

RESOLUTION OF THE FIA EXECUTIVE COMMITTEE IN SUPPORT OF THE SAG-AFTRA INTERACTIVE MEDIA (VIDEO GAME) STRIKE

WHEREAS, after more than a year and a half of negotiations, the largest interactive video game companies have refused to agree to critical protections relating to artificial intelligence (AI) demanded by SAG-AFTRA on behalf of its represented performers, prompting the union to go on strike on July 26, 2024; and

WHEREAS, performers in the video game industry have experienced growing concerns over the use of AI technologies and tools, which pose an existential threat to performers' livelihoods by replicating their voices, likenesses, and performances without adequate consent or compensation, leading to serious issues of job displacement, undercutting of wages, and the undermining of human creativity; and

WHEREAS, SAG-AFTRA members are actively seeking AI protection, reasonable wage increases to keep up with inflation, and improved safety and working conditions for all performers involved in voice-over, motion capture, and other forms of digital performance in video game production;

WHEREAS, the strike targets major video game employers – Activision/Blizzard, Disney, Electronic Arts, Warner Bros., Take 2, Insomniac Games, and Riot Games, among others – emphasizing the need for the gaming sector to adopt fair labor practices and safeguard the professional and personal rights of performers globally;

WHEREAS more than ninety videogames have been signed to the Union's Interim Agreement and Tiered Budget Independent Agreement, both of which contain the protections, including with respect to AI, that the union has demanded at the table, demonstrating these protections are reasonable and in no way an impediment to the employer's ability to produce their games;

NOW, THEREFORE, BE IT RESOLVED, that FIA and its affiliates express unwavering support for SAG-AFTRA and its members in their stand against corporate exploitation, the unchecked use of AI, and their broader fight for fair wages, reasonable working conditions, as well as the protection of performers' rights and creative contributions to the video game industry;

BE IT FURTHER RESOLVED that FIA and its member unions worldwide will continue to show solidarity with SAG-AFTRA, offering all legally permissible support for as long as necessary to ensure that the integrity and rights of performers are upheld, and to deter any attempts by video game companies to circumvent the terms of the strike by seeking to engage talent outside union agreements.