

Submission template - Screen Industry Workers' Bill 2020

Submissions on the Bill can be made through the parliament website or in writing. The website is:

https://www.parliament.nz/en/ECommitteeSubmission/52SCEW_SCF_BILL_94845/CreateSubmission

If you don't want your name published on the website after you have made your submission make sure you say so right at the start of your submission.

Potential Cut and Paste paragraphs:

I support the Screen Industry Workers Bill because it will create a fairer work environment for people working in the screen sector while also ensuring that there is stability for producers and investors in the industry.

Background

(A bit about yourself or your organisation – to explain your experience of the sector.)

Specific comments

Protection from bullying, discrimination and harrassement

I support the parts of this bill that creates a pathway for individuals to raise complaints about bullying, harassment and discrimination. This may not completely eradicate unfairness or instances of blacklisting but it is a step towards creating a more respectful working culture for everyone in the industry.

Collective bargaining for occupational groups

I support collective bargaining for sub-industry contracts covering occupational groups which set minimum standards for entire occupations – like actors and performers.

By negotiating as a group to set minimums for pay, hours of work, breaks, work availability, recognition of public holidays and termination of work etc it sets a 'floor' for everyone, including our agents, to negotiate up from. It also protects newcomers to the industry who can be more easily exploited.

Collective bargaining for enterprise or project-based contracts

I support the parts of the bill that means that groups of people working on specific projects and productions can negotiate together for conditions that are better than the 'floor' set by the industry-wide contracts. This means that if there are specific

issues for each production – for example there is a lot of filming in a wet environment, or there is extra time needed for makeup and wardrobe because the production is fantasy based - fair compensation can be negotiated for everyone working on that production.

Recommendations

I believe the bill could be strengthened by:

- 1) More clarity around what exactly the steps are to deal with a complaint of bullying, discrimination and harassment or if someone's contract is cancelled in a retaliatory way.

- 2) It would also be good to see more clarity around what 'good faith' is when negotiating an individual or production-based collective contract. There are some things in place if there are problems with negotiating an industry-wide or occupation-wide collective contract – but how does it play out at an enterprise or project-level or for an individual? For example, what happens if producers say 'just take it or leave it?'

- 3) Making sure that producers are required to negotiate for production-based (or enterprise-based, or project-based) collective contracts. The bill says that the producer has to agree to negotiate. What happens if they don't want to?

Summary

On the whole I/we support this legislation and look forward to fairer workplace relationships and working conditions for contractors in the screen sector.

I wish to give an oral presentation to support my submission.

Yours sincerely,

NAME:.....(this will be published with the submission on the parliament website unless you request otherwise.)