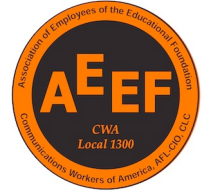


Management's Vision for the Future of Employment at WGBH



This summary contains some of the most alarming proposals management is advancing in this round of contract negotiations. It is not a comprehensive list but is merely a round-up of some of the most egregious elements of their current proposal. Management's proposal is posted in full on Innertube; the parenthetical page references below correspond to their January 27 proposal.

1. Job Security

- **Outsourcing/Subcontracting** (pg. 25)
 - Management insists on the unilateral right to outsource any and all union work.
 - Employees who lose their job due to outsourcing will get 1.5 weeks of severance for every year of service up to a maximum of 12 weeks.
 - However, severance is lost if employee turns down ANY rehire offer from WGBH regardless of the position.
- **Artistic Discretion Termination** (pg. 22)
 - Anyone working on the air (anchors, reporters, etc) or directing on-air work (directors, producers, editors, etc) may be fired without cause and with no recourse to arbitration
 - 1.5 weeks of severance for every year of service up to a maximum of 12 weeks.
 - Severance is lost if employee turns down ANY rehire offer from WGBH regardless of the position.
- **Layoffs** (pg. 19)
 - WGBH seeks to expand the conditions under which it can lay off union members, and to do so with much less regard for seniority
 - Recall rights are reduced from one year to nine months, narrows the job to which a laid off employee can be recalled and stipulates that the recalled employee must be "the most strongly qualified" of all candidates, including external applicants.
 - Severance is lost if employee turns down ANY offer for rehire (pg. 16)
- **Right to fight Terminations** (pg. 21)
 - Limits AEEF's right to fight terminations. An arbitrator cannot overturn a discharge unless management "failed to exercise reasonable judgment" ... a very soft legal threshold.

2. Project Contract employment

- **Employment at will**
 - PC employees can be laid off with no compensation for their contract's unworked balance
 - Severance pay is dramatically reduced (pg. 17)
 - Severance is paid only to PC employees who have worked in the same production unit for at least 24 hours a week for 5 years, and even then, the amounts are dramatically reduced (see benefit summary sheets or pg. 17 of management's proposal)
 - PC employees must work 5 years in the same department and classification to qualify for staff status (pg. 35)

3. Media Access Group, MAG (pg. 18)

- **Forced Vacations and Unpaid Leaves**
 - Managers can require MAG employees to use accrued vacation and other paid time off in order to manage "work fluctuations"
 - Managers can require MAG employees to take unpaid leaves of absence for up to 8 weeks
 - Severance will be paid only after two months of forced unpaid leave, and only if employee requests to be "terminated."
 - Return to work from a forced unpaid leave is based on employee's performance review rating.