

AFTER

ON THE MOVE



The office of AFTRA's National Executive Director will move from its current location in New York to Los Angeles, although several key departments—including news and broadcast—will continue to be headquartered in Manhattan, where AFTRA's New York Local, the second largest in the union, will remain as a major entity in the union's overall structure. Finance and Equal Employment Opportunity Departments are among those that will relocate. The transition will begin in 2006 following the conclusion of Sound Recording and Commercials contract negotiations, and the move is expected to be complete by early 2007. The union's National Board finalized the decision at its meeting on November 5 and 6.

The move is a key element in AFTRA's overall strategic restructuring which has been underway for many months. Although it will produce a financial saving, that is not the primary reason for the relocation.

"By situating its headquarters in Los Angeles, AFTRA is again adapting itself to most effectively and efficiently represent performers in the media and new technology industries," said Kim Roberts

Hedgpeth, AFTRA's National Executive Director.

National President John Connolly declared that, "While AFTRA's chief executive will have her main office in Los Angeles, we will maintain a strong National presence in New York, Washington, DC and Nashville. This move is merely another example of the union's commitment to most effectively representing actors, broadcasters and recording artists in the rapidly evolving areas of entertainment. Clearly, a National presence in Los Angeles will contribute importantly to that effort." ■

NEW NATIONAL STAFF APPOINTMENTS ARE ANNOUNCED

Several major National staff appointments have been announced by National Executive Director Kim Roberts Hedgpeth as part of AFTRA's restructuring process to increase organizing efforts in its various areas of jurisdiction.

Randall Himes, Executive Director of AFTRA's Nashville Local, has assumed the position of Assistant National Executive Director for Sound Recordings. Mr. Himes will focus on organizing, outreach to sound recording artists, contract administration, and strategies for protecting performers' rights in the new technologies. Mr. Himes will be based in Nashville and will continue

as the Local's Executive Director, in which capacity he has served since 1986.

AFTRA National Representative **Stefanie Taub** has been appointed National Manager for Sound Recordings/West Coast, and will oversee a new National department based in Los Angeles that will report to Mr. Himes.

Tom Carpenter, who has served as National Director of News/Broadcast, is the new General Counsel/Director of Legislative Affairs. Mr. Carpenter was an attorney for Teamsters Local 705 in Chicago before joining AFTRA's staff as a

National Representative in 1999. AFTRA is in the process of filling the post of National Director for News/Broadcast.

Terrie Bjorklund has become Associate General Counsel/Copyright and Intellectual Property. Ms. Bjorklund will be based in Washington, DC, and will be primarily responsible for AFTRA's domestic and international legislative and public policy work in sound recordings and copyright matters. Before joining the staff of the union's Washington/Baltimore Local in 2002, Ms. Bjorklund was an attorney in private practice representing recording artists, producers and

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A FEW EVENTS

2005 was a year rich in incident, opportunity and imperfect, but significant, success for AFTRA. As the New Year dawns, permit me to comment on a few events and issues that might get lost in the crush.

New HQ—what it means, what it doesn't

As you'll note on page 1, the AFTRA National Board has voted to move our headquarters operation from our birthplace New York City to Los Angeles, where our largest Local is centered, and where, because of the rapid

switch to digital production, AFTRA is regaining its rightful market share in hour dramas and sitcoms, as well as expanded job opportunities in Reality TV and variety programming.

We'll be moving our National Executive Director Kim Roberts Hedgpeth's office, Finance and Information Technology. We will also create a new Organizing Department.

New York will still be one of the centers of the AFTRA universe. Not only is NYC a thriving and expanding production center in entertainment, music, and news, but our skilled 25,000 New York AFTRAns are crucial not only to our union but also to the media industries' success. And we'll keep our National News & Broadcast Department HQed in The Apple, as well as our superb New York Local operation led by National Vice-President Roberta Reardon and Executive Director Stephen Burrow.

Is our union in any way turning away from New York City? No way, no how!

New York is and always will be the Big AFTRA Apple.

Labor's split, a chance for solidarity

After a skein of dire warnings—including some from yours truly—that the split in the Labor Movement into two federations would presage disaster, I am happy to report that I was wrong—so far. After some early spats and flying fur, the AFL-CIO and the Change to Win Federation (CTWF), which was founded officially at a late-September St. Louis Convention, have determined to try to work side-by-side in Local and State labor federations and let history decide which federation's strategy will meet the test of time on the national scene. It was this unity-on-the-ground approach—for which AFL-CIO President John Sweeney deserves high praise—that allowed the California Labor Movement, some 2,000,000 strong, and pretty equally divided between AFL-CIO and CTWF unions, to stand together and win the November Special Election.

And to help keep the Peace and Solidarity Lovefest going, CTWF Chairwoman Anna Burger and I plan on keeping in close touch. After all, we went to elementary school together at Queen of the Universe Catholic School in Philly.

Organizing the 21st Century: creative health care options

Special mention goes to New York Local Veep Ed Fry, who, at our last Strategy Cabinet, coined the slogan "AFTRA: Organizing the 21st Century."

That's the deal. To preserve what we've fought for and won over the last 70 years, we've got to re-organize the media industry. There are tens-of-thousands of new jobs for professional performers coming on line every year in this exciting and wildly expanding 500-channel universe. It is AFTRA's job to see that these new jobs are union jobs, at union wages, for professional performers.

That's the Mission, and nobody captured the essence of it better than Ed. "Organizing the 21st Century" embraces all of the new technologies that are racing

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Executive Director, Commercials,

Non-Broadcast and Interactive Media

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by Karen Lipney

Ms. Lipney is the Assistant Executive Director of AFTRA's San Francisco Local

The old saying that “nothing ever stays the same except change” is more true today than ever before. One can't even turn around without being assaulted by some new, at-first incomprehensible, leap forward in technology. Podcasting is one of those leaps forward, but not really so complicated.

The term “podcasting” was not coined by Apple, nor is it dependent on Apple technology, e.g., the iPod. Although a podcast can be downloaded onto an iPod, the technology is compatible with other programs and players, including any portable MP3 player.

Podcasting is akin to an audio or video “mini-program” that someone has recorded and posted on a website, so others can listen or view at their convenience. But users can download these “mini-programs” onto computers, or portable MP3 players, and enjoy the contents wherever they may be. The technology exists to allow a user to subscribe and receive automatic updates of any podcast, or podcast topic. Podcast directory sites, such as, www.ipodder.org, are springing up to facilitate the search for podcast material. Until recently, if users wanted songs or audio files, they had to hunt for them on the Internet. This has all changed.

One reason podcasting is creating such a stir is because it allows people to become providers of information, rather than simply consumers. Or as noted on the “How to Podcast” website, “Anyone with something to say and a desire to say it can create a podcast and publish it to the world.” Let's say you have a great turkey recipe you want to share. Not long ago, you would have to build your own website and post your turkey recipe. Then you'd wait until someone found your site—most likely through a search engine such as Google—that would turn up 10,000 recipe sites, one of which would be yours.

Enter podcasting. As the great turkey chef, you can digitally record your recipe on an audio or video file (i.e., create a podcast) and post it on any number of sites. On the other hand, as the seeker of turkey recipes,



No more CDs of your voiceover demo, or videotape of your reel to send by snail mail or to hand deliver. Create your podcast, post it on the designated site, and the prospective employer can download the podcast for later review, at his or her convenience.

instead of undertaking a Google search, you can go to a podcast directory site (such as, www.ipodder.org), subscribe to receive turkey recipe podcasts and be apprised of any new recipes that may come down the pike. You can download the podcasts to your desktop, your laptop, your iPod, or any MP3 player and listen to the recipe at any time, in any place. In the olden days, you'd go to www.great-turkeyrecipes.com, print out the recipe, or copy the page to your computer, open the site and read the information.

In the AFTRA world, the ability to create podcasts is an important step in technological change, just in terms of getting work. For example, you can create podcasts for audition purposes. No more CDs of your voiceover demo, or videotape of your reel to send by snail mail or to hand deliver. Create your podcast, post it on the designated site, and the prospective employer can download the podcast for later review, at his or her convenience.

Of greater concern (and ultimately greater opportunity) is the transformation—an explosion, really—from consumers of

content to providers of content. Podcasting allows anyone to create a “show” that is accessible the world over. While thousands of cable channels provide opportunities for one-of-a-kind “shows” to flourish, viewership is often limited by subscription and geographical boundaries—things that don't generally affect the worldwide web. And don't think that large media and news organizations haven't jumped on the bandwagon. In a highly competitive environment to gain viewership and listeners, attract advertising dollars, and meet the “bottom line,” if a news organization can incorporate a stable of podcasters who can be counted on as sources of news, or other content, the possibilities are endless. The entire format of one radio station in San Francisco, for example, is now based on broadcasting podcasts.

For AFTRA members, the bottom line is that podcasting technology could be the next golden goose. Podcasts are recorded performances of every conceivable type of program: entertainment, commercials, games, newscasts, sound recordings—all work that AFTRA contracts cover. And as with all changes in technology, AFTRA is moving forward to organize this work in a way that will make sense to both members and employers, in an ever-changing environment.

For more information on podcasting and the attendant technology, visit the Wikipedia site at <http://en.wikipedia.org/wiki/Podcasting>.



President John Connolly (continued from page 2)

into the marketplaces of our media industries, and hey! since we clearly can't stop 'em, we'd better figure out how to make 'em work for us. Bravo Ed Fry.

LA's Randy Kahn isn't even an AFTRA member—he does belong to SAG—but to me he is the very model of the heroic unionist.

Randy was a successful businessman, a CEO, in fact, before he ran off and joined our Circus. He brought a relatively rare pragmatism to our business both in his own career development and, significantly, in his determination to serve fellow performers. Like any smart businessman, he identified a need, and set out to fill it. Randy noticed—how could he not?—that tens of thousands of AFTRA, SAG and Equity members were languishing without health care, since reaching the earnings qualification for union-sponsored health insurance seems to get more difficult each year.

So, Randy hooked up with the venerable Actors' Fund, got the blessings of the Presidents at AFTRA, SAG and AEA and formed the Performers' Health Care Council to organize affordable health care choices and information for fellow show biz pros. Actors' Fund now has the most thorough database on affordable health care anywhere, and counselors in its New York and LA offices can help you through the maze. Randy also created a survey of over 6,000 SAG, AFTRA and AEA members on their health care needs and resources, producing a landmark body of data that is being analyzed by the UCLA School of Public Health's Dr. Richard Brown, a foremost advocate for health care reform in the nation.

Randy did this as a loyal rank-and-file unionist, together with the team of members he assembled. He demonstrated the value of unity in action that our unions would do well to learn: No Snake Pit Politics of Personality, No Preening Narcissism of Career Disappointment, No Manuvering for Position or Photo Ops, just hard work, diligently done, as a service to fellow pros.

Surviving a Hurricane

To survive a hurricane you've got to have the kind of grit it takes to survive in our tough business, so we pay tribute to our members and leaders who lost the roof over their heads, like Vice President Dave Corey; or found three feet of sand in her 8th floor apartment, like Miami Exec Herta Suarez; or started the day in New Orleans and ended it in Tennessee, like Crescent City President Charles Ferrara.

So the admiring word is Grit.

And the wish is for Peace and Joy, rest and recuperation, reconstruction and restitution in this new year. Your union and our AFTRA Foundation and our Theatre Authority, and Frank Nelson Sick & Benefit Funds will stand by you. Such trouble is easily forgotten with the passing of a little time—but the real meaning of Brother and Sister stands out in clear relief.

Count on us. We know we can count on you to survive and thrive in the face of unkind fate and unexpected adversity.

May I say that I am honored to serve you and AFTRA as your National President.

And so, in the words of Tiny Tim, "God Bless us, God Bless us Every One!" ■

TALKS FOR SOUND RECORDINGS SET FOR SPRING

Negotiations for renewal of the Sound Recordings Contract are set for Spring. The current four-year pact expires on June 30, 2006. Locals will be involved in formulating AFTRA's wages and working conditions proposals, and interested members should contact their Locals.



ANN LORING 1915-2005

Ann Loring, member of AFTRA's National Board from 1986-2000, President of the New York Local from 1982-88 and a member of its Board from 1970 until her retirement in 2002, recipient of New York's Ken Harvey Award, the Local's highest honor, for her extraordinary service and dedication, died on July 10, 2005 at age 90.

As a performer, Ms. Loring played hundreds of leads on network radio and over 300 roles on TV, including 13 years on the daytime series, *Love of Life*, which brought her five Best Daytime Actress awards. She wrote several books and was a board member of the Mystery Writers of America and the International Women's Writing Guild. ■

AFTRA, CLEAR CHANNEL SIGN FIRST NATIONAL PACT

In a first-of-its-kind agreement, AFTRA has reached a new national contract with Clear Channel Communications, largest group owner of radio stations in the country. Agreement, covering split-stream digital multicasting, avoids a potential problem.

Digital technology allows broadcast stations to split signals into multiple programming streams. By doing these streams without a union contract, employers could attempt to violate AFTRA contracts. The agreement avoids that problem, preserving AFTRA's jurisdiction over the full range of the broadcast spectrum and ensuring that the union contract applies to all program streams aired over the digital bandwidth, while giving Clear Channel flexibility to explore use of new split-stream technology. Protections apply to all Clear Channel stations covered by local AFTRA contracts.

Tom Carpenter (AFTRA National) and Peter Fuster (New York Local) negotiated the contract. ■

AFTRA TELLS SENATE PANEL CONCERNS ON "INDECENCY" BILL

Testifying before the U.S. Senate Commerce Committee's "Open Forum on Decency" on November 29, AFTRA's General Counsel/Director of Legislative Affairs Tom Carpenter expressed grave concerns about the bill addressing this subject passed by the House of Representatives.

"The airwaves belong to the American people," Carpenter said. "The government holds this valuable resource in trust in granting licenses to private companies to use that valuable public resource, and to exploit it for profit.... But individual citizens are not licensed; they are employees...who work for media companies...pursuant to employment contracts [that] provide that individuals can be disciplined or fired for either failing to comply with the employer's policies, or...with FCC regulations.... At the root of all this is the fundamental principle that licensees, not individuals, are responsible for programming decisions."

The House bill would provide for fines of up to \$500,000 with no warning mechanism, against individuals who have no control over what goes out over the air, Carpenter said. While a few stars are highly compensated, "the vast majority of...on-air employees do not earn six figure salaries. Some barely earn five figures—in small-market radio, for example."

Carpenter told the Senators that "individuals who do not bear the public service obligations of holding an FCC license should not be held liable for the programming decision that their employers make. It is one thing for the government to fine a licensee for failing its obligations to meet the public interest. It's a very different matter, and one that raises serious First Amendment implications, for government entities to fine an individual for the content of his or her speech, merely because someone else chose to broadcast it."

If and when the Senate passes a "decency" bill, a joint Senate-House Conference Committee must codify both versions and send its recommendations to the full Congress for final action.

HEALTH & RETIREMENT FUNDS REPORT

In her capacity as Co-Chairman of the AFTRA Health & Retirement Funds, AFTRA National Vice President (former National President) Shelby Scott reports that as of October, 6,533 members are receiving pensions, up from 6,238 last year. "The Retirement Plan is in good shape," Ms. Scott said, and "our actuary reported to us that we are among the leaders in pension plans of our size."

In the area of health care, "Nothing has happened to stop the horrible inflation in the cost of health care, so, along with the rest of the nation, Health Plan participants will see their future eligibility and costs increase in 2007," Ms. Scott said, "although definitive changes in the Health Plan have not been finalized. If things get better and health care costs stop soaring, the Trustees would have the ability to stop the increases in premiums and eligibility requirements." Ms. Scott reports that, as of October 1, 16,911 people were eligible for health benefits. Including dependents, the Plan was covering 18,608 people.

DOES AFTRA HAVE YOUR E-MAIL ADDRESS?



E-mail alerts from AFTRA save money and are a quick and efficient way to reach members with *important* information. "Important" is the key word. The union sends Alerts/Flashes monthly; it will not fill your mailbox with announcements that are not vital.

So, be sure to register your e-mail address with your Local.

AFTRA JOINS NEW MULTI-UNION ENTERTAINMENT COMMITTEE

AFTRA is one of 11 entertainment unions that have banded together to create a new Industry Coordinating Committee (ICC) to face "rapid media consolidation and massive technological shifts" in the industry. The Arts, Entertainment, Media and Telecommunications ICC will undertake collaborative initiatives in four principal areas: organizing, collective bargaining, contract standards and public policy.

Subject to the approval of their appropriate governing bodies, the other unions slated to be in the new ICC are: Actors' Equity Association (AEA), American Federation of Musicians (AFM), American Guild of Musical Artists (AGMA), Communications Workers of America (CWA), International Alliance of Theatrical Stage Employees (IATSE), International Brotherhood of Electrical Workers (IBEW), National Association of Broadcast Employees and Technicians (NABET-CWA), Screen Actors Guild (SAG), The Newspaper Guild (TNG-CWA) and the Writers Guild of America East (WGAE). Combined, these unions represent nearly one million workers. ■

New National Staff Appointments (continued from page 1)

record labels in licensing, publishing, recording and copyright infringement issues. She also represented unions and union members in labor, EO and immigration law.

Lori Rassas has been named Assistant Counsel for the union. Ms. Rassas, who is based in New York, joined AFTRA as a National Representative in 2001.

Mathis Dunn, AFTRA's Assistant National Executive Director for Commercials, Non-Broadcast and Interactive Media, is serving as Interim Executive Director of the Los Angeles Local until a successor to John Russum, former Local Executive, is named.

"Servicing members and organizing the wide-ranging areas of AFTRA's jurisdiction are the two most important objectives of our overall strategic planning goals," Ms. Hedgpeth said. "These committed and talented executives will contribute immeasurably to helping AFTRA achieve these goals." Ms. Hedgpeth said that major posts remaining to be filled include those of Assistant National Executive Director, News/Broadcast; Communications Director, and Director of Organizing. She expects to announce appointments to those positions shortly. ■

AFTRA ORGANIZING INTERACTIVE MEDIA

Since the new Interactive Media Contract became effective July 1, AFTRA has been developing an organizing strategy to increase member earnings in this multi-billion-dollar market—which reportedly exceeds both theatrical and TV.

First, an e-mail Flash reminded members of AFTRA's No Contract/No Work Rule that specifies that members working on a video game must have a signed AFTRA contract. By limiting access to union talent, and organizing non-union talent, AFTRA hopes to encourage employers to hire union talent under a union contract.

A National and Local executive staff group, led by Assistant National Executive Director Mathis L. Dunn, Jr., has developed a program to aid Locals in educating and mobilizing members, developing marketing strategies and signing employers. One element of this plan is a series of new brochures. (The current brochure can be seen online at <http://www.aftra.org/contract/irates.htm>.)

If you work under the AFTRA Interactive Media Agreement, AFTRA needs your input, based on your experience working in this industry. So call your Local office with your suggestions and comments.



Ren Hanami (l), Chairperson of AFTRA's APAM Task Force with Antonio Saguibo, Jr., President of the Asian Pacific American Labor Alliance, AFL-CIO.

and franchised agents, conducted these well-attended sessions.

Member activism increases nationwide as National and Local committees challenge discriminatory practices, create skills enhancement programs and develop new APAM leaders. The Asian Pacific American Media (APAM) Task Force is successfully challenging the practice of onerous pre-employment inquiries of one's ethnicity and race by building a broad network of Asian Pacific American and South Asian (APASA) performers and broadcasters, many of them first-time union activists. The National Young Performers Committee continues its legislative efforts to codify wage and educational protections in New York and New Jersey. Finally, the St. Louis Local recently presented its National American Scene Awards® to local winners at a packed membership meeting.

ATTENTION: If you're asked questions at an interview or audition, or see a notice on a casting breakdown or outline, concerning your age, ethnicity, race, national origin, sexual orientation, real or perceived disability, or any other inappropriate category, contact AFTRA at once. While we need specific information, all complaints will be handled confidentially. Contact: Ray Bradford, National Director, Equal Employment Opportunities, at 212.863.4251, or rbradfor@aftra.com.
—Ray Bradford

NEW WEBSITE FEATURE OFFERS DUES PAYMENT ON-LINE

AFTRA has launched a secure section on its website that allows members to pay dues on-line and update personal records, such as addresses and phone numbers.

To access this section, go to the AFTRA homepage and click on the "Members Only" icon, or open the "Members" drop-down menu at the top of any page and click on "Members Only." After verifying your membership and setting up a password, the site will lead you through step-by-step instructions to pay your dues by MasterCard or Visa, change your contact information, make a charitable donation to the AFTRA Foundation, or complete other transactions. ■

DIVERSITY UPDATE

AFTRA continues its presence at recent minority journalists associations' national conventions: National Association of Black Journalists (NABJ), National Association of Hispanic Journalists (NAHJ), Asian American Journalists Association (AAJA) and National Lesbian and Gay Journalists Association (NLGJA). AFTRA manned a booth and presented its *Negotiating a Broadcast Personal Services Contract* workshop. AFTRA broadcasters and staff,

H&R RULES REGARDING WORK PERFORMED UNDER THE NON-BROADCAST/INDUSTRIAL CODE

If you, as a Performer, are employed by a company in which you or a family member have an ownership or controlling interest, or which you fund (whether directly or indirectly), please be aware of the following AFTRA Health & Retirement Fund rules. For earnings reported and contributions made under the National Code of Fair Practice for Non-Broadcast Industrial/Educational Material, the Funds will not credit earnings or accept contributions unless the following conditions are met:

- Contributions for reported earnings must be from an eligible “Employer” signed to the Non-Broadcast/Industrial Code. An “Employer” cannot be an unincorporated self-employed person. This means that a self-employed Performer must be incorporated.
- Compensation reported must be actually paid to the Performer in the manner prescribed under the Non-Broadcast/Industrial Code, and actually received by the Performer, specifically for AFTRA-covered services. “Constructive” receipt of payment, for example, where a Performer elects not to receive payment and leaves the money in the corporation, will not qualify as payment for covered work.
- Contributions must be or have been paid on the gross compensation paid to and actually received by all employees for AFTRA-covered work in connection with the project.
- The Performer(s) for whom earnings are reported must actually have performed the reported work. This means that you may be asked to supply copies of the work.
- The project for which earnings are reported must have been produced for one or more clients who are third parties. A “third party” means an entity not owned, funded or controlled, directly or indirectly, by the covered Performer, the performer’s spouse, parent or child, or by a trust for the benefit of the performer or the performer’s spouse, parent or child.

Special Note for All

Self-Signatory Performers: Please note that, for earnings under all AFTRA collective bargaining agreements that are reported by a signatory company in which you or a family member have an ownership or controlling interest, or which you fund (directly or indirectly), the Funds can (and must) reject earnings reported or contributions that are submitted if the Funds cannot reliably verify that the reported earnings were paid to you by an Employer for covered work. During an audit, the Funds may ask for documents and other information in order to obtain reliable verification of the information reported to the Funds. Your ability to provide such information will greatly assist the Funds in rendering a prompt decision regarding an audit. Also, as a reminder, all contributing Employers who are self-employed persons must be incorporated. ■

SoundExchange ESTABLISHES WEBCASTING ROYALTY RATES

SoundExchange, the first performance rights organization in the United States to collect and distribute digital audio transmission royalties to artists and sound recording copyright owners, has established rates to be paid by non-interactive, subscription and non-subscription webcasting services and new mobile services (webcasters). These rates will be in effect from January 1, 2006 to December 31, 2010.

National Executive Director Kim Roberts Hedgpeth applauded the action, saying, “AFTRA encourages the growth of new services and their potential for bringing our members’ music to the public. That potential can only be realized if artists are encouraged to create by receiving fair compensation for the exploitation of the work. We support SoundExchange’s proposal to ensure that artists receive compensation that reflects fair market value for the exploitation of the recordings, which are the core of these businesses.”

CONNOLLY HONORED BY TEMPLE UNIVERSITY

National President John Connolly, an alumnus of Temple University, was inducted into the School’s Hall of Fame at the annual Lew Klein Alumni in the Media Awards ceremony on October 25. Mr. Connolly, along with several others, including news anchor Chris Matthews, was honored for his outstanding achievements and commitment to services that bring honor to the profession.

CREDIT UNION OFFERS ADVICE ON INVESTMENTS, RETIREMENT

The new Financial Services Group located at the AFTRA-SAG Federal Credit Union in Los Angeles can provide advice on mutual funds, stocks, bonds, annuities, and more. For AFTRA members nearing retirement, financial services representatives can help explain your options and work with you to put together a retirement plan that meets your needs. Call David Gabai at the Credit Union, 800.826.6946, ext. 3473 or 818.562.3473 for information or to set up an appointment.

- Delegates Welcome New Executive Director;
- Reelect Connolly;
- Reduce Size of National Board;
- Allow Possible Relocation of National Office;
- Honor Artistry, Diversity, Service



AFTRA's National Officers (seated, l to r) Belva Davis, Lainie Cooke, Roberta Reardon; (standing, l to r) Mitch McGuire, Ron Morgan, Bob Edwards, Shelby Scott, Matt Kimbrough, Dave Corey, John Connolly, David Hartley-Margolin, Dick Kay.

Delegates dealt with a full agenda at AFTRA's 60th National Convention in Los Angeles, July 14-16, 2005.

Proceedings included: address by new National Executive Director Kim Roberts Hedgpeth; election of Officers; passage of two Constitutional amendments, several resolutions; presentation of AFTRA's Media and Entertainment Excellence Awards (AMEEs), American Scene Awards and three George Heller Memorial Gold Cards. Convention also called for enactment of a Federal Shield Law to protect journalists from having to divulge confidential sources, and deplored the action of Time Magazine "in caving in to pressure to reveal confidential sources..."

Guest speakers included FCC Commissioner Michael J. Copps; Los Angeles Mayor Antonio Villaraigosa; Johnny Grant, Hollywood's Honorary Mayor; State Assembly Speaker Fabian Nunez; State Senators Sheila Kuehl and Kevin Murray, and Martin Ludlow, Interim Executive Secretary-Treasurer of the Los Angeles County Federation of Labor.

AFTRA's new Chief Exec reports

In her first report to an AFTRA Convention since becoming National Executive Director, Kim Roberts Hedgpeth told delegates: "This Convention is about AFTRA's future.... As the new world of high definition radio emerges, the number of terrestrial radio stations will explode.... AFTRA must maintain its footprint in this jurisdiction to ensure that as the number of available virtual stations grows, we grow with it. Therefore, we must be resolute in maintaining the principle that this work is under AFTRA's jurisdiction. As business models in the recording industry change, and more recording artists find themselves working with independent labels or through performer-owned labels, AFTRA must find a place within its structure to embrace the needs of this new breed of artist, just as we have for the artists employed under traditional models with major labels." AFTRA has expanded its level of sophistication in areas of copyright and performance rights in order to push legislative initiatives that enhance our sound recordings members' ability to share in this new revenue stream, while protecting our members' rights to profit from their creative work in the face of digital piracy..."

Ms. Hedgpeth continued: "Obviously there are opportunities for actors and other performers in growing fields like interactive media and basic cable.... Regardless of whether the mode of distribution is analog television, HD television, your laptop, or your cellphone...this union's right and obligation to provide actors with the protection of AFTRA contracts and union terms and conditions...is simply not open for debate."

John Connolly reelected

John Connolly (Los Angeles) was elected to his third two-year term as National President; 11 other National officers were also elected to two-year terms: Bob Edwards (Washington/Baltimore), National First Vice President; Roberta Reardon (New York), Second Vice President; Vice Presidents Ron Morgan (Los Angeles), Lainie Cooke (New York), Shelby Scott, former National President (Boston), Belva Davis (San Francisco), Dave Corey (Miami), Dick Kay (Chicago) and David Hartley-Margolin (Denver). Matt Kimbrough (Los Angeles) is Recording Secretary, and Mitch McGuire (New York) is Treasurer.

"I am most gratified to be reelected. I will do my best to maintain the trust that you have shared with me," said Mr. Connolly. Earlier, in his initial address to the Convention, President Connolly told dele-



AFTRA National Executive Director Kim Roberts Hedgpeth and AFTRA National President John P. Connolly welcome guest speaker, Los Angeles Mayor Antonio Villaraigosa.

above, top: Convention keynote speaker, FCC Commissioner Michael J. Copps addresses the delegates.

gates, "In a world of predators, you can't stand still or you will just be lunch. Clearly, our members understand that to survive and prosper, we must be willing to change."

Amendments/Resolutions

Delegates passed two Constitutional amendments. The first reduces the size of the National Board from 116 to 73, plus 12 Officers, while maintaining geographic and category representation. The second eliminates requirement that AFTRA National headquarters be in Manhattan. Both actions were part of AFTRA's ongoing strategic planning process, designed to maximize efficiency and more effectively allocate resources.

Two resolutions passed supporting journalists' rights (see resolution #16 and #17 on page 11). Resolutions are summarized on page 11.

AMEE Awards Presented

The third annual AFTRA Media and Entertainment Excellence Awards (AMEEs) celebrating artistry, integrity, and diversity of AFTRA members in entertainment, sound recordings, and broadcasting took place at the Hollywood Museum. Newsbroadcaster, 2004 AMEE honoree and AFTRA First Vice President Bob Edwards hosted the event.

Recipients were Susan Flannery, AFTRA activist, Golden Globe and Emmy award-winning star of CBS daytime series, *The Bold and The Beautiful*; Patti Austin, vocalist, composer, recording artist, Grammy Award nominee; Robert Hager, NBC News correspondent who, for more than four decades, has reported from Vietnam, Berlin, the Middle East and around the globe; Don Hastings, actor/writer, AFTRA National Board member, recipient of Lifetime Achievement Award from the National Academy of Television Arts and Sciences, co-star of daytime series, *As The World Turns* for 43 years; and Amber Tamblin, Emmy and Golden Globe nominee, star of TV series, *Joan of Arcadia*.

American Scene Awards

AFTRA's American Scene Awards, recognizing television, radio and recording industry producers who "portray the country's diversity in a positive, balanced and realistic manner," posthumously honored William J. Bell, daytime legend, Emmy award-winning creator of *The Young and The Restless* and *The Bold and The Beautiful* for groundbreaking work, imagination, and talent. Mr. Bell, who died April 29, 2005 at 78, won the American Scene Crystal Award. "William J. Bell's contributions, in an area of singular importance to our members, are second to

continued on the following page

At the presentation of the Television Entertainment Programming Award are (l to r) Belva Davis; Barry Jossen, Executive Vice President, Touchstone Television; Carmen J. Smith, Vice President, Talent Development Programs, ABC and Stephen McPherson, President, ABC Primetime Entertainment.



left: Special Presenter Jason George (LA) and AMEE in Sound Recordings recipient, Patti Austin; right: AMEE's Special Presenter Patrika Darbo (LA) and AMEE in Entertainment recipient Don Hastings (As The World Turns).



left: AMEEs Emcee and AFTRA National First VP Bob Edwards (Washington/Baltimore); right: AMEE in Entertainment recipient Susan Flannery (The Bold and The Beautiful).



left: Special Presenter Russ Tamblin and AMEE in Entertainment recipient Amber Tamblin (General Hospital, Joan of Arcadia); right: Recipient Robert Hager, NBC News.





Accepting the "Crystal" Award presented posthumously to William J. Bell, are Melody Thomas Scott (The Young and The Restless) with husband, Edward J. Scott, Supervising Producer of the program.



The Daytime Drama Award to NBC/Universal Studios' Passions accepted on behalf of Executive Producer Lisa de Cazotte by Eva Tamargo and Charles Divins.

none," said President Connolly. "In almost 50 years of writing and co-creating daytime dramas with his wife, Lee Phillip Bell—a legend herself in Chicago television—Bill Bell stood at the summit of his art..."

Other American Scene Awards: Television Entertainment Programming Award went to ABC Entertainment and Touchstone Television for creating a new form of diverse and innovative primetime programming: The Micro-Mini Series. Daytime Drama Award went to NBC/Universal Studios' *Passions* for its consistent level of diversity in casting for all roles. Los Angeles' KCBS/KCAL won the Television News Station Award for having one of the most diverse news teams in the country. Pittsburgh's WPXI-TV received the Documentary News Feature Award for *Young, Gifted, and Black: Pittsburgh's African American Achievers*, a program fea-

turing stories of three African American professionals whose talent brought them national acclaim.

National Board member, San Francisco broadcaster Belva Davis, was honored for professional and personal contributions to AFTRA and broadcast journalism. Ms. Davis was the first African American news-broadcaster on the West Coast. Among her many awards: six Emmys, a Lifetime Achievement Award from the National Association of Black Journalists. The Television News Station Award will now be named for her.

The Public Service Announcement Awards were presented directly to the recipients in St. Louis at a later date. Winners were: The Experiment Agency, honored for two radio PSAs, *Te Amo* and *200*, featuring a diverse group of citizens coming together to teach city school kids through an innovative mentoring partnership; KMOV-TV, cited for choosing 12 St. Louis area high school students to write and produce PSAs promoting diversity of cultures, and encouraging viewers to "make a difference by accepting everyone else."

Gold Card

AFTRA's highest honor, the George Heller Memorial Gold Card, presented at Convention to "those who have made a significant contribution to AFTRA and its members," was awarded to three people. One was Tom Powers, for 34 years General Counsel of AFTRA's Washington/Baltimore Local, in which capacity he has been a leading negotiator for every major Local contract. The other two winners were New York's Dan Ingram and Maureen Donnelly. For many years, Mr. Ingram, one of the



Dan Ingram and Maureen Donnelly (Mrs. Ingram) proudly display their Gold Cards at a recent NY Local membership meeting; left: Gold Card recipient Tom Powers.



country's leading disc jockeys, has served AFTRA as National Board member and Vice President of the New York Local. Ms. Donnelly (Mrs. Ingram) has been a vigorous and articulate member of AFTRA's National Board since 1984. Presentations were made by Boston newsbroadcaster John Henning and Chicago Newsman Dick Kay, both of whom received Gold Cards in 2003.

Convention was dedicated to the late Frank Maxwell, actor, five-term National President (1984-89), President of the Los Angeles Local for five years, Trustee of the AFTRA Health & Retirement Funds from 1985 until his death on August 4, 2004 at age 87. The Los Angeles Local also paid tribute to Mr. Maxwell by renaming its Board Room in his honor. His daughter, Chris, was on hand for the presentation.

Next biennial Convention will be held in Philadelphia in 2007. ■



John Connolly with Chris Maxwell.

AFTRA'S POLICY ON NON-MEMBER DUES PAYERS & DUES OBJECTIONS, 2006

The following is AFTRA's policy concerning non-member dues payers and dues objections. This policy came about as a result of decisions of the United States Supreme Court.

Employees who work under AFTRA collective bargaining agreements containing union security clauses are required, as a condition of employment, to either become members of AFTRA or to pay dues and initiation fees to AFTRA as non-member dues payers. Employees who elect not to be members of AFTRA but to instead pay dues and initiation fees as non-member dues payers have the right to object to the expenditure of their dues/fees on certain activities or projects that are categorized as "non-chargeable" because they are considered not "germane to collec-

tive bargaining, contract administration, and grievance adjustment."

Although it is not required by law to do so, AFTRA has voluntarily elected to automatically categorize all non-members as dues objectors and to follow the procedures outlined below. However, AFTRA reserves its right to change this approach at any time, and require a specific election by non-members that they object to the Union's expenditures.

When considering this option, AFTRA-represented employees should be aware that the union security clause contained in their collective bargaining agreement was negotiated and ratified by their fellow employees and is intended to ensure that all those who benefit from the collective bargaining process share in its cost. Before choosing to forego union membership, employees should consider that the collective bargaining agreement establishes industry-wide standards for minimum scale and other critical

working conditions. Further, employees should consider the many benefits of union membership that are not available to non-member dues payers. These valuable benefits of membership include: the right to attend and participate in union meetings and to serve on union committees; the right to participate in the formulation of collective-bargaining demands and to vote on union contracts and in strike votes; the right to nominate and vote for candidates for union office; the right to run for union office; the right to participate in casting workshops, personal service agreement workshops and other professional seminars, the right to invoke the AFTRA name in resumes and individual promotional materials, assistance with franchised talent agencies, and eligibility for supplemental benefit and discount programs such as union credit cards, prescription drug cards, life insurance, legal, and travel services.

AFTRA CONVENTION RESOLUTIONS

The 2005 Los Angeles Convention passed two Constitutional amendments and nine resolutions. They are summarized here. Resolutions tabled, defeated or referred to the National Board or to committees are not included.

CA-1 (Location of National Office) Deleted the Constitutional requirement that National AFTRA's principal office be located in the Borough of Manhattan in New York City.

CA-2 (Size of AFTRA National Board) The size of the National Board will be reduced from its current number of 116 to 73 plus 12 officers. All present terms will end June 30, 2006; the new Board will take office July 1, 2006. Half the new Board will be elected to three-year terms, the other half to one-year terms, after which half of Board will be elected every two years and all Board members will serve four-year terms. Proportional representation and geographic balance will be maintained.

CVR-1 (Qualification of H&R Trustees) Instructed the National Board to direct the union's H&R (Health & Retirement) Committee "to establish qualifications for

service" for union appointed Trustees of the AFTRA Health & Retirement Funds, and to recommend a system for "periodic review and reappointment" of AFTRA Trustees. Committee will make its recommendations to the AFTRA National Board, which appoints ten of the 20 Trustees who govern the Funds. The other ten Trustees represent employers whose contributions to the Funds are made under the terms of collective bargaining agreements between the companies and AFTRA.

CVR-3 (New Technology and Diversity) Directed AFTRA, whenever possible, to "use its influence to advocate for diverse storylines and images in all new media productions, and urged AFTRA's President to consider representation of members of EEO (Equal Employment Opportunity) groups in appointments to the union's Legislative and Public Affairs Committee."

CVR-5 (2007 Convention) Resolved that Philadelphia will be the site of the 2007 Convention.

CVR-9 (Re-use payments) AFTRA will "assess the overall effectiveness of its existing procedures for collecting unpaid re-use fees and study options for improved effectiveness."

CVR-12 (Tax Code Provision) The 2003 Convention instructed AFTRA to "pursue obtaining an increase in the \$16,000

income limit below which performers may take advantage of a tax code provision as a "Qualified Performing Artist." Efforts to change the law have been unsuccessful. This resolution pledged AFTRA to continue to "pursue this goal."

CVR-13 (Recycling) AFTRA will "strive to enact or continue recycling programs in all its offices and official actions."

CVR-16 (Federal Shield Law) The Convention called for enactment of an "effective and meaningful Federal Shield Law" to protect journalists from being required to divulge sources to whom confidentiality has been promised. The resolution also saluted the "courage and resolve" of reporter Judith Miller and The New York Times, and called for Ms. Miller's immediate release from prison.

CVR-17 (Deploring decision by Time Magazine) Delegates unanimously resolved that AFTRA "deplores the decision and action of Time Magazine in caving in to pressure to reveal confidential sources, and urges media owners and journalists nationwide not to follow Time's example."

CVR-19 (Allocation of Convention time) Urged that agendas of future conventions "allocate more time for working sessions, including—but not limited to—workshops, caucuses and committees." ■

AFTRA's current dues objection policy works as follows:

Dues and initiation fees payable by non-member objectors will be based on AFTRA's expenditures for those activities undertaken by AFTRA to advance the employment-related interests of the employees it represents. These "chargeable" expenditures include but are not limited to expenses related to the following: negotiations with employers; enforcing collective bargaining agreements; informal meetings with employer representatives; member and staff committee meetings concerned with matters relating to employment practices and/or collective bargaining provisions; discussion of work-related issues with employers; handling employees' work-related problems through grievance and arbitration procedures, administrative agencies or informal meetings; union administration, litigation and publications relating to any of the above.

Among the expenditures currently treated as

"non-chargeable," which non-member objectors are not required to support, are those spent for community services; lobbying; cost of affiliation with non-AFTRA organizations; recruitment of members to the Union; organizing; and members-only benefits.

The reduced dues/fees of non-member objectors will be calculated and will be reflected in their respective dues bills.

Non-members and new employees will be given an explanation of the basis for the reduced dues/fees charged to them. That explanation will include a detailed list of the categories of expenditures deemed to be "chargeable" and those deemed to be "non-chargeable" and an accountant's report verifying the breakdown of "chargeable" and "non-chargeable" expenditures. Non-member objectors will have the option of challenging the calculation of the reduced dues/fees before an impartial arbitrator appointed by the American Arbitration Association, and a portion of

the non-member objector's dues/fees reflecting sums reasonably in dispute will be held in escrow pending the arbitration decision. Details concerning the arbitration process and related matters will be provided to those non-member objectors who challenge the dues/fees calculations.

Once an individual has elected non-member status, that person will be treated as an objector unless the individual notifies the Executive Director of the AFTRA Local to which the individual pays his or her dues that he or she wishes to apply for membership status and the individual is granted membership status.

If an AFTRA member who resigns from union membership and assumes the status of a non-member dues payer subsequently desires to regain his or her union membership, his or her application must be approved by both the AFTRA National and applicable Local Board and that individual will be assessed a new initiation fee at the current rates. ■

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