

DRAFT #3

Agenda

KPFA Local Station Board & Delegates' Meeting

5/09/09

11am-4pm

Humanist Hall, 390 27th St, Oakland

Type of meeting: **Regular**

ITEM #	# MIN.	Agenda Topic	
1	1	Call to Order	Chair
2	5	Introductions & Announcements	Chair/LSB
3	5	Excusing Absent Members	LSB
4	5	Agenda Review and Approval	LSB
5	5	Minutes Review and Approval	LSB
6	5	Consent Calendar	LSB
7	30 minimum	Public Comment	Public
Time Certain	60	GM Report	GM
12 noon			
8	30	Treasurer's Report	LSB
9	30	PNB Report & Motions	LSB
10	30	Committee Reports - governance	LSB
11	30	Discussion of flier	LSB
12	2	KFCF Report	LSB
13	30	Motion: Protecting KPFA's assets (WM)	LSB
14	15	Motion: Transparency on the LSB (BET), Part 2	LSB
15	15	Follow up on motion passed in 2007 (TR)	LSB
16	15	Motion re: meeting schedule (JW)	LSB
17	15	New Business	LSB
4pm	Time Certain	Adjourn	

THIS AGENDA SUBJECT TO CHANGE. Times shown are for guidance only, except for special orders

DATE May 9, 2009 LSB & Delegates' Meeting Agenda -- Detail -- Preliminary

1	Call to Order	LSB
2	Introductions & Announcements	LSB
3	Excusing Absent Members	LSB
4	Agenda Review and Approval	LSB
5	Minutes Review and Approval	LSB
6	Consent Calendar	LSB
7	Public Comment	LSB
Noon	GM report	GM
8	Treasurer's Report	LSB
9	<p>PNB Report</p> <p>Motion: That the LSB's are to work with station management to ensure that station programming fulfills the purposes of the Foundation and is responsive to the diverse needs of the listeners (demographic) and communities (geographic) served by the station, and that station policies and procedures for making programming decisions and for program evaluation are working in a fair, collaborative and respectful manner to provide quality programming" We recommend to the PNB that they request, in writing, an explanation from the LSBs, GMs and PDs on how they are implementing this bylaw.</p> <p>Local Station Board Election Policy (as Amended)</p> <p>In order to ensure fair and equitable elections at all 5 Pacifica radio stations in compliance with the Bylaws of the Pacifica Foundation the following policies shall be adopted:</p> <p>1) The job descriptions of all Program Directors and General Managers shall include: full cooperation with both local and national election supervisors in all aspects of local station board elections.</p> <p>2) It is the responsibility of the General Managers of each station to ensure that membership lists for listener-sponsors and paid and unpaid staff lists are created and maintained in general and especially checked for accuracy a minimum of 3 months prior to a local station board election.</p> <p>a) [the motion was amended to remove this section (2a)] To ensure that unpaid staff representation is not given too little or too much weight in a local station board election, each one hour per week block of programming produced by a group of people or a collective shall be allowed a maximum of 4 ballots. The group or collective itself shall have the sole authority to decide which 4 individuals shall be given said ballots.</p> <p>b) Unpaid staff organizations shall maintain lists of membership that include a description of the unpaid staff member's contribution to a particular program or other volunteer work for the station and some way of verifying the number of hours they work per month on a volunteer basis to ensure that it conforms to the Bylaws minimum requirement of 30 hours in the preceding 3 months or the requirements of their radio station's "Unpaid Staff Organization" or "Unpaid Staff Collective Bargaining Unit". Full cooperation of the General Manager and station staff shall be expected in maintaining this list and and verifying the validity of its membership.</p> <p>3) To ensure the greatest amount of listener participation in local station board elections, it is mandatory that Progam Directors and General Managers air carts at all 5 stations in the nomination period to adequately inform our listeners about how they can self-nominate, what the duties of an LSB member are, how the LSB interfaces with station management and staff, both paid and unpaid, etc. Six 60 second carts and Six 30 second carts shall be aired each day in rotation. This is 6 carts, total, aired in rotation each day of the nomination period. For stations with Spanish or other language broadcasting, the carts would be aired in that language during broadcasts in that language, with the number and frequency of the carts corresponding to the amount of said language broadcasting (hours per day) at the station. For example, if there are 3 hours of broadcasting in a language different from English a day on a station, one 60 second cart and one 30 second cart per day in rotation would be adequate.</p> <p>These carts would be scripted in advance by the NES to conform with the Pacifica Bylaws and the same carts be used at all 5 stations with the addition of local contact information. The carts may be varied, but the intent would be to alert the broad listenership about the election during the ENTIRE nomination period, to explain the election process, etc., and to steer listeners to a phone number and website for further information.</p> <p>Each programmer or collective with a one hour or more program slot shall be required to produce and</p>	LSB

	<p>air one 15 minute tutorial on the election during the nomination period. This tutorial shall be recorded and repeated once during the nomination period. This responsibility applies to all paid and unpaid programmers, including music programmers.</p> <p>In addition, one report to the listeners from the national level and one from the local level involving both management and board participation from staff and board members who are not candidates, shall be done during the nomination period. These reports shall be one hour long.</p> <p>This prescribed programming shall be aired irrespective of fundrives or any other broadcasting. The listenership should be engaged in the election process wherever possible, to encourage membership and volunteer participation. Members should also be encouraged to participate in the election committees established at each station in accordance with the by-laws.</p> <p>Logs of all programming, including incidental carts, shall be maintained including each time an election cart is aired. Archived programs should include these carts so that the fact that they were aired can be verified if needed.</p> <p>Promotion needs to be done to explain the election process to potential staff candidates as well. This promotion would be done at staff meetings, on the station bulletin board and using paid and unpaid staff email lists.</p> <p>4) When the nomination period is over, the PDs and GMs are responsible for fully cooperating with local and national election supervisors to ensure that a minimum of 3 on-air candidate forums of one hour in length are aired for each 5 candidates.</p> <p>Sixty second candidate statements shall be recorded at the radio station by each candidate. PDs and GMs are expected to air these statements in rotation right after the nomination period is closed through to the end of the campaign period. In total, each candidate shall have her/his cart aired a minimum of 30 times in a variety of times of the day and week. It is the responsibility of the PDs and GMs to ensure that these carts are played in an equitable manner so that no candidates are advantaged or disadvantaged.</p> <p>Further, General Managers shall cooperate in the planning and coordination of community candidate forums.</p> <p>5) Failure to comply with any or all of the above policy shall result in rapid but gradient disciplinary measures including but not limited to: a) A negative mention in the PD or GM's personnel file, b) Graduated reduction in pay, c) Suspension of duties, d) The assignment of another staff person to ensure compliance with election policies and procedures.</p> <p>Conversely, compliance with this policy shall be followed by: a) A positive mention in the PD or GM's personnel file, b) A bonus or other reward at the discretion of the discretion of the LES, NES in conjunction with senior management.</p> <p>6) Disciplinary measures may be invoked by the local or national election supervisor in conjunction with the station management, HR Director and/or the Executive Director. They may also be initiated by any GM or the ED.</p> <p>Motion: The PNB instructs the iEd to appoint an election supervisor to facilitate the holding of a recall election for staff positions, in accordance with the bylaws and in response to the petition from the staff at KPFA containing more than 2% of the eligible staff signatures, by May 31, 2009.</p> <p>Motion: that the PNB collect information from the stations to determine if there is systemic abuse of the bylaws requirement of 30 hours of service. In particular that information be obtained on: Each program collective identified and named at each station, how many members are on each collective. What percentage of air time do these collectives represent and what percentage of the staff electorate do these collectives represent. Furthermore if any of these collectives have a sudden spike in membership prior to elections, and if the collectives represent a disproportionate share of the staff electorate.</p> <p>Motion: The PNB instructs the iEd to appoint an election supervisor to facilitate the holding of a recall election for staff positions, in accordance with the bylaws and in response to the petition from the staff at KPFA containing more than 2% of the eligible staff signatures, by May 31, 2009.</p>	
10	Governance Committee Report – Motion that the LSB review the surveys and place on the May 9 th LSB agenda as a 30 minute discussion.	
11	Discussion of flier	LSB
12	KFCF Report	LSB
13	Motion: Protecting KPFA's resources	LSB

14	<p>Motion: Transparency on the LSB (BET) – Part Two:</p> <p>The Local Station Board also recommends that KPFA management and the Pacifica National Board adopt the following policy:</p> <p>LSB members shall be ineligible to be paid by the Pacifica Foundation as employees for a period beginning on the date of their election to the LSB and ending two (2) years after the end of their service to Pacifica, UNLESS:</p> <p>The LSB member is already a member of the staff (paid or unpaid) of the foundation at the time she/he joins the LSB.</p> <p>LSB members shall be ineligible to be paid by the Pacifica Foundation as contractors, vendors, or service providers for a period beginning on the date of their election to the LSB and ending two (2) years after the end of their service to Pacifica, UNLESS:</p> <p>The LSB member provides the service or product at cost, AND</p> <p>The transaction does not result in any personal financial benefit to the LSB member in question, AND</p> <p>The service or product is provided at a lower cost than is available to the foundation from other sources.</p>	
15	Follow up on motion passed in 2007 (TR)	LSB
16	<p>Motion re: Meeting Schedule (JW)</p> <p>Motion re LSB meeting schedule for May 9, 2009 Agenda:</p> <p>Whereas it has been the practice of the KPFA Local Station Board to hold monthly meetings; and,</p> <p>Whereas KPFA and Pacifica face a host of particularly difficult challenges; and,</p> <p>Whereas the LSB has an obligation to take an active role in addressing these challenges and be responsive to the needs of the station and its stakeholders;</p> <p>Be it resolved that: The Local Station Board shall meet according to the following schedule for the remainder of the year: June 13, 2009, July 11, 2009, August 8, 2009, September 12, 2009, October 10, 2009, November 14, 2009, December 12, 2009</p>	LSB
17	<p>New Business – two motions from TR:</p> <p>1) Be it resolved that the Program Director and KPFA programming staff should create a programming policy that describes long-term and short-term goals, decision making procedures and protocol for handling external new proposals, internal new proposals, one-time specials, and short-term series. The protocol should also include a programming evaluation plan, and procedures for making changes to the existing programming grid.</p> <p>2) Be it resolved that to ensure fair and collaborative programming decision making per the bylaws, that KPFA reinstate the program council per the 2004 LSB resolution.</p>	LSB
4pm	Adjourn	LSB