



kpfaworker.org

Supporting the paid and unpaid staff of
KPFA Pacifica Radio 94.1FM

After a year of cuts at KPFA, Pacifica is proposing to slash one-quarter of KPFA's remaining workforce.

WHAT KPFA'S WORKERS WANT

- **PUT RADIO FIRST.** Pacifica's budgets should cut bureaucratic overhead, not programs KPFA's listeners count on.
- **LOCAL CONTROL.** Stop sidelining KPFA's elected Local Station Board and local management in the budget-drafting process.
- **NO POLITICAL PURGES.** Three Pacifica board members drew up a name-by-name list of workers to fire that targeted those who didn't endorse their election slate – they have no business interfering in KPFA's union contract.
- **PRESERVE LOCAL PROGRAMMING.** Stop all attempts to replace community-driven programs with syndicated content.

HOW PACIFICA HAS RESPONDED

The **SUSTAINABLE BUDGET** measures proposed by KPFA's staff union have been endorsed by both KPFA's local management and its elected Local Station Board. But they've been **dismissed** by Pacifica National.

- In a meeting with union representatives, Pacifica executive director **Arlene Engelhardt declined to even support the union's proposals in principle.** She also refused to propose any of her own alternatives to layoffs.
- Engelhardt said in an on-air interview on October 26 that she thought KPFA had abandoned its **"foundation" of "volunteerism."** But at KPFA, the vast majority of shows are volunteer driven - only 8 of 65 shows have paid hosts.
- In the same interview, Engelhardt **refused to disclose what she earns.** So did Pacifica's chief financial officer, LaVarn Williams.
- LaVarn Williams **rejected a proposal** from KPFA union members who volunteered to switch to a cheaper healthcare plan – apparently, she'd rather lay them off!
- After committing on-air to meet with KPFA's staff to discuss cuts, **Arlene Engelhardt hasn't responded** to email from KPFA's shop stewards to set up that meeting.

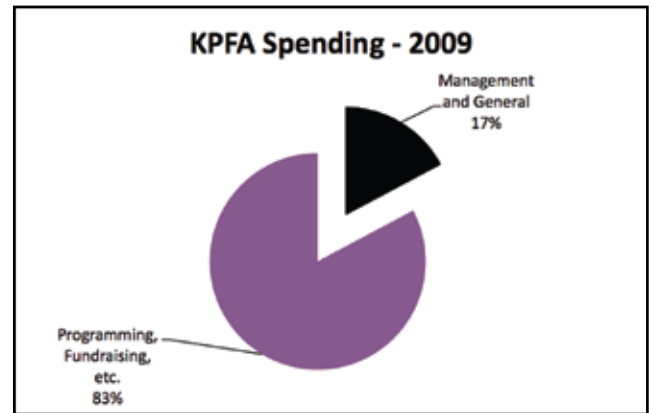
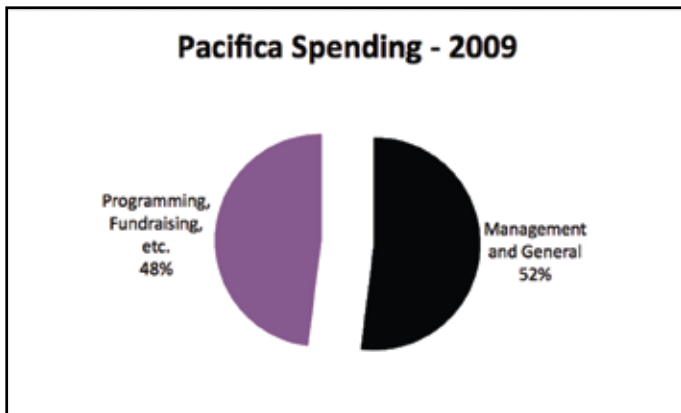
HOW MUCH IS PACIFICA TAKING FROM KPFA?

- **The latest version of KPFA's budget would have KPFA paying Pacifica National \$810,000** in fiscal year 2011. That's over 22% of KPFA's projected revenues – nearly twice the amount Pacifica is forcing KPFA to cut.
- KPFA also gives Pacifica **free rent** in a KPFA-owned building, **maintains Pacifica's satellite distribution system, foots the cost of syndicated programs** like "Letters to Washington" and the Pacifica Evening News, which other Pacifica stations broadcast for free, and **provides free production space and studio time** to national programs like Free Speech Radio News. KPFA pays the costs; Pacifica pockets the fees from affiliate stations.

CONTINUED ON REVERSE >

WHAT PACIFICA SPENDS OUR MONEY ON

- Pacifica's last financial audit reports that **52% of spending by the Pacifica National Office was classified as "Management/General."** In the same time period, KPFA only spent 17% of its money on "Management/General."
- Pacifica is on track, in one year, to spend **\$112,000 on meetings of its national board; \$50,000 for board's consultations with attorneys, \$150,000 on board elections, and tens of thousands more on a lawsuit** brought by boardmembers over board elections.



KPFA raises enough money to pay our own expenses, but it doesn't raise enough to pay for Pacifica's bureaucracy too!

WHAT YOU CAN DO

- 1 WRITE THE PACIFICA NATIONAL BOARD** via KPFAsworker.org to ask them to put radio first, and endorse the **Sustainable Budget** proposals from KPFA's union.
- 2 SHOW YOUR SUPPORT FOR KPFA'S WORKERS.** Give generously during KPFA's emergency fund drive on November 18 & 19 – say you're pledging to support KPFA's workers.



**Communications Workers of America
Local 9415 · AFL-CIO**

