



June 24, 2019

Dear Stunt Performer,

It has come to our attention that some Producers/Production Personnel are improperly inserting pre-printed or hand written, non-bargained for language such as Not Photographed (NP), Rehearsal and similar notations in the standard SAG-AFTRA employment contract language when engaging a performer.

A performer is not required to execute any employment contract that contains any additional language that changes the material terms and conditions of the agreement, to which neither SAG-AFTRA nor the performer has agreed and, for which the performer would want to have meaningful consultation with their representative and/or union as appropriate. A performer also has the right under SAG-AFTRA agreements to refuse to execute any employment contract first presented to the performer or their agent on the first day of employment. You should not be placed under threat of termination or discipline for your refusal to do so.

Pre-printed or hand written-notations related to your work may not reflect the work actually assigned or performed by you, and have therefore caused confusion and led to inaccuracies in record keeping.

For that reason, when confronted with pre-printed or hand-written notations by production personnel on your Contract or Exhibit G please take the following steps for your protection should a claim need to be filed:

- 1. Take a picture/scan of the pre-printed or hand-written language.**
- 2. Cross out the pre-printed or hand written language by placing a single black line through it in a professional manner and take another picture/scan of the corrected document.**

If challenged, state clearly and politely that per SAG-AFTRA, the terms of the agreement cannot be modified without bargaining and you are crossing out any language that is not part of the current collective bargaining agreement.

Reminder: To ensure you are being paid properly, always do the following:

1. Retain copies of your Contracts, Exhibit Gs, Call Sheets, Emails and Pay Stubs.
2. Never leave set without signing your Exhibit G, and never sign an Exhibit G that has not been completely filled out. Make sure to take a picture/scan for your records.
3. Keep a diary of your work performed each day including:
 - Whether it was preparing for or photographing the stunt;
 - If you were given a stunt adjustment and by whom;
 - If any production personnel were present or involved in the decision making and a copy of any video or still footage of the stunt or rehearsal

Write down anything you believe would assist SAG-AFTRA in the event that we need to intervene or initiate a claim in the future for non-payment of compensation or residuals.

If you have any further questions please contact the Stunt & Safety Department at (323) 549-6855.

As always, we thank you for being a member of SAG-AFTRA!