



kpfaworker.org

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

Here's what KPFA's workers want

GOOD-FAITH BARGAINING

KPFA's union contract requires management to "actively explore alternatives to layoffs." But Pacifica Executive Director **Arlene Engelhardt** has:

- ▼ **Refused to meet** to discuss alternatives.
- ▼ **Stonewalled financial information requests** from KPFA's union.
- ▼ **Reneged on agreements** from the one and only meeting at which she discussed layoff alternatives.
- ▼ **Hired \$400/hour anti-union law firm Folger & Levin** to defend layoffs Pacifica could have avoided through good-faith negotiation; and to defend Pacifica's failure to negotiate.

NEGOTIATION WORKS: When KPFA's local management finally agreed to meet over the impending layoff of news anchor **John Hamilton**, five union members and one manager collectively sacrificed enough pay to save his job. *That's solidarity!*

LOCAL CONTROL

KPFA's workers and local management have proved they can find solutions to KPFA's financial challenges – but Pacifica Executive Director **Arlene Engelhardt** won't let them. She has:

- ▼ **Hurt KPFA's listenership** by unilaterally re-programming KPFA's most listened-to hours and reducing local programming.
- ▼ **Hurt KPFA's finances** by unilaterally eliminating KPFA's biggest fundraiser, *The Morning Show*.
- ▼ **Imposed over \$30,000 in legal bills on KPFA** to defend illegal layoffs and unfair labor practices.

REINSTATE THE MORNING SHOW

- ▼ **More jobs are on the line.** The Morning Show was KPFA's top fundraiser. After Pacifica management unilaterally cut it, morning fundraising at KPFA (from 6 to 10:AM) dropped nearly \$140,000 in one fund drive – which pencils out to roughly \$500,000 over the course of a year. If that continues, 8-10 additional jobs are at risk.
- ▼ **The people are there.** Pacifica management has already been forced to put *Morning Show* Co-Host **Brian Edwards-Tiekert** back on payroll, and Executive Producer **Laura Prives** never left – Pacifica's just not letting them do their jobs.
- ▼ **The money is there.** SaveKPFA has raised over \$63,000 in pledges for restoration of *The Morning Show* – enough to cover laid-off co-host **Aimee Allison's** salary and benefits for a year and a half.
- ▼ **But Pacifica's digging in.** Instead of accepting the \$63,000 and restoring the show, Pacifica is pushing Aimee Allison's case to binding arbitration scheduled for the end of April—spending money from KPFA's listeners on \$400/hour anti-union attorneys instead of on programming.

INFORMATION, UPDATES, AND ACTION ALERTS

Read all the background, and sign up for updates and action alerts at www.KPFAWorker.org.

KPFA FUND DRIVE FACT SHEET

Amount KPFA raised during its Winter 2010 Fund Drive: **\$805,475**

Length of that fund drive: **17.5 days**

Amount KPFA raised during its Winter 2011 Fund Drive: **\$759,000**

Length of that fund drive: **19 days**

For Winter 2011, increase in amount pledged during *Letters and Politics*: **\$29,377**

Increase in amount pledged during the annual *Grateful Dead Marathon*: **\$31,517**

Increase in amount pledged during the *Evening News*, making it the top fundraiser: **\$42,643**

Amount pledged during the *Evening News* in the four days following the announcement of anchor John Hamilton's impending layoff: **\$48,719**

Cost of John Hamilton's salary and benefits, per year (approximately): **\$31,000**

Decline in amount pledged during KPFA's morning drive time (6 AM-10 AM): **-\$139,074**

Savings from eliminating two *Morning Show* co-host positions, per year (approximately): **\$80,000**

Amount pledged in SaveKPFA's restore the Morning Show campaign: **\$63,000**

CHANGE IN **AMOUNT PLEDGED** IN KPFA FUND DRIVE WINTER 2010 VS. WINTER 2011

