

A Message from the President

The Means for Change

By Mike O'Reilly, CFU Founding President

Welcome to this, the first newsletter of our fledgling union.

The Canadian Freelance Union (CEP Local 2040) was created to help independent media workers in their struggle for fair rates and reasonable rights demands.

As you well know, independent media workers in this country are under direct and sustained attack by media owners. We all feel it in our bones, and now we have the numbers to prove it!

Based on actual income data, freelance writers and journalists have seen their real income plummet a whopping 163% over the past three decades.

In 1979, the average annual income for a freelance writer in Canada was around \$25,000. In 1996, the Professional Writers Association of Canada (PWAC) conducted a survey on rates. They found the average annual income was about \$26,000.

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CFU Attends First CEP National Convention

Freelancers Welcomed into the 'Hood

By Stephanie Miller, Managing Editor

With a backdrop of mountains, Pacific water, and the fall leaves of Stanley Park, the then eight-month-old Canadian Freelance Union (CFU) encountered its first National Union convention.

Hundreds of Local Representatives from across the Nation, all donning the teal and black logo of the Communications, Energy, and Paperworkers (CEP) Union of Canada, swarmed the Vancouver National Convention Centre in the third week of October 2006.

These CEP brothers and sisters of the labour movement gather together every two years to vote on changes to the National Constitution, talk shop, and grab a rejuvenating dose of spirit.

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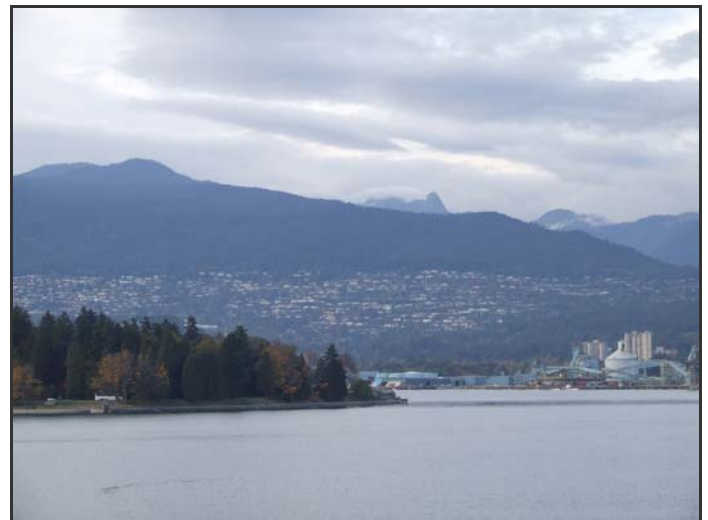
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In 2006 PWAC released its latest survey results. It shows 61% of freelancers now make under \$25,000, with nearly 40% making less than \$10,000. The average income has actually dropped to \$24,000.

Unfortunately, inflation means what cost \$1 in 1979 now costs \$2.63. Just to stay even with inflation the average income should now be around \$55,000, but instead is half that or less.

And while rates go down, rights demands go up. It is not surprising to receive a contract today demanding "all rights, in perpetuity, throughout the universe."

As a local of the Communications, Energy and Paperworkers Union of Canada (CEP), we are already part of the country's largest media union. The CEP represents over 25,000 media workers across the country.

Using this existing strength, the CFU is working to bring freelance issues to the collective bargaining table. We want to negotiate improvements in rates and

rights for freelancers across the country. But we also want to build some of the basic support systems that most Canadian workers take for granted.

Things like insurance plans: medical and dental, long-term disability, etc. We want to make these accessible and affordable to our members.

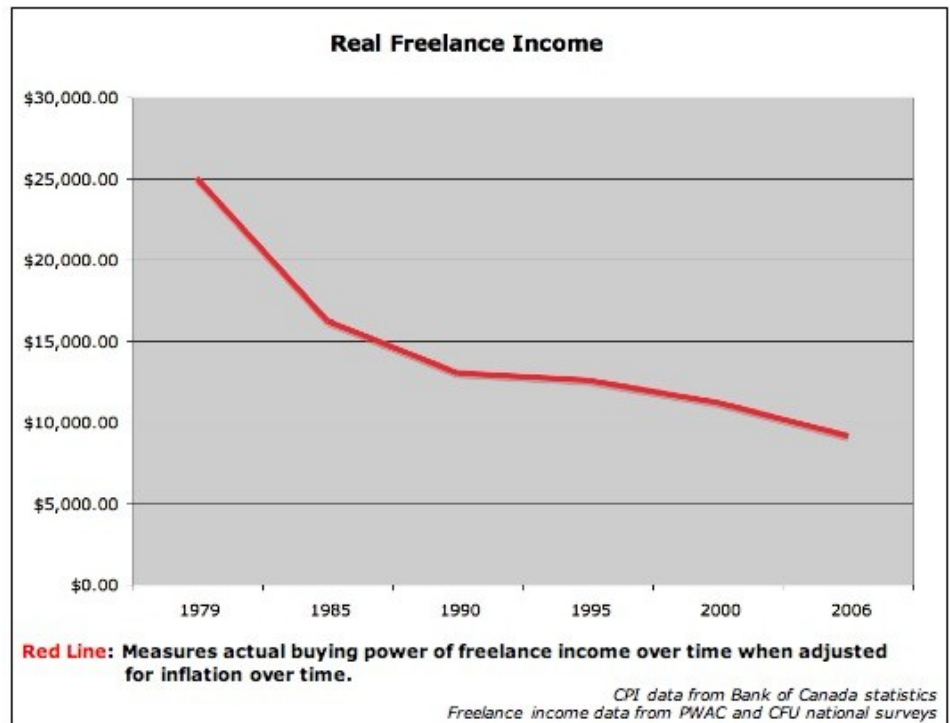
We have a lot of work ahead of us, and we will need everyone's

help. As the CEP slogan says, Strength in Solidarity. By working together, we can change our world.

Let's get to it!



Michael O'Reilly, President
Canadian Freelance Union (CFU)
CEP Local 2040
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From the Editor

Roots Strengthen

By Stephanie Miller, Managing Editor

As I write this, it's nearly impossible to stop myself from throwing my fist towards the ceiling and yelling, "It's about time!"

Although the pressure's been building for years, finally, a portion of Canadian freelancers have stood up and said, "Enough! It's time to organize a union." The seeds have been planted; the process of rebalancing the scales has begun.

And here we are: Spring, 2007 with a Union, 350 members, a website, and a newsletter!

It is my immense pleasure to present you with the first issue of the CFU newsletter. It is meant to provide you with the "chunky" version of CFU activities and issues posted on www.cfunion.ca.

Our goal is an in-depth look at what's been going on and what's in the works. While some of you will be entertained, everyone from coast to coast will be informed. If it creates some buzz on our mailing list, then even better.

In this first issue, we introduce the Interim Executive Board Members - an important read if you're planning to vote at the imminent Inaugural Meeting, which is covered in 'General News'.

Flip to 'Updates & Progress' where Acting President, Mike O'Reilly, explains the CFU's efforts to dispel the unfair terms in the new Quebecor (Sun Media) contract.

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Freelancers Welcomed into the 'Hood...

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It was the ideal place for new CEP members from Local 2040 (CFU) to acquaint themselves with union machinations and meet some of their new siblings. "I was struck by both the sheer size of the conference, as well as the breadth of members," said Mike O'Reilly, Founding CFU President. "The CEP truly is a 'big tent' where we can all find a home."

Other CFU attendants were Marco Procaccini, as the West Coast Interim Executive Board Member, and me, curious CFU member and spouse of a CEP Local 2003 delegate.

We took the opportunity to watch convention proceedings, learn more about unionism and CEP, hear how our union is dealing with current labour-related issues, and network within the community.

"Being at the conference was an important step in the development of the CFU," explained Mike. "We were there as one of the CEP's newest locals, and probably one of the oddest. But everyone I talked to was incredibly supportive and interested in what we are doing."

This cooperative gesture is valuable to a union like CFU. Since freelancers are stereotypically known as loners, and because our local covers a geographic area of, oh say, Canada, gathering troops will be a tricky task.



As an extension of CEP, even though the main union is a hodgepodge of different industries, the CFU has ready-made friends. Our fellow media workers include those in graphic design, printing, newspapers, and electronic media. They come from different groups who have merged with CEP in attempts to level the playing field with corporations.

Apparently, beefing up these smaller units has assisted with their bargaining power.

While munching on finger food at the networking event, I heard success stories from members like Brad Honywill, President of Local 87-M, otherwise known as the Southern Ontario Newsmedia

Guild (SONG), and Duncan Brown, National Director of CEP Graphical, a.k.a. Graphic Communication International Union (GCIU).

The most incensing experience for me was the energy built up by the camaraderie of vastly different people sharing a similar belief.

Attending the National Conference helped strengthen my resolve that it *is* possible to live up to this past year's conference slogan, "rising to the challenge", and created within me the sensation that we were (and are) part of something bigger.

Mike summed it up best: "We were warmly welcomed into the family."

Roots Strengthen...

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Also in this section, Ian Harvey, National Organizer, describes the strides CFU has taken, as well as future plans to organize freelancers across Canada.

And these are just the highlights! There's a lot to cover and as the union builds momentum, there'll be even more.

Just as you and I, the Founding Members, are building our Union by supplying

information to the Board on what we need the Union to do for us, the newsletter needs the same consideration.

Don't be shy! Email us at newsletter@cfunion.ca with feedback on what you like and don't like about each issue. After all, the CFU and its newsletter belong to all of us. Your input will help establish 'our voice' as a group while producing a valuable membership benefit.

Speaking of making it yours, if you have any ideas for content or an industry story you'd like to share, please send those, too. Heck, while you're at it, why not show off your talents and contribute to an issue or two?

Thank you for taking an active role in improving our lot as freelancers.

In Solidarity,

Stephanie Miller.

Meet the Interim Executive CFU Board Members

Founding President **Mike O'Reilly**

I began my freelance career after working for a number of years as a reporter and editor. My last "job" was at a small daily newspaper owned by Conrad Black. Working in that sweatshop convinced me to try freelance. That was in 1992, and I have never looked back.

Over the years my writing has appeared in most of Canada's major publications, as well as a number of US and UK magazines. In recent years I have shifted my business towards more corporate and government work.



My activist role began early in my freelance life when I led a struggle against one of those early "all-rights" contracts. This was in 1995 and the success we had in London showed me that freelancers can win, if we work together.

In around the same time I also joined with a small cabal of writers to help launch what would be called the *Robertson vs. Thomson Class Action*. Heather Robertson became the named plaintiff in the case, and we fought it all the way to the Supreme Court. Unfortunately it's not done yet...

In 2001, I joined the National Executive of the Professional Writers

Association of Canada (PWAC), and in 2003 I was elected President. My goal then - as it is now - was to create a national organization that could effectively stand up for the rights of independent media workers.

In addition to my new role as Interim President of the CFU, I also sit on the National Board of Access Copyright. This copyright collective puts nearly \$20 million into the hands of creators and publishers each year. It also works to protect copyright at both the national and international level.

When I'm not banging my head against the brick wall of crappy contracts and lousy rates I can be found sailing the great inland sea of Lake Superior.

West Coast Executive Board Member

Marco Procaccini

I am a 25-year veteran freelance journalist and sound technician who has been active in both the labour and cooperative and community economic development movements, as well as urban ecology. I bring to the Board my experience in labour organizing and democratic business development, and hope to make it work for us all in our goals.

At present, thanks largely to so-called "globalization," more and more working people are being displaced from steady, family-supporting jobs and going into self-employment as a way to survive. Our industries, like

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media, communications, IT and related sectors, are heading in that direction.

It may not be very well known, but many freelancers, owner-operators, professionals, employee-owned busi-

nesses and other self-employed workers are union members—a tradition that actually goes back many centuries. The European trade guild movement and cooperative mutual benefit societies of the ancient and Middle Ages included small time proprietors and cooperative ventures in their membership. Many modern labour unions have continued this tradition.

In fact, Canadian estimates claim upward of 20% of union members are self-employed. That's almost one in

five, and higher than the percentage of the overall work force.

Currently, I am involved in signing up people in a variety of communications-related trades and professions, and developing various collective benefit plan proposals, including legal defense, health and welfare, retirement, training and accounting and tax services.

So, whether some freelancers are doing fairly well in today's harsh market, or whether like most of us, struggling just to survive, getting organized together is due to benefit us all.

It's time for our sectors to build a community with common interest and support through a democratic, cooperative association that a union can offer, and seek to create a more secure, prosperous, and dignified future.

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Meet the Board...

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Ottawa Executive Board
Member

Shannon Lee Mannion

The media. It sounds like a convention of spiritualists." Playwright Tom Stoppard made that comment in 1978 and 30 years later, we gaze into the crystal balls of our computer monitors and hope for a better life.

Thus, the Canadian Freelance Union (CFU) because we have to support one another. I encourage every member to convince their colleagues to join so that we can make a difference.

What does all this mean? Standing up for social justice is my life. From being the Journalism/Photography student representative at Sault College in Sault Ste. Marie, and subsequently elected Ombudsman at Algoma University, and a member of the Academic Council, my quest for fair play has never lessened.



My social conscience accompanied me to Kingston. I studied Business at St. Lawrence College and English Literature at Queen's University. I became a member of the Departmental Student Council, completed an Honours degree, and submitted articles and photos to campus papers.

Ottawa is my hometown and I returned some 20 years ago to dabble at Carleton and Ottawa Universities and in 1986, I completed Gerontology at Algonquin College. Recently, I returned to Ottawa U. where I took Science and Society, more appropriately known as the Activist Course. This class fit to a T as I am on the steering committees of Nowar/Paix and Women in Black, and am a founding member of the ActCity lecture/discussion series and Neighbourhood Watch Co-Coordinator in Ottawa Centre. Do I know what an agenda is? Can I run a meeting? You betcha.

Check my [website](http://www.slmannion.com) (www.slmannion.com) and note that I

am an automotive writer who specializes in feature writing about antique vehicles, race cars and exotics. Lately, I've been writing proposals for television programs on the custom car culture, Aboriginal cooking, and NASCAR in Mexico.

So, when did I find time to write for the national biweekly, Old Autos, and to be the Ottawa Sun's Woman on Wheels, much less cover area race tracks for Inside Track and Performance Racing News? Where have the moments originated to write my Ottawa Citizen Auto-Biography column for the past ten years while working to establish the CFU, initiating the Freelance Discussion List, and maintaining memberships in the Canadian Association of Journalists and Media Club of Ottawa?

The short answer is, between classes, meetings, and marching for peace; while not watching TV. Oh, and it helps to be able to type with one's eyes closed.

Note: In February, Shannon began chairing the committee working on the Freelance Policy Paper for the Canadian Association of Journalists, and was selected as CFU Organizer for the Ottawa region.

Announcements

Hiring Hall

The CFU is currently gathering membership opinion for a job board. If there is a general consensus, it will be a web site where everyone can market themselves. Clients looking for freelance services can peruse the site and contact the person most suitable for their needs.

Posting will be limited to CFU members. Some companies have policies which support purchasing only union products and services. In exchange-for creating, hosting, and maintaining

this site, CFU is asking for a commission of 3% to 5%, if contract work is obtained through these means.

Please send your opinion about the Hiring Hall to newsletter@cfunion.ca.

Schedule of Meetings

Go to cfunion.ca for a full listing of all meetings across Canada.

Word Rate Survey

In an attempt to get a clear view of where the publishing industry is now, the CFU has set up an online survey.

Visit our web site and find the [survey link](#) on the right under the heading, "Latest News." Or check out our page on the CEP Media web site and click on [Canadian Freelance Survey](#) under "Main Menu".

It is completely anonymous and will benefit the whole membership if you take a moment to share your experience on which publishers pay what and how well they treat writers.

Gathering Independent Workers across the Nation

Chug-a-lug-a-organize...Choo...Choo

By Ian Harvey, National Organizer

Getting the CFU rolling has been a little like engineering a train.

First there had to be a dedicated group of volunteers who linked all the carriages together. In effect, we the membership of the CFU who joined at the inception were the carriages. And while many of us wanted to be more than just passengers, getting this thing out of the shed and onto the mainline needed one vital component: the locomotive engine.

CEP, though SONG, has hooked up our engine. Peter Murdoch and Brad Honywill were impressed with Mike O'Reilly's arguments that a strong CFU helps protect those inside jobs held by their members. Not only have they put resources and expertise in

our hands, they've also put up funding.

So, with a little fuel in the tender and some fire in the hole, the steam temperature is rising. We're giving a couple of good blasts on the whistle to let people know we're getting ready to roll and we're mapping our route as we speak. Along the way we expect to fill those carriages with a lot more like-minded members.

What we've done so far is appoint local "organizers" in key cities: Suzanne Boles in London; Shannon Lee Mannion in Ottawa, Tracey Arial in Montreal, myself in Toronto, Doreen Pendgracs in Winnipeg, currently representing the Prairies, and Mike in Thunder Bay.

Our job - and I have the additional responsibility of coordinating the organizers - is to get people signed up. We have a working list of those who have already joined but we want to make contact with them directly, solicit a reaffirmation of their support and ask them to call two others and get them to join.

We also foresee these "locals" (regional organizers and members in the area) meeting a few times a month to discuss industry issues, such as what contracts they have signed and, most importantly in this informative stage, union priorities and goals.

It's not just about money or rights in freelance agreements, either.

Through the CEP, the CFU can access things like health and dental benefit plans at better rates.

Driving this, of course, is a deadline. We need to get that train into Union Station in Toronto for the Inaugural Annual General Meeting. The plan is for each local to elect a voting delegate who will come to Toronto and participate in the democratic process of formally approving a constitution, electing an executive, bestowing a mandate, setting dues and all that "nitty gritty".

While this is all going on, CEP-SONG is working to strategize how we are going to launch our campaign for a better worded standard freelance agreement, one that recognizes the value we bring to the table and still give the media owners the flexibility they need to feed their multiple channels.

In the next week or so a flood of email will be going out along with followup phone calls.

There's a long train a-coming. It may take a while to get up to speed since the first incline is a steep one, but it's coming.



We need a fitting name for our national communication tool, though. Who better to ask than the parents and Founding Members of the CFU?

Send your suggestions to newsletter@cfunion.ca and we'll post the entries on our mailing list.

In keeping with the spirit of unionism, we'll ask everyone to vote for their favourite newsletter name.

Congratulations! It's a bouncing baby...newsletter?

Contest Shout-out

If your entry is chosen, you'll be one of the first ever to receive a piece of CFU embossed union garb!

Quebecor (Sun Media) Contract Dispute

Fighting for Our Freelance Rights

By Mike O'Reilly, Founding President

As many of you know, Quebecor has been rolling out a new "rights-grabbing" freelance contract. It started in their Sun Media division but has now surfaced in other Quebecor media outlets.

This contract is one of the most onerous and mean-spirited documents I have ever seen. It takes everything, but intentionally leaves the freelancer with the legal liability should someone decide to sue.

It demands 60-day exclusivity on the story, or anything "substantially similar" to the story. In other words this contract tries to restrict a freelancer from selling a completely different story on the same topic. This is unheard of!

Needless to say, the CFU is vigorously resisting the imposition of this contract, and has offered to negotiate with Quebecor. Naturally, we've been ignored but there are signs they are starting to feel the pressure.

Along with the Professional Writers Association of Canada (PWAC), we are urging freelancers to "just say no" when it comes to this appalling deal. But we are doing more than that.

Thanks to the generous financial support from the Southern Ontario Newspaper Guild (CEP Local 87-M), and from CEP national office through Vice-President (Media) Peter Murdoch, we have put together a team of organizers. These people are rallying local freelancers in various "Sun Cities", building support for real collective action.

There are signs that Quebecor is beginning to hear us. Local senior editors are now starting to talk, but they confirm that this "deal" is coming right from the top.

Local management - even local publishers - have no ability to negotiate any terms. So we keep up the pressure and continue to make overtures to Quebecor.

If you have received a contract from Quebecor, or any of its divisions (which include Sun Media, Bose and others), DO NOT SIGN IT. Inform your editor that the CFU has made a formal offer to negotiate nationally. And email me at cfupresident@cfunion.ca.

If we all stand together, we can win.

Industry Stories

Writer's Rights

By Shannon Lee Mannion, Executive Board Member and Ottawa Organizer

I've spent a bit of time this afternoon checking into something that came up in a discussion list among freelancers on the weekend. One person mentioned that she'd been writing for one of the Trans-continental tabloids here in Ottawa and had been making \$100 for roughly 500 to 700 words.

Recently, she was informed that the rate would now be \$40 for the same work. And, now the weekly is going monthly so there's less of an opportunity to provide work.

In verifying that this, indeed, is the situation, a spokesman for the com-

pany, when queried about photography, added that they have

their own photographers. If a freelancer also submits a photo, it's usually done gratis because "they want to get the experience". Oh, she also mentioned that they are usually just out of school so....

Also of interest, a freelance writer was warned by a major publication, with which she had a by-line, that it was unacceptable to write for a competing tabloid. It appears that two other freelancers were similarly cautioned, but made deals with their individual editors to write only about certain subjects. One writer, appar-



ently, now has carte blanche and can submit what they want.

And, yet, this other freelancer is still forbidden to write for that market. Why the different treatment?



General News

Status of the Artist Legislation

The CFU has joined with a coalition of other like-minded groups to pressure the Ontario government on SoA legislation.

SoA has the possibility of granting independent media workers the right to organize and to bargain collectively. It also includes a slate of related issues, all aimed at supporting independent creators.

We will continue to work, both on our own and through the coalition, to ensure Ontario delivers creates an effective SoA law.

Dispute Settlement Mechanism

An increasing number of CFU members are facing contract disputes with our clients. From meddling with previously agreed-to contracts, to outright refusal to pay, there seems to be no end of complaints.

The CFU, with the direct support of CEP national, is developing a dispute settlement mechanism. Once in place, it will be a mediation/arbitration system for members who are having problems with payment, with additional rights demands or similar client issues.

Stay tuned.

Inaugural Meeting

The CFU is planning to hold our inaugural meeting in Toronto. If cost allows we will also include some sort of Web Access for members outside of the area. The vision for the meeting includes a half day of business, followed by a full-day workshop or mini-conference. The workshop will explore some of the underlying reasons for the creation of the CFU, and will feature an international speaker.

We'll be notifying all members with details as soon as they become available. In the meantime watch our [email list](#).

CAJ Freelance Policy Paper

In January, a Canadian Association of Journalists (CAJ) board member, Mary Agnes Welch in Winnipeg, put out a call on behalf of the CAJ for freelancers to work on a freelance policy paper. A committee was formed: Patricia Post and Ashoke Dasgupta of the Toronto area, and Antonia McGuire, Jeff Pappone and Shannon Lee Mannion from Ottawa. Shannon is the chairman.

They meet tri-weekly via conference calls. Topics include: rates, contracts and copyright, accreditation, benefits, and media concentration. The project will take six months. Two other CAJ policy papers are being formulated, one on Freedom of Information (FOI) and another on editorial policy.

Would you like to contribute to the policy paper? Join the [CAJ Freelance Discussion List](#) and get your voice heard!

Consider Your Future as a Freelancer

Benefits of the Banded

By Stephanie Miller, Managing Editor

Every so often, one of my back molars detonates a torpedo of piercing pain through the root and into my jaw. Advil has replaced dessert and while I would like to take care of this as soon as possible, I haven't the money. The "cheque is in the mail"; so I wait.

As owner-operator of my own business, freedom comes with a cost.

Benefit packages are typically incentives which employers offer employees as a bonus to their salaries. In a non-union workplace, it is often an aspartame-laden sweetener to the deal: in some cases, the employee accepts a lower wage because the company will pay for what otherwise would be an extravagance for the individual, like prescriptions and dental bills for the whole family (depending on the package, of course).

The irony here is that the more employees that the employer covers, the cheaper the insurance is for the company - and it's tax deductible for them, too!

One of the biggest challenges for the self-employed is to afford benefit

packages without working for "the man". Yes, as freelancers, we are able to negotiate higher rates with clients because of our overhead, marketing, and personal expenditures, such as health care. But the expense, for even a small package, is too much for a single insurer.

With the intention to overcome these hurdles for the freelancer, industry associations have formed to create more buying power as a group. Among them are PWAC (Professional Writer's Association of Canada), CAJ (Canadian Association of Journalists), and ACTRA (Alliance of Canadian Cinema, Television and Radio Artists).

Silver Donald Cameron, in his February 4, 2007 article, "Solidarity for the Self-Employed", explains ACTRA's model and his experience as a member. To sum it up in monetary terms, "Over my working life, I don't suppose that more than 20% of my earnings have come from film and broadcasting, but by the time I reached pensionable age, the AFBS [ACTRA Fraternity Benefit Society] RRSP represented roughly 35% of my savings. And it had grown automatically."

However, RRSP's, life and disability

insurance, and health and dental plans aren't the only benefits a big group can offer the individual member. As freelancers, we're also business owners, and that's a hard reality for an artist to grasp. Many of us could use the advantage from group discounts for professional development, like courses in how to run a small business, and professional services, like accounting and legal advice.

Bigger is definitely better in this case, which is the driving force behind the U.S. Freelancers Union, founded by former Harvard educated labour lawyer, Sara Horowitz. They now have approximately 40,000 members to use for wrangling better deals.

Currently, CFU has 350 members. As part of CEP, though, we may be able to leverage its total membership of 150,000. This is presently being investigated by the West Coast Interim Executive Board member, Marco Procaccini. Over the past few months, Mr. Procaccini has been hard at work talking with insurance companies about basic extended health plans, and insurance policies covering home, business, and life.

More benefit coverage for better prices is only one perk of joining the CFU. Advocacy for policy changes to protect our rights (like copyright laws), an increase in industry standards, help to find work, and a network to share knowledge...these are all benefits to collaboration. They are also reasons to spread the word. Banding together as independent workers creates a cooperative movement towards success for the group, and for each individual.

We asked freelancers, "What do you want from a union?"

"The problem isn't 'management'. The problem is Canadian freelancers are too timid to demand the rights that exist.

"Small businesses have a whole range of legal, contractual and accounting benefits, needs and challenges, and too many freelancers are ignorant of them.

"Contract, copyright, and many accounting and tax benefits are on our side.

"Freelancers need a union to create economies of scale, and business assistance to help freelancers succeed..."

Tom Popyk
Toronto, Ontario

Did You Know?

By Stephanie Miller, Managing Editor

...that there's a current theory which states cooperation is a stronger force in evolution than Darwin's 'Survival of the Fittest'?

In Dr. Bruce Lipton's book, *Biology of Belief*, the cellular biologist explains this theory based on his research on cellular behaviour. He noticed that an individual cell performs functions comparable to larger entities. It consumes nutrients, excretes waste, reproduces, reacts to stimuli, communicates with other cells, lives and dies.

These observations provide support for the evolutionary theory that all multi-celled beings on the planet began as single-celled organisms. Relative to evolutionary timing, these lonely cells quickly figured out that they could share the workload of survival with other compatible cells.

This inevitably led to specialization.

What freelancers want in a union:

"In a word, solidarity.

If the freelancers who unionize can agree to speak with a single, determined voice, regardless of what content they provide for which media outlets, then it would become possible to attack the real problems at their source. That is, to oppose the principle that people exist merely to provide businesses with big profits, whether as consumers (presumed undeserving of quality for their money) or as producers (presumed undeserving of decent pay for decent work).

"Paper members" looking to send a cheque and reap the benefits of the labour of others won't help; we need strong, determined, active members if the CFU is to make a real difference."

Judyth Mermelstein
Montreal, Quebec

Thus, a multi-celled body is made up of a collection of individual cells which buddy up with companion cells to fulfill a unique responsibility, allowing the whole to persevere and procreate. For example, our skin consists of millions of dermis cells that team up to perform the same objectives: protect and filter.

The interesting part is that while the cells work better together, each cell maintains its inherent, independent means to live. They have affiliated

in order to beat the odds.

Does this sound like the premise for unionism to you?

Please note: this is a personal, highly summarized version of Dr. Lipton's research and his suggested implication.

What freelancers want in a union:

"...legal representation in Canada with affiliates in the U.S. and later other countries. I'd like to see an international push to protect the freedoms of the independent press (especially investigative journalism) and freedom of expression, namely the freedom to express points of view, actual experience and events generally not covered by mainstream media."

John S.C. Hetherington
Montreal - Vancouver

<http://abortedartist.blogspot.com/>

What freelancers want in a union:

"I believe copyright laws should be amended to favour the creator of the work rather than those who simply buy those rights, usually for dismally low, if not downright insulting prices.

Work-made-for-hire contracts should be outlawed; anyone who wants to make use of that copyright would have to license it according to a standard rate scale. That's a good job for a union, administering those payments and defending the rights of the creator."

Bill Stephens
London, Ontario

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