

## 2006-01-10 PNB Meeting Minutes

January 10, 2006

approved on 1/20/06

Public Session

Roll Call 5 min.

Approval of Minutes 10 min.

By-Laws Amendment 10 min.

Volunteer & Employee Handbooks 20 min.

Executive Session

Roll Call 5 min.

Approval of Minutes 10 min.

ED Hire and Next Steps 30 min.

General Counsel Selection 30 min.

Meeting Adjourned

Meeting was called to order at 8:42 p.m. EST

Roll Call was taken by secretary. 16 members were present on the call. Absent were Directors Durlin, Pierce, Walker, Montes, Davis, and Shakir.

Moved to approve agenda. Chair called for additions and objections.

Additions/Objections to the Agenda

- Director Saba - Add coordinating committee report back on Friday portion of the PNB meeting on non-meeting gathering (training) after handbook discussion 15 minutes.
- Director Lederer - Approval of Minutes - 15 min.
- Discussion of General Counsel to 5 minutes from 30 minutes
- Director Laforest discuss preparations for PNB meeting in Washington, D.C.

Moved to approve agenda was made by Director Roberts and seconded.

Moved by Director Allen to approve the minutes of October 28, 2005. Seconded (by Director Williams).

Moved by Director Lederer/Randhawa to postpone approval of all minutes until Friday January 20, 2006.

Point of information - Director Roberts Can we do the vote?

POO Director Adelson ??

Vote taken on Lederer Motion #1. Result of vote - 9 yes, 6 no, 1 abstained.

By-Laws Amendment 10 min.

Chair asked for the secretary and herself to call the LSB chairs and secretaries to get their vote on the bylaw amendment.

Director Adelson POO wait until recognized to speak. Chair will call on each director.

Director Schroell Bylaw amendment passed at KPFT.

Director Saba and Randhawa didn't take it up.

Director Lederer WBAI didn't get enough votes to pass, so amendment failed.

Chair Rodriguez Bylaws amendment passed at KPFK.

## Motion 2. Volunteer and Employee Handbook

Director Lederer Motion on Manuals for Paid and Unpaid Staffs at Pacifica.  
Seconded by Director Laforest.

#### Motion on Manuals for Paid and Unpaid Staffs at Pacifica

WHEREAS the Pacifica National Office has issued a draft of a "Volunteer Handbook" (which is 52 pages long and covers a huge multitude of policies, procedures, and penalties), and is presently developing a draft revision of the 29-page 1996 "Employee Handbook"; and,

WHEREAS the Pacifica National Board recognizes the need for Pacifica and its five stations to have written manuals for paid and unpaid staff (the latter term defined in the Pacifica Bylaws as distinct from "volunteers"); and,

WHEREAS the PNB also recognizes the care that must be taken in finalizing such manuals by including substantive input from all parties, particularly from the sectors most affected -- the many paid and unpaid staff members upon which the bulk of Pacifica programming and operations depends; and,

WHEREAS USOC and several unions for paid staff recognized by Pacifica already have existing contracts, and thus it is essential to take the necessary time to make sure that no handbook is approved with policies that contradict contractual provisions and/or station policies agreed upon pursuant to contracts that are already in effect;

THEREFORE BE IT RESOLVED, that the PNB authorizes a period of no less than six months to provide a reasonable and sufficient time for members of the paid and unpaid staffs at all five stations, staff unions and associations, and all other stakeholders at Pacifica, to peruse the proposed handbooks in detail and contribute language and points of reference that would allow said handbooks to reflect and include staff input, including--but not limited to--insuring conformity to all existing labor contracts and agreements, as well as any relevant and prudent policies and guidelines already in effect; and

BE IT FURTHER RESOLVED, that the PNB directs the Executive Director to work with the Human Resources Director to solicit input from paid and unpaid staff (including unions) and management network-wide on a proposed process and timetable for deciding and approving the final policies and text to be included in the two manuals, and to report back to the PNB with a proposal by the March PNB meeting.

Amended by Patty and seconded by Director Allen.

You can read, or print the entire handbook from this address (it is a 15 page pdf file):

<http://pacificafoundation.org/documents/pdf/EmployeeHandbook.pdf>

Yolanda Thomas, Human Resources Director, Pacifica Foundation

1.510.849.2590 x 205 / 1.510.849.2617 fax / yolanda at pacifica.org

POO Time ran out. Time extended by 10 minutes proposed by Director Schroell.

Director Adelson called the question on all pending motion.

- Schroell Amendment changes time line from 6 months to 3 months.
- Amendment passes 7 Yes, 4 No, 4 abstained.
  
- Heffley Amendment injects bylaws
- Amendment passes without objection.
  
- Main Motion Lederer
- Passed as amended (Schroell and Heffley) without objection.

Coordinating Committee Report

Motion 3 - Director Adelson moved that the ED should be invited to the planning activities on Friday and to the board meeting as a whole, before the Washington, D.C. PNB begins. Seconded. Passed without objection.

Motion 4 - Director Allen moved that the new ED be invited to the training. Passed without objection.

Motion to adjourn. Open Session ended at 6:57 p.m.

Respectively submitted by \_\_\_\_\_, Secretary to the PNB