

**DISTRICT OFFICE**  
172-12 LINDEN BLVD  
ST ALBANS, NY 11434  
TEL: (718) 776-3700  
FAX: (718) 776-3798

**CITY HALL OFFICE**  
250 BROADWAY, SUITE 1810  
NEW YORK, NY 10007  
TEL: (212) 788-7084  
FAX: (212) 788-7093

idmiller@council.nyc.gov



THE COUNCIL  
OF  
THE CITY OF NEW YORK

**I. DANEEK MILLER**  
COUNCIL MEMBER, 27<sup>th</sup> DISTRICT, QUEENS

**CHAIR**  
CIVIL SERVICE AND LABOR

**COMMITTEES**  
CONTRACTS  
FINANCE  
TRANSPORTATION  
ECONOMIC DEVELOPMENT

ITV Studios  
609 Greenwich St., 9<sup>th</sup> Floor  
New York, NY 10014

Greetings:

I am following up on the invitation you received to the City Council Hearing, Real Reality of Reality TV, a public hearing before the New York City Council on conditions for freelance employees working in the nonfiction television industry in New York.

This hearing will examine, among other subjects, the prevalence of long work hours; wage theft and overtime violations; the absence of health benefits; the lack of paid time off; the health and safety concerns of producers and associate producers working under dangerous conditions; and the effects of these problems and of uncertain freelance employment on the ability to build sustainable careers.

It is important to the City of New York to encourage the growth of well-paying, stable jobs in the creative economy. Nonfiction television, an expanding and lucrative industry, is important to this growth. The jobs it provides should meet certain standards that our community values, not the least of which is adherence to the law. At the hearing we hope to learn more about whether it will be necessary to involve the key players – production companies, networks, employee representatives – in an effort to establish and maintain better standards, perhaps with an industry code of conduct.

Your company is an important part of this industry in New York City. Its practices help determine the conditions faced by writer-producers and other freelance employees as they make careers creating television programs. We invite you to testify about those practices at the hearing. Please provide written evidence as well as testimony about your employees' work schedules, the extent to which you pay overtime, the health benefits you provide to writer-producers and other freelance employees (including the costs borne by the employees), how many paid days off (in addition to mandatory sick days) employees can take, the average length of employment for freelance employees, and your health and safety policies.

Also, please describe how your recent purchases of other nonfiction production companies in NYC affect the working conditions of your writer-producers and other freelance employees.

Sincerely,

A handwritten signature in black ink, appearing to read "I. Daneek Miller".

I. Daneek Miller  
Council Member  
District 27, Queens