





The American Newspaper Guild

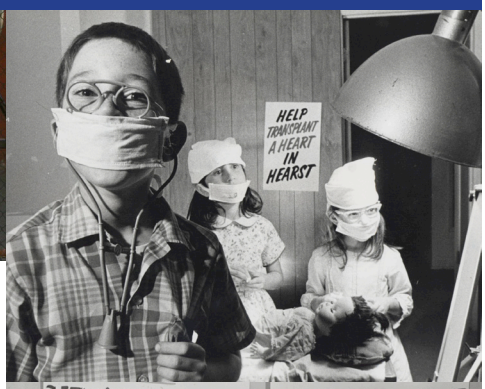
The Newspaper Guild

NewsGuild

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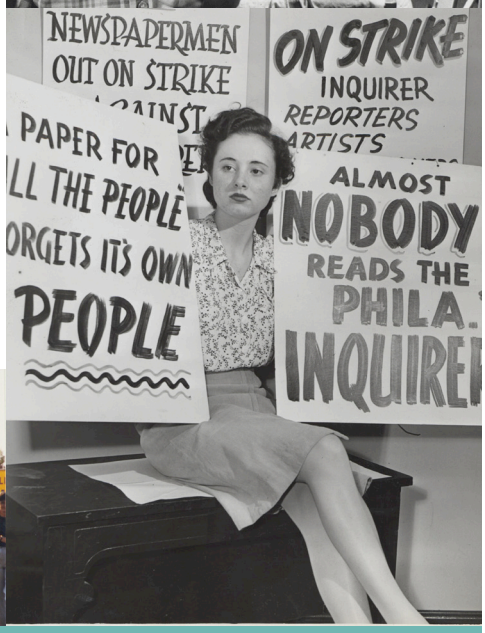




THE NEWSPAPER GUILD
TNG
COMMUNICATIONS WORKERS OF AMERICA







Speaking Truth to Power Since 1933

An Early Battle

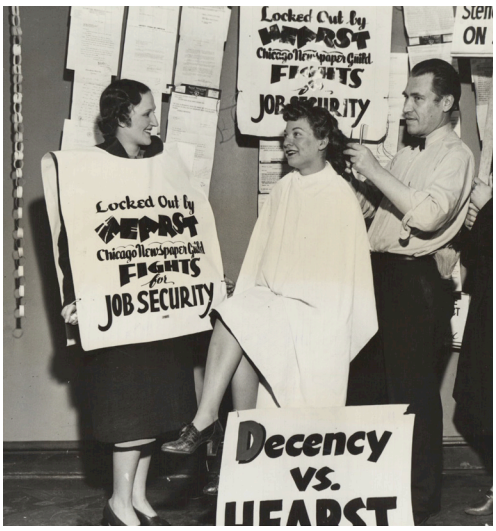
Chicago Hearst Strike 1938-1940











It couldn't have been easy, but these photos make it appear that spirits were high during the 17-month Chicago Newspaper Guild strike in the late 1930s. Directly above, police and the Coast Guard rescue a Guild sound truck used to advertise the strike. "Armed hoodlums," the original caption states, stole it and drove it into the water. "Even while this truck was being raised, another sound truck was already cruising the streets," the Guild reported. At right, a mountain of hot-off-the-press strike newspapers. Left, a union barber offers free trims to women on strike. Above left, a few of the "strike babies" born during the long dispute.



It Wasn't Always a Fight: *Past publishers and the Guild*

It is with profound satisfaction that I am able to congratulate the Los Angeles Newspaper Guild upon the outstanding service it is rendering our organization. First, last and all the time your members have demonstrated by their daily conduct that they are newspapermen and women. This is the highest compliment I can conceive."

--Manchester Boddy, publisher of the old Los Angeles Daily News, in a Feb. 15, 1940 letter to the Los Angeles Newspaper Guild.

"You have a fine Guild. You have a fine Guild spirit. It is that Guild spirit that has enabled the Free Press to come from third to first place in Detroit despite the fact that the (Detroit) News staff has outnumbered us two to one."

--Douglas Martin, managing editor of the Detroit Free Press, speaking to staff members at his retirement in 1945.

"If I were a young reporter, just starting out in the newspaper business, I would become a member of the Guild."

--Joseph Pulitzer, publisher and editor of the St. Louis Post-Dispatch (date of quote uncertain).

"When the American Newspaper Guild about four years ago proposed to organize the editorial employees of newspapers, we didn't care for the idea more than other publishers did... We wish to report that the medicine may taste bad as it goes down but the effects seem good. We don't detect any bias in our Guild-member reporters; the contract did cost some money in wage raises and hour-shortening operations -- but that was why the Guild was organized. Business with us rocks along much as before. Our hunch is that other employers would have the same experience."

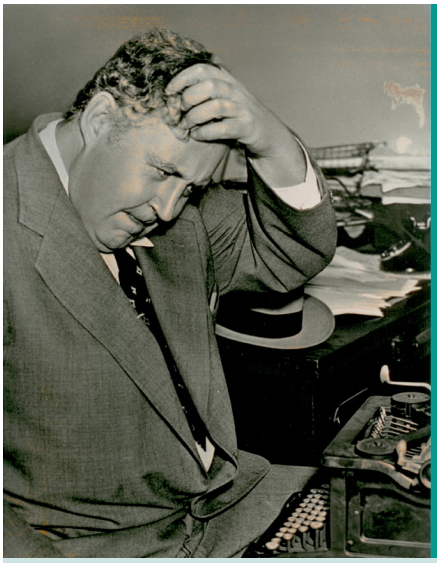
-- New York Daily News editorial, March 1937

"…our shared concerns are obviously much greater than any differences. Among these are, of course, a mutuality of interest as front-line defenders of press freedom, open meetings and records, and freer access to news sources. And at least equally crucial, in these days of frequent mergers and more and more 'one paper towns' is our common interest in the basic economic health and survivability of competitive journalism in America."

--Buffalo Evening News editorial, July 10, 1962, welcoming the Guild to Buffalo for its annual convention

"I believe in the Guild. The Guild has put an established floor under the men and women in our business. I believe it can be credited with saving the newspaper business in this country."

--Louis B. Seltzer, editor of the Cleveland Press, a Scripps-Howard paper, in an address May 20, 1959



The Column That Launched The Guild

By Founding President Heywood Broun



This column was published in the New York World-Telegram on Aug. 7, 1933, as well as in several other Scripps-Howard dailies. In the midst of the Great Depression, the unorganized white- and pink-collar employees of the newspaper industry were having their wages slashed and their hours increased and were being fired in great numbers—all in the name of economy. Broun was one of the most successful, well-paid and respected newspaper writers of the time. He needed a union himself perhaps least of all, but could not stand by as thousands of other newspaper workers struggled for economic survival.

"You may have heard," writes Reporter Unemployed, "that, although the newspapers are carrying the bulk of National Recovery Administration publicity, a number of publishers are planning to cheat NRA re-employment aims.

"The newspaper publishers are toying with the idea of classifying their editorial staff as 'professional men.' Since NRA regulations do not cover professionals, newspapermen, therefore, would continue in many instances to work all hours of the day and any number of hours of the week.

"The average newspaperman probably works on an eight-hour day and six-day week basis. Obviously the publishers, by patting their fathead employees on the head and calling them 'professional,' hope to maintain this working week scale. And they'll succeed, for the men who make up the editorial staffs of the country are peculiarly susceptible to such soothing classifications as 'professionals,' 'journalists,' 'members of the fourth estate,' 'gentlemen of the press' and other terms which have completely entranced them by falsely dignifying and glorifying them and their work.

"The men who make up the papers of this country would never look upon themselves as what they really are—hacks and white-collar slaves. Any attempt to unionize leg, re-write, desk or makeup men would be laughed to death by these editorial hacks themselves. Union? Why, that's all right for dopes like printers, not for smart guys like newspapermen!

"Yes, and those 'dopes,' the printers, because their union, are getting on an average some 30 percent better than the smart fourth estaters. And not only that, but the printers, because of their union and because they don't permit themselves to be called high-faluting names, will now benefit by the new NRA regulations and have a large number of their unemployed re-employed, while the 'smart' editorial department boys will continue to work forty-eight hours a week because they love to hear themselves referred to as 'professionals' and because they consider unionization as lowering their dignity."

I think Mr. Unemployed's point is well taken. I am not familiar with just what code newspaper publishers have adopted or may be about to adopt. But it will certainly be extremely damaging to the whole NRA movement if the hoopla and the ballyhoo (both very necessary functions) are to be carried on by agencies which have not lived up to the fullest spirit of the Recovery Act. Any such condition would poison the movement at its very roots.

I am not saying this from the point of view of self-interest. No matter how short they make the working day, it will still be a good deal longer than the time required to complete this stint. And as far as the minimum wage goes, I have been assured by everybody I know that in the opinion all columnists are grossly overpaid. They have almost persuaded me.

After some four or five years of holding down the easiest job in the world I hate to see other newspapermen working too hard. It makes me feel self-conscious. It embarrasses me even more to think of newspapermen who are not working at all. Among this number are some of the best. I am not disposed to talk myself right out of a job, but if my boss does not know that he could get any one of forty or fifty men to pound out paragraphs at least as zippy and stimulating as these, then he is far less sagacious than I have occasionally assumed.

Fortunately columnists do not get fired very frequently. It has something to do with a certain inertia in most executives. They fall readily into the convenient conception that columnists are something like the weather. There they are, and nobody can do anything much about it. Of course, the editors hoping that some day it will be fair and warmer with brisk northerly gales. It never is, but the editor remains indulgent. And nothing happens to the columnist. At least, not up till now.

It is a little difficult for me, in spite of my radical leanings and training and yearnings, to accept wholeheartedly the conception of the boss and his wage slaves. All my very many bosses have been editors, and not a single Legree in the lot. Concerning every one of them it was possible to say, "Oh well, after all, he used to be a newspaperman once himself."

But the fact that newspaper editors and owners are genial folk should hardly stand in the way of the organization of a newspaper writers' union. There should be one.

Beginning at nine o'clock on the morning of October 1 I am going to do the best I can to help in getting one up. I think I could die happy on the opening day of the general strike if I had the privilege of watching Walter Lippmann heave a half a brick through a *Tribune* window at a non-union operative who had been called in to write the current Today and Tomorrow column on the gold standard.

At 80, As tenacious as Ever

Our Bold Experiment Evolves with the Times

By Bernie Lunzer,
President, TNG-CWA



Our blessing, our curse, is how interesting the media industry is in the first part of the 21st century – to paraphrase the proverb. Some of us recall the pre-Internet world, but we all have adopted the wizardry that is the web.

The Guild does more than survive, 80 years into this bold experiment. But since no one has found the sure-fire model for media's future, we can't predict the next 80. We fight for a positive outcome for journalism and its workers, and that is what the Guild has always done. Born of adversity and pounded by it now, the shared mission of bringing truth to power is what guides us in our work and our advocacy.

We are shaped by the American experiment, which always seems just about to unravel. The dissonance inside this democracy has never been greater. Whether a democracy can survive those who always seem to want to undo it remains the core question. Although we pretend to live in a post-racial world, who can participate in that democracy remains a question. On a good day our truly diverse America, like no place else in the world, brings strength and hope of renewal. On bad days we continue to define each other by otherness, and find ways to exclude anyone perceived as different. We have reason for hope on this last point, but in any society it will always be a struggle for those deemed separate and in the minority.

The law has once again swung around to protect those with wealth, power and prestige. It always does, of course, but not always to this extreme. Today, like the Gilded Age more than a century ago, the economy is seriously out of balance. It is the labor movement that keeps the scales from being tipped over entirely; we prevent the rich and powerful from literally having it all. That makes us a threat, so they scheme, with tragic success, to put the courts, Congress, state legislatures and regulatory agencies in their pockets.

One of the most devastating examples is the Citizens United ruling equating corporations with people and defining free speech as anything money can buy. Could there be a more Orwellian name for this bastard of a decision that is designed to undermine the unity of citizens in this democracy? It's as hypocritical as the legislation deviously named "right to work," as if those anti-union crusades were about finding people jobs.

The Guild was born during the Great Depression. Heywood Broun, one of America's most popular print columnists, put out the call for a union in '33 as the gravity of the times hit home. Broun didn't need a union himself. But he knew that most newsmen (and the few women in the field then) were either out of work or grossly underpaid.

With the help of resources like newspaperlayoffs.com (formerly "Papercuts") we see that over 40,000 print journalists have lost traditional jobs since 2006. Working in a newsroom now means being overworked, underpaid -- and likely still loving the work. It has to be said out loud that most journalists are pie-eyed idealists. Cynics at the same time, they stick around for the love of the game – pursuit of truth, chasing down leads, always hoping and believing that the next story will set something right or help someone out. This has always been the driving force. The fact that journalism has become a respected craft -- thanks in no small part to The Newspaper Guild -- is a bonus.

So what now? We made signficant gains over the past 40 years or so. Which is why it hurts so much to feel it slipping away. As a union, we were at the center of many fights that we largely won: civil rights, safety protections, decent work hours, equal pay for women journalists, while we bargained strong contracts for our members. The industry was so profitable it was envy of American business.

Even today, many of our employers turn a profit -- just look at the fat bonuses they hand out. The mistake many of us made when times were so good was thinking that owners cared about the mission, the news, as much as we did. The truth is that it's always been about the money. Now that the profits aren't the sky-high 25 to 40 percent that they once were, publishers don't want to share or invest in their products and the jobs they create.

Profiting from digital journalism, though, hasn't been an easy ride. When the worldwide web, the "information super highway," came along few were prepared. Publishers seemed to believe that if they provided a news product, no matter how watered down, profit would follow. Ads could be sold on the internet just as easily as in print, right? Guild journalists were there at the beginning and helped to develop superb websites – still some of the most trusted and read sites available. Broadband availability in large metro areas made it easy to publish. You need no longer go to Shinders in Minneapolis at 10 a.m. to get yesterday's New York Times. Hard to imagine now that anyone ever did.

But fragmentation followed, with classifieds peeled off to Craig Newmarks' simple idea to just post the ads by themselves, FOR FREE. Alas, everything was to be free in this wonderful new world. Then "search" began in earnest with Yahoo (yes, Yahoo). Soon Google had derived an algorithm and turned its company into a verb. In the dark old days when someone had a bet at a bar over an answer, we would get calls on the city desk at the newspaper. Now truth was a few keyboard clicks away, always. Ads became all too measurable – based on clicks, not hypothetical "eyeballs." Information became a cheap commodity and those who provided it were now separated, for the most part, from where the profit was being taken.

But readers' interest in journalism -- fresh, original reporting -- has not declined. A hopeful sign is that J-schools still appear to be filled with students who share the same passions and values as earlier generations – a belief that the truth matters.

Still, journalism itself has changed, and not everyone agrees on what it is. There have always been attacks from the left and the right as to what the "truth" is and how the "press" defines it. The advent of the Internet, the ideological civil war in America and the loss of revenue by the traditional press, has blurred that debate even further.

It's why, as we take stock of the Guild at 80, we have reasons to fear and reasons to hope. Great stories are still being told and often in remarkable new ways. Our job, as always, is to make sure that the people reporting and editing those stories and everyone else involved in the production of the product is fairly compensated and treated with dignity and respect.

"When The Newspaper Guild affiliated with CWA in 1995 and merged two years later, it was a natural fit for our union. From laying the cables that deliver data to reporting the news of the day, our members make CWA the 'Union for the Information Age.' We are proud that you are part of our family, and we are especially proud of the values you fight for – not only protecting and defending workers' rights on the job but protecting and defending quality journalism and the First Amendment rights of all Americans. All of CWA congratulates you on your 80th anniversary and the rich history that has made the Guild such a strong and wonderful union."

--CWA President Larry Cohen

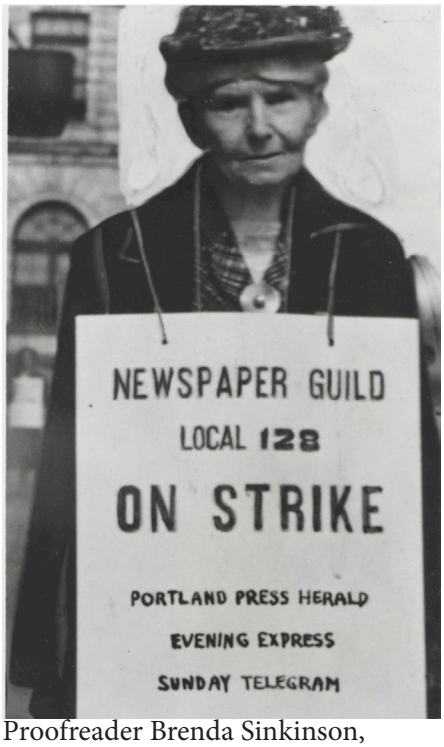


Cohen joins Guild and CWA locals for a rally in San Francisco.

The Early Years



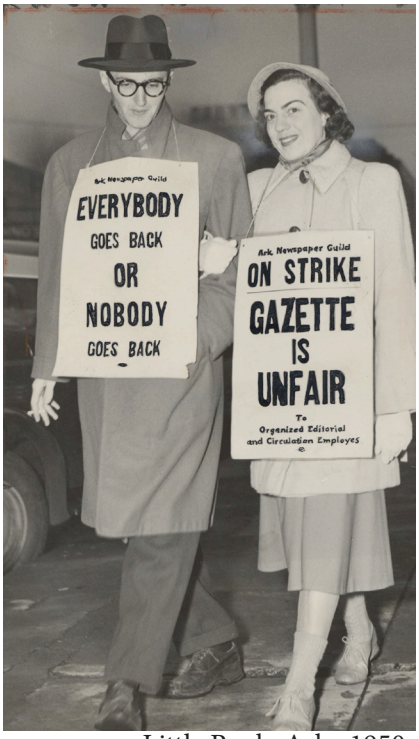
Brooklyn Eagle "newsies," 1937 strike



Proofreader Brenda Sinkinson, September 1953



Bakersfield, Calif., 1949



Little Rock, Ark., 1950

Growing the Guild

As established at its founding convention in 1933, the Guild at first limited itself to representing editorial employees. But delegates to the 1935 convention amended the constitution to state that one of the Guild's purposes is "to promote industrial unionism in the newspaper industry." In 1937, at President Heywood Broun's urging, the convention expanded jurisdiction to all nonmechanical workers. To the 1939 convention, the last one he presided over before his death Dec. 18 that year, Broun said:

"I feel the vitality of the American Newspaper Guild lies with the new people, the men and women coming in from the business offices, the circulation department and the advertising department. . . .Our strength is in broadening that base, in founding a good, solid, vertical, industrial union. I would like to live to see it—that some day we will have a union in newspapers in which we will have complete organization up and down the line, everybody in the city room, in the mechanical departments and in the business office, as well."



Guild President Heywood Broun, left, on the picket line in Newark.



Scribbled on the back of this photo, it says, "Philly/ Camden 46-47. CIO sends aid to picket line when cops beat up on pickets."



Seems like something's missing from this photo. From November 1949, it's captioned "Delegates to the Pacific Coast wire service conference met and toiled over mutual problems in San Francisco."

The First Guild Contract

From the Guild's 50th anniversary newspaper, a look at the 1934 contract and how it stacks up against terms bargained in the early 1980s.

How do today's contracts stack up against the first-ever Guild contract, signed April 8, 1934, at the Philadelphia Record? Here are some of its provisions:

- A Guild shop.
- A work day of eight hours within nine, a five-day work week, equal time off or straight-time pay for overtime.
- Arbitration for all unresolved grievances; a ban on contract-renewal arbitration.
- Dismissal notice, based on length of service, of up to three months after nine years, with a publisher option of making a lump-sum payment in lieu.
- Sick leave, also based on length of service, of up to three months after nine years, but an employee could be required to make up the time upon return to work.
- Two weeks' annual vacation.
- Payroll information of the Guild "wage committee" for bargaining purposes—"such information as it may reasonably request with regard to the financial operations of the publisher."
- A ban on pay cuts.

Oh, yes—a top minimum of $35 a week, for reporters of at least three years' experience. When adjusted for the increase since in cost-of-living, that $35 comes to about $265 a week. When adjusted for both living-cost and productivity, the twin benchmarks the Guild uses, the $35 comes to about $635 a week.

Highest newspaper reporter top minimum currently in effect is $766.97, at the New York Times. Reporter-top at the Philadelphia Inquirer and Daily News is $624.69. Average Guild-wide reporter top minimum is

The Guild Turns 25

A delegate recalls the founding meeting

From The Guild Reporter, January 1959

By ROBERT BORDNER
Cleveland Guild

Many newspaper men and women working on beats, general assignments, specialists' work and the desks across this land of ours this Christmas of 1958 had not been born when 37 of us gathered at Washington, December 15 of 1933 and founded the American Newspaper Guild.

I suppose few survive. Soon there will be none to tell what it was like to be a newspaperman pre-Guild.

I don't remember so well myself any more. But I will try to give some idea of the conditions, motives, stresses, that prompted organization, and of the guts, guts, guts, and work, work, work that brought us to that historic achievement-The Guild.

I cannot write, on this assignment from Editor Charles E. Crissey, a history, documented, foot-noted. This is merely recollection, faulty and personal, forgivably, I hope.

It was the summer of 1933. In Cleveland. At the Cleveland Press.

The nation and the world had been in an economic collapse for five years.

In Cleveland every third person depended on relief or work relief for existence.

We in the editorial department of the Press had had our pay cut 15 percent – then another 10 percent – then another 10 percent.

It had long been noted that we, now officially classed as "professional" for exemption purposes, had borne the punishment of 35 percent in pay cuts while the crafts – typesetters, pressmen, engravers – got no pay cuts. They could not be asked to "sacrifice" to help preserve the business because they had union contracts, one clause of which provided against pay cuts. The conclusion was plain. We needed a union, too.

Those cuts were off pay rates that ran from $25 to $60. As a city editor of the Press my top pay before the cuts had been less than the present $68 minimum at which our Guild contract permits the publisher to start the greenest beginner today.

There was no such thing as hours. It was a 10 to 18 hour day, six days a week, and often on Sundays you got assignments.

No equal time off. No overtime pay. And every Saturday you opened your pay envelope with a tremble that there might be that fatal pink slip entitling you to one week's additional pay – enough to keep people from dying, untidily, on the premises.

Firing was frequent, on whim, to "clean house" or because the newest managing editor, in from Tulsa or some place, had some buddies back there he wanted to fortify his new position with in Cleveland. (This was a chain pattern, rather than a cruelty found on individual papers.)

Roosevelt had moved in the White House.

One of his first moves was to hire Gen. Hugh Johnson as boss of a new agency, under the National Industrial Recovery Act, aimed at persuading the owners of industry to cut the workday to eight hours, and the workweek to five days, in order to spread what work there was among more employees.

Those who "complied" were permitted to put a "Blue Eagle" poster in their windows or fly it on a pennant over the mill.

Publishers did not choose to comply. "Iron Pants" Johnson, as he was known, discovered something other than iron in his pants, and announced the publishing business was exempt.

That was the trigger. When that announcement came into the Press by UP wire the afternoon of August 2, 1933, there was instant disgust, indignation, anger.

With pay cuts totaling 35 percent, we were to be denied even the 40-hour week that had looked like a promise.

A group of us composed a telegram to Hugh Johnson, protesting exemption and demanding inclusion for the publishing business.

We signed that wire – maybe eight or ten of us – with our names in full. We went home to bed that night not knowing whether we had jobs the next morning or not.

Nothing happened August 3. But some of us decided to stay after work and meet at the downtown apartment of John Goski, a Press photographer, and talk over what else we could do to help ourselves. That was the day after the telegram.

It had long been noted that we, now officially classed as "professional" by Johnson for exemption purposes, had borne the punishment of 35 percent in pay cuts while the crafts – typesetters, pressmen, engravers – got no pay cuts. They could not be asked to "sacrifice" to help preserve the business because they had union contracts with management, one clause of which provided against pay cuts.

The conclusion was plain. We needed a union, too.

So we started planning one. We rented the ballroom of the Hotel Hollenden for the Sunday afternoon of August 21, 1933, and rounded up 102 persons, by count at the door.

Most of them were scared of the word "union" – and of the idea of "union". So at that first meeting we decided to organize but to call it the Cleveland Editorial Employees Association. Very gentlemanly; nothing nasty like a union.

A committee drafted a constitution during the week, and at the second meeting, August 27, 1933, it was adopted. But this constitution had earmarks of a union. Press and News were for that. Plain Dealer men were not. It was a fight. We won. The Plain Dealer group withdrew and washed its hands of us.

Meanwhile, we on the Press, had many personal

Continued next page

the Press, the mother of the Scripps-Howard chain, was the Mecca to which the ambitious came for better pay, advancement and training to return to manage their home papers.

So we set up a mailing list of people all over the country personally known to some member of our staff. This was expanded to include all friends of men on the News.

Form letters telling what we were up to, applications for membership, copies of our constitution, were mimeographed. All were enclosed with a personal letter from some particular Clevelander to his friend on some distant newspaper.

Day and night through late August and early September we worked to exhaustion.

Meanwhile, Garland Ashcraft and I had written to Heywood Broun, then the god of newspapermen, as an artist and as the most articulate voice for liberalism in daily newspapering.

"That was the White House," Broun said. "FDR would like to see us."

Earlier in August, our greatest dream had come alive when Broun announced in his column, printed in most Scripps-Howard papers, and some others, that what newspapermen needed was a union.

"Beginning at 9 o'clock on the morning of October 1 I am going to do the best I can to help in getting one up," that column promised.

That did it. Publicity, naturally, had been hard for us to get. Editor & Publisher gave us some notice.

But Broun's column had the impact and let the world know something was going on and he was for it. We suddenly became moderately respectable.

So through October and November we drove our organizing. Most of the work nationally was done nights out of the Cleveland Press office.

We began to get response. Rockford, Ill., was one of the first to catch fire. Minneapolis and St. Paul and Milwaukee became active. Others were organizing without telling us. We never knew sometimes until a personal letter came from some town asking for more information.

It became apparent about the first of December we would have to get together nationally. Correspondence was no longer adequate.

Again Ashcraft and I put the heat on Broun, not only to attend, but to sponsor a national meeting, and to become the president if a national union were formed.

So we called a "national convention" for Washington, December 15, 1933, and began drumming up attendance from around the country.

Nobody had any money. There were no treasuries. Most of us paid our own way. Jack Raper and Jake Falstaff of the Press each slipped me five dollars. All other costs were mine.

Lloyd White of the Press, I. L. Kenen of the News and I got on the night B&O after work, Dec. 14, as Cleveland delegates. Delegates to what? To do what?

Nobody knew even what kind of a union we were going to set up, if any. I had proxies from a scattering of towns in my pocket, the most interesting of which now was the one from the circulation drivers of the Akron Beacon Journal, whom I had organized one night. What about advertising departments, business departments, clerks, phone operators?

Nobody knew. I was for taking in everybody in the newspaper business that nobody else wanted – the real unorganized. (Teamsters had not organized many circulation departments, if any, then.)

We got off the train in Washington and found our meeting place. I forget where it was. (Ed. Note: The records show it was at the Willard Hotel.)

Anyhow, Broun was there, with a few other New Yorkers. Altogether there were 37.

Betty Wenstrom (now advisor to the lovelorn for the Press) and I had sat up the night before White, Kenen and I left, drafting a national constitution.

It was too bulky. Besides, it was for a vertical union, not a horizontal union. We ditched it and drafted a very simple, short document.

We interrupted our work at noon, because the National Press Club had invited all 37 of us to the luncheon that they happened to have on schedule that day, to hear Gen. Hugh Johnson, the very "Iron Pants" himself, who had so little iron for the publishers.

Broun and I sat at the speaker's table. Morris Ernst, liberal New York lawyer, and Johnson were between us.

Acme snapped the shutter just as I was pushing back my chair to rise and interrupt Hugh Johnson with a demand that he tell us why he had excluded newspaper workers from the Blue Eagle benefits going into effect for steelworkers, ditchdiggers, truck drivers and most other workers across our nation. (Ed. Note: The photo, from Bob Bordner's personal files, leads off the picture history presented on these pages.)

Johnson hedged. Freedom of the press was mentioned. We went back to our afternoon labors setting up the Guild, certain that we had to depend solely on our own efforts to get anywhere with those who controlled the publishing industry.

We were tiring. Emotional expenditure on top of lack of sleep had exhausted us. There was a phone call for Broun.

"Sure…sure…I'll bring some of the boys over," Broun said into the phone and hung up.

"That was the White House," he said.

"FDR would like to see us."

The 37 had dwindled. Others had to catch trains home. We finished our business, railroaded a reluctant Broun into presidency, and the handful remaining, led by Broun, went over to the White House.

The Roosevelt charm put us at informal ease immediately. The guy was interested, seriously interested, in what we were up to. We told him what we had done so far, our plans for the future, our roadblock in Hugh Johnson. We stumbled over each other in trying to tell him everything at once.

He was particularly delighted that we had the guts to tackle the publishers. He knew their power. They were seldom very friendly to him.

"Forget Johnson. Go ahead. My blessing on you and more power to you," Roosevelt said.

Exhausted an hour before, now we left the White House walking on pink clouds that winter evening.

We had created something. It was able to stand, wobbly perhaps, like a colt, but able to suckle.

That's the way it happened, from one participant's point of view.

Strong and spirited

In an era of skyrocketing newspaper profits, we fought hard for our share.



Toledo Guild members vote on a one-year contract in 1982 that raises top minimums by more than $40, to $545.20 a week.



New York newspaper strike, 1978



Peggy Keane, Providence Guild, 1973



Albany Guild's R. Victor Stewart leads delegates through a collection of union songs at the Mid-Atlantic District Council meeting, Feb. 27, 1981.

Guild Reporter Headlines

April 27, 1979

Press Profits Outpace U.S. Industry

The newspaper industry remains the third largest employer among manufacturing industries in the United States – behind only steel mills and manufacturers of automobile parts and accessories – according the U.S. Commerce Department.

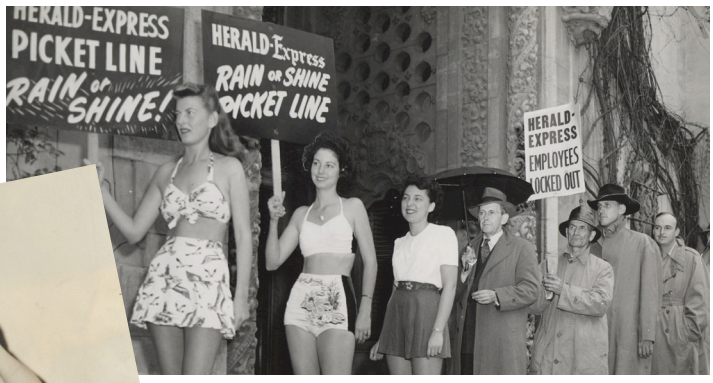
June 6, 1980

Data Finds Industry Still Recession-Proof

June 12, 1981

Newspapers Still Recession-Proof

Guild Women





A picket line scene from Los Angeles in 1965. The only caption information identified the women, from left, as Vi Strom, Samy Lee Copelin and Norma Shalitt. Left, from October 1950, "Miss Page One of the Hammond Guild bill is Barbara Marlowe, Indiana U co-ed."



From Philadelphia strike, 1946-47, the original caption read: Ben Kaplan, striking display advertising salesman, supervises seven typists on the second floor of the new large headquarters. Activities of the Real Record and Guild Striker are centered here.







Clockwise from top: "Ladies in Waiting," location, year unknown. Next: "19-year-old Joan Gessell, 'Miss Copygirl – 1943' in New York City, will be queen of the Newspaper Guild's Page One Award Ball April 30 at the Hotel Astor. An Associated Press entry, she won the title in citywide competition April 11. Note the hat, newsprint-fashioned into a crown. With Joan is Janet Blair of the movies, a contest judge, who did not explain the hat she's wearing." Next: Titled "Queen of the Ball," from June 2, 1960. "Pretty Darline Blaikie, Vancouver Sun circulation department stenographer, receives Page One Queen title from Vancouver Guild President Dan Illingworth at local's Page One Ball in the Regal Ballroom of Hotel Georgia. Darline won out over eight other contestants, received tiara, trophy and three-piece luggage set. The affair attracted more than 400 Guild members and friends."

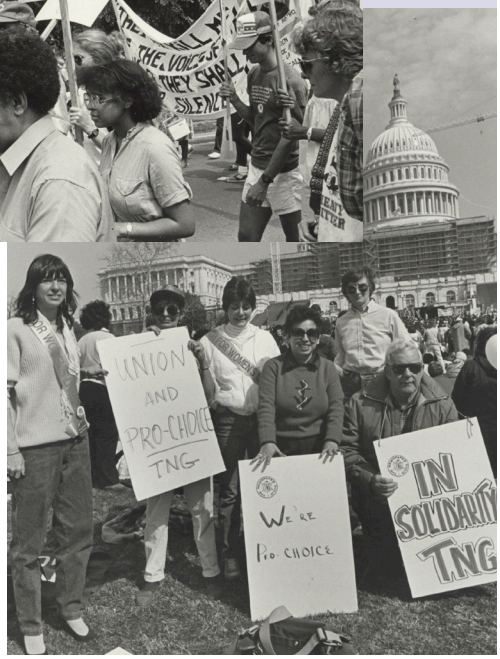


From Washington, D.C., year unknown. "Nurse's aide Florence Dozier, member of the Washington Newspaper Guild Auxiliary, straightens the pillow for patient William Diggs at Emergency Hospital. Mrs. Dozier, one of the many women from organized labor serving in Red Cross volunteer corps, works two mornings every week at the hospital."

"I am proud that the only union I have ever joined is taking the initiative against sexism instead of leaving women to flounder individually against the myths that relegate them to limited pay and responsibility at work."

-- Caroline Bird, author of "Born Female," addressing Guild Women's Rights Conference in November 1970.







The Guild was in the forefront of the fight for women's equality, with marches nationwide. Top center, a September 1983 march in Cleveland; below it an August 1977 march on Washington. Directly above, a march in 1986 was titled in the Guild Reporter, "Guild people aid rights efforts." Excerpts from the caption read, "A half dozen from the Guild were among the estimated 80,000-125,000 persons who marched past the White House to a rally in front of the U.S. Capitol March 9 protesting efforts to nullify legislatively the 1973 Supreme Court ruling on abortion. From left are Debbie Lehman and Barbara Wicklund of the Philadelphia Guild, future Guild President Linda Foley, Guild staffers Anna Padia and Barbara Nelson and TNG



From April 1988: Anne Marie McNulty, 18, delivers bundles of Ottawa Citizens from truck to curb as the paper's first woman circulation district supervisor.



March 12, 1976: First national board meeting, Coalition of Labor Union Women. Seated from left, TNG International Vice President Dorothy M. Sain, Anna M. Padia of the Pacific Northwest Guild, Sarah Lovell of New York's ITU local, and Diane S. Curry of the Chicago Guild. Standing is Yvette Riesel, TNG research associate.



Left, Linda Foley was the first woman to lead the Guild. Above, Guild International Chair Martha Waggoner, right, swears in Sari Gelzer as a new Executive Council member in 2012.



Carol Rothman, from the Philadelphia Guild, was the first woman to serve as international chair and is now the Guild's secretary-treasurer.





Captioned "Police escort for Washington Post's 'extra guards,'" the Guild reported that police were clearing the way for "men with suitcases" on their way toward the Post plant on the first day of the 1975 Pressman's strike, which the Guild supported. The men told observers they had been hired as "extra guards." Two strikers were wrestled to the street and handcuffed when they stepped off the sidewalk. Subsequently, one of the new guard's suitcases came open and a pair of revolvers spilled into the street.







Above, March 1970, members of the Puerto Rico Guild El Imparcial Unit vote to stop work until management restores health insurance coverage. Right, demonstrations during the 1972 strike against the island's El Mundo newspaper. The strike was 22 weeks old when the Guild met in San Juan for its 1972 convention. Hundreds of delegates joined the picket line. Guild President Charles Perlik pledged on opening day that the Guild "is one gringo union that ain't going home."





Above left, April 1974, Buffalo Guild's Jack West, right, and William Eaton collect ballots in elections for the negotiating committee of the Buffalo Evening News' newly organized classified advertising department. Right, Guild members of the Minneapolis Star worker-participation committee caucus before a meeting on Oct. 25, 1974.

Sticking Together

In the union movement, we've got their back, and they've got ours





CWA, the UAW and the Coalition of Labor Union women are among friends showing support for striking Oakland Press (Michigan) Guild members in the late 1970s. Right, Guild members at the Canadian Broadcasting Corporation in Vancouver walk the picket line for NABET technicians in 1972. Today, NABET is also a sector of CWA. Below, years before the Guild's CWA merger, LA members turned out in force to picket for the union.





An Ottawa Guild member pickets the National Arts Center in support of Canada's national orchestra, fall 1989





Striking LA Herald-Examiner members pack food donated by culinary workers' unions for a Thanksgiving feast for 200 of the strike's hardest-hit familes in 1968. Left, "Polar Bear Gus" joins striking Detroit AP "Guildsmen" picketing in near-zero weather in January 1969. UAW members also joined the picket line.

All Over The Map



Striking in sunny Hilo, Hawaii, June 1967.



Above, Guild informational picketing in May 1988 against three suburban Boston papers. Right, Memphis members on strike, 1967.

Whether they're kicking up their heels or taking a break, Guild members at the Montreal Star appear to know how to make a picket line fun. From July 1975.



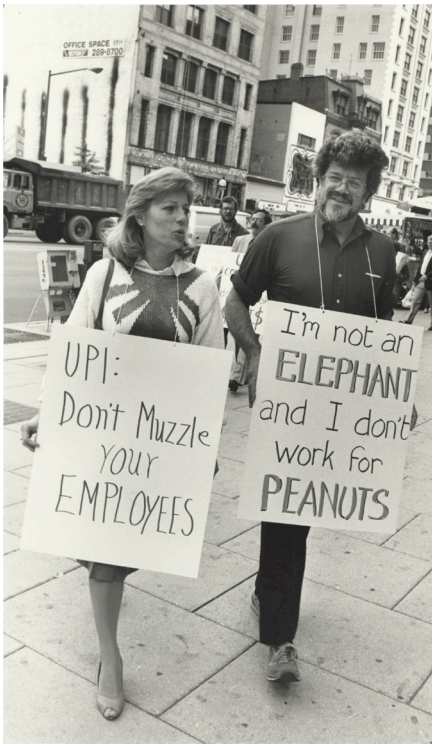




In 1953, Seattle strikers Danny Powell and Marilyn Young "announced marriage," according to the writing on back of the photo.



New Era, Same Battles...







Far left, UPI informational picketing in 1987; above, a 1988 demonstration in Eugene outside The Register-Guard; left, New York Guild members at Time Inc. rally outside a company party at Radio City Music Hall in October 1986



Hours before a settlement was reached in Chicago in October 1991, local Treasurer Daniel Lehmann tells members a strike appears a "virtual certainty." One member holds up a phone so bureau staff can listen in on the noontime bargaining report.

... And Some New Ones: The Advent of the VDT

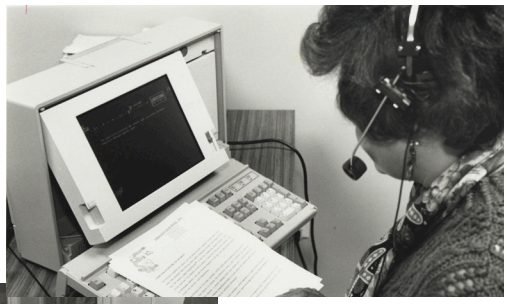
'VDT Leaves' for Pregnancy Backed

RSI Plagues Information Age; 'Seductive' Keyboards to Blame?

VDT Keyboards May Be Biting Hands that Knead Them



Any history written about the advent of the computer age in newsrooms, the era of the VDT, would be incomplete without a look through copies of The Guild Reporter beginning in the early '80s. The paper is chock full of stories about the new-fangled machines and their potential dangers. Eye strain and muscle pain were concerns – could the easy-to-tap keyboards "seduce" writers and editors into too many hours of typing, causing repetitive strain injuries? An even bigger worry was radiation emissions. Should pregnant women use them? Could they cause miscarriages? The Guild fought hard and early for safety and health studies and for state and federal regulations governing VDT use. Maine was the first state to pass a VDT safety law, setting standards for public workers.



Above, Washington-Baltimore Guild leader Claudia Levy at the Washington Post, 1986. Right, a "talking scanner." Photo from January 1991.



Left, a "computers for local unions" lesson at the Meany Center for Nyda Simonson, office manager at the Twin Cities Guild, November 1984. With her is Guild staffer Eric Geist. Below, Will Englund of the Baltimore Sun, 1985.





"Stretching away the VDT kinks": An instructer leads about 90 New York Guild members "through exercises and stretches designed to help ease tensions of long stints on video display terminals." May 23, 1980.

Perlik: Don't Trust ANPA VDT Tests

Excerpted from The Guild Reporter, Oct. 22, 1982

All Guild locals have been cautioned against accepting results from radiation tests of video display terminals performed by the Research Institute of the American Newspaper Publishers' Assn.

TNG does not consider tests performed by the ANPA a "satisfactory" means of complying with contractual requirements that VDTs be tested for radiation emissions, "any more than we would consider it appropriate to have the ANPA provide an arbitrator for our grievance disputes," Guild President Charles Perlik wrote in an Oct. 12 letter to Guild locals.

If tests for radiation are to be "received with confidence," they must be performed "by an impartial third party, a government agency or a private engineering firm or consultant," Perlik wrote.



Where can you find more Guild photos, old and new, and all of the latest Guild news? Online, of course.

visit us, "like" us and follow us here:

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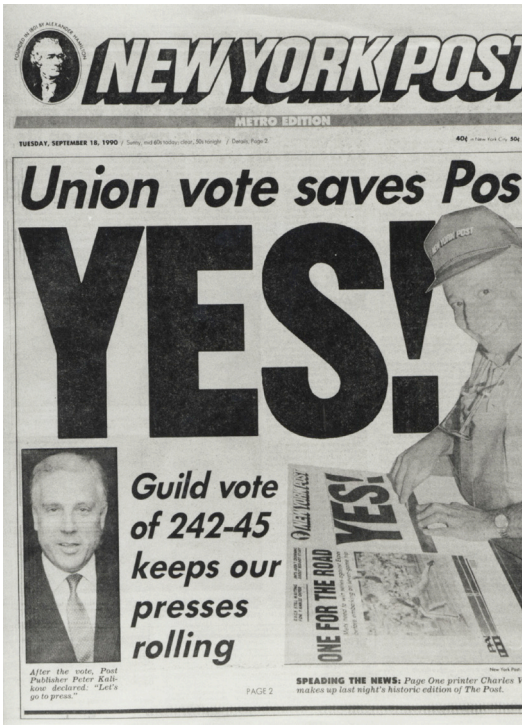


The City That Never Sleeps

Over the years, Guild members have taken lots of bites at the Big Apple



Above, from Dec. 4, 1987: Burning mad at UPI, Wire Service members in New York prepare to burn copies of work rules the company imposed unilaterally after declaring impasse in contract talks. Members in eight other cities across the country also held burning ceremonies. In windy San Francisco, however, they "hanged" the rules instead. Right, from September 1990, the front page of the New York Post thanks the union for accepting a package of concessions to keep the paper operating and save 900 jobs. Below, during a 1987 contract battle at Consumer Reports, about 50 Guild members picket a Manhattan hotel where the Consumers Union board was meeting.









Above, from May 1974, striking Guild members at Reuters picket the agency's New York City headquarters. Right, at a ratification meeting to end a strike at the Amsterdam News, Rennick James, 11 months, and Albert Sutton, 3 years, have fun with their mothers' picket signs.

The New Millenium

Challenges and opportunities in a digital world



Seattle Guild members at the Times and P-I had lots of community support during their 7-week strike in 2000-2001.











Middle five photos, clockwise from top left: Manchester pickets in 2003; the Eugene Guild marches in a city parade; billboards are just one tool in an ongoing campaign to save daily publication of the Cleveland Plain Dealer; Peoria Guild's parade entry part of fight to save their paper and win a fair contract; Manchester members, among other locals in U.S. and Canada, take advantage of free Guild/CWA-provided video editing training.

Bottom left corner: February 2013, the Guild puts on "Spring Training" for journalists, a daylong seminar in Los Angeles, with plans for a summer session in northern California.







Six of the "Saint John 7," right, and with labor friends, below. The Canadian radio station employees had been on strike for fair wages for nine months at the time the Guild's anniversary book was published.





Photo by Suzanne DeChillo



Above, 2012 joy over a first contract in Dayton after 26 years of trying. Left, Washington-Baltimore members at Bloomberg-BNA rally in early 2013, ultimately winning a strong contract.



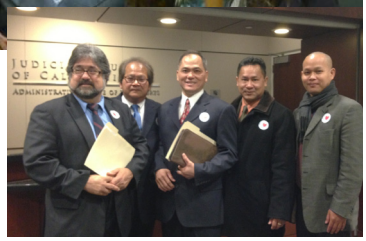
Photo by Shawn Ouellette

Above, After a tough fight, NY Times members ratify a new contract in 2012. Left, Portland's Greg Kesich helped the local secure a new buyer for their paper in 2012, saving jobs and their contract.

A Growing Guild Family

Our total numbers may be down, but we're rich with a diversity of new members.

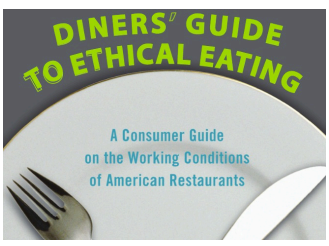




Above, More than 200 sign language interpreters who work via video joined the Pacific Media Workers Guild in 2013, becoming part of the strong and growing interpreters' unit that includes the Khmer-speaking members at right. Below, in 2012, the NY Guild organized English as a second language teachers working for Kaplan in New York City.



Above, believed to be the only unionized Dunkin' Donuts workers in the country, the NY Guild in 2012 organized DD workers employed inside Hudson News shops at Penn Station. Below, the Philadelphia Guild organized Restaurant Opportunities Center workers in major U.S. cities in 2012. Known as ROC, the organization trains workers to move into higher-paying restaurant jobs and publishes the annual guide to ethical eating-out nationwide.





Famous Friends & Family

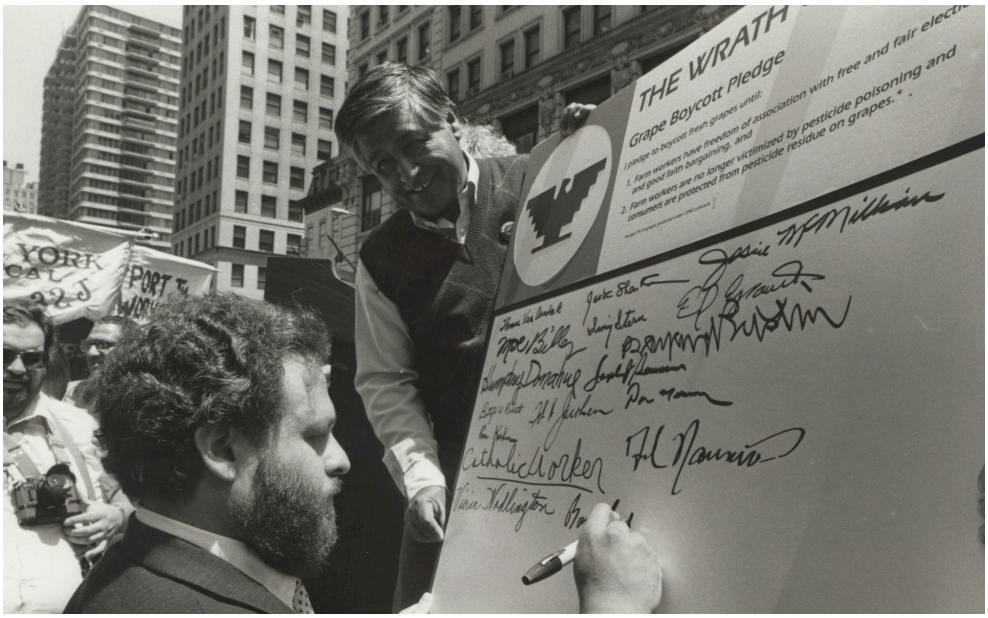


First Lady of the Guild

Eleanor Roosevelt wasn't just the First Lady of the United States. She was also a columnist and treasured member of the Guild, first in New York and then Washington, D.C.. Left, she attends a Page One ball. Right, she receives her 25-year pin for Guild membership. On the Guild's own 25th anniversary, she said:

"I am afraid I have never been a very active member except for attending meetings in Washington more or less faithfully, but I do recognize how valuable the Guild has been in raising standards for people working on newspapers, getting better pay and better working conditions for them. I congratulate the officers and the founders on this auspicious occasion."





"The Wrath of Grapes." In June 1986, New York Guild President Barry Lipton signs the pledge to boycott California table grapes until farm workers are assured of free and fair union elections and are no longer poisoned by pesticides sprayed on the fields they pick. Looking on is United Farm Workers President Cesar Chavez, who was in New York City for a rally supporting the renewed grape boycott.

"I'm certainly glad to be back working for a company with a Guild unit. It's a pretty comforting thing to see a Guild contract sitting on top of my desk."

-- Future presidential press secretary Pierre Salinger, former Guild chair at the San Francisco Chronicle, after joining the Guild-represented staff of Time magazine in 1957.



In October 1989, the Rev. Jesse Jackson marches in Rochester, N.Y., with local Guild members still fighting for a contract after three years of bargaining with the *Democrat and Chronicle*.

Paging Lou Grant...





Actor Ed Asner, well known as TV's "Lou Grant," has long been a faifhful friend of the Guild and other unions. Above, he demonstrates with Guild members in Denver in 1988. At right, he marches in support of Wire Service Guild members in 1981 in Los Angeles. ***Photo: John Prieto, The Denver Post***

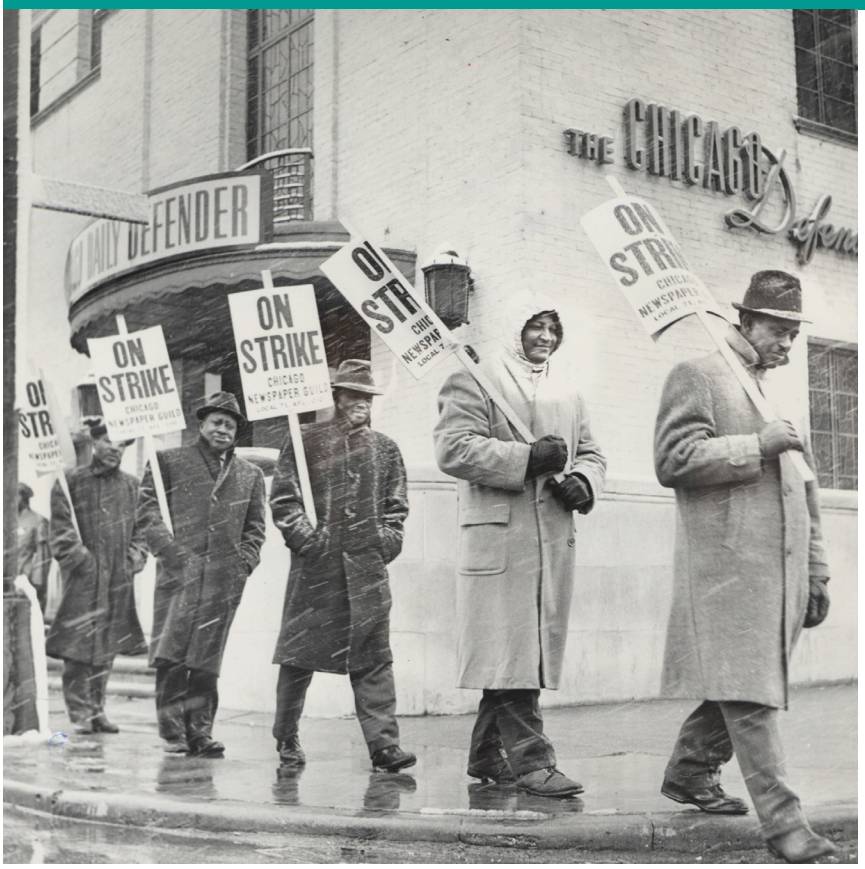
HERBLOCK





Washington Post editorial cartoonist, Herbert Block, better known as Herblock, was a card-carrying Guild member for 55 years until his death in 2001. He left the union an endowment that has helped fund an award in his name, the Herbert Block Freedom Award. It is presented to journalists or organizations that best uphold Herblock's legacy of bringing a social conscience to to the fight for freedom, fairness and quality journalism. At left, a young Herb Block at the drawing board; above, the veteran cartoonist is honored by the Clintons.

From the Beginning, Committed to Civil Rights



On strike at Chicago's African-American newspaper, The Defender.



Left, titled "journalism and unions" in The Guild Reporter, TNG's Human Rights Coordinator, Hannah Jo Rayl, right, meets with students at the University of the District of Columbia in 1980.



Right, captioned "Change Begins with Hiring, TNG Vice President Warren E. Howard, right, speaks to the Congressional Black Caucus, March 24, 1972, about the roadblocks the Guild has encountered to employment of African-Americans on newspapers.

The Heywood Broun Clause

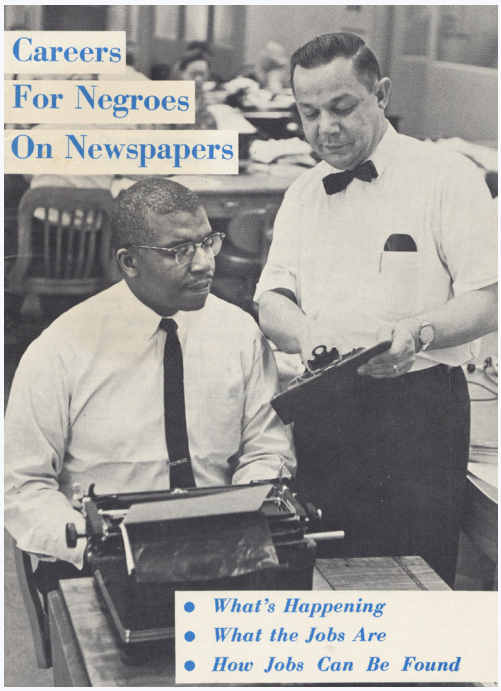
From the 1964 booklet pictured below:

As long as it has been in existence, the American Newspaper Guild has seen that there was no racial discrimination in its membership.

The Guild Constitution now states: "Guild membership shall be open to every eligible person without discrimination or penalty, nor shall any member be barred from membership or penalized by reason of age, sex, race, national origin, religious or political conviction or anything he writes for publication."

This wording is practically unchanged from that originally adopted at the 1935 convention in Cleveland, two years after the Guild was founded.

The clause is known as the Heywood Broun clause, because the Guild's founder and first president was eager from the start that it should be included in the constitution.



"Our newspapers, which daily report the rising winds of the fight for equal rights of minority groups, must now take a first hand active part in that fight as it affects the hiring, promotion and upgrading of newspaper employees."

-- Human Rights Report, Guild convention, Philadelphia, July 1963





Newspaper Guild members proudly join in the famous Aug. 28, 1963, "March for Jobs and Freedom" on Washington's National Mall.



Left, from the summer of 1968, this photo was captioned, "Helping Hands," and read, "San Francisco-Oakland Guildsmen give on-the-job assistance to four Negro trainees at the San Francisco Examiner."

Below, the Guild leads a symposium on "job bias and the handicapped" in May 1980 during the annual meeting of the President's Committee on Employment of the Handicapped."

An Emotional Farewell



Steve Michael, treasurer and past president of what was the Northern California Guild, gets a standing ovation at the 1992 convention in Chicago. Michael, who was openly gay and dying from AIDS, knew it would be his last convention. Delegates praised his courage, wisdom, humor and untiring service, to which he said his "experience in the Guild has been the most worthwhile" of his life, adding, "The Guild has given me the opportunity to be of use, and it is my belief that you must be of use; you must use your life. Thank you for letting me be possible."



"It is a pleasure to meet with a group which plays so vital a part in upholding the American tradition of a free and responsible press."

-- President Harry Truman, addressing the 1950 Guild convention

December 22, 1937

Dear Mr. Beals:

I have received your letter of December fifteenth and have examined with much interest the copy of The Guild Reporter which you enclosed showing progress made in organizing the Guild throughout the country. I congratulate you upon all you have achieved to vindicate the fundamental right to collective bargaining and trust that your organization will always uphold the highest traditions of a free press so essential to the proper functioning of all of other democratic institutions.

Very sincerely yours,

Franklin D. Roosevelt

The Guild made an important contribution to the success of the Marshall Plan and the Mutual Security Program. The Guild supplied the men to carry on the effective labor information program which brought our story to the working people of Europe. Without the Guild and the trained membership of the Guild that would never have been possible...
You have shared in the leadership our country is now taking in the world for the preservation of freedom."

-- Ambassador W. Averell Harriman, addressing the 1953 Guild convention

"If I were a working newspaperman, I would belong to the Guild and be active in it. And if I published a newspaper, I would want my employees to belong. The record is clear that the advantages of collective bargaining are mutual and vital to publisher, employee and the public alike."

--Colorado Gov. Edwin C. Johnson in a Feb. 7, 1955, letter to the Denver Newspaper Guild

Power in Numbers

Joining the Communications Workers of America, 1997





Even before the unions' formal merger, CWA members rallied for locked-out Guild members in Detroit. At right, delegates cheer as Guild President Linda Foley is sworn in as a CWA vice president at the 1997 convention in Las Vegas.

CWA Family Embraces Our Union of Individuals

From The Guild Reporter, July 14, 1997

By Liz McConnell
Guild Reporter Editor

For the Guild, its leaders, delegates and staff, the theme of CWA's 59th annual convention couldn't have been more fitting: "Many Faces –One Union."

"When I look out, I see many faces; so many faces that it is overwhelming. But I see one union. I see one family," said Linda K. Foley, TNG-CWA president and newly inducted CWA vice president, addressing the almost 3,000 delegates and guests at the Las Vegas Convention Center.

"Today, we join our forces with yours. We begin to build a powerful new union. But we chose CWA as our new home, not just because CWA would bring us power, but also because we believe you will strengthen our democracy; you will strengthen our decency; you will strengthen our dignity," Foley said to cheers and applause.

"And we know that you will strengthen our compassion, because we have experienced it firsthand through your support of our locked-out families in Detroit," she added.

Foley was sworn in and introduced by CWA President Morton Bahr on June 30, during the convention's first session. She had one message for Gannett corp., Knight-Ridder, Inc., Hollinger Corp., and all "robber barons like them."

"Remember The Newspaper Guild and how we fought for 64 years to keep you honest and credible? Well, we're CWA now, and that means we have the power to make you responsible to your workers and your communities," she told the echoing hall. "For these corporate conglomerates, it is not "Many Faces – One Union." It is "One Union in Your Face."

Locals receive their TNG-CWA charters



Detroit



Wire Service Guild



Providence

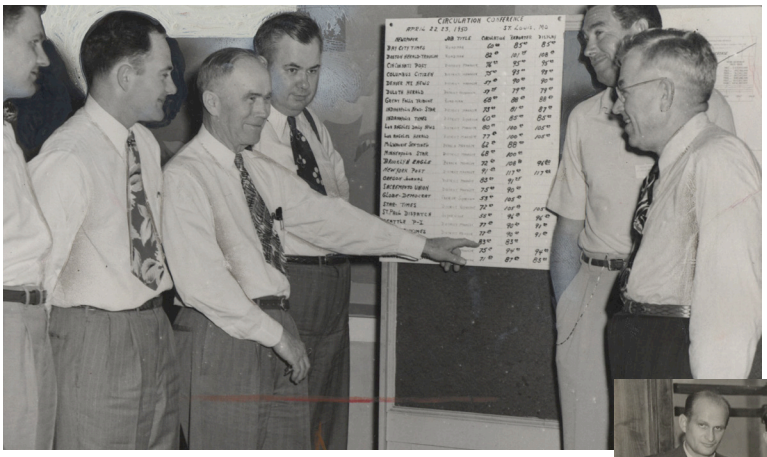
The Days of 'Newspapermen'





Above, no location or date on this early photo that says "Guild Daily reporters -- mostly sports writers -- knock out stories for tomorrow's paper." Left, in December 1967, "Miss Ruth Kimmel, the St. Louis Guild's office secretary for 21 1/2 years receives a laminated bookkeeping form as a memento from ANG Secretary-Treasurer Charles Perlik, right." Below, August 1948, real Minneapolis "newsmen" played to full houses in a summer theater production of "The Front Page."









Directly above, "Enthusiasm Was The Watchword," the GR reported, at the St. Louis circulation conference in 1950. Above right, a lone and unidentified woman picks up her weekly benefits during the World-Telegram and Sun strike, June 1950. Right, late 1930s, Guild President Heywood Broun grips the hand of CIO Director John Brophy as the CIO pledges to support Brooklyn Eagle strikers.

'Why I'm a Card-Carrying Guild Member' ... and Other Testimonials

"Newspapermen have been set free by the Guild to their devoted best in a craft that is of fundamental importance to our society. It is not just the reporters who have gained by this. It is all of American democracy."

--Bruce Catton, Pulitzer Prize-winning historian and former president of the Cleveland Newspaper Guild, speaking at local's annual awards, Feb. 20, 1961.

"When I was breaking into the newspaper business and out scuffling around a police beat for paragraphs, it was the tradition of desk men to treat reporters with contemptuous brutality. They never sent a guy up to relieve you after you had put in your eight hours' hitch and if you mentioned you had a date they'd drop you off the payroll with the excuse you lacked ambition and the sense of news... The Newspaper Guild came along to make this a decent business where a guy is paid a living wage and can run up an overtime bill if he holds down a story around the clock. It has not tampered with the pursuit of news and up to now I have never heard of a reporter giving away an exclusive story to a guy from another newspaper just because he was all paid up at the union hall. I love the newspaper business beyond all others and have been miserable in the ones I have tried as a substitute. I don't think the Guild has corrupted my search for the truth or has slain the pride of craftsmanship in any guy cut out for it. It has just meant decent wages, civilized hours, a compensation for overtime and a security we never had."

--Jimmy Cannon, New York Post column about the organization of a baseball players' union, June 7, 1946

"After working on one Guild paper (Denver) and one non-Guild (Paterson) there is no doubt in my mind which is the better. The ANG will get my vote – and my dues – every time."

-- Letter from Paul L. Albright Jr., to the North Jersey Newspaper Guild, Oct. 3, 1961

"Overtime in pre-Guild days was just time – not pay. After one long day, I recall, I was asked to 'look over' a fire on my way home one midnight in Washington. I wound up staying inside the new Post Office building, whose top floor was afire, until 4 a.m. Forty firemen were overcome by smoke, and a photographer got me out of one smoke-filled corridor before I, too, turned into a casualty. I had been soaked by water hosed to the upper floors. When I left the fire scene, I called the office to see if someone else could replace me on an early morning Board of Education assignment. I was irreplaceable. So I walked into the board with my only pair of shoes swooshing out water at every step, and my overcoat reeking smoke. Nowadays, when Guild contract overtime is paid for at time and a half, it seems to be easier to find substitutes—and to spread some jobs."

--Peter Kihss, New York Times reporter in Guild's 1959 Page One book.

"It has become fashionable in some quarters to argue that the Guild is outmoded, that a union has no function in a company where the publisher is a decent and honorable man and rates of pay reflect the affluent society... Even if pay scales matched the publisher's good will, the Guild would still be needed. I don't want to depend on the will of one man, no matter how enlightened, to determine how I shall work and what I get for it. I am suspicious of people who talk too freely about a sense of dignity; nevertheless, I know the Guild contributes substantially to mine."

--Washington Post labor report and Nieman Fellow Bernard Nossiter in article titled, "Why I am a Card-Carrying Guild Member." April 1962.

Guild Milestones

1933 – U.S. wage-hour code for newspaper employees opposed by publishers; newsworkers, led by nationally-known columnist Heywood Broun, establish American Newspaper Guild, elect Broun president.
1934 – Cleveland becomes Guild Local No. 1. Guild signs first contract, with $35 top reporter minimum, with Philadelphia Record; Convention adopts Code of Ethics.
1936 – Guild affiliates with AFL, extends jurisdiction to Canada.
1937 – Guild affiliates with CIO, extends membership to commercial as well as editorial employees, signs first contract covering commercial departments, with Madison Capital Times. U.S. Supreme Court rules that Guild membership does not impair freedom of the press, says publishers have no special immunity from general laws.
1938 – Guild signs first nationwide contract, with United Press, hold first convention in Canada, in Toronto.
1939 – Heywood Broun dies at 51.
1941 – Heywood Broun Award established for journalistic achievement.
1944 – War Labor Board rules Guild membership as condition of employment does not impair freedom of press. Guild observes wartime no-strike pledge.
1945 – First national wage goal: $65 minimum for experienced key employees.
1946 – Wage goal increased to $100; first $100 minimums achieved in New York, St. Louis.
1948 – Guild study documents Canadian newsprint monopoly, urges development of independent resources in Alaska.
1949 – Guild signs first contract in Canada, with Toronto Star.
1950 – President Truman addresses Guild Convention, says Guild plays "vital part in upholding the American tradition of a free and responsible press."
1951 – Guild helps organize International Federation of Journalists, creates Canadian Region.
1953 – First nationwide Canadian contract signed, with Canadian Broadcasting Corp.
1956 – Hawaii local chartered.
1957 – Wage goal $200. Guild initiates insurance program.
1958 – Guild marks 25th Anniversary.
1959 – Guild reaffirms newspersons' right to protect confidential sources.
1960 – Guild co-sponsors inter-American congress of news unions, wins first $100 minimum for beginning reporters, ad salespersons.
1961 - President Kennedy salutes Guild as organization "in the forefront of the fight to improve the standards of the newspaper profession."
1962 – Puerto Rico local chartered. Wage conference spurs drive for $200-a-Week Now!
1963 – Guild drafts "action program" to end discrimination in news industry, meet automation challenge.
1965 – Guild achieves first $200 minimum for reporters, ad salespersons, attains million-dollar Defense Fund.
1966 – Guild celebrates 25th Anniversary of Broun Award; first $200 minimums for circulation district managers.
1969 – First $300 minimum for key news, ad jobs negotiated.
1970 – Employee "voice in product" endorsed; Guild Women's Rights Conference adopts proposals to end sex discrimination in news industry.
1971 – Guild Minorities' Rights Conference advances programs for equal employment. "American" removed from Guild's name in recognition of multinational membership.

Milestones, continued

1972 – Canadian Region office opened, director appointed. First $400 key newspaper minimums negotiated; Defense Fund reaches $2 million.
1973 – Guild intensifies bargaining program to meet impact of automation.
1975 – Guild sponsors first national legislative conference.
1976 – Guildwide portable-pension plan initiated; first key minimums over $500 go into effect.
1977 – Committee appointed to negotiate merger with International Typographical Union.
1980 – Bargaining Program expanded to meet VDT hazards.
1981 – Defense Fund reaches $4 million; first key minimums over $700 negotiated.
1982 – TNG launches residential seminar program for new local officers.
1983 – 50th Anniversary. Proposed merger agreement negotiated with ITU.
1987 – Active membership reaches more than 34,400.
1991 – Guild leads charge to protect workers from keyboard-related Repetitive Strain Injuries.
1993 – Convention adopts four-year strategic plan including recommendations for merger, greater Canadian autonomy, and membership mobilization.
1995 – Convention, membership endorse merger with Communications Workers of America; members elect first woman president.
1999 – TNG-CWA propels into front ranks of U.S. unions representing interpreters and translators when 200 foreign-and sign-language interpreters in San Francisco Bay Area affiliate.
2000 – Guild revamps collective bargaining program favoring flexible approach more responsive to local needs over standardized language.
2001 – Guild gains its first Chinese-speaking unit –only to lose it after a four-year anti-union campaign and unending series of court challenges.
2002 – Guild revamps human rights program, moving from an emphasis on affirmative action to promoting greater diversity within the Guild itself.
2004 – Guild holds "Convergence II", sequel to 1995 forum resulting in merger with CWA, to map a response to the rapidly changing news industry. After decades of opposition to non-employees, Guild constitution is amended opening ranks to freelancers.
2006 - Seeking to save daily newspapers facing imminent closure, Guild recruits financial backers for its own acquisition bids, but none prove successful. CWA/SCA Canada and CWA create a Canadian region within CWA as a first step toward full autonomy for the Canadians and its first full-time paid administrator is hired.
2007 – Guild formulates its own ethics code with separate sections for editorial and commercial/business employees.
2008 – Guild's top two officers vie for the union's presidency for the first time in more than 50 years.
2009 – As one newspaper owner after another is forced into bankruptcy, Guild representatives win seats on five different unsecured creditors' committees. As TNG encourages alternative business models, the Portland Newspaper Guild, in a first for Guild locals, gains part ownership and seats on the company's board of directors of three Maine newspapers through an employee stock option plan.
2010 – Battered by ongoing job losses throughout the newspaper industry, the Guild closes out the decade with membership down to slightly more than 24,000.
2011 – The Guild holds its first "virtual picket line," urging a boycott of the Huffington Post because of its widespread use of unpaid freelancers.
2012 – The Guild unveils a newly designed website, **NewsGuild.org**, and launches Facebook (**Facebook.com/TheNewspaperGuildCWA**) and Twitter (**@news_guild)** pages.