

## CALIFORNIA FUTURE OF WORK COMMISSION STAKEHOLDER CONVERSATION WITH ENTERTAINMENT INDUSTRY UNIONS AND STUDIOS

On February 18, 2020, I (Commissioner Doug Bloch) and Commissioner Roy Bahat met with both labor and employer representatives from the entertainment industry, including:

- International Association of Theatrical and Stage Employees (IATSE)
- Laborers International Union of North America (LIUNA)
- Directors Guild of America (DGA)
- The Screen Actors Guild - American Federation of Television and Radio Artists (SAG-AFTRA)
- International Brotherhood of Teamsters
- Writers Guild of America – West (WGA)
- Warner Brothers/Motion Picture Association

My initial impression is that in the entertainment industry, a new social compact is not needed. Rather, we should seek ways to replicate this model into other industries.

Both the labor and employer representatives described a mutual appreciation and recognition that they needed each other. The system of organizing work, as well as joint advocacy, is built upon that.

In the entertainment industry, sectoral bargaining, portable benefits, and “gig work” are the long-established model. However, they are built around collective bargaining and W2 employment.

Over 350,000 workers are employed in the entertainment industry. Most work in California.

Collective Bargaining Agreements are with studios and then flow down to third-party companies that actually hire the workers. In the entertainment industry, the vast majority of workers on most projects are employed by Cast and Crew and Entertainment Partners. Given the efforts in California to address joint employment, this is very interesting. The entertainment industry does not appear to be “fissured.”

Collective bargaining extends to service sector jobs as well, including foodservice, janitorial, security.

The various Collective Bargaining Agreements provide for:

- Living wages
- Pension
- Active and retiree health care
- Flexible work schedules

The industry, like the construction industry, provides for truly portable benefits. Contributions follow worker, regardless of employer or location. The employer representatives said its more efficient for employer than providing benefits on a project-by-project basis

On flexible work, the employer spells out the start time, which can change daily. They are flexible on the length of call time as well.

The Collective Bargaining Agreements also allows for hiring workers as “single employee corporation,” which allows for limited use of truly independent contractors.

Finally, all parties emphasized the importance of the State of California’s film tax credits for investing in good jobs. Enacted through legislation, a significant amount of work has returned to California from out of the state and country. This appears to be a very strong example of California investing in good jobs.

My recommendations coming out of this would be to explore other industries where similar models could exist, including W2 employment, collective bargaining, and tax policy/investments to support the creation and maintenance of quality jobs.