

# We the creators of nonfiction television are determined to create an industry where:

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**Our work is valued and compensated in accord with its central role in creating high quality programming and profits**

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**Our working conditions sustain balanced lives and long-term careers**

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**Our health and safety are top priorities for our employers**

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**Our rights as employees are respected and enforced**

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The nonfiction television business is undeniably profitable enough to meet these needs, which are already considered basic norms in much of the American workplace. Essential improvements must be implemented now at each company. Ultimately, industry-wide minimums and benefits portable between companies must be defined and established.



After years of winning elections through the Writers Guild of America-East, we can confidently speak for the majority of workers across the industry. So we are setting forth here our demands for all future discussions and negotiations:

1

## HEALTHCARE FOR ALL

An affordable choice of quality health insurance plans for employees and their families, and a retirement plan, both to be funded with contributions from the employer; and ultimately to be portable between all signatory companies.

2

## SAFETY STANDARDS

Codified measures to ensure safe and healthy work environments, including training, reasonable hours and work demands, for employees in the field and the office through all phases of production.

3

## SCHEDULING STANDARDS

A defined standard for the workweek of five, eight-hour days with clearly defined start and end dates. Hours accrued beyond the workweek are to be paid based on an overtime scale.

4

## MINIMUM RATES

Fair, established minimums, defined by standardized titles, determined by actual duties, and subject to cost of living increases; ultimately standards will be established industry-wide.

5

## PAID TIME OFF

Paid sick days, holidays, parental leave and 'dark days' for client approval

We call on all production companies and networks to work with us in implementing these basic standards along with further improvements going forward. As our demands are met and bettered, we envision a sustainable future for the workers and the production companies alike — one that will lift the spirit of our workplaces, the quality of our output, and the overall profitability of our industry.