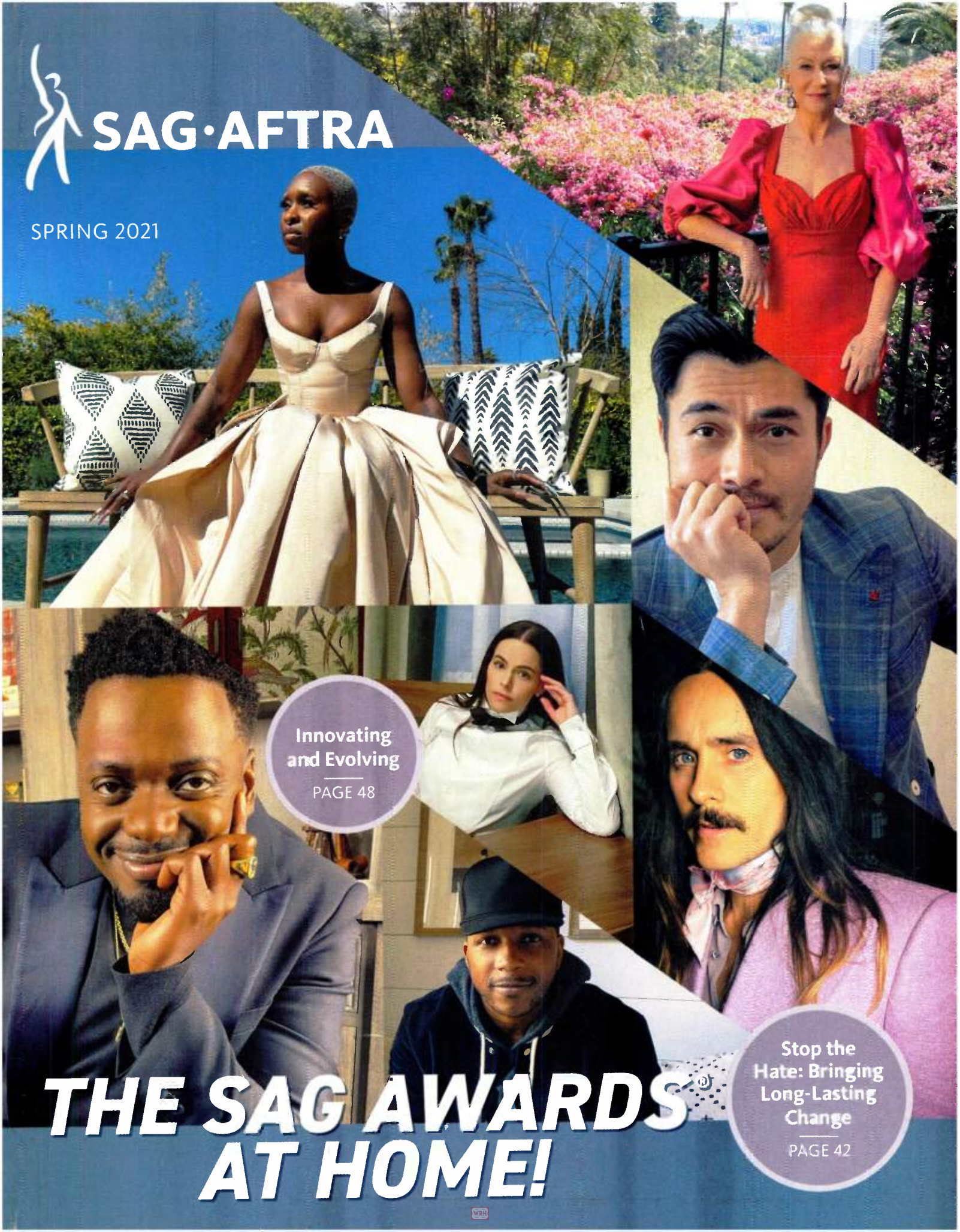


SPRING 2021



Innovating
and Evolving
PAGE 48

Stop the
Hate: Bringing
Long-Lasting
Change
PAGE 42

THE SAG AWARDS AT HOME!

4 WINNER
GOLDEN GLOBE AWARDS

BEST TELEVISION SERIES - DRAMA
BEST ACTRESS: EMMA CORBIN
BEST SUPPORTING ACTRESS: GILLIAN ANDERSON
BEST ACTOR: JOSH O'CONNOR

2 WINNER
SCREEN ACTORS GUILD AWARDS

OUTSTANDING ENSEMBLE IN A DRAMA SERIES
OUTSTANDING FEMALE ACTOR - GILLIAN ANDERSON

4 WINNER
CRITICS' CHOICE AWARDS

BEST DRAMA SERIES
BEST ACTRESS: EMMA CORBIN
BEST SUPPORTING ACTRESS: GILLIAN ANDERSON
BEST ACTOR: JOSH O'CONNOR



“THE PERFORMANCES



ARE NEXT-LEVEL.”

ENTERTAINMENT WEEKLY



THE
CROWN

FOR YOUR EMMY® CONSIDERATION



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SAG-AFTRA looks to increase diversity, equity and inclusion in the industry and end discrimination.

46 EXCLUSIVITY AND FAIRNESS

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48 TECHNOLOGY AND TRANSFORMATION

As technology changes the industry, SAG-AFTRA rises to meet new challenges with imagination and innovation.

60 GOODBYE AND THANK YOU

After more than 50 years, SAG-AFTRA bids farewell to one of its longest-serving and most influential staff members, John McGuire.

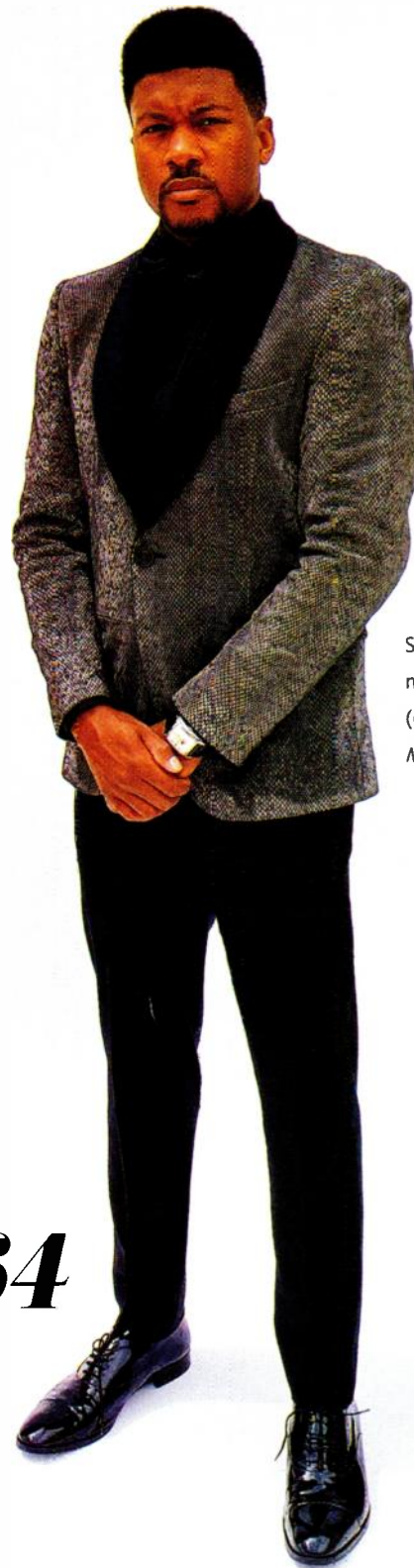
64 THE SHOW ALWAYS GOES ON

This year's virtual SAG Awards* proves that the red carpet may just be a state of mind.

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@ Look for this action item symbol throughout the magazine to find out how you can take action.



SAG Awards nominee Eli Goree (*One Night in Miami ...*)

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ON THE COVER: SAG Awards nominees and presenters partied in style at home this year. Clockwise from top right, Helen Mirren, Henry Golding, Jared Leto, Emily Hampshire, Leslie Odom Jr., Daniel Kaluuya and Cynthia Erivo (Erivo, Golding, Kaluuya, Mirren, Odom by Chelsea Lauren/Shutterstock; Hampshire by Andrew Walker/Shutterstock; Leto by Anthony Harvey/Shutterstock). Above, Eli Goree (Andrew Walker/Shutterstock).

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WINNER

2 GOLDEN GLOBE® AWARDS

BEST LIMITED SERIES
BEST ACTRESS - ANYA TAYLOR-JOY

WINNER

2 CRITICS' CHOICE AWARDS

BEST LIMITED SERIES
BEST ACTRESS - ANYA TAYLOR-JOY

THE QUEEN'S GAMBIT



"THRILLING."

It's anchored by a magnetic lead performance from Anya Taylor-Joy and bolstered by world-class acting from Bill Camp, Thomas Brodie-Sangster, Harry Melling and Marielle Heller."

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FOR THE RECORD In the Winter 2021 issue of *SAG-AFTRA* magazine, a cover image misidentified member Elda M. Lopez, a dialogue coach on *The Conners*, and a photo on page 60 misidentified stunt double Crista Marie Jackson. We regret the errors.

LETTERS TO THE EDITOR must be signed with your full name and local affiliation. Selected letters are limited to 150 words and may be edited for accuracy, space and clarity. Every effort will be made to preserve the author's intended substance. This section is intended for the general membership and, with the exception of convention delegates, is not available to SAG-AFTRA's elected officials. Letters are published at the discretion of the National Editorial Subcommittee.

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A Letter from the President



GABRIELLE CARTERIS

“We have the opportunity to continue strengthening and building on the success of the merger through your efforts and advocacy.”

Dear Member,

Many of you have heard me say, “Our strength is in our unity.” This has never been more evident than at this moment, as we emerge intact and strong from a once-in-a-lifetime global pandemic. Unity, collaboration and hard work — all helped ensure a profoundly positive future for SAG-AFTRA and our members.

This past month was the ninth anniversary of SAG-AFTRA’s merger. I would not normally mark the ninth anniversary, but this has been an incredibly challenging year filled with pain and loss. How will we move from this moment? We have the opportunity to continue strengthening and building on the success of the merger through your efforts and advocacy, not by looking back to what was, but forward, to renew and be even better.

That is why our advocacy for the American Rescue Plan was so important. It delivered much-needed economic support to members impacted by the pandemic. Through our work at the federal level, we successfully guaranteed mixed earners received full relief and 100% COBRA coverage — because we leaned into our partnership with the labor movement and other allies. Throughout this past year, our organizing efforts in public media, audiobooks, voiceover, micro-budget production and the

influencer space have helped build and strengthen the union, not only for today, but for future generations. Our contracts have sustained careers for many years. However, in some ways, they still reflect an entertainment world of just three television networks.

Gone are the norms of 22 to 26 episodes a year. Today, many streaming series shoot six to 13 episodes a season, withholding subsequent seasons for up to 2½ years. This practice has begun to result in onerous options and exclusivity requirements, often blocking actors and recording artists from working for anyone else and depriving individuals of the ability to make a real living.

That is why we are supporting the Free Artists from Industry Restrictions (FAIR) Act in the California Legislature. The bill updates the California labor code to prohibit unfair options and exclusivity provisions in personal services contracts. As you have helped with other important initiatives, please sign on to support the FAIR Act at sagaftra.org/fairact. As always, it is the collective that gives us power.

It is also the collective that allows us to take the necessary action on more inclusive practices throughout the industry.

Following SAG-AFTRA’s Stop the Hate Week summit (read more on page 42), the National Board approved a Diversity Action Plan with numerous initiatives aimed at ending discrimination and encouraging greater representation,

inclusion and accessibility, as well as equity for all (read more on page 16).

However, to have true inclusion and equity, members must feel safe and empowered.

We are launching two initiatives to provide additional support to members. First is our sexual harassment reporting app, which gives members access to safe, confidential and even anonymous reporting of sexual harassment and assault. Filled with other resources and referrals to supportive organizations, the app helps survivors navigate their individual experiences. The second initiative is the launch of intimacy coordination training and certification requirements, representing the next step in the development of this crucial profession. Through the terrific work of our intimacy coordinators workgroup, we are poised to help position and grow this important role.

Thank you for using your voices to empower SAG-AFTRA and its membership through the pandemic. As Maya Angelou stated so beautifully, “You may not control all of the events that happen to you, but you can decide not to be reduced by them.”

As always, strength in unity,

Gabrielle Carteris



WE ARE WHO WE ARE



A BLACK LADY SKETCH SHOW



INDUSTRY



HIS DARK MATERIALS



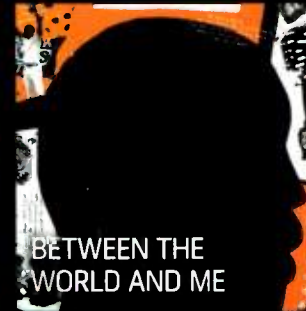
THE THIRD DAY



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ROOM 104



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REBECCA DAMON

“How we react to moments of crisis says a lot about who we are. Do we give in to panic and despair, or do we find opportunity in adversity? The choice is ours.”

Dear Member,

There are special moments in history that act as accelerators, times when events converge, creating unique opportunities for great change. These often-tumultuous periods have led to our nation’s Declaration of Independence, the New Deal, the Civil Rights Act and, closer to home, the SAG-AFTRA merger. Right now is one of those moments.

For many of us, the pandemic — the Great Pause, as some have named it — has sparked self-reflection and a re-evaluation of what’s important. It has also accentuated the social, racial and economic injustices that have long bubbled under the surface of our national consciousness. Perhaps with lockdowns and restrictions in place, we were all a captive audience, forced as a nation to look in the mirror.

We are reminded daily of the attacks on Asian Americans, Pacific Islanders and LGBTQ people, the recurring murders of Black Americans by those sworn to protect them, and the obscene wealth inequalities that continually grow worse. *We must use the intersection of these extreme events as an “accelerator moment,” a chance to enact the change that is possible.* We owe it to those who have suffered and died due to these injustices, and we owe it to ourselves and each other to build a better world. Let us make this moment an accelerator for justice, the way it has been for technology.

Throughout the pandemic, people of all ages have relied on technology to work remotely and stay in touch with loved

ones. At home, they have turned to the work of our members; more people are accessing entertainment digitally than ever before. Here at SAG-AFTRA, we have leveraged technology to keep our members educated and informed, and ensure they have a convenient way to reach the union when they need help on set or in the studio.

Speaking of work, although the end seems in sight, this pandemic isn’t over yet. If you haven’t been vaccinated, I urge you to get your vaccination as soon as you can. It is imperative that we all do our part, so we can get back to all the people and things we love.

For my part, I had the honor of speaking on behalf of SAG-AFTRA members at a press conference hosted by Senate Majority Leader Chuck Schumer about the entertainment, media and arts recovery.

I shared that in our hearts, we are not only artists, but workers.

I invite us all to step back to that moment when all of the arts, entertainment and media industry shut down. The lights went off in movie theaters. No more bright light reflected off movie screens. All music venues closed. Broadway and live theater shut down all across the country. As the people who make our living creating the things that make life fun — that bring stories to life — we had to stop working.

And that matters. Because we won’t have a real recovery until we bring back business and help the working people in this country. *Real recovery means bringing back the arts.* I am grateful to Congress for working with SAG-AFTRA to create and continue programs that have protected our

members and the entertainment industry throughout the pandemic, including the American Rescue Plan, Pandemic Unemployment Assistance, Mixed Earners Unemployment Compensation, COBRA subsidies and Save Our Stages, among other critical legislation.

As we work through the pandemic and the industry evolves, members of both unions have talked to me with increasing interest about uniting SAG-AFTRA and Actors’ Equity. In another moment of potential acceleration, uniting would place all performers under one roof — including important members like stage managers — just as broadcasters, dancers, singers, and recording artists were when SAG and AFTRA merged. As someone who worked on the frontline of the birth of SAG-AFTRA, I have witnessed the many successes that would not have been possible had we not united our unions. How far we have come is a direct result of that decision to face our challenges together.

How we react to moments of crisis says a lot about who we are. Do we give in to panic and despair, or do we find opportunity in adversity? These are the situations that can bring out the best in us. Or the worst. The choice is ours. Let’s choose to accelerate.

Onward together,

Rebecca Damon



DAVID BYRNE'S
AMERICAN UTOPIA



HOW TO WITH
JOHN WILSON



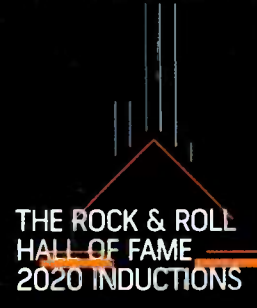
LAST WEEK TONIGHT
WITH JOHN OLIVER



REAL TIME
WITH BILL MAHER



YVONNE ORJI:
MOMMA, I MADE IT!



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CAMRYN MANHEIM

"As production continues to ramp up and our members get back to work safely, we are seeing that our union's solidarity is our strength."

Dear Fellow Union Member,

Spring has arrived and with it some optimism and hope. A year into the pandemic, we are finally beginning to see the light at the end of the tunnel.

Over the past year, we have had to make some hard but responsible decisions. That wise stewardship of our union and its assets has put us on a path to succeed long after this crisis is over.

Throughout it all, the union has maintained its promise to protect your livelihoods and carefully use union resources. Your dues allow SAG-AFTRA to not only do the crucial, immediate work of negotiating and enforcing contracts, organizing and ensuring timely residuals payments, but also to fight important legislative battles to protect you even when you're not working on set. SAG-AFTRA's advocacy has helped secure urgent relief, including the COBRA health insurance discount extension; support for freelancers and gig-economy workers through the Pandemic Unemployment Assistance and Mixed Earner Unemployment Compensation; and the creation of the CARES Act Artist Relief Fund, a national fund that supports artists facing dire financial emergencies.

These wins remind us of our collective power, and your continued loyalty makes this work possible. Prior to the pandemic, approximately 96.5% of members paid dues on time. When COVID-19 hit, we expected that number to plummet — but instead, it dipped slightly to 88%. We know members made sacrifices to pay their dues, and we are profoundly grateful that as a whole, our union members recognized the important work of SAG-AFTRA during this historically difficult time. Additionally, people are starting to have more confidence that the industry is rebounding, and we are seeing an exciting increase in new performers joining the union. Before March 2020, about 550 people joined SAG-AFTRA per month. That number fell to 150 when the pandemic struck, but has since come back to near-normal numbers.

There is cause for optimism, but we're not out of the woods yet. The impacts of the pandemic will affect us in the months and years to come, so we must remain prudent.

Preparing for the future also means using this time to continue innovating and bringing every aspect of our union into the 21st century. We've launched a number of important online tools that make it easier to do business with the union. For

example, new members can now sign up through our online joining portal, members can file and track commercials claims online, production and casting can more easily clear cast members through our Cast Clearance portal, and our technology teams are developing a producers portal that will allow projects to be set up and signed online.

As production continues to ramp up and our members get back to work safely, we are seeing that our union's solidarity is our strength. It's because we had each other's backs that we are coming out of this crisis on solid ground. It was a team effort, and I want to take a moment to shine a light on our SAG-AFTRA staff, including the finance team and the business units, who over the past year have dedicated nights, weekends and long days to work tirelessly on our behalf. I am incredibly grateful to them.

In health and solidarity,

A handwritten signature in black ink that reads "Camryn Manheim". The signature is fluid and cursive.

Camryn Manheim



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DAVID WHITE

“Thankfully, we have focused a great deal on transforming our operations through innovation, and our advances are paying off in tangible ways.”

Dear Member,

N*o Ordinary Time* – this is a phrase taken from a convention speech by Eleanor Roosevelt in 1940 and the title of a terrific book that chronicles that tumultuous period of American history in which our nation had to heal the wounds of the Great Depression while preparing for the global battle of World War II. This expression also captures perfectly this period we are currently experiencing in our union, industry and nation. As we emerge from this pandemic with the budding sense of relief and optimism that we are, finally, on the path to recovery, we now face a broad landscape of challenges that we must confront and opportunities that we must seize.

First, as the industry returns to a more robust work routine, we sense the joy that accompanies the opportunity to work and the caution that attends the new patterns of employment in this evolving industry. We have successfully kept members safe through our safety protocols, and we must now remain vigilant in our core functions as a union, key among them our contract enforcement efforts. The hard decisions made over the past year have positioned us to emerge from the pandemic with

strength, but it will take time for us to replenish our staff ranks. Thankfully, we have focused a great deal on transforming our operations through innovation, and our advances are paying off in tangible ways for members, even during this turbulent time.

Our member app and highly efficient contact center, our residuals tracker and direct deposit function, our new claims tracker for members, web portal for casting directors, online joining and online billing capacities, new contracts designed to capture work in emerging areas of production, information-filled podcasts — all of these and more are facilitating a smoother path for members to gather essential information about their work life and available resources at the union. We are working now with the independent production community to complete the buildout of our producers portal, which will make it easier for employers to hire our members. These innovations are designed to make life easier for all sides of a transaction: members, employers and our staff. Over time, these and other improvements will enable the union to be much more efficient and effective with the resources at our disposal.

As exciting as any development is our

new sexual harassment reporting function that will be embedded within our member app and will give our members another secure path to report harassment when it occurs. This function has a set of features that allows a member to detail an incident while fresh in their mind and keep it confidential until they are prepared to report it to the union. It also points members to resources to help with trauma and self-care, and other support they may need.

These are indeed times of change. I want to close by singling out one individual who has meant so much to our vibrant, collective movement. We recently celebrated the incredible career of John McGuire, a uniquely talented negotiator who committed his career to the members of this union and to the international labor movement. John is a good man and a great friend. On behalf of all our members who benefit from his 52 years of service, we declare our thanks to him once again.

In unity and looking forward,

A handwritten signature in black ink that reads "David F. White". The signature is written in a cursive, slightly slanted style.

David White



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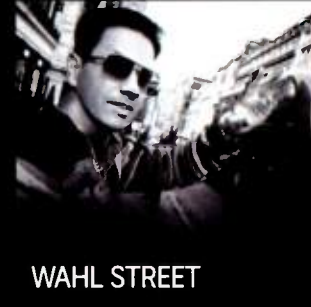
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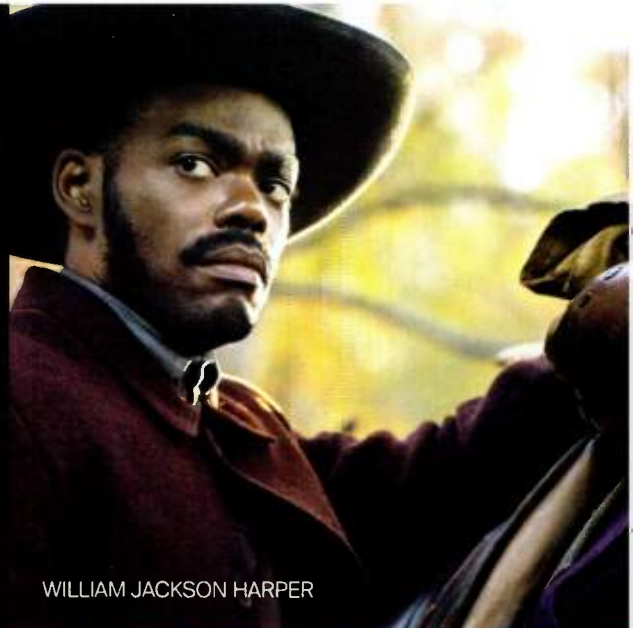
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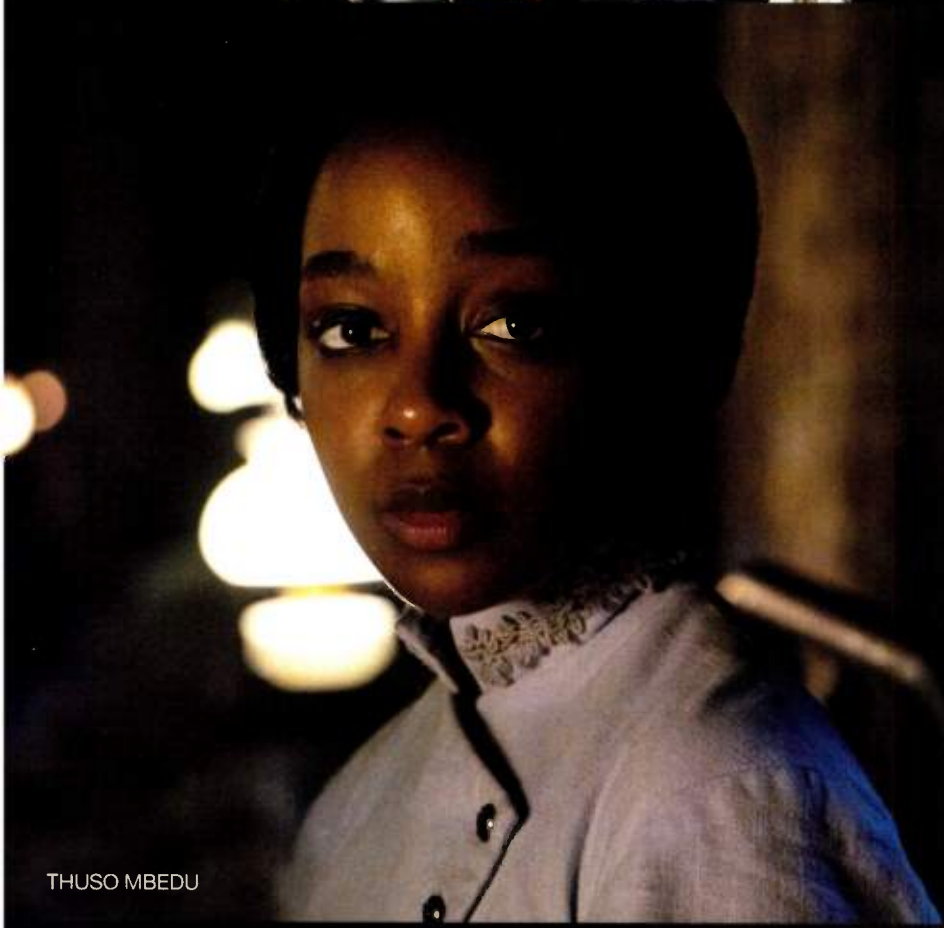


A young boy with dark skin, wearing a white shirt and a dark vest, looking off to the side with a serious expression.


CHASE W. DILLON

A man with a beard and a wide-brimmed hat, wearing a dark red coat, looking upwards with a thoughtful expression.

WILLIAM JACKSON HARPER

A close-up of a young woman with dark skin, wearing a light-colored, high-collared dress, looking directly at the camera with a serious expression.


THUSO MBEDU

A young woman with dark skin, wearing a blue, long-sleeved dress, sitting outdoors in a wooded area, looking off to the side.

SHEILA ATIM

A man with dark skin, wearing a light-colored, long-sleeved shirt, holding a glowing lantern, looking upwards with a serious expression.

AARON PIERRE

A woman with light skin, wearing a dark, high-collared dress, looking upwards with a serious expression.

LILY RABE

A close-up of a man with a beard and long hair, wearing a dark coat, looking off to the side with a serious expression.

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Call to Convention

Dear Member:

This year's convention will be held virtually from Oct. 16–18, and although it's sad we can't be in the same room to enjoy each other's company, our convention will be no less ambitious. There will be opportunities for breakout groups, connecting with and honoring fellow members, and, of course, conducting the important business of the union.

Our biennial conventions are where we elect our executive vice president and the seven national vice presidents who represent member categories and the locals of various sizes. We also consider amendments to the SAG-AFTRA Constitution and resolutions put forth by members like you.



To reflect our current circumstances, this year's convention, our fifth since merger, will bear the theme "Virtual, Vital, Visionary." A lot has changed since our last convention two years ago, but a lot hasn't: Member involvement is still the key to our success, and there's no better time to make your voice heard than right now.

The following pages contain all the information you need to get started, from how to be a convention delegate representing your local to the process for running for higher elected office.

More than ever before, the union is benefitting from people with fresh ideas and new ways of thinking. So, if you've been considering becoming involved in your union, this is the year to take that leap!

In unity and looking forward,

A handwritten signature in black ink, appearing to read "David F. White".

David White
National Executive Director

National Board Forwards Its Initiatives for Diversity and Extends Dues Relief

SAG-AFTRA leadership has been busier than ever during the pandemic. The National Board has convened via videoconference four times since the beginning of 2021, with meetings taking place on Jan. 19, Feb. 6, March 24 and April 17, twice the usual number of meetings. Plus, the Board met for unconscious bias training on March 3.

Following SAG-AFTRA's Stop the Hate Week (see page 42), the Board approved the formation of a Diversity Action Plan during its April 17 meeting. The plan is designed to encourage the use of inclusive language, establish diversity committees to serve the Middle Eastern and North African, and Latino communities, and provide implicit bias and inclusion training

for National and local board members, broadcasters and other member groups. Also approved was a new membership rule that would explicitly prohibit harassment and abuse, including sexual harassment, intimidation and retaliation for the filing of complaints, and make such violations subject to disciplinary action.

"Stop the Hate Week has been all about taking action to support and protect our members from diverse communities, many of whom are under direct threat and facing violent attacks," said SAG-AFTRA President Gabrielle Carteris. "The action plan approved by our National Board today advances concrete actions to stem the tide of hate."

In other business, the Board approved

the establishment of a puppeteers committee and podcast committee. The fiscal year 2022 budget was approved, and the Board extended the COVID-19 dues relief program for the union's May dues period. The JPC Safety Protocols Agreement, which will codify existing safety protocols for commercials producers, was announced during the meeting, and the National Board passed a four-month extension of the National Code of Fair Practice for Network Television Broadcasting. The Board appointed Becca Lish to the SAG-Producers Pension Plan Board of Trustees.

The Board and staff also paid tribute to late National Board member Joe Krebs.

Continues on page 71

Calling All Candidates

This summer, the union's top leadership positions will be determined by a vote of the membership. You will have the chance to elect the union's President and Secretary-Treasurer. Elections will also take place in all of the union's 25 locals for National Board, Local Officer, Local Board and Convention Delegate positions. The Executive Vice President and seven (7) Vice Presidents will be elected at the union's biennial convention to be held virtually, October 16-18, 2021.

2021 NATIONAL ELECTION CALENDAR

(all times PDT)

JUNE 1

Nominating petitions available

JULY 1 (5 P.M.)

Deadline for submission of petitions and any other required materials

JULY 6

Cut-off for eligibility to vote in the national election. Members must be paid-up and in good standing for the May 2021 dues period on or before July 6 or in compliance with the COVID-19 Dues Relief Extension to be eligible to vote.

AUGUST 3

Ballots mailed

SEPTEMBER 2 (6:30 A.M.)

Deadline for receipt of voted ballot (in designated election P.O. Box)

OCTOBER 16-18

Convention Elections

National Elections

PRESIDENT AND SECRETARY-TREASURER

The President is the chief elected officer of the union and is charged with carrying out policies established by the National Board and Convention. The President presides at all meetings of the Convention, National Board and Executive Committee. The President also serves as the chief spokesperson for the union, represents the union in affiliated and other organizations, and assumes such other duties and responsibilities as assigned by the National Board and as set forth in the Constitution and policies of the union.

The Secretary-Treasurer is the primary elected officer responsible for the general financial administration of the union, including overseeing the union's funds, financial assets and fiscal records. The Secretary-Treasurer also serves as Chair of the Finance Committee and member of the Executive Committee.

If you are interested in running for the position of President or Secretary-Treasurer, you must meet all eligibility requirements set forth in Article VIII of the SAG-AFTRA Constitution and Article II.C of the Nominations & Election Policy (see summary in box below).

The President and Secretary-Treasurer will serve for a two (2) year term.

Members may obtain a Nominating Petition by making a request for the materials online in the member section of the SAG-AFTRA website beginning Tuesday, June 1, 2021, at sagaftra.org/elections or they may be obtained offline by a request in writing via email to Michelle Bennett, Executive Director of Governance, at nationalelections@sagaftra.org. Offline materials will then be sent via email, as requested.

Candidates for President must submit a petition signed by no fewer than two hundred (200) members in good standing, including members from at least three (3) locals. Candidates for Secretary-Treasurer must submit a petition signed by no fewer than one hundred fifty (150) members in good standing, including members from at least three (3) locals.

Petitions for both offices must be received electronically through the online nominating portal or offline in scanned form by emailing nationalelections@sagaftra.org no later than 5 p.m. PDT on Thursday, July 1, 2021. Additional requirements for the submission of nominating materials will be described online or offline in the

SUMMARY OF ELIGIBILITY REQUIREMENTS

All candidates must meet the eligibility requirements established by Article VIII of the SAG-AFTRA Constitution and Article II.C of the Nominations & Election Policy, which include the following:

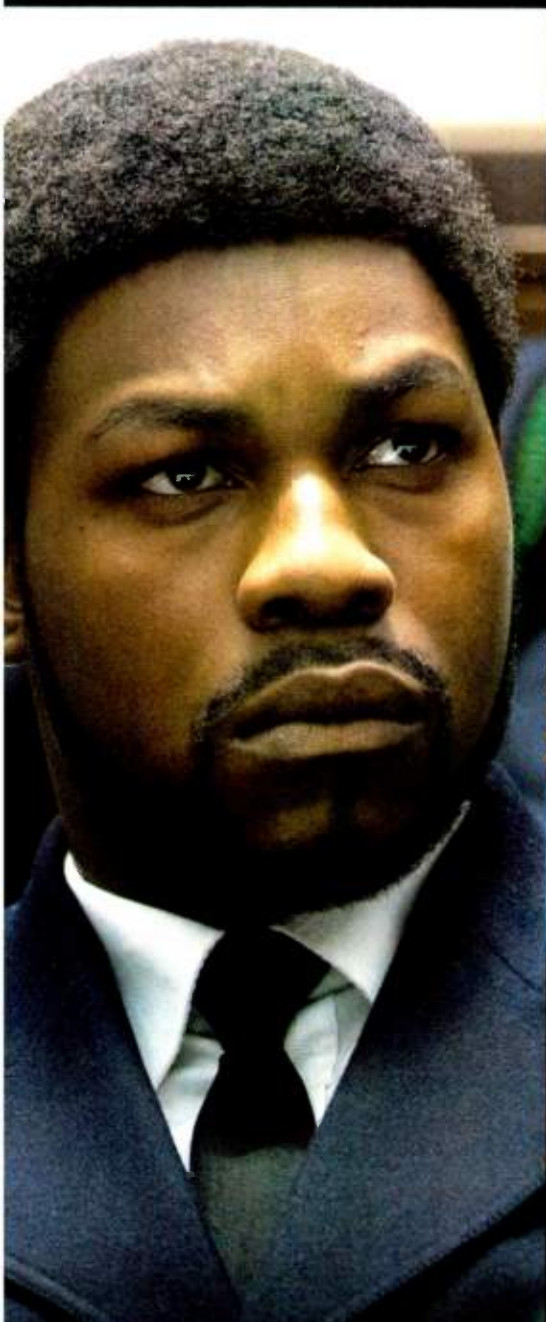
President and Secretary-Treasurer

- Must be at least 18 years old.
- Must be an active member for twenty-four (24) months prior to the date of nomination.
- Must be paid-up currently from the beginning of the May 2020, November 2020 and May 2021 dues periods or in compliance with the COVID-19 Dues Relief Extension as reflected in the below schedule:

DUES PERIOD	PERIOD ENDING	MUST BE PAID BY
May 2021	5/1/21-10/31/21	6/9/21 OR Request for May 2021 COVID-19 Dues Relief Extension <u>and</u> 1st installment payment must be received on or before 6/9/21 (or date of nomination, whichever comes first).
Nov. 2020	11/1/20-4/30/21	12/10/20 OR Request for November 2020 COVID-19 Dues Relief Extension <u>and</u> 1st installment payment must have been received on or before 1/14/21 <u>and</u> 2nd installment payment must have been received on or before 4/12/21.
May 2020	5/1/20-10/31/20	6/9/20 OR Request for May 2020 COVID-19 Dues Relief Extension must have been requested by 6/9/20, <u>and</u> 1st installment payment must have been received on or before 7/13/20 <u>and</u> 2nd installment payment must have been received on or before 10/12/20.

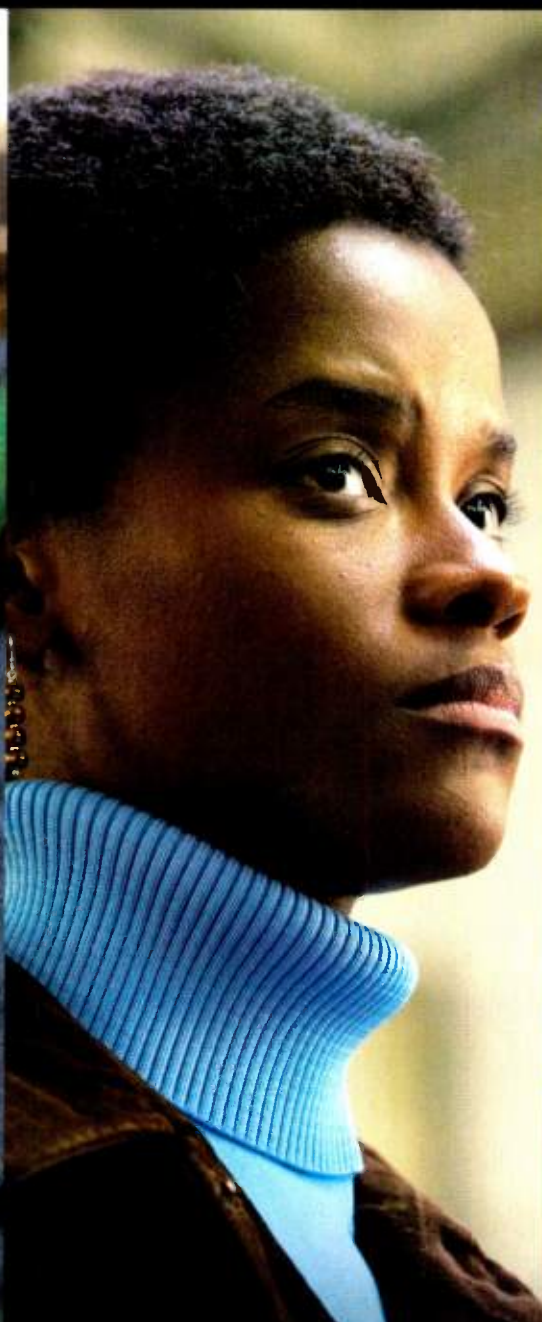
**"SMALL AXE IS SEARINGLY POWERFUL.
ENGROSSING, VIBRANTLY SHOT
AND SUPERBLY ACTED"**

npr



**"A STAGGERING,
CAREER-BEST
PERFORMANCE FROM
JOHN BOYEGA"**

IndieWire



**"LETITIA WRIGHT
UNLEASHES A
STUNNING PORTRAYAL
OF A WOMAN FIGHTING
TO FREE HER PEOPLE"**

USA TODAY



**"A HEARTBREAKING
PERFORMANCE FROM
SHAUN PARKES"**

Regan Ebert.com



**OUTSTANDING
LIMITED / ANTHOLOGY
SERIES**
AND ALL OTHER
CATEGORIES INCLUDING

**OUTSTANDING
SUPPORTING ACTOR**
John Boyega
Shaun Parkes
Micheal Ward

**OUTSTANDING
SUPPORTING ACTRESS**
Amarah-Jae St. Aubyn
Letitia Wright

FROM ACADEMY AWARD® WINNER
STEVE MCQUEEN

AMAZON ORIGINAL

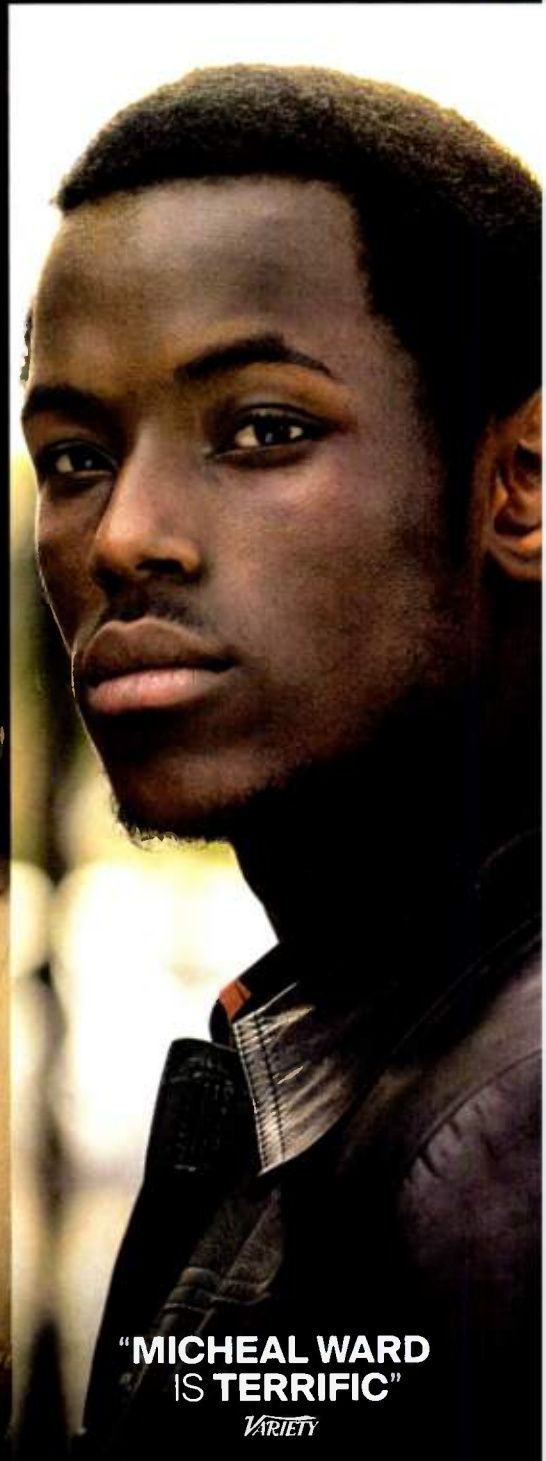
SMALL AXE

A COLLECTION OF FIVE FILMS



**"AMARAH-JAE ST. AUBYN
IS DAZZLING"**

abc NEWS



**"MICHEAL WARD
IS TERRIFIC"**

VARIETY

FYC | prime video

SAG-AFTRA nominating petition instruction kit.

Once the nominating period has closed, which is the established deadline for receipt of election materials, a candidate may not revoke their consent to serve.

Questions regarding the 2021 elections may be emailed to nationalelections@sagaftra.org or directed to Michelle Bennett, Executive Director of Governance, at (323) 549-6094.

EXECUTIVE VICE PRESIDENT AND VICE PRESIDENTS

The Executive Vice President and Vice Presidents from geographic areas (Largest Local, Second Largest Local, Mid-Size Locals and Small Locals) and work categories (Actor/Performer, Broadcaster and Recording Artist/Singer) will be elected as soon as practicable after the opening of the biennial Convention on October 16, 2021.

The Executive Vice President is the second-highest elected officer in the union and acts in place of the President at and between meetings of the Convention, National Board and Executive Committee if the President is absent or otherwise unavailable to perform his or her presidential duties. The Executive Vice President, in consultation with and at the direction of the President, assists the President in the governance of the union and may perform such other duties

as may be assigned by the President or National Board.

The Vice Presidents from the geographic areas and work categories perform duties and responsibilities assigned to them by the President or National Board.

Candidates for Executive Vice President will be nominated at Convention by any credentialed delegate attending a meeting of the entire delegate body. Candidates for the Vice President positions will be nominated by any credentialed delegate attending Convention from the respective delegate caucuses. The term of office for the Executive Vice President and Vice Presidents is two (2) years, commencing immediately upon their election and continuing until their successors are elected. The Executive Vice President and Vice Presidents also serve on the Executive Committee.

Questions regarding the 2021 elections may be emailed to nationalelections@sagaftra.org or directed to Michelle Bennett, Executive Director of Governance at (323) 549-6094.

Los Angeles Elections

If you are interested in running for the position of National Board member, Local Officer, Local Board member or Convention Delegate representing the Los Angeles Local, you must

meet all eligibility requirements set forth in Article VIII of the SAG-AFTRA Constitution, Article II.C of the Nominations & Election Policy and the Los Angeles Local Constitution (see summary in box below).

2021 LOS ANGELES ELECTION CALENDAR
(all times PDT)

JUNE 1
Nominating petitions available

JULY 1 (5 P.M.)
Deadline for submission of petitions and any other required materials

JULY 6
Cut-off for eligibility to vote in the L.A. election. Members must be paid-up and in good standing for the May 2021 dues period on or before July 6 or in compliance with the COVID-19 Dues Relief Extension to be eligible to vote.

AUGUST 3
Ballots mailed

SEPTEMBER 2 (6:30 A.M.)
Deadline for receipt of voted ballot (in designated election P.O. Box)

OCTOBER 16-18
Convention Elections

SUMMARY OF ELIGIBILITY REQUIREMENTS FOR LOS ANGELES AND NEW YORK LOCAL ELECTIONS

All candidates must meet the eligibility requirements established by Article VIII of the SAG-AFTRA Constitution, Article II.C of the Nominations & Election Policy and the Local Constitutions, which include the following:

National Board Member

- Must be at least 18 years old and be a member in good standing of the local for twelve (12) months.
- Must be an active member for twenty-four (24) months prior to the date of nomination.
- Must be paid-up from the beginning of the November 2020 and May 2021 dues periods or in compliance with the COVID-19 Dues Relief Extensions as reflected in the schedule below.
- For Los Angeles and New York member category positions only, must be a member of that category for twelve (12) months.

Local Officer or Local Board Member

- Must be at least 18 years old and be a member in good standing of the local for twelve (12) months.
- Must be paid-up from the beginning of the November 2020 and May 2021 dues periods or in compliance with the COVID-19 Dues Relief Extensions as reflected in the schedule below.
- For Los Angeles and New York member category positions, must be a member of that category for twelve (12) months.

Convention Delegates

- Must be at least 18 years old and be a member in good standing of the local for six (6) months.
- Must be paid-up from the beginning of the May 2021 dues period or in compliance with the COVID-19 Dues Relief Extensions as reflected in the schedule below.
- For Los Angeles member category positions only, must be a registered member of that category for six (6) months.
- For New York member category positions only, must be a member of that category for twelve (12) months.

DUES PERIOD	PERIOD ENDING	MUST BE PAID BY
May 2021	5/1/21-10/31/21	6/9/21 OR Request for May 2021 COVID-19 Dues Relief Extension <u>and</u> 1st installment payment must be received on or before 6/9/21 (or date of nomination, whichever comes first).
Nov. 2020	11/1/20-4/30/21	12/10/20 OR Request for November 2020 COVID-19 Dues Relief Extension <u>and</u> 1st installment payment must have been received on or before 1/14/21, <u>and</u> 2nd installment payment must have been received on or before 4/12/21.

NATIONAL BOARD MEMBERS

Fifteen (15) National Board positions will be open for election this year as follows: fourteen (14) in the Actor/Performer and Stunt Performer member category group, and one (1) in the Singer/Recording Artist member category group.

The thirteen (13) candidates receiving the highest plurality of votes for the Actor/Performer and Stunt Performer member category group will serve for a four (4) year term and the next one (1) candidate in the Actor/Performer and Stunt Performer member category group will serve for a two (2) year term. The one (1) candidate elected for the Singer/Recording Artist member category group will serve for a four (4) year term. National Board members, by virtue of their election to that position, also serve as Convention Delegates.

LOCAL OFFICERS

Three (3) Local Officer positions will be open for election this year: President; First Vice President; and Second Vice President. The Vice President positions will be elected by a plurality of votes received and will serve in that order. All Local Officers will serve for a two (2) year term and also serve on the Los Angeles Executive Committee. Local Officers, by virtue of their election to those positions, also serve as Convention Delegates.

LOCAL BOARD MEMBERS

Forty-five (45) Local Board member positions will be open for election this year, including seats assigned for each member category as follows: forty-one (41) Actor/Performer and Stunt Performer member category group, one (1) Broadcaster member category group, one (1) Dancer member category group and two (2) Singer/Recording Artist member category group. Those members elected as Local Officers and Board members, by virtue of their election to those positions, also will serve as Alternate National Board members who may be called upon to serve at National Board meetings when a National Board member is unable to attend. All Local Board members will serve for a two (2) year term.

CONVENTION DELEGATES

One hundred forty-one (141) Convention Delegate positions will be open for election this year (in addition to the Convention Delegate positions held by the Local Officers and National Board members who, by virtue of their election to those positions, also serve as Convention Delegates). Seats are assigned for each member category as follows: one hundred twenty-nine (129) Actor/Performer; one (1) Broadcast – Entertainment; two (2) Broadcast – News/Information; one (1)

Dancer; one (1) Recording Artist; four (4) Singers; and three (3) Stunt Performers. Convention Delegates may also serve as Alternate Local Board members where a Board member is the sole representative of a category or category grouping and is unavailable to attend a Local Board meeting.

Members may obtain a Nominating Petition by making a request for the materials online in the member section of the SAG-AFTRA website beginning Tuesday, June 1, 2021, at sagaftra.org/elections or they may be obtained offline by a request in writing via email to Grace Danziger, National Director of Governance or Tara Khonsari, Manager, Governance at laelections@sagaftra.org. Offline materials will then be sent via email, as requested.

Candidates for National Board and Local Board must submit a petition signed by no fewer than thirty (30) members in good standing of the local. Candidates for Local Officers must submit a petition signed by no fewer than fifty (50) members in good standing of the local. Candidates for Convention Delegate must submit a petition signed by one (1) member in good standing of the local.

Petitions for all offices must be received electronically through the online nominating portal or offline in scanned form by emailing laelections@sagaftra.org no later than 5 p.m. PDT on Thursday, July 1, 2021. Additional requirements for the submission of nominating materials will be described online or offline in the SAG-AFTRA nominating petition instruction kit.

Once the nominating period has closed, which is the established deadline for receipt of election materials, a candidate may not revoke their consent to serve.

Questions regarding the 2021 elections may be emailed to laelections@sagaftra.org or directed to either Grace Danziger, National Director of Governance at (323) 634-8131, or Tara Khonsari, Manager, Governance at (323) 549-6614.

New York Elections

If you are interested in running for the position of National Board member, Local Officer, Local Board member or Convention Delegate representing the New York Local, you must meet all eligibility requirements set forth in Article VIII of the SAG-AFTRA Constitution, Article II.C of the Nominations & Election Policy and the New York Local Constitution (see summary in box on previous page).

NATIONAL BOARD MEMBERS

Ten (10) National Board positions will be open for election this year as follows: Nine (9) in

the Actor/Performer member category and one (1) in the Singer/Dancer/Recording Artist member category. The seven (7) Actor/Performer candidates receiving the highest number of votes will serve for a four (4) year term and the next two (2) candidates will be elected to a two (2) year term. The one (1) candidate elected to the Singer/Dancer/Recording Artist member category position will serve for a four (4) year term. National Board members, by virtue of their election to that position, also serve as Convention Delegates.

2021 NEW YORK ELECTION CALENDAR

(all times EDT)

JUNE 1

Nominating petitions available

JULY 1 (5 P.M.)

Deadline for submission of petitions and any other required materials

JULY 6

Cut-off for eligibility to vote in the N.Y. election. Members must be paid-up and in good standing for the May 2021 dues period on or before July 6 or in compliance with the COVID-19 Dues Relief Extension to be eligible to vote.

AUGUST 3

Ballots mailed

SEPTEMBER 2 (9:30 A.M.)

Deadline for receipt of voted ballot (in designated election P.O. Box)

OCTOBER 16-18

Convention Elections

LOCAL OFFICERS

Five (5) Local Officer positions will be open for election this year: President, 1st Vice President, 2nd Vice President, 3rd Vice President and 4th Vice President. The Vice President positions will be elected by a plurality of votes received and will serve in that order. All Local Officer candidates will serve for a two (2) year term and also serve on the New York Executive Committee. The President, by virtue of his or her election to that position, also serves as a Convention Delegate.

LOCAL BOARD MEMBERS

Thirty-four (34) Local Board member positions will be open for election this year, including seats assigned for each member category as follows: twenty-seven (27) Actor/Performer; two (2) Broadcast – Entertainment; two (2) Broadcast – News/Information; two (2) Singer/Dancer/

Recording Artist; and one (1) Stunt Performer.

Those members elected as Local Officers and Board members, by virtue of their election to those positions, also will serve as Alternate National Board members who may be called upon to serve at National Board meetings when a National Board member is unable to attend. All Local Board members will serve for a two (2) year term.

CONVENTION DELEGATES

Seventy-nine (79) Convention Delegate positions will be open for election this year. Seats are assigned for each member category as follows: seventy-two (72) Actor/Performer; one (1) Broadcast – Entertainment; two (2) Broadcast – News/Information; one (1) Dancer; one (1) Recording Artist; and two (2) Singer.

Members may obtain a Nominating Petition by making a request for the materials online in the member section of the SAG-AFTRA

website beginning Tuesday, June 1, 2021, at sagaftra.org/elections or they may be obtained offline by a request in writing by email to Justin Touretz at nyelections@sagaftra.org. Materials will then be sent via email, as requested.

Candidates for National Board, Local Officer and Local Board must submit a petition signed by no fewer than twenty-five (25) members in good standing of the local. Candidates for Convention Delegate must submit a petition signed by one (1) member in good standing of the local.

Petitions for all offices must be received electronically through the online nominating portal or offline in scanned form by emailing nyelections@sagaftra.org no later than 5 p.m. EDT on Thursday, July 1, 2021. Additional requirements for the submission of nominating materials will be described online or offline in the SAG-AFTRA nominating petition instruction kit.

Once the nominating period has closed, which is the established deadline for receipt of election materials, a candidate may not revoke their consent to serve.

Questions regarding the 2021 elections may be emailed to nyelections@sagaftra.org or directed to Justin Touretz at (212) 863-4211.

Other Local Elections

If you are interested in running for the position of National Board member, Local Officer, Local Board member or Convention Delegate representing your local area, please visit sagaftra.org/elections or contact your Local Executive for complete election eligibility and schedule information. The official notices of nomination and election for locals outside of Los Angeles and New York were mailed to members on April 29, 2021.

Election schedule information for all of the 2021 SAG-AFTRA Elections can be found below.

2021 ELECTION CALENDAR DATES

NATIONAL OFFICERS, LOS ANGELES LOCAL AND NEW YORK LOCAL

	Petition Availability	Petition Deadline (P.M.)	Voting Eligibility Cut-Off	Ballots Mailed	Ballots Returned (A.M.)
National Officers	6/1/21	7/1/21 - 5:00 PDT	7/6/21	8/3/21	9/2/21 - 6:30 PDT
Los Angeles Local	6/1/21	7/1/21 - 5:00 PDT	7/6/21	8/3/21	9/2/21 - 6:30 PDT
New York Local	6/1/21	7/1/21 - 5:00 EDT	7/6/21	8/3/21	9/2/21 - 9:30 EDT

OTHER LOCALS

	Petition Availability	Petition Deadline (P.M.)	Voting Eligibility Cut-Off	Ballots Mailed	Ballots Returned (A.M.)
Arizona-Utah	5/26/21	6/25/21 - 5:00 PDT	6/28/21	7/28/21	8/27/21 - 9:30 PDT
Atlanta	5/26/21	6/25/21 - 5:00 EDT	6/28/21	7/26/21	8/25/21 - 9:30 EDT
Chicago	5/18/21	6/17/21 - 5:00 CDT	6/21/21	7/19/21	8/18/21 - 9:30 EDT
Colorado	5/26/21	6/25/21 - 5:00 MDT	6/28/21	7/26/21	8/25/21 - 9:30 PDT
Dallas-Ft. Worth	5/18/21	6/17/21 - 5:00 CDT	6/21/21	7/19/21	8/18/21 - 9:30 PDT
Hawaii	5/18/21	6/17/21 - 5:00 HST	6/16/21	7/16/21	8/17/21 - 11:30 PDT
Houston-Austin	5/18/21	6/17/21 - 5:00 CDT	6/21/21	7/21/21	8/20/21 - 9:30 EDT
Miami	5/18/21	6/17/21 - 5:00 EDT	6/16/21	7/16/21	8/17/21 - 9:30 EDT
Michigan	5/26/21	6/25/21 - 5:00 EDT	6/23/21	7/23/21	8/23/21 - 9:30 EDT
Missouri Valley	5/18/21	6/17/21 - 5:00 CDT	6/16/21	7/16/21	8/16/21 - 9:30 PDT
Nashville	5/26/21	6/25/21 - 5:00 CDT	6/28/21	7/28/21	8/27/21 - 9:30 EDT
Nevada	5/26/21	6/25/21 - 5:00 PDT	6/23/21	7/23/21	8/23/21 - 9:30 PDT
New England	5/26/21	6/25/21 - 5:00 EDT	6/30/21	7/30/21	8/30/21 - 9:30 EDT
New Mexico	5/26/21	6/25/21 - 5:00 MDT	6/30/21	7/30/21	8/30/21 - 9:30 PDT
New Orleans	5/18/21	6/17/21 - 5:00 CDT	6/23/21	7/23/21	8/24/21 - 9:30 EDT
Ohio-Pittsburgh	5/26/21	6/25/21 - 5:00 EDT	6/28/21	7/27/21	8/26/21 - 9:30 PDT
Philadelphia	6/1/21	7/1/21 - 5:00 EDT	6/30/21	7/30/21	8/31/21 - 9:30 EDT
Portland	5/18/21	6/17/21 - 5:00 PDT	6/21/21	7/20/21	8/19/21 - 9:30 PDT
San Diego	6/1/21	7/1/21 - 5:00 PDT	6/30/21	7/30/21	8/31/21 - 9:30 PDT
San Fran-NorCal	5/18/21	6/17/21 - 5:00 PDT	6/21/21	7/21/21	8/20/21 - 9:30 PDT
Seattle	5/18/21	6/17/21 - 5:00 PDT	6/23/21	7/23/21	8/24/21 - 9:30 PDT
Twin Cities	5/18/21	6/17/21 - 5:00 CDT	6/21/21	7/20/21	8/19/21 - 9:30 EDT
Wash.-Mid Atlantic	5/26/21	6/25/21 - 5:00 EDT	6/28/21	7/27/21	8/26/21 - 9:30 EDT

OUTSTANDING DRAMA SERIES
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OUTSTANDING LEAD ACTOR

Jack Quaid
Antony Starr
Karl Urban

OUTSTANDING LEAD ACTRESS

Erin Moriarty
Aya Cash



**“ONE OF THE
BEST CASTS ON TV”**

Culture's



AMAZON ORIGINAL

**THE
BOYS**

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VRX

Do Your Part for On-Set Safety: Get the Vax

With vaccine distribution proceeding at an accelerated pace, the end of the pandemic seems within reach, and we can at last start dreaming about a return to normal. But it's also a critical time, where we can build on the progress we have made or face a resurgence of the virus.

"Complacency is the most challenging aspect [of my job]," said COVID Compliance Supervisor Alison Kohlhardt. "Think of others that you are working with or going home to. We encourage everyone to follow best practices, procedures and protocols on and off set to keep each other safer."

As a COVID compliance supervisor, Kohlhardt's job is to ensure safety protocols are followed on television and film sets, and that cast and crew can do their jobs while minimizing

exposure to COVID-19. The role was created last year in response to the pandemic and members' desire to get back to work, as part of the Return to Work Agreement with producers.

Getting the producers to agree to a strict — and sometimes costly — set of guidelines that make members' safety a priority was only one element of the overall plan. The members must do their part as well to protect themselves and others. That's true even if local regulations are less strict. On-set protocols must be followed, even in states that have lifted mask mandates, and the union can take disciplinary action against those who endanger others by flouting the rules.

Violations of safety protocols can be reported to the union by calling the 24-hour safety hotline,

(844) SAFER SET. This number can also be found on the back of your membership card, on the member app and the SAG-AFTRA website.

This pandemic is a crisis that affects us all, and we can only beat it collectively. Driving that message home, SAG-AFTRA members, including Jennie Garth, Jason George and Vincent Pastore, recorded a series of videos encouraging members to get vaccinated as soon as they are eligible. Those were shared in social media and may be viewed on the union's website at sagaftra.org/videos by clicking on the COVID-19 link.

@ Visit sagaftra.org/covid-19. There you'll find links to the CDC's Vaccine Finder, the Return to Work Agreement and much more.

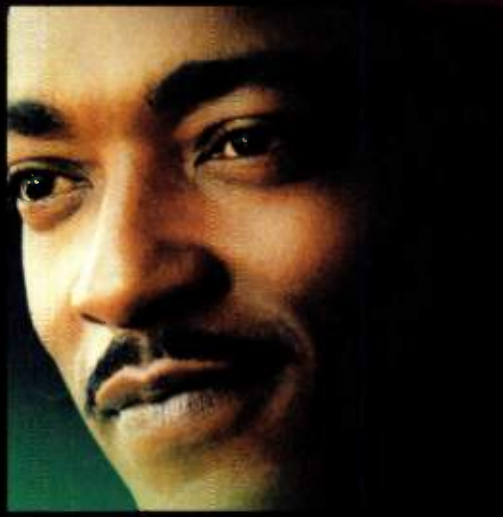


Several high-profile SAG-AFTRA members recorded videos urging members to get vaccinated. Among the participants were Alec Baldwin, Jane Lynch and Sterling K. Brown.

Below, National Board member Ezra Knight points to where he got his shot. Bottom right, Secretary-Treasurer Camryn Manheim follows safety protocols on the set of the Disney+ series *Big Shot*.

Right, SAG-AFTRA Executive Vice President and New York Local President Rebecca Damon and SAG-AFTRA member Lin-Manuel Miranda at the opening of the new COVID-19 vaccination center in New York's Times Square on April 13. The facility is the latest step in safely reopening the Big Apple's film, television and theater scene.





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For Members



From left, member Lisa Fischer, SAG-AFTRA EVP and New York Local President Rebecca Damon, Senate Majority Leader Chuck Schumer and member Adrian Martinez met on March 29 to discuss legislation to help the creative industry recover.

Keep an eye on your emails and sagaftra.org to learn about the latest efforts and how you can help.

SAG-AFTRA has been working with elected officials at local, state and federal levels to ensure members' needs are considered and protected, and the union has achieved numerous recent successes.

During the first round of stimulus in March 2020, the CARES Act, the union helped create **Pandemic Unemployment Assistance** and made sure eligibility included those who are scheduled to work, but whose place of employment is shut down.

When the December 2020 stimulus bill was being put together, SAG-AFTRA ensured that members who derive their income from a variety of sources were not left out. Under the **Mixed Earner Unemployment Compensation** provision, mixed earners were eligible to receive an additional \$100 per week on top of their regular unemployment benefit.

When the **American Rescue Plan** passed earlier this year, it contained several benefits that were helpful for members beyond the direct payments, including subsidizing COBRA health coverage through September and waiving federal income taxes on the first \$10,200 of unemployment benefits.

The union advocated for the **Protect Lawful Streaming Act**, which creates felony criminal penalties for illegal streaming consistent with those that have long existed for illegal downloading and distribution. It was signed into law by the president in December 2020.

Also, that month, the **Copyright Alternative in Small Claims Enforcement Act**, or CASE Act, became law. It establishes a small claims court system within the United States Copyright Office for copyright owners to utilize in lieu of federal court. It gives smaller copyright holders better recourse against infringement.

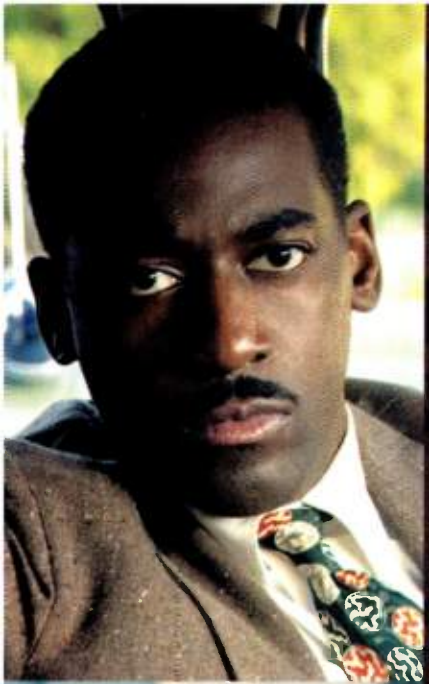
There have been local victories, as well. New York residents now have a **postmortem right of publicity**, meaning their images

continue to be protected, even after they die, and can't be legally used without the permission of their estate. The new law also provides an avenue for legal action for those whose images are used in digitally manipulated sexual content without their consent. Executive Vice President Rebecca Damon led the charge to get the law passed.

Even with these victories to its credit, the union isn't slowing down. SAG-AFTRA is working to update Qualified Performing Artist deductions in the federal tax code. QPA deductions were created in 1986 and they allow performing artists to deduct expenses incurred in the course of their employment. Unfortunately, the eligibility threshold for these deductions has remained unchanged since 1986, and only those whose adjusted gross income is \$16,000 or less are able to take advantage. SAG-AFTRA is working to raise the threshold to \$100,000 for single taxpayers and \$200,000 for a couple filing jointly, with automatic cost-of-living adjustments in the future. We thank Reps. Judy Chu and Vern Buchanan, and Sen. Mark Warner, for leading the charge to make these needed updates, via the **Performing Artist Tax Parity Act**.

And one of the union's top legislative goals is the passage of the **FAIR Act**, which would finally limit unconscionable and onerous options and exclusivity provisions in television series performer contracts and recording artist contracts. These provisions allow studios and record labels to keep performers off the market and unable to work for unreasonable periods of time (see page 46).

The union continues to execute its core functions of negotiating and enforcing contracts, but advocating for strong legislation and policy that benefits our members is an important, additional element of its work. And when it comes to legislative and policy success, members' voices make all the difference.



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Shahadi Wright Joseph

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Jeremiah Birkett
Ryan Kwanten



**"ALONE ANY ONE OF THESE ACTORS
WOULD KEEP YOU WATCHING, BUT
TOGETHER? THEY'RE A FORCE"**

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Bringing the Arts Back to New York

The pandemic has been devastating to the creative community, and bringing back the once-vital film and theater industry to New York is a multi-pronged effort.

“We need a recovery that brings back the heart and soul of this city,” said New York Mayor Bill de Blasio. “We need to bring back our arts and culture.”

Executive Vice President and New York Local President Rebecca Damon joined government, arts and labor leaders at a Feb. 24 discussion that included a report by New York State Comptroller Thomas P. DiNapoli on the impact of the COVID-19 pandemic on the arts and entertainment sector in New York and the steps being taken to swing back the pendulum.

“New York is a cultural hub of our nation, and it’s also one of the most richly artistic and creative cities in the world. It takes a lot of people doing a lot of different jobs to build that culture every single day. Without rebuilding the creative systems, New York and this country will not make a full recovery,” Damon said at the event.

Damon, along with union members Lisa Fischer and



From left, Actors’ Equity Association Vice President Ira Mont, New York City Mayor Bill de Blasio and SAG-AFTRA Executive Vice President and New York Local President Rebecca Damon.

Adrian Martinez (see photo on page 26), appeared at a March 29 press conference with Senate Majority Leader Chuck Schumer, who outlined federal assistance available to the arts, entertainment and media industry. The three took the opportunity to thank Schumer and Congress for working with SAG-AFTRA to create and continue programs that have protected our members and the entertainment industry throughout the pandemic.

On April 13, Damon and National Board member Michelle Hurd joined de Blasio for a virtual press conference to announce the opening of a new vaccination site for film, television and theater workers in Times Square. Damon then joined de Blasio for the grand opening of the site with fellow member Lin-Manuel Miranda.

In related news, SAG-AFTRA member activism was instrumental in a campaign to increase COBRA subsidies for entertainment workers in New York. The state increased funding from \$110,000 to \$2 million and extended the program through July 1, 2022. This is in addition to the national COBRA subsidy provided by the American Rescue Plan.

SAG-AFTRA Calls for Inclusion-Oriented Legislation



National Board member
Michelle Hurd

SAG-AFTRA is joining its sister Unions to call on Congress to take tangible steps to promote diversity, equity and inclusion. The unions — which include Directors Guild of America, Actors’ Equity Association, the American Federation of Musicians and numerous other arts, entertainment and media unions affiliated with the Department for Professional Employees, AFL-CIO — are putting forth an inclusion policy agenda that they are urging lawmakers to adopt.

“Conversation, perspective and information broaden when a fully diverse point of view is in the room — in *all* the rooms. Solutions can be achieved when the contribution of different voices are included and acted upon,” said SAG-AFTRA National Board member Michelle Hurd, who took part in a Feb. 11 announcement of the joint effort. “Equality and inclusion can only happen when they are given the attention they deserve, and we can only safeguard these changes through strong legislation.”

The agenda seeks to support middle-class careers through passing legislation like the Protecting the Right to Organize Act, the AM-FM Act and reforming Section 512 of the Digital Millennium Copyright Act. The policy agenda also centers on increasing funding for the National Endowment for the Arts, National Endowment for the Humanities and Corporation for Public Broadcasting to support the opportunities needed to create wide and diverse talent pipelines. The policy agenda cites Illinois, New Jersey and New York as examples of states that have enacted tax incentives to encourage diverse hiring in film, television and live entertainment.

Hurd stressed the importance of representation on screen and the powerful role it plays in inspiring the next generation. As a child in a mixed-race family, her father encouraged her to watch *Star Trek*, where Nichelle Nichols was, at the time, one of the few Black women on television playing a character with responsibility and status.

As Raffi on *Star Trek: Picard*, Hurd hopes she can inspire today’s young people.

“I want to make sure all the brown and Black girls and boys see they are still present and important in the future,” she said.



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BETWEEN THOMPSON AND ASOMUGHA,
A GENUINE PULSE-QUICKENING
CONNECTION THAT'S IMPOSSIBLE TO
FEIGN AND RARE TO WITNESS"**

The Guardian



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WINNER
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OUTSTANDING TV MOVIE

"PAUL BETTANY... IS ACHINGLY GOOD"

The Guardian

**"THE WHOLE CAST GIVES
INCREDIBLE PERFORMANCES"**

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SAG-AFTRA Leadership Talks With Incoming Labor Secretary



Labor Secretary Walsh

SAG-AFTRA President Gabrielle Carteris and Executive Vice President Rebecca Damon met virtually on Jan. 14 with then-Secretary of Labor-designate Martin Walsh.

Walsh convened union leaders to

discuss how the Department of Labor can work in partnership with unions to build our economy back from the pandemic while keeping workers safe.

Walsh is the first secretary of labor with a union background in nearly 50 years. He is a longtime member and leader of Laborers' International Union of North America, a union whose members build infrastructure, work in the energy sector, and even construct movie sets.

Walsh, who served as Boston's mayor for the last seven years, was sworn into office March 23 by Vice President Kamala Harris.

"We must protect the right to organize for all workers, because everyone deserves to be protected, respected and paid fairly," said Harris. "Throughout his life, Marty Walsh has fought for the working people of Boston and as secretary of labor, he'll continue that fight for all Americans."

"I grew up in a working-class family — I know the struggles America's workers face every day. So I will work on your behalf to create jobs, bolster workforce training, and protect workers' rights, safety and pay," Walsh said. "I'm honored to have the opportunity to continue working on behalf of working people. These are tough times, but America's workforce is tougher. Let's get to work."

Get Paid Your Per Diems on Time

The SAG-AFTRA Theatrical and Television Agreements are clear regarding when per diem payments are to be made on scripted entertainment productions. Section 35 of the Codified Basic Agreement and Section 65 of the Television Agreement say that when a principal performer is working or held at an overnight location, "The producer shall issue per diem checks to day performers before the start of each workday and to weekly performers before the start of each workweek." Note that if the producer provides meals to you on set, the per diem amount may be reduced.

Also note that if there is no local

check-cashing facility, you are required to be paid in cash.

Vice President, Actors/Performers, William Charlton said it's important that members hold producers to the contract terms.

"Per diem is due on your first day of work when you travel. No later. Nor should you have to ask for it; it should be handed to you. Please stand in solidarity by sending a message loud and clear that any further violations of this contract term will not be tolerated," he said.

@ If you are not receiving per diems on time, please contact the union at paymyperdiem@sagaftra.org.

SAG-AFTRA Launches Spanish-Language Website

SAG-AFTRA has launched a Spanish-language version of its website. Located at es.sagaftra.org, it is part of a broader organizational effort to increase engagement with thousands of Spanish-speaking members, while also supporting organizing in the growing Spanish-language market. The new website is in fully functional beta and will continue to be developed.

"SAG-AFTRA continues to make significant gains in our organizing efforts at Spanish-language media companies. Like our country, our union has seen a large increase in the number of people we serve who primarily speak Spanish," said SAG-AFTRA President Gabrielle Carteris. "Being able to communicate with our Spanish-speaking members is paramount so that they are fully informed on everything from benefits to organizing efforts."

The new website will not only include the content of its English counterpart, but will also host articles and resources that are specific to the unique needs and work of the Spanish-language industry. SAG-AFTRA's development of a Spanish-language website is part of a broader bilingual endeavor that also includes social media channels on Instagram, Facebook and Twitter and a popular Spanish-language podcast.

"Nothing is more central to our engagement with our membership than making sure our members can communicate with their union," said SAG-AFTRA COO & General Counsel Duncan Crabtree-Ireland. "Providing full web accessibility for our members who work under our contracts in Spanish is a key step forward. An informed and engaged membership is a powerful membership."

SAG-AFTRA's involvement in the Spanish-language industry includes a historic contract with Telemundo, which covers telenovela performers, longstanding contracts with Spanish-language television and radio stations, and contracts for Spanish-language dubbing. The union is also engaged in ongoing negotiations with several Spanish Broadcasting System radio stations in Los Angeles and Chicago. The SAG-AFTRA National Board also approved the formation of the National Latino Members Committee during its April 17 meeting.

F O R Y O U R C O N S I D E R A T I O N

LEAD ACTOR

Pedro Pascal

SUPPORTING ACTOR

Giancarlo Esposito

Temuera Morrison

SUPPORTING ACTRESS

Gina Carano

GUEST ACTOR

Omid Abtahi

Richard Ayoade

Michael Biehn

Bill Burr

Rosario Dawson

Mark Hamill

Diana Lee Inosanto

Simon Kassianides

John Leguizamo

Timothy Olyphant

Misty Rosas

Katee Sackhoff

Horatio Sanz

Amy Sedaris

Mercedes Varnado

Carl Weathers

Titus Welliver

Ming-Na Wen

STAR WARS

THE

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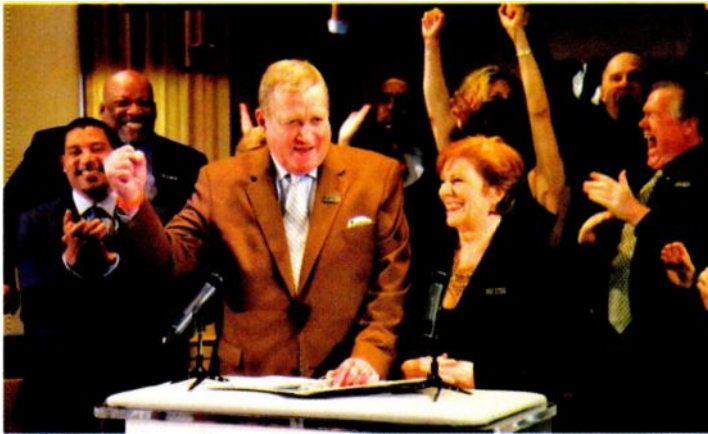
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Recognizing the Past, Celebrating the Future

SAG-AFTRA Looks Forward as It Moves Into Year 10

The room was silent as then-Screen Actors Guild President Ken Howard spoke. When he announced the results of the vote, the crowd erupted in cheers.

“This is the day that we have decisively chosen a path of unity and strength ... [and] we are committed to helping to shape the future of the industries. In a single day, our future has become brighter,” he said.



SAG President Ken Howard and AFTRA National President Roberta Reardon announce the results of the merger election on March 30, 2012.

These words announced the beginning of SAG-AFTRA, the merged union between Screen Actors Guild and the American Federation of Television and Radio Artists on March 30, 2012. In the years following that moment, there have been great changes in the industry. As SAG-AFTRA approaches the end of its first decade as a union, there is much to celebrate in its history, present and its future.

It wasn't the first attempt to merge the two unions, but this time it was a resounding success, with more than 80% of members voting in favor. It brought film, television and commercial actors, as well as broadcasters and announcers, stunt performers, and voice and recording artists under one roof. It also positioned SAG-AFTRA to increase its organizing and negotiation potential and be a stronger voice within the larger labor movement.

“We stand as one,” said then-AFTRA National President Roberta Reardon. “This new union will give us the collective voice and presence to ... speak with one unified voice. There is power in a union.”

She and Howard assumed the roles of co-presidents of the newly formed union until the first SAG-AFTRA election, when Howard became the union's sole president.

Since that historic moment, SAG-AFTRA has continued the missions of its legacy unions with renewed vigor. That has included innovative contracts that provide better compensation and benefits for existing member categories, as well as new

contracts that recapture lost work and some that extend union coverage to entirely new areas, such as the recent Influencers Agreement (see page 58). SAG-AFTRA also has increased its reach among broadcasters, and has built an impressive track record for organizing television and radio stations.

“We understood that our members and those who would join in the future would see improvement in their work lives because we had solved our essential problem: two unions fighting each other for the same work,” said SAG-AFTRA President Gabrielle Carteris in a message to members on March 30 of this year. “Our unity has expanded opportunities for our members and all of these organizing victories mean greater protections and more money in the pockets of performers.”

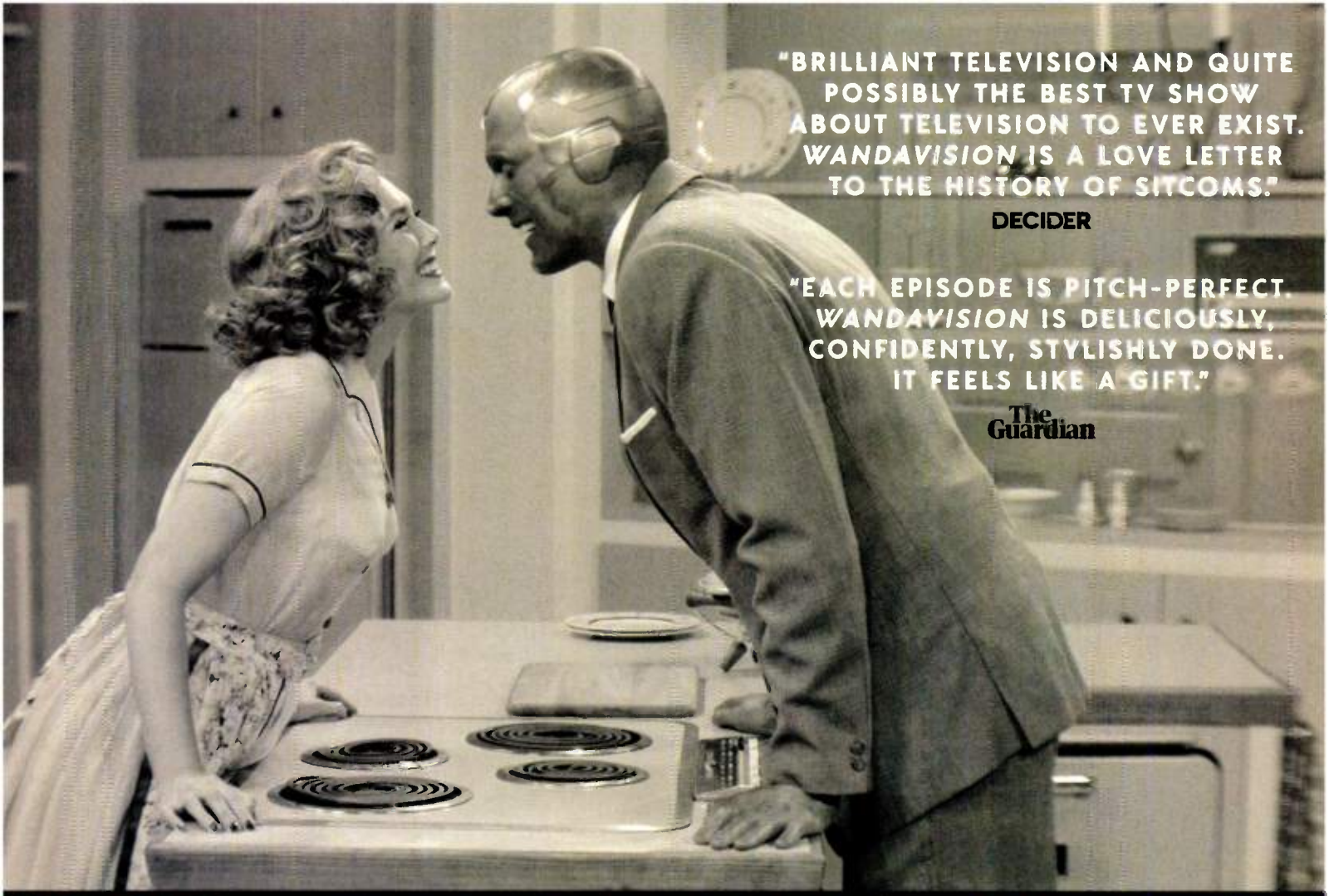
SAG-AFTRA has also leveraged its clout to promote the passing of state legislation that protects against sexual harassment and deepfakes, as well as national laws such as the Music Modernization Act. During COVID-19, SAG-AFTRA worked to ensure members' interests were considered in the various relief bills (see page 26 for other legislative victories).

The union also continues to champion one of its core values by advocating for increased diversity, equity and inclusion in the industry — and serving as an example. Within its first decade, its leadership positions have often been occupied by women and SAG-AFTRA continues to amplify the voices of people of all races, as well as seniors, trans and non-binary performers, and performers with disabilities.

It is this work that enables SAG-AFTRA to uphold and honor the legacy of its predecessors. As the union continues to grow, members will lead the way in reshaping the way the industry works and forging new opportunities. A lot has changed since the early days of SAG and AFTRA, but members' commitment to fair wages and safe working conditions endures. It is that energy and the spirit of solidarity that defines what it means to be a SAG-AFTRA member.



From left, SAG-AFTRA Vice President, Recording Artists/Singers, Dan Navarro; VP, Los Angeles, Clyde Kusatsu; Secretary-Treasurer Camryn Manheim; President Gabrielle Carteris; Executive Vice President Rebecca Damon; VP, Small Locals, Suzanne Burkhead; VP, New York, Liz Zazzi; VP, Mid-Sized Locals, Michele Proude; and VP, Broadcasters, Bob Butler at the 2019 national convention.



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The Guardian



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Late Broadcaster Named SAG-AFTRA President's Award Honoree



Joe Krebs

On April 1, just five days before his death, SAG-AFTRA announced that longtime union leader and award-winning broadcast journalist Joe Krebs would receive the President's Award. The SAG-AFTRA award celebrates someone who has given meritorious service, dedication and commitment to the membership of the union and the American labor movement. Krebs is the fourth recipient of the honor.

"Joe Krebs' impressive career of more than 40 years in the broadcast industry would stand on its own, but it's his generous soul and a relentless passion for justice that have truly distinguished him," said SAG-AFTRA President Gabrielle Carteris. "His professional accomplishments tell only part of the story; he has selflessly volunteered countless hours in union leadership and on committees for the betterment of his fellow members. He has mentored many and has always stood for the members and their needs."

Krebs passed away April 6, after a battle with pancreatic cancer, at the age of 78. He had an extensive broadcast career, starting in 1970 with WFMY-TV in Greensboro, North Carolina, after graduating law school. The last three decades of his career were spent at NBC-owned WRC-TV in Washington, D.C., where he became a local institution and served as the union shop steward. His work earned him numerous Emmys. He retired in 2012 but continued to serve the union, including chairing the National Broadcast Steering Committee.

"Under Joe's steady leadership, the Broadcast Steering Committee provided information, training and networking opportunities for the union's broadcast members," said SAG-AFTRA Vice President, Broadcasters, Bob Butler. "The BSC and SAG-AFTRA are better because Joe was a member and a leader. We will go on, but it will not be the same. Fair winds and following seas, Joe!"

Krebs served on numerous other national committees, including the Executive, Communications, Government Affairs and Public Policy, Honors & Tributes, Reinstatement Obligations Review, and Finance committees, as well as the Committee of Locals.

Before the merger of SAG and AFTRA, he served as president of the American Federation of Television and Radio Artists' Washington-Baltimore Local from 1997-2009. He was instrumental in the 2012 merger and co-wrote both the new union's constitution and its dues structure.

In 2017, at SAG-AFTRA's third biennial convention, Krebs received the George Heller Memorial Award, which takes the form of a gold membership card that is awarded to those with an exceptional record of serving the union and its members.

Legendary New York Broadcaster Retires

Accomplished New York broadcaster Rich Lamb was honored during the March 6 meeting of the Broadcast Steering Committee for his years of service to the union, a brilliant career and for inspiring other broadcasters.

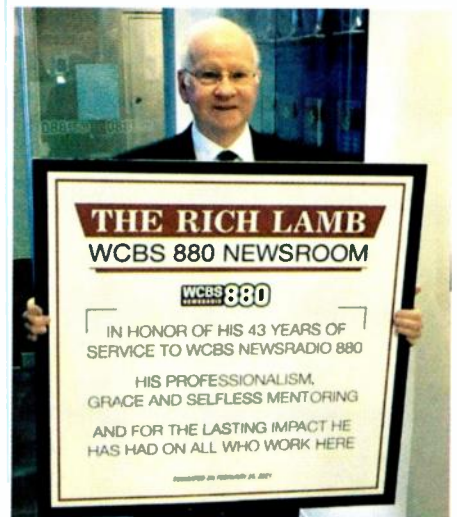
A member of the committee, Lamb worked as a city reporter for 43 years at WCBS-AM in New York City, where he served for a long time as shop steward. On the occasion of his retirement on Feb. 25, the station named its newsroom after him and hosted an extraordinary two-hour on-air tribute.

WCBS reporter and colleague Sean Adams noted that Lamb was on the scene for New York's biggest stories and recounted how his poetic way with words engaged audiences.

"I think he's Mark Twain with a microphone. He's an American original. He's a man of superior wit and wisdom who has informed, educated and entertained the masses for decades."

Lamb thanked the speakers and reflected on his career and union service.

"I love the union, of course. I always tell the kids, you know, without unions, we wouldn't have a 40-hour work week, we wouldn't have weekends, we wouldn't have any redress," he said. "Let's think of the what the union has meant to the United States of America and let's hope that it continues to grow and be stronger. I love being part of this union."



Broadcaster Rich Lamb holds a sign proclaiming that the WCBS newsroom is now named in his honor.

Diversity, Equity and Inclusion on the Agenda for Broadcast Steering Committee

On March 6, the SAG-AFTRA Broadcast Steering Committee held its first meeting of 2021. Held virtually, it was the first of three meetings of the BSC this year.

Following up on work the committee started in June 2020, the agenda included a discussion on increasing equity and inclusion in SAG-AFTRA newsrooms and the broadcast industry. SAG-AFTRA Interim National Director, Equity & Inclusion, Ellen Huang shared the work of her department with the BSC and, through the main discussion and in a breakout group, helped members identify priorities and next steps for the committee to take to have a meaningful impact in members' workplaces.

The committee discussed creating a work group dedicated to these issues, continuing to bargain contract language dedicated to equity and inclusion, mentoring students and new members of the media industry, and continuing to engage employers on these issues during labor-management meetings.

Members of the committee also participated in breakout sessions to discuss safety in the field and COVID-19 protocols, social media and bargaining priorities. The breakout groups reported back to the larger BSC body, with staff and members committing to work on these issues at both local and national levels.

The Broadcast Steering Committee will meet again in early summer.

Top Union Broadcasters Reach Out to the Next Generation

For college students planning to work in news or entertainment broadcasting, it can be difficult to know the best ways to get started on a successful career path. Union broadcasters are making a difference by helping the next generation through mentorship and guidance.

To offer aspiring broadcasters more insight about the industry, the SAG-AFTRA President's Task Force for Education, Outreach & Engagement hosted *The Next Generation of Broadcasters* livestream on April 13. The hour-long panel featured KRON4 anchor and reporter Justine Waldman, Minnesota Public Radio anchor and reporter Nina Moini, KDKA-TV news producer James Santelli and KABC Los Angeles digital reporter and community journalist Ashley Mackey. SAG-AFTRA National Vice President, Broadcasters, and Broadcasting Steering Committee member Bob Butler moderated.

The session offered advice straight from experienced, professional union broadcasters. Each panelist discussed how they started in the industry, as well as the work involved in their current roles. They also emphasized that aspiring broadcasters should hone their skills and continue their development outside of the classroom setting through internships and networking opportunities.

Panelists also discussed the ways the industry is working to better approach safety, mental health and self-advocacy. Santelli and Moini took great care to explain how union membership empowers broadcasters in newsrooms and in the field.

"When I first started my job ... there was no sort of recourse if you were to lose your job, no overtime or turnaround time paid and no guarantees of how many producers would even be staffed at any given time," said Santelli. "Unionizing through SAG-AFTRA and talking about some of those issues has helped us in determining what kind of workplace we want to have and what most benefits the people that we serve."

@ Visit sagaftra.org/videos-for-the-livestream.

Broadcasters Negotiate First Contracts

With so many recent broadcast organizing victories, bargaining teams have come together and identified priorities to secure contract gains for broadcasters and content creators across the SAG-AFTRA locals. With the support of members from each local and the SAG-AFTRA broadcast community, the following stations opened negotiations this year for first contracts for these newly organized units:

- **The Classical, KSJN, and The Current, KCMP, at Minnesota Public Radio, Twin Cities Local.**
- **WBGO Jazz in Newark, New Jersey, New York Local.**
- **WAMU, American University, Washington-Mid Atlantic Local.**
- **KDKA Producers, CBS Pittsburgh, Ohio-Pittsburgh Local.**

SAG-AFTRA President Gabrielle Carteris hailed the organizing victories.

"This is a direct result of local leaders, organizing and broadcast staff working on a united front advocating for the broadcast community. We are all very excited to work with broadcasters who want to have their voices heard through the collective bargaining process and be part of our national union," she said.

Twin Cities Local President Peter Moore welcomed his locals' newest members and called out their hard work.

"The broadcasters at Minnesota Public Radio Classical and The Current showed courage and resilience in organizing their shops. Despite the harrowing circumstances of this past year in the Twin Cities, they persevered and prevailed," he said. "These organizing victories demonstrate clearly that unions remain vital to broadcasters."

ICYMI: 5 Episodes You'll Want to Hear!

1

Are You a Social Media Influencer?



SAG-AFTRA member Shannon Woodward, star of *Westworld* and owner of the popular Twitch channel ShannonsLive, and Wormhole Labs Chief Operating Officer Phil Ranta discuss the unique space traditional performers occupy on popular social platforms. Together, the two friends reflect on the responsibilities of influencers in the digital space, and the blurring line between online influence and real-life presence and work.

3

Member Spotlight: Riz Ahmed



Carteris and White interview one of Hollywood's hottest actors, member Riz Ahmed. Ahmed talks about preparing for his role in *The Sound of Metal* and his "hunger to engage in the world" that has driven his passion for acting, rapping and activism.

From one-on-one interviews with some of the industry's most influential figures to conversations about the union's work and initiatives, the SAG-AFTRA podcast has got you covered!

The SAG-AFTRA podcast, hosted by President Gabrielle Carteris and National Executive Director David White, kicked off 2021 with amazing interviews and insight from some of the best movers and thinkers in the industry. But in case you've missed out or just want to revisit a few of the standout episodes, here are five 2021 podcast episodes you'll want to hear.

4

Impressive Auditions with David Dean Bottrell



With greater competition for roles than ever before, having a great audition has never been so important. Character actor, author and teacher David Dean Bottrell has created a decades-long career from what he calls the "universal truths" of auditioning. He shares his best techniques and advice for bringing your best work — and self — forward.

@ Visit sagaftra.org/podcast to hear these and other episodes, and be sure to subscribe wherever you get your podcasts.

2

Becoming a Successful Singer



Today, background and professional singers find themselves navigating big changes in the music industry. Members and singer-songwriters Janice Pendarvis and Carlos Ricketts Jr. cover everything aspiring vocalists should know, from networking and getting gigs to life on the road.

5

Key Takeaways From the 2021 Tech Summit



The 3rd Annual Labor Innovation & Technology Summit on Feb. 19 was an all-day, all-digital event hosted in partnership with the AFL-CIO. This episode looks back on thought-provoking conversations from labor, entertainment and union leaders, including AFL-CIO Secretary-Treasurer Liz Shuler, the Center for Humane Technology Co-Founder & President Tristan Harris, and Jeff Cole of the USC Annenberg Center for the Digital Future, among many others.



FOR YOUR CONSIDERATION
BEST DRAMA

"SPECTACULAR ENTERTAINMENT. ANTHONY MACKIE AND SEBASTIAN STAN ARE TWO GIFTED ACTORS WHO KNOW HOW TO GROUND CHARACTERS IN GENUINE EMOTION

and thanks to them and the commitment by Marvel to deepen characters for streaming without skimping on cinematic dazzle, I couldn't have it liked it more."

ABC, PETER TRAVERS



"A MUST-STREAM EVENT THAT DEALS WITH THE REALITIES OF RACIAL INEQUITY IN A FANTASTICAL UNIVERSE OF CONFLICTED AVENGERS AND HELLBENT VILLAINS."

LOS ANGELES TIMES, LORRAINE ALI

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AND THE
WINTER SOLDIER**

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You can view these conversations and more at sagaftra.org/videos. Click the PTEOE Livestream link.

Now Streaming

The SAG-AFTRA President's Task Force on Education, Outreach & Engagement is offering more amazing panels, conversations and workshops in 2021.

Whether you're looking for expert advice from fellow members about leveling up your game or have been curious about SAG-AFTRA's latest happenings and innovations, the SAG-AFTRA PTEOE has it all! Check out the Task Force's latest panels, discussions and webinars, which have already helped tens of thousands of members stay connected and engaged.

2021 Loading...



TWITTER: HOW PERFORMERS CAN AMP UP YOUR BRAND

Twitter is giving performers, influencers and creatives more opportunities to better engage with their followers in creative ways — which can make all the difference when promoting your work or networking within the industry. This discussion gives an in-depth look at the platform's most updated features, spaces and tools, and Twitter Senior Manager of Entertainment Partnerships Jenna Ross and Head of U.S. Partnerships Sarah Rosen provide helpful insight into the best practices for engagement.



Top row, from left, ASL Interpreter Mara Bassani-Santamari, SAG-AFTRA EVP Rebecca Damon and President Gabrielle Carteris; middle row, from left, SAG-AFTRA Low-Budget Committee Chair Stacey Travis, SAG-AFTRA Entertainment Contracts Senior Manager Lorna Badeo and New England Local President Andrea Lyman; bottom row, from left, SAG-AFTRA Entertainment Contracts Director Jessica Johnson, member Troy Pryor, and New York Local NextGen Performers subcommittee and New York Local Board member Evan Bass.

CREATING ENTERTAINMENT CONTENT ON A MICRO BUDGET

The SAG-AFTRA Micro-Budget Project Agreement is one of the newest contracts the union has developed for creatives and performers alike. Get the 411 on its uses and benefits from some of its key developers and early adopters in this webinar.

TAKE ACTION TO COMBAT VOTER SUPPRESSION

More than 350 voter suppression bills have been introduced this year that threaten our democracy. Stacey Abrams, founder of Fair Fight Action, joined us in late April to give members actionable items to challenge efforts and tactics that limit the ability of voters to exercise their right to vote.





Top row, from left, SAG-AFTRA Associate Commercials & Influencer Strategist Shaine Griffin, filmmaker Wes “Wuzgood” Armstrong and Mayflower Entertainment Head of Business & Legal Affairs Katherine Buskariol; middle row, from left, Settebello President Byron Austen Ashley, SAG-AFTRA Commercials Performer Committee member Natalia Castellanos and EVP Rebecca Damon; bottom row, from left, American Influencer Council founder and Executive Director Qianna Smith Bruneteau and ASL Interpreter Risa Rojas.

EVERYTHING YOU NEED TO KNOW ABOUT SAG-AFTRA'S INFLUENCER AGREEMENT

The Influencer Agreement has the potential to bring big changes to marketing and advertising. If you're a member who's been interested in doing influencer content or an influencer curious about how your work can now make you eligible to join, this presentation and panel is one to watch!

SMARTPHONE STUDIO: SHOOTING, EDITING, BEST APPS AND MORE

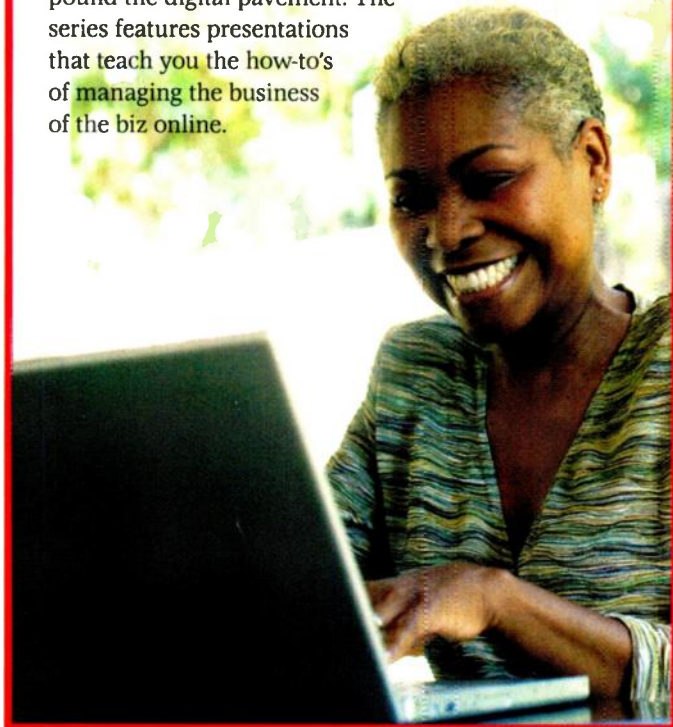
Your cellphone has the potential to handle many of your recording needs, and Aubrey Mozino, vice chair of the Los Angeles Local NextGen Performers Committee and president of the We Make Movies film collective, covers the basics in this series of workshops. If you're looking to create original online content or want to know techniques to make self-taping and editing easier, Mozino provides helpful demos and recommended apps for every skill level.



NEW SERIES

LEARN THE TECH SKILLS TO MANAGE YOUR BIZ

In April, the PTEOE launched a new series, *Biz Basics*, aimed at honing the basic tech skills all SAG-AFTRA members need to pound the digital pavement. The series features presentations that teach you the how-to's of managing the business of the biz online.



UNDERSTANDING RESIDUALS FOR SAG-AFTRA PERFORMERS

It only takes one great opportunity to make you eligible to receive residual payments. But how do residuals work, how much should you expect from a gig — and for how long — and how does the union help when something's amiss? This discussion gives a breakdown about the different types of payments, how they're calculated and how the union can ensure you're getting fully compensated.

@ View all of these and more at sagaftra.org/videos. Watch your email and app for invites to upcoming PTEOE livestreams. Or check out all upcoming events at sagaftra.org/events.

Show Us Your Card

#sagaframember

SAG-AFTRA members from coast to coast are proud that they are part of the world's greatest union representing performers and media professionals — and they are not afraid to show it. We'd like to hear your story. Send us a photo or video of you holding your card to sagaftra.org/mystory and you may just get featured in a future issue, on our website or on social media.

➔ Tell us how you earned your card and why you are proud to be a SAG-AFTRA member. Then share your story on social media with the tag #sagaframember.

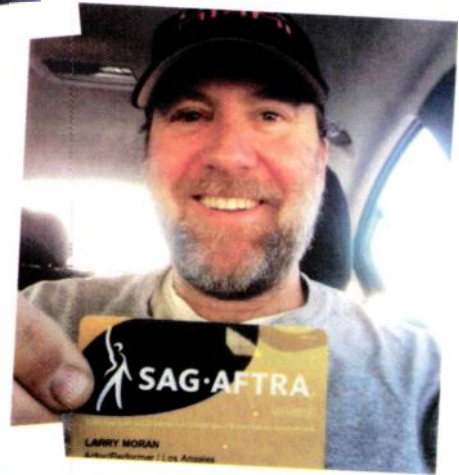


"I pray someday I, too, will be able to stand up on stage and receive a SAG Award like so many others before me."

— BOYSAN KANE

"I have been a union member for 45 years and will stand #unionstrong the rest of my life."

— LARRY MORAN



"I am so excited and grateful for this big opportunity so early in my acting career."

— ELLIE REINE



"I'm excited to OFFICIALLY be a member and take my career to the next level in this journey!"

— CHE HOLLOWAY

"I am a proud Latina stunt performer and this membership card is a symbol that your greatest desires can be achieved!"

— ANDRIANA GARBISO



3 CRITICS' CHOICE AWARDS

BEST COMEDY SERIES / BEST ACTOR IN A COMEDY SERIES **JASON SUDEIKIS**
BEST SUPPORTING ACTRESS IN A COMEDY SERIES **HANNAH WADDINGHAM**

SAG AWARD® WINNER

OUTSTANDING
PERFORMANCE
BY A MALE ACTOR IN
A COMEDY SERIES
JASON SUDEIKIS

AFI HONOREE
2020 TELEVISION
PROGRAM OF THE YEAR

**GOLDEN GLOBE®
WINNER**
BEST ACTOR
IN A TELEVISION SERIES
MUSICAL OR COMEDY
JASON SUDEIKIS

TED LASSO

fyc |  tv+



STOP THE HATE

WEEK OF SAG-AFTRA EVENTS FOCUS ON EQUITY, INCLUSION



In partnership with the Asian American Journalists Association, SAG-AFTRA held a discussion with actors and journalists about how to stop hate and harassment of Asian Americans and Pacific Islanders. Top row, from left, SAG-AFTRA President Gabrielle Carteris; SAG-AFTRA Vice President, Los Angeles, Clyde Kusatsu; SAG-AFTRA National Executive Director David White; and actor Ren Hanami. Middle row, actor Brian Tee, WAVE 3 anchor Maira Ansari, *Nightline* co-anchor Juju Chang and KGO-TV anchor Dion Lim. Bottom row, actor Olivia Munn and ASL translator Richard Loya.

SAG-AFTRA
**STOP
THE HATE
WEEK**

With the anti-Asian American shootings in Atlanta still firmly on participants' minds, SAG-AFTRA's Stop the Hate Week summit in mid-April had an overriding theme: The time for just talking about diversity, equity, inclusion and accessibility in the entertainment industry is over. The time for action is *now*.

Stop the Hate Week brought together SAG-AFTRA member leaders, members and industry experts to work toward advancing equity for the full mosaic of performers and broadcasters. Events during the week focused on Asian American and Pacific Islander, Black, Latino, LGBTQ, women, seniors, Native American and Indigenous, Middle Eastern and North African, and the performers with disabilities communities.

"We have just begun this journey, one that never will be over, because diversity, equity and inclusion are constant battles inside our industry,

inside our union and inside of ourselves," said SAG-AFTRA President Gabrielle Carteris. "In virtually every collective bargaining agreement we negotiate, diversity, equity, inclusion and accessibility are at the forefront of our priorities."

"Black Lives Matter, the violence against Asian Americans, Latino children who were separated from their parents at the southern border and the violence against transgender people are just a glimmer of the reasons we are done with talking, and so our focus now is on action," said SAG-AFTRA National Executive Director David White.

These ongoing actions, White said, are aimed at strengthening and expanding the pipeline for people who can enter the profession and build a pathway for a career.

Following Stop the Hate Week, the SAG-AFTRA National Board reaffirmed its robust commitment to eliminate racism, sexism, homophobia, disability discrimination, ageism and other forms of discrimination that block work opportunities and impede performers' career paths.

The Board approved a Diversity Action Plan that:

- Includes provisions encouraging the use of inclusive language.
- Provides for implicit bias training for the National and local boards.
- Directs the creation and distribution of an inclusive practices guide for broadcast journalists.
- Strengthens partnerships with allied organizations conducting diversity and inclusion research.
- Recommends member education campaigns to promote the union's Low Budget contracts and their diversity incentives, and encourages members to complete their online demographic profile.

The National Board also adopted a new membership rule — Rule 7 — explicitly prohibiting harassment and abuse, including sexual harassment, intimidation, and retaliation for the filing of complaints, and making violations subject to disciplinary action.

The union has long been deeply immersed in significant initiatives on diversity, equity and inclusion



CJ JONES
Actor

“

It's important for the disability community to be visible ... We're seeing the industry publish more information about this and we're making it happen. We're making access for all people.

”



CRYSTAL ECHO HAWK
President & CEO, IllumiNative

“

One of the greatest threats to Native peoples is our invisibility.

”

within the industry. SAG-AFTRA's Equity & Inclusion Department works with members every day, offering support, education and resources while enforcing non-discrimination provisions of SAG-AFTRA contracts. The union also orchestrates regular inclusion-themed events and builds bridges with allied organizations, including journalism groups that represent AAPI, LGBTQ, African

What are the 5 D's of bystander intervention?

DISTRACT, DELEGATE, DOCUMENT, DELAY and DIRECT

@ Find out more at ihollaback.org/bystander-resources

Americans, Latinos and more. In addition, members serve on numerous diversity committees that focus closely on the interests of specific communities. Two new committees, which the National Board just approved, will serve Middle Eastern and North African, and Latino members.

Events such as Stop the Hate Week help to shine a spotlight on the imbalance in opportunities that keeps many groups marginalized. The recent history of the last few years, which shows spikes in violence against Asian Americans and others, makes it clear that we, as a society, have a long way to go — but the key to making progress is standing together.

"I've been quite aware of prejudice

growing up and through the years," said SAG-AFTRA Vice President, Los Angeles, Clyde Kusatsu during a bracing panel on anti-Asian hate, co-sponsored with the Asian American Journalists Association. "The silver lining is, for the first time, we are uniting to proudly identify with [the Asian American and Pacific Islander community] and finding the fellowship and unity in a shared purpose through SAG-AFTRA."

Changes in the industry are also presenting challenges and opportunities.

"The fight is real to remove barriers for performers with disabilities, and the scope of the challenge is even broader with the growth of new media, especially streaming," observed SAG-AFTRA Secretary-Treasurer Camryn Manheim.

SAG-AFTRA members are uniquely positioned to change the conversation. With an audience that spans across the nation and around the world, they have people's attention. Whether through their work onscreen or behind a microphone, on social media or through content they are producing themselves, they have exceptional reach to help promote a shared understanding of why inclusion is so important, and to tell the stories that aren't being told.

As the week of events concluded on April 16, Ezra Knight, a SAG-AFTRA National Board member and co-chair of the National Ethnic Employment Opportunities Committee, called out the terrible cost paid by so many in the struggle for civil rights and representation. It was a sobering reminder of why these issues are so important.

"This has been an amazing week," he said. "I just want to take a moment to give heartfelt consideration for all those who have lost their lives in the good



ASSAF COHEN
Actor

“
We have to
change the
narrative about
what it means
to be Middle
Eastern.
”

fight for equality and inclusion.”

“Taking action to stop the hate starts with each of us,” added White. “But collective action aggregating the power of our individual members makes achieving real change truly possible.”

@ Videos of Stop the Hate
Week discussions can be viewed at
sagaftra.org/videos.



SHELLEY ZALIS
CEO of The Female Quotient

“
It's time
to rewrite
the rules.
”

"A POWERHOUSE SHOWCASE FOR
**A POWERHOUSE
PERFORMANCE**"

-THE NEW YORKER

"ERIVO IS UTTERLY
SPELLBINDING"

-INDIEWIRE

"ERIVO PRACTICALLY
**BECOMES ARETHA
BEFORE OUR EYES**"

-ROLLING STONE



ALL THINGS **SOULFUL**

FOR YOUR CONSIDERATION

Genius: **Aretha**

OUTSTANDING LEAD ACTRESS
IN A LIMITED OR ANTHOLOGY SERIES OR MOVIE
CYNTHIA ERIVO

 **NATIONAL
GEOGRAPHIC**
natgeotv.com/FYC

Ensuring Employers

PLAY FAIR

Proposed Legislation Would Ease Exclusivity and Holds — and Let Artists Get Back to Work

Support the
FAIR ACT
sagaftra.org/fairact

SAG-AFTRA is backing legislation that would free actors from unreasonable, unpaid holds and ease restrictions labels place on recording artists.

The bill, the Free Artists from Industry Restrictions, or FAIR Act — AB 1385 — was introduced by California State Assembly member Lorena Gonzalez, D-San Diego. It would limit contracts that put performers on hold — unpaid — preventing them from taking other work for excessive periods of time. Those restrictions are known as options and exclusivity provisions.

SAG-AFTRA is teaming up with Music Artists Coalition to advocate for the bill. Together, the organizations have more than 82,000 members that are impacted by California law.

In a message to members, SAG-AFTRA President Gabrielle Carteris noted that powerful interests will oppose these changes, and it will take commitment by members of SAG-AFTRA and sister unions to get this bill passed.

“We are fighting for artists’ rights, and it won’t be easy. The studios, labels and producers will use all their power and resources to obstruct passage of the FAIR Act. All of us must work together to win this battle,” she said.

Although it’s a California bill, a law such as this in the most populous state would have impact outside the state and could set the stage for further empowering members nationwide.

Read on to learn the details of what the bill does, how it impacts members and how you can help.

Visit sagaftra.org/fairact to support the FAIR Act.

What are options and exclusivity clauses?

An option clause gives the producer or studio the sole right, or “option,” to extend a contract for an additional period of time. This commits the actor to working on the subsequent television or new media season or commits the recording artist to another album.

The exclusivity clause means an artist

can only work for the identified employer (a producer, studio or label) during the term of the contract, including between seasons or albums.

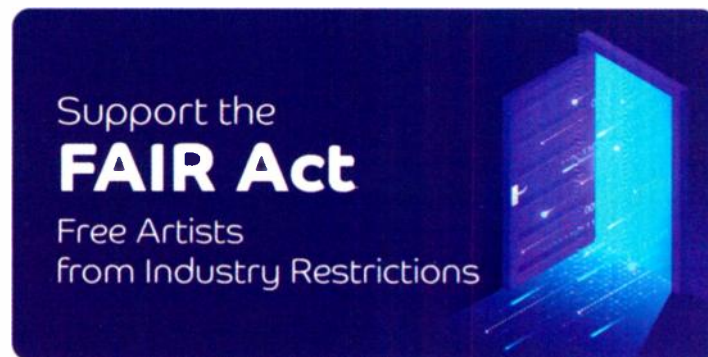
Together, these boilerplate provisions in actors’ and recording artists’ contracts keep them off the market — often without compensation — and prohibit them from working. Particularly problematic is that producers and studios can exercise options without confirming a start date for the next engagement. This means that an artist can be kept in limbo for months or years, not knowing when they will return to work on their show or work on their next album,

and unable to take additional work.



Kevin Bacon ✓
@kevinbacon

It's time to give all actors and recording artists the freedom to choose how they earn a living. Join me in supporting the [#FAIRAct](https://twitter.com/FAIRAct) ([#AB1385](https://twitter.com/AB1385)) response.sagaftra.org/fairact [@sagaftra](https://twitter.com/sagaftra) [#sagaftramembers](https://twitter.com/sagaftramembers)



Who does the FAIR Act help?

The FAIR Act is particularly directed toward two groups of artists: television and new media (e.g., streaming) series actors and music artists under recording contracts with labels.

What is the “Seven-Year Statute”?

The Seven-Year Statute has, for decades, protected Californians from being trapped in long-term employment contracts by prohibiting those contracts from lasting

Los Angeles Times

more than seven years. The Seven-Year Statute was made famous by Olivia de Havilland who, in 1943, relied on the law in her successful lawsuit against Warner Bros. Pictures. The California Court of Appeals, in 1944, confirmed the prevailing view that seven years from the commencement of service means seven calendar years. The Seven-Year Statute applied equally to all Californians until 1987.

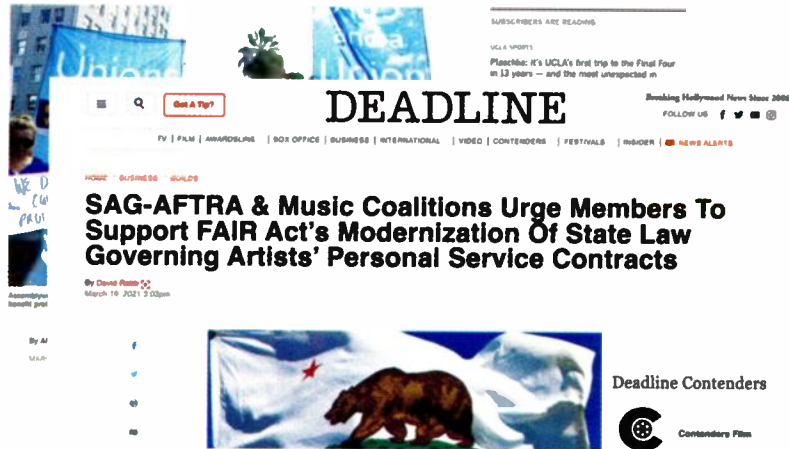
Why aren't recording artists protected by California's Seven-Year Statute?

In 1987, the recording industry lobbied to have the Seven-Year Statute amended to include special protection for the record labels at the expense of recording artists. As a result of this amendment, recording artists are effectively excluded from the protection of the Seven-Year Statute. The 1987 amendment provides that if an artist seeks the shelter of the Seven-Year Statute, the artist is liable for damages to the label, including lost profits on undelivered albums. And the amount of damages the artist owes does not take into account the profits the label has already made from the artist; any delay in delivering albums caused by the label or whether the label has even committed to any undelivered albums. It is unfair that the labels used their power to make recording artists the only Californians excluded from the protection of the Seven-Year Statute.

Why do we need the FAIR Act?

Contract terms that hold actors and recording artists off the market, sometimes for years at a time, inhibit an artist's ability to work and earn a living in what is many times a short career window. The FAIR Act sets a maximum length of time that actors and recording artists can be held off the market by these onerous provisions. If the employer does not exercise the option

COMPASS 10/10
Proposed California law would give actors and music artists more labor protections



and work cannot be completed in a timely manner, the actor or recording artist can terminate the agreement, freeing them to take other work.

For recording artists, it restores the original intent of the Seven-Year Statute: to protect all Californians from being stuck in long-term contracts with onerous terms. The FAIR Act repeals the unfair amendment from the 1980s that requires artists to write a check to their labels if the artists want to terminate their contracts under the Seven-Year Statute. It also limits the time in which the label can exercise its unilateral right to extend the contract for subsequent albums, freeing artists to decide how to release music to their fans.

Can't actors and recording artists just individually negotiate better contract terms?

If only it was so simple. SAG-AFTRA has reviewed artists' contracts with all of the major companies in both industries.

In television, options and exclusivity provisions are standard in all of the television actor contracts SAG-AFTRA has reviewed. They are terms that not even the most recognizable actors have the power to negotiate away completely.

In music, because of the special provision the record companies inserted into the Seven-Year Statute in 1987, even successful artists do not have the same leverage as the labels to renegotiate their

long-term contracts during the term. When labels renegotiate to improve some terms in recording contracts, they will almost always insist that the artist agree to deliver additional records beyond those already owed.

What makes it worse is that these contracts are frequently negotiated early in an actor's or recording artist's career, often long before they have established themselves. They are entering into a multiyear contract at a time when they have very little bargaining power and, because of

the special record company protection, recording artists don't have the ability to renegotiate with equal bargaining power after seven years.

Is this a problem in California only?

This is a television industry and music industry problem. California's robust public policy favors employee mobility, and that concept is already well established in California law. This is a California proposal, but the union is planning to leverage it to change business practices nationwide. The law would establish strong limits on studios' and labels' ability to hold artists off the market and keep them unpaid for extended periods of time.

Why do producers insist on these provisions?

Producers argue that they need these draconian options and exclusivity restraints because the talent is a "capital investment," and they don't want competitors to use the same "asset." Artists are humans, not assets; people shouldn't be treated like property.

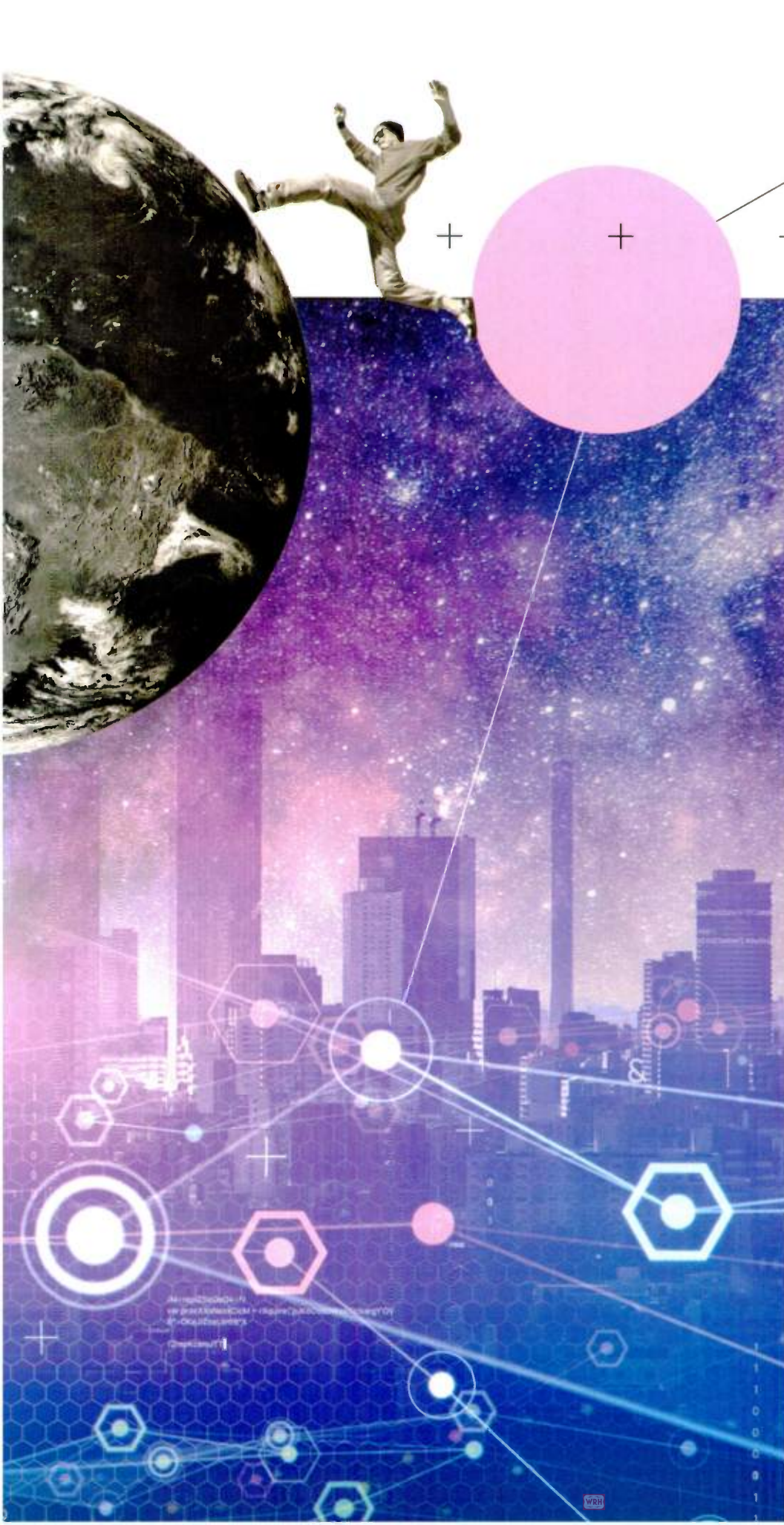
It is absurd to argue that a viewer will stop watching their favorite show simply because an actor plays a different character in another show. Today's consumers don't watch one favorite show in a time slot over which they have no

Continues on page 71

Innovating and Transforming



With
the industry
evolving faster
than ever,
SAG-AFTRA continues
to innovate and
bring new ideas to
life to help its
members.



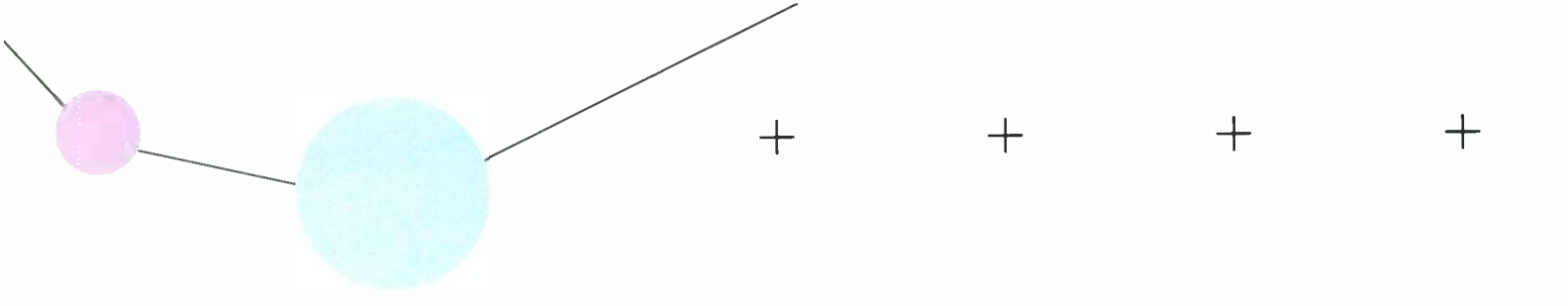
For any worker, the concept of technological innovation can generate conflicting reactions: The benefits of technological breakthroughs come with potential risks. SAG-AFTRA shapes its work, internally and externally, to stay abreast of these advancements while harnessing technological innovation to improve the member — and in many cases, employer — experience.

SAG-AFTRA's 3rd Annual Labor Innovation & Technology Summit, which brought together leading technology gurus and national labor leaders in February, is still reverberating throughout the industry because it aptly highlighted the contours of the union's approach to innovation (see page 51).

"Sometimes people are confused by the outside glamour of the entertainment world, but it's so important to remember we represent working people," said SAG-AFTRA President Gabrielle Carteris. "When we are united and deliberate, it's clear we are much stronger. That strength helps us confront the technological challenges and the changes that are occurring. It helps us recognize, shape and embrace the opportunities that are available."

The rapid speed of that change means technology continues to transform the industry and reshape every facet of members' life.

"For our industry and our workers, it has meant a swiftly changing work environment," noted SAG-AFTRA National Executive Director David White. "The pace and demands of work have increased. Budgets for productions have gotten smaller. People are asked to do more on a television set because audiences have bigger pictures with more pixels and they are able to see more. Stunt performers are asked to do bigger,



faster, stronger stunts in more compressed time periods. Technology has allowed the lines that separated companies to disappear with profound consequences for the economy. We embrace technology at SAG-AFTRA and we always have, but we must also embrace the concept of balance and the power of collective action.”

White’s emphasis on collective action is especially relevant in light of the explosion of streaming, especially the pandemic-driven growth in the number of subscribers for services like Netflix and Disney+. Simply stated, when HBO Warner decides to skip initial exhibition of movies in theaters and debut a film directly on streaming platforms, what does that mean for a performers’ pay? Does it augur the end of big-budget movies, a reduction of wages and the closing of a residuals window?

“The fundamental challenge in the direct-to-streaming HBO gambit is not the technology per se,” said White. “It’s that the company unilaterally made the shift, dodging our collective bargaining role in the two parties’ long-term relationship. So, we are adapting to a changed landscape, understanding that technology will determine the shape of future innovative models but always keeping in mind our mission to preserve a performer’s livelihood partly by not ceding our ability to exercise our collective power.”

Significant changes are happening internally, as well. The union’s member services and tools are nearly unrecognizable compared to just a few years ago. A flood of innovation has put money in members’ pockets faster and supported workplace protections.

“Our union has responded to the needs of members by expanding tools that impact the lives of working members,” said

SAG-AFTRA Executive Vice President and Chair of the National Innovation and New Technology Committee Rebecca Damon.

Damon noted that 83% of new members have joined online — without the need for paper or staff assistance — since an online joining portal went live in late 2020. And since the inception of the union’s Contact Center to enhance member service, the union has logged nearly 900,000 calls from members seeking a broad range of support. Our member service staff have responded to 120,000 emails and conducted 55,000 online chats. An overall 98% member-satisfaction rating for the suite of services is a strong endorsement of the service evolution to date.

Technology is also giving teeth to every member’s desire to work without fear of harassment. SAG-AFTRA’s sexual harassment reporting platform is now available through the member app and at sagaftrasafeplace.org. Beta testers report that it projects a thoughtful, caring, supportive and helpful environment. The platform gives members an additional tool to discreetly and securely report incidents of harassment, as well as offer referrals for therapeutic, legal and law enforcement assistance.

In recent years, automation has increased the speed in which members receive their residuals — 4.6 million checks were processed during the first 12 months of the pandemic. An online tracker allows a member to track the status of their incoming residuals payments. And, more recently, an industry-changing direct deposit system was developed that allows members to receive residuals safely and securely into their bank account. To date, 1.6 million payments have been direct deposited, totaling more than \$300 million, and the

service just expanded to members living outside of the United States.

While members are now able to check the status of a claim online through the Claims Tracker, those with a new commercials claim inquiry can now file the claim online as well — no more phone calls or emails needed. Members can view FAQs about commercials claims inquiries, file an inquiry online, track the status of their inquiry and communicate with staff assigned to the inquiry. Not only does this streamline the process, it saves members time.

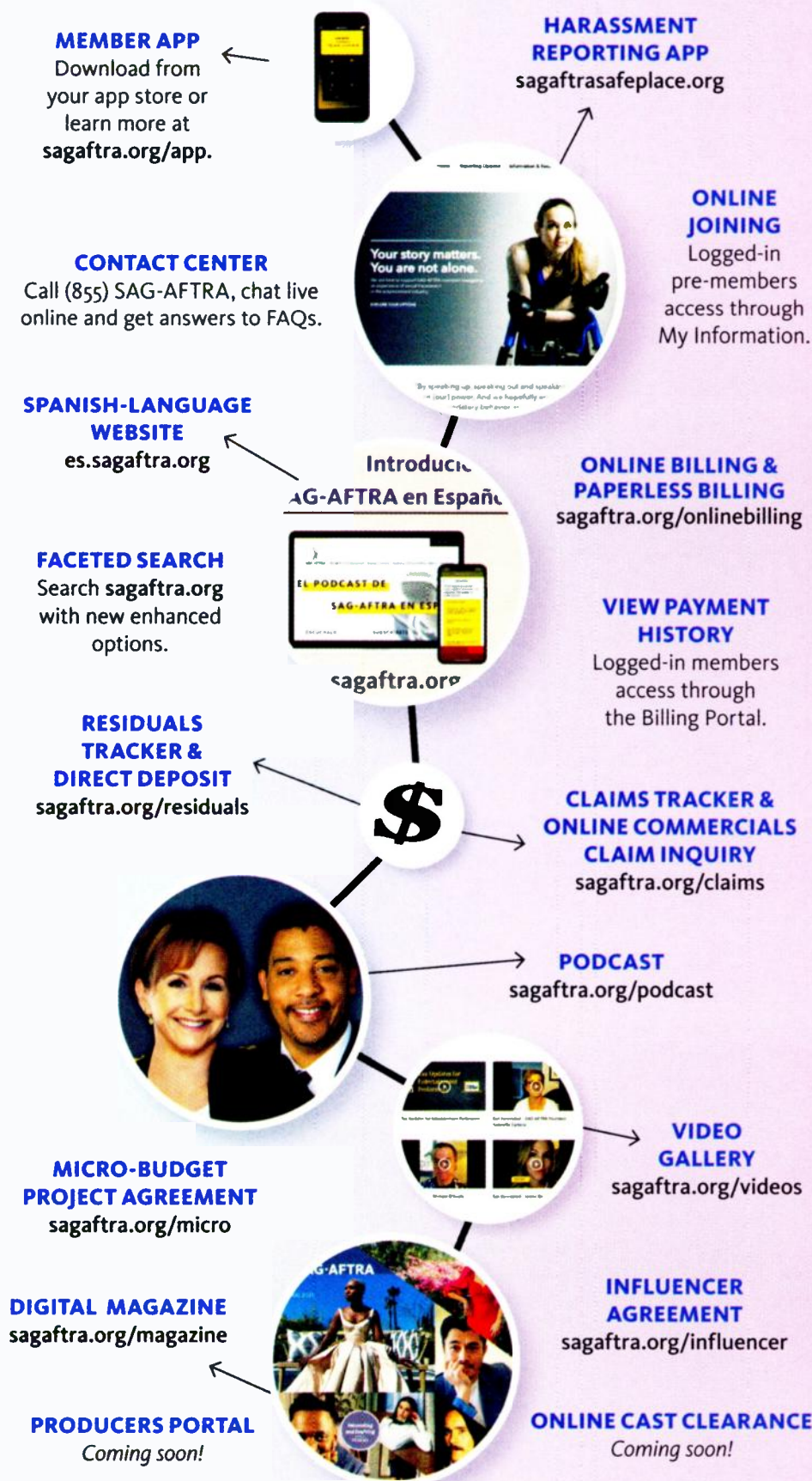
Even now-familiar SAG-AFTRA online tools are regularly enhanced: The sagaftra.org website features a new faceted search engine and the member app can facilitate dues payments and RSVPs to SAG-AFTRA events.

SAG-AFTRA is also mindful of making use of technology to smooth the path for producers to hire performers. A new portal for casting directors greatly reduces the time and effort to clear casts for work eligibility. The new Micro-Budget Project Agreement has an online process that makes signing a small project a snap. And, coming soon, indie producers will be able to log into the Producers Portal, a one-stop digital hub allowing them to submit a new production, see what information must be provided to the union and check the signatory status of their projects.

“Even though we’ve been in the midst of a pandemic, it’s been very important that we not hunker down and merely survive it,” said White. “We’ve worked very hard with innovative new ideas and technology advances to make sure SAG-AFTRA remains positioned to protect and empower members well into the future.” ●

EXPERIENCE THE INNOVATION

Through vision and technology, these enhancements are improving the way SAG-AFTRA does business.



Labor Innovation & Technology Summit Puts Workers in the Spotlight

Social distancing may still be in effect, but it didn't stop the 3rd Annual Labor Innovation & Technology Summit from taking place on Feb. 19 with a dazzling array of tech luminaries and some of the nation's top labor leaders. If anything, the online medium served to highlight the importance of technology in the way labor adapts to changing circumstances.

The summit, organized by SAG-AFTRA in partnership with the AFL-CIO, takes place each year to bring together leaders from across the labor, media, entertainment and technology sectors to discuss the future of work. It is timed to coincide with CES, formerly the Consumer Electronics Show, where game-changing tech often makes its debut.

Rather than abridge the summit, SAG-AFTRA availed itself of the online medium to dramatically expand this year's programming, from two panels last year to more than 10 presentations, discussions and interviews.

SAG-AFTRA President Gabrielle Carteris kicked off the summit, reminding viewers in her welcome remarks about what is at stake.

"At the end of the day we should also hold fast to the principle that people matter," said Carteris. "Technology is meant to serve humanity and not meant to surpass it. That is the underlying message. The role of unions is not to fight technology but be a part of the conversation at the onset so we can help lead and shape the future of our work."

The panels, speeches and interviews examined a variety of topics, including the future of work, an update on the union's efforts to fight deepfakes, innovation during the pandemic and SAG-AFTRA's



Clockwise from upper left, voiceover performers David Errigo Jr. and Xander Mobus, ASL translator Nicole Pancino and voiceover performer Sarah Elmaleh on the *From Gaming to Dubbing: What's Hot in VO* panel.



For a presentation on volumetric video, SAG-AFTRA President Gabrielle Carteris takes part in a demonstration at Mobile Motion Mocap studios in Glendale, California.

new influencer agreement (see page 58).

The common thread throughout was the importance of the dignity of workers, and ensuring that technology improves people's lives, rather than just serve as a new means of exploitation.

In his keynote remarks, SAG-AFTRA National Executive Director David White underscored this element.

"Technological change can be profoundly good for us. But that change can also bring profound misery and many bad things to our life. Changes must have balance and countervailing forces. This is where unions come in the picture. We serve as the watchdogs and protectors. We help to balance things out for working

people who can otherwise be crushed by the changes," he said.

Other labor and tech leaders participating in the daylong conference included SAG-AFTRA Executive Vice President Rebecca Damon; AFL-CIO Secretary-Treasurer Liz Shuler; Jeff Cole, director of the Center for the Digital Future, USC Annenberg School for Communication and Journalism; and Tristan Harris, co-founder and president of the Center for Humane Technology, who starred in Netflix's *The Social Dilemma*.

Also featured were discussions that examined the ethics of emerging technologies such as volumetric video, a new innovation in motion capture

technology, and deepfakes, with a focus on the best way the industry can utilize innovations without harming workers.

SAG-AFTRA Chief Operating Officer and General Counsel Duncan Crabtree-Ireland spoke about the importance of the union being involved with emerging technology so that it can serve workers rather than harm them.

"The right way to approach new technology is not to fight it," he said. "The key is for us to understand it and for us to adapt to it so that the human element is retained." ●

@ Watch the summit at sagaftra.org/videos. Click on the "Technology" tab.

Rethinking Human Connections in Digital Spaces

In addition to its other panels and presentations about technology's reshaping of labor and entertainment, the 3rd Annual Labor Innovation & Technology Summit hosted *Realigning Technology with Humanity*, a one-on-one interview between SAG-AFTRA President Gabrielle Carteris and Tristan Harris, co-founder and president of the Center for Humane Technology.

Harris, who appeared in the Netflix documentary *The Social Dilemma*, spoke at length about "the attention economy," a term used to describe the commodification of human engagement in online spaces. He not only discussed the real-life effects of social media on people's mental and emotional health, but also how such sites are changing the collective understanding of social, political and cultural issues.

"This business model of [social media is] commodifying and mining human attention ... taking the free consciousness of your mind and turning it into predictable slabs of human behavior," he said. "We are worth more when we are turned into dead slabs of human behavior ... than we are as a living, breathing, thriving democracy."

In calling out Facebook, he noted that the site's business model is selling users' attention to advertisers, and that the site's algorithms constantly serve up content that will keep users engaged.

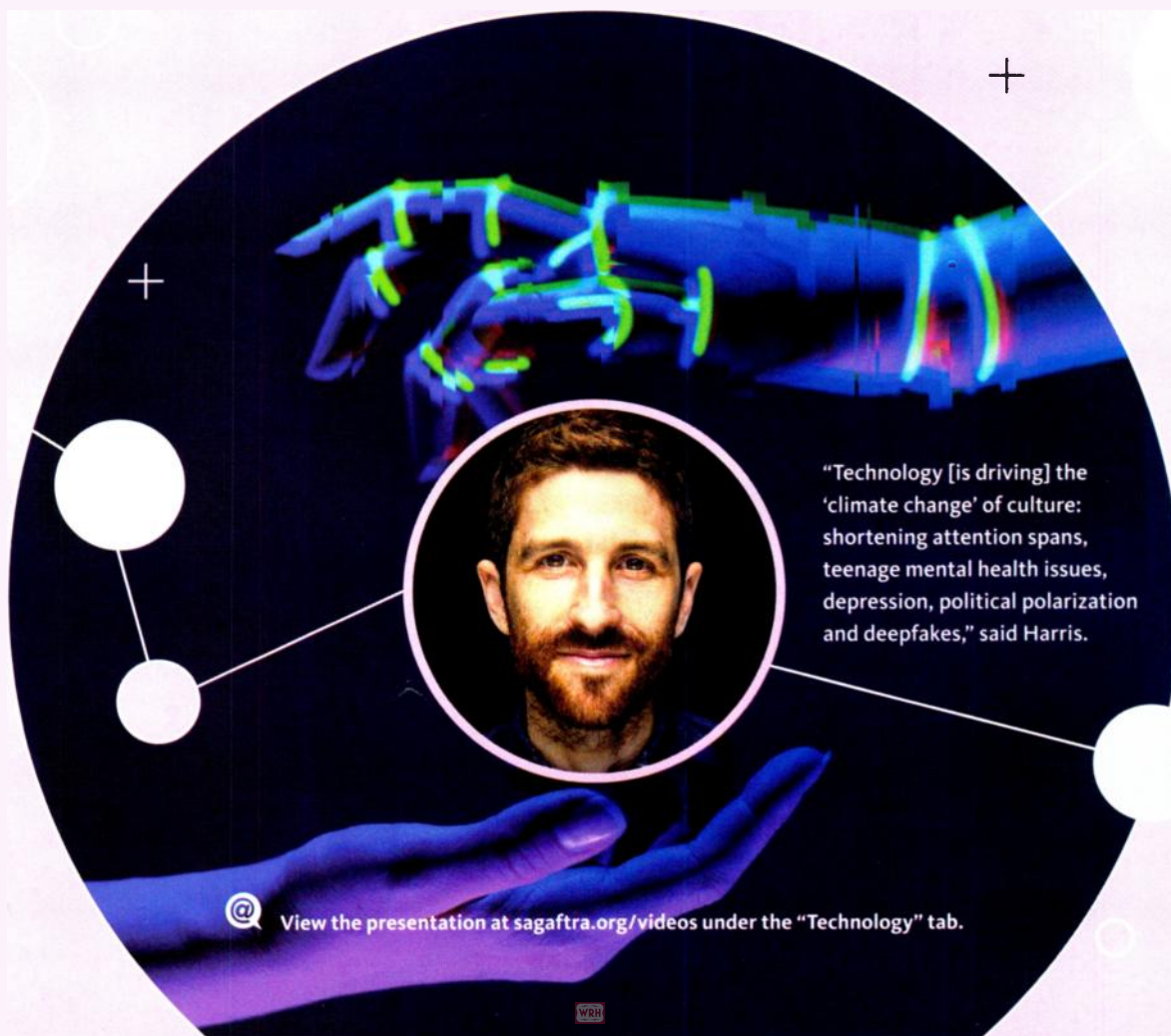
As an example, Harris referred to recommendations the site offers its users. He said that for new moms that are part of a do-it-yourself baby food group, the top recommendations were anti-vaccination conspiracy groups for mothers.

"Once you join *that* group, the most

engaging groups were 'Pizzagate,' QAnon and flat Earth," he said. "It started sending you down the conspiracy theory trail because those were the things best at keeping your attention."

Harris also delved into what is needed to reverse the trend and create what he called "common ground about the breakdown of common ground."

"When I think about what it is going to take to unscramble this reality, I imagine companies and advertisers acknowledging this reality warp and coming together," said Harris. "Just like how advertisers are taking on gender and racial equity, there also needs to be 'reality equity.' As long as we're standing together and understand the ways technology has controlled us, we have a hope of controlling it." ●



View the presentation at sagaftra.org/videos under the "Technology" tab.

Groundbreaking Innovations from CES



Clockwise from upper left, SAG-AFTRA National Innovation and New Technology Committee members Dileep Rao, Aubrey Mozino and Ben Whitehair; ASL interpreter Nicole Pancino; and SAG-AFTRA EVP Rebecca Damon, chair of the National Innovation and New Technology Committee.

The annual CES — formerly known as the Consumer Electronics Show — is a platform for eye-popping innovation and transformational technology that is changing how we live and work. SAG-AFTRA's Labor Innovation & Technology Summit presentation, *10 Game Changers from CES*, captured some of the highlights of the expo.

VIDEO WITH DEPTH

Volumetric Video is the process of capturing three-dimensional moving images that can later be viewed from any angle. Dileep Rao, a member of SAG-AFTRA's National Innovation and New Technology Committee, sees the technology as changing "how performers have their work captured and used, and this is a leap forward."

STREAMING

The COVID-19 pandemic accelerated the revenue and subscription growth of streaming, and spurred large media companies to forego traditional theatrical releases and move film debuts directly to streaming services. The critical question we are focused on going forward is ensuring performers' compensation will be protected with the closing of one residual window in favor of the expansion of a new platform.

NEXTGEN TV

The next generation of broadcast television technology is upon us. Also known as ATSC 3.0, NextGen TV offers 4K ultra high-definition video quality, theater-like sound, mobile reception and innovative new features to enhance and expand the broadcast viewing experience. Aubrey Mozino, a member of SAG-AFTRA's National Innovation and New Technology Committee, cited estimates by LG and Samsung that 50% of households should have access to

NextGen TV this year, adding that, with advanced viewing options, advertisers will also be able to track viewing and target ads to the viewer, so there is an "upside and downside depending how you look at it."

GAMING

The entire sector is witnessing significant leaps forward, with improved processors and video cards, 4K capabilities and the upgrading of the experience of gaming on phones, no matter where a consumer is. SAG-AFTRA National and Los Angeles Local Board member Ben Whitehair, a National Innovation and New Technology Committee member, pointed out that it will impact even performers who are not immersed in gaming. "All of the video work in the gaming space has a huge impact on the filmmaking process ... because the technology makes it easier and easier to make world-class content on the backs of the gaming technology itself," he said.

RECREATED HUMANS

Will technology jeopardize our ability to believe what we see? Deepfakes and the ability of robots to take the place of humans are not only challenges to performers whose images can be purloined for profit-making or nefarious purposes, but for all workers who can potentially be replaced by robots and computers. SAG-AFTRA Executive Vice President Rebecca Damon, the chair of the National Innovation and New Technology Committee, underscored the widespread influence of this trend: "We are watching this closely, as is the entire labor movement, and will fight to make sure this is done in a responsible way." ●

📍 Visit sagaftra.org/videos for the full presentation. Click the "Technology" tab.



**"A GALVANIZING
PERFORMANCE**

BY VANCE"

-DETROIT FREE PRESS

"SCREEN-COMMANDING"

-CHICAGO SUN-TIMES

"A POWERHOUSE"

-THE HOLLYWOOD REPORTER

**"A CRACKLING
PERFORMANCE"**

-NPR

"EXCELLENT"

-PLAYLIST



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WEINGARTEN



PERRONE



CASTILLO



SHULER



LABOR LEADERS EXAMINE THE PRESENT AND FUTURE OF WORK

Since the Industrial Revolution, technological change has been vexing for workers, and an important consideration for the unions that fight to protect jobs and benefits. Today, with the advent of machine learning, robots and increasingly powerful and affordable computers, that struggle moves into a new arena.

At SAG-AFTRA's 3rd Annual Labor Innovation & Technology Summit, AFL-CIO Secretary-Treasurer Liz Shuler presented a keynote address that put today's challenges in the context of a "fourth Industrial Revolution," and the vital role organized labor must play.

"The power of collective bargaining was born as a response to industrial change, and we have been innovating ever since," she said. "In offices and through automation, the labor movement has always been the vehicle for turning technological advances into better living standards and better wages," she said.

Shuler also headlined a high-level labor leader panel that delved into technology

and innovation in the shadow of the COVID-19 pandemic. She was joined by American Federation of Teachers President Randi Weingarten, National Nurses United Executive Director Bonnie Castillo, and United Food and Commercial Workers International Union International President Mark Perrone.

"We cheer when we lift up a rocket ship. We know how to make things safe when we prioritize them," remarked Weingarten.

Acknowledging the challenges of technology-based remote teaching and a desire to get kids back to school, Weingarten pointed out that the technology is available to create a safe school environment but, "What has happened here is that we have not prioritized essential workers even though they are doing essential work."

Picking up the theme of the pandemic, Castillo observed that COVID-19 highlighted what nurses have called attention to for a long time: Technology has been used to cut staffing, close hospitals and critical care units, forcing

patients to self-treat.

"It is clear that the healthcare industry is taking advantage of COVID-19 to ram through policy changes that are designed with the goal of descaling, automating and outsourcing, and this would clearly threaten safe patient care conditions," she said.

Perrone called out the holes in the social safety net that the pandemic has helped expose.

"This pandemic has changed the way we work and it also changed as a nation how we value work," he said. "We must have a serious discussion of benefits and protections that workers in workplaces require in an age of a global pandemic, [such as] paid sick leave when a worker is exposed to COVID."

Shuler wrapped up the discussion with a singular, thematic challenge: "We need to make sure these disruptions that we are seeing inevitably lead to a strong labor movement that will change the course of the conversation and the thinking about innovation." ●

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Sherman Oaks, CA
91423

NORTH BURBANK
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Telephone Banking: 818.260.0609
or 800.392.9321 (toll-free)



SAG-AFTRA Expands Its Influence



There's Now a Contract for Social Media Influencers — And That Means You, Too, SAG-AFTRA Members

It's an online world, and those with large social media followings often monetize that reach by partnering with brands. SAG-AFTRA has long covered commercials, and it was clearly time for a model that was responsive to the needs of performers working in this space. That's what's behind a groundbreaking agreement to provide union protections for "influencers," a deal that expands opportunities for existing members while providing a new tool to organize work.

Under the Influencer Agreement, influencers are defined as people who have amassed a social media following — whether a few hundred followers or a hundred million, on platforms such as TikTok, Instagram, Facebook, YouTube, Twitch, SnapChat and Pinterest — and are capitalizing on that following, particularly through brand deals with advertisers. The union recognizes that this work should be covered under a SAG-AFTRA agreement in a way that best reflects the unique nature of the way influencers work and engage with their brand partners. There's not a minimum number of followers needed to qualify, only that the influencer

is engaged in a paid partnership directly with an advertiser.

It's a boon to existing members. After all, SAG-AFTRA members are the original "influencers," often with impressive social media follower counts. This new agreement allows them to pursue opportunities under contract that they may not have been able to take on otherwise, providing a new source of revenue.

The agreement leaves compensation open to negotiations between the influencer and the advertiser, and the influencer must retain ownership of their intellectual property. The agreement is also a great tool for organizing a substantially non-union sector: for non-member influencers using this agreement, eligibility is triggered in the same way as it is for a principal performer on a SAG-AFTRA commercial. Under the agreement, an influencer may qualify for pension and health benefits just as their fellow members do: based on contributions made on covered earnings. This extends a crucial benefit to influencers and enhances revenue to the funds.

"A lot of influencers are marginalized

people who could really benefit from union protections, especially as more brands seek to employ marginalized creators to improve their images," said influencer Kristin Chirco.

"Influencers are like all current SAG-AFTRA members," added SAG-AFTRA President Gabrielle Carteris. "They are facing big corporations, and no performer wants to go into that battle alone," she said. "This is an arena of new work and we want to make sure that all of our members have a chance to benefit from the work, but they should have strong union protections and to be able to work with dignity. Without a doubt, this is an expanding area that will continue to grow, so it was crucial we put our imprint on the working conditions."

The agreement extends core SAG-AFTRA workplace protections, such as barring hazardous stunts, gratuitous nudity and sexual content, and asserts SAG-AFTRA's clear jurisdiction over commercial content. It's a win for SAG-AFTRA and for everyone engaged in creating branded influencer content. ●

For details about the influencer agreement, visit sagaftra.org/influencer.

NO LIGHTS... NO CAMERAS...

THE SAG-AFTRA FOUNDATION TOOK ACTION.

In 2020, we helped over 7,000 SAG-AFTRA members by giving more than \$6.5 million in emergency COVID-19 relief aid and offered over 1,200 free remote classes to more than 51,000 attendees to hone their craft from home.



“

You know how it is as an actor - you don't know when you're getting your next check. The help I received from the Fund went straight to basic necessities for my family - my wife and our three children. I really commend the Foundation and EVERYBODY who made this happen.”

Turrón Kofi Alleyne
SAG-AFTRA artist and
COVID-19 Relief Fund Recipient



“

The Foundation's programs and events have helped give me the skills and confidence I need to go out into the world as a professional actor and to be able to stay the course during the difficult times.”

Melanie Cruz
SAG-AFTRA artist and
COVID-19 Relief Fund Recipient

The show must go on for everyone.

GIVE TODAY. WWW.SAGAFTRA.FOUNDATION/DONATE

Au Revoir.

ohn

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After More Than 50 Years. Influential SAG-AFTRA Executive Says Goodbye

JOHN T. McGUIRE may not be a household name, but members owe this longtime staff member a debt of gratitude. During an unprecedented staff tenure record of 52 years, McGuire has been quietly working hard on members' behalf. He is the force behind so many elements of the union's agreements; and he helped to create the SAG-AFTRA Foundation and New York's Museum of the Moving Image.

After an impactful career, McGuire has decided to retire, but his colleagues will miss him — and his encyclopedic knowledge — dearly.

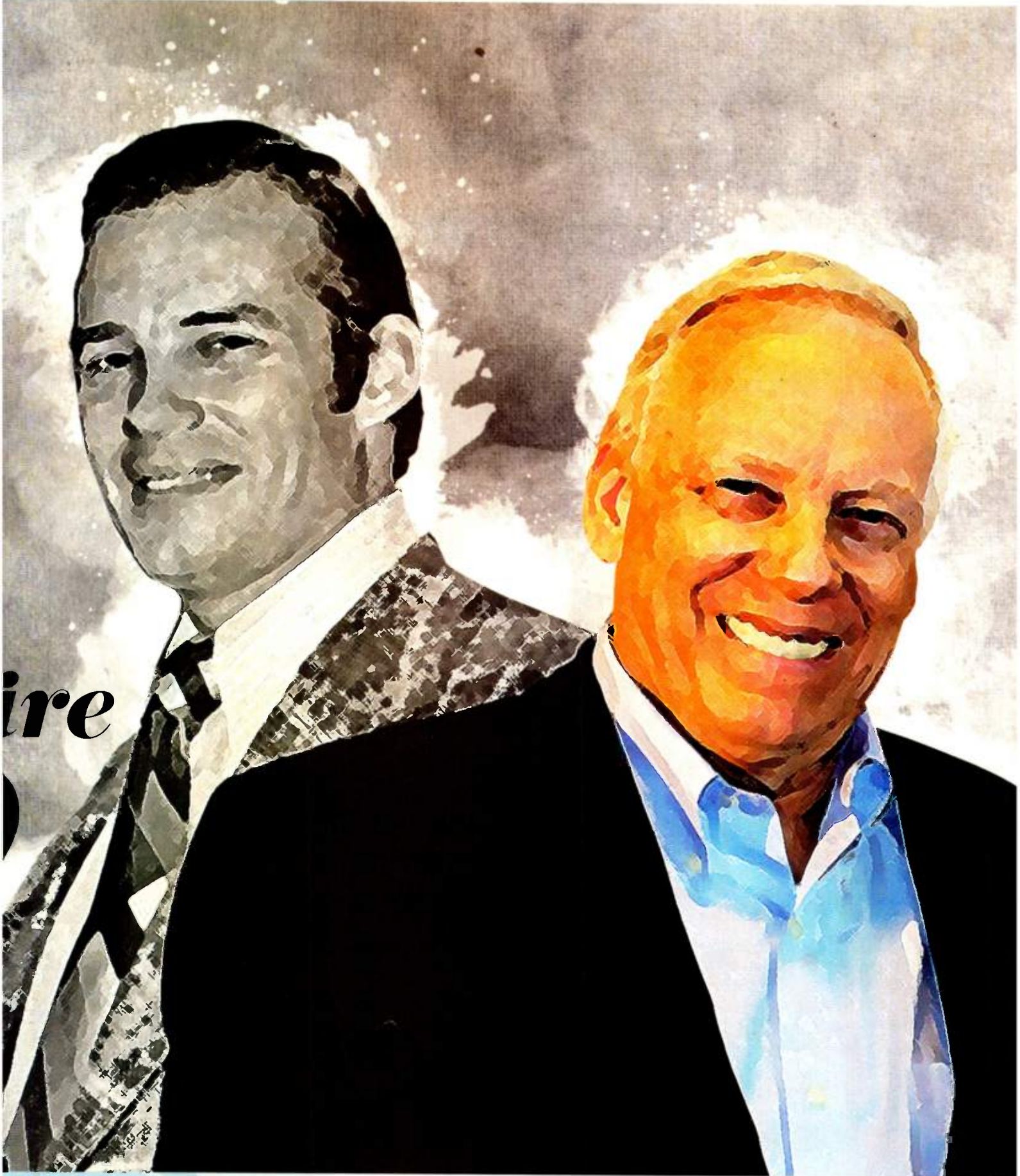
"As a person, your integrity, your discipline, your ability to see inside of a situation and understand nuance, is really nothing I've seen

before," said National Executive Director David White during a virtual retirement tribute attended by industry leaders around the globe.

And the feeling is mutual.

"It's been a great trip, I must say," said McGuire. "This is one of the finest staffs I have ever been associated with in the 52 years [at the union]."

McGuire began his tenure with the union on April 7, 1969, joining the executive staff of the Screen Actors Guild's New York office fresh out of Fordham Law. He quickly mastered every detail of the contracts and was promoted to SAG's New York executive secretary — the equivalent of executive director — in 1974.



ire

By 1982, the union recognized that McGuire was indispensable and promoted him to associate national executive director, its No. 2 executive. Three years later, when the Screen Actors Guild Foundation was established, he became its second vice president.

In 2001, he stepped into the role of senior advisor, where he continued to work hard for members for the last two decades.

In addition to his service on the SAG-AFTRA Foundation board, McGuire also serves as a trustee of the SAG-AFTRA Health Plan and the SAG-Producers Pension Plan. He has also served as a board member of the Industry Advancement & Cooperative Fund; a vice president of the International Federation of Actors; the vice president and founding director of the Museum of the Moving Image; the president of the Council of Motion Picture & Television Unions of New York City; the secretary of the Motion Picture Players Welfare Fund; and the general vice president of the Department for Professional Employees, AFL-CIO, among others.

Whether it's his work with outside organizations that assist SAG-AFTRA members, representing the union overseas or shaping the contracts, McGuire's contributions have been immeasurable and invaluable, and it's nigh-impossible to sum up everything he's done for members. It is fair to say members have more money in their pockets, enjoy safer workplaces and can look forward to a more secure future today because of McGuire's skill at the negotiating table.

McGuire has a reputation as a humble man who doesn't seek the limelight, but over the years, the union couldn't help but recognize his accomplishments. When SAG and AFTRA merged in 2012, McGuire was presented with SAG's last membership card. In 2017, he received another membership card — this time a golden one — in the form of the George Heller Memorial Award. The award was particularly appropriate because it was named for another influential staff member who helped ensure health and retirement benefits for members.

In 2018, he joined the ranks of Ron Howard, Spike Lee, Sydney Pollack, Martin Scorsese, Sen. Chuck Schumer and other past recipients in being presented with a DGA Honor by the Directors Guild of America. The award recognizes distinguished contributions to American culture through the world of film and television.

Although he may be departing from the union's day-to-day work, McGuire's presence will continue to be felt, as he will remain an advisor to SAG-AFTRA. His influence will also live on in the contracts, in the union's operation and throughout the industry he helped shape.

His legacy continues, also, in the form of the John T. McGuire Scholarship Fund, which was established in February. The scholarship will provide an annual grant of \$5,000 to further educational opportunities for people committed to those causes to which McGuire has devoted his professional life, including fair and equal treatment of workers, diversity, equity and inclusion, and worker solidarity. Donations to the scholarship fund may be made at sagaftra.foundation/donate.

1. John McGuire during the 1983 TV/Theatrical negotiations. 2. McGuire with SAG-AFTRA President Gabrielle Carteris and Executive Vice President Rebecca Damon following the presentation of his gold card at the 2017 SAG-AFTRA National Convention. 3. McGuire kneels at front left with the New York delegation to the Screen Actors Guild general membership meeting, November 1971. 4. Greeting Deputy Staff Assistant of the U.S. Department of Labor, Rae Moore, in his New York office in 1978, as SAG member Judy Cannon Ott looks on.

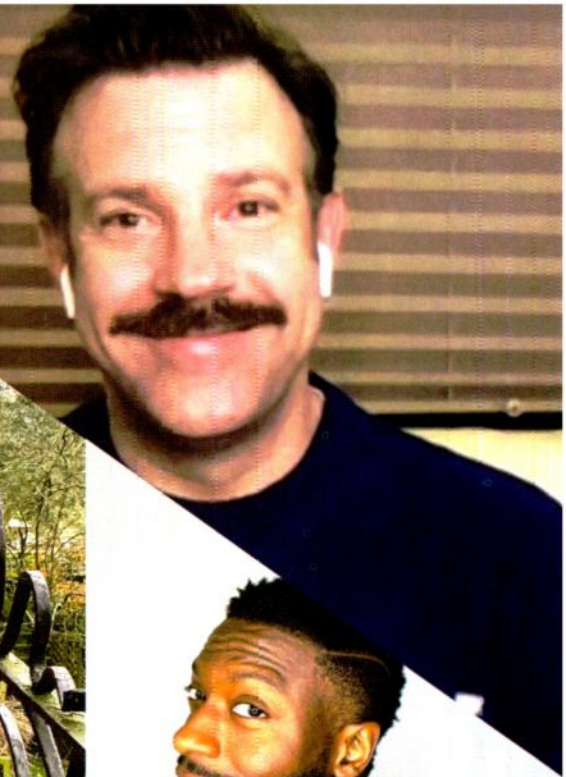




5. Circa 1987, with SAG National Executive Director Ken Orsatti and President Patty Duke. 6. Merger Day 2012: McGuire celebrates receiving the final Screen Actors Guild card with future SAG-AFTRA Executive Vice President Ned Vaughn. 7. At a FIA meeting in Paris, 2014, with NED David White, President Ken Howard, Associate NED Mathis Dunn, Chief Communications & Marketing Officer Pamela Greenwalt and COO & General Counsel Duncan Crabtree-Ireland. 8. McGuire with Dunn and Chief Contracts Officer Ray Rodriguez at the 2013 Commercials negotiations.



27TH ANNUAL
SCREEN ACTORS
GUILD AWARDS



SAG Awards® Show Is One for the History Books

The past year has been anything but business as usual, so it's fitting that this year's SAG Awards® on April 4 was like none that came before it. At under an hour, it may have been the shortest show in length, but it was no less packed with emotional moments and surprises.

The 27th Annual SAG Awards went virtual, and it wasn't only the format that broke ground. It was the first time that all the cinematic leading and supporting honors all went to actors of color. Among awards ceremonies, the SAG Awards is

one of the most inclusive, in terms of both nominees and recipients.

"What an extraordinary year. It has been a year of hardship, as well as amazing resilience, and I'm so proud how our community of artists came together, bringing hope and solace to this nation," SAG-AFTRA President Gabrielle Carteris told the audience. "The performances we honor tonight is storytelling at its finest: rich, inclusive and representative of our true diversity."

The show began with a cold open starring Jason Sudeikis and the cast of *Ted*

Lasso — all in character from the show — about the tough competition it faced in the Outstanding Performance by an Ensemble in a Comedy Series category. *Schitt's Creek* would end up taking the honor, with *The Crown* and *The Trial of the Chicago 7* scoring The Actor® in the Drama and Motion Picture categories, respectively.

The show leaned into its trademark "I Am an Actor" stories, with interviews from SAG-AFTRA members Dan Levy, Helen Mirren, Riz Ahmed, Mindy Kaling and Daveed Diggs, among others. The show's many comedic moments humbly

27th Annual SAG Awards Recipients

Film

Cast in a Motion Picture
The Trial of the Chicago 7

Female Actor
in a Leading Role
VIOLA DAVIS,
Ma Rainey's Black Bottom

Male Actor
in a Leading Role
CHADWICK BOSEMAN,
Ma Rainey's Black Bottom

Female Actor
in a Supporting Role
YUH-JUNG YOUN, *Minari*

Male Actor
in a Supporting Role
DANIEL KALUUYA,
Judas and the Black Messiah

Stunt Ensemble in a Motion Picture
Wonder Woman 1984

Television

Ensemble
in a Drama Series
The Crown

Female Actor
in a Drama Series
GILLIAN ANDERSON, *The Crown*

Male Actor
in a Drama Series
JASON BATEMAN, *Ozark*

Ensemble
in a Comedy Series
Schitt's Creek

Female Actor
in a Comedy Series
CATHERINE O'HARA, *Schitt's Creek*

Male Actor
in a Comedy Series
JASON SUDEIKIS, *Ted Lasso*

Female Actor
in a Television Movie or Limited Series
ANYA TAYLOR-JOY, *The Queen's Gambit*

Male Actor
in a Television Movie or Limited Series
MARK RUFFALO, *I Know This Much Is True*

Stunt Ensemble
in a Comedy or Drama Series
The Mandalorian



1. SAG Awards honoree for *The Crown*, Emma Corrin; 2. SAG Awards nominee for *One Night in Miami ...*, Aldis Hodge; 3. Outstanding Performance by a Male Actor in a Comedy Series honoree Jason Sudeikis (*Ted Lasso*); 4. SAG-AFTRA President Gabrielle Carteris; 5. Outstanding Performance by a Male Actor in a Leading Role in a Motion Picture nominee Riz Ahmed (*Sound of Metal*).

“If you see the world unbalanced, be a crusader that pushes heavily on the seesaw of the mind.’ That’s a quote by Chadwick Boseman.”

— SIMONE LEDWARD BOSEMAN,
wife of the late Chadwick
Boseman, Outstanding
Performance by a
Male Actor in a
Leading Role for
*Ma Rainey's Black
Bottom*




“Thank you, [playwright] August [Wilson], for leaving a legacy to actors of color that we can relish for the rest of our lives. Thank you so much.”

— VIOLA DAVIS,
Outstanding Performance by a
Female Actor in a Leading Role for
Ma Rainey’s Black Bottom



Happy Days Are Here Again

Henry Winkler and several nominees of the 27th Annual SAG Awards did an exclusive table read on March 29. Hosted by the SAG-AFTRA Foundation and *People* magazine, the group read “The Motorcycle,” a script from the popular television sitcom *Happy Days* (1974–1984), with Winkler reprising his role as “The Fonz.” All proceeds from the event went to the Foundation. Top row, from left, Winkler, Eli Goree and Jamie Chung. Middle row, Glenn Close, Aldris Hodge and Nicola Coughlan. Bottom row, John Carroll Lynch, Luke Newton and SAG-AFTRA Foundation National Director of Performers Programs Rochelle Rose.

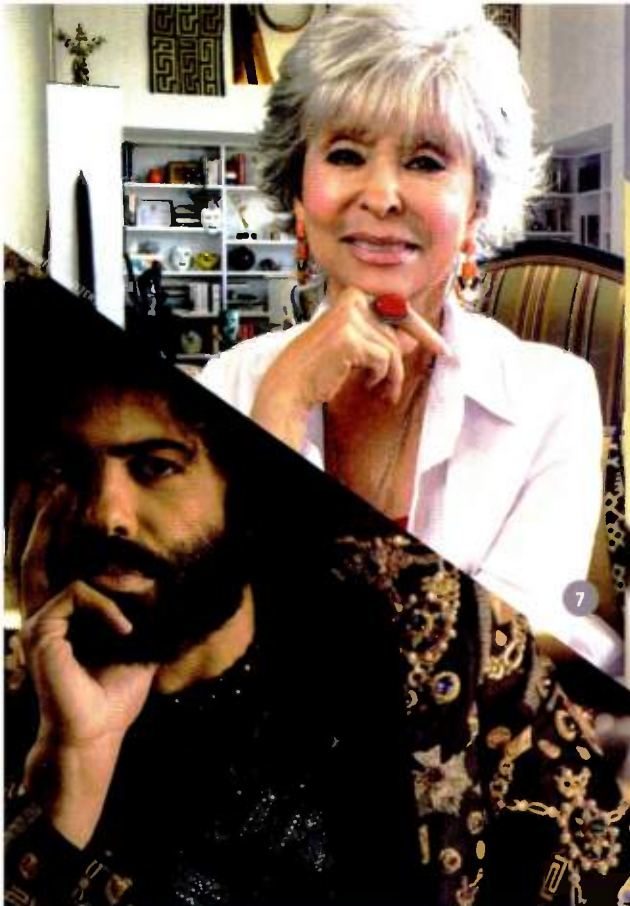
 View the table read at youtube.com/sagaftrafoundation.

acknowledged the strange times in which we live through segments focused on what they have been doing this past year while staying safe at home and on their hopes for the future.

In putting the show together, the SAG Awards Committee faced numerous hurdles, with the ongoing pandemic throwing awards season into disarray, forcing the show to be rescheduled twice, and making an in-person ceremony impossible. Planners embraced the virtual aspect; nominations were announced on Instagram Live and the awards announcements were done remotely, with nominees sharing time together online Zoom-style, as the winners were announced.

“This year’s SAG Awards was a testament to the adage ‘the show must go on.’ From the producers on down, every department — awards, editors, PR, production, talent, writers — met the challenges in front of them with creativity and a sense of responsibility to acknowledge the work of so many who entertained us and gave us comfort this year,” said JoBeth Williams, chair of the SAG Awards Committee. “This year’s show proved that the camaraderie between actors that is prevalent in our showroom could not be diminished by distance. Nominees and presenters around the world — London, Korea, Ghana, Italy, Australia, Ireland, Canada and across the U.S. — took the time to support each other and the SAG Awards. We are so grateful to everyone and proud of the show.”

The broadcast was well-received by the industry. *Variety* called the retooled show ‘a streaming success,’ and had this to say:



“Thank you so much to SAG-AFTRA for this insane honor ... thank you to all who voted for us, and what a way to say goodbye.”

— DANIEL LEVY,
Outstanding Performance
by an Ensemble in a
Comedy Series,
Schitt's Creek



“I don't know how to describe my feelings. I am being recognized by Westerners. I am very, very honored, especially [that] my [fellow actors] chose me for supporting actress ... I am very, very pleased and happy. Thank you, SAG-AFTRA.”

— YUH-JUNG YOUN,
Outstanding Performance by a
Female Actor in a
Supporting Role, *Minari*



6. Award presenter Mindy Kaling; 7. Presenter and 50th SAG Award Life Achievement Award recipient Rita Moreno; 8. Outstanding Performance by a Male Actor in a Television Movie or Limited Series nominee Daveed Diggs (*Hamilton*).

“At a time of global pandemic and so many other social ills, these trophies might seem less urgent than ever. After all, even the Oscars are in flux. But the SAG Awards organizers, insistent on solidarity and on putting on a show, made their case in a year in which red carpets and seated dinners were not an option. They delivered a ceremony that put the emphasis on thoughtfulness and generosity of spirit.”

Despite a change in format, the SAG Awards remains an important fundraiser for the SAG-AFTRA Foundation. The Foundation offers free programming to SAG-AFTRA members, as well as providing help during the pandemic and other natural disasters.

@ Visit sagaftra.foundation/donate to support the SAG-AFTRA Foundation.

On Location

News from Locals Across the Country

Exceeding Expectations

SAG-AFTRA members are doing amazing work in their communities, with many offering a helping hand in these difficult times. Here are just a few of those who are acting locally to make the world a better place. ●

John Billingsley & Bonita Friedericy

Members John Billingsley and his wife, Bonita Friedericy, are deeply involved in assisting underserved communities in the Los Angeles area, particularly in the area of food security.

Billingsley is the president of the Hollywood Food Coalition and Friedericy is a member of the board. The organization serves hot, nutritious meals, provides a community wellness program in partnership with UCLA, and distributes necessities to those who need them. It also helps to steer clients into housing programs and drug and alcohol rehabilitation.

As president, Billingsley implemented a strategic plan, a fundraising plan and spearheaded partnerships with other service organizations.



Friedericy assembled a team of 50 volunteers to rescue food from all over the city, including the extra food from TV and film shoots.

The pair is particularly proud of the Community Exchange program they helped to create, a second-space donations hub from which the organization can help provide resources to other communities. This program enables the Hollywood Food Coalition to share a million pounds of food a year with more than 50 nonprofits.

"I volunteer because you can't pretend that you have no obligations to the broader community and still be a decent citizen, a decent human being. I volunteer because the tug of war between empathy and selfishness is eternal, and our job

is to put our hands on the rope and pull in the direction of empathy as much as we can in life," said Billingsley.

Los Angeles

Todd Peterson

Working in government service for many years, SAG-AFTRA member Todd Peterson knows how imperative timing is to the lives of the people he deals with daily. And with all of the stress of being on the frontline, Peterson still finds opportunities to volunteer his time to help others and bring a spark of love into the world.

Recently, he has been administering COVID-19 vaccinations in the Greater Los Angeles area. During the holidays, Peterson volunteers for the Spark of Love campaign, delivering toys and essential items to families and children in need during critical times.

"Whether a person volunteers at a local food bank, senior center, animal shelter or any other service organization, they will gain a sense of community involvement and personal fulfillment. Also, I always like to remind people that volunteers literally keep most organizations running, and without them, the world would be a very different place," he said.



Armand Vasquez

Los Angeles

“Aside from my volunteer work serving on a few SAG-AFTRA committees, I wanted to get involved in 2020s local and presidential elections,” said Los Angeles Local member Armand Vasquez. “My girlfriend and I phone-banked and dropped literature for now-councilwoman



Nithya Raman. I also wanted to support the pro-union presidential candidate Joe Biden, so I spent 10 days in Michigan leading up to Election Day. I knocked on close to 1,000 doors, letting people know when and where to vote. It wasn't easy, but it was incredibly rewarding. You can't complain if you don't get involved!”

Scott Sharot

“I volunteer every Tuesday at the Francis House Catholic Worker in Albuquerque's neediest neighborhood,” said New Mexico Local member Scott Sharot. “We prepare and serve five gallons of soup, hundreds of sandwiches, bags of healthy snacks, coffee, juice and water. We also provide coats, blankets, shoes and personal hygiene items from items that are donated. The community in need of help has grown exponentially since the pandemic, and I'm grateful to be part of the team helping to fulfill some of those needs.”

New Mexico



Christina Bobrowsky

New York Local member and U.S. Navy sailor Christina Bobrowsky helps distribute COVID-19 vaccinations at the Jones Beach vaccination site in Long Island, New York.

Under voluntary orders with the New York Naval Militia, which is comparable to the National Guard for the Navy, Bobrowsky and her fellow service members help the nurses facilitate the administration of the vaccine to the drive-up patients. They ask the patient all of the pre-screening healthcare questions with the nurse standing by. They also help distribute food to the service members and civilians at the vaccination site. At times, voluntary service members are also used as gate-greeters for the first part of the screening process.



New York

“Honestly, I started my volunteering practices with the SAG-AFTRA Foundation, helping the community to grow and connect,” said Bobrowsky. “Now that COVID hit and limited these opportunities, the door opened and shifted my volunteering needs to a new community. I'm realizing that no matter where we choose to put our time and energy, it helps us and the people we are connecting with rise up. As an entertainer, I am able to put a smile on the patients' faces. Many of them [are] nervous when coming to get vaccinated. Oftentimes I feel like a jester with my fellow service members and nurses. We have fun during these dark times. Performers bring the light. I am happy to have brought my skills to this brand new world.”

Lisa Romano

“Aloha! When the pandemic broke out, I started thinking of ways I could help,” said Hawaii Local Board member Lisa Romano. “The East West Medical Center reached out to me in August and invited me to join the Pfizer vaccine study! I said yes and received my first shot in September. After a blood draw to check for antibodies, I received my second shot in October. I had very mild reactions compared to what COVID-19 could have done to my body. Of all my career adventures, being a part of the Pfizer study is my most honored role in my lifetime. I believe in research, and I truly hope getting the vaccine resets the lives of everyone. Stay safe and healthy everyone. That's a wrap!”

Hawaii



Margaret Ann Brady

In March 2020, SAG-AFTRA New England member Margaret Ann Brady found herself out of work for the first time in her life. Prior to COVID-19, she actively worked as an Equity actor in Greater Boston and as a tour guide with the Freedom Trail Foundation. With her professional world shut down and a desire to be active, Brady answered the call to service with mass mask-making. Dusting off her sewing machine, she produced hundreds of masks for the Greater Boston healthcare community, including the Cambridge Health Alliance and the Boston Medical Center, as well as public health clinics serving the homeless. She sewed for friends, neighbors and strangers. Any unsolicited financial contributions were directed to community-based organizations. As a board member of both StageSource, a New England arts service organization, and ImprovBoston, a nonprofit improvisational theater, Brady took a leadership role during the pandemic in advocating and fundraising to keep performing arts and improvisational comedy financially afloat in Greater Boston. Through these organizations and through the Boston chapter of Showing Up for Racial Justice, Brady also engaged in political action and community organizing.

"Making masks gave me a sense of purpose," she said. "Being put out of work, having no occupation was really hard. For

New
England



me, making masks gave me a feeling of usefulness, and the fact that it was really needed was an added benefit. I love the feeling of knowing that people all around the community were wearing my masks."

Bob Butler

Early mornings are nothing new for SAG-AFTRA National Broadcast Vice President Bob Butler. As a U.S. Navy veteran and a longtime reporter for KCBS, Butler rises early to cover stories, ranging from politics to economics to natural disasters. So, when quarantine began, out of concern for his San Francisco Bay Area neighbors, he rose earlier to be one of the first in line at Costco to compete for the precious necessities that suddenly became impossible to get.

"I offered to pick up things for people who needed it, and I wasn't going to charge them; just pay me whatever it cost," Butler said.

He has helped hundreds of senior citizens, those with compromised immune systems, parents with small kids and others in his community, connecting through Neighbors Helping Neighbors on Facebook.

San
Francisco-
NorCal



Local Board member, Butler's lifetime of commitment has truly enriched the community.

"I just wanted to make a difference," Butler explained. "The reward is the thanks I get, and especially hand-drawn cards from little kids."

This isn't the first time Butler has set out to make a difference. He currently operates Butler Media, a nonprofit that conducts training projects for young journalists in Africa. He has also served as director of diversity for CBS corporation, sat on the board of directors for the National Association of Black Journalists, serving as president from 2013–2015, and contributed to the important work of the award-winning Oakland-based Chauncey Bailey Project.

On Jan. 27, Butler was honored as a 2020 Jefferson Award recipient for his volunteer service to the Bay Area during COVID lockdown. A former

Michelle Damis

Portland

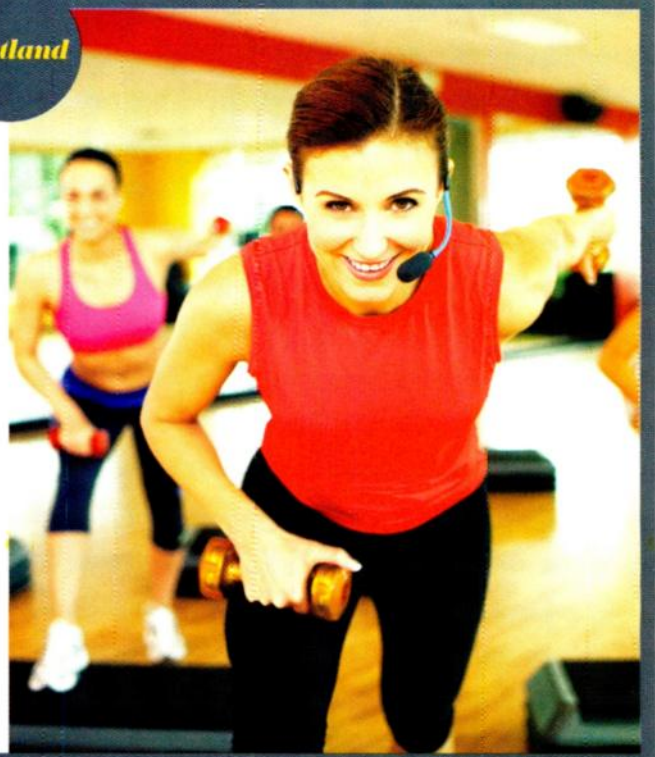
SAG-AFTRA Portland Local President Michelle Damis has been helping people stay in shape during the COVID pandemic by offering free, online fitness training sessions. Damis, an actor, stunt performer and exercise instructor, initially turned to Zoom to teach her clients from several local athletic clubs.

"I'd been doing other meetings on this platform," she related in a recent interview for Portland television station KGW, "and I thought, 'Well, why can't I teach classes here and connect with people who have taken my classes for years?'"

She's particularly focused on working with mature clients and those from vulnerable populations. "They already work so hard to stay in shape, and what were they going to do?"

She has around 200 regular participants, with clients from other states and even foreign countries. She says the weekly live, interactive sessions create more of a sense of community, so everyone has an incentive to show up and follow through with their workout routines.

"Our group has been growing and staying focused and really positive and staying healthy," she said, "we're just doing what we can."



National Board continues from page 16

The President's Award was presented to Krebs' family in recognition of his extraordinary service to the union and its members. Krebs passed away on April 6 (see page 34).

During its Feb. 6 meeting, the Board approved the SAG-AFTRA Influencer Agreement (see page 58) and passed a resolution to preemptively deny former president of the United States and former union member Donald Trump from readmission into SAG-AFTRA. And a tribute was held in recognition of former SAG-AFTRA Senior Advisor John McGuire's 52 years of service (see page 60).

FAIR Act continues from page 47

control. They watch what they want, when they want.

The explosion of television and music streaming has caused producers and record labels to adapt their business practices and production schedules. Due to streaming services, record companies have reduced costs and gained historic revenues. With no corresponding update to artist contracts, they are doing this at the expense of the artists.

Why should I care?

This is a working actor issue, not a Hollywood star issue, and working actor issues are worker issues. You should care about any scenario that allows an employer to both stop paying its workers and keep them from finding paying work elsewhere. Because if it's allowed in one industry, it can happen in any of them.

What can I do to support the FAIR Act?

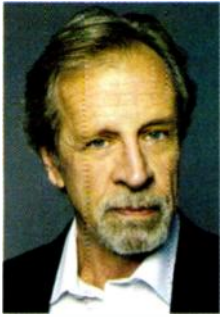
Sign up to support the bill and receive regular updates at sagaftra.org/fairact. And be sure to share your support on Twitter and Facebook. The fight has only just begun.

Professional Young Performer After the Year 2000? Check for Unclaimed Wages!



In Memoriam

We honor the memory of members whose deaths were reported to SAG-AFTRA between Dec. 4, 2020, and March 31, 2021.



RICHARD GILLILAND



HAL HOLBROOK



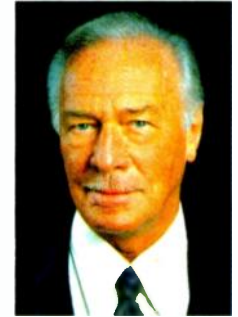
LARRY KING



CLORIS LEACHMAN



K.T. OSLIN



CHRISTOPHER PLUMMER

Hank Aaron	1/22/21
Toshiya Agata	10/17/20
Lassie Lou Ahern	2/15/18
Dan Albright	12/4/20
Ken-Ali	2/4/21
Johnna Allen	2/1/21
Angelo Amaranto	12/27/20
Johnetta Anderson	1/20/21
Max L. Anderson	11/27/20
Percy Anderson	8/5/20
Richard Anson	3/27/21
Maria Elaina Antoniou	1/22/21
Scott Atkinson	2/26/21
Vincent T. Bagli	10/6/20
David Baillie	3/6/21
Clyde Baldo	12/23/20
Josette Banzet	12/4/20
Reuven Bar-Yotam	2/6/21
John Baray	2/15/21
Olga Barber	1/23/21
Robert Barron	9/9/19
William S. Bartlett	8/31/20
Harry Basch	6/23/20
David Bates	11/15/18
Elgin Baylor	3/22/21
Richard Beatty	1/9/21
Mark V. Bedard	3/2/20
Dolly Beechman	10/29/20
Marc Bentley	11/23/20

Bev Bergeron	12/3/20
Greer Bishop	2/13/21
Sarah E. Bixler	1/3/20
Dick Boccelli	7/12/19
Frank Bongiorno	4/13/20
Rosemarie Bowe	1/20/19
Ray Brady	1/12/21
Patricia Brandkamp	9/29/20
Asher Brauner	1/2/21
John Franklin Bristol	12/1/20
Patrick Britt	1/22/21
Catheryn J. Brockett	11/20/20
Denny Brooks	7/14/18
Keith Buckley	12/1/20
Patricia Kirby Burgoyne	12/16/20
Jessica M. Campbell	12/29/20
Johnny Canton	12/31/16
Cookie Carosella	1/14/21

Michael James Carroll	1/20/21
Lou Charloff	1/23/21
Ramon Chavez	1/25/21
Eugene Choy	12/28/20
Jean E. Ciccia-Ricker	11/17/20
Byron Clark	1/7/21
Robert P. Cohen	12/17/20
Larry K. Collis	12/25/20
Forrest Compton	4/4/20
June Conniff	3/16/20
Helen Connolly	11/24/20
Dorothy Constantine	6/9/20
Linda Overlin Cook	2/14/21
Candy Corday	12/24/20
Chick Corea	2/9/21
Charlotte Cornwell	1/16/21
James S. Cranna	5/4/17
Yanet Cuevas	12/22/20



STEVE FRIED, an actor, former 3rd vice president of Screen Actors Guild and past president of the Arizona Branch, passed away Jan. 20 at the age of 83.

Fried was devoted to his union and worked in leadership in a variety of capacities. He was also a 20-year Army veteran who fought for his nation as an officer during two tours in Vietnam, earning a Bronze Star and other accolades.

He joined the union in 1983, and from 1996–2012, he served on numerous national committees, including the Executive, Strategic Planning, Finance and Right-to-Work committees, as well as the Committee of Locals and numerous others. He served on the National Board for 18 years.

He was known for his passionate belief that all members of the union should be well represented, regardless of the kinds of work they did or where they did it.

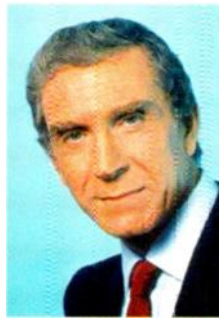
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ANN REINKING



PETER M. RICHMAN



GEORGE SEGAL



CICELY TYSON



MARY WILSON

Marcus D'Amico	12/16/20
Nic D'Avirro	1/12/21
Paul J. Darby	12/22/20
Bill Darling	11/26/20
Henry Darrow	3/14/21
Spencer Davis	10/19/20
Raymond De Marco	8/27/20
Mark M. Dec	1/27/21
Edgardo Del Villar	12/13/20
Vincent J. Demarzo	12/31/20
Vern DePaul	2/5/21
Ding Dingle	12/3/20
Kathleen Doyle	1/31/21
Dick Duane	1/28/21
Dave Dykstra	4/24/20
Jack Ellery	12/8/20
Nola Fairbanks	2/8/21
Jude Farese	5/27/20
Liza Farrow-Gillespie	7/3/20
Gay Faulkner	5/10/18
Buck Finley	10/5/19
E.Z. Finn	11/8/20
Christian James Fletcher	3/10/21
Rick Flores	1/18/21
Nick Apollo Forte	2/26/20
Jahmil French	3/1/21
Mira Furlan	1/20/21
Carlos Gaivar	12/1/20
Penny Gaston	5/25/19
Jerry Gatlin	3/4/21
Maxon Gee	11/2/20
John Gehret	2/22/21
George Gerdes	1/1/21



JESSICA WALTER, an award-winning actor and former SAG officer, died March 24 at the age of 80. Known to younger generations as Lucille Bluth on *Arrested Development* and as the voice of Malory Archer on the animated series *Archer*, she spent more than 60 years in show business, on stage and screen.

She received Emmy nominations for her performances in *Arrested Development*; *Trapper John, M.D.* and *The Streets of San Francisco*, and won for playing detective Amy Prentiss in the 1974 show of the same name.

A member of the union since 1960, Walter also volunteered to serve SAG and her fellow members. She served as a vice president of SAG for eight years, from 1975–83, and was a National Board member for more than a decade.

George Gilbert	5/26/19	Wardell Howard	11/7/20
Richard M. Gilliland	3/18/21	Lisabeth Hush	2/19/21
Steve Grad	3/16/21	Larry Isler	10/29/20
Vernon Gray	2/17/21	Philip A. Ives	7/19/20
Garth Green	2/13/21	Willie K	5/18/20
Rosalyn Grossan	12/14/20	Bob Kaliban	12/12/20
Alba Guerra	7/31/19	Ken Kane	4/8/20
John Hackett	12/8/20	Ola Kaufman	9/12/19
Irving J. Haggart	3/28/21	Ramsey Kearney	3/14/20
Daniel P. Hannafin	12/01/20	Michael P. Keenan	4/30/20
Monni Harmon	11/18/20	Cynthia Kelley	1/7/21
Sy Harris	1/11/21	Larry King	1/23/21
Jerry M. Hawkins	1/24/21	Greta Kreuz	1/30/21
Brian Healy	1/12/20	Joe Lake	1/22/21
Patricia Helwick	1/4/21	Sam Lancaster	12/18/20
Jery Hewitt	11/19/20	David L. Lander	12/4/20
Gerald Hiken	1/7/21	Justin Lane	1/1/21
David Hilton	6/15/20	Rae L. Lawrence	7/19/18
Hal Holbrook	1/23/21	Tom Lawrence	4/18/20
Simeon Holloway	12/30/20	Cloris Leachman	1/26/21
Frank Holms	3/16/19		

Continues >



In Memoriam

Adam Leadbeater	11/19/20	Joe Paparone	1/19/21	George Segal	3/23/21
Bob Leary	3/20/21	Pamela Payton-Wright	12/14/19	Mike Gerard Sheehan	6/7/19
Stuart Franklin Levin	11/14/20	Bob Pearl	11/25/20	Paul Shively	1/4/21
Gaetano Lisi	12/16/20	Mark Persian	2/24/21	Gregory Sierra	1/4/21
Tiny Lister	12/10/20	Jolie Peters	11/18/20	Cliff Simon	3/9/21
David Little	1/2/21	John Petlock	11/16/20	Chester A. Sims II	1/2/21
April Love	11/28/20	Andrew Leonard Phillips Jr.	10/18/20	Eugene Slatkin	1/14/21
Frenchie Love	6/11/19	David Brian Pierce	12/28/19	Ronald Snow	11/26/20
William R. Luckey	1/29/21	Nacho Pina	7/2/20	Lucy M. Sorlucco	9/10/19
Rebecca Luker	12/23/20	Christopher Plummer	2/5/21	Barbara Spiegel	11/5/20
Robert Lunny	3/19/20	Tom Pointer	11/4/20	A.J. Stephans	7/12/20
Harry Mackin	1/5/21	Frank M. Porter	3/9/18	Jeremy Stevens	10/27/20
Irwin Marcus	1/27/21	Charley F. Pride	12/12/20	Carol Sutton	12/10/20
Jeanette P. Maus	1/24/21	Juan Qian	1/24/21	Herbie Tepper	1/9/21
Jack McCabe	10/28/20	Marion Ramsey	1/7/21	R.D. Thompson	11/15/20
Kate McGinity	1/12/21	Walter J. Raney	1/2/21	Jack Turley	1/19/21
J. Emerson McGowan	11/18/20	Marguerite Ray	11/18/20	Bruce Tuthill	2/12/21
Phyllis Jean McGuire	12/26/20	John Reilly	1/9/21	Cicely Tyson	1/28/21
William Biff McGuire	3/9/21	Ann Reinking	12/12/20	Al Underwood	1/27/21
Wendel Meldrum	1/27/21	Yves Rene	10/28/20	Randy Vahan	9/14/19
George Lee Miles	2/25/21	Michael E. Reynolds	12/3/20	Lucas Van Wormer	3/2/21
Edna Glover Mishkin	11/21/20	Peter Mark Richman	1/14/21	Scott Vance	1/17/21
Ric Moreno	2/25/21	Tanya Roberts	1/4/21	Rene Veluzat	3/21/21
Eugene Floyd Morrill	7/27/20	Jimmie Rodgers	1/18/21	Brad Venable	1/6/21
Don Morrow	10/27/20	Dan Rogers	3/2/21	Joyce Wakefield	1/15/21
Bradley Mott	10/10/20	Gilbert Rogers	3/2/21	Lee Wallace	12/20/20
Bill Moynihan	2/14/21	Wilfredo Roldan	12/25/20	Jessica Walter	3/24/21
Aida Murphy	11/10/20	Darlene Romano	1/1/21	Watson Watring	1/8/19
Maurice P. Murray	1/15/21	David Romano	12/26/20	Jim Weatherly	2/3/21
Sharon Lee Nichols	8/30/19	Lloyd Roseman	1/14/21	Robb Webb	2/3/21
Michael Nicolosi	11/2/20	Lucy Roucis	2/7/21	Dawn Wells	12/30/20
Dennis Nicomede	9/5/20	Fortunato Rubino	2/16/18	Caroly Wilcox	1/9/21
John Nielsen	2/13/21	Carina Rush	1/25/21	Mary Wilson	2/8/21
Alice W. O'Connor	11/19/20	Chilton Ryan	5/8/20	Jack Winans	5/7/19
M. Xavier O'Connor	3/15/21	Marjie Rynearson	5/10/20	Gene Woodbury	8/5/19
Jean O'Rourke	12/6/20	Phil Scheeler	11/20/20	Gail Wynters	2/19/21
Marie O'Malley	1/18/21	David Schramm	3/28/20	Merritt Yohnka	9/16/20
Evelyn Orbach	12/4/20	John Scopelitis	9/16/20	Ray York	2/22/20
K.T. Oslin	12/21/20	Geoffrey C. Scott	2/23/21	Robert Yuro	11/16/20
Jean Palmerton	2/3/21	George Thomas Seaver	8/31/20	Jeff Zandberg	1/29/21

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Actors get their first six months of Backstage.com access for free. And then, after six months, the account renews at just \$9.95/month (half off the usual monthly rate) at backstage.com/sagaftra6. SAG-AFTRA members can contact the backstage.com customer service team at (917) 725-6367 if they want to switch their existing backstage.com account over to this discounted monthly rate.

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Vanishing Angle's post-production company, DryDock, is committed to supporting independent filmmakers. SAG-AFTRA members receive a 20% discount on post-production services, including editorial, color, VFX, finishing and more. To redeem, contact, Laura Coover and mention the discount offer at laurac@vanishingangle.com.

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Source Elements is offering SAG-AFTRA members a 20% discount to subscriptions of their Source-Connect software. Source-Connect, which is available for Windows and Mac, allows users to record and monitor from anywhere. For more information about Source-Connect and how to subscribe,

please log into your sagaftra.org account and navigate to Source-Connect under the Deals & Discounts page.

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SAG-AFTRA members get 20% off a one-year Premium Plus membership to Casting Frontier. Make sure to have your SAG-AFTRA membership ID number available when registering for your new account. The 20% discount will be automatically applied at checkout when verifying your membership ID. To redeem the discount, go to castingfrontier.com/sagaftra.

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Audio outfitter Vintage King is offering SAG-AFTRA members exclusive discounts on select microphones, interfaces, headphones and more — perfect for home studios of any shape and size. To access the discount, please log into your sagaftra.org account and navigate to Vintage King under the Deals & Discounts page.



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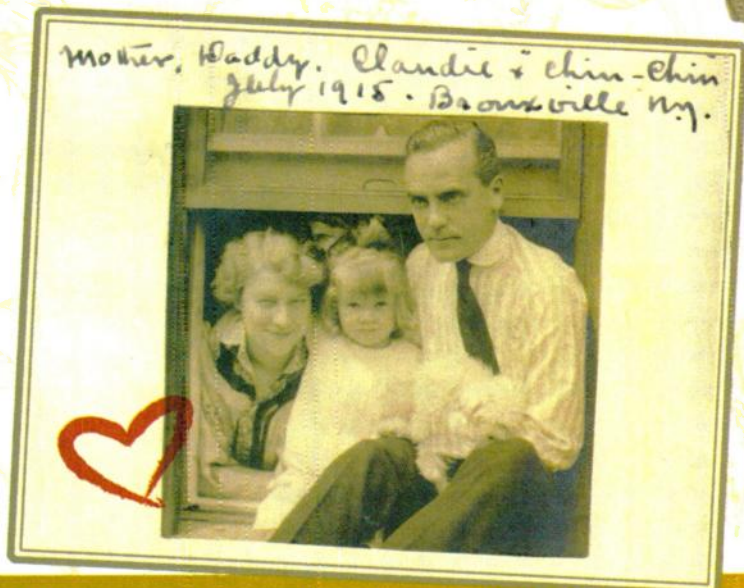
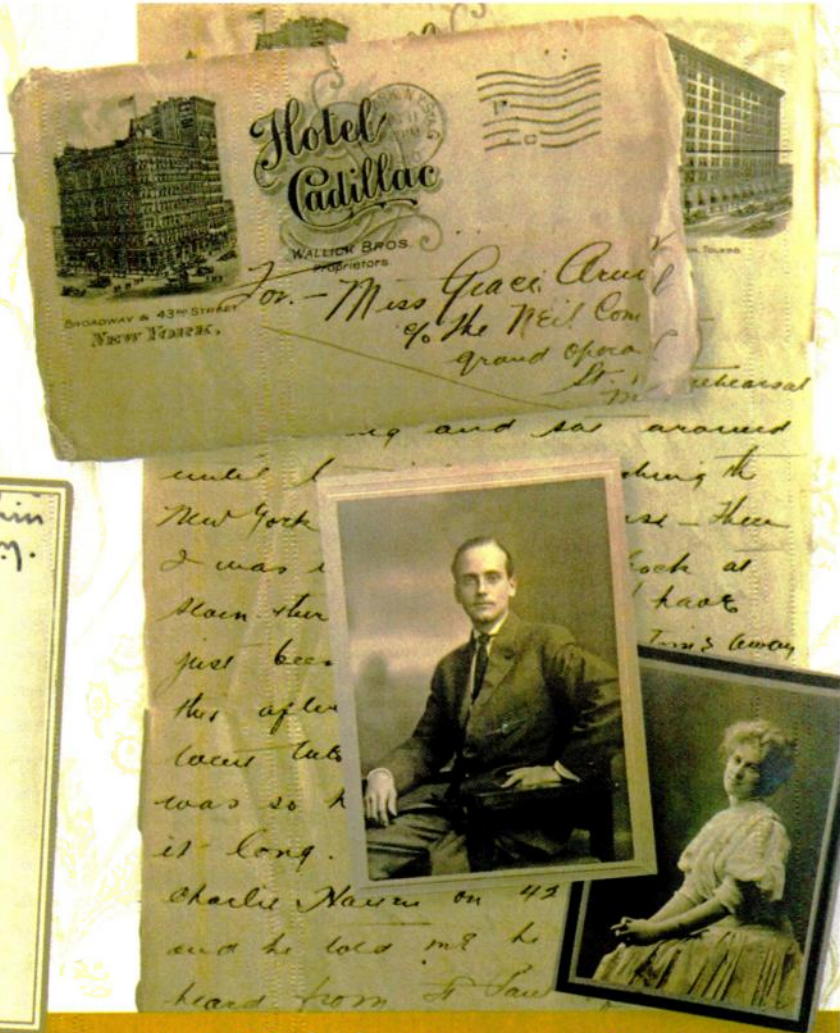


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THE SAVINGS ADD UP!

The 1910 love letters of Ralph Morgan, the future first president of Screen Actors Guild, to his fiancée Grace Arnold are a glimpse at the life of traveling actors. At right, a 1908 portrait of Morgan taken in Chicago his first year as a professional actor and actress Arnold, photographed in New York by Broadway's famous White Studio, before they met. Below, the family in 1915, from daughter Claudia Morgan's scrapbook.



'Even Death Couldn't Separate Us': Ralph Morgan in Love

"Nothing in this world can come between us, now can it dear. As you said, 'nothing but death' — but even death couldn't separate us — for I know wherever your soul might be in this universe, my soul would go and find it. Nothing could stop it."

It was Sunday, Aug. 7, 1910. The writer was 27-year-old stage actor Ralph Morgan, madly in love, engaged, lonely and heading east on the Pennsylvania Limited, Pullman Vestibuled train from Chicago to New York to join a road company of the hit Broadway play *Madame X*. Pouring his heart out on paper to his fiancée, actress Grace Arnold of the James Neill Stock Company in St. Paul, Minnesota, he explained his shaky handwriting: "Darn this train — it's rocking like a seagoing hack and I simply can't make this pen behave."

The besotted young thespian would become a movie actor, an Actors' Equity council member and the first president of Screen Actors Guild. SAG-AFTRA's Special Collections has 15 of the letters Morgan wrote to Arnold in August 1910, and other family memorabilia donated by the late actress Frances Tannehill Clark.

"I love you so, so dearly. I never realized so absolutely until we were separated, how very necessary your presence near me had become. I feel almost as if I had actually left some part of me behind. In my dreams I find myself stretching out my hand as though looking for something I had lost. It is my heart, of course, that has gone from me — and as that has always been a very big part of me, I naturally feel

the loss of it very much."

He devoured every communication from her, replying, "My Love, your kind telegram came last night and your wonderful letter this morning, and they were both like beautiful drops of water from Heaven to the parched lips of the man on the desert." He also shared his *Madame X* rehearsal frustrations, one with a drunk director:

"Yesterday's rehearsal was the most trying one we have had yet — all afternoon and evening — and a new man rehearsed us. Well, he was just a little bit to the bad with booze and he insisted upon stopping us on every line and giving us different intonations and business. I know the piece so well now that I knew half the things he told me were absolutely wrong ... I couldn't say one line to please him ... at last he got me so nervous and tired out that I became hysterical and when he would correct me I could only laugh at him like a silly idiot ... just at present we are all absolutely in the air and have no idea what we are really to do."

Ralph and Grace married on Sept. 15, 1910, at New York's Little Church Around the Corner and their only child, Claudia, was born June 12, 1911. A true chip off the old block, Claudia Morgan became a stage actress, a radio star, a longtime Actors' Equity Council member and an AFTRA National Board member.

In our era of cellphones, texting, email, Facetime and the like, the Ralph Morgan letters are a precious window to a time when the only truly instant long-distance communication was via telephone landline — and intense romantic idealism still thrived.



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