

Statement by the Unpaid Staff Organization Membership*
January 2014

The future of KPFA is integrally connected to the future of the communities where it is broadcast. While there are many problems within KPFA, they are small in relationship to the problems that are faced and solved everyday by our listeners. We believe in KPFA to the extent that it is useful to these people and our goal is to make this station a healthier and stronger part of the communities it seeks to serve.

The current proposal** for programming changes was developed in a flawed process that included a lack of transparency during the development phase. Unpaid staff producers were generally kept in the dark as changes were being prepared and not provided a systematic method for feedback. This lack of communication and lack of clarity in what responses were welcome caused unnecessary tension and dis-empowerment among unpaid staff.

Nevertheless, most of us feel that KPFA needs to undergo fundamental changes in order to meet current challenges and serve our listeners.

What does this mean?

It may or may not include a major overhaul of the program grid.

It should include 1) debuting programs on KPFB, 2) station-wide promotion that is integrated with our current production and promotion work, and 3) more multi-media and website streaming of KPFA programs.

These things are necessary for any future program change at KPFA:

- Regular monthly staff meetings on a regular day of the month (afternoon & evening) that provide a space for meaningful collaboration.
- Building a schedule of off-air events to raise revenue, working with current producers from all areas of the station in a transparent procedure.
- Published policies and procedures for program change.
- A balance in authority between a representative Program Council and the new General Manager and Program Director in making program changes.
- Transparency about the reasoning as to why programs are being moved, changed or cancelled.
- The inclusion and respect for the views and needs of the unpaid staff to the same extent as paid staff.
- Particular attention to the needs of programming elders as well as others with specific circumstances.
- A General Manager Report to the Listeners, an on-air program at least a month before any change begins.
- A formal listener comment period with multiple points of feedback (mail, e-mail, Facebook, etc) for all program changes.
- Because the 8-9 am M-F program should include the potential for local information, any possible syndicated programs should be produced in Northern California.

This list and our thoughts above is only a beginning. We have other ideas and concerns and have convened a small group to consider them in depth and to work with management toward positive alternatives.

Given the many problems in the current proposal, we recommend against adopting these changes.

Unpaid Staff Producers/Hosts:

Sara Blanco, Apprentice

Adrienne Lauby, Pushing Limits

Lisa Dettmer, Women's Magazine

Torii Kaz, Work Week Radio

Pedro Reyes, Setting the Standard

Kate Raphael, Women's Magazine

Steve Zeltzer, Work Week Radio

* The UPSO Council voted on the basic issues in this statement. Adrienne Lauby & Ann Garrison voted yes. Tim Lynch voted no. Shahram Aghamir had left the meeting.

** (Richard Pirodsky, 12-24-13, https://www.kpfa.org/system/files/updated_schedule_changes_12-24.pdf)