



**Memorandum in Support of Freelance Isn't Free Act
S8369 (Gounardes)/A9368 (Bronson)**

The Authors Guild strongly supports the Freelance Isn't Free Act (S8369/A9368). The bill provides essential protections to freelance workers, including writers, across the state of New York, building on the success of New York City's Freelance Isn't Free Act. Despite contributing over \$1 trillion to the national economy and comprising over 30% of the national work force, freelance workers lack basic employment protections like unemployment compensation, minimum wages, and even the right to be timely paid. Their lack of rights and bargaining power leaves them vulnerable to various forms of exploitation, including employers not paying earned wages, making late payments, charging invoicing fees, and requiring free "hiring homework."

The Freelance Isn't Free Act targets the increasing practice by some employers of withholding freelancer pay for months or, in some cases, never paying at all. It requires employers to provide written contracts to freelancers so the terms of their work and payment are clear and more easily enforced, and to pay them within 30 days of the completion of work or the agreed date. The bill allows freelance workers to collect double what they are owed should the employer fail to abide by those provisions.

We ask that you please consider co-sponsoring this important legislation to help protect this large and growing part of our workforce from non-payment and late payment and to enable them to collect what they are rightfully owed.

The Authors Guild is the largest and oldest professional organization of writers in the United States, serving nearly 12,000 freelance writers, journalists, and book translators whose labor brings artistic beauty, ideas, expertise, and insight to us all. Since its founding in 1912, the Authors Guild has worked to promote the rights and professional interests of authors in various areas, including copyright, freedom of expression, fair payment and contract terms, taxation, and labor.

Thank you,

Mary Rasenberger
CEO, The Authors Guild