



AFL-CIO-CLC • Local 11
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Kelly Clarkson Show Bulletin

August 17, 2023

Dear Sisters and Brothers,

The Kelly Clarkson show has moved production from Los Angeles to the studios in 30 Rock. The show will be produced under the NABET-CWA Master Agreement. Rehearsals will begin at the end of this month. I, along with our Local 11 General Counsel Max Sicherman, have been contacted by several members who have been crewed to work on the Show.

The recurring issue is that the show has hired our members to work on overscale arrangements but have been told by management that their overtime rate will be at a reduced base scale rate. Management has refused to put anything in writing.

The Union's position is very clear. The Company cannot unilaterally reduce overtime rates to scale unless the Company and the Employee agree to a written overscale arrangement that provides for a higher wage than the base rates in the Master Agreement. Pursuant to Sideletter 2 of our Master Agreement with NBCU, the Employee and Company may negotiate overscale agreements but there **MUST BE A CONTRACT IN WRITING EXPLAINING THE TERMS AND CONDITIONS.**

It is my recommendation that any member of the Kelly Clarkson Show crew that is going to work on an overscale agreement should request the agreement be made in writing that clearly states language regarding to overtime wages. This is the best way to ensure that our members are being paid appropriately and will provide protection if there is a misunderstanding in the future.

Please contact Local 11 if you'd like us to review your Contract with the Company or have any questions about the production.

Fraternally,

Louis M. Marinaro
NABET-CWA Sector Vice President
NABET-CWA Local 11 President