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MOTION PICTURE ASSOCIATION OF AMERICA, INC.

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March 19, 2019

Ad Hoc on Comprehensive Job Creation Plan Committee
Economic Development Committee
Health, Education, Neighborhoods, Parks, Arts, and River Committee

Re: Paid Parental Leave Ordinance

Dear Councilmembers Krekorian, Price and Ryu:

On behalf of the Motion Picture Association of America, Inc. (MPAA) and its member companies¹, which are the leading producers and distributors of motion pictures and television programs across all platforms, we are writing with regard to the Paid Parental Leave Ordinance (Council File 19-0101).

In the production of motion pictures and television programs, wages, hours and other terms and conditions of employment, including paid leave, are governed by longstanding collective bargaining agreements with numerous unions and guilds.

While we have not yet seen the specific provisions of the proposed ordinance, we are concerned with the City's effort to legislate a "once size fits all" standard on paid leave that would apply to all employers and employees without regard to the wages, terms and conditions that exist in

¹ The Motion Picture Association of America, Inc. includes: The Walt Disney Studios Motion Pictures; Netflix Studios LLC; Paramount Pictures Corporation; Sony Pictures Entertainment Inc.; Twentieth Century Fox Film Corporation; Universal Studios LLC; and Warner Bros. Entertainment Inc.

any particular sector or at any one company, or how those wages, terms and conditions are established.

A citywide requirement to provide paid parental leave would create additional logistical, financial and administrative burdens for our industry. As you know, motion picture productions regularly film on location throughout the City of Los Angeles, in multiple jurisdictions, sometimes in a single day. Productions would have to maintain two separate accrual records – one for time spent working in the City, and one for time spent working outside of the City under the state disability leave policy. Moreover, employees regularly work for multiple employers within a single year, making the tracking of accrued leave time very challenging for employers and industry payroll companies.

We respectfully urge you to consider an ordinance that allows employees covered by a collective bargaining agreement to affirmatively waive the requirements of City's parental leave policy. Such a provision would mirror San Francisco's paid parental leave ordinance, to which the motion cites extensively.

Thank you for your consideration. If you have any questions or wish to discuss this, please contact me, or our legislative advocate, Sarah Walsh at (818) 634-8666.

Sincerely,

A handwritten signature in cursive script, appearing to read "Melissa Patack", with a long horizontal flourish extending to the right.

Melissa Patack

cc:

Councilmember Bob Blumenfield
Councilmember Joe Buscaino
Councilmember Marqueece Harris-Dawson
Councilmember Nury Martinez
Councilmember Mitch O'Farrell
Councilmember Monica Rodriguez
John Ek
Sarah Walsh