



BARGAINING UPDATE

Friday, May 6, 2011



Protect Your Rights!

The law requires WGBH to bargain with us before it implements many of the changes included in its final offer.

The best way to protect your rights is to report any changes in the workplace as soon as they occur so we can investigate and take appropriate action.

Report It!

If you experience or witness *any* of the following, ***please report it to your steward immediately.***

WORK ASSIGNMENTS

- If work previously performed by an AEEF member has been outsourced or reassigned to a non-AEEF employee (supervisor, NABET member, etc)
- If an AEEF member is given work previously performed by a non-union employee.
- Any other changes in work assignments.

CHANGE IN TITLE OR DUTIES

- Any change to exclude an employee from the bargaining unit.

USE OF VOLUNTEERS

- Any changes in the use of volunteers.

WORK SCHEDULES

- Any change in individual or department-wide working hours or schedules.

MERIT PAY

- Any instance of a merit increase since March 15, 2011.

CHANGES IN STATUS

- Any reclassification of AEEF members from overtime-eligible to overtime-exempt.

DISCIPLINE

- Any instance of discipline of a union member whether verbal, written, a demotion, suspension or termination.

NOTE: You have a right to have an AEEF representative with you at any disciplinary meeting with management at any time. If a meeting turns from informal into a disciplinary meeting, request an AEEF rep immediately.

INTIMIDATION

- Any instance of interrogation about an AEEF member's feelings about the union.
- Any efforts to get AEEF members to disavow their support for the Union.

DIRECT DEALING

- Any instance of a supervisor making a deal directly with an employee including offering comp-time to an overtime-exempt employee for working extra hours or on a day off.
 - AEEF is not opposed to comp-time, but believes it should be available to **ALL** exempt employees, not awarded arbitrarily.