



MOTION PICTURE ASSOCIATION OF AMERICA, INC.
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Memorandum of Opposition to General Assembly Raised Bill No. 6933
AN ACT CONCERNING PREDICTABLE SCHEDULING FOR EMPLOYEES

The Motion Picture Association of America, Inc.* respectfully opposes Raised Bill No. 6933, legislation to require twenty-one days' advance notice of work schedules and to require the payment of additional wages for changes in the employee's hours that are made with less than 21 days' notice. MPAA's member companies are the leading producers and distributors of filmed entertainment in all media and venues, including motion picture theaters, home entertainment, cable, satellite, television and the Internet. MPAA member companies also produce news and sports programming.

The production of motion pictures, television programs and entertainment programs made for the Internet occurs under unique circumstances and conditions, often with irregular hours and uncertain schedules. Production is dependent upon many variables, as diverse as weather conditions and the availability of leading performers. The requirement of twenty-one days' advance notice for work schedules is inconsistent with the nature of the production of entertainment content, as well as news reporting and sports programming.

Film, television and digital production is labor intensive and is comprised of many highly creative and talented individuals, who come together utilizing their specialized skills to create the filmed entertainment program. Those who work on production understand the need to be nimble and flexible and that work schedules change, often at the last minute. For example, a script may not be ready and the crew will have to film alternate scenes, requiring the rescheduling of various employees. Or the schedule may call for outdoor filming and an unexpected rain

* The Motion Picture Association of America, Inc. includes: The Walt Disney Studios Motion Pictures; Paramount Pictures Corporation; Sony Pictures Entertainment Inc.; Twentieth Century Fox Film Corporation; Universal Studios LLC; and Warner Bros. Entertainment Inc.

storm will require last minute changes to the schedule. It would be impossible to accommodate a twenty-one day advance notice requirement as set forth in this bill.

The bill provides a penalty payment when a schedule change is implemented with fewer than twenty-one days' notice. This would create an onerous financial burden to production companies, since the payment of such penalties would occur with regularity. The bill also requires eleven hours between shifts, which may also not be feasible in production. There may be night scenes that require long days that could be impossible to film should this bill become law.

This legislation will unduly burden motion picture, television and digital production, including news and sports programs. Connecticut has had a growing production sector within the economy in recent years. The wages of employees in production are generally above average wage standards and are often accompanied by employer-provided health insurance and pension benefits. The bill, however, will discourage the growth of filmed entertainment production and the well-paying jobs that accompany production.

For the reasons set forth, MPAA urges Raised Bill No. 6933 be rejected.

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