



PACIFICA RADIO FOR ALL OF SOUTHERN CALIFORNIA

17 August 2015

We are all here to keep KPFK a self-sufficient conduit of the Pacifica Mission. In spite of your best efforts over the past months and years, we have to make both permanent and temporary reductions in payroll and working hours to do that.

Three employees will be laid off. They are being notified separately. *All other employees who are currently more than 50% of full-time, staff and management, will be cut to 50% of full time effective September 1, 2015 for up to four months.* This will reduce expenses by as much as \$180,000, enough for about half of what the station owes--enough to regroup and recover.

I estimate your paycheck for mid-September 15 through either mid-November or mid-December will be \$2001.78, not including seniority pay you may be eligible for.

There is no expectation that you work for more than 17.5 hours/week, and you will retain full benefits while your workload is reduced. However, going forward, compensatory time and overtime for all employees must be approved in advance and will be strictly limited.

The Pacifica Foundation has enrolled all of the affected employees in California Work Sharing Unemployment Insurance, a state program that compensates eligible employees at their rate of unemployment for the hours lost. You can apply for CA Work Sharing benefits at http://www.edd.ca.gov/unemployment/Work_Sharing_Program.htm or contact the EDD Special Claims office at 916-464-3300. At this time, SAG-AFTRA has not signed their portion of the application. I don't know if this will cause problems with receiving Work Sharing. I will notify you if they add their signature.

Before the workload reduction period is completed, the Local Station Board, and National and station management will formulate a reorganization plan that will better distribute workload and continue with cost reductions until the station reaches sustainability in accord with your SAG-AFTRA contract.

As the newest member of the KPFK team, I can only guess how my disappointment is multiplied for those of you who've worked to keep KPFK going for years and decades. And I understand that this will be a serious hardship personally. I don't know what to say, and I don't know exactly how the station will function, but we must figure it out with all the resilience, creativity, talent, and skill you have shown since I arrived. I promise you that I will be searching for other funding sources during this period to make the work reduction as short as possible.

By 5:00 p.m. on Wednesday, August 19, 2015 please provide me with a list of job duties that you will not be able to do because of the shortened hours, those duties you will be able to do, and what you anticipate your revised work hours will be.

Thank you again for your hard work and sacrifice for KPFK. I'm very sorry that it's come to this, and I'm convinced KPFK will make it through because of your talent and determination.

Leslie Radford
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