

## Communication from Public

**Name:** Tania D. Russell

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**Comments for Public Posting:** Hello. My name is Tania Russell, and I am a makeup artist for print and motion production. I am writing with regards to the possible Los Angeles Freelance Worker Protections law. I have been late-paid and/or non-paid for work on numerous occasions in amounts ranging from \$850 to \$3500. In most instances the invoices were ultimately paid albeit late. It frequently takes 45+ days to be paid on a 30-day invoice. Some clients have taken over 120 days on a 30-day invoice. In the case of the \$3500 invoice it took nine months, and that was a major production for a major brand, not some "back alley gig". On two notable occasions, I was not paid at all and just suffered financial loss. The most egregious of these two non-payments took place between 2010 and 2013. In 2013 I actually sued MKC Beauty Academy - a makeup school for whom I worked on a recurring basis. All of the instructors were on 1099 instead of being paid via payroll and in the last year before the school closed our invoices were regularly paid late. Ultimately my final invoices were not paid at all. Although judgment was ruled in my favor, the defendant had already shut the doors of the school and skipped town so I never received the money I was owed (approx \$2000 - <https://unicourt.com/case/ca-la1-russell-tania-davissa-vs-mkc-beauty-academy-inc-538043> ). This was after three years of working for them recurrently and they were STILL trying to book me to teach private lessons even when they knew they were not paying their existing invoices. Needless to say, it is extremely difficult for freelance workers to pay bills and live life under these types of conditions. Freelance workers deserve to be paid for our work just as any other employee would be. We should not have to submit our invoices and hope. This is not a "side hustle", I am a professional of over 20 years. I am fortunate that the majority of my jobs nowadays are paying through production payroll services. But even just last year I had one job that looked like it might go awry. It did pay, but it took some pressing to get a satisfactory response from that production company. Freelance workers should not have to go through that. I'd also ask that the council consider lowering the minimum amount covered under this law. In the nature of my industry - production for entertainment/advertising/etc. - it is very common to be hired one time for one day by a client for rates that could start as low as \$250/day. All workers deserve protection and fair payment. Thank you for your time and consideration.