

AFTRAwords

The Official Publication of AFTRA, Tri-State Local

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Vol. 2, May, 2008

RESOLUTION WAIVING THE MAIL BALLOT ELECTION OF OFFICERS AND BOARD MEMBERS

WHEREAS, members of the Tri-State Local of AFTRA were duly notified of City Meetings for the purpose of nomination of Local Officers and Board members to stand for election for a two (2) year term; and

WHEREAS, members of the Tri-State Local were also duly notified about the procedure for nomination of Local Officer and Board members by petition; and

WHEREAS, the above mentioned City Meetings occurred as announced and certain members in good standing were duly nominated and seconded; and

WHEREAS, among those duly nominated for Local Officer and Board member, there are no competing candidates for each respective position; and

WHEREAS, it is in the interests of every member of the Local that the financial and staff resources of AFTRA Tri-State be utilized in an efficient manner, avoiding unnecessary expenses whenever possible,

NOW BE IT THEREFORE RESOLVED THAT the Local Board of Tri State AFTRA hereby affirms that an election by mail ballot is both unnecessary and a waste of resources with postage for a mail ballot costing \$600.00 and

FURTHER RESOLVED THAT, in the absence of any significant membership objection by June 2, 2008, the mail ballot election shall be waived, and each nominated candidate in good standing shall be deemed elected to serve the two-year term beginning July 1, 2008.

AND BE IT FURTHER RESOLVED THAT any member of Tri State AFTRA in good standing who objects to this resolution shall state their opposition in writing to the Local Executive Director, and such written communication should be received in the Tri-State Office no later than 5:00 PM, June 2, 2008. If five percent (5%) or more of members in good standing of the Local object to the waiver of the mail ballot election, then the mail ballot election shall be conducted immediately thereafter. However, should there be no objection resulting in this resolution waiving the mail ballot formality, monies saved will be allocated toward the cost of the June Annual meeting.

Passed Unanimously, 04/28/08
One abstention

A Message From Your President

Denise Dal Vera



Yes, this is my last report as your Tri-State President. I beg your indulgence.

I took this office eight years ago because no one else wanted it, and I'm so happy I did. Even though I began my tenure with a commercial strike followed by a failed consolidation attempt to merge our two unions, watched three executive directors, three offices, and several initiatives to bring the local talent more work opportunities, I was honored to represent you and I gave it my best.

I have to reflect that my role has been more "reactive" than "proactive" because of the ever-changing local situations, the National wheel spinning around us with new technology, media consolidation and a bitter sand-kicking with our sister union, have, sadly, too often distracted us from big picture thinking. Now, more than ever, we need to ask ourselves if we want our union to be strong or just limp along until it is irrelevant.

In eight years, things did get done but the work never ends.

On The Broadcast Front – We have a dedicated team John Haer and Tim Williams focused on our Broadcasters to provide the best service possible. Everyone agrees that more needs to be done to educate young and new reporters about AFTRA and why a union is a benefit and a smart business decision. The question is who will do this and how?

On The Freelance Side – We now have an Orientation video ("Union, The Professional Choice"), and an Apprenticeship Program. We created a website here, thanks to Bob Pavlovich, Chair of the Tech Committee. John Polk's work at APH has been consistent with both management and fellow readers while holding on to the gains during an extremely fluid situation. Denise Jaeckel and Edan Evans are no longer the lone voices in a city (Indianapolis) where members felt forgotten. A new energy has come to the surface as members and non-members are evaluating what can be done and that they will have to do it themselves as the solution lies with them, -with you. Dare to Dream Casting is putting energy on lifting the level of skill of all performers and focusing on Union membership with a Conservatory atmosphere with an AFTRA/SAG emphasis. This is the industry support our performers need to see. Jacquie Loughery understands what the payoff is when our talent pool is strong, diverse and continually growing.

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NOMINEE FOR PRESIDENT - DAVID MCARTHUR

Thank you for nominating me as President of the Tri-State Local.

A little background on me:

I've been an AFTRA member since I joined the bargaining unit at WAVE-TV (NBC - Louisville, KY) in 1997. Since then I've looked for ways to improve the working conditions of my co-workers and colleagues across the Tri-State. My experience includes 8 years as shop steward, 7 years on the National Broadcast Steering Committee, a delegate to the past two National Conventions, and two years on the Tri-State Board as the Louisville Broadcast Rep.

Dealing with contract issues at work has prepared me for my biggest challenge... bedtime negotiations. My wife, Holly, and I have three boys at home (ages 2, 4, & 7). They are a blessing and a joy... at least 97% of the time.

I'm an Eagle Scout and long time volunteer in the Boy Scouts. I serve as the Vice President of Marketing for the Louisville Theatrical Association.



I play clarinet and saxophone in the University of Louisville Community Band.

16 years in the news business and now morning anchor, my background is broadcast. I know it's an industry with many challenges... the ever-changing technology, company consolidations and restrictive non-competes.

From my freelance friends I've learned the challenges to police non-scale work and promote Tri-State AFTRA talent... affordable, local, and just-as-professional.

Each side has it's complexities, but there is much in common. We need to step up organizing, recruit new members and strengthen our impact on the workplace. We need to improve communication amongst ourselves. In a union of professional communicators it amazes me how poor we do discussing the issues that impact our lives. Finally we need to show more support for each other.

Working together we can accomplish some amazing things. Your ideas, concerns, and mostly importantly your involvement are important to make anything happen. I look forward to hearing from you and I am honored to be nominated to serve as your President.

David McArthur,
mcarthurv@prodigy.net

Continued from Cover

A Message From Your President - Denise Dal Vera

Organizing Our Own Labor Pool

I've seen fits and starts of organizing and enthusiasm in the last eight years here in Cincinnati and Columbus, but sadly, there still is not enough grass roots involvement to take hold. Why do you think that is?

Our Agents – Until ALL of our Franchised Agents in Tri-State and in the region, can unify and speak to all employers with one message and quote our rates accurately, and work with the office to turn work union at every opportunity and encourage more talented performers that they represent to join AFTRA, hobbyists will continue to book our work and not give the quality performances our employers deserve and have the budgets to pay for. Our agents still don't work together collectively because of the competitive pressures put on them by those employers who want us all on the cheap or without protections. The only thing that can counter that is the strength of members' expectations of their agents.

Our Staff – John, Chris and Kim have set the ship straight and understand where the mine fields are and how to proceed with these complexities. They'll be watching this situation even closer as the 12-C waiver is put through its renewed paces. Franchised Agents are held to a higher standard than any other agent in order to protect the performer. Agents with a Franchise that cannot abide by the 12-C waivers provisions may no longer be in a financial position to want to hold a franchise. This is a commitment and the price of doing business our way.

Your New President Nominee, David McArthur – Mr. McArthur is a true professional, respected by many in broadcasting and especially at WAVE, a past recipient of the Tri-State Broadcaster of the year award, a member of the AFTRA National broadcasting Steering Committee and a dedicated father and husband with a positive outlook and an instinct for organizing. His humor is contagious and his quick wit serves him well in front of and behind the camera. I look forward

to an Anchor/Broadcaster taking the role of Tri-State President again and I know he will do a great job for you!

What's Next For Me? – I will continue to stay involved on the local Board as Cincinnati VP. As a National Board member I will continue to bring Tri-State's issues into the wider national discussion through work on the Multi-Regional Organizing Working Group, The National Advisory Committee and the Non-broadcasting Standing Committee with members of both AFTRA and the Screen Actors Guild. It is critical that Tri-State be well represented in the freelance side on a National level. We need to hold our own when decisions are made that affect us. As I continue to serve on the Executive Board of the Cincinnati Labor Council, I have been able to learn about how other unions fight for what we take for granted and I am a bit more aware now of local politics and the challenges that affect the average worker in Cincinnati. I am proud to be AFTRA's representative in these situations. Whether it is to endorse the Free Choice Act, FCC hearing support, or helping to write a letter in support of an Ohio Film Tax Credit that can hopefully bring big budget films back into our area, it's worth it. We are all connected and we all deep down want the same things, so it's about finding common ground.

So What Now For Tri-State? – Well that is entirely up to you, isn't it? Find your non-union counter part and take him/her to lunch and tell them why your union is important to you. Bring them in. Let your Staff know that they do a great job, trust me, they don't hear it enough.

Thank you so much for your help in all you will do for the local this year and in years to come. It's been wonderful.

In Solidarity,
Denise Dal Vera
Tri-State President

YOU AND YOUR AGENT

Members know that AFTRA means decent wages, benefits, and job protections. But our Union doesn't get you hired. It's up to you and/or your agent to market your skills to prospective employers. For Freelance Performers, a talent agent often is your conduit to auditions and work.

AFTRA recognizes this reality. To protect its members, the Union negotiates a contract with the talent agents. This contract, commonly known as "Rule 12-C", embodies mutual obligations between members and agents. "Franchised agents" are those who agree to abide by Rule 12C. For finding and negotiating employment in AFTRA jurisdictions, AFTRA members may only work through franchised talent agents.

Rule 12-C includes such provisions as a 10% limitation on commissions paid to agents. Also important are standardized rules and contracts for exclusive representation and for work authorization procedures. Franchised agents also agree to fiduciary and accessibility standards, as well as a code of conduct consistent with the representation of performers and media professionals.

Under 12-C, agents may be disciplined for prohibited conduct, including: failing to turn over promptly members' monies, advising members to break AFTRA membership rules



(including rules against members working for non-signatory employers), charging fees in excess of allowable commission, or participating in certain employer activities.

Agents may not charge fees as a condition of representation, nor require members to pay fees for head shots, coaches, schools, photographers, etc. 12C limits financial investments by an agent in production or in companies engaged in production, and vice versa. Agents are prohibited from acting as employers, and may not cast (i.e., make casting decisions) nor act as employers of record (i.e., operate as a paymaster) in AFTRA jurisdictions.

Franchised agents representing both union and non-union performers must apply these

rules uniformly to all who work in AFTRA's jurisdictions.

Four years ago, in recognition of the unique challenges in our region, the Pittsburgh, Cleveland and Tri State Locals adopted an organizing plan that included a waiver of several 12-C provisions in order to foster a more level playing field between union and non-union work. For local commercials and non-broadcast work, agents were permitted to charge employers a service fee and members agreed that the 10% commission could be subtracted from the talent fee or minimum scale. In return, the agents agreed to assist in AFTRA's organizing efforts.

This regional waiver has a time limit. It is currently under review. Your Local is now seeking your opinion and ideas about whether the regional 12C waiver should be continued. Do you believe that now there is a more level playing field locally between union and non-union work? Has your agent assisted in efforts to secure more union work opportunities?

Stay tuned for more developments

NOTE: Material from "AFTRA's Rule 12C At A Glance" pamphlet was excerpted for this article.

Nominees for Tri-State Local Board 2008-2010

See pages 4 and 5 for photos and bios.

President – David McArthur

Vice President – Annie Fitzpatrick (Incumbent)

Treasurer – John Lawson (Incumbent)

Recording Secretary – Bob Pavlovich (Incumbent)

CINCINNATI/DAYTON

City VP – Denise Dal Vera
(Incumbent)
Perf Rep – Lonell Childred
Perf Rep – Jewell Cartales
Station Rep – Jeff Hirsh
(Incumbent)

COLUMBUS

City VP – Susan Bythewood
Perf Rep – VACANT
Perf Rep – VACANT
Station Rep – VACANT

LOUISVILLE

City VP – John Polk
(Incumbent)
Perf Rep – Jennifer Hubbard
(Incumbent)
Station Rep – VACANT

INDIANAPOLIS

City VP – Denise Jaeckel
(Incumbent)
Perf Rep – Edan Evans
(Incumbent)
Station Rep – Rafael Sanchez

Board Members



ANNIE FITZPATRICK VP, TRI-STATE LOCAL

Annie Fitzpatrick is a member of AFTRA, SAG and AEA. She is a Cincinnati native and has been working in the tri-state market for 15 years. She also works at The Ensemble Theatre of Cincinnati and at various regional theaters, most recently The Repertory Theatre of St. Louis and Florida Stage.

JOHN LAWSON TREASURER, TRISTATE LOCAL

John W. Lawson, tenor, has an extensive range of performance experience in musical theatre, opera and concert oratorio. John studied vocal music at Milligan College, Johnson City Tennessee and won numerous awards. He has performed in regional dinner theatres, summer stock and outdoor dramas around the country and has many TV and film credits. He recently was seen in "The Kill Point", a National TV mini-series on Spike TV starring John Leguizamo and Donnie Wahlberg.



ROBERT PAVLOVICH RECORDING SECRETARY

An actor, teacher, voice-over artist, and director, Bob has appeared in over 50 theatrical productions in Regional, New Orleans and Cincinnati theaters. His motion picture and television credits include GHOST FACTORY, EMULSION, PELICAN BRIEF, HARD TARGET, CAT PEOPLE, ORLEANS, LIVING IN TECHNICOLOR,

THE BIG EASY (series), THE FIRE NEXT TIME and others. Bob has been a part of the University of Cincinnati, College Conservatory of Music Dramatic Performance faculty since 1999, teaching Theater History and Acting for the Camera. He has also taught Acting at the New Orleans Center for Creative Arts (NOCCA) and Loyola University and Television Production at the University of New Orleans.

DENISE DAL VERA CITY VICE PRESIDENT, CINCINNATI

Denise Dal Vera has had a varied career for over 20 years. She performs live for trade shows and interacts with an audience, as an on-camera spokesperson can communicate complex information with style, professionalism and effectiveness. She can be heard on Radio and TV and has won the respect of her clients as well as her peers. Featured roles on 21 JUMPSTREET, NORTHERN EXPOSURE, DAYS OF OUR LIVES, BODY LANGUAGE, and most recently the films MADISON, UNVITED GUEST, ARTWORKS, DEAD HORSE, HOMECOMING and now in production, MY BLOODY VALENTINE 3D! She enjoys narration, print work and improv. As a founding member of LIVE HUMANS ON STAGE (one of LA's premiere improv groups) writing



and performing original satire and sketch material has led her to create characters for the experimental television pilot GLORY DAYS for NBC, a TV and radio campaign for Fred Meyer Stores, featured in a Pittsburgh ADDY award winning UPMC commercial as a real Mom in crisis. She is an advocate for actors and working families, in her efforts with the Film Commission, Cincinnati Labor Council, Board positions within AFTRA Nationally, Locally and Regionally, as well as a supporter and Chairperson of Labor this year for the United Way 2008 campaign. But above it all, she is the biggest supporter of her Husband Rocco and wonderful daughter Kendall in all they do!

JEWELL CARTALES PERFORMERS REP, CINCINNATI

I knew I wanted to be an actress from the age of seven. I participated as an actress in plays from elementary school into high school. I then studied acting in college. As an actress, I have been blessed with the opportunity of studying film and television acting with Bobbie Chance of "Expressions Unlimited" in Hollywood California. I began modeling at the age of twenty one, and working as an actress in commercials, training films, industrials, etc. I have been blessed with 4 awesome children and 7 grandchildren, all of which I am very proud of. I could write on and on about them. My oldest daughter has five children and is married to a preacher. My second child is a son who is married and has two children. My two little ones are girls ages seven and five. My children are what life is really all about. They truly are my greatest mission and my best performance!



LONELL CHILDRED PERFORMERS REP, CINCINNATI

Lonell R. Childred was born in Portsmouth, VA. in June 1969, his father is a retired Naval Officer (CW02) and mother a retired School Administrator. Lonell has a lot of on-camera / theatre experience having shot local, regional and national commercials for: Lens Crafters, Proctor & Gamble, Tom Gill Chevrolet, DHL, and Elder Plan of New York; and is a proud SAG/AFTRA member who is looking forward to serving AFTRA local Tri-State as a Performer's Representative. For more information go to LonellChildred.com.



JEFF HIRSH STATION REP (WKRC), CINCINNATI

Reporter, WKRC-TV 1998-present. WLWT-TV, Cincinnati, 1979-1988. Reporter, WDBJ-TV, Roanoke, VA. 1977-79. More than 40 local, regional, and national awards for journalistic excellence, including 3 time winner of the national Sigma Delta Chi Award from the Society of Professional Journalists (twice for best investigative reporting in the US, once for best documentary). BA, History, University of Michigan. MA, History, Washington Univ.; MA, Journalism, Univ. of Missouri. Helped organize the union at WLWT, Station Shop Steward of the Year, 1998. Married, two daughters.

Board Members



SUSAN BYTHEWOOD
CITY VP, COLUMBUS

A native New Yorker, Susan Bythewood joined the AFTRA in 1998 as a Traffic Reporter for Shadow Broadcast Services. Susan earned a Bachelor of Arts Degree in Interpersonal/Organizational Communication from The Ohio State University (OSU) and continues Spanish language studies through the OSU Office of Continuing Education. Ms. Bythewood received a Broadcast Excellence Award from Radio One and has acted in commercial, industrial, film, and theater projects for clients including Nationwide Insurance, Federated Department Stores and Mills James Productions.

Most recently, Ms. Bythewood was principal in the Supreme Court of Ohio Interpreter's Services Program video and can be seen statewide in a travel and tourism commercial filmed at the Toledo Museum of Art. A resident of Columbus, Ohio, Ms. Bythewood, volunteers her time to youth-oriented programs and serves as emcee for local events.

JOHN POLK
CITY VP, LOUISVILLE

John has been an AFTRA member since 1972, serving as President of both the Louisville and Tri-State AFTRA Locals. He also served two terms as the Tri-State Local's National Board Member. Over the years, he has served on numerous National and Local bargaining committees. John spent 15 years as Production Director at WIBC in Indianapolis, and at WHAS/WAMZ in Louisville (where he was shop steward). For the last 22 years, he's been a freelance narrator and voiceover artist. John currently serves as shop steward for the AFTRA Narrator unit at the American Printing House for the Blind, where he has recorded over 600 audio books.



JOHN POLK



JENNIFER HUBBARD
PERFORMERS REP – LOUISVILLE

Jennifer Hubbard has been a member of AFTRA as well as SAG and AEA for over 20 years. She served as the performer consultant for the multi-media production in the National Constitution Center in Philadelphia, and travels around the country teaching and directing live theatre. A former member of the active Chicago-area local, Jennifer could be seen and heard in corporate training films as well as TV and radio ads. She makes her home in Louisville where she worked for many years with Actors Theatre of Louisville and served two terms as Performer's Rep for the Tri-State Local of AFTRA.



DENISE JAECKEL
CITY VP, INDIANAPOLIS

Indianapolis VP, Denise Jaeckel has been an AFTRA member for 15 years. She lives just northwest of Indianapolis with her husband Ed Copeland and son Christopher. Born in Milwaukee, WI, she moved to northern Indiana at the age of 10. Denise graduated from Indiana University Bloomington with a degree in Telecommunications and a minor in Fine Art. She originally minored in Theatre but switched because she found actors annoying. Now DJ hosts actors in her home the last Wednesday of every month. She still finds some of them annoying, but loves them anyways.

EDAN EVANS
PERFORMERS REP, INDIANAPOLIS

An Indianapolis native, Edan Evans began her professional acting career while in high school with the filming of Freeze Frame, a straight-to-video movie starring Shannon Doherty in which she worked as an extra. She went on to attend Indiana University in Bloomington, Indiana, where she studied Theatre and Drama. After leaving IU, she enrolled in Ohio University's Professional Actor Training Program where she earned a Master of Fine Arts degree. During her two "on-campus" years, she also worked on an OU School of Film project called Green Eyes, an African American horror movie. She appeared in a variety of television commercials (Kroger, Dunkin' Donuts, Mastercard), print ads (C.P. Morgan Homes, H.H. Gregg), and industrial films (Federated Department Stores, VMS/JIST, Inc., Finish Line, Allstate Insurance). She has also lent her voice to commercials for IUPUI. Edan Evans has been an AFTRA member for several years now and enjoys her work as the Indianapolis Performers Representative. Meanwhile, she is married, has a stepson in college, and is expecting her first child in the fall.



RAFAEL SANCHEZ
STATION REP (WRTV), INDIANAPOLIS

Rafael RTV6 in 1998 as a general assignment reporter covering a wide assortment of stories. Since 2001, he has received a number of awards for consumer reporting from the Society of Professional Journalists, The Associated Press, and Indianapolis Monthly magazine. Previously, Sanchez worked at television stations in South Bend and Fort Wayne, Ind., as well as Lubbock, Texas, and Yuma, Ariz. Originally from New York, Franklin College attracted Sanchez to Indiana. He graduated with a bachelor's degree in three majors: journalism, political science and Spanish. "My wife keeps me in line, and my children are in control of my schedule and life," Sanchez said. "No matter what celebrity status my job may offer, at the end of the day I still have school lunches to pack and a load of laundry to get done."

Production Report

By Kim Davis



It is extremely important that you complete this form and send it to the office within 24 hours of the session. Why, you ask? Well, without it, we don't know that you even worked! It is NOT the responsibility of your Agent, the Producer or the Paymaster to send this information to us.

It is yours and without it, we cannot track the work that you have done to make sure you are paid on time.

If you receive payment that is late and you are wondering where late fees are well, we will not apply late fees without your production report. It is the binding agreement between the talent, the producer and AFTRA.

If you complete a Falcon report (or any other paymaster form), that is fine – you do not need to do both, however; we still need a copy! This is not automatically sent to us. I cannot tell you how many calls I receive asking where payment is when we have no idea that you even did the job!

Please complete the report – fill in as much info as you can and send it to the office via email (kdavis@aftra.com), fax (513.579.1617) or snail mail. The form is available to download as a PDF on the website www.tristateaftra.com.

BE PREPARED ... By Chris Lacey

No, this isn't a pitch for the boy scouts. It's about being prepared to succeed in the short-term and thereby long-term. It's also about some of the tricks of the trade. Most of these you probably know. But, I hope that there's one or two that you can add to your bag.

First of all, have the basic tools and reference materials you might need handy at all times. You never know when a producer or your agent is going to say so & so is doing this tomorrow, (or once in a while today), "can you be in Dayton at 2 o'clock?" It's all about having the business end of 'show business' organized.

It's a lot less stressful and thereby easier to concentrate on your craft if you just have a few things ready in advance...

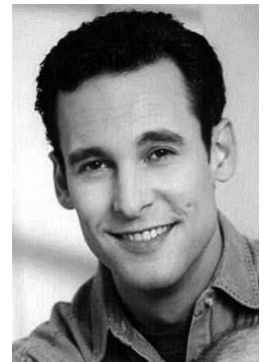
All in one folder...

Have a dozen headshots & resumes...How many times have you been asked at an audition for an extra two or three for the auditioners to look over? It's always good to have one for each person on the other side of the table. Not only will each person have one of your calling cards to gaze upon, but even if you don't get that gig, a decision maker has one for future reference. If your agent is putting you on tape for submis-

sion, ask if they need any headshots. They can't submit you for work without them. It's up to you to make sure your agent has the tools they need to get you work. And finally, as you network with your fellow artists while waiting (and waiting and waiting) to be read, you never know when one of your peers might say that you'd be right for some gig for which they can pass your headshot along to a producer.

Have a dozen member reports...Yes, your agent will forward completed paperwork to a gig for you nine times out of ten. (At least they should.) But it's your responsibility to make sure you have a member report for the client to sign; and, to make sure copies get into the right hands. A member report is more than just a piece of paper for AFTRA and your agent to get you paid for the initial gig. It serves as a legal contract between you and the client that will insure you receive any additional fees you might be due. Not just residuals. Supplemental fees such as cable and internet usage and now emerging markets like pod casting. The union pays all legal costs when someone doesn't pay you properly but it makes it much harder for AFTRA to go to bat without a simple member report.

Have a rate sheet ... We have rate sheets for each code whether it's national, regional, non-broadcast or whatever. Most are just one page. I call them my cheat sheets because they're



concise and easy to read. In addition, there are materials in condensed form to explain the most common questions you might have. If you're doing a gig with some unusual aspect, the number at the office is 513-579-8668. Kim will go through the big contract books to find out what your rights and proper compensation are on any job. But, why not pick-up copies so that you have them handy when you need them (or ask Kim or me to mail them to you.) If you stop by the office we'll give you the materials that the producers have so that you're on the same page with them on set or in the studio.

Three pretty simple items that fit into a manila folder: Headshots, Member Reports and Rate Sheets are a small part of being a professional.

BROADCAST REPORT - TIM WILLIAMS

NATIONAL BROADCAST REPRESENTATIVE

One of the major challenges confronting us in the broadcast arena is the role of membership in the union process. This isn't unique to AFTRA. It is something that impacts unions across the country. Most members see the union as being the administrative staff who carry out the daily functions of the organization and represent you in negotiations, grievances and other interactions with your employers. The fact is, that just isn't accurate.

The union is you, the membership. Your level of interest and participation determine the success you experience at your local. In an industry that celebrates the individual, it is necessary to work collectively for each individual to have the opportunity to shine. It was that mindset that put unions in each of our member stations in the Tri-State.

It is not about radical concepts, or obstructionist behavior. Unionization is about providing a voice for those who produce the work, with those who manage and oversee the work. It provides a vehicle for the all to be protected, while allowing the best to progress to where their talents take them. Unionization protects us from the random and arbitrary actions of news directors and general managers, who can from time to time not always adhere to the most professional

behavior.

What has organizing done for you? Having those collective bargaining agreements in place has kept employers from scheduling you to work twelve hour day and ten consecutive days without compensation and breaks. It has given you holidays and vacation days. It has provided severance packages and wage rates that give you an opportunity to increase. It has given you protection against unjust discipline and treatment.

It didn't happen because the employers were benevolent and just willing to provide those benefits. It happened because those who came before you, as well as some of you still working, pulled together. In spite of the individual nature of the work, people were able to forge together, recognizing the community of interests you shared, That resulted in working conditions that elevated the quality of work life for themselves and all who followed.

As station ownership continues to flip and consolidate into fewer and fewer hands, that has an impact on you and your profession. Their voice becomes stronger in dealing with individuals, with little protection. As the tide changes, it helps to have a voice. That voice is louder when it comes together in the workplace and expresses the



concerns and interests of the membership.

I'm not suggesting that you take all of your free time and devote it to this cause. I'm asking that you give the time you can spare. It might only be minutes a day, or week for that matter. You're in the information business. Get involved in the business that protects your rights in the workplace. Participate! Know what's going on and have a say in it.

Today is the time to join. Sign a card, pay dues and work toward strengthening yourself and membership in the local at your station.

AFTRA, Tri-State Local
1056 Delta Ave., #4,
Cincinnati, OH 45208



FOOD FOR THOUGHT AND...HEADSHOTS!!!”

TRI-STATE ANNUAL MEETING
MONDAY, JUNE 2ND, 6:00 P.M.
JUNIOR LEAGUE OF CINCINNATI/COLUMBIA CENTER
3500 COLUMBIA PARKWAY, 2nd FLOOR AUDITORIUM • CINCINNATI, OH 45226

The Junior League is located across from the Precinct Restaurant on the corner of Delta Avenue and Columbia Parkway next to Art Miller's Car Service and Marathon gas station. You may park at the meters on Delta or across the street from the Marathon gas station is the Lincoln School with a huge lot. Enter the building at the rear entrance off Delta.

HEADSHOTS!!! - 20 Bucks for 10 clicks! You can never have enough color headshots of yourself, so take advantage of a quick 5-minute guerilla photo session with Taren Frazier for AFTRA members only. Payment (cash or check) to photographer directly.

Check him out at: <http://www.tarenfrazier.com/actorsgallery/>

You **MUST** schedule a time slot to insure you get shot. Call Kim at the office to set up your slot between 5 & 7 p.m. 513.579.8668. Please join us to swear in the new Tri-State Local Board for 2008-2010. Food, Drinks and Entertainment all provided! Meet and catch up with your fellow members! Talk with your Staff!

RSVP by May 30th to Kim Davis - kdavis@aftra.com or by calling 513.579.8668. We'll see you there!

What are we missing?

Is there something you wish we would put in the newsletter?

Send comments to
Kim – kdavis@aftra.com

Interested in Committee work?

Here's a list of committees. Send Kim an email kdavis@aftra.com) if you are interested in participating!

- Education/Communications Committee
- Wages and Working Conditions
- Broadcasters Issues
- Talent Agent Relations
- EEOC
- Organizing Committee