

1 [Calling for FremantleMedia North America to provide its employees with industry standard  
2 benefits and to treat its employees with dignity and respect]

3 **Resolution calling for Fremantlemedia North America to provide its employees with**  
4 **industry standard benefits and to treat its employees with dignity and respect**

5  
6 WHEREAS, FremantleMedia North America is the producer of top-rated TV shows  
7 such as American Idol, America's Got Talent, Family Feud, The Price Is Right, and others, it  
8 is a leader in the entertainment industry and should treat its employees responsibly; and

9 WHEREAS; FremantleMedia North America produces shows in the so-called "reality"  
10 genre, which continues to grow and provide an increasing number of jobs for entertainment  
11 industry workers; and

12 WHEREAS; FremantleMedia North America should provide for its workers the same  
13 industry standard benefits that workers on other TV shows receive, such as basic minimums,  
14 affordable health care, and retirement benefits; and

15 WHEREAS; FremantleMedia North America utilizes drivers that are not drug and  
16 alcohol tested, nor do they receive proper rest periods, compromising the safety of  
17 contestants, other production staff, and the public; and

18 WHEREAS; in September, 2007, all four writers from the Fremantle-produced game  
19 show *Temptation* walked off the job after FremantleMedia refused to recognize their desire to  
20 win industry standard benefits covered in a Writers Guild of America contract; and

21 WHEREAS; FremantleMedia North America refused to negotiate with the Writers Guild  
22 of America to improve work conditions for the *Temptation* writers as well as other writers  
23 employed by the company; and

1           WHEREAS; FremantleMedia North America continued to take its uncompromising  
2 position despite significant public pressure exerted through a series of delegations to  
3 Fremantle's offices in Los Angeles, and pickets and rallies at the worksite of *Temptation*; and

4           WHEREAS; in April 2008, eight former employees of FremantleMedia North America,  
5 the majority from *American Idol*, filed more than \$250,000 in wage and hour claims with the  
6 California Department of Labor Standards Enforcement alleging failure to pay overtime; and

7           WHEREAS; FremantleMedia North America employees reported working as much as  
8 15-20 hour days, 7 days a week, without adequate compensation or rest periods; and

9           WHEREAS; the Writers Guild of America and the International Brotherhood of  
10 Teamsters have initiated a Fremantle American Idol Truth Tour to spread the word across  
11 the country of the injustices of working on Fremantle productions; now therefore, be it

12           RESOLVED; that the San Francisco Board of Supervisors calls on FremantleMedia  
13 North America, to be a responsible employer that treats the employees who work so hard to  
14 make its shows successful with respect and dignity; and, be it

15           FURTHER RESOLVED, that the San Francisco Board of Supervisors calls on  
16 FremantleMedia North America to provide its employees with industry standard benefits and  
17 to comply with the State of California's wage and hour laws.



City and County of San Francisco

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

Tails  
Resolution

File Number: 081022

Date Passed:

Resolution calling for Fremantlemedia North America to provide its employees with industry standard benefits and to treat its employees with dignity and respect.

July 22, 2008 Board of Supervisors — ADOPTED

Ayes: 11 - Alioto-Pier, Ammiano, Chu, Daly, Dufty, Elsbernd, Maxwell,  
McGoldrick, Mirkarimi, Peskin, Sandoval

File No. 081022

I hereby certify that the foregoing Resolution  
was ADOPTED on July 22, 2008 by the  
Board of Supervisors of the City and County  
of San Francisco.

Angela Calvillo  
Clerk of the Board

7-30-08

Date Approved

Mayor Gavin Newsom