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From: Christina Huggins

To: [Andrew Philips](#)

Sent: Wednesday, January 18, 2012

Andrew,

Your email is inaccurate and offensive. We demand a public retraction of the statement that refers to Brian Edwards-Tiekert "bumping" a less senior member. That is false. I have the Settlement Agreement drafted by Pacifica Foundation's attorneys before me and nowhere in it is there a reference to "bumping". The fact is that after retaining a highly expensive law firm in San Francisco, the pending arbitration originally co-mingling both Brian and Aimee was bifurcated. That was due to the fact that Pacifica Management didn't have a leg to stand on in court regarding Brian; he had the seniority, skills and experience to have avoided the original layoff. He never should have or would have been laid off had the normal contractual process been followed. Management never met with us prior to the layoff to discuss specific names and job titles as would be the normal procedure.

We continued on to arbitration for Aimee Allison although we knew it would be an uphill battle as it was a "Contract Interpretation" case and thus the burden of proof entirely on the Union. (In Disciplinary Cases the burden of proof is on the employer.) She didn't have the seniority Brian had, but we knew the fight was still worth it as we knew it was based on truth; that a political faction targeted one show consisting of members disliked by them. But truth is sometimes hard to prove.

The Arbitrator did not find the layoff was "not retaliatory". He found it did not violate the language of the Contract. You have expanded his decision (that I also have before me) to include your own opinion.

You continue to paint yourself and fellow KPFA management as "victims" of our Union. There you were, just standing around trying to "do good" and the Union attacked you. Not so- Any actions taken by our Union have to do with our legal and moral obligation to represent our members. We respond to your actions, not the other way around.

The current financial crisis was generated by many years of poor management and had nothing to do with the Union; we do not manage the station or Pacifica. In addition, we have never had such a contentious relationship with KPFA management in the entire history of representing the paid staff- and it is not the Union representatives who have changed.

Your correction of the legal issues with CWA costing \$80,000 instead of your originally stated \$200,000 speaks volumes as to your free and easy use of the truth, with barely a nod to the level of inaccuracy (your self-described style of "throwing stuff against a wall to see what sticks"). Incidentally, I have watched in shock as Pacifica paid Mr. DeAnda (attorney for Pacifica) to prepare basic step-2 grievances, meet with our stewards and issue denials of grievances. He also was

involved in the decisions to make lay-offs I have been told. How many billable hours did that amass? No other Contract we represent has done that- even AT&T. Also, Pacifica committed malfeasance in administering the 403(b) necessitating hiring yet another law firm to help them deal with that. And on and on with the litigation from various parties.

On your attack against CWA: CWA is an international, progressive Union. Our President, Larry Cohen, meets with progressive leaders around the world from President Lula in Brazil to the Union Representatives in Germany for T-Mobile workers there known as ver.di. We formed an alliance with them in solidarity to fight the viscious anti-union actions they have taken in our Country. (In Germany a Union leader actually sits on their board of directors.) Our Union came out early on against the war in Iraq, in solidarity with the Occupy movement and decrying the lack of real democracy in this country. These are just a few examples among many. Therefore, it is ironic that you adopt this "spin", worthy of any right wing organization's attack on us.

Yes Andrew, it is draining and demoralizing- to continue to deal with such poor management, with no real manaeement leaders trying to bring people together and lift them up. What a wonderful vision Lewis Hill had. I continue to support KPFA with my donations and listen to some of the unique programs offered by KPFA, as I have since I first discovered the station at 16 years old. Why don't you try to lead and bring people together there to fight the real forces before us? - As this is most certainly a pivotal moment in this Nation's history. That would be really powerful.

Sincerely,

Christina B. Huggins
1st Executive Vice President
CWA Local 9415