

STATEMENT FROM AMPTP

LOS ANGELES, CA; October 11, 2023 – Negotiations between the AMPTP and SAG-AFTRA have been suspended after SAG-AFTRA presented its most recent proposal on October 11. After meaningful conversations, it is clear that the gap between the AMPTP and SAG-AFTRA is too great, and conversations are no longer moving us in a productive direction.

SAG-AFTRA's current offer included what it characterized as a viewership bonus that, by itself, would cost more than \$800 million per year – which would create an untenable economic burden. SAG-AFTRA presented few, if any, moves on the numerous remaining open items.

Member company executives and AMPTP representatives met with SAG-AFTRA for five days over the past eight workdays. During that time period, AMPTP extended offers including:

- A first-of-its-kind success-based residual for High-Budget SVOD productions.
- The highest percentage increase in minimums in 35 years, which would generate an additional \$717 million in wages and \$177 million in contributions to the Pension and Health Plans during the contract term.
- A 58% increase in salaries for major role (guest star) performers wages on High Budget SVOD Programs.
- A 76% increase in High Budget SVOD foreign residuals for the four largest streaming services.
- Substantial increases in pension and health contribution caps, ranging from 22-33%, which will make it easier for performers to qualify for additional periods of health coverage and earn years of service toward a pension.
- Meeting nearly all of the Union's demands on casting, including guardrails around self-tapes, options for virtual and in-person auditions, and accommodations to performers with disabilities.
- Compensation adjustments of 25% for singers who dance and dancers who sing on camera in the same session, whether in rehearsal or photography, representing a 30% increase over current wages.
- Wage increases for stunt coordinators of 10% in the first year and outsized increases in years two and three, and giving television stunt coordinators fixed residuals for the first time ever.
- Substantial improvements in relocation allowance – a 200% increase if the performer is on an overnight location for 6 months. The relocation allowance would now be payable for every season in which the performer is on an overnight location (versus a current limit of two to four seasons).

- Substantial increases in Schedule F money breaks of between 11% and 41%. The 41% increase applies to one-hour television programs, which covers the largest number of productions done under the Agreement.
- A 25% increase in span money breaks.
- Covering performance capture work under the Agreement, which the Union has sought for 20 years.
- On AI protections:
 - Advance consent from the performer and background actor to create and use Digital Replicas;
 - No Digital Replica of the performer can be used without the performer's written consent and description of the intended use in the film;
 - Prohibition of later use of that Replica, unless performer specifically consents to that new use and is paid for it; and,
 - A "Digital Alteration" that would change the nature of an actor's performance in a role is not permitted without informing the performer of the intended alteration and securing the performer's consent.

On common issues, such as general wage increases, High-Budget SVOD residuals, and viewership bonuses, the AMPTP offered the same terms that were ratified by the DGA and WGA. Yet SAG-AFTRA rejected these.

We hope that SAG-AFTRA will reconsider and return to productive negotiations soon.