ABC
Negotiations
Begin

by Jim Joyce

On February 25, 2003, negotiations for the successor agreement to the ABC contract formally commenced in Tysons Corner, VA. Talks were continuing until March 21, when the Union and the Company announced, in a joint statement, a temporary suspension in negotiations “because of the war in Iraq and the important role that ABC and its NABET-CWA-represented employees are playing in coverage of the conflict”. Negotiations are scheduled to resume in Tysons Corner the week of April 28.

Joining me on the Union’s bargaining committee are NABET-CWA President and Chief Spokesperson John Clark, NABET-CWA Network Coordinator John Krieger, Connie Sims-Local 31 (Washington), Ray Taylor-President, Local 41 (Chicago), Jim Sudweeks-Local 51 (San Francisco), and Richard Daszowski-Vice President, Local 57 (Los Angeles). Also assisting at these negotiations for NABET are Local 16 President Gene Maxwell, former Local 31 President Doug Allmond, current Local 31 President Mark Peach, and Local 41 Vice President Charlie Braico.

During his opening remarks on behalf of the Union, President Clark stated that among the goals for NABET at these negotiations were “To build a secure future for our membership at ABC by solidifying, under more certain terms, our participation in the new and evolving technologies that the Company utilizes now, and will utilize in the future.”

Most of the three and a half weeks during the shortened first round were spent discussing each side’s initial proposals. NABET started the process on February 27 by presenting the Union’s proposals for the General Articles, the Engineering Agreement, and related Sideletters. The majority of the Union’s proposals were submitted to us from rank and file members last summer. The Company presented their initial proposals on March 3 and March 4.

Afterwards, individual days were devoted to the initial discussions of other New York units such as Traffic, Publicists, Desk Assistants, and Radio Talent Coordinators, as well as for discussion involving Newswriter units in Chicago, Los Angeles and San Francisco, and the L.A. Plant Maintenance unit. On March 5, ABC presented an actuarial review of the NABET Retirement Trust using a Company-hired analyst. A session devoted to Daily Hire issues was scheduled for March 22, and will be rescheduled during the next round of bargaining session.

The preceding few paragraphs were meant to be brief overview of what transpired during this first bargaining session. For a more in-depth review of the daily bulletins, as well as to review both the Union and Company contract proposals, and to stay informed for the upcoming round, go to the following website:

http://www.abc-contract.info
Dear Sisters and Brothers,

Over the last few weeks and months we have all witnessed momentous events in the history of the world. We have been able to witness many of those events because of the skill and dedication that each of you brings to work every day at ABC. Of course, this is nothing new for the members of NABET-CWA. It is a continuation of a long tradition of extraordinary effort and sacrifice on the part of our members to produce high quality Radio and Television broadcasts every day. It is a tradition that extends back to even before the beginning of ABC, to the days of the Red and Blue Network. Our members have been there, and continue to be there, covering the major news, sports, and entertainment events of our time. From the first Mercury space launches to the tanks of the 3rd Infantry Division crossing the Iraq border, the skill, dedication and expertise of NABET-CWA members has illuminated the phosphors of television picture tubes and vibrated the speaker cones of radio receivers around our nation and the world and thereby informed and enlightened us all.

Recently, as a result of the war in Iraq, the word “embedded” has come into the lexicon of everyday use. I think it is a good term to apply to our relationship with ABC. NABET-CWA has been embedded with ABC from the very beginning. And while the NABET-CWA members embedded with the troops will at some
point in the near future be packing up their equipment and heading home, NABET-CWA members intend to be embedded with ABC for a very long time to come. That is the dominant theme that our negotiators put forward each and every day at the bargaining table. We have been a part of the history of this company and we intend to be part of the future. The daily actions of our members during the Iraq war speak far louder than words. We are doing all that we can to build today for a future that insures the continued improvement and success of ABC and the continued economic and personal security of all our members.

Each of us recently received a letter from the members of the Network Negotiating Committee explaining where we now stand in the process of bargaining for a new Master Agreement. I hope you have read it and taken it to heart. Some members have questioned the wisdom of the Negotiating Committee in agreeing to an extension of the current Master Agreement. I do not. I have attended several of the general sessions and I have been assigned to one of the bargaining subcommittees dealing with issues related to the new Network Distribution Center and Traffic. It is clear from my first-hand observations, that our Negotiating Committee is very focused on the goal of bringing these negotiations to a meaningful conclusion. They are conducting themselves in a very professional manner, and I know for a fact that the Company Negotiators have been very impressed with the preparation, thoroughness, and high level of discussion that our committee has brought to the table. Our negotiators have taken the “high road” at every junction — and that is exactly what they did in agreeing to suspend negotiations due to the war in Iraq. It now remains to be seen whether the Company is prepared to take that same “high road” when negotiations resume. If they do not, the NABET-CWA Negotiating and Mobilization Committees are prepared to meet the challenge. The big question is: Are you the member prepared to bring the same focus and dedication to achieving a fair contract as you were to producing extraordinary broadcasts over the past few weeks? It is imperative, as the letter from the Negotiating Committee states, “Every NABET-CWA represented employee needs to remind every manager, at every level of the Company, that you are putting in an extraordinary effort...” and that “...you deserve a contract that treats you with respect and recognizes your dedication to ABC.” It is a message that must resound from the membership and it must be delivered at every opportunity. While actions often speak louder than words, sometimes words are important too. Now is that time.

Sincerely,

P.S. I apologize for the lengthy time between the last issue of Scene 16 and this one. There is no one to blame but me. Don’t forget, to keep current with the latest Local 16 news and information; you can sign-up for e-mail alerts by sending your e-mail address to mail@nabet16.org or you can check the Local 16 website at www.nabet16.org.

Disney 401(k) Contributions by Gene Maxwell

If you are a participant in the Disney 401(k) Plan it is probably a good idea to check your recent Fidelity Investments statement(s) to insure that your expected contributions are being made and that the correct Company matching contribution is also being deposited to your account. Several members have notified Local 16 about discrepancies in either their contribution or the Company match. Many of these discrepancies have been resolved but it is still a good idea to regularly review your account.

The plan permits you to contribute between 1% and 20% of your base pay (on a pre-tax basis) via payroll deduction into your account. The Company matches a portion of your contributions. For every $1.00 you contribute to the plan, up to 4% of your base pay, the Company will contribute $.50. So, if you contribute 4% or more, the Company will add another 2%. We are aware of at least one case where the Company seems to be matching the employee’s entire contribution instead of just the first 4% of base pay. We are not sure how this matter will ultimately be reconciled.

For those of you who are trying to maximize both your contribution and the Company match you need to pay special attention to the IRS limits. The IRS sets a maximum

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FIRE SAFETY IN OUR WORKPLACE

Most likely everyone has read about or saw the television coverage of the fatal conflagration in West Warwick, Rhode Island. On February 20 a stage fire at a night club, “The Station,” claimed the lives of 99 people and injured 200 others. There were numerous reasons why this fire was so tragic. The most disturbing though, is the fact that the audience in the club was slow to react to an obvious condition and that during egress all available fire exits were not used.

At ABC we had a small fire in TV-6. This was a month before the Rhode Island tragedy. Even though there was a considerable condition of smoke in the control room on the B-1 level of 47 West, the automatic fire detectors did not alarm. The smoke was noticed by a number of employees and eventually found to be caused by a shorted electrical transformer. Some confusion about the company and fire department policies regarding this type of emergency was apparent. It would be best to review them.

ANY TIME an employee observes a visible condition of smoke or fire; THEY MUST vacate the area and “pull” a fire alarm box. You will find a manual “pull station” in the vicinity of each exit stairway within the building. Your action will automatically initiate a fire department response through a central station and also alert your fellow employees along with the building fire brigade of the condition. Smoke detectors and automatic alarms are protection throughout the building to detect smoke and fire at all times. They provide a source of early warning of a fire or smoke condition that may not be discovered by the occupants. Again — if you SEE SMOKE OR FIRE............... PULL the ALARM and EXIT the floor. Do not wait for a smoke detector to automatically transmit an alarm of fire. Precious time may be wasted doing so.

...If you see smoke or FIRE!

The Broadcast Operations Center at ABC is loaded with electronic equipment and at times the smell of a component failure will permeate the air. Prudence dictates that you should notify building services or security immediately and then look for the source of this failure and disconnect the defective hardware. Do not pull an alarm box for odors unless you see fire or smoke.

Upon hearing an audible alarm on your floor, you should immediately exit by using the closest stairwell and descend two floors below where the alarm is sounding. Do not use the elevators. If a person is in a basement area, proceed up to exit. If you end up on the first floor, exit the building to provide clear access for the fire fighters as they arrive. Operations management has prepared a plan for live studio backup in the event of a fire alarm condition as well as other situations. Under no
circumstances should any employee stay on post during an alarm of fire. Assignment to a live show or taping in progress is no reason to jeopardize your life, or the lives of the firefighters that will have to search for you should you become trapped. Questions regarding these plans should be directed to your technical manager.

Everyone should become familiar with the locations of all stairwells or exits on their work floor. A map of their location is in the elevator lobby on each floor. The path to and the exits themselves are clearly marked with red signs that are lighted. In the event of a fire, where your normal familiar path is blocked, knowing an alternate exit could save your life. The next time there is a biannual fire drill on your floor, attend and listen carefully. There is no better way to become familiar with emergency fire procedures than from a fire department representative.

During the post fire investigation at the Rhode Island club, fire marshals uncovered a disturbing fact. Few, if any of those who escaped, used alternate fire exits. It has been theorized, that if every available exit were used that night, most likely all would have escaped with their lives. Unfortunately, the fleeing patrons attempted to leave through the familiar door that they entered. This caused a “log jam” that trapped them in a rapidly extending inferno. As a former fire fighter, I strongly recommend that when away from your home, especially at places of public assembly such as clubs, meetings and hotels, take a look around. Locate the closest exit. Look for alternate exits. Also, at home, plan and practice a fire exit strategy with all the members of your family. Knowing the paths of escape in a fire condition will save your life.

Subsequent to the TV-6 incident, management and the NABET Safety Committee conducted a joint investigation as to why the automatic fire detector did not sound. We uncovered the fact that air conditioning register flow was the most likely reason why the alarm did not activate. The smoke that was being generated by the fire was being directed away from the detector head. A change in the smoke detector location was made to eliminate the problem. Also, at the time of the incident, operating personnel complained that a fire extinguisher was not readily available in the vicinity of TV-6. That situation was immediately remedied (the next day) by building services installing an extinguisher in the corridor outside TV-6.

**CALIFORNIA CalOSHA ENG STANDARD BECOMES LAW**

In a move that hopefully will be “trend setting” across our nation, the “Golden State” OSHA program (CalOSHA) adopted new regulations into laws that will help protect ENG crews. The regulations became effective late last year. CalOSHA’s action finally forms clear and concise language regarding ENG equipment minimums, truck safety inspections, as well as spelling out operator training requirements. This major step forward will help protect our California brothers and sisters from death or serious injury while working at their assigned tasks on live news pickups.

Although the CalOSHA effort has been an important leap ahead, there is still a lot of work before us. These protections need to be expanded outside of the borders of California. All broadcast employees deserve this type of workplace training and protection. We must not rest until comparable regulations are adopted at the Federal level protecting the workers who continue to be at peril while working outside of the protections of the California program.

**WABC Engineering crews identify and help resolve a potentially dangerous ENG truck situation**

At home here in New York, a safety concern was identified on the antenna masts used by Channel 7 Local News ENG trucks. Because of stress placed on the connection pin during the mast raising process, metal fatigue failure would allow the antenna / equipment pod to fall after becoming disengaged from its perch 50 foot above the ground. One our mobile trucks had this occur in the field. We have been told that there has been similar failures across the country, most recent at NBC here in New York a few weeks ago. After careful assessment in our maintenance garage, a temporary inspection plan was instituted and a permanent fix for the problem considered.

more Safety Net on next page
**The Safety Net (cont’d)**

It was determined that the thickness of the mast at the connection point was not substantial enough to withstand the inertial forces of the mast raising process. Over time, the combined weight of the antenna and equipment caused a fatigue type failure of the aluminum tube. A fabricated ring type collar was recommended to reinforce this connection point preventing the problem from occurring.

Thanks for the assistance of NABET-CWA Local 16 Health and Safety committee person Kelvin Story and the quick recommended fix designed by brother Rich Balas of the ENG maintenance shop. The manufacturer of the mast has implemented Rich’s suggestion.

**A REMINDER......CHANGE YOUR CLOCKS also means CHANGE THE BATTERY IN YOUR HOME SMOKE DETECTORS**

Be a spotter with the SAFETY NET. Send your ideas to us by e-mail at: safety@nabet16.org

We welcome your input and look forward to hearing from you.

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**Benefit Updates**

**W-2 Problems**

Members (both active and those on LTD) may have received very late or corrected W-2 forms from Disney Worldwide Shared Services (DWSS). Most, if not all, of these problems seemed to be limited to those employees on the “Tomorrowland” payroll system and those on LTD. If you were among those affected, and you incurred additional expenses related to the preparation or amendment of your required tax filings, you should submit a request for reimbursement of the additional costs to:

DWSS  
Attn: ABC Payroll - W2 Refund  
P.O. Box 10499  
Lake Buena Vista, FL 32380

Please be sure to include documentation that shows the additional costs involved to redo or amend your tax return.

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**LTD Benefits**

Long Term Disability Benefits is a very important benefit that is available to all ABC staff employees through the Disney Signature Benefits plan and to Daily Hire engineering employees through the Flex Plan. Daily-Hire members are required by the Flex Plan to have Long Term Disability coverage once you reach a certain level of contributions. Staff employees do not receive LTD coverage unless you choose to take (and pay for) LTD as part of your Signature Benefits package. If you do not have LTD.

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**401-K (from page 3)**

contribution limit for pre-tax contributions. For 2003, your combined pre-tax contributions made to employer-sponsored plan(s) you participate in during the year cannot exceed $12,000 (the limit increases $1,000 each year through 2006 and is indexed to inflation thereafter and there are some special rules covering “catchup contributions” for those ages 50 or older). In order to maximize the combination of your contribution and the Company match, you need to make sure that you do not reach the IRS limit on your contributions until the last pay period of the year. This is because the Company match only occurs when you are actually making a contribution. If you “cap out” before the last paycheck, then you will miss out on the Company match that would have been made on your contribution for that pay period(s). For example, at current salary levels a top scale Group 5 contributing 20% would “cap out” this year after 23 pay periods because they had reached the $12,000 limit (20% of base = $532.80 x 23 = $12,254.40). This employee would miss out on Company contributions for the three (3) remaining pay periods. If such employee had calculated his/her deductions so as to insure that they did not reach the limit until the last pay period, the Company would have contributed an additional $159.84 (2% match $53.28 x 3 = $159.84).

Fortunately, Fidelity will save you the task of doing the calculations to maximize your benefit. If you are contributing an amount that might reach the IRS limit you should contact Fidelity at 1-800-354-3970 or via the web at www.401k.com to insure that your payroll deductions are set up to maximize your benefit.
Daily Hire Vacation and Pension Payments

We urge all retirees and surviving spouses, if you have not already done so, to contact the Disney Benefits Center at 1-877-702-3501 to insure that the DBC records are correct.

The Disney Benefits Center uses an automated system that requires you to enter your Social Security number followed by a password using a touch-tone phone. If you have never called the Disney Benefits Center before, you can reach a real live person by pressing * 0 (star 0) on your phone after you hear the initial automated greeting. The Disney Benefits Center representative will then assist you in setting up your password and updating your records. The DBC hours of operation are Mon-Fri 7 a.m. to 9 p.m. Eastern Time.

If you are a reader of Scene 16 and know of a surviving spouse who may not be receiving Scene 16, please make sure that they are aware of this important information. Of course, if you have any benefits related question or problem that you can not get resolved by either the Disney Benefits Center or United Health Care, please do not hesitate to call the Local 16 office at 212-757-7191.
This is the official application form for the 2003 James P. Nolan and Donald DiFranco Memorial Scholarships.

The amount and number of scholarships will be determined by the Local 16 Executive Board and announced in May, 2003. Applications must be received at the NABET-CWA Local 16 office by Friday, June 27, 2003. A random drawing will be held at the Local 16 office on Monday, June 30, 2003 to determine the winners. An applicant may win only one Nolan/DiFranco scholarship. Applicants need not be present to win. Scholarship awards will be issued upon submission of verification of enrollment.

Eligibility:
1) The scholarships are open to sons and daughters of retired, deceased, or active members, in good standing, of NABET-CWA Local 16.
2) Applicants must be enrolled in an institution of higher learning full-time during the 2003-2004 school year. Previous winners are not eligible.

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Parent’s Occupation/Work Location:

Applicant’s Parent is: ( ) Active ( ) Retired ( ) Deceased

Applicant’s Signature: ____________________________

Return to: NABET-CWA Local 16 Scholarship Committee 80 West End Avenue 5 fl. New York, NY 10023

DUE JUNE 27, 2003
Cruising

Hector Kicelian (Net VTR retiree) sent Bruce Giarraffa this photo and a note about a cruise he took last summer:

“Enclosed are the pictures of the three ABC retirees that met while doing a transatlantic crossing. The cruise was from the Carnival Line on a new ship “Legend”. We sailed September 5 from the port of Harwich, England went to Le Havre (France), Cork (Ireland), Glasgow (Scotland), Reykjavik (Iceland), St. Johns (Newfoundland) and finally docked in New York on September 20.”

ATTN: Retirees and Surviving Spouses

This information applies only to those retirees or surviving spouses who have medical coverage under the ABC Comprehensive Medical Plan that was in effect on March 31, 1989 (the old ABC Medical Plan - currently administered by United Health Care). Local 16 recently learned that United Health Care (UHC) changed the manner in which they administer benefits for surviving spouses of retired members. As of January 1, 2003, UHC now uses the Social Security number of the surviving spouse, not the deceased retiree, when processing claims. Unfortunately, UHC did not notify these surviving spouses that they were making this administrative change and the result was a great deal of concern and confusion when claims were submitted after January 1, 2003. One of the main problems was that neither UHC nor the Disney Benefits Center (DBC) had a record of some surviving spouse’s Social Security number. This resulted in claims being rejected or coverage denied.

Local 16 understands that this problem is being corrected and that the surviving spouses have been contacted by UHC and/or the Disney Benefits Center so that the records can be properly updated.

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Keeping In Touch:

Marv Cahn has recovered nicely from his back operation — looking and moving about much better. He’s busy as ever being a board member nearby at Villa Borghese.

Nothing perks one up as much as a surprise phone call from an old friend. I could immediately tell that a recent secret voice was none other than Bob Theodore. He rattled off many names of his old friends at ABC. It never gets out of one’s system, you know.

Shirley and I will be visiting with Claire and Marty Gavrin soon as well as Betty and Maxie Goldstein, Lila and Dick Moller, Thelma and Jack Himelfarb and possibly others.

Tomorrow night I expect to see Dick Moller, Don Owitz, Marty Gavrin and Maxie Goldstein at a meeting of the Boca Raton Computer Society. It’s a very lively group of oldsters mostly, who are still living and learning about the internet and computer activities.

I belong to four MAGIC clubs that calls for traveling to meetings north and south. Lots of fun! We do more than just eat-out down here in Florida.

I’ve been chastised for cutting down on writing pieces for Scene 16. I gave birth to this newsletter many moons ago, and gave it its name. It was written long-hand for many years, and the wonderful office staff had to type it all ... and then mimeograph the copies for mailing. Of course I worked under the all-seeing Jim Nolan for all the years. Most folks didn’t know that I argued with Jim all the time. Fortunately for us all, Jim had the annoying habit of being right. He never changed a single word that I wrote.

I’m glad to see that Scene 16 is still going strong, bringing y’all news and information. I read it cover-to-cover every issue. Keep it up, boys ’n girls.

Les Scheyer

Obituary

Lou Szachewicz

The long time supervisor of New York Traffic Operations, Lou Szachewicz, passed away on his 79th birthday on January 7, 2003 after a long battle with cancer. Lou was a quiet man, who would often have work on his desk piled a foot high and every few hours you would hear Lou’s signature line, “There has to be a better way!” Lou was an old school model employee: he came in on time, worked hard, did a thorough job, helped the younger Traffic Operators who had questions and never said a bad word about anyone.

Lou started at ABC as a Teletype Operator in 1948 and retired in 1986 as the Traffic Supervisor. He was a true Television pioneer. He also served in the Army Air Corps during World War II. We all wish Lou a peaceful rest and hope that he has found a better way.

Dennis Allen

John Sadowski

Retired ABC Engineers and Colleagues
Long Island Group
Next Luncheon is May 14, 2003
Obituary

Bruce Louden

On November 3, 2002, after a long illness, Bruce Louden passed away. He was 83 years old.

He started working at ABC in 1948 and was assigned to TV Maintenance. In the early 1950’s he transferred to TV Master Control and worked there until his retirement in 1983.

Bruce was as expert in the repair and restoration of church and theater organs and was a member of several organizations in that field. He also played the bongos and marimba. Those of us who heard Bruce play the bongos on the midnight shift in Master Control will never forget the experience.

During World War II, he served in the Army Air Corps, in England, where he worked with early radar systems.

Another interesting thing about Bruce is the fact that his father was a soldier in the American Civil War. His father had enlisted at a very young age and joined one of the New England Regiments. At some point his father became ill and was put aboard a hospital ship in Boston Harbor from which he somehow fell overboard. He was lucky to be rescued by some local citizens. Bruce mentioned that he had the hospital records as proof.

You may ask, how a person born in 1919, in Amityville, N.Y., can have a father who fought in the Civil War. Actually, Bruce was the child of an advanced age father. His family history goes back many years in Amityville where there is a “Louden Avenue” and “Louden Hall”.

After Bruce retired he continued to help restore organs. He also joined a group that was involved in the restoration of WW II and other military aircraft near his home in Ghent, N.Y.

Bruce was one of the more colorful people at ABC. If you knew him, you would never forget him.

Harvey Reibel
TV Master Control

Merritt Roesser

I worked in graphics and I used to travel extensively with Sports. Merritt was always on the crew with me. I really liked him, warts and all. When he was in the VA Hospital out on Long Island, I visited him 4 or 5 times. The nurses there told me that when I told him I was coming for a visit that they had to make him look good....bath, hair washed and cut, clean pjs. He used to take my arm and walk me around to all his hospital cronies and introduce me as “his girlfriend.” We spent many an hour walking and sitting and talking about the “good ole days at ABC.”

Another time ABC chartered a plane for us to get back to our families during a holiday weekend. The plane picked up remote crews from 3 or 4 venues. I was picked up after Merritt was picked up. Well, as I get on the plane, there was Merritt. All done up in a flight attendant apron with a sign from a magazine pinned to the front of it.

It said “Take the Merritt challenge.” Very funny and purely Merrit.

Lois Rycx

Merritt Roesser very seldom used his car as he lived mostly on the road, as all of us assigned to the Lodi field shop did. One day while in Lodi Merritt decided to use his car to drive to a local restaurant for lunch. As I got in the car I noticed something on the floor in the back, on closer inspection it was a mushroom growing there. I will never know if Merrit was pulling my leg and planted it there as he was known for his practical jokes.

Bob Nicosia

Merritt did get mentioned in TV Guide way back. That was regarding the slo-motion machine. He was referred to as Marvelous Merrit and his Machine or something to that effect. Not many “Nabes” have articles written about them.

Merritt was a friend and always willing to help. When the chips were down he was a good guy to have around. I’m sure you will hear some interesting war stories about him. The old cliche of “being in a class by himself” is certainly a truism in his case. That’s a phrase that can be taken either way and in his case he could be your savior and worst nightmare at the same time! He was out to my home quite a few times and I missed those visits after he retired and moved to California. We did get to visit when we did some golf shows out there.

Bob Larson
NEW TOOLS OF THE TRADE

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SELF-PACED TUTORIALS
WHICH CAN LEAD TO
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May/June 2003