



December 4, 2020

Dear Colleagues,

Yesterday the content staff at WAMU voted to be organized into a bargaining unit and will be represented by SAG-AFTRA. I'm writing today to provide more information on the bargaining unit and the next steps.

The bargaining unit will represent full- and regular part-time staff who create content for audio or digital platforms for WAMU including Associate Producer, Reporter, Staff Writer, Producer, Audience Producer, Engineer, Editor, Growth Editor, Reporter/Host, Photographer, Podcast Producer, Digital Editor, Podcast Host, Host, Producer/Editor, Digital News Producer, Digital Producer, Visuals Editor, Membership Manager, Membership Coordinator, Senior Graphic Designer, and Events Coordinator.

It does not include content staff who supervise other full-time or regular part-time staff, staff who qualify as confidential employees based on their access to or use of confidential information, and student employees and interns. It also does not include other staff in non-content positions at WAMU. If you have questions about who is in the unit, please contact Carey Needham.

We understand that managers and staff may be interested in further information about the impact of this decision on day-to-day operations. We expect the collective bargaining process will begin shortly and take about 12-24 months to negotiate and ratify the first collective bargaining agreement. In the meantime, existing AU staff policies continue to apply to this group. Managers should feel free to contact employeerelations@american.edu with any questions or for guidance on HR matters, including those involving regular part-time staff.

We look forward to beginning the collective bargaining process. The university has enjoyed a positive working relationship with other unions that represent university employees and is committed to maintaining a constructive relationship with SAG-AFTRA.

Best Regards,

Beth Muha
Assistant Vice President of Human Resources