

Congress of the United States

Washington, DC 20510

June 13, 2022

Catherine Szpindor
Chief Administrative Officer
H-26, Capitol Building
Washington, D.C. 20515

Dear Chief Administrative Officer Szpindor:

We are writing to express our concern about the inequity of pay and lack of benefits for employees who work for a company, Maslow Media Group, Inc. (Maslow), which has a contract with the House Recording Studio (HRS) to supply Television Production Specialists. The contract is OAM18060C. These Maslow employees work side-by-side with HRS employees performing the same duties and responsibilities. However, the Maslow employees earn substantially less than the HRS employees and have few, if any, benefits (such as retirement, health insurance, etc.) available to them.

As we understand the situation, the difference in pay between the Maslow employees and the HRS employees is the result of the contract between the Chief Administrative Officer (CAO) and Maslow. Prior to Maslow, the CAO had a contract with Woodside Temporaries (Woodside), which paid these employees approximately \$49.00 per hour. When the CAO entered into its first contract with Maslow, the wage rate for the employees was cut to \$32.00 per hour. That is a 34% pay cut for employees who continued to perform the same work with the same responsibilities for HRS, except as employees of a new contractor.

The Maslow employees have tried to correct this disparity on their own. They organized a union in their workplace and bargained collectively with Maslow. Those collective bargaining negotiations have narrowed the pay gap over the years; however, the gap remains, and it is still significant. Presently, Maslow employees earn \$36.78 per hour while the median wage rates for HRS employees (depending on classification) range between \$45.00 per hour and \$48.00 per hour based upon the salaries paid to HRS employees as of the end of the third quarter of 2021. The largest obstacle to addressing this pay inequity appears to be the contract between the CAO and Maslow.

Due to the inconsistent nature of the hours worked by Maslow employees, the pay disparity means that workers have to look for outside work to make ends meet. The lack of benefits such as health insurance are especially concerning, particularly at a time when COVID-19 continues to impact communities across the country. Furthermore, we were informed that when the vaccine became available to staff in the Capitol, Maslow employees were informed they were not eligible because of their contractor status despite working in close quarters with other Capitol staff and members of Congress. While HRS staff employees were furloughed on a weekly rotation, the unvaccinated Maslow employees were brought in to staff the studio. The decision to not vaccinate Maslow employees put the health, safety and lives of the Maslow employees, Capitol staff, Members of Congress and all their families at increased risk.

We believe that employees who perform the same work under the same conditions should be paid the same rate, whether they are direct employees of the CAO or employees of a contractor. We strongly urge you to work with us, the House Administration Committee, and the House Appropriations Committee to take the following actions:

- Allocate sufficient funds under the Contract OAM18060C to increase the wage rates paid to Maslow employees so that they are equivalent to the rates paid to HRS employees;
- Ensure sufficient additional funding to enable Maslow to pay these increased wage rates to its employees;
- Make the required amendments in Contract OAM18060C to ensure that Maslow's employees receive the increases in their wage rates; and
- Make the necessary changes to the contracting process to ensure that future contracts covering these Television Production Specialists provide for the payment of wages equal to the earnings of HRS employees who perform the same work under the same conditions.

We appreciate your time and consideration and look forward to working with you on these matters.

Sincerely,



Emanuel Cleaver, II
Member of Congress



Jan Schakowsky
Member of Congress



Eleanor Holmes Norton
Member of Congress



Anthony G. Brown
Member of Congress



Pramila Jayapal
Member of Congress



David J. Trone
Member of Congress



Donald Norcross
Member of Congress



André Carson
Member of Congress



Dina Titus
Member of Congress



Nikema Williams
Member of Congress



Barbara Lee
Member of Congress



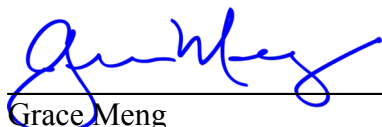
Rashida Tlaib
Member of Congress



Marie Newman
Member of Congress



Linda T. Sánchez
Member of Congress



Grace Meng
Member of Congress



Ted W. Lieu
Member of Congress



Karen Bass
Member of Congress



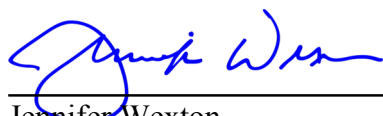
Jamie Raskin
Member of Congress



Mark Pocan
Member of Congress



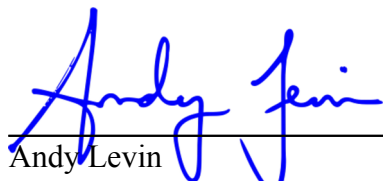
David N. Cicilline
Member of Congress



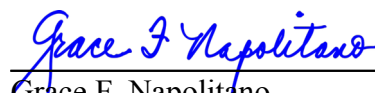
Jennifer Wexton
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



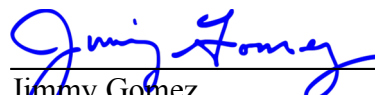
Andy Levin
Member of Congress



Grace F. Napolitano
Member of Congress



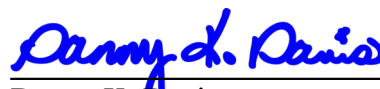
Lloyd Doggett
Member of Congress



Jimmy Gomez
Member of Congress



Alma S. Adams, Ph.D.
Member of Congress



Danny K. Davis
Member of Congress



Alan S. Lowenthal
Member of Congress