

Motions passed at the 6/23/10 PNB Programming Committee teleconference

1. The programming committee voted 8-1 to recommend the following motion to the PNB:

The PNB supports the ED putting into place the means of moving quickly to broadcast simultaneously on all five stations and as many affiliates as are willing to carry them, events of national interest consistent with our mission, Additional resources as needed should be put into stations that require them to make this possible. If an important event falls outside the signal areas of the five Pacifica stations, whenever possible, Pacifica will ask of its affiliates for assistance.

Committee members had the following concerns about this issue, which we agreed to convey to the PNB:

- A. Who would choose the programming? Who makes these decisions?
- B. Must-carry problem/ autonomy of stations
- C. Funding issue. Where will these funds come from and where will they go to? And who decides?
- D. This does not appear to be a good way to develop a national news department.
- E. The broadcast team - does it vary broadcast to broadcast? Who decides who does the broadcast?

2. The programming Committee recommended the following policy to for PNB approval, and also that producers should sign off on this policy and receive a copy:

Policy regarding the public airing of grievances:

Pacifica Policy Statement on Criticizing the Foundation and/or Members of Its Management or Staff on Our Own Airwaves

Pacifica recognizes that there will always be differences of opinion as to how our foundation should be run, as well as clashes between individual staff members or between members of staff and management. We firmly believe that such differences of opinion and/or staff clashes should not be ignored or censored, and that Pacifica management should commit itself to hearing and evaluating all such criticism, no matter how unfavorable.

However, as a practical matter, such criticism, if delivered publicly, on our own airwaves, by a member of Pacifica's own staff, can only serve to damage Pacifica's public image and the reputation of its staff. Therefore, it is the express position of management that criticism of the foundation and/or its personnel should not be broadcast over our airwaves as a first step, but only as a last resort. If a staff member has a personal grievance, or is aware of a danger to a station or to Pacifica itself that he or she feels is not being addressed properly, that staff member is encouraged to discuss the matter with management first through the normal channels provided for addressing such matters. Management has an open-door policy in this respect.

On the other hand, if after exhausting the normal grievance channels, a staff member still feels that he or she is not receiving justice, or that a perceived problem at the foundation is still not being properly addressed, then that staff member may, regrettably, have no other choice but to "go public" with the issue on Pacifica's own airwaves. In such an eventuality, that staff member will have been transformed from a "critic" into a "whistleblower," and will be entitled to all the respect (and protection) such a designation requires.

However, we believe that the privilege of whistle blowing carries with it the responsibility of fairness. Therefore, if a staff member has finally reached the point at which he or she feels there is no other option than to use his or her program as a platform from which to criticize Pacifica, or its management, or its personnel, or to air internal Pacifica matters in a way that might negatively impact the reputation or public image of the foundation or its personnel, IT IS SUGGESTED THAT both the station manager and the foundation's Executive Director be notified of that planned broadcast at least 24 hours in advance. This is A SUGGESTION not for the purpose of censorship BUT TO PROTECT THE STAFF MEMBER FROM MISTAKENLY AIRING THE FOLLOWING:

- Â (1) Potentially libelous statements, which could put the foundation at risk.
- (2) Â Confidential employee information, which Pacifica is forbidden by law to broadcast.
- (3) Â Privileged or proprietary information -- including but not

limited to details about vendor contracts, financial matters, legal issues, pending or ongoing lawsuits, or future programs and/or events whose premature disclosure might put the foundation at a competitive disadvantage.

(4) SPEECH THAT VIOLATES FCC REGULATIONS.

ANY BROADCAST OF MATERIAL INCLUDED IN THE ABOVE 4 CLAUSES WILL SUBJECT THE STAFF INVOLVED TO DISCIPLINARY ACTION.

IN THE INTEREST OF FAIRNESS AND TRANSPARANCY THE MANAGEMENT RESERVES THE RIGHT FOR EQUAL TIME Â TO RESPOND.

IN CLOSING: THE PACIFICA FOUNDATION'S PUPOSE IS TO PROVIDE RELEVANT, WELL PRODUCED PROGRAMMING THAT IS IN ACCORDANCE WITH THE PACIFICA MISSION STATEMENT. FREE SPEECH AND ARTISTIC LICENSE MUST BE PROTECTED BY THE GOVERNING BOARDS OF THE FOUNDATION IN ORDER TO FULLFILL THAT MISSON.

THAT BEING SAID, THE MAJORITY OF OUR LISTENERS HAVE NO KNOWLEDGE AND LESS INTEREST IN THE INTERNAL AFFAIRS OF THE FOUNDATION. Â IT IS IN THE INTEREST OF OUR LISTENERS THAT WE, INCLUDING MANAGEMENT, STAFF AND BOARD MEMBERS MAKE EVERY EFFORT TO RESOLVE ISSUES OFF AIR AND PRESERVE THAT PRECIOUS AIR TIME FOR PROVIDING EXCELLENT RADIO THAT SERVES OUR COMMUNITTEES.