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To our partners at Intuit Mailchimp,

We are the Pineapple Street Union: producers, editors, engineers, and staff at the company, many of whom you have worked with directly over the last four years.

It has come to our attention that despite this positive and productive years-long relationship, you have recently decided to cancel a project with us due to our workplace's choice to unionize. We were shown contract language which our parent company, Audacy, claims would require the company to replace our staff with non-union workers:

Mailchimp shall have reasonable approval rights over all: content of the Pilot, key talent (e.g., guests, hosts, engineers, producer(s), etc.), equipment rentals, purchases of goods and services, obligations and undertakings whatsoever dealing with the furnishing of services to be performed in connection with the production of the Pilot, and production agreements. All production agreements will be entered into by Producer in its own name as principal and not as agent of Mailchimp unless otherwise agreed to between Producer and Mailchimp in writing; provided that all such production agreements shall be expressly assignable to Mailchimp and/or one or more of its affiliated entities (and Producer shall so assign any production agreements to Mailchimp as and when requested by Mailchimp). All such production agreements will be consistent with the provisions of this Deal Memo and customary practices in the United States documentary film and television industry with respect to similar projects. All services related to the Pilot and the Series, including without limitation, development and production shall be non-union/guild.

We're disappointed to learn of Intuit Mailchimp's actions, which appear both unethical and illegal. As we're sure you're aware, the National Labor Relations Act protects union activities and prevents employers from discriminating against employees or job applicants based on union status or sympathies.

Intuit's own Supplier Code of Conduct requires that "suppliers agree to respect their employees' right to join or form trade unions of their own choosing and to bargain collectively. Suppliers agree not to interfere with, obstruct or prevent legitimate and lawful activities." And yet, it appears Intuit has asked leadership at Pineapple and Audacy to discriminate against their own unionized employees.

We don't believe this was Intuit Mailchimp's intent. We've seen Intuit partner with other union workers, from our fellow WGA members affiliated with Mailchimp Presents to the 48 unions represented in the construction of the Intuit Dome.

We have made multiple projects with Mailchimp over the two years we have been organizing and bargaining for our first contract. This work was delivered on time, to positive reviews, and it is work we are proud of. We unionized for protections that allow us to make work like this—protections that are fiercely supported by so many of your clients and partners across industries.

We ask that Intuit Mailchimp take this anti-union clause out of contract language, and welcome unionized podcast production shops as future collaborators.

Thank you for your consideration,

The Pineapple Street Union

