

# INTIMACY COORDINATORS



SAG-AFTRA®

## THE STATUS QUO

### CONGRATULATIONS!

### You've voted to form a union with SAG-AFTRA ... Now what?

- Now that you've voted to unionize with SAG-AFTRA, your employer can't make unilateral changes to your existing pay rate, work schedule, assignment, benefits or other workplace policies.
- During the period before the execution of your first collectively bargained contract, the employer needs to maintain the "status quo," meaning all the terms and conditions of employment that were in place before the union was certified must remain in effect.
- Since the practice has been for individual intimacy coordinators to negotiate their own deal memos with producers, status quo terms will vary between intimacy coordinators.
- Producers cannot unilaterally revoke or change the terms of an existing deal memo. Intimacy coordinators should be on the lookout for any unilateral changes to terms and conditions of employment such as overtime, employment policies, kit fees, travel expenses, closed set guidelines or work assignments. Such changes should be reported to SAG-AFTRA immediately.
- Now that SAG-AFTRA has been certified to represent intimacy coordinators in collective bargaining with the AMPTP, the SAG-AFTRA National Board will appoint a negotiating committee of representative intimacy coordinators from throughout the industry at the SAG-AFTRA president's recommendation.
- Together with the negotiating committee, the union will implement a series of "wages and working conditions" meetings, where we will hear from the intimacy coordinator community to help inform the proposal package we will bring to the AMPTP. Intimacy coordinators who have worked at least one AMPTP production are invited and encouraged to participate regardless of union membership status.