

THE GUILD Reporter CWA NEWS

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Guild Members Stand Up for 'Right to Report'

Members of The NewsGuild-CWA are continuing to stand up for reporters and press freedom through the Right to Report project, even as President Trump amps up his attacks on both.

The president's war on the media gained steam throughout the summer, beginning with his decision to retweet a 28-second video that depicted him beating up CNN and ending with him questioning journalists' patriotism at a 2020 campaign rally in Phoenix.

"Trump's attacks on journalists are straight out of the authoritarian playbook," said NewsGuild-CWA President Bernie Lunzer. "His goal is to delegitimize the press; distort the truth; deny the American people access to information, and distract from news he doesn't like.

"But we and the American people are going stand up for the Constitution and the public's right to know."

Defending Our Integrity

Delegates to a Guild conference in Pittsburgh in August discussed how journalists can refute accusations that they are "fake news." Delegates said TNG members should, among other things, advocate for high standards and inform people about how journalists maintain integrity in their reporting.

"We should educate people about how we do our jobs; how newsrooms work; the difference between news and opinion," said Sandra Tan, president of the Buffalo local.

"People don't understand that for professional journalists there is a verification process. Stories go through fact-checks, through a copy desk. There are multiple sets of eyes on stories," said



At an August campaign rally in Phoenix, President Trump said of journalists, 'And they're bad people. And I really think they don't like our country.'

RIGHT REPORT

Nolan Rosenkrans, president of the Toledo Local.

To verify information, reporters seek multiple sources; check various public records; file Freedom of Information requests; seek comment from sources with opposing views; check with multiple people to verify events and conversations; ask lots of questions; and hold themselves to high ethical standards.

Make It a Felony

Delegates to the conference also endorsed a resolution, Defend the Right to Report, which the Communications Workers of America convention adopted immediately after. NABET

(National Association of Broadcast Employees and Technicians) joined the Guild in proposing the resolution to the CWA.

Speaking in favor of the resolution at the CWA convention, Rosenkrans said: "We are not the enemy of the people; we are the voice of the people. Our union fights not just for better pay, benefits and working conditions for our members at newspapers and websites in the U.S. and Canada. We fight for better, more ethical journalism."

The resolution declares CWA's support for national and state legislation that would make it a felony to assault journalists, including reporters, photographers and videographers.

It also says that journalists must be allowed to cover public events, report on protests, and question officials without fear of arrest or other forms of intimidation, and supports passage and enforcement of Freedom of Information laws at the federal, state and municipal levels.

Tracking Abuse

The Guild is also working with the Freedom of

CONTINUED ON TNG-3

Why Are News Organizations Paying Women, Minorities Less?

Study after study initiated by NewsGuild-CWA locals at some of the nation's most prestigious newsrooms have reached the same conclusion: Women and minorities are getting paid less than their white, male counterparts. And it means every local has an obligation to request data from media employers about the gender, racial identity, disabilities and pay of employees as they prepare for contract negotiations, President Bernie Lunzer said.

Union efforts to document and eliminate pay disparities at the New York Times, Washington Post, Wall Street Journal, Minneapolis Star-Tribune and the Philadelphia Inquirer, Daily News and Philly.com were the focus of a panel at a Guild meeting in Pittsburgh in August; the intense interest in the panel discussion apparently mirrors the feelings in newsrooms across the country.

When confronted with union data showing a pattern of differences in pay, publishers generally denied there was a problem — even though they sometimes implemented individ-

ual salary adjustments.

Despite some progress, however, gender- and race-based pay inequities remain widespread.

WSJ Leads the Charge

IAPE, the Guild local that represents employees at the Wall Street Journal, brought the issue to light in 2016 and again in 2017, long after it first documented pay inequities.

An IAPE analysis conducted in 2016 showed that women earned, on average, 86.8 percent of what men earned, up from 76 percent in 1991.

Dow Jones, which publishes the Wall Street Journal, refused to acknowledge inequities, but granted raises totaling \$270,000 to 31 of 1,300 IAPE-represented employees, including at least one increase of 27 percent or approximately \$14,870.

Not satisfied, IAPE reviewed the data again in 2017, this time employing a consulting firm, Strength in Numbers, to help analyze it.

"We found, again, what we believe was

CONTINUED ON TNG-4

13 Years After Vote Point Park Faculty Wins First Contract

Was it worth the years of struggle? By all accounts, yes.

More than 13 years after they began their quest for a union contract, full-time faculty at Point Park University in downtown Pittsburgh ratified an agreement by a vote of 96 to 6 on Aug. 28.

Raises for full professors began at just under 16 percent, with some receiving significantly more; lecturers, at the lower end of the pay scale, received an increase of 64 percent, going from \$25,000 per year to a minimum of \$41,000 in the first year of the contract.

The agreement established minimum compensation levels for each academic rank for full-time faculty; they may be paid more — and many will — but they cannot be paid less, said Michael A. Fuoco, president of The Newspaper Guild of Pittsburgh, which represents the full-time faculty as well as about 150 editorial employees at the Pittsburgh Post-Gazette.

The agreement also marked, in a practical sense, the university's acceptance of the faculty's decision to unionize.

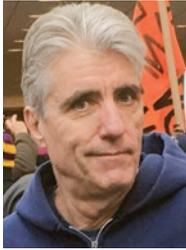
What took so long?

After the staff voted in 2004 to join the Pittsburgh Newspaper Guild, the university challenged their right to unionize. It cited as precedence a ruling regarding Yeshiva University, which prevented staff from forming a union because they acted as managers, making decisions about hiring and firing as well as financial matters.

"In no way did the [Point Park] faculty have any say in

CONTINUED ON TNG-5

Missourians Upend State's 'Right-to-Work' Plan



By Shannon Duffy
United Media Guild

After failing to pass “right-to-work” bills for a decade, Missouri’s state legislature finally pushed through the famously anti-labor law

in February.

But the working people of Missouri had something else in mind.

When the bill cleared the state legislature, newly elected Republican Gov. Eric Greitens couldn’t wait to sign it; he was so thrilled, he traveled to three different parts of the state for signing ceremonies. It was one of the first new laws passed in the legislative session and, in their rush to crush unions, those in power made a tactical error — they gave unions in the Show Me State time to overturn the law through a “citizen’s veto.”

Missouri’s constitution provides that if enough signatures can be collected opposing a law before its effective date, the measure will not apply until it is approved by a vote of the people. Laws passed by the legislature take effect in late August, so by passing the bill early in the legislative session, the corporate movers-and-shakers unwittingly gave unions the opportunity to mount a challenge. We wasted little time, filing the rarely used referendum petition just hours after the bill passed.

To get the measure on the ballot, we had to gather a specific number of signatures in six of the state’s eight congressional districts (CDs) based on voter turnout in the last gubernatorial election.

So when the AFL-CIO called for “feet on the street,” United Media Guild volunteered to work beyond the St. Louis area, where most of our members are based. We decided to go on the road.

Labor’s thinking was strategic: There was a fair amount of skepticism about the prospect of victory. Doing something big, like qualifying in every district, could be a game

changer. This had never before been accomplished in our state’s history. So we volunteered to travel south into the one of the toughest areas: the 8th CD, where union density is extremely low. The district had never qualified for a referendum.

As the deadline approached, I drove to Farmington with a group of Guild retirees and, over the course of several days, we quietly set up operations in a Walmart parking lot. We didn’t approach anyone on their way inside, lest someone take offense, complain to the store’s management, and get us run off. Instead, we only approached people heading out to

their cars. No one ever got angry enough to go back in to complain and we gathered hundreds of signatures every day.

In a former life, I worked on political campaigns, so it seemed a given that I would garner the most signatures. I’m rather ashamed to admit it — but I came in last. (Last!) The Guild retirees were relentless. It seemed that after a career of not engaging in the political process, they couldn’t get enough of it. They wouldn’t quit!

In the end, we wound up with more than double what was needed in all eight CDs! This was an

incredible accomplishment and I can’t say enough about the stellar work of the retired road warriors and our activists in St. Louis.

In the process, we forged relationships with many other unions and progressive organizations around the state that I’m sure will come in handy as we continue our fight to advance workers’ rights.

Our next task is to defeat the right-to-work bill in the statewide vote, which is expected to occur in November 2018. “Right-to-work” legislation is working its way to the Supreme Court, so see you in the streets! ■

Sinclair: A Threat to Independent Journalism

The proposed merger of Sinclair Broadcast Group and Tribune Media poses a threat to independent journalism, according to NewsGuild President Bernie Lunzer.

“The merger of these media giants would lead to the overwhelming dominance of the nation’s local broadcast stations by a single company,” he said. “It also would expand Sinclair’s insidious ‘must-run’ segments to additional outlets around the country. You have to wonder which represents the greater danger.”

The Guild joined NABET (National Association of Broadcast Employees and Technicians) and parent union CWA in a filing at the Federal Communications Commission on Aug. 29 that urged the commission to deny the merger application.

The merger would “reduce viewpoint diversity and competition, harm

“Some of [Epshteyn’s] commentary has come as close to classic propaganda as anything I have seen in broadcast television in the last 30 years.”

David Zurawik, TV Critic, Baltimore Sun

localism, and reduce jobs,” the joint union filing said.

“A merged Sinclair-Tribune would result in a broadcasting behemoth, owning and operating 223 television stations in 108 markets, including 39 of the top 50 markets. Sinclair’s footprint would expand to reach 72 percent of U.S. television households,” the filing said. “It would transfer control of 42 televi-

sion stations in 33 markets, as well as WGN America, WGN Radio and a 31 percent stake in Food Network from Tribune to Sinclair.”

The practical result of Sinclair’s business plan would be “fewer stations producing news, fewer TV stations competing to present a diversity of viewpoints, fewer broadcast employees, fewer journalists, and less time devoted to local news coverage,” it said.

Must-Run Segments

Sinclair’s “must-run” segments, which replace local programming with programming produced at Sinclair’s corporate headquarters in Maryland, are also a major concern.

The practice undercuts localism “by forcing stations to cover particular issues in a particular way with a particular viewpoint regardless of local station decisions,” the filing said.

The segments feature commentary by former Trump White House official Boris Epshteyn.

Writing in the Baltimore Sun, TV critic David Zurawik said, “Some of his commentary has come as close to classic propaganda as anything I have seen in broadcast television in the last 30 years.”

Despite widespread criticism, in July, Sinclair tripled the number of must-run “Bottom Line with Boris” segments from three to nine per week.

In addition to the regular Epshteyn commentaries, Sinclair requires stations to run daily Terrorism Alert Desk segments, which feature stories almost exclusively about Muslims that are frequently unrelated to terrorism, according to comedian John Oliver. In a scathing expose of Sinclair in a July episode of This Week Tonight, Oliver showed a clip of a Terrorism Alert report about Muslim women who wear “burkinis” at the beach.

Sinclair has offered to buy Tribune Media for \$3.9 billion.

The outcome of the Sinclair-Tribune merger request rests with Ajit Pai, the FCC chairman appointed by President Trump.

Industry groups such as the American Cable Association and public interest groups such as Common Cause and Free Press also oppose the merger, along with several conservative news organizations, such as Newsmax and the Blaze. ■

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CALM
ACPS

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Association canadienne de la presse syndicale

Guild Members Stand Up for ‘Right to Report’

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Toledo Guild President Nolan Rosenkrans: ‘We are not the enemy of the people.’

the Press Foundation, the Committee to Protect Journalists and many other media groups to promote the U.S. Press Freedom Tracker, which is a repository of data about press freedom abuses. TNG will submit information to the tracker about arrests, assaults, and other forms of intimidation our members experience, and, when appropriate, refer our members and others to report infringements on press freedom to the pressfreedomtracker.us directly.

In September, about a month after it was set up, the tracker listed the following data for 2017:

U.S. PRESS FREEDOM TRACKER

IN 2017, THERE HAVE BEEN...

20

arrests of journalists

12

equipment searches and seizures

19

physical attacks on journalists

4

border stops of journalists

PressFreedomTracker.us

20 arrests of journalists; 12 equipment seizures and searches; 19 physical attacks; and four border stops.

The Guild also supports efforts by the National Press Club Journalism Institute and the Media Law Resource Center to monitor day-to-day impediments facing journalists covering federal, state and local government. The Institute has created an online form that can be filled out any time a public official is muzzled, government data is denied, or other types of information that belong to the public are kept from the public. For more information, visit <http://bit.ly/2xkNEuA>.

In Court

TNG also signed two amicus briefs recently. One supports a challenge in the Fourth Circuit to North Carolina’s “ag gag” statute, which goes far beyond agriculture. The law allows an employer to pursue a civil complaint against a worker who enters a nonpublic area of the employer’s premises for a reason other than work and against anyone who places a surveillance device or unattended camera on the work premises.

The brief, filed by the Reporters Committee for Freedom of the Press (RCFP), says information

and documentation provided to the press from such situations is essential to investigative journalism.

The other brief, filed by RCFP and signed by the Guild and 18 other organization, asks the Supreme Court to reverse a lower court ruling that permits law enforcement agencies to seize and search — without a warrant — cellphone records revealing the location and movements of a cellphone user over the course of 127 days.

A journalist’s cellphone location data “can disclose particularly sensitive details about the journalis-

tic process: It can reveal the stories a journalist is working on before they are published, where a journalist went to gather information for those stories, and the identity of a journalist’s sources...Exposure of sources and journalistic methods can put sources’ jobs and lives at risk, compromise the integrity of the newsgathering process, and have a chilling effect on reporting,” the brief says.

“Journalists who ask tough questions are seeking truth on behalf of the people,” Lunzer said. “We will never give up.” ■



In July, Trump retweeted a video that depicted him beating up CNN.

VICTORY:

Charges Dropped



Radio reporter Dan Heyman and his attorney, Tim DiPiero.

Charges were dropped in September against a radio reporter who was arrested after he persisted in asking questions of Health and Human Services Secretary Tom Price in a hallway at the West Virginia Capitol.

“The state has determined, after a careful review of the facts, that Mr. Heyman’s conduct, while it may have been aggressive journalism, was not unlawful and did not violate the law with which he was charged,” a joint press release from the prosecutor’s office and Heyman’s legal team said.

Heyman, a reporter for Public News Service since 2009, had been arrested May 9 for “willfully disrupting a state governmental process or meeting,” a misdemeanor. He faced six months in prison if he was found guilty.

“Mr. Heyman certainly appreciates the state’s decision and affirmatively states that he was simply doing his job as a reporter by asking questions of a federal official as that official walked through the Capitol,” said the statement.

Advocates for press freedom had condemned Heyman’s arrest.

“This is a chilling attack on the right to report,” NewsGuild President Bernie Lunzer said at the time. “The arrest is part of a pattern of escalating attacks on the media since the Trump administration took office, which the union is determined to fight.”

Price refused to criticize the arrest, saying the West Virginia Capitol Police did “what they thought was appropriate.”

Heyman repeatedly asked Price about the Republican health care bill, which had passed the House five days earlier.

Heyman said he told police officers he was a reporter at the time of the arrest. He was wearing his press credentials over a shirt bearing the Public News Service’s insignia when he was charged. ■

Freelance Guild Photographer Roughed Up by Police

The Pacific News Media Guild is protesting the treatment of a freelance photographer and union member who was roughed up by police as she covered a protest outside a Berkeley City Council meeting in June.

Photographer Brooke Anderson said that she was in a crowd of protesters when she “was caught with nowhere to go.”

When the police told her to move back, she told them she was a member of the media and held up her press pass. “I’m documenting, I’m not interfering,” she says she told them repeatedly.

As the police closed in on the crowd, “I had my camera up to my eye,” she said, when an officer “pushed the camera into my face.” He also struck her arm, leaving her bruised on her face and arm, and suffering from a severe headache.



Anderson took this photo before she was roughed up.

Carl Hall, the executive officer of the Pacific Media Guild, wrote a letter to Mayor Jesse Arreguin and Police Chief Andrew Greenwood, saying “it is inexcusable that one of our members was the target of this kind of excessive force.”

Anderson also asked for a meeting with the chief of police, but as of mid-September, neither she nor Hall had received a response.

The treatment is symptomatic of the special difficulties freelancers typically face. They can’t go to an editor to call the mayor or the police chief to complain.

“That’s why I’m so grateful the Guild has my back,” she said.

Ironically, the council meeting Anderson was covering focused on how police handle protests. Police arrested two of the protesters inside the meeting, and at least four were injured in the protest that followed outside.

“I thought it was important to be there to document,” she said.

And she did: Three of her photos were published in the San Francisco Chronicle the following day. ■

Guild Demands Pay Equity

Continued from page TNG-1

an alarming gap,” said Tim Martell, the local’s executive director. On average, women earned 87.2 percent as much as men.

The consulting group conducted an age regression analysis to determine whether after accounting for experience there was still a gap, said Louise Radnofsky, a WSJ reporter who is the director of the local’s Washington Bureau.

The firm concluded there was, especially for women in their 30s. “It was really part of a pattern that was established when they first started working for the company” and would follow them through their careers, Radnofsky said.

“Unfortunately, sadly and shamefully,” the statisticians were unable to analyze salaries for men or women of color because there were not enough people of color employed to make valid comparisons, IAPE President Bob Kozma said. “That is something we’re trying to correct.”

Dow Jones is currently providing additional pay increases, which the union expects will affect more than 20 employees and total approximately \$170,000.

Embarrass Them

Attracting the attention of union members and the public are important in motivating management to address pay inequities, Martell said.

“I cannot overstate the power of the embarrassment factor,” he said, referring to news organizations’ sensitivity to the public’s perception of them...

“Our goal has been to lift the veil of secrecy.”

Philadelphia Follows Up

Following IAPE’s model, the Newspaper Guild of Greater Philadelphia has made substantial progress in reducing the wage gap at the Philadelphia Inquirer, Daily News and Philly.com, Executive Director Bill Ross said.

The results of a study commissioned by the Newspaper Guild of Greater Philadelphia in 2016 were “staggering,” he said. It revealed that in all job classifications and in all years-of-service categories, average salaries for women were less than men.

Salaries for minorities were lower than overall average salaries, except for sportswriters, and just 13.2 percent of staffers were minorities. (According to a 2011



AP reporter Jill Bleed comments during the question-and-answer session. Standing, Bill Baker, unit chairperson at the New York Times, waits to speak.

analysis by the Pew Charitable Trusts, minorities comprise close to 60 percent of the city’s population.)

After the study was concluded, union leaders presented a list of proposals to Philadelphia Media Network, the publications’ owners, which included recommendations for pay adjustments, examination of recruitment practices, and re-establishment of a Newsroom Diversity Committee.

Keeping the Pressure On

Management was keenly aware of the potential for embarrassment evidence of pay disparities could cause and assured the union it would address the matter.

Union leaders kept up the pressure, sharing study results with union members and reaching out to potential allies. The Guild sought support from the board of directors of the foundation that runs the papers, and met with David Boardman, dean of Temple University’s School of Media and Communications, who was reportedly “appalled” by what he heard.

With contract negotiations underway, pay equity was front and center. Negotiations were key to helping the local significantly narrow the gap, Ross said.

An August 2017 follow-up analysis shows that the total gender gap is down by 41 percent, in large part because of negotiated salary increases.

Average salaries for minorities also improved, but continue to be slightly lower than the average.

It’s Not Unusual

NewsGuild leaders at the New York Times, Washington Post and Star-Tribune found similar disparities.

At the New York Times, a union study released in May 2016 revealed that people of color earned, on average, 10 percent less than their white counterparts and women earned 7 percent less than men, reported

Grant Glickson, president of the NewsGuild of New York.

In response, management conducted its own study and made a handful of adjustments without discussing them with the union.

At the Minneapolis Star-Tribune, a 2016 study showed that women were earning, on average, 95 cents on the dollar compared to men; black women were earning 86 cents on the dollar, Hispanic women were earning 93 cents, and Asian women were earning 88 cents, said local President Janet Moore.

The Guild is working with the company to get more recent pay data so an updated study can be done.

Using management-provided data from 2014, a committee of Washington Post employees found that, on average, women earned 86 percent of what men earned, and minorities earned 85 percent of what white employees earned, said

Cet Parks, executive officer for the Washington-Baltimore News Guild.

Where to From Here?

The Guild is determined to make the fight for pay equity “part of the fabric” of the Guild’s ongoing work, Lunzer said.

Tackling pay disparities highlights the value of the union, Radnofsky pointed out during a question-and-answer session at the conference. It’s tough to address this issue at non-union news organizations, she said. And, because of intense interest among union members, pursuing the matter presents an opportunity to engage new activists, delegates noted.

News organizations, which pride themselves on holding the powerful accountable, are reluctant to have questionable pay practices exposed; the Guild should take advantage of this sensitivity to demand action. ■

Guild Embraces ‘Fight Forward’ Human Rights Campaign

NewsGuild members are actively involved in a CWA human rights campaign, Fight Forward, which seeks to train union activists to fight on behalf of women and people of color.

A key part of the CWA campaign will be to encourage locals to establish Human Rights Committees to partner with local allies. Many Guild locals already have Human Rights committees, and several have done excellent work over the years.

Still, the Fight Forward program got a boost at the CWA convention in August.

Reports from the Women’s Committee — as well as the Civil Rights and Equity Committee — were approved by convention delegates, including those supporting reproductive choice and equal pay for women. (See page 1 for information of the Guild’s fight for pay equity for women and minorities.)

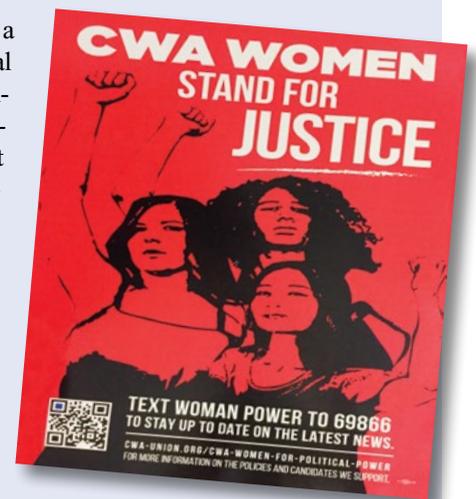
Grace Catania, president of the Chicago NewsGuild, was elected chairperson of the CWA’s National Women’s Committee, and Minnesota Newspaper & Communications Guild President Janet Moore also serves on the committee.

The NewsGuild will name a representative to CWA’s national Civil Rights and Equity Committee as well. In the meantime, Region 2 Vice President Sheila Lindsay has been coordinating the work of the Guild’s Human Rights District Council representatives.

“Because corporations and politicians seek to erode fundamental rights, we are again called to action,” Catania said. “Voting rights, partisan redistricting, attacks on reproductive rights, attacks on immigrants, denial of access to courts, attacks on the health care safety net, and many more issues are cause for serious concern.”

Catania and Moore will be contacting locals throughout The NewsGuild in coming months to determine where Human Rights Committees currently exist and how CWA can support them.

The Minnesota Newspaper & Communications Guild has held four brown-bag sessions — on Islam 101, Military Affairs, Transgender 101 and Native American Issues. The events featured speak-



ers from the Minnesota Islamic Resource Group, the Minnesota National Guard, Outfront Minnesota, the Tiwahe Foundation and the Mille Lacs Band of Ojibwe. The speakers addressed issues of concern to their communities and how journalists can improve coverage of them.

For more information, contact Moore at janet.outlaw@gmail.com or Lindsay at avoiceforallofus@yahoo.com. ■

FOR MORE GUILD NEWS,
SEE TNG-P. 5-8. >>

Chicago Sun-Times Purchase: A Model for a Struggling Industry?

A long shot paid off for the Chicago News Guild when an investment group led by former Alderman Edwin Eisendrath and the Chicago Federation of Labor bought the Chicago Sun-Times and the Reader in July.

The group supplanted Tronc, formerly Tribune Publishing, which originally had the inside track. Tronc already owns the Chicago Tribune, the Sun-Times' bigger, right-wing rival.

The Chicago Local and The News-Guild-CWA adamantly opposed Tronc's purchase of the other properties because of the threat it posed to the independence and viability of the Sun-Times and to Guild members' jobs.

The union challenged the sale, arguing that it would violate anti-trust regulations and urging the Department of Justice to seek out other bids.

Way Beyond Chicago

The significance of the sale goes far beyond Chicago, Guild leaders say. "It could be a template for organizing in other cities and looking at ways to ensure that the voice of the 99% is relayed through a responsible media outlet," said David Roeder, who has been a member of the Chicago NewsGuild for more than two decades and is now a consultant to the union.

"It takes some people with vision, but if you've got a committed labor movement in a city and some committed individuals who want to put it together, I think it can be done," he said.

Putting together an alternate group of investors who could raise the capital — and



CFL President — and new Chicago Sun-Times chairman — Jorge Ramirez, center, and former Chicago Alderman and new CEO Edwin Eisendrath, right.

who were committed to continue publishing the Sun-Times and the Reader — was no small matter. Both the Department of Justice and the sellers required investors to place \$11.2 million in escrow, enough to sustain the papers for a two- to three-year period. (The actual sale price was just \$1.)

Fortunately, the union had laid some of the groundwork well in advance. "The Chicago Sun-Times was the historical heart of the Chicago News Guild operation," Roeder said, but faced with ongoing cutbacks in content and declining subscription rates, union members had grown concerned about its future over several years.

A year and a half ago they reached out

to Chicago Federation of Labor (CFL), which was also "alarmed by the trends in media ownership and wanted to help preserve vigorous and competitive journalism," Roeder said.

"We worked very hard to get the group [of investors] together and to alert the Department of Justice to the importance of media competition in Chicago," Roeder said, but the Guild itself is not an investor.

"Eisendrath and the CFL put in many long hours raising the money and negotiating the sale," Roeder said. "This was a vital civic project, and they hope to show that a company can be turned around in cooperation with its workers."

Giving Voice

They were also motivated by a desire to give voice to Chicago's working men and women more broadly.

"Great journalism in a great democracy means that the 99 percent should recognize themselves in what gets written," Eisendrath told media commentator Robert Feder.

The Chicago News Guild also worked to win support from the people, launch-

ing an online petition drive. Support for the Reader, a free, weekly alternative paper that focuses on the arts, music and politics — and is known for holding the mayor's feet to the fire — was also an important factor.

"The little guy won here," said CFL President Jorge Ramirez. He is the chairman of the new company, and Eisendrath is its CEO. ■

IN MEMORY: ARNOLD AMBER

Arnold Amber, a visionary journalist, union leader and humanitarian, died on Sept. 4. He was 77 years old.



Amber served as director of TNG Canada from the time it was created in 1995 until his retirement in 2011. He oversaw the organization's evolution into CWA Canada, which created the country's only all-media union and forged the strong bond between U.S. and Canadian journalists that exists today.

Martin O'Hanlon, who succeeded Amber as president in 2011, called him "a brilliant man who applied himself with equal discipline and passion to journalism, the labor movement, and defending freedom of the press."

Professionally, Amber worked as an executive producer and reporter for the Canadian Broadcasting Corporation, where he won three Gemini Awards for news specials he produced.

Prior to joining the CBC, he was a foreign correspondent for Reuters, serving in Africa and Europe. In 1994, he led an international team that directed coverage by South Africa's public broadcaster of the country's first democratic election. He also worked as a reporter for the Toronto Star.

Amber was a founding member of Canadian Journalists for Free Expression, serving as its president for 20 years until 2015. He remained treasurer of the organization until his death.

In 2014, Amber became the first person to receive a lifetime achievement award from the Canadian Committee for World Press Freedom.

NewsGuild-CWA President Bernie Lunzer said, "As a leader, he never forgot where he came from. He was truly a man of substance."

Amber is survived by his wife, Phyllis, daughters Jeannine and Gillian, and son David. ■

Point Park: Worth It!

Continued from page TNG-1

how the university was operating," Fuoco said.

As the university appealed the faculty's vote to unionize in every possible venue, the union continued to win decisions.

The dispute dragged on for 12 years with the university finally withdrawing its challenge to the union's right to represent the faculty in 2015, after the National Labor Relations Board rejected a similar claim from another university.

Negotiations began in earnest in March 2016, but progress was still slow. With this year's classes set to begin on Aug. 28, the administration finally moved. Fuoco said awareness and support from students was essential.

"Of course, our professors should be compensated for the work they put in," the editorial board of the student newspaper, the Globe, wrote on Sept. 13, 2016. "Their wages should be comparable to other similarly-sized private universities, so the best professors we have won't want to leave for a higher pay grade."



Faculty member Rick Hawkins and others wore T-shirts emblazoned with the words "Contract Now" on the day prospective students visited campus.

The agreement has done a lot to repair the relationship between the university administration and the faculty, Fuoco said.

"This contract is a really solid, solid foundation for gains in the future. We made tremendous gains now, but this gives us something to build on," he said.

Other Improvements

In addition to the raises, the teaching staff also won other significant improvements, including a guarantee of academic freedom, expansion of their intellectual property rights, and more options for replacing some of their course load with extracurricular activities, such as advising a club.

The union also negotiated a system for appointment renewals, a grievance-arbitration procedure and due process protections. In addition, they won a reduction in health insurance premiums and a modest increase in retirement benefits.

NewsGuild-CWA President Bernie Lunzer praised Fuoco and Joe Pass, the local's attorney, and the Point Park faculty for their tenacity. "Their struggle gave new meaning to the word 'persistence,'" he said. ■

It Worked!



New union members attended a mobilizing meeting as the News Media Guild prepared for contract negotiations. They soon became union activists.

“Thanks for the training. It worked!” That’s what Jill Bleed said after union activists at the Associated Press signed up 18 new members over the summer.

Blead, chair of the local Bargaining Committee, was referring to techniques she and others learned at a Guild District Council meeting in June that included a training session on organizing.

In August, in keeping with tradition, the local invited union members to a mobilizing meeting as they prepared for contract negotiations. The attendees were almost all new to AP or to union activity, Bleed reports, which “brought in an enthusiasm and fire.”

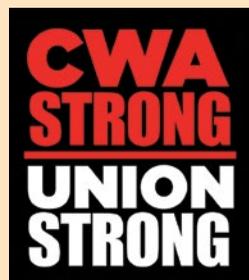
At the meeting, officers sought to demystify the union — by introducing themselves, discussing their background, and explaining how the local fits in with the Guild nationally.

“Attendees felt they were in good company after finding out how many other major

media organizations are also unionized,” Bleed said.

During the recruiting portion of the meeting, they developed personalized lists that showed participants members and non-members in their bureau or department. Then they analyzed the lists to see who should be targeted for recruitment, with the highest priority given to new hires and those sympathetic to the union.

“The attendees left our meeting energized and ready to work. They’ve exceeded our expectations and they’re still going strong,” Bleed said.



Real News Unionizes

The NewsGuild has undergone a shift to a “culture of organizing” in recent years, Executive Vice President Marian Needham reported at a national union conference this summer — and it shows!

The staff of The Real News Network won voluntary union recognition in August, continuing a recent trend of unionization by workers in digital media.

The staff at the Baltimore-based progressive news organization is comprised of a diverse group of hosts, journalists, studio employees, and fundraisers. The 25 new members of the Washington-Baltimore Local said being part of the Guild is a natural extension of the principles that guide their work.



New members at the Real News Network cheer their organizing win.

Raw Story Joins Guild

The editorial staff at Raw Story, a Washington DC-based progressive online news organization, won voluntary union recognition in July. The 10 new members also joined the Washington-Baltimore Local.

“We chose The NewsGuild for its historic role in democratizing newsrooms across the U.S. and

its 80 years of commitment to the rights of writers, editors and other news workers,” said Senior Editor David Ferguson.

American Prospect Organizes

The seven-member staff of The American Prospect joined the Washington-Baltimore Local in June. The publishers of the magazine, known for a progressive, pro-labor editorial policy, voluntarily recognized the union.

Staffing Up

The staff of Democratic Socialists of America (DSA) requested and received voluntary union recognition in July. The eight new members

have joined the Washington-Baltimore Local.

The group is looking forward to continuing to build on the exponential growth of DSA over the past year and to advocate for a workplace where all workers are treated with dignity and respect.

The staff of Jobs with Justice Massachusetts won union recognition in June, becoming members of the Greater Boston NewsGuild-CWA

Local 31032.

The seven-member staff of Neighborhoods Organizing for Change (NOC) won voluntary union recognition in September. The group is a grassroots organization dedicated to building power in under-resourced communities and communities of color across the Twin Cities. ■

RETIRES

Older & Bolder

The current political environment endangers our union, the labor movement and all that our nation has done during the last 150 years to protect workers and their families.



By Myra Kreiman

We need every NewsGuild-CWA member, active and

retired, to recognize what is at stake. And that is precisely where the CWA Retired Members Council (RMC) is an invaluable resource.

The RMC enables retirees to continue to act on the passion that made us leaders in the first place — working on behalf of families to make all our lives better.

Retiring from work doesn’t mean retiring from our union, because the union marches on. RMC members support efforts to improve and protect our retirement benefits just as active members are fighting now to safeguard their future.

By getting active, you will be helping those still in the workplace as you mobilize with your sisters and brothers on picket lines, at rallies and wherever else the union needs you.

Currently, 90 of 214 contracts at Guild shops in the U.S. are being negotiated, including some for recently organized units, such as the Sarasota Herald-Tribune and Lakeland Ledger. In Canada, there are 20 open contracts out of 57.

And we retirees can help!

Many activists today moan and groan about the loss of valued leaders in our locals during the past dozen years or so. But, by and large, those leaders are not lost — or they don’t have to be.

Reach out to them. It takes just five members to start a chapter.

To paraphrase a statement by Guild founder Heywood Broun: “My local needs a Retired Members Council chapter, and today I think I’m going to go about setting one up.”

Make those words your own. ■

Winning Praise...

Delegates to the Guild conference in August honored several members whose work has earned special attention.

The Guild Service Award was given to Diane Mastrull, the unit chairperson at the Philadelphia Inquirer, where she represents more than 200 journalists.

Mastrull was nominated by The Newspaper Guild of Greater Philadelphia for her “accomplishments as an outstanding Guild leader, co-worker, volunteer and inspiration to the readers of the Philadelphia Inquirer.”

“Diane Mastrull is that rare breed of union leader who’s respected by management and beloved by her

peers,” said Local President Howard Gensler. “Part watchdog, part bulldog and constant mother to the multitude of dysfunctional human beings who populate a newsroom.”

Dean Olsen, of the United Media Guild local, was the recipient of the Guild’s Larry Cohen Movement Building Award, which is named after the former president of the Communications Workers of America, the Guild’s parent union.

Olsen led the Guild’s victorious organizing drive at Missouri’s State Journal-Register, served on the bargaining team during negotiations with GateHouse Media, and coordinated successful campaigns for

public support — staging demonstrations, conducting outreach, giving media interviews and launching an advertising campaign.

He followed that with an organizing campaign in central Illinois, where he helped guide leaders at the Rockford Register Star in a successful union drive. He was also instrumental in identifying and nurturing activists at the Lakeland Ledger and Sarasota Herald-Tribune, two Florida newspapers that unionized in August 2016.

CWA Honors Locals

At the CWA Convention that immediately followed the Guild

conference, several locals were honored.

The Canadian Media Guild and the NewsGuild of New York won awards for organizing 100 or more new members over the last two years.

In addition, the Toledo Local, Youngstown Local, Terre Haute Local and the Kenosha Local were honored by the CWA and the Elizabeth Glaser Pediatric AIDS Foundation for their outstanding participation in the AIDS fundraising campaign. They were also honored for their participation in the Union-to-Union Program of International Solidarity. ■

MORE GUILD REPORTER NEWS >>

After 565-Day Strike, Halifax Journalists Ratify Contract

Workers Stood Their Ground on Job Security, Union Protection

It was an endurance test of almost 19 months, but the Halifax Typographical Union stood its ground on the key issue of job security.”

That’s how CWA Canada summed up a marathon strike after HTU members voted 94 percent in favor of ratifying an 8-year deal that ended their 565-day walk-out against the Chronicle Herald. The local, which represents composing, editorial and pressroom employees, is part of CWA-Canada and The NewsGuild-CWA.

The “defensive strike” became necessary when the company informed the union, soon after bargaining began, that it was going to impose its final contract offer, withdraw the union’s exclusive jurisdiction over news-gathering work, end seniority in layoffs, and immediately terminate 18 people.

“We would have been a union in name only” if workers allowed the company to deny the union jurisdiction over its primary work, said Ingrid Bulmer, who was president of the local before and during the strike.

In the end, HTU won some key battles, protecting its jurisdiction and retaining seniority for layoffs, but also made some significant concessions.

“It’s not a great deal, but it’s the best we could get in the circumstances,” Martin O’Hanlon, president of CWA Canada, said of the final contract. “Now we have to try to put this behind us, heal the wounds, and bring quality journalism back to the Herald.”

“I can’t express enough how proud I am of our members who stood together for so long to defend quality jobs and quality journalism,” he said.

“Our members in Halifax showed incredible tenacity in fighting a publisher who was determined to destroy them,” said NewsGuild President Bernie Lunzer.

How’d They Do That?

How *did* Chronicle Herald workers stand together for so long?

The strikers won tremendous support from the labor movement and the community.

Labor unions across Canada donated money to help pay strike benefits and defray other costs associated with the strike. The Nova Scotia Nurses Union, with 6,900 members, set the record with a contribution of \$40,000.

As a result of the contributions from the CWA’s Members Relief Fund and donations from other Canadian unions, the workers received strike benefits of almost \$600



Strikers braved the cold Canadian winter.

(Canadian) per week, which turned out to be only slightly less than they would have taken home if they were working.

“The money side of things would have been quite tight without them,” Bulmer said.

Many smaller gestures of support helped keep morale up as well, she said. Members of other unions and community residents frequently stopped by picket lines with sandwiches, dropped off pre-loaded debit cards for groceries and other necessities, and lifted their spirits with words of support. A nearby church let them use their facilities to warm up and wash up.

Publication, Pickets

Another decisive factor was Local Xpress, a news site strikers created to compete with the Chronicle Herald. Approximately half of the strikers worked on the publication, while the others walked picket lines.

“Radio stations used us as a source for news,” Bulmer said. Union members signed up “subscribers,” who made ongoing voluntary contributions to support the effort.

Local Xpress strengthened the strikers and weakened management.

It also was a source of pride — especially after Local Xpress was nominated for six Atlantic Journalism Awards — twice as many as the Chronicle Herald, Nova Scotia’s “paper of record,” which was being produced by strike-breakers.

Eventually, the Local Xpress moved to a format where it could make money. Strikers sold advertising, further increasing their clout and further diminishing the company’s power.

Strikers engaged in secondary picketing at businesses that advertised in the Chronicle Herald to persuade advertisers to stop placing ads, and in many cases, they were successful. (Secondary picketing is legal in Canada, but not the U.S.)

Conflict Resolved

More than 18 months after the strike began, a tentative deal was reached on Aug. 5, following just two days of mediation by Arbitrator William Kaplan, who had been appointed by the Nova Scotia government in mid-July to lead an industrial commission to look into the dispute.

Throughout the strike, the HTU had made three separate requests for an “industrial commission of inquiry,” but the requests were rejected. Finally, after a fourth request, the one-person commission was appointed. It was

the first time in more than 20 years that such a commission had been established in Nova Scotia.

“This should show the government that, whenever there is any sort of extended strike, they should be using this legislation because again, it accomplished in two days what couldn’t be accomplished in 18 months,” O’Hanlon said.

Drawbacks

Despite the language protecting union jurisdiction over news-gathering, the seniority-in-layoffs provision and limits on layoffs in the future, less than half the former staff returned to work in mid-August. Of the 61 newsroom members who went on strike on Jan. 23, 2016, only 27 returned to work. A half dozen had left for jobs elsewhere as the dispute dragged on; the rest, including Bulmer, were laid off.

The amount of severance for the departing staff was a major bone of contention during the fitful negotiations that opened in the fall of 2015. Those who left received enhanced severance of 2.5 weeks of pay for each year of service with a cap of 68 weeks. The company also dropped its insistence on a non-compete provision and other restrictions on those taking severance.

Although a 5 percent wage cut, which the union offered early in bargaining, became part of the agreement, it was tempered with pay increases over the next seven years.

O’Hanlon issued a “huge thanks to all the unions and labor groups who supported us and donated hundreds of thousands of dollars” during the strike. Those labor organizations stood firmly with the HTU, organizing rallies, collecting money and other donations, supporting and publicizing boycotts, and rallying public opinion against companies that continued to advertise in Nova Scotia’s paper of record.

“Martin [O’Hanlon] has always told us to fight the good fight,” Bulmer said. “Even though it was a year and half, I think we fought the good fight.”

For more on the strike and the settlement, visit CWAcanada.ca.

NewsGuild Day Book

The NewsGuild-CWA Executive Council has approved a four-year cycle of national meetings, which were scheduled to coordinate with CWA conventions and the election of national union officers, and to provide Guild activists with related information.

The Guild will assist in planning and executing Multi-District Council meetings. Participating locals will be responsible for all other District Council meetings.

In accordance with custom, the costs of hosting District Council meetings will be defrayed by voluntary contributions from participating councils. Locals are encouraged to consider contributing in advance of meetings to help host locals plan.

Four-Year Meeting Cycle

2017	
Oct/Nov	Fall District Council meetings – at districts’ discretion
2018	
April/May	Spring District Council meetings – at districts’ discretion
June 11	CWA Local Presidents meeting
June 12-13	CWA Legislative-Political Action Conference
Oct/Nov	Fall Multi-District Council meeting
2019	
Jan/Feb	NewsGuild Sector Conference (Nominations for election of NewsGuild officers; No spring District Council)
July 29-31	CWA Convention – Las Vegas (CWA election of officers)
Oct/Nov	Fall District Council meetings – at districts’ discretion
2020	
April/May	Spring Multi-District Council meetings
Oct/Nov	Fall District Council meetings – at districts’ discretion

Bytes

Milwaukee Guild Ratifies MOA

Members of the Milwaukee Guild ratified a Memorandum of Agreement in July that permits the Milwaukee Journal Sentinel (MJS) to use content generated by a suburban weekly, Community News (CN), and awards union representation of CN employees to the Guild. Prior to the agreement, CN employees were not represented by a union.

The agreement evolved from contract negotiations between the Guild and MJS management, which began earlier this year. Employer representatives submitted a proposal to allow MJS to use CN content, which was prohibited under the previous contract. Gannett owns both publications and 13 other community newspapers, most of them weeklies, in the Milwaukee suburbs. Gannett plans to reorganize the papers into seven publications covering larger zones.

The employer's proposal included the caveat that CN employees would not earn Milwaukee-level salaries, which Gannett officials attempted to justify by describing the CN employees as younger and less experienced. The average wage for CN employees is \$28,776; the scale for MJS journalists starts at \$41,600. (*How's that for an example of the value of union membership?*)

While Guild leaders were pleased by the prospect of representing CN employees, they had serious concerns: They didn't want to create a two-tier wage scale for employees doing the same type of work. In addition, they wanted to prevent the employer from replacing employees in the MJS bargaining unit with lower-paid CN employees. To address these concerns, the Guild insisted that if the CN journalists were to remain on a different pay scale, they would also have to have different duties and job titles.

Given Gannett's business model of consolidation, union negotiators believed management's desire to use CN content could lead to impasse. They decided it would be better for both MJS workers and CN workers if the Guild rep-

resented the CN journalists; had jurisdiction over their work, and had some input on how it's done.

The Memorandum of Agreement stipulates that, "It is understood that it is not the intent of the company to use CN employees to replace MJS employees."

The current terms and conditions of employment for MJS and CN employees will remain separate until a new contract is reached. Separate CN job classifications, wages, and other terms and conditions of employment, will be addressed during bargaining for a new contract with MJS, which is ongoing.

Sarasota Herald-Tribune Interim Agreement

In August, members of the Guild unit at the Sarasota Herald-Tribune ratified an interim agreement with their employer, GateHouse Media, resolving issues that required a quick turnaround. The paper was sold by former owner Halifax Media to GateHouse in November 2014. The new employer promptly proceeded to implement layoffs, which in turn triggered a successful union organizing effort.

The employer wanted to institute a new corporate timekeeping system in January 2018, and the Guild wanted employees to have the right to use unpaid leave for union business.

The 16-month agreement allows for union leave based on language in the Guild's proposals, and a change in the time-recording system lifted in large part from a Guild contract at another GateHouse property. It also covers scheduling, just cause for discipline and discharge, paid time off, and procedures for reducing staff. The interim agreement is similar to settlements reached by other locals at GateHouse shops, where the Guild demanded to bargain over any changes to initial terms of employment following a purchase by Gatehouse or a successful organizing campaign.

Negotiators agreed to add four annual personal days, established minimum wage rates that allow the company to pay higher amounts, and stipulated that layoffs will be done in reverse order of seniority, though the company has the right to skip up to two employees in each round of layoffs. The approach to layoffs was a strategic move by the Guild's team, to use seniority as much as possible while providing those with the least amount of time on the job the potential to remain employed.

The agreement also allows members of the bargaining unit to par-

ticipate in a company-wide bonus plan on the same basis as non-represented (mostly managerial) employees. Generally, this means that if the paper meets its revenue goals for any quarter, employees will get a 2 percent bonus. (For example, someone earning \$50,000 annually makes \$12,500 per quarter. That person's bonus would be \$250.)

The bargaining team also reached agreement on a grievance procedure, which includes final and binding arbitration.

In addition, the agreement includes a new concept for formerly "at-will" employees: no discipline or dismissal may be issued except for "just and sufficient cause."

Waterville Ratifies Initial Contract

Members of the News Guild of Maine at the Waterville Morning Sentinel ratified an initial contract with their new employer, MTMA (MaineToday Media Acquisition), based largely on the union's contract with the paper's previous owner.

MTMA purchased the paper in June 2015, and hired the majority of Guild-represented employees, but refused to recognize the contract.

The agreement includes a 1.75 percent wage increase in 2017 and another in 2018, a \$500 signing bonus, with the possibility of additional bonuses in 2018 and 2019.

The contract also defines union jurisdiction; requires a "just cause" standard for dismissal; provides additional severance for employees laid off out of seniority; restores a fifth week of vacation that existed under the previous contract, and reduces the time it will take employees to earn a third and fourth week of vacation.

The downsides are not insignificant. They include concessions in job security for ad sales reps, a cap on severance pay and an "open shop" for new hires.

Pekin Workers Ratify Contract

Guild members at the Pekin Daily Times ratified a two-year contract with the paper in July that will continue a wage freeze that has been in place for more than a decade and reduce severance payments. The Illinois paper is owned by GateHouse Media.

The contract also provided a \$400 ratification bonus, additional paid time off, cell phone reimbursement, and improvements to mileage expenses.

Severance pay will be reduced to three days' pay per year of ser-

vice, capped at 12 weeks, following a formula used by GateHouse Media at the company's other papers. Under the old agreement, employees received one week's pay per year of service. The same formula will be used for employees with 40 years of service or more, up to a maximum of 26 weeks. Prior to implementing any layoffs, the employer will accept voluntary resignations for a period of 14 days.

Employees will receive two floating holidays per year, in addition to six holidays granted under the previous contract. Full-time employees will receive up to five paid personal days and five paid sick leave days per calendar year, up from a total of five days under the previous agreement. Unused days will not be rolled over to successive years.

The contract also calls for a new drug testing policy. Under the new

policy, a confirmed positive test for drug or alcohol use is grounds for immediate termination. The previous contract called for "progressive discipline," beginning with suspension following a first positive test. An employee who has a drug or alcohol problem that has not resulted in and is not the immediate subject of disciplinary action, may request time off to participate in a rehabilitation or treatment program.

A leave of absence may be granted under the Family and Medical Leave Act for people who test positive for alcohol or drugs, provided the employee agrees to abstain from use of the problem substance; abides by all GateHouse Media policies, rules and prohibitions relating to conduct in the workplace, and the leave of absence will not cause the company undue hardship.

The Pekin unit is part of the United Media Guild local. ■

...and bits

Utica Minimizes Impact

The Utica Guild entered into a Memorandum of Agreement (MOA) in September that minimizes the impact of outsourcing copy editing and design work from the Observer Dispatch newsroom in New York to the GateHouse Center for News and Design (CND) in Austin, TX, effective Oct. 9.

The three affected copy editors, who were also page designers, will be reassigned as full-time reporters, with no loss of compensation, benefits or seniority. ■

Delegates Say:

Certified Interpreters and Translators Only

Delegates to The NewsGuild-CWA sector conference this summer endorsed a resolution declaring that only certified interpreters and translators should be utilized in our nation's courts, hospitals and government institutions.

"Language access is a fundamental civil right that enables minority populations to enjoy the benefit of government and health care services" and makes it possible to "meaningfully participate in civil life," the resolution said.

The use of unqualified and uncertified interpreters lowers the wages of interpreters and translators and impedes the "exercise of fundamental rights for millions of people" in our courts, the immigration system and health care institutions, it asserted.

Where certification standards do not yet exist, the union should advocate for them, the resolution said.

The NewsGuild-CWA currently represents more than 1,000 interpreters at courts in California and Illinois, and at a hospital in Minnesota.

The resolution enjoyed wide support. It was submitted by Juan Ramirez of the California Federation of Interpreters, and was supported by other locals that represent interpreters as well as the Interpreters Guild of America (IGA), a NewsGuild unit that advocates for independent interpreters. ■