



# AEEF News and Views

Newsletter of the Association of Employees of the Educational Foundation



## BARGAINING BULLETIN #4

### What's Going on at the Bargaining Table?

#### AEEF Offers Flexibility

During joint bargaining on Friday, October 8, AEEF presented our proposals for a new contract and offered to begin the customary process of grouping issues by subject (compensation, job security, benefits, etc) in order to organize and expedite the bargaining process.

Management, however, rejected this problem solving approach and requested a full, written response to their re-write of the contract. AEEF stated that a point-by-point response to the more than 50 specific proposals on the table would be time-consuming and inefficient. Management insisted on a full response. In the interest of moving forward, the parties adjourned and Union negotiators set to work drafting a full response.

On Wednesday, October 13, AEEF presented its comprehensive written counter-proposal to Management's contract re-write.

AEEF's bargaining agenda includes the following:

- A proposal to encourage appropriate use of project contracts and improve the renewal process.
- Offering flexibility on work assignments—provided that a system is implemented to ensure that if those duties become routine, the employee will receive a salary review.
- Offering to allow Managers to do bargaining unit work on a limited basis (so long as it doesn't displace bargaining unit members) in exchange for the extension of the bargaining unit to include many positions not currently covered by the AEEF contract.
- A willingness to discuss the foundation-wide use of independent television producers.
- A proposal to consolidate issues of screen credit and air credit for MAG employees into the Labor Management Committee (LMC).
- A proposal to address scheduling issues experienced in MDSO and MAG

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**What's Going On** *continued from page 1*

## **WGBH Dismisses AEEF's Efforts**

Management responded with terse and dismissive language, citing the lack of explicit "cost savings" contained within our counter.

On Thursday October 14, they submitted a second proposal. This proposal disregarded many of the Union's major initiatives. However, some progress was achieved in regard to refining the Equal Employment Opportunity clause and receiving formal written notification of the extension of an employee's introductory evaluation period.

Additionally, WGBH revised their formula for computing performance based pay increases, dropping their market-based approach in favor of one that is budget-based. (AEEF has proposed a continuation of the current salary structure and benefits framework.) Management's second proposal retained the unprecedented levels of discretion around benefits put forth in their initial offering as well as the ability to cancel wage increases, even after they have been granted, at the sole discretion of the Board of Trustees.

## **AEEF Presses On**

On Wednesday, October 20, AEEF emphasized the need to move forward in a productive and efficient way and submitted a counter-proposal to WGBH's second proposal.

Our counter proposal accepted Management's substantive changes to language where it was agreeable, continued to suggest ways to advance union initiatives, and offered new options for flexibility in areas like the use of project contracts.



The AEEF Bargaining Committee in caucus during negotiations with management at the Lenox Hotel in Boston. L to R: Treasurer Ann Lopez, Secretary Rachel VanCott, CWA Representative Marian Needham, Vice President Olivia Wong, and President Jordan Weinstein

WGBH remains reluctant to thoroughly discuss the issues in a collaborative way, so that both parties would be better able to refine their positions on key issues.

The foundation faces considerable changes in the coming years, and as bargaining proceeds, the leadership of AEEF will continue to offer proposals designed to bring the parties together—providing more flexibility for management and preserving our members' rights to the job and benefits security that have always allowed us to be a strong, creative, and collaborative workforce.

## 2010 Officer Nominations

Every November AEEF members vote to choose four of our own to serve as officers—President, Vice President, Secretary, and Treasurer—to lead our union for the coming year. In addition, we elect delegates to represent us at the annual CWA International Convention and the CWA District 1 Conference.

No experience is necessary; just patience, commitment and the willingness to work on behalf of your AEEF co-workers in support of their collective interests. Serving as a union officer affords the opportunity to work with a variety of employees from all parts of WGBH, interact with other members of CWA throughout the US, and gain valuable leadership, decision-making, legal, communication, and negotiating skills in the process.

Nominations will be accepted for all officers and delegates from **Monday, October 25 through Monday, November 1**. Nominees must be current AEEF member with at least three continuous months in good standing. To nominate an AEEF member (or yourself!) for office, contact a member of the Election Committee:

Joyce Babcock  
Joyce\_Babcock@wgbh.org  
617-924-6840

Jack Foley  
Jack\_Foley@wgbh.org  
x2623

Victoria Yuen  
Victoria\_Yuen@wgbh.org  
x5423

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.

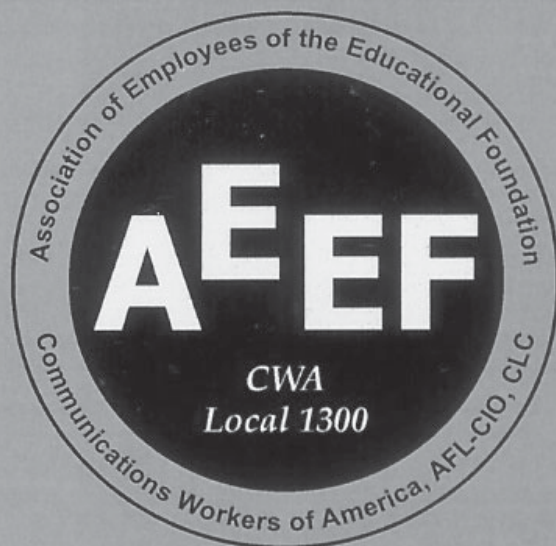
AEEF-CWA Local 1300  
P.O. Box 381938  
Cambridge, MA 02238

Business Agent, Joseph Montagna  
Phone: (617) 625-0692  
E-mail: joeyam@igc.org

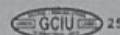
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Proud to be UNION at WGBH!



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# 2010 Fall Member Meeting

Wednesday, November 10  
12 noon at The Stockyard  
Buffet lunch provided

## 2010 Elections

Nominations: October 25 - November 1  
Voting: November 11 - 18

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