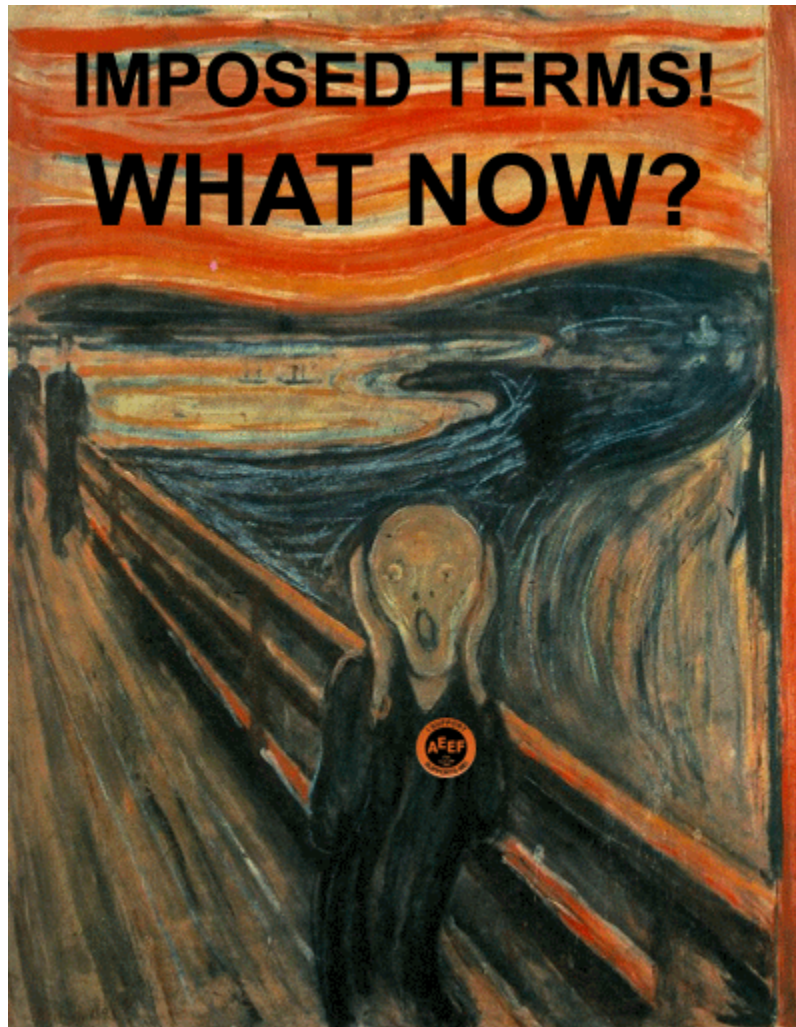




BARGAINING UPDATE

April 22, 2011



**We work together.
We stick together.
We succeed together.**

AEEF members and leaders would prefer to be working under a contract that provides the pay, benefits, security, and rights that we deserve, that preserves the union's role in representing our interests, and that gives management the flexibility to adapt to the changing media landscape—just as we have done for almost 40 years.

But that's not what Jon Abbott and Ben Godley prefer. Because they have chosen to dictate rather than negotiate, we find ourselves working under their imposed terms.

Still Proud to be Union at WGBH!

While we prefer to have a contract—and remain determined to get one—we're still a union, and all AEEF members are entitled to the same protections and benefits of union membership as before. These include:

1. The ability to collectively bargain with management.



Just because management has declared an impasse and imposed its terms on us does not mean the collective bargaining process has ended. If either party changes its position or has a proposal to offer, the other party is obligated to resume bargaining.

Moreover, even as we work under the terms we overwhelmingly rejected, those terms cannot be changed without our consent. That is, as bad as Jon Abbott's and Ben Godley's terms are, no benefit or right we are entitled to under them can be changed without negotiating. For this reason, you should immediately notify your shop steward or any union officer of any changes you become aware of. Such changes would include the subcontracting of any union work.

2. The right to grieve any violation of the imposed terms.

As bad as the imposed terms are, you are entitled to any and all rights they provide you with. These include pay increases, comp time, sick time, layoff rights, etc. If management violates the terms as they have been imposed, AEEF has the power to file grievances and seek redress.

3. The right to union representation during disciplinary investigations.

Any time a manager or supervisor seeks information that could be used as the basis for discipline, you have the right to have an AEEF representative present to advise you of your rights and to act as a second pair of eyes and ears.

Next Steps...

Since a fair contract remains our ultimate goal, our mobilizing efforts will not only continue, but will escalate. AEEF officers and committees continue to work with CWA and other unions that support our right to collectively bargain a fair contract. We are also working with city, state, and federal legislators who want WGBH to be a socially responsible employer, and with WGBH supporters who expect better from the institution.

Our greatest strength is each other. Since our ability to get a fair contract depends on the strength of our union, and the strength of the union lies in its members, we hold the key to bringing Jon Abbott and Ben Godley back to the bargaining table. Here's what YOU can do to make that possible:

1. Get involved.

Wearing a union button or sticker matters. It shows management that you support the union. Please do so, prominently, every day until we have a new contract. If you need a button or sticker ask your steward or an officer.



Informing the public matters too. Many who support WGBH expect it to work with its unions, not against them. This requires people; people to plan actions, draft and create materials, and most importantly, people to participate in those actions and deliver those materials.



2. Sign up new members.

Without a contract in place, new employees must join the union on their own. It is our responsibility to locate eligible new employees, inform them about the rights and benefits that come with being an AEEF member, and sign them up. So let your shop steward know of any new employees and encourage them to join!

3. Pay your union dues.

Management refuses to allow employees to use payroll deduction to pay their dues easily. Until it does, you are encouraged to use the union's Paypal account, available on the AEEF website at www.aeef.org/Member_Dues.htm. Alternately, dues may be paid by monthly check made out to "AEEF-CWA Local 1300" and either mailed to AEEF-CWA Local 1300, P.O. Box 381938, Cambridge, MA 02238 or delivered by hand to treasurer Ann Lopez. Your dues are tax deductible.

Paying your dues not only keeps you in good standing, it enables the union to afford legal counsel, continued CWA representation and mobilizing supplies. And it helps ensure our legal recognition by management.

The union will continue to plan actions and draft, create and deliver materials.

Your participation will strengthen those efforts by demonstrating to management that all our members remain committed to working for a fair contract.

With your help we can get Jon Abbott and Ben Godley to listen to their employees, return to negotiations, and agree to a fair contract that accords you and your fellow AEEF members the respect you have earned.

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