

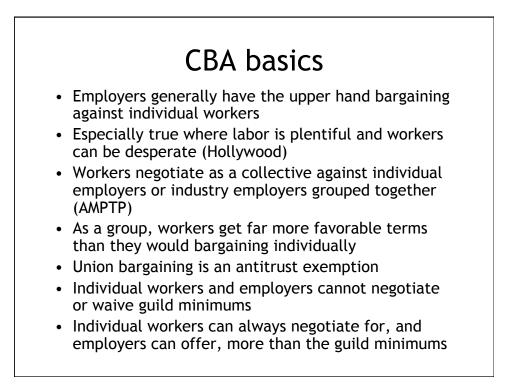


Exclusivity

- Guild members can only work for guild signatories
- Guild signatories can only employ guild members

Subversions of Exclusivity

- Exclusivity works only on a union-by-union basis, not across unions
- Working outside the union's jurisdiction (geographical or categorical)
 - But see, e.g., "Global Rule One"
- Individuals can go "financial core" ("fi core")
- Production companies can have signatory subsidiaries and non-signatory subsidiaries



How guilds protect members and increase production costs

- Minimum wages/prices
- Health care & benefits contributions (incl. pension)
- Residuals
- Type-of-work limitations (IATSE)
- Duration-of-work limitations
- Various bargained-for perks

How unions serve as barriers to entry

- Some guilds have difficult membership criteria
- Production deposits required for production companies

How unions circumscribe entertainment content and distribution

- Barriers to entry (see previous)
- New use fees
- Same people writing, directing, acting can cause lack of change over time
- Fewer and less risky productions made because of increased expense of union production