



WAGE AND BENEFIT SUMMARY

March 7, 2011

	CURRENT CONTRACT	WGBH PROPOSAL	AEEF COUNTER PROPOSAL (IMPORTANT: All AEEF proposals are made as amendments to the current contract)
ANNUAL WAGE INCREASE	All members receive a negotiated annual increase effective November 1 as follows: 1. Negotiated Progression increase for members within their wage range. 2. Negotiated General Increase for all members.	Only members who are within their salary range and have a performance rating of 2 or higher receive a General Increase.	Members within their pay range receive a negotiated annual General Increase to their base wage and over range employees receive a lump sum equal to the dollar value of the top of their range.
MERIT/INCENTIVE PAY	Merit increases provided solely at Management's discretion.	Continue terms of the current contract.	Continue terms of the current contract except that no merit increases shall be distributed in a fiscal year during which the General Increase has been suspended or reduced due to an unusual budget decline.
ABILITY TO GRIEVE	Appropriateness of a member's wage rate is grievable.	Appropriateness of a member's wage rate and /or increase is not grievable.	Continue terms of the current contract.
WAGE RANGES	Wage ranges are increased each year by 1.50%.	Wage ranges are frozen at their current levels and not subject to any negotiated adjustment. Both parties will conduct separate reviews of the wage ranges prior to negotiating the next contract.	Wage ranges are frozen at their current levels and not subject to any negotiated adjustment. AEEF and Management will jointly conduct a review of the wage ranges prior to negotiating the next contract.
WAGE INCREASES	General Increases: <ul style="list-style-type: none"> • 4.00% (FY08) • 3.50% (FY09) • 3.25% (FY10) 	General Increases: <ul style="list-style-type: none"> • 0.50% (FY11) • 0.00% (FY12) • 1.00% (FY13) 	General Increases: <ul style="list-style-type: none"> • 1.50% (FY11) • 1.50% (FY12) • 2.00% (FY13)

	<p>Progression Increases:</p> <ul style="list-style-type: none"> • 2.00% (1st quartile) • 1.50% (2nd quartile) • 1.00% (3rd quartile) • 0.50% (4th quartile) 	<p>Wage re-opener negotiations triggered by -3% loss in WGBH budget target number for a given fiscal year and any negotiated change must be ratified by membership.</p>	<p>In the event of an unusual revenue decline (defined as -3% of discretionary revenue or -6% of operating revenue as projected for and measured at the end of the 2nd quarter), Management may:</p> <ul style="list-style-type: none"> • In FY12 suspend the matching contribution to the 403(b) retirement plan. • In FY13 suspend wage increases and/or the 403(b) matching contribution. <p>WGBH will notify the AEEF of any such action and the parties will meet at the union's request to discuss alternative cost-savings measures. In addition, AEEF may request within 7 days review by a mutually agreed independent auditor to verify Management's claim of an "unusual revenue decline. If the auditor agrees with Management's assertion, and reductions will remain, if the auditor rejects the claim, management will retroactively restore any cuts.</p>	<p>In the event of an unusual revenue decline (defined as -3% of discretionary revenue or -6% of operating revenue as projected for and measured at the end of the 2nd quarter), Management may:</p> <ul style="list-style-type: none"> • In FY12 suspend the matching contribution to the 403(b) retirement plan. • In FY13 suspend wage increases and/or the 403(b) matching contribution. <p>WGBH will notify the AEEF of any such action and the parties will meet at the union's request to discuss alternative cost-savings measures. In addition, AEEF may request within 7 days review by a mutually agreed independent auditor to verify Management's claim of an "unusual revenue decline. If the auditor agrees with Management's assertion, and reductions will remain, if the auditor rejects the claim, management will retroactively restore any cuts.</p> <p>In the event cuts are made for a year which later ends with a surplus, the parties will negotiate over the restoration of those cuts.</p>
<p>REDUCTION OR SUSPENSION OF WAGE INCREASES</p>			<p>WGBH offers a retirement plan</p>	<p>Participants contribute 4% and</p>
<p>403(b) RETIREMENT</p>				<p>Participants contribute 4% and</p>

<p>PLAN CONTRIBUTIONS</p>	<p>available to all employees who:</p> <ol style="list-style-type: none"> 1. Are over 21 years old. 2. Have worked at WGBH for at least 2 years. 3. Participants contribute 4% of salary and employer contributes 8% 	<p>employer contributes 4% unless the Foundation experiences a significant revenue decline (see <i>wage section for additional detail</i>)</p>	<p>employer contributes 4% unless:</p> <ul style="list-style-type: none"> - the Foundation experiences a significant revenue decline, or, - the Foundation increases the percentage contribution for non-union employees, in which case AEEF members get the same percentage
<p>DENTAL AND HEALTH INSURANCE PREMIUMS FOR PART-TIME EMPLOYEES ENROLLED PRIOR TO APRIL 2008</p>	<p>Part-time employees enrolled as of April 1, 2008 contribute at the full-time rate.</p>	<p>Employer contributes at the full-time rate for the remainder of FY11 (through August 31, 2011), after which employees are responsible for paying the higher share of the premium based on their regular work schedule.</p>	<p>Full-time contribution rate continued until such time employee is offered sufficient regular work hours to reach a higher level of employer premium contribution (premium contribution increased to higher level if employee rejects additional hours)</p>
<p>DENTAL AND HEALTH INSURANCE PREMIUMS FOR FULL-TIME EMPLOYEES REDUCED TO PART-TIME</p>	<p>Premium contributions do not change following reduction to part-time employment.</p> <p><i>NOTE: Full-time employees may only be reduced to part-time through the layoff and recall procedure.</i></p>	<p>Employer pays 75% of the premium for 3 months following reduction to part-time employment, after which employees are responsible for paying the higher share of the premium based on their new regular work schedule.</p>	<p>Employer pays 75% of the premium for 9 months following reduction to part-time employment, after which employees are responsible for paying the higher share of the premium based on their new regular work schedule.</p>
<p>PREMIUM CONTRIBUTIONS FOR FULL-TIME EMPLOYEES AND PART-TIME EMPLOYEES HIRED AFTER APRIL 2008</p>		<p>The employer has proposed no change in the premium contributions rates for FT employees and PT employees hired after April 2008.</p>	
<p>SHORT TERM DISABILITY INSURANCE</p>	<p>None</p>	<p>Replace salary continuation with a short-term disability plan offering the following terms:</p> <ol style="list-style-type: none"> 1. 80% replacement of base wages 2. No waiting period for injuries; 7-days for illness 	<p>AEEF has indicated its willingness to accept the short-term disability plan subject to the following terms:</p> <ol style="list-style-type: none"> 1. 80% replacement of base wages, no maximum 2. No waiting period for injuries; 7-days for illness

		<p>3. Benefit period of 90 days 4. Covers all FT and PT employees</p> <p>FT employees granted 10 combined personal/sick days annually; pro-rated for PT</p>	<p>3. Benefit period of 90 days 4. Covers all FT and PT employees</p> <p>FT employees granted 10 sick days annually; pro-rated for PT</p> <p>FT employees granted 5 personal days annually; pro-rated for PT</p> <p>Continue current contract benefit allowing employees to access sick leave to supplement workers compensation</p> <p>Continuation of current contract</p>
<p>SEVERANCE PAY FOR FULL-TIME STAFF REDUCED TO PART-TIME</p>	<p>Full-time staff reduced to part-time through the layoff and recall procedure receive their severance pay in their bi-weekly paycheck as the difference between their full-time salary and their part-time salary.</p>	<p>Full-time staff may be reduced to part-time at Management's discretion. Upon such a reduction, the employee may:</p> <ol style="list-style-type: none"> 1. Accept the part-time position and receive no severance pay. 2. Voluntarily resign with severance pay and eligibility for unemployment. 	
<p>SEVERANCE PAY FOR STAFF</p>	<p>One week of pay for every year worked up to 20 weeks maximum, payable upon layoff or termination for unsatisfactory job performance.</p> <p>Severance pay is discontinued upon recall to the member's former job or a job which the member has indicated interest so long as the position provides at least 13 weeks of full-time work.</p>	<p>One week of pay for every year worked up to 10 weeks maximum, paid only upon layoff.</p> <p>Severance pay is discontinued if the member is offered a "similar position" regardless of whether the member accepts the position or not.</p>	<p>One week of pay for every year worked up to 10 weeks maximum, payable upon layoff or termination for unsatisfactory job performance, provided:</p> <ol style="list-style-type: none"> 1. The benefit is the same for staff and project contract employees 2. The severance benefit for employees with more than 10 years service is frozen at current level <p>Severance pay is discontinued only under the terms of the current contract.</p>

<p>SEVERANCE PAY FOR PROJECT CONTRACT</p>	<p>In the event of a mid-contract layoff, employees who have worked less than 24 months receive the balance remaining on their project contract; employees who have worked 24 months or more receive either the balance remaining on their project contract or severance pay of one week of pay for every year worked up to 20 weeks maximum, which is greater.</p> <p>Upon the expiration of a project contract or termination for unsatisfactory job performance, WGBH provides one week of pay for every year worked up to 20 weeks maximum.</p>	<p>In the event of a mid-contract layoff, employees do not receive the balance remaining on their contract.</p> <p>Severance eligibility is narrowed:</p> <ol style="list-style-type: none"> 1. Payable only upon expiration of a project contract 2. Employees must have worked in the same production unit for 5 years 3. Employee must have worked at least 24 hours per week <p>Severance payments are reduced:</p> <ol style="list-style-type: none"> 1. 80% of one week's wage for each year of service, to a maximum of 10 weeks 2. No severance paid if employee is provided six months notice of non-renewal 3. Severance is reduced based on length of notice employee receives, as follows: <ul style="list-style-type: none"> 5 months notice – 20% is paid 4 months notice – 40% is paid 3 months notice – 60% is paid 2 months notice – 80% is paid 1 month notice – 100% is paid <p>Severance pay is discontinued if the member is offered a "similar position" regardless of whether the member accepts the position or not.</p>	<p>Continue the terms of the current contract with the maximum severance benefit changed as indicated above for staff employees.</p>
<p>SEVERANCE PAY FOR ARTISTIC DISCRETION TERMINATION OR SUBCONTRACTING TERMINATION</p>		<p>Two weeks of pay for every year worked up to 12 weeks maximum.</p> <p>Severance pay is discontinued if the member is offered a "similar position"</p>	

OVERTIME COMPENSATION FOR NON-EXEMPT	regardless of whether the member accepts the position or not.	Continue terms of the current contract.	
<p>Non-exempt members earn time and half for work in excess of 40 hours per week.</p> <p>Non-exempt members earn double time for more work over 12 consecutive days.</p>	<p>Non-exempt members earn time and half for work in excess of 40 hours per week.</p>	Continue terms of the current contract.	
OVERTIME COMPENSATION FOR EXEMPT	<p>Exempt members earn time and a half for half a day's work on a 6th or 7th day and the choice of either time and a half or comp time for a full day's work on a 6th or 7th day.</p> <p>Associate Producers earn comp time for work in excess of 8 hours per day.</p>	<p>End the benefit and provide no additional compensation for exempt employees who work more than 40 hours in a week.</p>	Continue terms of the current contract.
WORK ON HOLIDAYS	<p>Non-exempt members who work an observed holiday receive double time and a half.</p> <p>Exempt members who work an observed holiday receive a day and a half of comp time.</p>	<p>Non-exempt members who work an observed holiday receive double time.</p> <p>Exempt members who work an observed holiday receive a day of comp time.</p>	<p>Non-exempt members who work an observed holiday receive double time.</p> <p>Exempt members who work an observed holiday receive a day of comp time.</p>
PERSONAL DAYS	<p>By negotiated agreement, members are entitled to use 6 days of sick time per year as personal days without a supervisor's approval provided:</p> <ul style="list-style-type: none"> • No more than 2 days may be taken consecutively • No more than 1 day may be taken consecutive to a holiday without a supervisor's approval 	<p>By negotiated agreement, members receive 10 combined paid sick/personal days which may be used for personal business with a supervisor's approval.</p>	<p>By negotiated agreement, members receive 5 separate paid personal days to be used for personal business without a supervisor's approval.</p>
WORKERS' COMPENSATION	By negotiated agreement, members receiving Workers' Compensation	Eliminate the benefit and comply with state law.	Continue terms of the current contract.

	<p>for a bona fide on the job injury, is paid the difference of his/her salary and his/her Workers' Compensation payment as follows:</p> <p>3 months-1 year = 1 week 1-2 years = 2 weeks 2-3 years = 4 weeks 3 or more years = 6 weeks</p> <p>By negotiated agreement, members are eligible for FMLA leave if they have worked at WGBH for 12 months and have worked at least 1,250 hours over the past 12 months prior to beginning an FMLA leave.</p> <p><i>Note: Statutory eligibility also requires that an employee work where the employer employs at least 50 employees within a 75-mile radius, but by negotiated agreement, WGBH has agreed not to apply this requirement in order to include members in Woods Hole, New York, Los Angeles and other remote locations.</i></p>	Company proposal is to continue current policy.	Continue terms of the current contract.
<p>FAMILY AND MEDICAL LEAVE ACT (FMLA) ELIGIBILITY</p>			
<p>FMLA LEAVE YEAR</p>	<p>By negotiated agreement, members are entitled to take up to 12 weeks of FMLA leave per anniversary year, but may not take a continuous leave of more than 12 weeks in a 12 month period.</p>	Set by Management at Management's discretion in compliance with federal law.	Continue terms of the current contract.
<p>PARENTAL LEAVE (UNPAID) FOR BIRTH OR ADOPTION</p>	<p>By negotiated agreement, members are entitled to take up to 16 weeks of unpaid leave for the birth of a child or the adoption of child under three years old. During that time WGBH continues its share of health</p>	By WGBH policy subject to Management's discretion, members are entitled to take up to 16 weeks of unpaid leave for the birth of a child or the adoption of child under eighteen years old. During that time WGBH	Continue terms of the current contract.

	insurance contributions and the member's job is protected unless it would otherwise have been terminated.	continues its share of health insurance contributions and the member's job is protected unless it would otherwise have been terminated.	
PARENTAL LEAVE (PAID) FOR BIRTH OR ADOPTION	By negotiated agreement, members are entitled to take up to 5 days of salary continuation as paid parental leave within 1 month of the birth or arrival of a child. Members may also their available personal days within 1 month of the birth or arrival of a child.	Birth mothers are subject to the terms of the short-term disability plan and adoptive parents are subject to comparable terms under WGBH's policy. Paternity leave of two weeks per WGBH policy.	By negotiated agreement, members are entitled to take up to 5 days of sick time as paid parental leave within 1 month of the birth or arrival of a child. Members may also their available personal days within 1 month of the birth or arrival of a child.
FAMILY LEAVE (PAID)	By negotiated agreement, members are entitled to take up to 5 days of salary continuation as paid family leave to care for an immediate member of their family or household.	By negotiated agreement, members may use their 10 sick/personal days with a supervisor's approval.	By negotiated agreement, members are entitled to take up to 5 days of sick time as paid family leave to care for an immediate member of their family or household.
CRAFT LICENSE DIFFERENTIAL	Differential pay for Physical Plant members who use a craft license in the course of their job.	End the benefit and provide no differential.	Continue terms of the current contract.
PARKING	Employees signed up prior to April 2008 pay \$15 month; all others pay \$25 per month	All parkers pay \$25 per month	Agreed – set for length of contract.