

# AFTRA

Summer  
2005



## FACING THE BIG ISSUES BY JOHN CONNOLLY NATIONAL PRESIDENT

AFTRA's 60th Convention has got some mighty big issues to consider this summer.

Oh, we've got some internal mechanical stuff to do that will likely raise the temperature in the room:

- shrinking the size of our National Board to make it more light-on-its-feet, quick-in-response, flexible—and somewhat less expensive;
- removing the requirement that AFTRA National HQ be located in the Borough of Manhattan, New York City...if we were to move HQ operations to LA—or Jersey City maybe—we could save hundreds of thousands of dollars in real estate costs better spent in improving services and capacity, while still relying on the New York Local to keep the AFTRA flag flying on its home turf.

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## 05 CONVENTION PREVIEW

AFTRA's 2005 Convention will be held at the Renaissance Hollywood Hotel in Hollywood, California from Thursday, July 14 through Saturday, July 16. Plenary sessions of the National Board will be held at the Renaissance on Tuesday and Wednesday, July 12 and 13. Convention will act on two Constitutional amendments: one would eliminate the requirement that AFTRA's National headquarters be located in Manhattan; the second would reduce the size of the National Board from its current 116 members to 70, and reduce the number of National officers from 12 to six. Other business will include election of National Officers and action on various resolutions.



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# FACING THE BIG ISSUES

## BY JOHN CONNOLLY NATIONAL PRESIDENT

SUMMER 2005 · VOL 37, No. 1



### CONTINUED FROM COVER

These won't be snap decisions, but they have been thoughtfully prepared and vetted by Local and National elected leadership and staff in Strategic Planning sub-committees and by the full National Board meeting on April 30—and into the wee hours of May 1, where we also named the extraordinary Kim Roberts Hedgpeth as our new National Executive Director.

So Delegates to our Convention meeting this July in Los Angeles (for the first time in 40 years) will have some guidance in considering the Board's recommendations in these areas.

But there's actually a bigger decision that this Convention has to make. It won't be codified in any single resolution, or motion, but it will infuse and inform your Delegates' discussions throughout the full three days of Convention.

That discussion really comes down to what kind of union is AFTRA going to be?

We've all been through the litany of how our Industry, our working life, our world has fundamentally changed...and it's all true, it has. You know it better than anybody, you're living it.

However, even truthful things too oft repeated make for a dulled impression, so I won't give you the rundown again here.

To make sure we're right though, and all operating on the same page, we've commissioned Cornell University to research the media industries' structure, ownership, business practices, growth, technology, production trends, and density of unionization, and to put this research into a coherent context that lays out the most fruitful growth areas for AFTRA. Cornell's findings will be reported to the June Strategy Cabinet meeting in Baltimore, to the National Board meeting just prior to Convention, and to the Convention Delegates themselves.

In a way this is already a sign of AFTRA deciding the kind of union it intends to be. By starting from verifiable facts rather than just impressions of the real shape of our work environment, we are staking out vital territory, by setting standards for decision-making and allocation of precious and limited resources in dollars and people.

Before long we're going to be faced with the next big set of decisions: whether to spend our resources defending what we have, or investing significant resources in a program to grow to match the dizzying growth in the media industries.

Both positions have compelling arguments:

...*defending what we have* means representing the people we already have and raising our standard of excellence;

...*investing to grow* insists that we will inevitably see deterioration in our industry standards and leverage if we try merely to hold on to a decreasing market share in a growing business. Therefore only aggressively organizing new members in more workplaces can reestablish the overwhelming union density, and therefore the market power we need to represent our members successfully.

I think we need to invest to grow.

The research shows that there are thousands of new media jobs out there—in drama, variety, comedy, news, narration, commercials, industrials, talk, Spanish language, and even dreaded 'reality.' These jobs are on TV, radio, the web, cell phones, point of purchase, and in every media market in the country—and a lot of them are non-union.

The key to protecting the standards we've achieved over the last 70 years, and reinforcing our Health Plan and Retirement Fund, is to turn those jobs into union jobs—AFTRA jobs.

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## ROBERTS HEDGPETH IS NAMED NATIONAL EXECUTIVE DIRECTOR

On April 30, 2005, the National Board named Kim Roberts Hedgpeth as AFTRA's National Executive Director. She had been serving as Acting National Executive Director since April 21, following the resignation of Greg Hessinger.

Ms. Hedgpeth joined AFTRA's staff in 1981 as a New York Local contract administrator, then served as Local Assistant Executive Director/House Counsel, and later as Co-Executive Director. From 1987-92, she served as Executive Director of AFTRA's San Francisco Local and SAG's San Francisco Branch. She joined AFTRA's



National staff as Assistant National Executive Director, News & Broadcast in 1992 and was named Associate National Executive Director in 1997.

"Kim Roberts Hedgpeth stepped into the challenging role of AFTRA National Executive Director without missing a beat, and with a gentle grace, quiet power, and keen intelligence that is the mark of a true leader," said National President John Connolly. "It is an AFTRA trademark that we hire the best in our executive staff, and a particular point of pride that we enjoy such a rich pool of treasured talent to lead our union. AFTRA also treasures its culture of mutual respect, collaboration and trust between elected leaders and staff in pursuit of our mission to defend and extend the rights of performers, broadcasters, and recording artists in today's globalized media industries.

"No media union today has a nobler mission, broader jurisdiction, or more exciting opportunities than AFTRA... Our nearly 80,000 members could not be better served. That AFTRA turns to her is no surprise; that we are grateful she has accepted this challenge is a given. Our confidence in her could not be greater," President Connolly said.

"During my years with AFTRA, I have marveled at the dedication of the union's elected leadership and staff," said Ms. Hedgpeth, following her appointment. "At this pivotal moment in AFTRA's history, I look forward to working with those committed individuals to meet the challenges and exploit the opportunities faced by the wide array of media professionals AFTRA represents."

Ms. Hedgpeth will also serve as a Trustee of AFTRA's Health & Retirement Funds, the Individual Account Plan, as a board member of the AFTRA Foundation and of the AFTRA-AFM Property Rights Distribution Fund and the Alliance of Artists and Recording Companies collection group. She serves as Executive Secretary of the Associated Actors and Artistes of America ("Four As"), the umbrella organization for the performer unions affiliated with the AFL-CIO.

A graduate of Harvard University, Ms. Hedgpeth earned her J.D. from Georgetown University Law Center, and is admitted to the California and New York State Bars. She has served as Director of Labor and Employee Relations for Harvard University and Vice President of Human Resources of Safe Horizon, the nation's leading crime victims support and advocacy organization. She has held membership in the New England Human Resources Association, the Massachusetts Governor's African-American Advisory Commission and the San Francisco Mayor's Film Advisory Council.

Ms. Hedgpeth lives in New Jersey with her husband, Gilbert W. Hedgpeth, a state law enforcement executive.



## LATE BULLETIN AGREEMENT ON VIDEO GAMES

AFTRA and SAG reached tentative agreement with video game companies on new 3½ year contracts. Terms include 36% increase in minimums, with 25% immediately implemented upon ratification, plus 7.5% increases in benefit contributions and greater protections for performers. The Agreements are subject to approval by AFTRA's National Administrative Committee and SAG's National Executive Committee, scheduled to meet soon.

AFTRA National President John Connolly noted, "We are proud that this deal significantly enhances wages and increases benefits for performers in interactive games. While we did not get all that we want—and deserve—this contract is another important step in building artists' power in this growing sector of the media industry. The road to creating fair industry standards for performers runs through significantly increased union density in interactive game production. Achieving this will dramatically serve our goal of winning residuals. I salute the hard work, hard road, and hard decisions that our member committee and dedicated staff took on in these negotiations."

If approved, the contracts, covering voice-over talent, singers, dancers and performance capture performers, among others, are effective July 1, 2005, expiring December 31, 2008. Previous agreements expired December 31, 2004, but were extended as negotiations continued.

Highlights include:

- Immediate 25% increase in minimum wages, from \$556 to \$695 for a four-hour session for up to three voices, with increases in subsequent years, bringing daily rate up to \$759.
- Double time pay after six hours (previously ten hours) for three-voice performers.
- A 7.5% increase in contributions to unions' benefits plans, bringing rate up to 14.3%.
- 15%-25% gains in rates for remote delivery and integration.
- Payment to actors for reuse of performances in promotional films longer than 12 minutes.
- A specified rest period for voice-over performers during each hour spent recording.
- Payment window shortened from 30 to 12 business days.
- Pre-work notification to actors performing in stressful sessions.

## NETWORK NEWS AGREEMENT RATIFIED

Members who work under the AFTRA Network News Agreement have ratified a successor agreement. The Network News Agreement covers full-time and per diem staff news anchors and correspondents at ABC, CBS, NBC. Terms of the new deal include a major increase in employer contributions to Health & Retirement Funds from 10% to 11½%, a \$10,000 increase in pension caps, and two 2% wage increases during the life of the pact. ABC and CBS newsmen have a one-time option to elect to participate in company medical plans in lieu of coverage under AFTRA benefits. The union successfully fought off a company proposal to reduce severance pay.

A major issue in the negotiations was the use of cameras by reporters. After months of bargaining, AFTRA secured protections ensuring that use of lightweight, handheld cameras does not interfere with a reporter's safety or reporting duties. Protections include: assurance that the use of a camera is voluntary and that there will be no coercion, intimidation, discrimination, or adverse action resulting either from declining to use a camera or from failure to perform; use of a camera will not violate other unions' jurisdictions; newsmen must exercise their own judgment regarding safety; use of a camera won't compromise journalistic priorities; judgment rests solely with newsmen; adequate training is required; weight limitations; no "one man bands" for general news coverage.

## NEW NON-BROADCAST/ INDUSTRIAL PACT

A new three-year Non-Broadcast/Industrial contract took effect May 1, 2005, following approval by the AFTRA National Board. The pact, jointly negotiated by AFTRA and SAG, calls for an immediate 1% increase in employer contributions to the unions' pension and health funds and a 4% wage hike halfway through the term of the agreement—at 18 months. The contract covers on-camera and voice-over performers on sales programs, educational and training videos, telephone and in-store informational and promotional messages, and other projects exhibited outside traditional broadcast outlets. Roberta Reardon, AFTRA National Second Vice President and NY Local President, chaired AFTRA's negotiating committee.

## WHAT'S HAPPENING AT AFTRA



**AT THE GENERAL ELECTRIC SHAREHOLDERS' ANNUAL MEETING ON APRIL 27,** Denise Dal Vera, President of the AFTRA Tri-State Local, read a letter sent to the GE Board of Directors from AFTRA National President John Connolly and Executive Director Kim Roberts Hedgpeth. The letter called on shareholders to urge the GE Board to insist that Telemundo recognize and apply industry-standard terms and conditions to Spanish-language performers on its entertainment and news programming. Telemundo is a subsidiary of NBC whose parent company is GE. AFTRA is fighting to eliminate disparate treatment applied to Spanish-language employees at Telemundo who work in news and entertainment programming, but who are not yet receiving industry standard wages and working conditions under union contract. **✿ ACTOR RON MORGAN** has been elected President of the Los Angeles Local, and begins his two-year term July 1. He succeeds Marvin Kaplan, who did not run. Sumi Haru was also a candidate. Mr. Morgan, a National Vice President, has chaired several negotiating committees. **✿ AFTRA AND THE NEWSPAPER GUILD-CWA (TNG-CWA)** have asked the Bush administration for an independent investigation into "the record number of deaths (14) among media staff covering the war in Iraq." **✿ AFTRA, THE FUTURE OF MUSIC COALITION AND AMERICAN FEDERATION OF MUSICIANS** have



*Ron Morgan (l) newly-elected President of the Los Angeles Local, with FCC Commissioner Michael Copps; Ren Hanami, Chair of AFTRA's Asian/Pacific Performer Task Force, and National President John Connolly at the April 9 Caucus of Producers, Writers & Directors Awards at the Beverly Hills Hotel.*

called for a new compulsory license that would allow artists to reissue their out-of-print recordings if the labels controlling the masters have no plan to do so. Artists would compensate the labels by remitting a portion of the profits and would be responsible for paying all talent and meeting union obligations, e.g., H&R contributions, etc. The Recording Industry Association of America opposes the plan saying it is unnecessary. **✿ AFTRA AND OTHER RECORDING ARTISTS ORGANIZATIONS** applauded NY State Attorney General Eliot Spitzer's probe of alleged payola in the radio industry. Spitzer's office subpoenaed four radio groups requesting information on the hiring of independent promoters to pitch new songs to radio programmers. **✿ IN APRIL, AFTRA WELCOMED TO LA JORGE BOSSO**, President of the actors union in Spain and leader of the International Federation of Actors, with events highlighting the union's efforts to organize telenovelas and other Spanish-language programming. LA and National Board members joined Mr. Bosso and President John Connolly at a breakfast reception, hosted by the LA Local, followed by a trip to CBS Television City to the set of CBS' "The Bold and the Beautiful" to visit with series stars Susan Flannery and John McCook. **✿ MEMBERS IN SAN DIEGO** are now being served by the LA office. The San Diego office has been closed.

# AFTRA FOUNDATION FUNDS MAJOR FORUM ON CREATIVITY & ARTISTS WITH DISABILITIES

The AFTRA Foundation provided major funding for a landmark forum on Creativity & Artists With Disabilities.

“AFTRA is pleased to initiate this important event and to introduce decision-makers to the creative abilities of artists with disabilities,” said Ray Bradford, National Director of Equal Employment Opportunities.

The first-of-its-kind forum, held in New York this spring, brought together actors, network executives, writers, directors, casting directors, producers, government officials, and others to focus on ways to improve employment opportunities for artists and broadcasters with disabilities. Using voice-activated software and speech-output communications devices, participants illustrated how artists with disabilities can function effectively.

AFTRAn Daryl “Chill” Mitchell was emcee and keynote speaker. Injured in a motorcycle accident that left him partially paralyzed, Mr. Mitchell was able, after rehab, to return to work on the NBC series, “Ed.” Other speakers included Katherine Oliver, Commissioner of the Mayor’s Office of Film, Theatre and Broadcasting. Anita Hollander, Chair of the AFTRA portion of the Tri-Union Performers With Disabilities Committee, was among those appearing in scenes demonstrating use of assistive technologies.

Co-producing the event with AFTRA were Equity, SAG, Writers Guild East, Non-Traditional Casting Project, Mayor’s offices of Film, Theatre and Broadcasting and People with Disabilities, ABC, CBS, Dramatists Guild, theatre producers and several organizations supporting those with disabilities.

## SIGN ON FOR AN IMPORTANT HEALTH CARE SURVEY

Members are urged to participate in an important, anonymous health care survey conducted by AFTRA, Equity, and SAG and administered by The Actors’ Fund. The purpose is to gather precise data on health insurance and health care needs of members nationwide. Results from the Survey will be used to assess and address members’ needs and concerns internally and will also serve as the basis of demographic information in lobbying for health care reform at the local, state, and federal levels. You may complete the survey by visiting [www.zplink.com/healthcare](http://www.zplink.com/healthcare) by July 18, 2005. Members without Internet service may obtain a hard copy at union offices, or at the AFTRA-SAG Federal Credit Union in LA, Actors Federal Credit Union in NY, any office of The Actors’ Fund, or at the Equity NY Audition Center.

“There is a national healthcare crisis that goes beyond our union-sponsored health plans,” said AFTRA National President John Connolly. “In the absence of any will to implement a national solution, we must help our members obtain the most affordable, highest quality health care available.”

### JOHN CONNOLLY CONTINUED FROM PAGE 2

Every tick of the clock that passes without this challenge being successfully met, makes it harder to achieve, as more and more performers get used to non-union work norms, wages, and benefits that can be terminated by corporate fiat. And as the infrastructure of non-union work takes firmer root.

That’s why investing to grow—an organizing strategy—is crucial to defending what we have now. Along with organizing, we have to keep our Public Policy program aggressive and vibrant from the White House to the State House. And we need to continue working ever more closely with our allies in Labor and the communities we serve.

This is all about resource allocation. And generating sufficient resources to allocate. There’s the rub.

An organizing strategy will take more resources, a wider array of skills and deeper commitment than we have now. That’s what *investing* to grow means. We need Member and Staff training; we need a larger Member activist base; we need to move staff away from back-office paper pushing and onto the street to organize new jobs for AFTRA Members; we need to mobilize our numbers and our stars as a credible force in public policy; we need to challenge the Right-to-Work-for-Less scam, we need sophisticated internal research capacity, more legal assets, we need to communicate better with you and the world.

All this is going to take more dough and people than we have now; so we need to get more creative about resources themselves. And we need to grapple with an internal culture which like most such cultures votes for change in the abstract, and too often resists it in practice.

We’ve made a good start. All these issues will be very present in our Convention’s deliberations. I know they will be honorably and volubly debated.

But after the votes are recorded and speeches tucked back into files, the true test will be upon us: first, what we commit to, then what we *do*.

Building our union’s power, like building our own career, in the face of great odds and adversity, is not a dilettante’s game, it’s serious business. It is time once and for all, when it comes to business, to put away childish things, make the tough choices based on the facts, and to take responsibility for doing the right thing in a tough and uncertain world.

# AFTRA'S LEGISLATIVE WORK CRITICAL TO MEMBERS' WELFARE

**Protecting Free Speech rights. Health care reform. Pension and Social Security protection. The government's continued attacks on Labor. These are only some of the issues that have ensured AFTRA's National Legislative and Public Affairs Committee (LPAF) a very busy year. Here is an update on just a few of the legislative campaigns AFTRA has been waging on behalf of members.**

**FREE SPEECH:** Neither the FCC, the Senate, nor the House of Representatives has yet defined the term "indecenty." But that hasn't stopped Congress from legislating against it without regard to its chilling impact on creative expression or the First Amendment. The House passed a bill (H.R.310) that includes fines of up to \$500,000 against broadcast journalists and performers for uttering an "indecenty" over the airwaves. At press time, the Senate was currently considering three similar bills. However, AFTRA's intense lobbying, along with member e-mails, has thus far persuaded the Senate not to add individual fines to any of its bills.

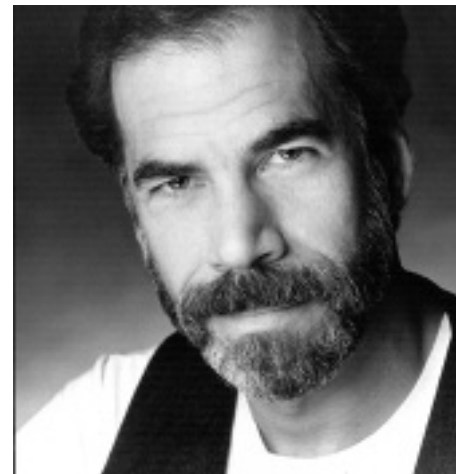
**REPORTER PRIVILEGE:** In a disturbing attack on freedom of the press, several judges have ruled that journalists do not have the right to keep sources confidential. At least one broadcast journalist has been convicted for failing to reveal his sources and several print journalists are under indictment. AFTRA, therefore, in partnership with The Newspaper Guild-CWA, is vigorously supporting H.R.581 (Free Flow of Information Act) and S.340 that seek to codify into law the ability of journalists to shield the identity of sources.

**TRUTH IN BROADCASTING ACT:** Video News Releases (VNRs) have been used by the government since at least WWII as a means of presenting the government's perspective on various issues. Traditionally, VNRs were clearly labeled as having been produced by a department of the government. Recently, however, VNRs have been sent to news broadcast outlets without proper identification. Stations have run these VNRs as genuine news stories when, in fact, they are government propaganda. This impinges on the professional credibility of our broadcast journalists and our members who work in legitimate VNRs. AFTRA, in partnership with TNG-CWA, is an early supporter of the Truth In Broadcasting Act. If passed, the bill will force stations to clearly label VNRs as government messages, not legitimate news reports.

**NON-COMPETES:** AFTRA continues to pursue legislation to remove restrictive employment clauses in broadcast contracts. We are supporting bills in five states currently. (See the following page, Convention Resolution #28.)

**MEDIA OWNERSHIP:** AFTRA, together with other unions and activist organizations, has been successful in fighting off the FCC's attempts to further deregulate broadcast and print media. Since a federal court in Philadelphia reversed the FCC's 2004 rule changes we have become even more active in highlighting this debate at FCC hearings across the country and by promulgating the "Media Bill of Rights" to ensure that access, diversity, and democracy are considered in any new effort to rewrite the regulations.

**YOUNG PERFORMERS:** In late 2004, New York state passed a bill to protect Young Performers—the first such law to be enacted in over 60 years. AFTRA worked hard on the legislation, is currently working to enact similar bills in New Jersey and Louisiana, and has begun preliminary discussions on a national bill as well.



*James Lurie*

**RUNAWAY PRODUCTION:** In the absence of a federal bill, AFTRA continues to support production incentive legislation on a state-by-state basis. We've had success in many locations, most recently in Georgia, Texas, New York, and Arizona. A bill has been introduced in California and an Illinois bill has been extended.

**SYSTEM OF LOCAL TASK FORCES NOW IN PLACE:** To move the union's legislative program more effectively, LPAF has created a system of Local Task Forces. Nearly every AFTRA Local now has either a task force or a Local legislative point person. This will increase our ability to pursue legislation at the state level, to inform Local boards of impending legislative action, and provide a mechanism for Local boards to initiate legislative campaigns that would benefit members in their working lives. Locals are pursuing bills concerning production incentives, non-competes, health insurance, and housing, among other issues. If your Local doesn't have a task force or a point person, speak to your Local staff. Be sure your Local has your e-mail address. The best way for us to reach your legislators is to reach you.

—James Lurie  
*Chairman, National Legislative  
& Public Affairs Committee*

# 2003 CONVENTION RESOLUTIONS

*Prior to each Convention, AFTRA reports on the disposition of resolutions passed by the previous Convention. The 2003 Convention passed 19 resolutions. Here is where they stand. Resolutions that were combined, tabled, defeated, referred to the National Board, or simply consisted of dedications, or congratulatory messages are not included in this summary.*

**CVR-4** (Tax Break as “Qualified Performing Artist”) Called for an increase in the \$16,000 income limit below which performers may take advantage of a tax code provision as a “Qualified Performing Artist.” Despite AFTRA’s best efforts, the law has not yet been changed.

**CVR-8** (Media Consolidation) Reaffirmed AFTRA’s commitment to fighting media consolidation and urged Congress to restore ownership limits. Despite serious opposition from the Administration, AFTRA was part of the broad coalition that led a successful campaign for Congressional legislation to negate the FCC’s relaxation of ownership regulations. A compromise was reached to increase the ownership cap from 35% to 39% rather than the 45% being sought by the FCC, but a court injunction currently blocks all other new FCC rules from taking effect. A victory so far.

**CVR-9** (California’s “Racial Privacy Initiative”) Opposed California legislation outlawing the gathering of statistical information on race. Such a law would have prevented AFTRA from monitoring potential discriminatory practices or from gathering information on minority employment trends. AFTRA joined other organizations in a successful lobbying and PR campaign to urge voters to defeat the proposed legislation, which they did.

**CVR-10** (Consolidation and Affiliation) Reaffirmed AFTRA’s commitment to Consolidation and Affiliation with SAG. There have been no new developments since the 2003 effort.

**CVR-11** (Special Assessment) Approved a special dues assessment and directed National to evaluate AFTRA’s finances, develop a financial plan and, if appropriate, conduct a membership referendum within 24 months to approve a dues increase. No such dues referendum is currently scheduled.

**CVR-12** (Dues Increase) Approved two annual 5% dues increases, effective November 1, 2003 and November 1, 2004.

**CVR-13** (Initiation Fees) Increased the one time only initiation fee to join AFTRA from \$1,200 to \$1,300, effective November 1, 2003.

**CVR-14** (Identity Theft) Instructed Locals to encourage agents, and others, to have security procedures to prevent disclosure of personal member information, which has been done. Staff is researching feasibility of utilizing partial Social Security numbers to identify members. Not feasible to conduct AFTRA business using partial SS numbers in all cases, but AFTRA is modifying forms where possible. Union does not publish numbers, but includes its own ID number on membership cards.

**CVR-21** (Computer Security) National staff was to investigate changing AFTRA’s computer system to one proven more resistant to virus attacks. After investigating Linux and other alternatives, the union has implemented a Linux-based security and prevention system. AFTRA also adopted new anti-spam software. The switch did not require changing servers, operating systems, e-mails, or databases.

**CVR-23** (Retirement Benefit Equality) Urged H&R Trustees to try to assure equal retirement benefits to same-sex couples who fulfill requirements for domestic partner health benefits. Trustees have implemented the resolution to the extent permitted by law.

**CVR-24** (Standards for Children) Urged continued efforts to advance the welfare of working children. AFTRA assisted in securing the passage of NY State’s “Child Performer Education and Trust Act of 2003.” The union is working with other unions and employers on similar protections in New Jersey and Louisiana, and on strengthening the existing laws in NY and California.

**CVR-25** (Voter Registration) Instructed AFTRA to undertake a voter registration drive to facilitate maximum participation in the Presidential election. The National office and the Locals set up systems to register voters and educate members as to the importance of voting. The union

worked collaboratively with the non-partisan Voices for Working Families and Rock the Vote to increase the rolls of registered voters for the election.

**CVR-26** (Audio Books) AFTRA to redouble efforts to organize recorded books. An audio book committee has been formed and has conducted research, with plans to devise a program for organizing. AFTRA has appeared twice at audio book publishers’ conventions.

**CVR-27** (Financial Core) Directed National Board to appoint committee to address problem of non-union employees working under union contracts. Issue subsumed within discussion of “Right-to-Work-for-Less” Task Force, since issues closely related. Several Locals have already developed programs and/or organizing plans aimed at financial core performers. Result: some who had chosen financial core non-member status returned to the fold as active members.

**CVR-28** (Non-compete Clauses) Instructed the staff and LPAF to pursue legislation outlawing non-compete clauses in broadcast personal services. These clauses prohibit staff broadcasters from working for competitive stations after employment ceases, even if the broadcaster was fired. So far, efforts have succeeded in Arizona, Illinois, Maine, Massachusetts, Washington, DC where such clauses are illegal, and in California, Montana, Alabama and North Dakota where they are unenforceable. The effort continues in New York among other states.

**CVR-29** (Broadcast Steering Committee) Resolved that Committee meet at least twice a year. Such a meeting schedule has been implemented.

**CVR-31** (Convention Location) Voted to hold 2005 Convention in Los Angeles. (See cover.)

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