



Screen Actors Guild (“SAG” or the “Guild”) is the nation’s largest labor union representing working actors. It is the collective bargaining representative for over 125,000 professional actors and performing artists. The Guild exists to protect and enhance actors’ working conditions, compensation and benefits. But in Right-to-Work states, offering such protections to our members becomes a much more difficult task.

- Proponents of right-to-work say that unions are no longer needed. We believe that unions are needed now more than ever. We often receive communications from non-union members on non-union productions, learning about serious safety issues or frequent lack or promised compensation. And because they are not working under our contract, we cannot help them.
- In addition to the above referenced concerns, it has been shown that workplace death is 41% higher in right-to-work states and that right-to-work states have a 12% higher poverty rate.
- Some proponents cherry-pick certain right-to-work states that are in good financial shape and use those states to exemplify job and economic growth. But not *all* right-to-work states are in that situation. We know that many free bargaining states have shown greater growth, especially in per capita personal income, that many right-to-work states.
- Many cry that in free bargaining states, the condition of employment violates the workers’ liberty and freedom because they are forced to join a union. It is factual, however, that federal law allows for employees to opt out of union membership as long as they pay their fair share in benefits (Beck objectors in the private sector; Hudson objectors in the public sector).

In the end, right-to-work creates a downward spiral that hurts all workers and depletes the resources at their workplaces. While the name “right-to-work” would have you believe that it is worker friendly, it is not. And where one might rally behind any law that boasts “freedom of employment”, there are already laws to protect such freedoms. The Guild has a long history of protecting its members in the workplaces and feels that House Bills 50 – 53 will not support such intentions. Therefore, SAG strongly opposes the proposed bills before us today.

Sincerely,

Frank Traynor

Frank Traynor
North Region Executive
Screen Actors Guild (Pennsylvania)