

SARU JAYARAMAN ALEXANDRIA OCASIO CORTEZ JANE FONDA NATAKI RHODES

# WAGING CHANGE

A FILM BY ABBY GINZBERG



IT'S TIME FOR A  
CHANGE!

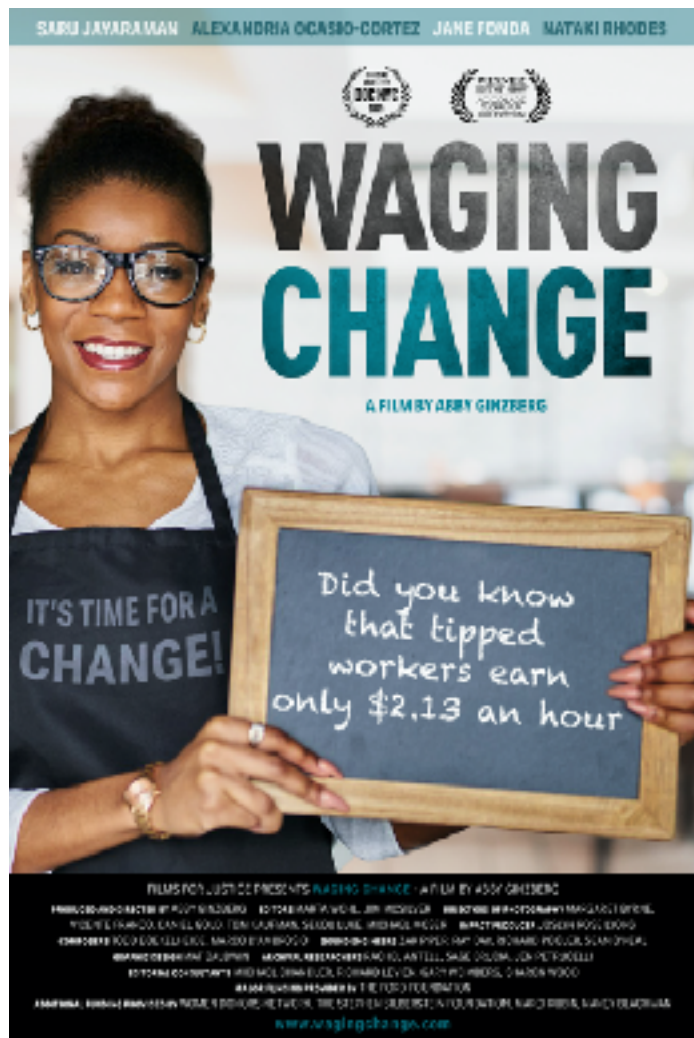
Did you know  
that tipped  
workers earn  
only \$2.13 an hour

WAGING CHANGE  
FILM LOOK BOOK

SOCIAL ACTION MEDIA | 2019 ©

# FILM SYNOPSIS

## DID YOU KNOW THAT TIPPED WORKERS EARN ONLY \$2.13 AN HOUR? IT'S TIME FOR A CHANGE!



**WAGING CHANGE**, a timely new documentary about the tipped minimum wage and the pandemic's impact on restaurant workers and the industry, was directed by Peabody award-winner, Abby Ginzberg.

**WAGING CHANGE** shines a unique spotlight on the challenges faced by restaurant workers trying to feed themselves and their families off tips by weaving together stories of individuals, such as Nataki Rhodes of Chicago, Andrea Velasquez of Detroit and Wardell Harvey of New Orleans with the growing movement to end the tipped minimum wage. Featuring Saru Jayaraman, Lily Tomlin, Jane Fonda and Rep. Alexandria Ocasio Cortez, the film reveals two American workers' struggles hidden in plain sight-- the effort to end the federal tipped minimum wage of \$2.13 for restaurant servers and bartenders and the #MeToo movement's efforts to end sexual harassment.

The COVID-19 pandemic has revealed the many fault lines in the restaurant industry that affect both workers and consumers such as the absence of paid sick leave, unemployment insurance based on the \$2.13 per hour rate and the huge number of undocumented workers who have received no government benefits during the closures. As millions of restaurant workers were laid off in the face of the pandemic, **Waging Change** provides a behind the scenes look at what needs to change so that restaurant workers can receive a living wage once restaurants re-open. In what could be categorized as a public health disaster, these workers are now being asked to enforce mask and social distancing rules among the people they rely on for tips.

The documentary, which was filmed over three years, follows workers and others behind the movement for One Fair Wage, which resulted in the House of Representatives voting to eliminate the tipped minimum wage by 2026. "This is the first time that either House of Congress has acted to eliminate the historical legacy of slavery embodied in the tipped minimum wage but we still have a great deal of work to do to end the federal tipped minimum wage of \$2.13 which is what restaurant servers, bartenders, nail salon workers and others make in 17 states today." said Saru Jayaraman, the co-founder of One Fair Wage.



**“We are shining a light on the millions of working women who face sexual harassment across all industries — restaurant workers, domestic workers, farmworkers, and more. We are calling for solutions that leave no woman behind — solutions like #1FairWage for tipped workers, which has the potential to cut sexual harassment in the restaurant industry in half.”**

**- Saru Jayaraman**



**"To be a healthy nation, every person who can work needs to earn enough money to support themselves and be treated with dignity, and let's just start there."**

**- Jane Fonda**

**"I feel great to be a part of this campaign... everything you do to work for other people in the world, to make their lives a little fuller, a little easier, a little more secure, it's meaningful..."**

**- Lily Tomlin**

# THE CAST





**Saru Jayaraman is the Co-Founder and Co-Director of the Restaurant Opportunities Centers United (ROC United) and Director of the Food Labor Research Center at University of California, Berkeley. After 9/11, together with displaced World Trade Center workers, she co-founded ROC in New York, which has organized restaurant workers to win workplace justice campaigns, conduct research and policy work, partner with responsible restaurants, and launch cooperatively-owned restaurants.**

**Saru Jayaraman is a graduate of Yale Law School and the Harvard Kennedy School of Government. She was named one of Crain's "40 Under 40" in 2008. She was selected as Visionary of the Year in 2019 by the SF Chronicle for her work as an advocate for low wage workers. She has written two books: Behind the Kitchen Door, and Forked: A New Standard for American Dining. She is the Director of the UC Berkeley Food Labor Research Center.**

## **SARU JAYARAMAN**



Congresswoman Alexandria Ocasio-Cortez is an educator, and organizer serving the 14th district of New York in the Bronx and Queens. Ocasio-Cortez grew up experiencing the reality of New York's rising income inequality, inspiring her to organize her community and run for office on a progressive platform with a campaign that rejects corporate PAC funds. Since her swearing-in to Congress in January of 2019, Congresswoman Ocasio-Cortez has remained committed to serving working class people over corporate interests and advocating for social, racial, economic, and environmental justice.

## ALEXANDRIA OCASIO-CORTEZ



## JANE FONDA & LILY TOMLIN

Lily Tomlin was born in Detroit, and worked in the restaurant business when she was young. She says it's about time Michigan leads the way in giving tipped restaurant workers a living wage. "Jane and I are here, because twelve million people work in the restaurant industry, and eighty percent of them are women. They're tipped but paid at a very low rate, and it's just not fair. It's time to do something about it." According to Jane Fonda, "If you don't know a problem exists, you're ignorant, and that's not good but it's ignorance. If you know a problem exists and you don't do anything about it, then you're part of the problem. Once I found out the problems that women workers, whether it's in an office or in a restaurant, are faced with, I had to do something about it, which is what brought me to Michigan."





## **NATAKI RHODES**

**Nataki Rhodes worked for many years as a server in Chicago and is now a staff member of ROC-Chicago where she is responsible for working with community groups on One Fair Wage campaigns**



## WARDELL HARVEY

Wardell Harvey works as a server in New Orleans. As a father, he has had to supplement his income as a server by working as a barber.



## **ANDREA VELASQUEZ**

**Andrea Velasquez works as a bartender and server in Detroit. When she has reported incidents of sexual harassment on the job she has been told to ignore it and not complain.**



## MARK BITTMAN

Mark Bittman is a former Op Ed writer for the NY Times covering food policy, agriculture, health, the environment. His body of work spans all media with print and web columns, videos, interviews, TV appearances and shows. He's a regular on the Today Show and has hosted four TV series, including Showtime's Emmy Award-winning climate change documentary, *Years of Living Dangerously*. His *How to Cook Everything* books, with one million copies in print, are a mainstay of the modern kitchen.

# TRAILER



[www.wagingchange.com/trailer](http://www.wagingchange.com/trailer)



## ROC United

ROC United is made up of thousands of people who work in restaurants, over 750 high-road employers, and thousands of engaged consumers working together to raise restaurant industry standards.



## ONE FAIR WAGE #1FAIRWAGE

It's time to do more than raise the sub minimum tipped wage. Join the ONE FAIR WAGE campaign, which is organizing to pass legislation in cities and states that will require the restaurant industry to pay all its employees at least the full minimum wage.

# WAGING CHANGE FILM CREW

WAGING CHANGE documents the female led movements behind ROC United. Movements that connect #MeToo to the fight for one fair wage. **Waging Change** is produced by an Award Winning team of women.





# DIRECTOR/PRODUCER



Abby Ginzberg, a Peabody award-winning director, has been producing compelling documentaries about race and social justice for over 30 years. Her film, *And Then They Came for Us* (2017, featuring George Takei), about the connection between the incarceration of Japanese Americans during WW II and the current Muslim travel ban won a Silver Gavel Award and has played in major cities, at film festivals across the country and in Japan. Throughout the course of the last year, she has presented the film to college audiences, community groups and in theaters.

Ginzberg co-produced and co-directed *Agents of Change* (2016; with Frank Dawson, featuring Danny Glover), which premiered at the Pan African Film Festival where it won the Jury and the Audience Awards for Best Feature Documentary and a Paul Robeson Award from the Newark Black Film Festival. It was supported by California Humanities and broadcast on America Reframed in 2018 and 2019. *Soft Vengeance: Albie Sachs and the New South Africa* (Executive Produced by Alfre Woodard, featuring Archbishop Desmond Tutu and President of South Africa, Cyril Ramaphosa) won a 2015 Peabody award and has screened at film festivals around the world, winning four audience awards. It was broadcast on public television in July, 2016. She was the Consulting Producer on *The Barber of Birmingham*, which premiered at Sundance in 2011 and was nominated for an Oscar® in the Short Doc category in 2012. The film was directed by Robin Fryday and Gail Dolgin.

Ginzberg has also produced and directed two award-winning films about little known judges from California. *Soul of Justice: Thelton Henderson's American Journey* (2005) profiled the life and career of one of the first African American judges on the federal bench in San Francisco. *Cruz Reynoso: Sowing the Seeds of Justice* documented the story of a son of farmworkers who went on to become the first Latino to be appointed to the California Supreme Court.

Ginzberg's film, *Waging Change* (featuring Jane Fonda, Lily Tomlin and Rep. Alexandria Ocasio-Cortez) about the challenges faced by restaurant servers forced to live off tips, will premiere at DOC NYC in November, 2019.

Ginzberg is currently completing *Stay Woke: Barbara Lee Speaks for Me* (featuring Danny Glover, Alice Walker, Van Jones, Rep. Alexandria Ocasio-Cortez, and Rep. John Lewis), a documentary about Rep. Barbara Lee, who cast the lone NO vote in Congress against the blanket authorization of military force following 9/11 and who has spent the last 21 years in Congress as a consistent voice for peace and justice.

## EDITOR



### Marta Wohl

Marta Wohl is an editor and story consultant based in the San Francisco Bay Area. She has over 25 years experience editing documentary, broadcast and independent media. The films she has edited have won numerous awards, appeared on PBS, and have screened at Sundance and other festivals worldwide. Credits include *Irena Sendler: In the Name of Their Mothers*; *Claiming the Title: Gay Olympics on Trial*; and *Stranger with a Camera, Agents of Change*. She worked for four years in the documentary unit at Lucasfilm, editing 25 of the 94 companion documentaries for The Adventures of Young Indiana Jones series. Recent credits also include several short films for Google Earth, and two hours of a four-part series, *Standing on Sacred Ground*, documenting the global struggle of indigenous peoples to save their sacred spaces.

## EDITOR



### Jim McSilver

Jim is driven to tell stories through film and video that move and engage audiences. Whether producing, directing, writing or editing, he loves collaborating to bring new visions and compelling ideas to the screen. His production and post work ranges from documentaries to fiction feature films, corporate and commercials to video installations and experiences. He specializes in tackling complex storytelling and editorial challenges with creative solutions that inspire audiences. Editor of documentaries, fiction and corporate videos Award-winning editing – bringing together technical know-how, attention to detail and creative artistry Jim focus intently on rhythm, pacing and dynamic visuals, but always in the service of good storytelling. His writing background helps in developing strong story structure by unearthing hidden drama and cutting excess. He also brings extensive motion graphics, color correction and sound mixing experience to allow productions to shine.

# ARCHIVAL RESEARCHERS

## Rachel Antell



Before co-founding Sub-Basement Archival, Rachel served as Co-Producer and Archival Producer for Nancy Kates' internationally acclaimed documentary Regarding Susan Sontag. The film aired on HBO, and received a FOCAL International award for its archival footage. Rachel has edited several feature documentaries, including Why We Sing, and Occupied Minds, and was the Director and Producer of Death on a Friendly Border which explores the rising number of migrant deaths on the US-Mexico border. This film garnered an Angelus Award and was broadcast on KQED, Link-TV, and RTVE in Spain.

Rachel also spent six years conducting research for Harvard University's Pluralism Project, and was an archival researcher and production manager for Henry Louis Gates' Encyclopedia Africana. Rachel earned a Masters degree in Documentary Film from Stanford University, an MTS from Harvard University, and a BA from Hamilton College.

[www.sbarchival.com](http://www.sbarchival.com)

## Jennifer Petrucelli



Prior to co-founding Sub-Basement Archival, Jennifer worked as a producer in film and television for nearly 20 years. She wrote, produced and conducted extensive archival research on a series of historical documentaries for Lucasfilm. Jennifer also wrote and produced the Lucasfilm feature documentary, Double Victory, about the Tuskegee Airmen, served as co-producer on Manifest Destiny, and co-directed and co-produced Of Rights and Wrongs. Jennifer's documentary short, Inside/Out, won a Golden Gate Award at the San Francisco Film Festival and screened on PBS stations around the country.

In addition to her documentary work, Jennifer has served as Producer on feature projects at Industrial Light + Magic, as well as on commercial productions for Publicis & Hal Riney and Actual Films. Jennifer earned a Masters degree in Documentary Film from Stanford University and a BA in History from Cornell University.

[www.sbarchival.com](http://www.sbarchival.com)

## DIRECTOR OF PHOTOGRAPHY



**Margaret Byrne-Director of Photography (Chicago)** Margaret Byrne received her BFA in film at the University of Illinois at Chicago in 2000. Margaret was a Creative Director at Universal Music and directed live concerts and music videos for artists such as Jay-Z and Mary J Blige. She produced and edited the television series that launched MTV across Africa in 2005 and directed a host of music videos for emerging African artists. She was a cinematographer and an editor for *American Promise* (2013) following the education of two African American boys from New York City. The film won the 2013 Sundance Special Jury Prize and 2013 Full Frame Documentary Jury Award. Margaret is director and producer of feature documentary *Raising Bertie* and recently received a prestigious MacArthur grant. *Raising Bertie* is a co-production with Kartemquin Films following the lives of three young men after their alternative school is forced to close in rural North Carolina. Margaret is founder of Beti Films ([betifilms.com](http://betifilms.com)) and Creative Vision Films ([creativevisionfilms.com](http://creativevisionfilms.com)).

## IMPACT PRODUCER



**Joslyn Rose Lyons** has contributed to documentaries, films and television shows for HBO, MTV, BET, VH1, Discovery, PBS, MSNBC, and Oprah Winfrey Network. She made her documentary directorial debut with 'Soundz of Spirit' premiering the film at the HBO Urbanworld. She directed HBO Def Poetry with Simmons Lathan Media, and produced the First Grammy Showcase at Creative Artists Agency. She has directed music videos and films with Kendrick Lamar, Erykah Badu, Talib Kweli, Mahershala Ali, and Common, among others. She cofounded a digital content platform with RESPECT Magazine, working with The Grammy Museum, Capitol Records, and Yahoo! Music. She was a consulting producer on Jennifer Newsom's 'Miss Representation' featuring Rosario Dawson and premiering on OWN. She is a producer on 'Tale of the Tape' with Kendrick Lamar, Revolution with Ice Cube, and 'Same Energy' for LeBron James' digital platform Uninterrupted with Warner Bros. She has worked as an Impact Producer for Social Action Media on a number of their Award Winning documentaries including: 'Agents of Change and Stay Woke: Barbara Lee Speaks for Me.'

# SOCIAL ACTION MEDIA



**Social Action Media has been producing documentaries about race and social justice for more than 30 years. As a production company, we make films about inspiring stories of perseverance and resistance with the goal of inspiring younger people to join the fight for justice. Some of our award winning films include *And Then They Came for Us*, *Agents of Change* and *Soft Vengeance*.**

**[www.socialactionmedia.com](http://www.socialactionmedia.com)**

# CONTACT

Abby Ginzberg, Director / Producer

[abby@socialactionmedia.com](mailto:abby@socialactionmedia.com)

Ph. (510) 367-3499

SOCIAL ACTION MEDIA

[www.socialactionmedia.com](http://www.socialactionmedia.com)

WAGING CHANGE

Website

[www.wagingchange.com](http://www.wagingchange.com)

National Engagement

[www.wagingchangenational.com](http://www.wagingchangenational.com)

Twitter

[twitter.com/wagingchange](https://twitter.com/wagingchange)

Facebook

[facebook.com/wagingchange](https://facebook.com/wagingchange)

