

Organized Labor

Notes

Randy, SDC

- Accessibility to a laboratory type environment for all artists. Small venues where members could create their work. I
- Lower East Side used to have that
- Even Off Broadway is hard for people to play a livable wage
- Lab for people to grow and thrive
- Pipeline problem
- Writers are cutting their teeth there

Barbara, Actors Fund

- Stability issue: affordable housing,
- Expensive to be in the business
- If you are a dancer: take a class every week is expensive
- Musicians have their costs
- Health care
- All of the unions in the SoNY lobbied for a COBRA subsidy
 - 70% of the people who lost their insurance couldn't afford COBRA
 - 50% subsidy in cost subsidy
 - It's a risk this year
 - ACA the applications did drop
- Housing
- Career Center: we've changed our focus on portfolio career management so people can develop their craft in different ways
 - More opportunity for career help
 - Financial skills for artists
 - Student loan debt living in the most expensive city

Chris, Local 802

- All policy is geared toward a traditional types of employment and not for people that are working in different things at one time: 7 different jobs

Caitlyn, Freelancer

- **System doesn't work for**
- **Insurance is SO expensive**
- **Access to information**
- **Income is so unstable**
- **Manage your taxes, disproportionate tax burden**
- **Protections: not getting paid on time**

Barbara Davis,

City just changed

Significantly reduced the amount of savings in the non-retirement account. If you had money in 401(k) and IRA, it didn't

People keep their stuff liquid. Other than union pension plans, they don't

Significantly going to impact eligibility for working people in the arts – ESP Seniors, moderate and middle income housing. Asset cap is limiting.

Alex Gleason

- City investment – privatization of public good. Quasi-public entities – Brooklyn Bridge Park for e.g.

- Difficult for unions to get in
- Subsidy
 - Accountability for subsidies for venue for support
- How can the city in the long run think about the 1099 economy, app based economy and how it impacts union wages
 - Uber
 - Taskrabbit
 - What happens when there is an app an actors or venues or other types of things

Ann Burdick, Writer's Guild

- What is COBRA? Esp. people from international people, young people
- Fellowship:
- How do gather them and educate them
- Old form passed but now back to Square 1
 - Overall NYS Tax Credit for Film Production
 - Diversity Component to the New York State
 - Certain % to underrepresented groups in New Yorks State
 - Writer %
- Credit in the budget is in budget until 2020
- NJ doesn't have any tax credit

Student Debt

- University setting is the lab, but then what happens?

SAG-AFTRA

- MN – thriving theater scene
- Access to play space
- Don't know the history
- There was so much engagement for unconventional spaces for theater practioners to have people do a rehearsal, do a small audience
- **Risa Shoup**
 - LMCC – early pioneer 1970s
 - Open up commercial spaces
 - Cheshama
 - SpaceWorks: DCLA
 - City itself to work subsidized model
 - Exception of Bronx, island
 - Spacefinder.org – Fractured Atlas
 - Flexible space
 - Consistent home
 - Can rehearse
 - Heard a lot (Kristin/Risa)
 - Off the grid, school auditoriums
 - Liability issues – DOE
 - Informal models
 - CUNY Dance Initiative
 - Couple of artists getting long terms
 - Barnard
- Different industries need different types of space
 - Ground floor, sound space, light etc., solo, lonely spaces
 - Writers room
 - Retreat concept
- Diversity piece

- Study of the non-profit cultural field
- Technical jobs – mostly male
- High level jobs – mostly white
- We are interested in working to increase the diversity
- Equitable access to work
- Writer – fellowships
 - Writer fellowship – doesn't have to a guild
 - Through Media and Entertainment
 - Pushing applications
 - Two rounds of review
 - NY Pilot
 - End they have access to decision makers in the industry
 - Bar: when people try to get an agent
 - First year
- Task Force – Directors Guild
 - Old male and white membership
 - Grant more access to the theater industry
 - Put out a mission statement
 - On our radar
 - Tracking hiring practices
 - 56 Lord Theaters fill out a survey
 - Ethnicity, gender and age of who they are hiring
- Equitable access
 - Don't have complete control of who to hire
 - Too many people are elderly, white
 - We know that's not who is playing the instruments
 - Pipeline issue
 - How can the city support the labor union's
- Theater Subdistrict council
 - Collaboration between Roundabout & IATSE
- SAG AFTRA
 - Contract enforcement
 - Sexual or other harassment
 - Collective bargaining have incentives for
 - POC, gender, disability
 - When you are not talking about disability, you are not talking about diversity
 - Members are active and
 - Benefiting everyone
 - Leading the public fight
 - ADAM
 - How can we make our screens match ourselves
 - TV shows really do make a difference
 - Black woman Dr.
 - WGA tax credit
 - Shonda Rhimes e.g.
 - Have a POC in the writer rooms they are more likely
 - Blacklist
 - Self identity
 - Be anonymous
 - Samantha Bee
 - Different way to recruit writers
 - Showrunners – amazing

- Reaching out to people that are not yet union
 - Choreographers and writers
 - Potential employers
 - Go beyond the barriers
 - Actually have to make it happen
 - Convening
- Diversity – SAG AFTRA
 - Volunteer – get industry panels to recognize
 - Tracy Judy - aware
 - Nothing to do about diversity
 - Not tokenism, smart business moves
- Education
 - New School
 - Film and Tape
 - Huge resource
 - Free, tax dollars pay for it

Recommendation

- Symposium or gathering for young people
- Under 30
 - Labor Union
 - This is how to do your taxes
- Have Labor and other Agencies
 - Unions
 - Health Care
 - How to apply affordable housing
- Welcome Place: Canada
- Advertisements
- Universities
 - New School, SVA
- All come from theater, partnership
- Model:
 - ANHD – conference every year – housing and equitable
 - January – The Public Symposium – Under the Radar Festival
 - Switching the focus
- Challenging
 - People are not focused on this as they are focusing on the Art
- Something focused
 - Its hard for unions to work on this, membership
 - There is a lot more support that people don't know about
 - Secondary piece

Short-and Medium

- Affordability
- Artist Housing
 - Illegal for artists to have housing
 - Huge barrier to that
 - Human rights law – amend the law
 - Can work with elected Councils
- Incentive Reform
 - Shame that Tax \$\$ goes to venues and festivals that are not fair wage
 - Lot of that happening on the music side
 - City helped support but then they are privately operated

- This is an incentive problem that should be addressed
- Partnering
- Ex. Types of venues
 - Brooklyn Bridge Park
 - Kings Theater
 - Coney Island amphitheater
 - Summer Stage = through the parks foundation
 - No mechanism to ensure that wages for all the workers
 - Cleaners, performers, stage hands
- End up with workers that are working in poverty
- Built with non-union labor – BBP
- City Government
- Its great that the private sector can run a great park, but they should have union jobs
- Where do members live?
 - Bushwick
 - Washington Heights
 - Inwood
- Will the members here afford to get into the affordable housing?
- DC 37
 - Susan Chin; health benefits
 - Health Care piece:
- Need liquidity for
 - Instrument
 - Unique asset needs
- DC 37 : Were able to reduce the homeless from 300 to 30
- ET:
 - Looking at themes
 - Compiling those into a draft
 - Respond to the draft
 - As an agency we have been transactional
 - We want to continue to engage
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