



AEEF News and Views

Newsletter of the Association of Employees of the Educational Foundation



December 2009

2009 GENERAL ELECTION: FINAL RESULTS

PRESIDENT		
	Jordan Weinstein	223
	Judy Matthews	1
VICE PRESIDENT		
	Olivia Wong	221
	Jordan Weinstein	1
TREASURER		
	Ann Lopez	224
	Olivia Wong	1
	Marcia Volkenant	1
SECRETARY		
	Rachel VanCott	228
	Ann Lopez	1
	Kathy Guevara	1
DELEGATES		
	Eve Lewyckj	209
	Bill Pender	213
	Anna Capezarra	1
	Rebecca Peterson	1

A New Slate, a New Year

The AEEF is a collection of Union members who share common workplace interests. Our approach to securing our wages, benefits, and rights is a collaborative one that thrives on a variety of viewpoints and voices.

Our constitution provides for an annual election of officers, a system that encourages members who wish to step into leadership roles to do so. With 83% of our membership having cast their vote, our 2010 leadership team offers a good blend of experience and fresh perspective. Let us wish them well and offer our support, advice, and thoughts as their new terms begin on Tuesday, Dec. 1.

Fall Member Meeting Report

We had a good turnout at the Fall member meeting on Wednesday, Nov. 4 at The Stockyard restaurant with more than 100 members attending. The meeting kicked off with a report from Business Agent Joe Montagna about the fiscal update for the union coffers. President Jordan Weinstein then addressed a question he had received about the current state of relations between the Union officers and Management.

We were introduced to the candidates up for election: President, Jordan Weinstein; Vice
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All-staff Meeting Roundup

At the recent all-staff meeting held Thursday, Nov. 19, President Jon Abbott acknowledged that FY09 had been a tough year, but went on to provide an optimistic outlook that includes new shows (*High School Quiz Show*, *Road Trip* and *The Ruffman Files*), a new radio station (WCRB 99.5), a manageable budget (\$168 million), and increased employee communication.

...the \$14 million purchase of WCRB was financed by "cash on hand"...

Vice President Ben Godley used charts and graphs to illustrate the expectation of increased revenue. He announced that the \$750,000 deficit from last year had been closed without resorting to massive layoffs, and that the retirement match for managers and confidentials would be restored. NABET members will also receive an equivalent
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Fall Member Meeting *continued from page 1*

President, Olivia Wong; Treasurer, Ann Lopez; Secretary, Rachel VanCott, and Delegates, Eve Lewyckyj and Bill Pender. Some candidates were familiar faces to the attendees as they had previously served in official union capacities. The two newest candidates, Olivia and Rachel, gave speeches about why they wanted to serve as officers, which included helping fellow members and learning more about how the Union works.

We got a lovely a demonstration on how to use the double envelope voting system by Carrie English, complete with Vanna White-style hand motions from Joe, and then the floor was opened up for questions. A member asked about the new annual review schedule, which is no longer tied to our individual anniversary dates: "Are we all supposed to get reviews in November?" Some members were under the impression that reviews were to be completed during the month of November (under our contract it is by Nov. 1). A show of hands revealed that only 20-30% of attendees had received reviews for 2009.

AEEF contracts and mugs ware available on the tables, and multiple sources gave two thumbs up to The Stockyard for the good food!

The AEEF News and Views is published by the AEEF Communication Committee.

To write, edit, take photographs, or get involved, contact any officer, your shop steward, or business agent Joe Montagna.

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Mark Your Calendar!

- Thursday, December 10
WGBH Craft Fair
1pm to 3 pm in the Yawkey Atrium
- Friday, December 11
Deadline to enroll in the FSA or DCAP plans for 2010
- Tuesday, December 15
Communication Committee Meeting
12noon in Gerstein (5S) conference room
- Tuesday, December 22
Communication Committee Meeting
12noon in Gerstein (5S) conference room
- Thursday, December 24
Executive Board Meeting
12noon in 5W conference room
- Friday, December 25
Christmas Day Holiday
- Tuesday, December 29
Communication Committee Meeting
12noon in Gerstein (5S) conference room

All-staff *continued from page 1*

retirement match, as outlined in their collective bargaining agreement. Ben also explained that the \$14 million purchase of WCRB was financed by "cash on hand," basically a loan to ourselves that must be repaid within 10 years.

Ben also used the opportunity of the meeting to introduce new Vice President for Human Resources, Mindy Braithwaite, and to emphasize the Foundation's commitment to improving feedback between managers and employees in the workplace as well as to promote a culture of camaraderie.

Grievance Update

The Dispute Resolution Procedure in our contract provides a four-step process for resolving Management-Union disputes regarding the meaning and interpretation of our contract. If an initial dispute is not resolved satisfactorily, a formal grievance may be submitted within 30 days of the event (or knowledge thereof) asserting a violation of the contract. If the parties fail to resolve the grievance, it may be submitted to a third-party arbitrator.

The following grievances have been filed since September 2009:

- The Union filed a grievance over the layoff of 89.7 classical music host Richard Knisely, who had 24 years of seniority.
- The Union filed a grievance over the Foundation's use of approximately 30 interns to perform what the Union believes is bargaining unit work in a manner which avoids the hiring staff. (Note: Under the law, interns are not free labor; they must be part of a bona fide training program from which the employer receives no immediate benefit. Under our contract, interns may not be used in a manner which displaces existing members, reduces their non-overtime hours, or avoids the hiring of new employees.)
- The Union filed a grievance over the issuing of a written warning to a member who had received no previous indications that the supervisor was unhappy with the member's quality of work.

The following grievances remain active pending further discussion and/or action by the union and management:

- A new management job of Marketing Manager for The Forum Network was created, posted, and filled. The Union asserts the position does not contain management duties or discretion.
- The Union asserts that two members promoted to the management position of Associate Creative Director (ACD) in Design have continued to perform their previous duties. (Note: Promotions to management should almost always involve new duties, usually managing staff or developing/implementing Foundation policies).
- The Union contends that management has subcontracted Union work previously performed by AEEF members in the Enterprises department by moving that work to PBSd (aka PMD). Both parties are considering a possible settlement to this grievance.

Union Leadership Training

AEEF and NABET officers and stewards attended a joint training the evening of Tuesday, Nov. 3. The training conducted by CWA Rep. Marian Needham and AEEF business agent Joe Montagna examined the history and role of unions, the legal framework of the National Labor Relations Act, and the role of member mobilization in building an effective union.



AEEF and NABET officers and stewards attend a November 3 training. R to L: Joe Montagna, Oliva Wong, Darcy Forlenza, Naomi Arenberg, Jordan Weinstein, Ann Lopez, Rick Pinchera, Rachel VanCott, Matt Welch, Lynn Mason, Kelsey Dorwart, Carrie English, Brad Hawes, and Bill Francis.

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