

CONFIDENTIAL MEMORANDUM

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TO: Jack, Loretta, Pat, Dick, Mary, Gail, Julie, and Pacifica station managers
FR: Burt Glass
DT: 11 March 1997

RE: Questions & Answers about Pacifica

Below are some of the questions sometimes asked of Pacifica staff and GB directors, along with proposed answers. We're providing this to you to assist you in answering the concerns of your colleagues and members of the community/public radio family. I call it a "cheat sheet" to help me stay on message and represent the organization accurately and consistently.

You should always feel free to refer questions from the public to me or other designated spokespeople should you feel uncomfortable with answering. Pat has asked that all questions about national programming or about the Pacifica network in general *from members of the media*, however, should be directed to me or her for now. It may make sense to also designate one or two board members -- Jack as chair, Loretta as communications committee chair, perhaps -- as additional national spokespeople.

While there is nothing in this document that is untrue or incriminating, please do not make and distribute copies to others.

This document certainly is not the final "word" on answering these questions. Answers may be refined as circumstances changes, and new questions will be included. Please do not hesitate to forward your comments to me at any time so I can incorporate your ideas and edits. I can be reached at (510) 843-0130, ext. 253.

Labor Issues:

Why did Pacifica management hire a union-busting firm to deal with the unionized workers at WBAI in New York?

Pacifica remains a pro-union, pro-worker organization. We have never sought to "bust a union." In fact, we welcome organized labor, and have devoted countless hours of on-air programming about the struggle of union and working people.

Recognizing that we lacked the in-house expertise in some aspects of labor law, Pacifica retained the services of American Consulting Group in 1995 to be available by phone to advise us. We paid them \$1,000 for their assistance. To our chagrin, we then heard allegations that the firm had participated in some anti-union activities in its history. To this day, we have been unable to verify these allegations. Still, we cancelled their contract because we value our reputation as pro-union and pro-worker.

We continue to negotiate in good faith with our New York employees to arrive at a fair contract for all parties.

Why is Pacifica trying to exclude 90 percent of your New York work force from the union?

Everyone in the Pacifica family must have a role in shaping the organization and their position in it. As a matter of justice, however, we feel uncomfortable with volunteers who do not make their living at WBAI bargaining

