

**ONCE UPON A TIME
THERE WAS**

RADIO!

THERE WERE

ACTORS

ANNOUNCERS

SINGERS

SOUND EFFECTS

ARTISTS



BUT NO AFTRA.

DON'T LET ANYONE TELL YOU
"THOSE WERE THE GOOD OLD DAYS" —

THEY WEREN'T!!!

LOS ANGELES AFTRA LOCAL
6922 Hollywood Boulevard
8th Floor
Hollywood, CA 90028

Complete phone directory on page 19.

Welcome to AFTRA!

...in those early days, your working conditions looked like something from Act I of Cinderella. Your fees weren't even worth mentioning—and often the employer didn't!

Whether or not you got a job and what you were paid (*if* you were) depended on:

1. *How fast you could talk*
2. *How desperate you were for work*
3. *How closely related you were*
4. *How much cheaper you'd work than the next fellow.*

Then, outraged by such conditions—sick of being at the mercy of the employers in radio, performers from all across our land banded together to better their conditions and AFRA was created. We were known as the AMERICAN FEDERATION OF RADIO ARTISTS... and through the years AFRA proved that “In unity there is strength!”

In 1952 we added the T that makes us AFTRA. It was then that the new industry of TV came under our jurisdiction and brought us dancers and specialty acts.

What AFTRA Does For You

Today AFTRA guarantees decent wages and working conditions. AFTRA gives performers status and self respect and the protection and benefits of a respected national union.

AFTRA is a union comprised of performers; actors, announcers, dancers, newsmen, sportscasters, singers, stunt persons, sound effects artists, and specialty acts. It was created by performers...it is run by performers. It works for the sole benefit of each member.



YOU are a member of a national organization that is known as a fair, democratic union of professional performers in television, radio, phono recordings and all non-broadcast recordings. We are a part of the AFL-CIO.

YOU may be eligible for life insurance, medical and hospital benefits, and a pension through AFTRA, depending on your earnings.

YOUR union constantly continues its efforts to better conditions for you and your fellow performers.

What Do You Gain By Joining AFTRA?

Some performers, upon entering the professional field have said, "I'm satisfied with the wages and working conditions provided by my employer. Why should I have to join the union?" It is vitally important that you understand that those wages and working conditions were made possible for you through your *UNION's* efforts. Only the concerted strength of the entire membership coupled with the negotiating skills of our executives, through all the years of AFTRA's existence have culminated in achieving the wages and working conditions under which you work today.

Those benefits continue to improve as we grow.

Become familiar with the AFTRA agreements. You may stop by or call the AFTRA offices for copies of any contracts.

Services

There are lots of services at the Los Angeles Local designed to help you as a professional performer. We have new member orientations, casting seminars, showcases, rap sessions, workshops and other membership-wide events. We also have publications, brochures, and show sheets and franchised agency lists.

Our official newsletter, "Dialog" is mailed out three times a year, so you can read all about

upcoming meetings and events. We also have a twenty four hour Casting/Information Line. Call (213) 461-1377 and get casting information, negotiation updates, and upcoming AFTRA meeting schedules. And of course, you can always stop by our Membership Counter and ask one of our Membership Representatives about our member services program. We also have a fully staffed Member Services Department.

Why Do You Pay Dues?

Your dues pay for your union services and for the protections the union affords. Dues in AFTRA are among the lowest in the AFL-CIO. Yet, the benefits are many.

Your dues guarantee that you will be paid not less than the proper fees for your work; that you will receive your pay promptly; that your Health and Retirement payments will be paid into the fund in your name; that residual payments will be collected for you; that you will have someone to represent you in cases of dispute with your employer, protections if you are fired or discriminated against; that you may be eligible for sick and benefit funds and that you can use the facilities of the AFTRA Credit Union.

None of these things would be possible without your union, or your dues.

Why Do You Pay An Initiation Fee?

To make sure your union like any business has a stable financial base. You carry a National Card. 50% of your initiation fee and a lesser percentage of your dues goes to National Headquarters in New York, which conducts the negotiations for all of the national codes. The remainder goes into the local treasury to pay the costs of running the local.

Dues Payments

Dues are based upon your GROSS income reported under AFTRA's jurisdiction for the previous 12 month calendar year. They are on a sliding scale.

Dues are payable semi-annually:

May 1 — November 1.

Each year you are sent an Income Statement. Please complete and return the statement to insure that your dues are accessed correctly.

Pay your dues promptly within the first month of each dues period to avoid penalties. Penalties on delinquent dues accrue with the first day of each subsequent month.

Honorable Withdrawal

An Honorable Withdrawal Card will suspend your dues payments when you are not actively working under AFTRA's jurisdiction. To be eligible for

Honorable Withdrawal, you must have paid dues *for the previous 12 months*. Requests for Withdrawal must be made in writing and postmarked no later than *May 15* or *November 15* to be effective for that particular dues period.

A Withdrawal Card MUST BE HELD FOR AT LEAST SIX MONTHS.

If you should work under AFTRA jurisdiction within this initial six-month period, *you must pay full dues to date* and your Withdrawal is cancelled.

If you hold your Honorable Withdrawal for the initial six months, you may reactivate with AFTRA any time after that period by paying current dues.

What You Must Do For Yourself

Now that you know what AFTRA has done and will continue to do for you, you must do something for yourself.

The only way your union can guarantee benefits of any kind to its members is for you to cooperate in every way possible, to enable AFTRA to enforce its rules and regulations. AFTRA's administrators need and must have your cooperation.

You **MUST** follow these rules . . . they are for your protection. They guarantee for you, fair treatment by employers and a "Fair Shake" in competition with other performers.

It is your responsibility to know them. Failure to comply will make you subject to disciplinary proceedings. So please study the rules carefully.

Participate!

And now for the most important thing that you can do to really participate in the affairs of your union. **READ THE AFTRA MAILINGS YOU RECEIVE, VOTE, AND ABOVE ALL, ATTEND EVERY MEMBERSHIP MEETING POSSIBLE.** You must understand that **YOU** and the **UNION** are synonymous. Only by attending the meetings and actively participating in the discussions, will you understand the problems of your fellow performers and help them to understand yours. Only by concern for each of our categories can we maintain the strength to negotiate the best possible wages and working conditions for all of us. In discussing each problem that we face, many differences of opinion will be expressed by membership meetings. Sometimes you will be on the prevailing side—sometimes not. As in all democratic procedures, the decision of the majority will decide the issue. However, regardless of the outcome on any particular issue, it is in your own best interests to return again, and again, and again, and **PARTICIPATE!**

Be Sure Your Fees Are Correct!

AFTRA SCALE is that minimum fee established by AFTRA for each performer. **YOU MAY NOT**

ACCEPT EMPLOYMENT UNDER AFTRA'S JURISDICTION FOR *LESS* THAN AFTRA SCALE.

In most instances, payment for that work must be paid in full within twelve working-days of employment.*

YOU MAY NOT:

- ...accept a check for less than scale
- ...defer any part of payment due
- ...accept goods, services, interest in property, etc., in place of AFTRA scale.

Many performers are fortunate enough to negotiate Over-Scale fees. However, over-scale contracts can become *under-scale* because of extra rehearsals. You must specify the number of rehearsal hours originally contracted for an contract for any additional hours at not less than AFTRA scale. Call *your* union and check!

ONLY DEDUCTIONS provided by law (such as social security, etc.) may be made from AFTRA scale wages.

You May Not Pay Agent's Commission On AFTRA Scale.

Scale payments for national TV commercials non-broadcast and industrials are commissionable by your agent, with the following category exceptions: singers, dancers and extras.

No other scale payments are commissionable.

*In Television programs, the payment period varies, so check with the AFTRA office.

Voice Test

A competitive test to determine which of several performers will be hired—is the only thing you may do without pay unless you are called upon for a benefit performance.

Benefit Performance

If you are asked to appear in a *Benefit Performance*, clearance must be obtained from Theatre Authority. This is an organization serving all talent unions. All charity and benefit functions must clear through them. A portion of the receipt from such benefits is distributed by Theatre Authority to AFTRA's Sick and Benefit Fund for the relief of members who have an emergency need for aid because of health, personal crisis or economic stress. As always, check with the AFTRA office *prior* to working.

Report Employer Infractions

Any infraction of the PAYMENT WITHIN 12 WORKING DAYS OF EMPLOYMENT rule must be reported to your AFTRA office promptly. AFTRA will process claims on your behalf in a completely confidential manner.

PAYMENTS FOR:

- ... *Transcribed Spots— Session and Residuals*
- ... *Video Tape Commercials—Session and Residuals*

... *Replay Fees for TV Program—Domestic and Foreign*

... *Phonograph Recordings*

... *Non-Broadcast Recordings—Film Strips and Video Tape Industrials*

must be sent by the producer directly to the AFTRA office.

Please notify AFTRA if you receive a check for one of the above services directly from the producer.

PLEASE KEEP IN TOUCH!

Notify AFTRA's Membership Office of any changes in your address, phone, or agent. This will help AFTRA transmit your residual checks and any other payments collected for you. (See change of address form on last page.)

Report Your Engagements

Member report forms may be obtained at the AFTRA Office and must be signed by you and your employer and filed with AFTRA

WITHIN 48 HOURS

after completion of the following jobs...

- ... *commercial radio transcriptions*
- ... *commercial TV tapes*
- ... *audition spot recordings or demo's*
- ... *live local TV commercials*
- ... *all non-broadcast recordings—film strips, video tape industrials*
- ... *phonograph recordings**

These member reports enable AFTRA to see that you are paid your proper fee—within the specified time—and that you are paid your proper residual fees. These reports are also important to make sure you get proper credits in your Health and Retirement account.

—NOTE—

Submitting member reports and making telephone reports are AFTRA rules, violations of which may subject you to a \$20.00 fine.

Your Staff Contracts

If you are a staff announcer, or regular radio or TV contract performer, contracts are negotiated on your behalf about every three years.

Read the AFTRA Contract for your station. Call the AFTRA office and a copy will be mailed to you.

Each station has a Shop Steward. Report all infractions to your Steward. Don't hesitate, though, to directly call the AFTRA office.

*In addition to this Member Report, you must TELEPHONE the AFTRA office IN ADVANCE of a phonograph recording date. (213) 461-8111.

AFTRA has assigned full-time Field Representatives to service you.

Committees

The Los Angeles Local has several active committees. Call our Member Services Department for a complete listing and information on how to join.

Unfair Producers

BEWARE!

**Working For A Non-Signatory Or Unfair
Producer will result in charges before the
Los Angeles Local Board of Directors**

You can avoid being brought before the Board by following these guidelines.

Prior to reporting to work, call the AFTRA office and check the signatory status of the company that has hired you.

Depending on the job ask for the appropriate department, and ask your AFTRA representative to check for you.

Remember, although a company may be signed to one AFTRA agreement, this does not make it a signatory in all areas. Check on an individual basis.

Fines can be avoided by checking the status of the producer with the AFTRA office. *Important to do so.*

Strikes

A strike is the union's ultimate weapon, resorted to *only* when all other avenues of negotiation, collective bargaining and conciliation have failed. This is so because all thinking unionists fear its hardship and its financial loss both to the individual members and the union.

Of course, no member may cross a duly authorized AFTRA picket line. Further, many AFTRA contracts contain a clause permitting us to respect the picket lines of other unions that may be on strike against an employer with whom AFTRA has a contract.

Violation of an AFTRA picket line results in the severest disciplinary action, and professional disgrace.

AFTRA Health And Retirement Funds

AFTRA was the first talent union to provide its members with a Health and Retirement Plan.

AFTRA's Health and Retirement Plans are recognized throughout the country as among the best of any industry.

These benefits don't cost you a cent! As a performer working under AFTRA's jurisdiction, your Health Fund and your Retirement contributions are paid by your employers.

AFTRA Health Fund

When you have fulfilled your eligibility requirements (only \$7,500.00 in earnings during any one of four 12 month earning periods) you will qualify for the following benefits:

	PERFORMER	DEPENDENTS*
Life Insurance	\$ 20,000.00	None
Accidental Death, Etc.	\$ 12,000.00	None
Hospital Benefits	120 Days**	120 Days**
Major Medical	\$1,000,000.00	\$1,000,000.00
Deductible (You Must Pay) \$500.00 max. per family	\$ 250.00	\$ 250.00
Percentage of Covered Charges Payable by Fund.	80%	80%

AFTRA Retirement Fund

Retirement income may be yours under AFTRA's Retirement Fund. Benefits will be determined by the number of years you are active under AFTRA jurisdiction and your earnings during those years.

*Your eligible dependents are your lawful spouse, and each unmarried child until the last day of the calendar year in which such child attains 21 years of age. If your unmarried child is dependent upon you for support and maintenance and is attending school or college as a full-time student, he or she will continue to be eligible until: (a) the date he or she is no longer a full-time student; or (b) the last day of the calendar year in which he or she attains age 23, whichever is earlier.

**Applicable to each Hospital admission. Admissions separated by 90 days will be considered as new admission — new 120 days in effect.

Benefits under the Plan may be changed by the Trustees dependent on the contributions from employers and the various cost factors. Please check with H & R office at (213) 462-3244 for details.

AFTRA Dental Assistance Plan

When you have fulfilled your eligibility requirements (only \$7,500.00 in earnings during any one of four 12-month earning periods), you will qualify for the following benefits.

	PERCENTAGE OF REASONABLE & CUSTOMARY CHARGES PAYABLE
Type A Expenses — Preventive & Diagnostic	100%
Type B Expenses — Restorative Procedures	75%
Type C Expenses — Prosthodontics	50%

For Type B & C Expenses:
\$50 Calendar Year Deductible

No Dependent Coverage

Annual Maximum. All Types of Expenses:
\$1,000.00 Per Person Per Calendar Year

The Benefits under this Dental Assistance Plan are provided through the Union Labor Life Insurance Company.

For further details, consult your *AFTRA Health and Retirement Funds* booklets. This is available at your AFTRA Health and Retirement Office. AFTRA's Health and Retirement Office will be glad to answer any specific questions you may have regarding your eligibility and/or benefits. Call (213) 462-3244, or (800) 367-7966.

AFTRA-SAG Federal Credit Union

As another AFTRA service, your L.A. Local formed a Federal Credit Union. In 1971, SCREEN ACTORS GUILD became an equal partner.

Although it is supervised by the government National Credit Union Administration, it's run by AFTRANS and Guild members.

The AFTRA-SAG (Federal) Credit Union provides any easy and convenient way for you to SAVE, and your money earns good dividends.

As a member-owner of the Credit Union, you may BORROW in confidence at the lowest possible interest rate.

Accounts are insured up to \$100,000.00 by the National Credit Union Administration, a branch of the federal government.

All paid-up members of AFTRA's L.A., San Diego and San Francisco Locals, and Guild members in those areas are eligible to join as well as members of your immediate family living under the same roof.

To join the Credit Union, there is a one time entrance fee of \$5.00 and a minimum of \$50.00 to start your savings/share account.

Your Credit Union will be glad to answer any questions regarding our various services—call 461-3041 or 1-800-354-3728 in California for more information.

For You—By You

As we said in the beginning, AFTRA is run by and for the sole benefit of its members.

Since this is YOUR union, please give us the benefit of your full participation.

We want you to take an ACTIVE INTEREST in how your union is run. We want the benefit of your experience in your profession, and we know you will benefit by this participation. You will have the satisfaction of working with your fellow performers in making AFTRA an even better union!

AFTRA'S OFFICERS AND BOARD MEMBERS are performers—like yourself. They are elected by you, they represent you and work for you. They are not paid for their services. Give them your support and help. Any active member of AFTRA in good standing is eligible to serve on the Board. By all means, VOTE!

AFTRA'S STAFF is employed by you to negotiate and administer AFTRA's codes, contracts, and services. They are here to answer any questions, give you any needed assistance. Please cooperate with them.

Summing Up

Once more—the only way your union can guarantee benefits of any kind is for you to cooperate—know the rules—follow them!

A Few Reminders...

1. *You may not accept employment under AFTRA's jurisdiction for less than AFTRA scale—nor work for a non-signatory or unfair producer.*
2. *You may not pay agent's commission on AFTRA scale.*
3. *Check all benefits with Theatre Authority.*
4. *In most cases, you must receive payment within 12 working days of employment.*
5. *Membership Reports must be filed with AFTRA within 48 hours of employment.*
6. *Prior to a Phonograph recording date, call the AFTRA office, check on status of producer, especially radio or TV spots or any non-broadcast recordings.*
7. *Know your Staff Contracts.*
8. *Avoid penalties—keep your dues paid up.*
9. **READ AFTRA MAILINGS.**
10. **ATTEND AFTRA MEETINGS.**

AFTRA Directory

Please use this directory as a reference when calling the AFTRA office.

MAIN number: (213) 461-8111,
then DIAL...

Membership Department	500
TV Department	5
Agency	3
Commercials	7
Member Services	253
Residuals & Other Checks	4
Broadcast Department	207 & 206

Outside Lines

AFTRA Casting/Information	(213) 461-1377
AFTRA Showcases	467-8702
Health & Retirement Fund	462-3244
AFTRA/SAG Credit Union	461-3041
AFTRA TDD (for the hearing impaired)	463-9264
AIPADA (Alcohol & Drug Abuse Helpline)	(800) 443-6063
Frank Nelson Sick & Benefit Fund	461-8111, ext. 254

***Dont' lose out on
residuals and other important
AFTRA mail!***

***Please use this form to
notify the AFTRA office
of future moves***



Change of Address

Name: _____

S.S. # _____

New Address: _____

Home Phone: () _____

Service: () _____

Agent: _____

**MAIL TO:
AFTRA/Membership Dept.
6922 Hollywood Blvd.
8th Floor
Hollywood, CA 90028**

REMEMBER THIS IS YOUR UNION

**Keep in touch
and Good Luck.**

5/92

the harman press
1287 MO. HIGHLAND AVENUE
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(314) 483-7107



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