

RECENT AND UPCOMING 2017 WAGE RATE INCREASES

Fire Safety Officer (FSO) Rate Increase, Effective August 1, 2017

The Los Angeles County Fire Department has informed FilmL.A. that August 1, 2017 will bring an increase in hourly fees for Fire Safety Officers (FSOs). The revised fee schedule is as follows:

Los Angeles County Fire Department Fire Safety Officer

INCREASE EFFECTIVE AUGUST 1, 2017

Rate: hourly (four-hour minimum): \$166.24 an hour (prior rate \$163.13 an hour)

City and State Minimum Wage Update

- St. Louis, Missouri

On August 28, 2017, a new law was put into effect to override the city's higher minimum wage of \$10.00 per hour. The minimum wage will return to the state's minimum wage of \$7.70 per hour.

- Berkeley, California

Increased from \$12.53 per hour to \$13.75 per hour effective October 1, 2017.

- British Columbia, Canada

Effective September 15, 2017, the provincial minimum wage rate in British Columbia will increase from \$10.85 per hour to \$11.35 per hour.*

*Please note this minimum wage rate increase will also affect any wage rates that are subject to negotiations (for instance, any classifications with the language "no less than the provincial minimum wage rate.").

RECENT AND UPCOMING 2017 BENEFIT RATE INCREASES

Rate Group 40 Videotape Benefits Increase

Effective October 1, 2017, Rate Group 40's Videotape Electronics Supplemental Basic Agreement's Pension Plan and C.S.A.T.F. contribution rate will increase as below:

Pension Plan: from \$1.6265 to \$1.8065 per hour

C.S.A.T.F. rate: increase \$0.10 per hour

LABOR FORM UPDATES

EEO-1 Report

Employers with 100 or more employees who are subject to Title VII have been required to file this report annually. This report will provide information on employees' compensation and hours worked as well as demographic information. The next required report will be due March 31, 2018; no report is due for fall 2017.

USCIS Revises Form I-9: What's New?

The U.S. Citizenship and Immigration Services (USCIS) published a new edition of the I-9, Employment Eligibility Verification Form on July 17, 2017. Employers now may use the revised version, dated July 17, 2017, or continue using the Form I-9 with a revision date of November 14, 2016, through September 17, 2017. On September 18, 2017, the July 17, 2017, edition of the Form I-9 will become mandatory. Employers must also continue to follow existing storage and retention rules for any previously completed Forms I-9.

FEDERAL, STATE AND LOCAL LEGISLATION

New York Passes State Paid Family Leave Law

On July 19, 2017, New York State passed a new Family Leave Benefits Law (PFL) that goes into effect January 1, 2018. PFL will provide benefits through the state's existing Disability Benefits Law. Employees who are eligible are those who work 20 hours or more per week and have worked at least 26 consecutive weeks before the first day of family leave begins or those who work less than 20 hours per week and have worked at least 175 days before the first day of family leave begins. More information about PFL is available at: <https://www.ny.gov/programs/new-york-state-paid-family-leave>

Washington State Enacts Paid Family Leave Law

Private-sector workers in Washington State will be able to get up to 12 weeks of protected leave in a 12-month period. This new law is similar to the federal Family and Medical Leave Act (FMLA). To be eligible, an employee must be employed at least 12 months with the employer and must have worked 1,250 hours in the 12-month period preceding the requested leave. More information about Washington State's Paid Family Leave Law is available at:

<http://www.lni.wa.gov/WorkplaceRights/LeaveBenefits/FamilyCare/LawsPolicies/FamilyLeave/default.asp>

COLLECTIVE BARGAINING AGREEMENT UPDATES

New SAG-AFTRA Agreement Ratified

On August 7, 2017, SAG-AFTRA members voted overwhelmingly to approve the new 2017 Film and Television Agreement. The agreement went into effect retroactively starting July 1, 2017 and expires June 30, 2020. The new provisions include, but are not limited to, the following:

- A guaranteed raise of 2.5-3.0% each year the contract is in effect as well as increased pension and retirement contributions of 0.5%.

- Residuals for platforms such as Netflix and Amazon and foreign residuals when work is shown on affiliated platforms abroad.
- Double overtime for Background performers for West Coast work (the 11th and 12th hour to be paid at double time instead of time-and-a-half).
- Additional increases for Background performers include a boost to the photographic doubling rate, which shall be paid at the stand-in rate
- Improved provisions for travel for television performers.
- Guaranteed airfare to performers traveling for work taking place in Los Angeles.
- A reduction of “idle days” that may be negotiated from three to two, but an increase in pay for those idle days from \$75.00 per day to \$100.00 per day.
- Safe travel commitment from management to provide transportation or lodging for those performers who believe they cannot drive themselves safely due to exhaustion or inclement weather.
- More information and FAQs about the 2017 Film and Television Agreement are available at: <https://www.sagaftra.org/2017tvtheatrical>

SAG-AFTRA National Television Show Sheet

On June 1, 2017, SAG-AFTRA released the latest version of its National Television Show Sheet. This document contains the National Television Show Listings which includes, but is not limited to, the production title, network, shooting location, and to which guild the contributions should be directed. This National Television Show Sheet can be found here:

https://www.sagaftra.org/files/national_tv_show_sheet_-_june_final.pdf

NEWS IN LABOR AND EMPLOYMENT

Wisconsin Right-to-Work Law Upheld by Federal Appeals Court

The Seventh Circuit Court of appeals upheld a Wisconsin right-to-work law that bars agreements requiring workers in unionized workplaces to join the labor union or pay a fair share of union dues, even if they still have union representation as non-union workers. The court rejected a challenge by two International Union of Operating Engineers locals that argued Wisconsin's right-to-work law violated the Fifth Amendment because it improperly denied unions compensation for representing nonmembers and administering collective bargaining agreements even if a worker was not a member. *Operating Eng'rs Local 139 v. Schimel*. Cast & Crew is here to assist you with any inquiries. For further information, please contact us at LaborRelations@castandcrew.com.

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