EMPLOYMENT RELATIONS IN THE ENTERTAINMENT INDUSTRY

37:575:492:01

SYLLABUS

FALL 2013

Professor Brian J. Manetta, Esq.
Tel. 732-636-0040
Email: bmanetta@msmlaborlaw.com
Course Location: Hickman Hall, Room 202
Course Time: Tuesday 7:15-10:05
Office Hours: Before or after class or by appointment

COURSE DESCRIPTION: The entertainment industry in the United States is a multi-billion dollar enterprise. The business is comprised of a labor force as diversified as any other and in a constantly evolving field. Technological change has historically made employee relations in this field volatile. This course will explore employee-employer dynamics of specific industries such as stage, radio, television and movies.

This class will provide the basic outline for the multifaceted employment relationships in the entertainment industry. The class will focus on employment relations in the entertainment industry, including the labor / management relationship as well as the relationship between management and talent. Whether you are the talent, or representing the talent as a union, agent, or manager role or an employer seeking to retain the services of anyone in the entertainment field, this class is a must.

COURSE REQUIREMENTS: 1) final exam, 25% of grade, 2) midterm exam, 25% of grade 3) class participation, 15% of grade 4) negotiations project, 10% of grade and 4) assigned topic paper, 25% of grade.
The assigned topic paper will require each student to write a 5 to 10 page paper. The subject of the paper will be a labor union representing individuals in the entertainment industry. Students will be expected to provide a brief history of the union and to discuss recent rounds of bargaining for a collective bargaining agreement.

The class project will consist of students being put into groups and each group being assigned the role of either representing an actor or representing a studio and negotiating a contract of services. The group will be required to present the final contract and then explain their position to the class as if the class were either the actor they represented or the studio.

**BOOKS/READINGS:**

All readings will be available on Sakai. Be sure to check Sakai frequently as additional readings not set forth below will be added on a regular basis.

**COURSE SCHEDULE**

**Week 1**
Sept. 3, 2013  Introduction and course overview.

**Week 2**
Sept. 10, 2013  Introduction to the law of contracts and their importance to the entertainment industry.

  - Basic labor law and employment law overview within the entertainment industry.

  **Reading:**  *Examples and Explanations – Contracts*, Ch. 1, The Meaning of Contract and the Basic Attributes of the Contractual Relationship

  *Contracts for the Film and Television Industry*, Ch. 1, Basic Principles of Contract Law

**Week 3**
Sept. 17, 2013  History and analysis of live theater and the 100 years of the Actor’s Equity Association.

  - Introduction to the art of negotiations with emphasis on collective bargaining and negotiating for individual talent.

  - Begin working on class projects.

  **Reading:**  *Under the Stars*, Introduction and Ch. 1, The Industry and the Unions: an Overview
Week 4
Sept. 24, 2013  A history of the Screen Actors Guild and analysis of its recent merger with the American Federation of Television and Radio Artists.

Reading:  *The Politics of Glamour, Ideology and Democracy in the Screen Actors Guild*, Ch. 1, A Union of Screen Actors.

*SAG-AFTRA Merger Agreement*

Week 5

Review for mid-term exam

Reading:  *Under the Stars*, Ch. 4, Transformation of Industrial Relations in the Motion Picture and Television Industries: Craft and Production.

Selected excerpts from the SAG-AFTRA, Actors Equity and IATSE collective bargaining agreements.

Week 6
Oct. 8, 2013  Mid-Term Exam

Week 7
Oct. 15, 2013  Interplay of Collective Bargaining Agreement and individual contracts for television and motion pictures

Reading:  *Deal Making in the Film and Television Industry*, Ch. 1, Introduction, Ch. 2, Deal Making, Ch. 3, Permission to Portray People and Places

Week 8

Reading:  *Deal Making in the Film and Television Industry*, Ch. 6, Employment Contracts.

Week 9

Week 10
Nov. 5, 2013  Discussion regarding industry financing, production and distribution.

Reading:  *Contracts for the Film and Television Industry*, Ch. 7, Financing, Ch. 8 Production, Ch. 9, Distribution, Ch. 10, Merchandizing

Week 11
Nov. 12, 2013  A look towards the future-how new technology will shape the face of labor relations in the decades to come.

Reading:  *Under the Stars*, Ch. 2, Technology Transforms

Week 12
Nov. 19, 2013  Projects due, presentations to be made in class.

Week 13

Reading:  *Deal Making in the Film and Industry*, Ch. 17, Remedies

Week 14
Dec. 10, 2013  Review for Final Exam

FINAL EXAM  TBD