

Unpaid Staff Organization (UPSO) Election Report 2007

**by 2007 UPSO Election Committee
Preeti Shekar, Yvette Hochberg &
Adrienne Lauby**

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1. RESULTS

**The results of the 2007 Unpaid Staff Organization (UPS0),
in order of voter preference are:**

Unpaid Staff Organization Council

**MALIHE RAZAZAN
ANTHONY FEST
BONNIE FAULKNER
NICK ALEXANDER
RUTHANNE SHPINER**

PROGRAM COUNCIL REPRESENTATIVES

**SHAHRAM AGHAMIR
MARY BERG
LISA DETTMER
J R VALREY
SERGE MOREL (alternate)**

21% of the unpaid staff voted.
Of 208 available voters, 43 ballots were counted.

COUNTING PROCEDURES: Ballots were opened by Preeti Shekar in front of members of the election committee. Votes were read by Yvette Hochberg and Adrienne Lauby; entered into ChoicePlusPro voter count (STV) software in separate computers by Brian Shiratsuki and Preeti Shekar; with close observation by Tracy Rosenberg and Shelley Berman. Other observers of the vote count were LSB members Mary Berg, Richard Phillips and Sasha Futran. After the official results were read aloud, Adrienne Lauby took charge of the votes, envelopes and other election material. (See Page 19 for more complete vote reports)

2. NARRATIVE

We offered to serve on this committee in order to fill a gap in KPFA's democratic organizational structure and participate, in this way, with Pacifica's experiment in media democracy. The unpaid staff at KPFA, of which we are part, produces well over half its on-air programming. Most produce programming as a service to their community and to bring critical information about their area of expertise to our listeners. Most of us do this work with no expectation of fame or career.

The national so-called Healthy Station Project destroyed many structures that had supported unpaid staff at KPFA. Since then, the unpaid staff organization (UPS0) has been painstakingly reconstructed through the efforts of many people and we are proud to take our place in that number.

Our committee worked in good faith with no ulterior motives, and no one attempted to bias our work. None of us was a candidate for office. We made our decisions independently.

This is an uncontested election. We were able to recruit a full slate of candidates (but none to spare.) Our mistakes were due to ignorance and time constraints, and we worked to rectify problems as quickly as we found them.

The previous UPSO Council who was charged with electing and assisting us was in disarray, in part due to a traumatic period in their recent past. Two of the outgoing Council members actively hampered our work with criticism, despite the fact that one of these critics ran as a candidate. We began this work with no written procedures, money, or up-dated list of unpaid staff members.

In the disorganized, politicalized climate at KPFA, we found it extremely difficult to do the work we had volunteered to do. Some staff members tried to hold us to an unfairly high standard, particularly for an uncontroversial, uncontested election. Tasks that should have been simple, such as informing staff of the election, required tedious and repeated effort to complete.

We have been part of other non-profits and know that much improvement is possible in this area. We call on everyone, especially managers, to put fair and transparent procedures in place in all areas of KPFA and to set an example of institutional impartiality and evenhandedness. The lack of such things is especially negative for people of color and others who are traditionally discriminated against in the US. We support a climate of cooperation and support where elections are possible with less work, money and discord.

Despite the problems, we received a great deal of appreciation and support from some outgoing UPSO Council members and other unpaid staff at KPFA. It was a pleasure to serve this hard-working group with such deep community roots.

An Outline of Our Work

(For more details, see Section 3, 4 & 5, pp. 4-9)

- A. We informed 223 unpaid staff of the election by mailing a notice and encouragement to candidates to the home addresses of unpaid staff members. (8 were returned due to insufficient address). We also used informal e-mail lists, personal contact and signs posted at KPFA.
- B. Deadlines for registration and voting were extended several times in order to recruit candidates and put procedures in place.
- C. We used the list of unpaid staff members and addresses developed for the last L.S.B. Election in late 2006. That list was accepted, at that time, by the Unpaid Staff Organization Council, KPFA managers and KPFA's election supervisor.

- D. We encouraged new and up-dated registrations by e-mail, personal contact, signs at KPFA and an announcement in KPFA's staff memo.
- E. We sent ballots, return addressed envelopes and candidate statements to 208 unpaid staff members by mail. (8 were returned due to insufficient address)
- F. Forty-Five ballots were returned. Two could not be verified. This was an outcome of 21% voter participation.
- G. We counted ballots according to STV procedures at KPFA on Tuesday night at 7 pm. Neutral observers and some candidates were present.
- H. The cost of this election was approximately \$200. 97% of that cost was borne by the Election Committee and personal friends.

We admit mistakes and we have specific complaints. A longer list of these is attached to this report. The most critical problems were:

- A. We sent election materials out without notice of the availability of reasonable accommodations for access for people with disabilities and ballots were available in alternative formats.
- B. We were criticized for being an unelected committee of the UPSO council by the very members of the Council who refused to hold a meeting to elect an election committee.
- C. The iGM refused to allow election information on the unpaid staff webpage.
- D. Management staff held up our addressed, sealed ballots for nearly week without informing us of their actions.

3.

UPSO Election Committee Task List

A breakdown of the procedures for the UPSO election developed for next year's Election Committee.

1. Set up an e-mail address at a free website such as Yahoo or Google and rent a PO Box for Election Ballots.
2. Set budget for paper, stamps, and envelopes for ballots. Notify KPFA management and gain approval for expenses. Notify KPFA Local Station Board.
3. Set time line and deadlines.

4. Write basic announcement of UPSO Election with cut off dates for candidate application and staff registration and encouragement for candidates. Mail to UPSO membership. Also, post to UPSO website, e-mail unpaid staff list, post to staff announcement list.
5. Create a sign with election information. Post at various bulletin boards, bathrooms and other places at KPFA.
6. Recruit Candidates
7. Update UPSO Election list by registering new staff members and respond to requests for registrations. Contact department heads and others for names and contact information of unpaid staff who may not be registered. Leave registration forms in various places at the station and establish a collection procedure. Verify registration information as necessary.
8. Vet final UPSO Staff list with the UPSO Council.
9. Create Election packet (candidate statements, brief overview of election procedures, and return addressed envelope). Number Ballots. Copy materials.
10. A four hour mailing party of 3-4 people is enough to stuff, stamp and mail ballots.
11. Remind staff of vote deadline via e-mails and signs at station.
12. Identify an STV vote count program and a person with the computer to run it. Invite this person, all candidates and anyone interested to observe the vote count.
13. Set the time and place to count votes. The vote count needs three people. Approximately 2 votes can be counted a minute.
14. Announce results, notify management and Local Station Board and encourage winners of the new council seats to set up first meeting of UPSO.

Time Line (Ten Weeks)

Week One: Election of Election Committee by UPSO Council.

Week Two: Opening Announcement. Mail & announce widely.

Week Five: Candidate Application Cut-Off Date.

New and Updated Staff Registration Cut-Off Date.

Prepare Ballots & Voting Packet.

Week Six: Ballot Mailing Date.

Week Nine: Final Deadline for Ballots, Vote Count and Notification of Winners.

Week Ten: First UPSO meeting with new Council members presiding.

5. Specific Problems and Details

A. Access for Disabled Voters and Candidates: Early election materials were prepared and distributed without the standard notices. That is: “Contact _____ (e-mail address & phone) _____ by _____ (date) _____ for reasonable accommodation for voters with disabilities. Ballots in alternative formats are available.”

Specific unpaid staff members who live with disability were not contacted directly to encourage their participation and needs. This was a major mistake as well as extremely embarrassing. When the problem came to light, a public apology was written and distributed. Known individuals and the Pushing Limits Collective (disability rights program producers) were contacted directly by e-mail and phone. Two large print election packets with ballots were sent by mail and e-mail voting was allowed for three individuals who requested it. Issues of accessibility in voting are being discussed at a national level within Pacifica. (see appendix of draft procedures).

Recommendation: Place notice on all election materials, add an “Need Access Accommodations” on UPSO Registration Forms, encourage ongoing participation in UPSO by people living with disabilities as well as future candidates. Review Recommendations for network-wide Access Procedures and adapt as appropriate. (see page 20)

B. Selection of Election Committee: The Election Committee of Adrienne Lauby, Preeti Shekar and Yvette Hochberg was recruited informally by members of the former UPSO Council members and several concerned unpaid staff members. This procedure did not conform to the UPSO by-laws.

The UPSO Council had originally formed an election committee in the fall of 2005 but this committee failed to hold an election. The UPSO Council had not called a meeting or responded to calls for a meeting by individual members since mid-2006. Given that the election itself was (*nine months?*) late, the current election committee decided to concentrate on that work rather than on achieving official approval to begin.

Some members of the informal group who recruited the current election committee and help mail out the first election announcement decided to run for an elected position. At the time they declared their candidacy, the election committee became completely independent. This is not uncommon within the various governance bodies at KPFA

The lack of official approval and the perception that certain candidates had too close a relationship with the election committee, led to criticism among unpaid staff and questions about the impartiality of the election. We realize that these events were less than stellar but given the disarray of UPSO, do not regret our decisions. We found it particularly bad faith that two of the most vocal critics, Serge Morel and Sally Phillips, were members of the outgoing UPSO Council who should have called a meeting to election our committee and were responsible, in part, for the nine-month delay in holding these elections. We criticize these staff members for their attempt to divide the

unpaid staff by casting doubt on our integrity.

Recommendation: Comply with UPSO bylaws (Section Four below) in order to achieve elections without perceptions of partiality.

Section FOUR: ELECTION OF COUNCIL REPRESENTATIVES

4.1 The first quarterly Membership Meeting of the Unpaid Staff Organization must take place between December 15th and January 15th. At that meeting the membership may begin the process of reviewing the bylaws and recommending changes as necessary, and will establish an election committee which shall consist of not less than three people, none of whom may be candidates for Council Representative. This election committee will be selected by popular vote, and will organize the election of UPSO council representatives and the vote upon any applicable bylaw changes.

There has been quite a bit of discussion about the need for by-law changes. These changes could be voted on by unpaid staff between Dec 15-Jan. 15 2007, and current elected representatives could be confirmed at that time for 2008.

Consider adopting a staggered two-year term for these positions to limit the amount of work for elections.

C. Unpaid Staff List: Ballots were sent to the list of unpaid staff members and addresses that was developed for the last L.S.B. Election in late 2006. That list was accepted, at that time, by the Unpaid Staff Organization Council, KPFA managers and KPFA's election supervisor. The list of unpaid staff was given to the elected unpaid staff council in September of 2006 so they could certify the unpaid staff. Pacifica lawyer Dan Siegel instructed that be done as UPSO was recognized at that time and needed to certify the list for it to be official. All of the UPSO council members have the September 2006 list and have had it for almost a year. The list contains only first and last names and mailing addresses for the purpose of mailing a ballot to a staff member. The election committee used the list to mail ballots to staff members. Without an updated list, either from managers or the UPSO Council, this committee had no other option.

The election committee made reasonable attempts to register, update and validate unpaid staff who were not part of this list. We left registration forms at the front desk of the station. We plastered KPFA with signs about registration deadlines and procedures. We requested an e-mail be sent telling all staff of the opportunity to register this year if they hadn't previously done so. This e-mail went out, but follow-up reminders were prevented from being sent on the staff mailing list by the interim GM. A request to update the web page at www.kpfa.org/staff/unpaid with registration forms and election information was also not honored. Had these impediments existed, a more accurate list would have been possible.

Recommendation: A regularly updated and validated list of unpaid staff members is an important part of the work of the UPSO Council. This election has raised issues about who should be members and under what criteria. Open discussion among as wide as possible number of unpaid staff as possible should arrive at a consensus

agreement about these standards. Registration and entry of registration information into a database for use by UPSO should continue on an on-going basis. Consider making some of this work automatic by linking the database to a website form on the UPSO web pages at KPFA. In general, follow the value of giving the greatest possible validation and support for the work each and every member of the unpaid staff.

D. CANDIDATE AND VOTER NOTIFICATION: Although formal notification was completed in an almost over-zealous manner (though post office and e-mail mailings, signs and personal contacts) some candidates had information through the grapevine that others were not privy to. Also, deadline revisions created a level of turmoil in the multiple notification methods. This did not affect the outcome or process in any significant way but impacted the credibility of the election.

Recommendation: Most of this can be easily improved by early planning and training the election committee in the meticulous demands of election procedures. This report is an effort toward that improvement.

E. BALLOT NUMBERING: Ballots were not numbered because no one happened to think about doing it. This made forged ballots a greater possibility. However, ballots were printed on peach paper and no attempts at forgery were suggested by those who counted the ballots and observed the count. Given that this was an uncontested election, this turned out to be a mistake in procedure with no negative impact. There was no clear procedure for provisional (last-minute) ballots.

Recommendation: Number ballots in future elections. Establish a procedure for provisional (last-minute) ballots.

F. BALLOT MAILING: The sealed ballot packets, after preparation by the election committee, were given to the mailroom clerk at KPFA. Almost a week later, concerned that no one she knew had received their packet, a candidate found them in the bookkeeping office where KPFA's business manager said she could not release the approximately \$100. In postage necessary to mail them. The interim General Manager was out of town.

A large group of unpaid workers in a room (the apprenticeship area) volunteered to put stamps on the sealed envelopes and carry them to a mailbox. They were mailed at the personal expense of the election committee. The fact that a candidate had to research the problem was due to the fact that no one anticipated the problem with management, management did not notify members of the election committee, and members of the election committee were unable to be at the station more than 3-4 days a week.

Recommendation: Make a budget and verify KPFA's financial support within the first two weeks of the election cycle.

G. Ballot Return: The ballots were returned to a post office where they were placed in a sealed box until the election committee removed them to be counted. There was also a sealed ballot box at the front desk of the station, but it has to be

emptied periodically because it is small and gets filled up. Election committee members either emptied these areas themselves or designated someone to do so. Election committee members signed each batch indicating that the envelopes came to them sealed. They were not opened until the counting night in the presence of observers. This is similar procedure as used in Pacifica's national election.

H. Recognition of this Election: Management interference with internal UPSO elections which culminated in withdrawing (and later provisionally returning) recognition to UPSO and the Election Process covered in this report, does not seem to lend itself to the collective goal of building a strong and effective unpaid staff organization at KPFA.

[ORIGINAL ELECTION ANNOUNCEMENT – TEXT]

May 25, 2007

Dear KPFA Unpaid Staff Member,

It's finally election time for representatives to the Unpaid Staff Council and the Program Council.

Nominations are now open for both seats on the Unpaid Staff Council (the UPSO) and to represent the unpaid staff on the KPFA Program Council. There are five seats available on the unpaid council and four voting seats plus two alternate positions on the programming committee. You may nominate yourself or another member of the unpaid staff for election (but ask them first!). The deadline for nominations is June 20, 2007.

Candidates should submit a statement of 500 words or less to the election committee – no later than June 20th-for distribution to the rest of the unpaid staff. Statements can be sent via e-mail to kpfaelectioncommittee2007@yahoo.com

Ballots will be sent out by the election committee to all of the unpaid staff within a week of the election closing date and must be returned by July 31, 2007.

2007 UNPAID STAFF ELECTION COMMITTEE: Mary Berg, Adrienne Lauby (interim), Nick Alexander (interim), Anthony Fest (interim).



The Unpaid Staff Organization (UPSO)

Election Ballots have been mailed!

UPSO represents all KPFA unpaid staff.

You are eligible to vote if you have worked over
30 hours at KPFA in the last 12 months

VOTE

For your Representative on the UPSO and Program Council

Ballots must be received by **5 pm on Aug 15**.
Send to the Election Committee P.O Box listed on your ballot or deposit in the
election mailbox at the KPFA front desk.

**If you are an unpaid staff person and do not receive a ballot, or
If you are not registered to vote yet please contact us at
kpfaelectioncommittee2007@yahoo.com.
You can register until Friday, Aug 10.**

To Register:

Send your name, address,
telephone, e-mail address,
a statement that you have worked
at least 30 hours in the last 12 months,
and the program(s) you worked for to:
kpfaelectioncommittee2007@yahoo.com
(This information is available at the KPFA reception desk.)

**UPSO 2007 Election
Committee**
Yvette Hochberg , Preeti Shekar,
Adrienne Lauby

kpfaelectioncommittee2007@yahoo.com

Vote ☒Vote☒Vote☒Vote☒Vote☒

Unpaid Staff
Organization
(UPSO)



Ballots Due
Friday
August 17

If you are unpaid staff and did not receive a ballot,
contact the election committee before Aug. 10
at KPFAElectionCommittee2007@yahoo.com

Vote ☐Vote☐Vote☐Vote☐Vote☐

[Text of Staff Announcement distributed by E-mail]

VOTE in the UnPaid Staff Election

The Unpaid Staff Organization (UPSO) election ballots have been mailed. Please vote for your representative on the UPSO Council and KPFA's Program Council by **5 pm on Aug 15**. UPSO represents all KPFA unpaid staff.

Return your ballot to:
Election Committee
P.O Box
Berkeley, CA

Or, deposit it in the election mailbox at the KPFA front desk.

If you are an unpaid staff person and have not received a ballot, or
If you are not registered to vote yet please contact us at
kpfaelectioncommittee2007@yahoo.com.
You can register until Friday, Aug 10.

To Register:

Send your name, address, telephone, e-mail address, a statement that you have worked at least 30 hours in the last 12 months, and the program(s) you worked for

To: **kpfaelectioncommittee2007@yahoo.com**

(This information is also available at the KPFA reception desk.)

Thank you for participating in the Unpaid Staff at KPFA. Your work keeps KPFA alive.

UPSO 2007 Election Committee,

Yvette Hochberg, Preeti Shekar, Adrienne Lauby

ELECTION MATERIALS SENT WITH BALLOTS

(Formatting adjusted for this report)

Unpaid Staff Organization Council Candidate Statements

Ruthanne Shpiner: I have been an avid listener to and supporter of KPFA for decades. I have been an unpaid staff member for six years. I was one of the co-founders of Pushing Limits in 2001 and since then have worked as one of its producers. I took the class for news reporters in March of this year and have been working on the weekend news every weekend subsequent to that. I am interested in working to establish viable avenues for the voices of unpaid staff to be both heard and listened to. I would like to work towards enhancing the communication between unpaid staff and the rest of the station (management, paid staff and listeners) I will be available to listen to unpaid staff concerns and grievances but in addition would also like to establish a means where comments and suggestions that are not complaints would be heard and taken seriously. I would like to work on establishing a formal way for unpaid staff to have a voice in both policy decisions and hiring decisions made at the station.

Ruthanne Shpiner - June 23, 2007

510.524.9580

Nick Alexander: I'm running for KPFA Unpaid Staff Organization (UPS0) Council because I want to help build an energetic, democratic, independent entity to best meet our needs. We need the right to be fully unionized if we choose to, file grievances, and be eligible for health benefits and the equal opportunity to become paid staffers should such positions become available. I believe that unpaid workers have the right to their fair share of all decision making at KPFA. We should fully participate in charting the future direction of the station. From the very beginning, KPFA has tried to create a path towards justice, peace and mutual understanding among all people. In the 1990's this critical institution entered an intense struggle to preserve its liberatory heritage and local autonomy. That fight came to a head during the lock-out of KPFA staff. The push for new, more inclusive programming, as well as enduring affirmative action changes in station staff and power relations, also gained popularity during that conflict. Staff of color and allies did not want to re-enter the station with business as usual. Having survived that challenge, we are now embarking on a new era of democratic decision making and station transformation. Almost eight years after the lock-out, transformation's promise is slowly being realized, and I will continue to advocate for this goal.

I am:

* Co-founder of the KPFA People of Color Coalition, a loose network which began during the Summer 1999 lock-out, which won the time slot for "Hard Knock Radio." As part of the New World Center (described below), we have advocated for other young and growing programs like "Full Circle," "La Raza Chronicles," "Voices of the Middle East and North Africa," "Apex Express," "Pushing Limits," "Women's Magazine," "Education Today," "Youth Radio" and other shows reflecting the Bay Area's rich cultural diversity and progressive heritage.

* Co--founder of KPFA's New World Center, which has been helping to level the playing field for under- /unrepresented communities and low income staff members at KPFA. Through community donations and friendly pressure, we currently have workstations for digital editing and a gathering space for meetings and building community.

* An unpaid news reporter since 1985; contributor to "Radio Chronicles", "Full Circle," "Apex Express," "Hard Knock," "Morning Show," KPFA's annual Asian Pacific Islander Specials and other cultural/public affairs programs.

* As well as being a past elected member of the Unpaid Staff Organization Council, an UPSO representative on Program Council. I have been committed to actively inviting the whole KPFA family to take a new look at how we make decisions about how our airtime is used. I and other unpaid staff and listener reps on program council have raised the concept of "grid ecology," i.e. making program changes that take into account dynamic social justice/ political movements and the Bay Area's changing ethnic/racial demographics so we may better fulfill Pacifica's mission.

Nick Alexander

510-848-6767x699

Bonnie Faulkner: Bonnie Faulkner is the producer and host of *Guns & Butter*. *Guns & Butter* has been broadcast weekly since September 11, 2002. The program regularly analyzes the events of September 11, 2001 as a pretext for permanent war, the phony war on terror and the emergence of a militarized police state. Other programming has addressed such topics as economics,

homelessness, Zionism and assassination.

She co-produced and co-hosted *Guns & Butter* on an occasional basis starting in October, 2001 while doing field reporting for the KPFA News Department, which she joined in April of 2001. Prior to joining KPFA, she was a contributing producer of Project Censored's monthly public affairs radio documentary, "For The Record". She was a land use activist in Venice, California for many years, challenging the City of Los Angeles' approval of commercial re-zoning and development in the coastal zone of Venice. She founded the North Venice Boulevard Neighborhood Association to fight the removal of residential housing and to protect coastal access. She graduated from the University of California at Irvine.
Email Bonnie at: faulkner@gunsandbutter.net

Malihe Razazan: Dear Co-workers: My name is Malihe Razazan. I am asking you to vote for me to serve on the UPSO Council. This is the first time that I have decided to run as a candidate in one of KPFA's elections. I made this decision based on the firm belief that the unpaid staff at the station needs to be actively involved in the decision making process at the station, and that, presently, the Unpaid Staff Organization is the only legitimate body striving for the rights and interests of the unpaid staff.

As unpaid staff, let us be mindful of the fact that our representation on the LSB, Program Council and KPFA's hiring committees became possible only after years of struggle by listeners and unpaid staff beginning in the 1970's when there was an unpaid staff strike. It was this struggle that resulted in a voice for the unpaid staff in KPFA's affairs.

I have been working at KPFA for nearly five years. I am the co-host and a producer of *Voices of the Middle East and North Africa*. I am also one of the producers of *Your Call* that is aired on KALW. I have also worked on issues of peace and social, racial and gender justice with local institutions for many years. Working on these issues has made me realize the significance of collective action and organizing in different struggles.

I believe that UPSO is currently the only vehicle for waging collective action to have our needs and our demands met. However, UPSO needs to be revitalized in order to address the needs and the grievances of the unpaid staff. As the unpaid staff, we also need to explore the feasibility of having a union representing us. The next UPSO Council has a crucial role to play, and I am whole-heartedly committed to meet the challenges ahead.

Malihe Razazan
vomekpfa@yahoo.com

Anthony Fest: I'm Anthony Fest and I'm running for a seat on the Unpaid Staff Organization Council.

The KPFA we know could not exist without the unpaid staff. Unpaid staff members do much of the news and public affairs programming, and nearly all the music shows. But because we're in the station at different days and hours, it's not easy to bring the Unpaid Staff together at one time and place. So it's important that unpaid staffers have an active organization to represent our interests and opinions. Unfortunately, the UPSO has gone idle for the past year, with no meetings of the UPSO Council, nor meetings of the membership. To revive this important organization, please elect new representatives to the UPSO Council.

I've been an unpaid staff member at KPFA since 1994; I host the evening news on Sundays and holidays. I've also taken an active role in KPFA governance work, serving on the Program Council and the Local Station Board. I'd like to be one of your representatives on the UPSO Council; if elected, I'll do my best to win more resources and more respect for the unpaid staff. Please vote in this election, and please participate in your organization. Working together, we can accomplish a lot.

Program Council Candidate Statements

Shahram Aghamir: Dear Colleagues: I am asking you to support my candidacy for a second term in the upcoming election of unpaid staff representatives to the Program Council.

I think we would all agree that the future of KPFA resides in extensively broadening its listener base in several important new directions: more gender content, a more inclusive ethnic base and certainly younger generations of potential listeners.

As a candidate from the group that currently produces Voices of the Middle East and North Africa, I believe that I can play an important role in bridging the gap between KPFA and our growing Middle-Eastern listenership. As a long time Iranian activist as well as co-producer of Voices of the Middle East and North Africa for nearly five years, I have had the opportunity to develop an extensive network of working relationships with many important and diverse organizations across the Bay Area, the country and the Middle East.

Over the years, I have had the privilege of collaborating closely on issues of peace and social, racial and gender justice with several local institutions, organizing, promoting community causes, rallying support and shoring up solidarity both within the communities themselves and society at large.

Furthermore, I strongly advocate more programming on labor, environment, gender and queer issues for the whole station. Additionally, in my view, the importance of attracting newer generations of potential listeners can not be overstated. I would insist on promoting the development of more youth programming in order to insure not only the continuity but the growth of our audience, as well as to encourage new ideas and innovation.

In spite of a few successful steps, such as introducing Education Today, Rock en Rebellion and Women's Magazine to KPFA's programming grid as well increasing the length of Bay Native Circle to an hour, the current Program Council has been facing a challenge posed by a view that does question its authority and its power in making programming decisions. This challenge has crystallized in the formation of obstacles that have prevented the Program Council from completing its evaluations of all on-going programs on KPFA within the timeline it envisaged. These evaluations can lay the ground work for some desired changes in the programming grid of the station in order to fulfill objective of expanding its listenership while adhering to its mission statement.

Having a first hand experience with the inner workings of the Program Council and its interface with the rest of the station, I believe I can play a constructive role in brining these changes to KPFA in my second term as your representative to the Program Council.

Shahram Aghamir

Shahrama2003@yahoo.com

Serge Morel: My name is Serge Morel, and for the past four years I have worked in the KPFA News Department as a reporter and as correspondent for election specials and remote broadcasts. I recently served as KPFA's correspondent and witness at the execution of Michael Morales at San Quentin Prison.

I participated on-air during a recent fund drive music special featuring the music of The Who, and have served as translator from French into English on Sunday Salon. I am also an outgoing representative of the Unpaid Staff Organization.

Working in the News Department has enabled me to build team-working skills, while my reporting for KPFA has enhanced my understanding of the issues concerning the progressive community.

As a representative on Program Council I would put the KPFA mission first, bearing in mind Lew Hill's guidelines regarding the importance of programming diversity, music and arts programming, and the need to help bring forth shows that promote peace and present the views of under-represented communities. I will work diligently in a consensus building atmosphere to help the Program Director put forth diverse programming while continually striving for excellence and innovation in broadcasting.

Thank you for your consideration.

Lisa Dettmer: My name is Lisa Dettmer. I am nominating myself for UPSO representative on Program Council. I have been producing radio programming at KPFA for over 4 years. I am a graduate of KPFA radio's Apprenticeship Program and am one of the founders of Women's Magazine at KPFA. I have many years experience working as an activist in the LGBT and Women's community. In addition, I have a Law degree from New College School of Law and have worked in areas of tenant rights and police misconduct. I would like to see the unpaid staff become a genuine part of the decisions making process at KPFA and would like to see the program council in particular be more included in the decision making process around programming. I feel that KPFA can actually be a fair and democratic organization and still be efficient and would like to be a part of making that happen.

J R Valrey: My name is JR Valrey aka the Minister of Information JR, and I host and produce the Block Report radio segment that regularly comes on KPFA during Flash Points, Settin' the Standard, and The Side Show. As a radio programmer of over 10 years, I have organized a number of specials that have been broadcasted on KPFA including a police terrorism special with Hard Knock Radio in '04, the 40th Anniversary of the founding of Black Panther Party last October, and a historical special looking at the lives of freedom fighters Chairman Fred Hampton of the Black Panther Party, political prisoner Mumia Abu Jamal, and Stanley Tookie Williams last December, just to name a few. As an organizer and journalist, I have traveled all over the United States and visited all 5 Pacifica radio stations, which has inspired some creative ideas that I have about programming at KPFA.

I think that I'm a good candidate for the Program Council because I have studied KPFA programming as a public affairs and music programmer, and as a listener. I would like to begin the dialogue about ending the unsaid ban on new programs and young programmers of color, in particular, especially during primetime drive hours.

Through the Program Council, I would push for programming that would bring the young Black and Brown, inner city and college educated, demographic to KPFA, to counter the sliding ratings by providing programming that speaks to their unique issues.

I would push for more community involvement by way of holding regular town hall meetings, where programmers and the Programming Committee will converse with the listening community about ways to better serve the public interest.

I would also push for more programming to be recorded live from spots outside of the station, at community events; from rallies to concerts so as to guarantee that KPFA has a community presence.

And lastly, but certainly not the least, I would try to create more opportunities to get producers at different Pacifica stations to work together on programming, utilizing the vast knowledge and resources around the country that can be combined to create a more just society, quicker.

I think that these are important attainable goals, that would greatly improve the stature of the station with the listening community. KPFA is a major community asset that we need to better utilize in this fight for universal human rights.

Election Information:

KPFA's Unpaid Staff Organization is the station-recognized body for selecting unpaid staff representatives to the program council and for organizing, advocating and initiating dialogue on unpaid staff issues.

Once unpaid and paid staff shared union representation as organized workers, but as time passed, that arrangement changed and unpaid workers were no longer permitted to join the paid staff union. The unpaid staff organization developed to try to fill some of the vacuum by providing input into programming decisions and creating a grievance procedure structure for unpaid workers. There is much more to be done, including possibly researching health care insurance options for the unpaid staff, materials and supplies, grant and fundraising assistance, training, and modest expense reimbursals in consistent, negotiated agreements that apply equally to all.

UPSO is a democratic organization. You are a member if you are an unpaid worker at the station and have booked more than thirty hours of work in the past twelve months. As a member, it is important that you participate in the organization and return this ballot supporting the people who want to work in the organization and on the program council.

The Unpaid Staff Organization has been through some turmoil in the last few years, and has failed to hold regular meetings or its annual elections as scheduled. But this state of paralysis can't continue indefinitely - the need for and purpose of the organization is too important.

Some of your colleagues have taken time out of their busy lives to agree to revitalize the Unpaid Staff Organization or take part in the time-intensive weekly program council meetings. Please review their statements and support their candidacies if you feel they will attempt to move forward and protect the interests of unpaid workers at KPFA. There are five seats on the UPSO Council and four on the programming council.

Ballots need to be returned by August and an addressed envelope is enclosed for your convenience.

Please address any questions to the election committee, who can be contacted most easily at the general e-mail address: kpfaelectioncommittee2007@yahoo.com or around the station as they go about their work

Most of the candidates have included contact info in their statements, so you may get in touch with them directly with any questions specific to them.

Peace.

KPFA Election Committee: Adrienne Lauby, Preeti Shekar, Yvette Hochberg

KPFA UNPAID STAFF ELECTION 2007 BALLOT

UNPAID STAFF ORGANIZATION REPRESENTATIVES	PROGRAM COUNCIL REPRESENTATIVES
NICK ALEXANDER ___YES ___NO	SHAHRAM AGHAMIR ___YES ___NO
BONNIE FAULKNER ___YES ___NO	LISA DETTMER ___YES ___NO
ANTHONY FEST ___YES ___NO	SERGE MOREL ___YES ___NO
MAILHE RAZAZAN ___YES ___NO	J R VALREY ___YES ___NO
RUTHANNE SPHINER ___YES ___NO	

THERE ARE 5 SEATS ON THE UNPAID STAFF ORGANIZATION COUNCIL. THERE ARE FOUR VOTING SEATS ON THE PROGRAM COUNCIL WITH SPACE FOR 1-2 ALTERNATES. BALLOTS SHOULD BE RETURNED IN THE ENCLOSED ENVELOPE NO LATER THAN AUGUST 17. BALLOTS ARE ALSO AVAILABLE ON REQUEST FROM THE ELECTION COMMITTEE FOR ANY UNPAID STAFF MEMBER WHO DOES NOT RECEIVE THEIRS.

Final Reports: Vote Count

KPFA UPSO Program Council Election 2007

ROUND 5 -- Serge Morel has been DEFEATED* -- transferring all votes.

CANDIDATE	THIS ROUND	TOTAL	STATUS
Shahram Aghamir	0	9	ELECTED -- 1st round
Mary Berg	0	9	ELECTED -- 1st round
Lisa Dettmer	0	9	ELECTED -- 2nd round
J R Valrey	+3.61956	11.62862	ELECTED -- 5th round
Serge Morel	-7.22496	0	DEFEATED* -- 4th round
EXHAUSTED PILE:	+3.6054	4.37138	
TOTALS:	0	43	

J R Valrey has been ELECTED because s/he has met the threshold.

***Serge Morel is elected as an alternate**

KPFA UPSO Council Election 2007

CANDIDATE	THIS ROUND	TOTAL	STATUS
Malihe Razazan	0	7	ELECTED -- 1st round
Anthony Fest	0	7	ELECTED -- 1st round
Bonnie Faulkner	-3.2613	7	ELECTED -- 2nd round
Nick Alexander	0	9.0659	ELECTED -- 2nd round
Ruthanne Shpiner	+2.56355	8.98689	ELECTED -- 4th round
EXHAUSTED PILE:	+0.69775	1.94721	
TOTALS:	0	41*	

Ruthanne Shpiner has been ELECTED because s/he has met the threshold.

***Two voters did not vote in this race.**

For more information about the vote progression in the election rounds of the 2007 UPSO election contact Brian Shiratsuki at bks@usa.net

Accessible Voting at Pacifica* (Draft Recommendations)

1. NOTIFICATION: All recruitment and announcement materials must carry these sentences.

Contact _____ (e-mail address & phone) _____ by _____ (date) _____ for reasonable accommodation for voters with disabilities. Ballots in alternative formats are available.

2. ELECTION MATERIALS: Prepare to answer requests for print versions of all information and leave ample time for materials to travel by postal mail. Monitor phone messages to accommodate those without computer access. All materials should be available in alternative formats (large print, Braille or audio tape) on request. Encourage candidates with disabilities by notice that serious attempts to meet their specific needs will be made, particularly during the campaign season.

Post all candidate and voter materials on websites so they can be enlarged with website enlargement commands, read with JAWS audio software, and other disability-related hardware and software. Use plenty of text on the web site and label all graphic information and links in some way. Avoid using .pdf files as they are notoriously difficult for screen reader software programs such as JAWS to use. Michael Manoochehri, KPFA's web director, is skilled in these techniques and may be a resource for this. It's likely Pacifica web director Pete Korakis also has these skills.

Early posting on websites may provide access for computer-using voters with low vision, blindness and limited hand mobility but it is not a cure-all. Individual needs, especially for those with limited mobility, must be respected and addressed on a case-by-case basis. Frequently, access involves work with individuals to meet specific limitations. However, some accommodations should be prepared in advance with other materials. This includes large print ballots (16 pt or larger) and a procedure to produce Braille materials on request. KPFA has operating Braille printers.

3. VOTER LISTS: Require those who gather staff and subscription lists to include a check off box for access needs. Collect information about specific needs on an ongoing basis and establish formats where it is available as needed. Procedures to transfer this information from election cycle to election cycle are crucial to ensure that individuals and election officials will not have to start fresh with each election cycle.

4. ELECTION EVENTS and BALLOT COUNTING: Like other Pacifica and station-sponsored events, these must be held in accessible locations. This includes such things as accessible bathrooms, entrance via ramps or single level doors, ground floor meeting rooms or elevator service, and a scent-free policy. Advance publicity must include notice that accommodations for accessibility needs are available with reasonable advance notice and notice of the scent-free policy. Materials produced for these meetings should also be available in large print versions.

5. **BALLOTS:** Ballots present a particular problem because the goal of providing independent, private voting appears to conflict with the necessity for secure safe ballot counts.

In the short term, consider meeting some accessible ballot needs with a secure website area and passwords linked to specific voters with disabilities. Another possibility is phone voting with an ID number. Braille ballots would have to be produced by a company skilled in printing text next to a Braille check box so that the vote could be read by sighted ballot counters, or people who read Braille would have to count in each location.

Produce large print ballots (16 pt or greater) in advance to mail to voters on request.

Large Print, Audio Tapes and Braille materials will require additional postage; adjust for this slight increase in budget.

Early outreach to voters will determine the success of this effort, especially in the first few cycles before procedures become institutionalized.

6. **LOOK TO THE FUTURE:** These procedures do not cover the needs of all people with specific limitations. Welcome feedback from those who cannot vote despite these options and election officials' best efforts. Consider these people as experts in beta testing our work and helping us build greater accessibility into future election cycles.

*This section of our report was primarily prepared by Adrienne Lauby within another context. We include it for information only.

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**THANKS TO ALL WHO HELPED,
AGREED TO RUN, AND VOTED.**

**THANKS TO YOU,
OUR UNPAID STAFF ORGANIZATION (UPS0)
IS UP AND RUNNING AGAIN.**