



AEEF News and Views

Newsletter of the Association of Employees of the Educational Foundation



October 2008

The Emmy Envelope, Please!

In “it’s an honor just to be nominated” news, WGBH recently racked up 14 Primetime Emmy nominations and 10 News and Documentary Emmy noms, with *Masterpiece’s Cranford* out front among WGBH productions, netting 8 nods. In addition, WGBH was the number one contributor to the 38 News and Documentary Emmy nominations for PBS programs.

It takes a village of WGBHers, many of whom are AEEF members, to create the kind of content that garners such acclaim from the National Academy of Television Arts & Sciences. Congrats to all our members who helped with the production of these WGBH programs—produced in Boston . . . to be shared with the world. Special kudos to the hard-working AEEF staffers at the Caption Center and Descriptive Video Service, whose efforts ensure access to the Emmy-nominated content for the 36 million Americans with hearing or vision loss.

A complete list of nominated WGBH productions follows; an * indicates a win.



WGBH-produced programs tapped for Primetime Emmy nominations:

- *Antiques Roadshow*
- *American Experience: Oswald’s Ghost*
- *American Experience: Walt Whitman*
- *Masterpiece: Sense and Sensibility*
- *Masterpiece: Cranford*: Outstanding Supporting Actress in a Miniseries (for Eileen Atkins)*, Outstanding Hairstyling in a Miniseries*.

WGBH-produced programs recognized with News and Documentary Emmy nominations:

- *American Experience: The Living Weapon*: Outstanding Research*
- *Frontline: Gangs of Iraq*
- *Frontline: The Undertaking*: Outstanding Arts and Culture Programming*
- *Frontline/World: Afghanistan: The Other War*. • *Frontline/World: Moscow’s Sex and the City*
- *Frontline/World: Dubai: Night Secrets*
- *Nova: Judgment Day: Intelligent Design on Trial*
- *Nova ScienceNow*
- *Nova: Forgotten Genius*: Outstanding Lighting Direction and Scenic Design*

Voice Your Choice: McCain vs. Obama on Labor Issues

In addition to controlling the direction of the Supreme Court and the future of landmark decisions like *Roe vs. Wade*, the party in power in the White House also controls appointments to the National Labor Relations Board (NLRB), whose actions, or inactions, are of crucial importance to all working people. The political party in the White House traditionally has a 3-to-2 majority on the NLRB. However, the next president, during his first term in office, will be able to appoint (with Senate consent) all 5 members of the Board, as well as the Board's powerful general counsel.

A 2006 decision by the current, Bush-dominated NLRB is of particular interest to the AEEF: the **Kentucky River** trilogy of rulings. **Kentucky River** opened the door for employers throughout the US, including WGBH, to potentially classify as many as 8 million workers as supervisors, thus denying them the rights, protections, benefits and collective power of being in a union.

WGBH has informed the union that it views **Kentucky River** as a legal foundation for possibly converting some AEEF union jobs into supervisory (non-union) positions — even if an AEEF employee spends as little as 10 to 15 percent of her or his time overseeing the work of others. Therefore, **it is absolutely crucial to your own job security, as well as that of your union colleagues, to contact your union steward or an officer if you, or a colleague, are given a new written WGBH job description which specifies that 10% or more of your work time entails supervisory duties.**

As the **Kentucky River** decisions make clear, the vote for the next president has the potential to directly affect the ability of many of us to be in a union. Though there are proposed bills in both houses of Congress that would overturn **Kentucky River** (Sen. Obama is a co-sponsor of the Senate bill), the next occupant of the Oval Office, through his control over the NLRB, will have the most crucial role in determining the future course of this infamous ruling.

The following are some key differences between Barack Obama and John McCain on labor issues:

Employee Free Choice Act

- **Obama** supports (and is a co-sponsor).
- **McCain** opposes.

Employment Non-Discrimination Act

This would prohibit workplace discrimination against people who are gay.

- **Obama** supports.
- **McCain** against.

Family and Medical Leave Act

- **Obama** proposes expanding it to include businesses with as few as 25 employees; covering elder care and domestic violence; and allowing parents 24 hours a year to attend school activities.
- **McCain** opposes any expansions of the Act.

Paid Sick Leave

- **Obama** last year co-sponsored the Healthy Families Act, which would require employers to grant 7 days of paid sick leave a year.
- **McCain** opposes expanding paid leave.

Equal Pay for Women

- **Obama** strongly supports equal pay and voted for the Ledbetter Fair Pay Act, which would extend the statute of limitations for pay-equity suits.
- **McCain** did not attend the vote, but told reporters that he was against the Act.

Minimum Wage

- **Obama** supports passing a law to make the minimum wage rise automatically with inflation.
- **McCain** opposes indexing the minimum wage to inflation.

Teachers' Unions

- **Obama** is a strong supporter and calls for higher pay for teachers.
- **McCain** has repeatedly criticized teachers' unions.

Dispute Resolution and Grievance Update

[The Dispute Resolution Procedure in our contract provides a four-step process for resolving disputes between management and the union 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 remain active pending further discussion and/or action by the union and management:

- GRIEVANCE—A new job has been posted as management and filled with no apparent supervisory or management duties.
- GRIEVANCE—A union member recently promoted to a management position has continued to perform her previous union duties (Note: promotions to management should almost always involve new duties, usually managing people or developing/implementing Foundation policies).
- GRIEVANCE—A union member was promoted to management with no change in job duties.
- GRIEVANCE—Two union members who accepted a salary freeze in return for a reduction in job duties as part of the National Marketing reorganization have been consistently assigned their previous duties with no increase in pay.
- GRIEVANCE—A member was disciplined under WGBH's Respectful Workplace Policy for an argument with

a co-worker that may not have violated the policy.

- GRIEVANCE—WGBH unilaterally reorganized the Station Relations department in 2007 and promoted union members to new management positions where they may be performing their previous union duties.

In addition, a GRIEVANCE filed over a union position which was given a new title and reclassified as management following the employee's promotion was RESOLVED when management reclassified the new job as a union position.

A GRIEVANCE filed over what appeared to be creation of a new confidential position was WITHDRAWN by the union when management explained the job posting was to fill an existing position which had been vacated ("Confidential" positions are established under a negotiated side letter and the union maintains that any additional hires must be negotiated.)

Mark Your Calendar!

Thursday, October 9

Monthly Executive Board meeting, 12pm in 5W conference room

Monday, October 20

Officer and convention delegate nominations OPEN through end of week

Monday, October 27

Members begin receiving FY09 **3.5% general wage increase** as well as any applicable progression increases

Wednesday, November 12

Fall member meeting

Wednesday, November 12 through Tuesday, November 18

Officer and convention delegate elections

Vote, Vote, Vote!

Monday, October 20 through Friday, October 24

Nominations open for AEEF officer and convention delegate election.

With all the attention on the national election, it's easy to forget the need for continued leadership right here at WGBH. Each year, AEEF elects its officers—President, Vice President, Secretary, and Treasurer—as well as two delegates to the annual CWA national convention in Washington, DC.

Job requirements: commitment and courage, patience and persistence. Lots of on-the-job training and support. If you know someone who fits the bill—or you see that someone in the mirror—simply contact a member of the Election Committee to place a name in nomination.

2008 AEEF Election Committee

Joyce Babcock	x5585
Ann Lopez	x2706
Michael Mushlitz	x3910

AEEF-CWA Local 1300
P.O. Box 381938
Cambridge, MA 02238