shoring up small locals is not an academic exercise. It's not something she's learned from a text book or studied in an ivory tower. For Linda, it's something she knows from experience.

I urge all Guild members and activists to vote to re-elect Linda Foley for president of the Newspaper Guild.

—Brandon Ortiz, president  
Lexington Newspaper Guild

**To the Editor:**

During Detroit's five-year struggle for contracts against Gannett and Knight Ridder in the late 1990's, I had the chance to work with and observe both Linda Foley and Bernie Lunzer. Detroit Guild members saw first-hand how they responded to the many crises and issues that occurred during our lengthy strike/lock-out.

It was clear to me and our members that Lunzer was far superior in providing a measured, supportive role to the myriad problems we faced as a union under siege.

When Lunzer joined us at the bargaining table, he was unwavering in telling company negotiators that he supported the Detroit proposals and positions. In our internal caucuses, Lunzer worked effectively with us to present items that reflected the thinking of the striking members.

Yes, I was one of those Guild officers who seconded Foley's nomination in 2005. It was in recognition of her help as Detroit later rebuilt its units at the News and Free Press.

But now we have a choice of candidates for TNG President. As the Detroit Guild Executive Board made clear in its unanimous endorsement vote last December, our choice is for Bernie Lunzer and the slate of Carol Rothman and Connie Knox.

—Louis J. Mieczko, president  
Detroit Newspaper Guild

**To the Editor:**

I am supporting Linda Foley for reelection as Guild president because of the real work she's done for more than a decade: work I've witnessed first-hand, day in and day out. Linda is a very hands-on president and is deeply committed to this union. I am truly impressed with her knowledge and dedication to ensure that the different voices inside each unit, each region and each district are heard.

I believe that Linda will continue to work hard and will take this union forward to bring constructive change in every aspect of the newspaper industry, from increasing training language in our contracts to ensuring that issues of diversity and human rights are included throughout all the Guild's work.

There are a great number of challenges facing all of us in this business. I believe

Guild in CWA. Additionally, he has the abilities and stamina to fight corporations, Wall Street and greedy owners who are holding our jobs hostage to profits and technology.

Bernie's background in both editorial and business gives him a clear understanding of the challenges we face. He will make a great president.

—Art Mulford, Grant Glickson,  
Bruce Lambert, Fernando Ariza,  
Richard Kompa, Nancy Bachrach,  
New York Guild

**To the Editor:**

As national officers of CWA, we want to voice our unanimous and unwavering support for Linda Foley. There is no more tenacious, committed leader than Linda. She is there every day of the fight, strategizing with the districts, allied unions, and the AFL-CIO to harness all the clout of the labor movement for the Guild membership.

We have all worked with Linda to bring CWA and TNG-CWA resources to bear on contract and corporate merger fights.

Together, with local leaders, CWA and TNG-CWA have made a difference. From an internal organizing campaign at Time Warner to saving the Honolulu Star Bulletin, from protecting jobs at Radio Free Asia to winning recognition for California court interpreters, CWA and TNG-CWA have forged a dynamic and passionate partnership.

We have seen, firsthand, Linda Foley working tirelessly for the membership. The attacks on the media industry are unprecedented and we feel deeply that Linda Foley is the best qualified leader for these challenging times.

—Larry Cohen, president  
Barbara Easterling, secretary-treasurer  
Jeff Rechenbach, executive vice pres.

**To the Editor:**

When I heard that Bernie Lunzer was running for international president, I got excited. When he wins, we'll see some real action.

During Linda Foley's presidency, the Guild's total membership declined by some 4,000. Even in a non-profit business, you have to grow the numbers to stay alive. When Linda Foley was asked at the candidates' forum March 1 what she would do differently—something that she hasn't done until now—to grow the numbers, she responded with the message: "Just wait until we get the Employee Free Choice Act passed." But what happens if McCain wins? With or without the Employee Free Choice Act, we should be able to find a creative way to get our message out to the American public.

Bernie knows that if we don't organize

campaign. Like those three, Sheila's a proven winner.

For international chair: Connie Knox. She's not changed much, if at all, from the Guild leader whose campaign I managed in '91. I can trust her.

For president and secretary-treasurer: Linda Foley and Scott Stephens. Both Linda and Bernie Lunzer, her opponent, have considerable strengths and distinct flaws. But to me, Bernie hasn't made the argument that a change in leadership will fix the ills he describes in both the Guild and the news industry. My mind could be changed between now and the election, but I don't know the magic words that would make me change my mind, and time is running out.

—Mark Pattison, secretary  
Washington-Baltimore Guild

**To the Editor:**

Now that the Sector Conference is over, and as a member of the committee I hope everyone had an enjoyable time, I feel obligated to voice some concerns.

During the candidate forum, Linda Foley said she was surprised to see so many "friends" wearing yellow "A Stronger Guild" lanyards. To me, this demonstrates how disconnected she is from the membership.

She also mentioned how she'd been campaigning to find out what the issues are. To this I ask, why did it take an election to get her speaking with the rank and file?

Her efforts strike me as too little, too late. Just like our first meeting in 2001, during a four-year contract battle, when she gave us very little of her time, showing up for a meeting late and shrugging off some of our suggestions about an advertiser boycott. The advertiser boycott eventually led us to getting a contract.

Bernie Lunzer chaired that meeting and has always been there for us, unlike Linda, who is detached and admits to poor judgment (Seattle) while in office. That's why I endorse the "A Stronger Guild" slate and urge everyone else to do the same.

—Thom Cahir, secretary  
Providence Newspaper Guild

**To the Editor:**

The recent Sector Conference candidates' forum clearly identified glaring differences between the Guild presidential candidates. Although I personally like Bernie Lunzer, I found two of his statements especially troubling.

Although Bernie has always supported Canada having limited autonomy, it is clear to me that he didn't want us to have full autonomy within CWA. I have no doubt that if he had been TNG-CWA president two years ago, we would still be fighting for



autonomy and a Canadian seat at the CWA table—battles Linda Foley has already fought and won.

I also found his comments regarding the deliberate targeting of journalists in Iraq and Afghanistan to be most disturbing. Linda Foley has repeatedly spoken out for journalists in the line of fire, while Bernie said he "wouldn't have said it." It is appalling to think that a candidate for Guild president wouldn't instinctively come to the defense of journalists.

For these and many more reasons, I support the TeamGuild ticket of Linda Foley, Scott Stephens and Lois Kirkup.

A decision by any Canadian member to do otherwise would call into serious question their judgment.

—Chris Grogan, president,  
CWA Local 30139  
National Recording Secretary,  
CWA-SCA Canada

**Bernie Lunzer responds:**

As many Canadian members know, I have long supported Canadian autonomy, an issue I thought all of TNG embraced. It surprises me that Mr. Grogan would raise this issue now.

As president I would have led an open, transparent process as the Canadians' proposal was being advanced. Sector Conference delegates in Las Vegas in 2006 would not have been seeing an already-signed document for the first time at a meeting. Linda Foley should have gotten approval to sign from the members she represents. When a delegate questioned her, she said she had signed the document as a CWA vice-president. I still don't know what that means.

We could have skipped the rancor that developed at that Guild meeting, and we never would have had the debacle and disappointment that we saw at the CWA Convention. One day Canada had a vote on the CWA Board, and the next day it was taken away.

I had been explaining to my peers in the CWA districts and sectors that Canada needs a full vote on the CWA Board, if it is to organize and have credibility in Canada. I'm convinced that with proper consensus, which is my hallmark, Canada would already have that voting board seat.

This approach does a disservice to members, who want to address issues affecting the future of our industry and our union.

I'm proud of my record on protecting journalists. I've supported and publicized the efforts of the International Federation of Journalists and the Committee to Protect Journalists. I've gone to embassies and courthouses to protest the killing and incarceration of journalists. The recent story in E&P helped set the record straight.

I wouldn't have made the specific comment Linda made, that's true, because it wasn't well thought out—even one of her supporters acknowledges on a blog that it was a mistake.

I would have worked strategically and constructively to force a real investigation of the shelling of the Palestine Hotel. I've condemned the bombing of Al Jazeera.

Journalists the world around deserve safety and freedom, and I'll continue to fight hard to that end. But all of my remarks as secretary-treasurer, and as Guild president, will be held to the same standards I used when I wrote in the newsroom. You should expect that standard from your leaders in a stronger Guild.

**To the Editor:**

As a 24-year newspaper union member, I was appalled by the negative tone of Linda Foley's "Team Guild" election campaign at the TNG Sector Conference in Rhode Island.

This election is an opportunity for positive change. Let's not squander that. We need open dialogue, not unnecessary attacks.

Dredging up a 4-year-old topic that's been discussed and resolved to the satisfaction of the Sector Executive Council (including candidates Foley and Scott Stephens) for political gain shows that Team Guild's candidates are incapable of putting personal ambitions aside for the greater good of our union.

When this election is over, all of us will be left to clean up the damage that Team Guild's smear-tactic campaign rhetoric causes to our union.

We can get stronger, but only when you decide you've had enough of the bitter pettiness of a negative campaign.

Don't let aggressive negativity bully you into voting for more of the same.

I fear there are more dangerous and difficult days ahead for our industry. But I also believe that my local—and your local—my family and yours—need Linda Foley.

—Rollie Dreussi, executive secretary  
Northeast Ohio Newspaper Guild

**To the Editor:**

The executive committee of the News Media Guild has voted to endorse the "Stronger Guild" slate of Bernie Lunzer, Carol Rothman and Connie Knox, as well as NMG President Tony Winton for Region 2 vice president.

The unanimous endorsement came after NMG's delegates to The Newspaper Guild convention in Providence, R.I., heard all candidates debate. We were impressed by Lunzer's commitment to solve real problems facing the Guild and our parent union, the CWA.

We are also impressed by Lunzer's work through the years to make everyone feel welcome within the Guild. He is the consensus-builder and ideas candidate the Guild needs, now more than ever.

Rothman, with her journalism degree and work on the advertising side of newspapers, brings a perspective that no other candidate can claim. We have no doubt that Knox's experience will allow her to keep meetings running smoothly and to represent the TNG within various groups, such as the International Federation of Journalists.

And, of course, we know Winton through his years of great representation and hard work within our local, the News Media Guild. His decades of journalism and labor experience make him the clear choice for a seat on TNG's executive council.

—Tony Winton, president;  
Martha Waggoner, first vice president;  
John Braunreiter, secretary-treasurer;  
David Melendy, Vin Cherwoo and  
Don Ryan, vice presidents;  
Linda Johnson, chairman of the  
Representative Assembly.

**To the Editor:**

Since I've been the administrative officer at the Washington-Baltimore Newspaper Guild, Linda Foley has been nothing but helpful and supportive.

Linda was meeting with us a year out from the start of Baltimore Sun negotiations

Asian Pacific American Labor Alliance. So I have a strong affinity for labor principles.

Because of that, I am writing in support of the Stronger Guild campaign.

What Bernie Lunzer and his team represent to me is a commitment to our core values of fairness, accuracy and looking out for the greater good, and what's good for the greatest number of members. It's leading by example, leading by recognizing members' concerns and being on the ground to help. It's knowing how important it is to inspire and unite through a tumultuous time in our industry. His campaign has impressed me with its consistency, its decency and its refusal to divide the good will of the membership, instead emphasizing what we can do together to move forward.

—Athima Chansanchai, recording secretary, Pacific Northwest Guild

**To the Editor:**

I have served with Linda Foley on the CWA Executive Board for ten years and worked closely with her on numerous projects. I have always found Linda to be a committed, hard-working leader who takes on the tough challenges in the industry and works relentlessly to represent the best interest of the members. I have witnessed first-hand her dedication to combating the publishing employers who lately seem to ruthlessly pursue profit at the expense of their employees.

Linda has been president of TNG-CWA during an unprecedented period of corporate mergers, downsizing and labor management tensions. It has not been an easy period to be a union leader in this industry, but she has shown the toughness, determination and creativity to face these difficult situations head on.

I know Linda Foley is the best person to continue to lead The Newspaper Guild during these complex times and I hope you will support her in her election for president.

—Peter G. Catucci, vice president  
CWA District 2

**To the Editor:**

The Local Representatives Guild of New York, the professionals who bargain and police contracts for 20 units in the media capital of the world and who know a negotiator when we see one, have unanimously

*"The good news about a spirited election for Guild leadership is that many who showed little interest in our union in the past are now paying attention to why it matters."*

**To the Editor:**

I'm writing to express my deep disappointment with Bernie Lunzer for failing to stand up for journalists.

At the recent Guild sector conference, Linda Foley was challenged by a Lunzer supporter over remarks she made three years ago criticizing the U.S. military for the killing of Arab journalists in Iraq. Foley stood by her comments and vowed always to speak out for the safety of journalists. Sadly, Lunzer did not do the same. He responded that he would not have said what Foley said.

I remember Foley's comments in 2005 and the right-wing backlash against her. I also remember feeling pride in Foley—and the Guild—for standing up strongly for journalists.

It is inconceivable that someone who wants to lead a media union would refuse to defend the lives of journalists, be they Arab or American. A Guild president cannot remain silent on such important issues, and I hope Lunzer will reconsider his position, endorse Foley's comments, and vow to speak out in support of the rights of all journalists in the future.

—Martin O'Hanlon, deputy director  
CWA/SCA Canada

**Bernie Lunzer responds:**

I hoped this campaign would be about real issues, and not political spin and attack.

Say NO to being part of an election campaign that incorporates the very things we abhor.

Say YES to Bernie Lunzer, Carol Rothman, Connie Knox, and A Stronger Guild

—Scott Steeves, vice president  
Boston Newspaper Guild

**To the Editor:**

The newspaper industry is facing an uncertain, ever changing and complex future and to guide the Guild through it all, we need someone with a proven track record of vision, strategic planning and team work. We need the Team Guild slate of Linda Foley, Scott Stephens and Lois Kirkup.

Linda has applied her endless energy to the many facets and tasks required of the presidency of TNG.

She's the touchstone in our battles to maintain quality journalism, fend off media conglomeration and prod newspaper owners into competing in the techno-age of media. Linda has built the relationships within the CWA we need to preserve our independence and unique identity.

Being president of TNG has not been a job for Linda, but a calling. She fights for our industry, our jobs and our families each and every day.

Linda Foley's passion for the Guild is beyond question. Her leadership and dedication are unmatched.

in 2007. Linda helped local and unit leaders strategize in the preliminary stages of Sun bargaining. The local, as well as the TNG staff lead by Linda, was determined to make sure the outcome would be more favorable than the 2003 contract. Because of Linda and assistance from TNG, it most definitely was!

I have also had the pleasure to work with Sheila Lindsay on the local level for many years. I have seen Sheila's passion as a unit leader first-hand. Sheila has been the unit chair at American Nurses Association since 2002. The membership at the ANA has prospered under Sheila's guidance.

In addition to Sheila's unit chair duties, she has held the position of local secretary (2004-2006) and local treasurer (2007-present) not to mention her chairing the local's communication committee and finance committee. Sheila Lindsay definitely has the qualifications and commitment to be the next TNG Region 2 vice president.

—Cet Parks, administrative officer  
Washington-Baltimore Guild

**To the Editor:**

I became active in the Guild because of the Seattle Post-Intelligencer's contract negotiations two years ago. I was a relative newcomer to the Guild, although my previous job at the Baltimore Sun was union. Before that, I was a steward in my UAW shop at The Village Voice and a member of the

endorsed Bernie Lunzer for president of The Newspaper Guild.

When members of the Guild express concern that we might lose our identity in the gigantic CWA, that we might lose our democratic process and our dues structure, the incumbent, Linda Foley, downplays those threats, telling us the merger agreement won't allow it.

As union leaders, we all know that too often, agreements are written to eventually be broken. We don't want a leader in Washington who says the merger agreement won't allow that to happen, we want a leader who says, "Hell no, I won't let that happen."

Hell, yes, we want Bernie Lunzer. A fighter. A leader. A guy whose only ambition is to get ahead in and lead The Newspaper Guild and only The Newspaper Guild.

—Bob Townsend, unit chair  
Local Representative Guild of New York

**To the Editor:**

The good news about a spirited election for Guild leadership is that many who showed little interest in our union in the past are now paying attention to why it matters. This newfound passion can only serve to strengthen us in a time when we feel under siege from budget and staff cuts and face continued efforts—both political and judicial—meant to cripple our profession.

Some of the campaign rhetoric, though,



offers a myopic view of what it takes to lead a union in 2008. What has most impressed me about Linda Foley is her continued vision for the future of journalism and her commitment to protecting our right to practice it. I have long appreciated her relentless advocacy for journalists and our mission, and have witnessed her tenacity firsthand.

Last year, for example, Linda asked me to testify at a FCC hearing about the dangers of media consolidation. When a member of management later complained about my participation, Linda not only insisted that it was my right as a Guild member to weigh in on this important issue, but also offered to come to Cleveland to argue on my behalf. She was not going to leave one of her Guild members in the lurch, and her willingness to step up resolved the issue immediately.

Linda also knows how to listen to her members. Over the years, I have watched her seek others' opinions far more often than she has asserted her own. Talk about rare. Now, more than ever, we need her.

—Connie Schultz

Northeast Ohio Newspaper Guild

#### To the Editor:

I have attended more than 20 TNG conventions and sector conferences, and after two decades I really thought I had seen it all. But this year in Providence, I joined many other delegates with a level of excitement about our union that, frankly, I don't believe I have ever experienced before.

What we took home from that meeting

#### To the Editor:

Linda Foley has proven to me that she is brilliant at finding solutions to complex problems. She helped us prepare for what would be the 8-week lockout at CBC by coming up with a new way to clarify the Member Relief Fund rules in a way that's more inclusive to non-permanent employees. Then she fought for it at the CWA Executive Board and elsewhere.

I dread to think what would have happened without her tenacious spirit and smart diplomacy. She is tough and straightforward and these are the very qualities that make her effective. You want Linda in your corner when it counts.

—Lise Lareau, president  
Canadian Media Guild

#### To the Editor:

I support Bernie Lunzer and the Stronger Guild ticket. Here's why:

Over the last several years I've become increasingly active in the Pacific Northwest Newspaper Guild, moving from shop steward to mobilizer to executive board member. I've had a profound education, learning vastly more about the Guild, and also about different employers, contracts and the news industry as a whole. The best part of that education has come through meeting Guild and CWA members from across the United States and Canada, and hearing about their challenges and achievements at the local level.

I'm impressed by the focus of the Stronger Guild ticket on learning from the

noon. I was puzzled by a question asked by one of the delegates, a delegate who has no affiliation with my local, directed to Bernie Lunzer.

Lunzer was asked a "hypothetical" question regarding secret bargaining. Lunzer responded by stating the question was not "hypothetical" but actually was regarding a 1994 contract extension bargained at the Minneapolis Star Tribune.

I would like to set the record straight.

Those discussions came after an earlier attempt to reach an agreement broke down. Management contacted Lunzer, who was our administrative officer at that time, about resuming those negotiations; an agreement was made that the unit officers and Lunzer would participate in the discussions.

That effort led to an extension agreement that included an 8% scale increase, signing bonuses, direct reclassification language for a number of the members, an 8% increase in night differential, a cash balance pension enhancement, a \$10,000 Social Security supplement for members age 55 and older who retired within the life of the contract, and long-term disability insurance made available to the members.

This agreement was overwhelmingly ratified by the membership at the Star Tribune.

—Ann M. Wilhelmy, president  
Minnesota Guild/Typographical Union

#### To the Editor:

I've followed the interesting and vigorous debate on the letters page of the Guild

It's maddening to see such misstatements presented as "facts."

Bill's reference to the \$1 a month assessment for organizing is misleading: The fact is that the \$1 a month (implemented in the early 1990s by a previous administration) was returned to the locals 12 years ago for local organizing efforts.

Declining membership? In the face of an unprecedented assault on the industry, more than 82,000 news industry jobs have been lost in the last decade. Since I've been president, we've added more than 4,000 new members by adding new units, including Hudson News (NY), Dow Jones, California Interpreters and a thousand new members of the Canadian Media Guild. In each case, we made extensive use of the CWA organizing program and CWA resources. In fact, we have two large-scale organizing efforts underway right now, both fully supported by CWA.

Lack of experience? After 12 years as Guild president and more than 20 years as a Guild leader? Nonsense. My experience in the "basics of unionism, organizing and collective bargaining" is the equal of anyone in the Guild, and my track record is unrivaled.

#### To the Editor:

I support the A Stronger Guild candidates for many reasons. Here's one.

I'm an advertising sales rep and my contract, the oldest in the local, exclusively covers commercial workers and carries the highest pay scales.

*"Democracy can be messy, but consensus is essential in a member-driven union such as The Newspaper Guild. And the way to build consensus is by listening."*

was a strong confidence that the election of Bernie Lunzer for president, Carol Rothman for secretary-treasurer and Connie Knox for sector chairperson will infuse a powerful dose of adrenalin into our union and give us comfort that we can rely on strong leaders to help us during these difficult times in our industry.

The energy and enthusiasm of their slate, "A Stronger Guild," is exactly what we needed to take home to our locals so we all can begin rebuilding our union and motivating our officers, stewards and members to be stronger in facing our challenges.

I am proud that the Executive Committee of the Newspaper Guild of Pittsburgh Local 38061 has endorsed Bernie Lunzer, Carol Rothman and Connie Knox. I hope the rank-and-file throughout our great union backs them, too, so we truly can make our union "A Stronger Guild."

—Ken Fisher, treasurer

Pittsburgh Newspaper Guild

#### To the Editor:

Democracy can be messy, but consensus is essential in a member-driven union such as The Newspaper Guild. And the way to build consensus is by listening.

I had a third-grade teacher who frequently admonished her caterwauling classroom that "You can't listen with your mouth open." It was good advice that some of us still struggle to heed.

But one Guild leader who has always excelled at listening is Bernie Lunzer. That's why I was so excited when he announced his candidacy for president of The Newspaper Guild. And by scanning his list of endorsements, I am struck by the number of executive boards, as opposed to individuals, who are backing Bernie... because he listens.

Leading the Guild has been compared to "herding cats," and in this era of industry upheaval, we need a president who will guide us rather than expecting us to follow like sheep. We need a president who will advance our agenda. We need Bernie Lunzer.

—Gene Achziger, treasurer, Pacific  
Northwest Newspaper Guild  
(and president during the 2000  
Seattle newspaper strike)

experience of individual locals and spreading the best strategies and practices throughout the Guild, especially in the area of contract bargaining. We all know that media owners eagerly borrow from one another, attempting to turn new concessionary demands into "industry standards." Only by learning from each other can we turn the tables. I'm greatly encouraged that the commitment here isn't just rhetorical, but is backed by the unparalleled breadth and depth of bargaining and local leadership experience that Bernie, Carol Rothman, and Connie Knox bring with them to leadership of the Guild.

—Darryl Sclater, vice-president  
Pacific Northwest Newspaper Guild

#### To the Editor:

I am a reporter at the Minneapolis Star Tribune and longtime member of our Guild Representative Assembly.

In 2006 I had the opportunity to work closely with Linda Foley when several reporters faced contempt of court charges and jail sentences for protecting confidential sources.

Foley played an extraordinary role in helping to forge a united front of major media organizations in defense of journalists and in support of a federal shield law. She helped coordinate a national petition campaign and a series of nationwide advertisements in defense of reporters. She also called demonstrations in support of the First Amendment that took place around the country. Foley understood what we in the newsrooms face and she was tireless. You could tell she cared. I recall telling my wife, "This is a different kind of union president."

Even though I was not a delegate to the Guild sector conference in Providence, R.I. in February, I am so impressed with Linda Foley's work that I paid my own way to Providence to support her re-election and to support the election of her running mates, Scott Stephens and Lois Kirkup.

—Randy Furst  
Minnesota Newspaper Guild

#### To the Editor:

As a delegate to the most recent sector conference in Providence, I attended the candidate forum held on Saturday after-

Reporter. Seeing stories told about contract fights in my district has motivated me to weigh in and share some of my experiences.

Since I have been Vice President of CWA District 4, I have been involved in support of important contract struggles at the Youngstown Vindicator and the Toledo Blade. In each and every case, it was Linda Foley who contacted me and worked collectively with local leaders and me to develop a strategy to bring CWA political power in Ohio (where we have 35,000 members) to bear on the struggle in support of her members. Linda had both the strategic sense of how to use that political power and the persistence to make sure I kept working on it.

TNG members have a passionate and effective advocate in Linda Foley. I look forward to continuing to work with her in the future.

—Seth Rosen, vice president  
CWA District 4

#### To the Editor:

I'm Bill South. I am the chair of the Consumers Union Unit, Newspaper Guild of NY. I am supporting A Stronger Guild Team. The CU Unit Council has unanimously endorsed my position.

Our international president's lack of collective bargaining and organizing experience has long concerned me. One major reason for merging with the CWA was access to their organizing program. CWA has a large organizing department and the financial ability to fund many Guild Sector organizing drives. In addition, Guild members are also assessed \$1 per month to support international organizing efforts. However, with all this, during Linda's presidency, Guild membership has dropped by more than 4,000 members.

The challenges of organizing new members into our union have always been tough. Why hasn't our international been unable to take advantages of CWA's organizing program? I believe Linda's lack of experience in the basics of unionism, organizing and collective bargaining, is part of the problem.

The CU Unit rates A Stronger Guild Team a "Best Buy!"

—Bill South, chair, CU Unit  
New York Guild

Linda Foley responds:

I'm also the president of the local which represents workers in Guild classifications from drivers to editorial writers. The perception that the Guild leans towards editorial workers and their issues has never been a part of my local's culture, but does exist in TNG membership at large.

The issues of workers in all classifications should be the issues of the international. The answer begins with training and mobilizing at the unit level. TNG needs to expand its advocacy role for all members in all classifications without diminishing its commitment to journalistic ideals.

I believe Bernie Lunzer, Carol Rothman and Connie Knox have a planned and balanced approach to meet this challenge now and in the future. The programs they have presented are carefully thought out and realistic. My 20-plus years in advertising make me a little leery of the list of political slogans and catch phrases I see in the opposition's campaign material.

—Brian Whelan, president  
Newspaper Guild of Greater Boston

#### To the Editor:

I was a foreign-affairs reporter at the San Francisco Chronicle for 13 years, until this past August. During that period, I participated in several projects and delegations of the Newspaper Guild and the International Federation of Journalists in Mexico and Venezuela, and I reported for the Chronicle from Baghdad throughout the U.S. invasion of March-April 2003. During all this time, I have admired the gutsy, principled positions that Linda Foley has taken with regard to freedom of the press.

It certainly would have been safer for Linda to stick to a narrow definition of union business rather than object when foreign journalists are killed. Keeping her mouth shut would have saved her a lot of grief from partisan pundits and government officials, and apparently it would have protected her from some unfortunate attacks by Bernie Lunzer during the current Guild election. But the Guild must defend the rights of all journalists, not just those who pay union dues.

Linda is upholding the highest principles and most fundamental interests of professional journalism, and I'm proud to support her for re-election as Guild president, as well



as Scott Stephens for secretary-treasurer and Lois Kirkup for international chair.

—Robert Collier

N. California Media Workers Guild

#### To the Editor:

Bernie Lunzer is my choice to lead the Guild into the uncertain and unsettling future confronting the newspaper industry and our members.

Here's why: It will take the collective intelligence—and strength—of the Guild to protect our members and our profession and to develop a vision for the future. Bernie will involve local leaders and members in creating and executing those efforts. He has the support of a broad range of Guild activists, older and younger, from small locals and big locals, from Canada, Puerto Rico and the U.S.

Many of the Guild activists I admire most are backing Bernie. I'm proud to join them, and I look forward to working together to build a stronger Guild. Please join us.

—Michael Cabanatuan, president  
N. California Media Workers Guild

#### To the Editor:

For more than a decade, Linda Foley has demonstrated the street smarts of a true labor leader, earning the respect of her counterparts in the movement, politicians and management. It would be a shame to lose that.

—Carol DeMare  
Albany Newspaper Guild

#### To the Editor:

I am pleased to add my name to the long list of Guild members who have endorsed Bernie Lunzer for president of The Newspaper Guild, as well as his running mates, Carol Rothman and Connie Knox.

Bernie is to be commended for running an honorable, issue-based campaign, free of personal, vindictive and straw-man issues meant to divert attention from the real problems confronting our union and its members. He has clearly and concisely laid out his proposals to address these issues head-on.

Over his many years in our union, Bernie

has proven to be an immensely talented, principled and inclusive leader who always puts the needs of our members before anything else. Bernie and his running mates will act quickly to strengthen our union, and will work hard to improve the working lives of our members. They deserve our full support.

—Barry Lipton

Retired New York Guild President

#### To the Editor:

It's critically important that Guild members in Region II elect Sheila Lindsay as their vice president. As treasurer of the Washington-Baltimore Guild, Sheila is a rising star in our union. She speaks eloquently for so many people who often do not have a voice. A single mother who personally understands the need for a strong union, Sheila has been a strong voice for the members of her rather small unit at a non-profit organization, her rather large local and for members of equity-seeking groups on TNG's Human Rights Committee. Her sparkling personality and no-nonsense approach to workplace issues will strengthen our executive council.

As a member of the Southern District of TNG, I urge my fellow Region II members to elect Sheila Lindsay, a voice for all of us. *Una voz para todos nosotros.*

—Linda Foley, president  
The Newspaper Guild-CWA

#### To the Editor:

At its January meeting, the executive board of the Manchester Newspaper Guild, TNG-CWA Local 31167, without opposition, endorsed Bernie Lunzer for president of the Newspaper Guild.

We did so after meeting with Bernie and with President Linda Foley, and after much deliberation, especially regarding issues facing us locally. We admire Ms. Foley's effort and dedication, and will be forever grateful for it. But in our discussions, it became clear that in our experience as local leaders, when we've needed advice, Bernie has been our "go-to" guy. For whatever reason—convenience, personal comfort, accessibility, whatever—we'd seek him out. More impor-

tantly, no matter the problem, he has always been there to help.

We'd likely all agree there's a need for the Guild to try different approaches. Some might argue that backing one candidate when both have served together for so long won't produce necessary changes. We disagree.

Change needn't be drastic to be profound. When viewing the world, the smallest twist of the prism can alter how everything appears. New, wiser paths can become plain where before, it appeared none existed. We believe Bernie can help us find those new paths. We'd like to let him try.

—Norm Welsh, president;  
John Tucker, vice president;  
John Whitson, secretary;  
Laura Gagnon, treasurer;  
and the Manchester Guild exec board

#### To the Editor:

I have worked closely with Linda Foley on the CWA Executive Board for the last 3 1/2 years. In that time, the board has worked on many innovative and controversial issues, including the Strategic Industry Fund, the diversity proposal and CWA's Ready for the Future Plan. Linda's leadership and insight provided great value in each of those discussions.

We have also worked closely to encourage the TNG locals within District 7 to work more closely with their other CWA local counterparts. We have worked hard to model that CWA is one union, one family. When there was a District 7 opening on the National Committee on Equity, we jointly chose Yoko Kuramoto-Eidsmoe, president of Local 37082, to represent our district on the committee.

Linda Foley is an experienced and tested leader and I support her for TNG-CWA president.

—Annie Hill  
CWA vice president, District 7

#### To the Editor:

At the risk of echoing the line from "Poltergeist II" ("They're baa-ack"), I'm adding my voice to the chorus supporting Bernie

Lunzer and the slate for A Stronger Guild.

One of TNG's Guild Service Award recipients (1990), I've worked in newsrooms and classrooms, as a Guild officer in large locals (San Diego) and small (Peoria), and always found Bernie to be bright and bold, affable and open. In fact, when I and a handful of activists from small locals formed SLANT (Small Locals Action Network), Bernie volunteered any help he could offer and never sought any quid pro quo.

Some of us may feel like neighbors watching a divorce, but my enthusiastic backing of Lunzer is less a blast at Linda Foley than a heartfelt endorsement for an inclusive, inventive and proactive future for the Guild.

Unlike the stereotype—criticized by our founder, Heywood Broun, who once quipped, "A liberal is a man who leaves the room when the fight begins"—Lunzer is a progressive who rolls up his sleeves, walks into a fray and asks, "What can I do?"

—Bill Knight  
Elmwood, Ill.

#### To the Editor:

I am writing in support of Linda Foley for TNG President and Sheila Lindsay for Region 2 Vice President.

Linda Foley has a hands-on approach to leadership—whenever called for assistance, she has always come through. She not only talks about diversity, she believes in it, whether it be diversity in age, race, gender or sexual preference. I truly believe her forward thinking and ability to embrace seasoned and new workers is truly an asset and that is the type of leadership I want to continue!

Sheila has done a phenomenal job as a WBNG board member, unit chair for the American Nurses Association and Human Rights Committee member. Working with Sheila has been a joy, and her constant advocacy for workers has only encouraged people to become more involved about issues in their workplace. I am confident that she would be just as dedicated as Region 2 vice president as well as "A Voice for all of Us!"

—Tiffany Harris  
Washington-Baltimore Guild

## LETTER FROM THE EDITOR

# 'How' of leadership more at stake than 'who'

By Andy Zipser  
Editor, The Guild Reporter

Many Guild members—perhaps most—may not appreciate what a truly remarkable thing is occurring, or what a relatively rare opportunity they have. It's called democracy, and it's all but non-existent within organized labor.

If you cast a ballot next month for the union's top officers, you'll be exercising a right few North American union members can claim. Unions that enfranchise their members, such as the Teamsters, typically do so because the federal government has intervened in their internal affairs. Even the CWA, regarded by some as among the most democratic of all U.S. unions, elects its national leaders at a convention of delegates; an appropriate parallel would be if Congress, rather than the electorate, were to elect the president.

The Guild's unusual status is prescribed by its constitution, written by members who made their living as professional skeptics. Seventy-five years later, however, it's worth asking if Guild members are up to the challenges of exercising a democratic franchise—not because they're somehow different from other kinds of union members, but

precisely because they're not.

Voting is the culmination of the democratic process, not its sum total. Taken in isolation, voting is meaningless. Look, for example, at publicly held corporations, in which shareholders "vote" for unopposed directors hand-picked by entrenched managers.

But meaningful democracy also requires more than choice: it needs debate, an airing of views, the ability to challenge and question. Most unions function more like Wall Street than Athens in that respect, marginalizing competing voices, eliminating or rigidly controlling internal media and monopolizing the agenda. The CWA, to again cite the closest relevant example, has reduced publication of the CWA News to just eight times a year and has yet to report on any of the CWA district races shaping up around the country. And as for informing CWA's 600,000 non-Guild members about our election—if for no other reason than because it puts at least one CWA board seat in play—at this writing there's been not a peep.

But is that something we should deplore? Or is it merely an affirmation that the way we're doing things at the Guild is out of step with the times?

From one increasingly articulated perspective, electoral campaigns like the one

we're having are too disruptive and distracting. At a time when the ranks of newspaper workers are being decimated, Guild contracts increasingly are riddled with givebacks and the labor movement overall is at its lowest ebb in a century, our elected leaders are running around the country in search of votes. Guild members who have neither the time nor, in many cases, the inclination to educate themselves on profoundly complex issues are being asked to give a vote of confidence to one set of candidates or another that most have never met.

Is that any way to run a union? Most North American union members seem to have concluded it is not.

Put aside the recent hyperventilating about who's more passionate in defending journalists, as well as the warmed-over claims of "secret deals" or sloppy financial oversight, and it's clear that the basic choice now before the Guild is how—more than "by whom"—we're to govern ourselves. Let's grant that neither of the leading candidates has anything but the union's best interests at heart. And let's acknowledge that both have devoted the bulk of their adult lives to the Guild, and both ardently wish to continue doing so. But they differ greatly in how they view the role of Guild president—

and their disparate views require Guild members to play very different roles, too.

What makes this election difficult is that it is not a contest within a school of thought, but between two different schools. One side embraces an approach comparable to that of a corporate chief executive: decisions are made by people entrusted by the membership to do what is best for everyone, based on the more comprehensive knowledge that comes with such a position, regarding the facts and issues confronting the union. The other side believes that leadership can't be effective unless it is an extension of the members themselves, which requires their education, mobilization and active involvement in the union.

One side requires faith and support. The other side requires engagement. And engagement, alas, takes work.

In that sense, this election is as much a referendum on the Guild's membership as it is on its leadership. It will be interesting, in this so-called "Union of Individuals," to see the outcome. But it will be even more interesting to see if the Guild members on the prevailing side live up to their end of the bargain, whether that means being more supportive of the leadership or becoming more involved in the life of the union.

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: April 11.)



## HUMAN RIGHTS WATCH

## A Guild 'two-fer' planned by equity committee

By Yoko Kuramoto-Eidsmoe  
President, Pacific Northwest Guild

For the second month in a row, I'm here to urge you to attend an equity-related conference—and before you decide I've got some weird deal going on with the airline and hotel industry, let me explain.

Aware of how squeezed our local budgets are these days, the TNG Human Rights and Equity Committee has planned the first Guild conference of its kind for Sunday, June 22, right before this summer's CWA convention in Las Vegas. That way, delegates who are coming to convention anyway will get a "two-fer" opportunity to learn and participate in the union.

But may I ask a personal favor of some of you who are among the usual suspects at these conferences and conventions?

If your local was probably going to send you (because they always send you), could you urge them to send someone else instead, someone who's interested in working on equity issues? The best thing, obviously, would be to have everyone there—but if you have to pick one or the other, give some

thought to involving new faces in the leadership of the union instead of going (just this once) to your umpteenth convention.

When we first started planning this conference, I thought: What for? It's not like there aren't other conferences that cover equity issues, or union issues, or news-industry issues. But this one especially targets issues of relevance to union leaders in the news and communications industry.

One topic, for example, is negotiating scholarships for members of equity-seeking groups as part of collective agreements. The Minneapolis-St. Paul local has such a program, and this would be something that employers in many of our locals might want to work on with us.

Another is the future of jobs in the communications industry. If our work is going online, are we doing all we can to make sure that people from a wide variety of backgrounds have the training and support necessary to go with it? What about the digital divide? What happens to later-hired minorities under "last hired, first fired" seniority policies?

Diversity and economics is another area

we hope to address. Part of it is understanding some of the societal factors that make hiring for diversity difficult and finding solutions to that. Another part is finding ways to raise awareness of these issues so that our media employers can be part of the solution on a society-wide basis.

We're also going to talk about computers and making the web more accessible. As our work moves more to the web, what can we do to ensure that our readers and viewers with disabilities don't get left behind? Proper tagging of photos, for example, makes a world of difference in whether a blind person's computer software can make sense of your web site.

Outreach to children in schools is another topic we'll cover. The earlier we start identifying and attracting kids from diverse backgrounds to our industry, the better and stronger our hiring pool is going to be. We want "I can't find any qualified minority applicants" to finally be a thing of the past.

I've saved for last a topic I'm particularly interested in: getting connected with the CWA Minority Caucus and Committee on Equity. In order to get things done in a union

as large as CWA, we have to acknowledge that it's a political entity. And that means internal politics as well.

It'd be nice if things just happened and budgets just got approved because we're nice people with a good cause, but the reality is that people have to support our projects and goals in order for them to happen. And some of the folks involved with the minority caucus have been trying to achieve similar goals for decades. They have a lot to teach us about making things happen, and I'm excited for the opportunity for our Guild group to adopt these longtime activists as mentors.

That's another reason our conference is timed the way it is. If you have the time and money, and you'd like an even bigger dose of learning from CWA's Minority Caucus, you can register to attend their annual meeting. It'll be June 19-22 at the Riviera Hotel, across the street from the main convention hotel, the Las Vegas Hilton. More info is at [www.cwanationalminoritycaucus.org](http://www.cwanationalminoritycaucus.org).

Stay tuned for more detailed registration information, which we'll be getting out to you shortly!

## THE NEXT GENERATION

## Fresh eyes: new perspective on old conventions

In the spirit of the class project we all remember from school entitled, "What I did this summer," some of the TNG-CWA NextGen committee members at the sector conference in Providence, Rhode Island felt it would be cool to share our own personal perspectives on how the annual get-together went.

As chairperson of this "working" group, I'm proud to stand side-by-side with my fellow committee members and say we really are making a difference. Some referred to Rhode Island as our coming-out party. We have gone from being a well-intentioned group with great ideas to a committee of doers.—Brendan Elliott

R.J. Hufnagel, Pittsburgh:

Those at the recent Guild Sector Conference witnessed something special: The coming-

of-age of the relatively new Next Generation group. This conference saw the moment that took the NextGen committee (formed last summer at the sector conference in Toronto) from being simply a grand idea to being a visible, viable part of this great union.

The first tangible contribution from our committee is the Next Gen's Top Ten Q&A booklet, in which we posed 10 questions to a group of Guild leaders and then shared their answers with the membership.

As I told many people in Providence, this booklet is not the end of our Q&A project. We will publish on our NextGen website the unedited answers to the questions we received.

And as time goes on, we plan to invite other Guild members to share fresh ideas in an ongoing conversation about where our

union is and where we want to go.

Karolynn DeLucca, NextGen den mother (a/k/a international liaison):

In less than a year, through monthly conference calls and numerous e-mails, the enthusiastic NextGen Committee has: created a website (which will make its debut shortly!); produced an updated booklet to use with existing material focusing on the burning questions many new members have; and begun work on a new DVD that will describe ways in which the Guild has helped members and what being part of a union means to them.

If you're interested in sharing your Guild story, contact James Geluso at [atlemar@io.com](mailto:atlemar@io.com).

We have also had the chairperson of the NextGen committee, Brendan Elliott of the Canadian Media Guild, speak at the multicouncil meeting last November in Chicago. And to top off the activities of the past few months, we put on the most sought-after workshop at the sector conference on the subject of "Bullying in the Workplace," led by CMG education director Barbara Saxberg and Brendan Elliott.

James Geluso, Bakersfield:

I spent a fair bit of time at the

sector conference promoting and working on our NextGen video project.

We received several testimonials at the sector conference, but we figure the best stories will come from people who aren't presidents or delegates, but rather our members.

That's where you come in: We want your stories about how the Guild has helped you when you needed it. If you have a story, let us know. If you have a camcorder, great. If not, we've got one for you. E-mail us at [atlemar@io.com](mailto:atlemar@io.com) and we'll figure out how to get it on tape.

Kathy Wilmore, New York:

My second Guild sector conference was as energizing and inspiring as my first. There was something in the air that resonated with my own heart strings:

Idealism, energy, hope, and a mutual drive to make a difference. The best of the conference for me was:

- The candidates' forum. Great to see many young/new Guild members get up and speak their minds.

- The bullying workshop. The lively discussions it sparked will help us help ourselves (and our fellow members), and remind us why unity is so important in the first place.

I'm already looking forward to the next conference. Between now and then, we NextGeners have plenty more to achieve!

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

# THE GUILD Reporter

Official publication of  
The Newspaper Guild-CWA (AFL-CIO, CLC)  
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(See box on page 2 for address or other subscription changes or cancellations.)

Volume 75, Number 3

March 21, 2008

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Printed by Mount Vernon Printing Co.

## FROM THE MORGUE

## Seventy years ago this month:

RCA Radio introduces a new "facsimile transmitter scanner," for use by broadcasting stations, that threatens to deliver news faster than can newspapers, prompting speculation that publishers will buy more radio stations. The new machines can transmit a page every 18 minutes and take 2 minutes to load one page. . . . Striking Bayonne Times Guild members return to their jobs after a 17-week strike that brings them salary increases of up to 66%. . . . The National Association of Manufacturers distributes a pamphlet titled, "Join the CIO and Help Build a Soviet America."

## Fifty years ago this month:

The Peoria Guild settles a 68-day walkout at the Journal Star after management agrees to arbitrate the question of whether sick pay should commence the first or the eighth day of an illness. . . . Guild membership tops 30,000 for the first time. . . . The Toronto Star, Canada's largest newspaper, is sold for \$25.6 million, highest price on record for a newspaper.

## Twenty-five years ago this month:

Capital Cities Communications is put on the AFL-CIO's list of "unfair" employers for recruiting strikebreakers; the SEC's attorney rules proper a shareholder resolution requiring Cap Cities to make a detailed report about its "labor policies and practices." . . . The Lexington Herald-Leader settles a long-standing arbitration with Guild-wide significance by agreeing that editorial work on its cable "newspaper" falls within Guild jurisdiction. . . . Despite a recession, U.S. newspaper revenues last year were up 10%.

## DAYBOOK

CWA Legislative Conference,  
April 6-9, Washington DC

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

TNG-CWA Election of Officers,  
April 24-29, all locals

CWA/SCA Nat'l Rep. Meeting,  
April 26-27, Vancouver, BC

TNG-CWA Election Results  
Certified, May 12, Washington