

2023

SAG-AFTRA

TV/THEATRICAL CONTRACTS

CONTRACT GAINS

\$1 BILLION+
IN **NEW** COMPENSATION
AND BENEFIT
PLAN FUNDING —
\$317.2 MILLION
TO THE BENEFIT PLANS.

PATTERN-BREAKING COMPENSATION ESCALATION, with two wage increases in the first year of the contract — 7% general wage increase effective Nov. 9, 2023, and another 4% increase effective July 1, 2024, for a compounded **FIRST-YEAR WAGE INCREASE OF 11.28%**. Plus another 3.5% increase effective July 1, 2025.

UNPRECEDENTED BACKGROUND ACTOR WAGE PATTERN with two wage increases in the first year of the contract — 11% effective Nov. 9, 2023, and another 4% increase effective July 1, 2024, for a compounded **FIRST-YEAR WAGE INCREASE OF 15.51%**. Plus another 3.5% increase effective July 1, 2025.

Finally **INCREASES THE NUMBER OF COVERED POSITIONS** for background actors in the West Coast Zones to equal those of the East Coast Zones — a first! This is projected to create **10,700 ADDITIONAL DAYS OF COVERED BACKGROUND WORK ANNUALLY**.

Substantial improvements in relocation allowances for series performers, covering \$5,000 per month for up to six months with no limits on the number of seasons. Based on employment patterns, this amounts to a **153% EFFECTIVE INCREASE IN RELOCATION PAYMENTS**.



NEW COMPENSATION STREAM

for performers working in streaming. It provides a substantial bonus on top of existing residuals structures, making work on high budget SVOD productions more sustainable for middle-class actors.

A nearly 43% increase to the benefit plan contribution cap for one-hour productions and a nearly 67% increase to the cap for half-hour productions.

These increases should generate

OVER \$180 MILLION TO THE BENEFIT PLANS

over the course of the contract, as well as help performers working on those shows to continue qualifying for benefit coverage.



Producers are now also required to provide **OPPORTUNITIES TO INTERVIEW VIRTUALLY OR IN PERSON** on a first-come, first-served basis, with accommodations for performers with disabilities, senior performers and minors. If a virtual audition requires performers to memorize, they are still **ENTITLED TO COMPENSATION.**

ADDITIONAL SEXUAL HARASSMENT PREVENTION PROTECTIONS for performers, including the use of intimacy coordinators in scenes involving nudity and simulated sex or upon request, and additional safeguards for background actors.

INFORMED CONSENT and compensation for the creation and use of AI digital replicas of our members, living and deceased, whether created on set or obtained from other materials.

PERFORMERS ARE ENTITLED TO CONSENT when a producer uses the performer's name and features to prompt a generative artificial intelligence system to create a "synthetic performer" or "fake" with a principal facial feature (eyes, ears, nose and/or mouth) that is recognizable as that of the performer.

Confirmed **COVERAGE OF PERFORMANCE CAPTURE** work. Outsized gains to the traditional formulas for High Budget SVOD residuals: **SUBSTANTIAL INCREASES IN COMPENSATION** for foreign exhibition and increases to the residuals ceilings.

ESTABLISHES MINIMUMS by applying television terms, including residuals, for high budget made-for-AVOD (free streaming) programming.

Addition of fixed residuals, based on a day rate, for stunt coordinators who do not perform on-camera stunts, and achievement of **OUTSIZED INCREASES FOR STUNT COORDINATORS** working under flat-deal minimums for contracts under television terms.

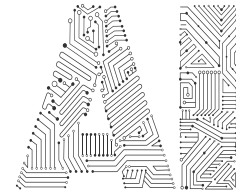
INCREASES TO SCHEDULE BREAKS (minimums) for Schedule F performers.

APPLICATION OF MAJOR ROLE TERMS to high budget SVOD and the first season of made-for-pay TV series.

ADDED TRANSPARENCY for advancement payment of residuals, ensuring actors know how much of their episodic guarantee is initial compensation versus how much is residuals.

DOUBLING PAY for singers who dance and dancers who sing.

ELIMINATION OF THE DISCOUNTED REHEARSAL RATE for dancers.



CRITICAL GUARDRAILS

Critical artificial intelligence guardrails that have *never* been in place before.



MEANINGFUL PROTECTIONS FOR THE CASTING PROCESS

have been established, including provisions for self-tapes specifying that breakdowns, sides, and/or scripts shall be provided no less than 48 hours prior to the submission deadline (excluding weekends and holidays). This is increased to 72 hours for minors. Talent may not be asked to perform more than eight industry-standard pages for a first self-tape or 12 industry-standard pages for a second or subsequent call back.

The contracts achieved important GAINS FOR HAIR AND MAKEUP EQUITY,

the sharing of aggregate diversity statistics, eliminating inappropriate "wiggings" and "paintdowns," gender-neutral language, access to gender-affirming care and translation services.

