

November 18, 2022

Pacifica National Board Executive Session Report
Report Out from PNB Closed Session of November 17, 2022

The PNB met in closed session to hear confidential personnel, contractual and financial reports. The PNB also passed the following motion:

Whereas the ability to make payroll from pay period to pay period is uncertain, now therefore be it resolved that the Pacifica Executive Director is authorized to:

- Negotiate with the unions representing unionized employees a plan whereby with the unions' consent, in any pay period where only X% of the total payroll funds are available, every staff member receives X% of their normal pay, with deferred amounts recorded in an accrual account, to be paid as expeditiously as possible. The union contracts now in effect would otherwise remain in effect.
- If the unions do not agree to the previous plan, the total payroll funds available for each regular pay date would be allocated in the following order of priority, paying categories in full where possible, and where not, each staff member in the category receives the same fraction of their pay:
 - Health benefits for all staff (for the month-ending pay period)
 - Union employee compensation
 - Non-union non-management employee compensation
 - PAN and PRA director/manager compensation
 - Other manager (ED and GMs) compensation
 - If accrued payroll amounts are available as of a subsequent pay period, they should be paid with that payroll and before payments are made on other aged payables. Any accrued payroll amounts shall be paid as soon as practical after the sale of an asset.

This authorization remains in force until December 31, 2022, or such earlier time that the board acts to rescind it. The board may also act to extend this motion.

Respectfully,

Julie Hewitt
Pacifica National Board
Chair

Article Six, Meetings of the Board of Directors, Section 7: Open Meetings

“In addition, within a reasonable period after the closed meeting, the Foundation's Secretary shall post on the Foundation's website a general statement of the basis on which all or part of said meeting was closed.”

This notice is pursuant to and satisfies the requirements of Section 396(k)(4) of the Communications Act