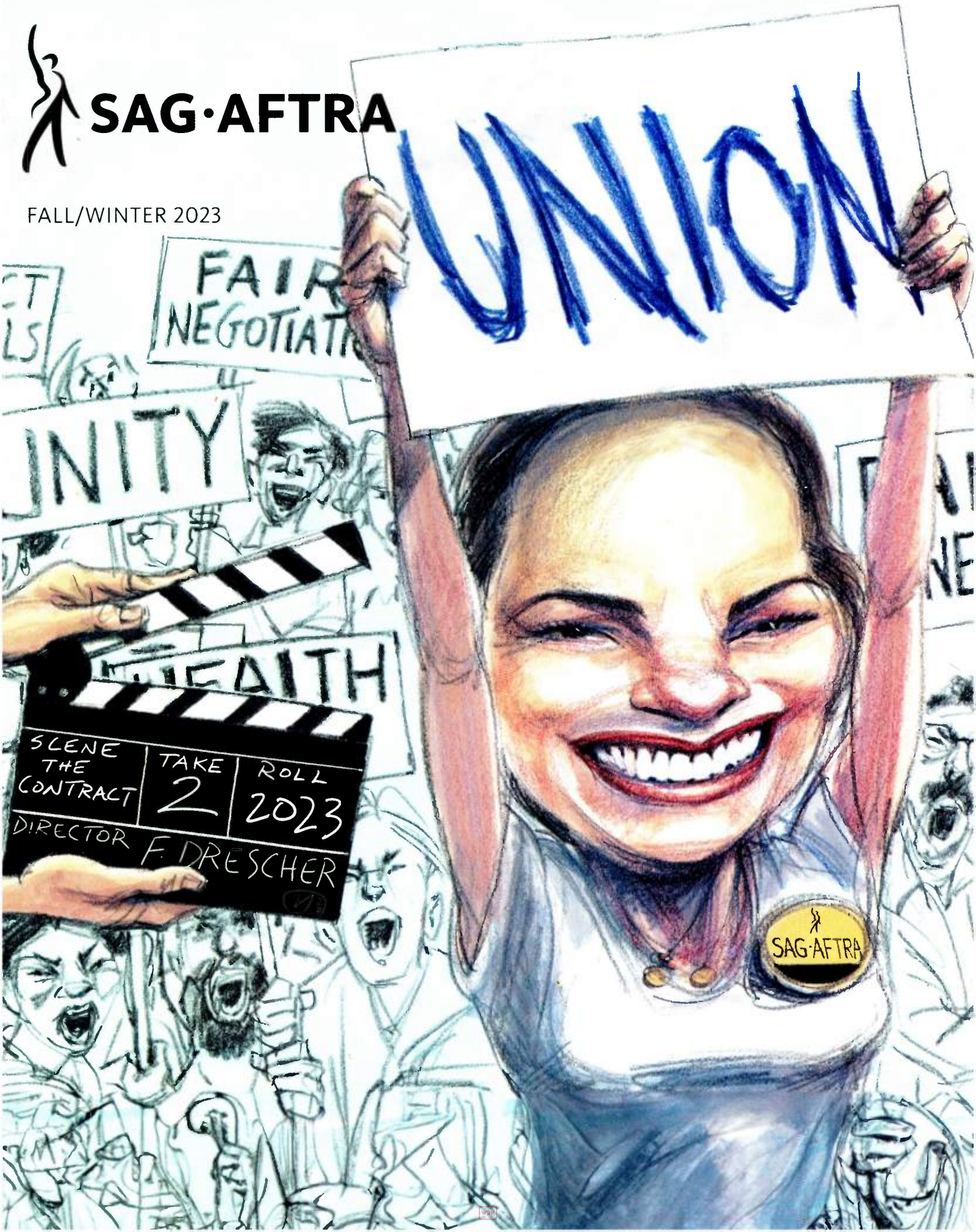




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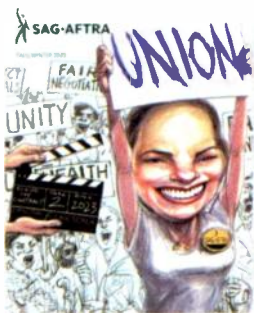
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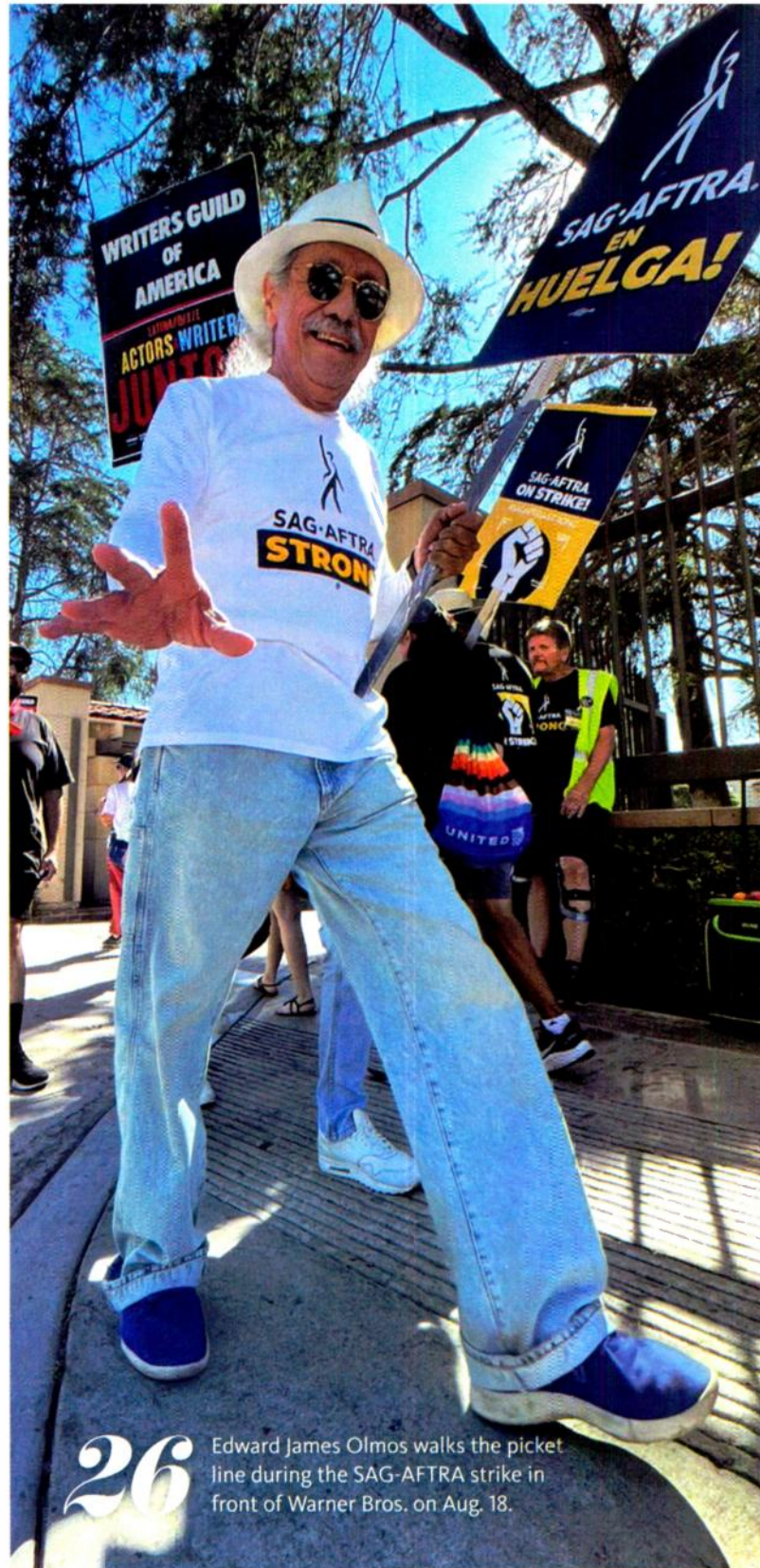
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Edward James Olmos walks the picket line during the SAG-AFTRA strike in front of Warner Bros. on Aug. 18.

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A Letter from the President



FRAN DRESCHER

“The TV Theatrical/Streaming 2023 contract will long be remembered as ‘The Billion-Dollar Deal.’”

Dear Member,

With the holiday season well under way, I think this is a good time to reflect on the enormous experience we all just went through together.

A convergence of elements came into focus that turned our union into a force to be reckoned with!

Both National Executive Director & Chief Negotiator Duncan Crabtree-Ireland and I were determined to make this contract a seminal one.

I brought my New York chutzpah into the mix, declaring, “We’re not peons, we’re partners!”

And, along with the greatest, most representational, co-supportive group of intelligent members who all work the contract, our Negotiating Committee was forged.

Over thousands of hours, we lived, breathed, argued, wept and debated over every decision on behalf of all of you, the member body.

We followed The Fran Plan and became a non-partisan family where all were equal, all were heard, and time and patience became the “Secret Sauce”!

We knew this was a historic time and an

inflection point.

New revenue for streaming was imperative. Unregulated AI needed barricades. Out-of-control casting abuses required restrictions, and background talent and performers alike needed to catch up to inflation with their minimum rates.

And for all of that and so much MORE, we passionately fought for 35 days of negotiations.

Although some advancements were made, it was not anywhere near enough, and so, with the largest strike authorization vote in our union’s history and full support of our National Board, we declared a strike for the first time in 43 years on this contract!

And so began the “Hot Labor Summer.” Enter the strike captains!

This unwavering group of unsung heroes led the charge at the picket lines, both in Los Angeles and New York.

Days turned into weeks and weeks into months, but these fearless fighters became our generals on the battlefield front lines.

Our tenacity ignited a workers movement around the world.

It was like *The Emperor’s New Clothes*.

We had the courage to speak our truth that rang like a bell and awakened labor everywhere out of a quiet desperation.

So, after every trick in the AMPTP book was played to no avail, they finally leaned in farther than they ever expected to and, with great member struggle and sacrifice, came victory!

We entered as the largest entertainment union in the world and, 118 days later, walked away also the most powerful.

The tides have changed, we have changed.

Never again to be treated like peons, but now and forever thought of as partners.

The TV/Theatrical/Streaming 2023 contract will long be remembered as “The Billion-Dollar Deal.”

Thanks to Chief Contracts Officer Ray Rodriguez, Chief Communications & Marketing Officer Pam Greenwalt, our hardworking staff and — especially — all of you for your resolve and belief in your Negotiating Committee.

We couldn’t have done it without you!

May we all enjoy a well-deserved happy and healthy holiday season!

In solidarity,

Fran Drescher



SAG-AFTRA MAGAZINE

Thank you for sending me my Summer 2023 *SAG-AFTRA* magazine.

Honestly, the world that we are now living and working in is becoming more difficult. *SAG-AFTRA* magazine did a wonderful job supporting us by explaining what is going on and how we can improve it.

You made my day!

Terry Londeree

Atlanta Local

A MAGNIFICENT RESPONSE

I am watching the progress of a historic SAG-AFTRA strike against the companies represented by the AMPTP. It has been a daunting yet magnificent response from many individuals regarding the fundamental challenges that confront our industry at this time. It harms the well-being of people and their livelihoods when there is a call to strike and later the reality of mounting a sustainable plan of action.

In this world where leadership and skills of diplomacy are mediocre at best, it has been wonderfully heartening to see our SAG-AFTRA president, Fran Drescher, stand head and shoulders above the throng of battle and, in a determined, logical and professional manner, call out the injustices that plague our industry. Thank you so much Fran for fighting alongside us.

Christopher Bruce Pluck

Los Angeles Local

@ ACTION ITEMS

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

We want to hear from **YOU.**

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 Executive Vice President



LINDA POWELL

“Labor is gaining strength in this country and we are a vital part of that movement.”

Dear Member,

It was an honor and a privilege to be elected your executive vice president at what turned out to be the shortest convention in our union’s history. We’d barely had time to learn to navigate the portal together, to hear from President Drescher and to vote for our national officers when we got word that the AMPTP was finally ready to come back to the table. Convention was put on hold, and the fight for a fair TV/Theatrical/Streaming contract and end to the strike was put back on the front burner.

This has been a stressful time for all of us, but it has been one of the most exciting and hopeful times in my experience as well. The fierce engagement of so many members over the past months, the solidarity, the support for our negotiating committee, and the vibrant debate over the contract speak volumes about the vitality of our union.

That spirit of unity hasn’t been limited to our members. Over the past six months, we picketed side by side with

our WGA siblings, members of various other unions and “civilian” supporters. We have grown closer with laborers in other industries fighting similar battles against wage deflation and technology. We marched with writers, directors, Teamsters, crew, musicians, nurses, flight attendants, auto workers and baristas. Labor is gaining strength in this country and we are a vital part of that movement. Continuing to nurture those relationships old and new will be of benefit to all. There is strength in our numbers.

With the strike behind us comes the opportunity to work together to write the next chapter of our story. I have no doubt that the energy from the increased member involvement created by the struggle will shape who we become. The union is its members. All of our voices — those that cheer, those that question, those that challenge, those that support and those that lead — are equally important. At 160,000 strong, we are a force to be reckoned with.

SAG-AFTRA, 11 years since the merger, is still fairly young as an institution. We

need to remain committed to allowing changes and adjustments to that institution as we grow. To strengthen what works for us and meet the challenge to reckon with what might not. This is especially important as technology swiftly changes the way we work, the way we communicate and the way we live. I am looking forward to working together with President Drescher, Secretary-Treasurer Fisher and leaders around the country to make sure that we have clear, open communication from local to local as well as from union to member, as we navigate our way through those changes. Continuing to nurture a practice of including all categories and constituencies in our conversations will be a priority.

Onward together,

A handwritten signature in black ink that reads "Linda Powell". The signature is fluid and cursive.

Linda Powell



JOELY FISHER

"I vow to create a climate where you can feel confident in getting answers from our staff and leadership when you have questions and concerns."

Fellow Members and Friends,

This is my first letter since being re-elected as your secretary-treasurer. I'm grateful you saw fit to put your trust in me once again, and I take seriously the responsibility of being a leader who represents all our members — wherever you find yourself on the path of this coveted career.

It's essential for those of us in this profession to have transparency from our union leadership. This was a huge reason why I initially made the decision to run for office. I understand the struggles unique to this career path, as I, too, have experienced the emotional and financial strains. In fact, like many of you did, I lost my health care coverage this year.

Getting members back to work after this intense period of time has been part of the solution. But also, health care coverage accessibility has been at the top of my mind. That's why it's been recommended to the SAG-AFTRA Health Plan trustees that participants who would otherwise lose eligibility immediately following an earnings cycle that included the strike period be provided with additional coverage. Our health and pension funds will also benefit from outsized increases to the contribution caps which haven't increased since the 1980s.

Yes, performers are resilient, and throughout the TV/Theatrical/Streaming strike we've shown we are capable of accomplishing so much when unified, but an essential part of keeping our unity strong is keeping the communication flowing. That's why it's so important for members to continue taking part in

the union's informational meetings and educational opportunities. Additionally, I vow to create a climate where you can feel confident in getting answers from our staff and leadership when you have questions and concerns.

We, on the Negotiating Committee, started 2023 by preparing the most aggressive proposal package in the history of our union. Many members participated in the robust wages and working conditions plenary. If you weren't involved in this cycle, I hope you'll participate in the next one, as the W&W process is an essential part of having your voice inform what goes on the table.

Though the typical duties of secretary-treasurer remain restricted to the union's finances, members have reached out to me in appreciation of my mental health advocacy. It's a cause I will continue to champion.

On Oct. 20, I sent a letter recounting my trip to Washington, D.C., where I participated in a mental health roundtable at the White House. I was joined by showrunners, fellow actors, creatives, top mental health professionals, and high-level White House decision-makers. The mission? Authentic representation of mental health in film and television. I embraced the opportunity to discuss supporting you, the members of SAG-AFTRA. Mental health care is health care.

As your union leaders, we see this need and we want to declare our support — we see you and we hear you. You are not alone. SAG-AFTRA has a number of financial and mental health resources listed on our website. The SAG-AFTRA

Foundation and Entertainment Community Fund have been especially helpful to many members during difficult times.

Know that this will be my ongoing mission.

We have each other.

That's perhaps the greatest achievement that's been forged this year — SAG-AFTRA members have been creating profound bonds, both virtually and in-person.

Whether it's contract ratification, legislation affecting performers, or the operation of this union, I know we can count on each other to take to social media and educate our colleagues about the issues.

I've been especially inspired by those who've decided to continue their activism in the months ahead. In 2024, IATSE, AFM and the Teamsters will be negotiating their contracts, and they can count on us supporting them just as they've been supporting us.

When we rally behind all our sibling unions and help strengthen worker protections, we put ourselves on a level playing field with our employers. We make them our partners again.

There's much to be thankful for, and I wish you all a happy, healthy holiday season.

Always keeping the membership first,

Joely Fisher



SAG-AFTRA

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DUNCAN CRABTREE-IRELAND

“This union is privileged to be made up of so many who are committed to being a force for change.”

Dear Member,

This year marks the 90th anniversary of the incorporation of one of our predecessor unions, Screen Actors Guild. Few organizations can boast that they’ve existed for nearly a century. And, as we wrap up 2023, it’s important that we acknowledge this impressive milestone. We predate many of the companies who employ our members, and we’ve outlasted quite a number of the original studios. Longevity for any institution requires flexibility and adaptation, and throughout its nine decades of existence, our organization has continued to grow stronger as it’s responded to the changing cultural and media landscape.

Those who signed Screen Actors Guild’s incorporation papers back in 1933 would likely have a hard time understanding what a podcaster or social media creator/influencer is, yet we now have members who perform work under those agreements. CGI? Performance capture? Video game voice actor? Such terms and job titles would have baffled the union’s founders. This is one of the reasons why our contracts are evolving documents that are renegotiated every three years — so we can keep wages and working conditions evolving and improving as the industry changes.

The creative community has often found itself in the unique position of being among the first to respond to new technology. And now we find ourselves on the front lines of another new chapter. Artificial intelligence (AI) will impact all aspects of daily life in the coming decade. Luckily, SAG-AFTRA is uniquely positioned to advocate for and ensure individual and intellectual property rights are protected from abuse and exploitation.

Bargaining around the use of AI will continue to be one of the most important challenges SAG-AFTRA faces. As AI takes new forms with unprecedented capabilities, SAG-AFTRA is dedicated to establishing the broadest possible protections for professional performers’ images, voices, likenesses and performances. We’ll fight to prevent infringement and, in addition to achieving contractual protections, we’ll pursue and support legislative efforts.

We must remember that AI itself and everything generated by it originates from a human creative source. That’s why human-generated material — intellectual property — must continue to be defended and protected.

Thanks to the efforts of our government affairs and public policy team, lawmakers are understanding our urgency in

addressing the threats posed by new technologies and are now working proactively to introduce important new legislation such as the NO FAKES and NO AI FRAUDS Acts.

AI and its implications for individual and intellectual property rights are an immense responsibility, but one SAG-AFTRA is well-prepared to take on. I’m glad so many members are engaged with these important discussions. You can continue to take part in driving all of SAG-AFTRA’s efforts by remaining informed about the union’s bargaining and legislative efforts, participating in the wages and working conditions process, and contacting your legislative reps to voice your support for SAG-AFTRA-supported bills that ensure individuals’ protections.

This union is privileged to be made up of so many who are committed to being a force for change. Let’s keep that momentum going throughout 2024.

Happy holidays from my family to yours,

Duncan Crabtree-Ireland

SAG-AFTRA Members Re-elect Fran Drescher President and Joely Fisher Secretary-Treasurer

Linda Powell Elected EVP

SAG-AFTRA members re-elected two of the union's top-ranking officers in September, returning to office Fran Drescher as president and Joely Fisher as secretary-treasurer for two-year terms.

Ballots for the national officers election were mailed to 124,477 eligible voters on Aug. 9 and 28,430 were returned for a return of 22.84%. Drescher received 23,080 votes, and Maya Gilbert-Dunbar received 5,276 votes. In the election for secretary-treasurer, Fisher was elected to the position with 19,777 votes, and Peter Antico received 8,361 votes.

Drescher said, "I am honored to serve my union as president for another term ... I want all members to be equal in all ways, and I will continue to fight against marginalization and discrimination within our union, from our employers and the world at large. Our main objective as a labor union must be to make sure everyone has equal opportunity to work. Together, we will watch partisanship fade away as we develop a new culture of respect, patience and understanding. Taking our time, speaking from the heart and making decisions must be based on wisdom and not politics."

Fisher said, "In these challenging times, performers do what they've always done best: work together towards a common goal. I'm grateful for your trust in my work on behalf of my union siblings and steadfast in my commitment to you. I want to acknowledge every member who recognized this auspicious moment and volunteered to serve. Your willingness to run for office and contribute is deeply appreciated by your union family ... President



Fran Drescher



Linda Powell



Joely Fisher

Drescher and I are so thrilled to work alongside all of you as we usher in a new age for SAG-AFTRA — where we are all respected and sufficiently paid for our contribution to this industry."

At the SAG-AFTRA national convention on Oct. 21, Linda Powell was elected executive vice president. Powell, who also serves as SAG-AFTRA New York Local first vice president, began her two-year term immediately upon her election.

"I'm so honored to have been elected by the membership to serve as SAG-AFTRA executive vice president. I am looking forward to working with President Drescher and the rest of our dedicated leadership team at this pivotal time for our union. We will work to build on the solidarity of this moment to serve our members while exploring new opportunities for growth and innovation," said Powell.

@ See page 36 for the full list of national vice presidents elected at the convention.

Contract Updates

The following are SAG-AFTRA's ongoing or upcoming contracts.:

Active Negotiations

- Sound Recordings
- Interactive

Upcoming Negotiations

- TV Animation
- Network Code

News & Broadcast

Still in progress or starting in 2023:

- CBS Network News
- CBS O&Os
- Fox O&Os
- Gray TV stations

- iHeartRadio stations

- KPBS

- NBC O&Os

- NYPR

- Telemundo L.A.

- Telemundo N.Y.

- Univision L.A., Chicago and San Francisco

- WFAE



Watch your emails and sagaftra.org for details.

Fair Video Games Contract Now!

Members Authorize Another Strike

SAG-AFTRA has been in Interactive Media Agreement negotiations with the video game companies since October 2022. Throughout the negotiations, the companies have refused to agree to critical terms members need. Though there have been gains in some areas, the contract expired on Nov. 7 of last year, and since then, members who work this contract have been operating month to month.

In order to return to bargaining from a position of strength, in September, members voted to authorize a strike, with more than 98% voting yes. In total, 34,687 members cast ballots, representing a voting percentage of 27% of eligible voters.

The strike authorization vote doesn't guarantee a strike will occur; rather, it's a tool to signal to employers that members' patience is not unlimited, and that their proposals need to be taken seriously.

As this issue goes to press, negotiations continue with the game companies, which include Activision Productions Inc., Blindlight LLC, Disney Character Voices Inc., Electronic Arts Productions Inc., Formosa Interactive LLC, Insomniac Games Inc., Take 2 Productions Inc., VoiceWorks Productions Inc., and WB Games Inc.

Members who work in interactive media want to be able to continue to earn a professional living doing the job they love. Compensation has been undercut by inflation, unregulated use of artificial intelligence threatens the very voices and likenesses that form the basis of professional acting careers, and safety provisions need to be stronger to protect members.

SAG-AFTRA President Fran Drescher and other union leaders released a statement Sept. 25 announcing the results of the strike authorization vote.

"It's time for the video game companies to stop playing

games and get serious about reaching an agreement on this contract," said Drescher. "The result of this vote shows our membership understands the existential nature of these negotiations, and that the time is now for these companies — which are making billions of dollars and paying their CEOs lavishly — to give our performers an agreement that keeps performing in video games as a viable career."

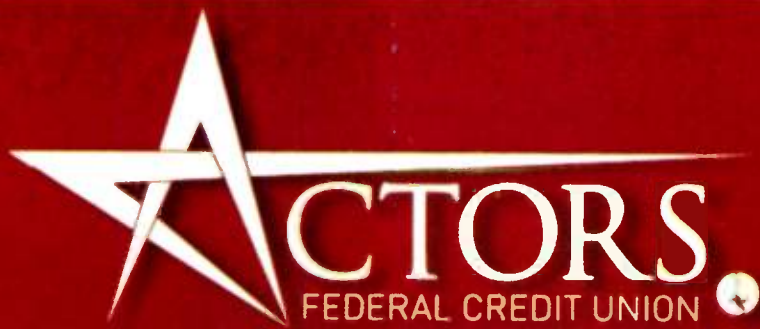
"After five rounds of bargaining, it has become abundantly clear that the video game companies aren't willing to meaningfully engage on the critical issues: compensation undercut by inflation, unregulated use of AI and safety," said SAG-AFTRA National Executive Director & Chief Negotiator Duncan Crabtree-Ireland. "I remain hopeful that we will be able to reach an agreement that meets members' needs, but our members are done being exploited, and if these corporations aren't willing to offer a fair deal, our next stop will be the picket lines."

"Between the exploitative uses of AI and lagging wages, those who work in video games are facing many of the same issues as those who work in film and television," said Chief Contracts Officer Ray Rodriguez. "This strike authorization makes an emphatic statement that we must reach an agreement that will fairly compensate these talented performers, provide common-sense safety measures, and allow them to work with dignity. Our members' livelihoods depend on it."

The strike authorization vote was initiated on the unanimous recommendation of the SAG-AFTRA Interactive Media Agreement Negotiating Committee and National Board. Voting information was sent to eligible members on Sept. 5.



Find out more at sagaftra.org/videogames2023.



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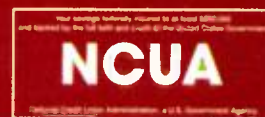
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SAG-AFTRA Legislative Update

Here are the bills the union is supporting to improve members' lives

Negotiating contracts isn't the only way SAG-AFTRA advocates for members. Federal and state legislation can enshrine benefits and protections in law, and lobbying for these laws is an important function of the union. Here's what we're working on:

Federal

NO FAKES Act

The Nurture Originals, Foster Art, and Keep Entertainment Safe Act of 2023 — the NO FAKES Act — was introduced in October. The bipartisan legislation offers historic federal intellectual property protection against the misappropriation of voice and likeness performance in sound recordings and audiovisual works. It prohibits the unauthorized use of digital replicas without the informed consent of the individuals being replicated. The need to obtain a license will also apply to a deceased individual, with the rights exclusive to the executors or heir for 70 years after that person's death.

AI Labeling Act of 2023

Introduced in the Senate, the AI Labeling Act of 2023, S.2691, would provide more transparency on content generated by AI. The bipartisan bill would help ensure people know when they are viewing AI-made content or interacting with an AI chatbot by requiring clear labels and disclosures. The AI Labeling Act would require that developers of generative AI systems include a clear and conspicuous disclosure identifying AI-generated content and AI chatbots, and make developers and third-party licensees take reasonable steps to prevent systematic publication of content without disclosures. A working group would also be created under the bill, with leaders from government, academia, social media platforms and AI developers banding together to highlight best practices in the identification of AI-generated content, with an additional focus on disclosures.

Preventing Deepfakes of Intimate Images Act

The Preventing Deepfakes of Intimate Images Act would protect the right to privacy online amid a rise of AI and digitally manipulated content. It would make illegal the non-consensual sharing of deepfake intimate images online and create additional legal courses of action for those impacted.

California

CA AB 459

California State Assembly Bill 459 will ensure that if performers enter into an agreement regarding the use of their digital self, it is with informed consent and representation by either a lawyer or union representative. As the industry learns new ways to utilize generative AI, performers should not be exploited or manipulated into giving up the rights to their digital self. If passed, this bill would apply retroactively.

New York

Protecting Digital Replica Rights

N.Y. Senate and Assembly bills S.7676 and A.8138, like CA AB 459, require employers to provide both an opportunity for informed consent and proper representation before digital replica rights can be signed over. Typically, the transfer of voice and likeness rights is buried deep within the fine print of contracts, with limited opportunities for performers to bargain for improved terms. This bill ensures that digital replica rights are only licensed, if at all, after informed consent and with the help of knowledgeable attorneys and the union.

Film Tax Incentive Protections

N.Y. Senate and Assembly bills S.7422-A and A.7634 were introduced to prohibit productions from receiving New York state film tax credits if they use AI in a manner that results in the displacement of human workers. Film incentives exist to stimulate jobs, and it

goes hand in hand that these programs protect against the misappropriation of the tangible and intangible assets of the creative talent working on productions receiving film tax credits. In doing so, this bill would ensure that New York's film tax incentive remains a jobs program.

Commercial Use Disclosure

N.Y. Assembly and Senate bills A.216-A and S.6859 would require that "synthetic media" or AI in commercial endeavors is always accompanied by a clear and conspicuous disclaimer. With the rapid development of technology, a viewer must trust that they can discern whether an image they are looking at is real. This bill would likewise protect New Yorkers from the duplicitous use of synthetic media by requiring all advertisements, in any medium, to disclose when synthetic media is used within that advertisement.



Disruptor! SAG-AFTRA NED Named to Out100

SAG-AFTRA National Executive Director & Chief Negotiator Duncan Crabtree-Ireland has been named as an Out100 Disruptor by *Out* magazine.

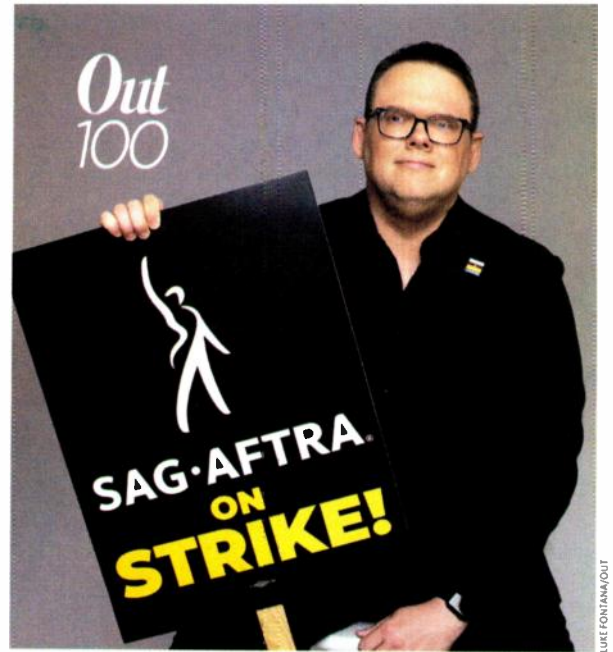
Citing his leadership during the strike, *Out* stated, "As one of the few out leaders of a major entertainment group, Crabtree-Ireland knows that the fight for labor and LGBTQ+ equality go hand in hand." The Out100 highlights the year's most impactful and influential LGBTQ+ people in six categories: Artists, Disruptors, Educators, Groundbreakers, Innovators and Storytellers.

Along with SAG-AFTRA President Fran Drescher, Crabtree-Ireland was the face and spokesperson for the SAG-AFTRA TV/Theatrical/Streaming strike — the largest strike in the United States in 26 years, and the first joint strike by the actors union and the Writers Guild since 1960. When not in negotiations or working internally with members and staff to develop contract proposals and counterproposals, he was on the picket lines with members.

"One of the things that we're fighting for is basic equity, inclusion and fairness in the industry," Crabtree-Ireland told *Out* magazine. "And I'm proud to say that SAG-AFTRA has been at the forefront of making sure that the entire American scene is represented on film, television, and streaming — and that's a fight that we're in for the long run."

As chief negotiator, Crabtree-Ireland directs efforts to make lasting improvements to how SAG-AFTRA members are treated in the industry and has led or overseen negotiations for some of SAG-AFTRA's most important contracts. He is also focused on SAG-AFTRA's engagement with new technology and innovation, which has positioned the union well as it combats the threat of AI to entertainers' livelihoods.

A longtime advocate for LGBTQ+ rights and a past co-president of the LGBTQ+ Lawyers Association of Los Angeles, Crabtree-Ireland helped shape the union's efforts to promote its LGBTQ+ membership and co-founded the union's first LGBTQ+ member committee in 2005.



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**Entertainment
Community Fund**
Formerly The Actors Fund



SAG-AFTRA Stands Strong With Support From International Performers Unions

The International Federation of Actors Executive Committee met in Istanbul, Turkey, from Sept. 27–30. SAG-AFTRA, as a prominent affiliate of the organization, which goes by the abbreviation FIA, was well represented at the meeting, which brought together performers unions from around the world.

A major focus of discussion was the SAG-AFTRA strike against the AMPTP for fair TV, film and streaming contracts. The FIA Executive Committee unanimously passed a resolution firmly supporting SAG-AFTRA members fighting for better terms. The resolution, endorsed on behalf of FIA's 90 member unions, declares solidarity with SAG-AFTRA's fight against corporate greed and the undermining of human creativity. It calls on FIA affiliates globally to deter struck companies from circumventing



FIA members show their support for SAG-AFTRA at their September meeting.

the strike by hiring foreign talent.

The meeting also included productive discussions on best practices surrounding self-tapes and intimacy coordination on sets.

SAG-AFTRA will continue working with its FIA partners to address issues fundamental to all performers through collective bargaining and advocacy for stronger rights and protections.

NED Duncan Crabtree-Ireland Discusses AI at UNESCO Panel



SAG-AFTRA NED Duncan Crabtree-Ireland delivers his keynote speech at the UNESCO Artificial Intelligence in the Audiovisual Industry panel on Oct. 19.

On Oct. 19, SAG-AFTRA National Executive Director Duncan Crabtree-Ireland delivered a keynote speech virtually during a livestream panel hosted by the United Nations Educational, Scientific and Cultural Organization. The panel, *Artificial Intelligence in the Audiovisual Industry*, brought together different leaders to discuss the proliferation of AI in the entertainment industry.

Crabtree-Ireland's keynote, which served as an opener for the panel, addressed generative AI's impact on industry workers, specifically actors, and the importance of having creative laborers as active participants and stakeholders of the

industry's future.

"Over the coming decade, artificial intelligence will augment the activities of many and also, undoubtedly, will intrude on and potentially extinguish some endeavors that have existed in human life for decades," said Crabtree-Ireland. "There are going to be both disruptions and breakthroughs, exploitation and discoveries, and it's the creative community that finds itself in the unique position of being the ones who are charting the course and laying the first guideposts."

Following the keynote, panel speakers furthered the conversation by discussing a range of topics and forecasting how AI will impact the industry's future.

Workers Bring Global Solidarity to Philadelphia

SAG-AFTRA National Executive Director & Chief Negotiator Duncan Crabtree-Ireland spoke at a gathering of more than 1,200 union leaders from 109 countries at the opening of the UNI Global Union's 6th World Congress in Philadelphia on Aug. 27. The event drew notable leaders, including Sen. Bernie Sanders, AFL-CIO President Liz Shuler, Philadelphia Council AFL-CIO President Danny Bauder, SEIU International President Mary Kay Henry, UFCW International President Marc Perrone, Philadelphia Mayor Jim Kenney and others.

Crabtree-Ireland expressed appreciation for the support that members of the labor community in the United States and around the world have shown for striking SAG-AFTRA and WGA members.

"Every time you use your voice to speak out and support us in these vital issues, you are helping our members stand strong," he said.

UNI Global Union's mission is to build worker power and improve lives through organizing, protecting and expanding collective bargaining, and holding corporations and governments accountable to workers.



SAG-AFTRA National Executive Director & Chief Negotiator Duncan Crabtree-Ireland and UNI Global Union General Secretary Christy Hoffman at the UNI Global Union 6th World Congress on Aug. 28.

Dues Relief Extension Program and SAG Awards Deadline

A Dues Relief Extension Program is available for members experiencing financial hardship. Members can request a due date extension and installment plan for their November membership dues. Members recently received their SAG-AFTRA semi-annual November dues statement along with information on the due date extension and installment plan for those in need.

Dec. 11, 2023, is the deadline to make your November dues payment to be eligible for SAG Awards voting and to receive For Your Consideration screeners. If you request a dues relief extension, you must make the request and your first dues installment payment no later than Dec. 11 to maintain good standing and be eligible for SAG Awards voting and screeners, unless prior period payments are owed. SAG Awards FYC screeners will be all digital this year. Members will NOT receive DVDs by mail unless requested at sagaftra.org/dvds by Jan. 5, 2024.

Making your payment by this date allows critical services of the union, such as residuals processing, legal advocacy and member

support services, to continue without disruption. Please note that your request for a due date extension and the first installment payment must be received no later than Dec. 11 and your second installment (with



the March 1 due date) must be received on or before March 11, respectively, to maintain good standing for the November 2023 dues period (assuming no prior dues period payments are owed). Refer to your billing statement for complete information.

Please visit sagaftra.org/billing-portal to pay your dues. You can also pay by phone at (855) 736-0900 (have your SAG-AFTRA ID ready when calling). If you have a question about your dues bill, please call (866) 855-5191 (Monday-Friday, 7 a.m.-5 p.m. PT).

Election Eligibility Reminder

In order to meet the November dues period good-standing eligibility requirement to be nominated for election as a national or local board officer, National Board member or local board member, members who opt to take advantage of the Dues Relief Extension by Dec. 11 must ensure that all November 2023 dues bill payments are made in compliance with the program. If your November dues payment is not received by Dec. 11, 2023, and you have not made a request for a dues extension by Dec. 11 or if your dues payments are not in compliance with the installment deadlines outlined previously, you will not be eligible to run for a national or local board officer, National Board or local board position. Failure to pay dues in accordance with the Dues Relief Extension may also affect your ability to vote, nominate and participate in referenda.

@ Visit sagaftra.org/billing-portal to make a dues payment or sign up for the extension plan.

If you can help, donate. If you need help, they're here.

The creative community is composed of some of the most compassionate individuals in the world, and the holiday season is a time for many to celebrate their generosity by giving to organizations that do meaningful work. Below are some organizations that will put your donations to good use. If you're in need of financial assistance this season, reach out to the SAG-AFTRA Foundation, the Entertainment Community Fund and MPTF.



SAG-AFTRA FOUNDATION

For nearly 40 years, the SAG-AFTRA Foundation has been a vital safety net, providing emergency financial assistance and free educational programs to SAG-AFTRA artists nationwide. Give a gift that keeps on giving to our community. Donate to the SAG-AFTRA Foundation today at sagaftrafoundation.org/donate. And if you need financial assistance, apply at sagaftra.foundation/emergencyfinancialassistance.

Your donation to the Entertainment Community Fund helps those who work in the performing arts and entertainment. The organization offers a number of services focused on health and wellness, career, life and housing. Your donation helps support a life in the arts. Give at entertainmentcommunity.org/donate. Need help? Apply at entertainmentcommunity.org/gethelp.



**Entertainment
Community Fund**
Supporting a life in the arts

USO

Since World War II, it has been the union's tradition to help those in uniform. The USO's mission is to empower service members by keeping them connected to family, home and country throughout their deployment. Donate at uso.org/sagaftra.



MPTF |

Caring is Infinite

The Motion Picture & Television Fund supports working and retired members of the entertainment community with a safety net of health and social services, including temporary financial assistance, case management, and residential living. Visit mptf.com for details.



KCRW Achieves Contract

On the evening of Aug. 7, the KCRW Santa Monica bargaining team reached a three-year agreement with management, its second union contract since joining SAG-AFTRA in 2019. Contract bargaining began on May 1 and took place over 12 sessions on Zoom.

The contract includes new salary minimums for employees, as well as scale increases and general percentage increases, additional bereavement leave, and expanded language on safety and health, remote work, and diversity, equity and inclusion. Additionally, the contract expands the Labor-Management Committee, with specific tasks for the committee, including an annual safety walk-through and annual benefits survey.

SAG-AFTRA Hits the Journalism Conference Circuit

Throughout the summer of 2023, the SAG-AFTRA news and broadcast team, in partnership with the SAG-AFTRA equity and inclusion team, participated in journalism conferences across the country. These annual conferences are wonderful opportunities for SAG-AFTRA members and staff to connect, collaborate and exchange knowledge with the journalism community.

SAG-AFTRA kicked off the summer by hosting an expo booth and a networking reception at the **National Association of Hispanic Journalists** conference in Miami in July.

Also in July, SAG-AFTRA attended the **Asian American Journalists Association** conference in Washington, D.C., where members led a panel titled *Navigating a Career in Broadcast*.

In August, SAG-AFTRA attended the **National Association of Black Journalists** conference in Birmingham, Alabama, sponsoring a booth and a panel. Members and staff led a discussion titled *Navigating Career Decisions, Negotiating Employment Contracts & Addressing Workplace Concerns: A Forum for Personal and Professional Advocacy*.

To round out the summer, SAG-AFTRA went to Philadelphia for the **NLGJA: The Association of LGBTQ+ Journalists** conference in September, sponsoring an expo booth and a panel titled *The Eroding Fourth Estate? Rebuilding Public Trust in Journalism*.

The news and broadcast team is looking forward to attending more journalism conferences in 2024, including those of the NLGJA and NAHJ in Los Angeles, and NABJ in Chicago.



Above, from left, NABJ panelists Danya Bacchus of CBS News; SAG-AFTRA Executive Director, Labor Counsel Rich Larkin; Fox Detroit's Josh Landon; SAG-AFTRA Vice President, Broadcasters Bob Butler, who served as moderator; and SAG-AFTRA Chief Broadcast Officer Mary Cavallaro on Aug. 4. Right, SAG-AFTRA members Anar Virji of Al Jazeera English, Joy Wang of WJLA-TV and Lauren Migaki of NPR lead the *Navigating a Career in Broadcast* panel at AAJA on July 21.



NHPR Content Creators Ratify First Contract

After 20 months at the bargaining table, the content creators at New Hampshire Public Radio overwhelmingly ratified their first collective bargaining agreement on Oct. 3. NHPR is an NPR member station based in Concord, New Hampshire, and the Granite State's only statewide radio news service. The station has its own local newsroom and several original podcasts with national audiences. NHPR also has Spanish-language news for local audiences and live music programs. The 28-person unit of on-air and off-air employees, which represents engineers, hosts, reporters, producers and content creators, organized on June 29, 2021, and became the first public radio station in New Hampshire to do so.

The unit announced on X at the time, "We are so excited to announce: We're forming a union with @sagaftra!" Station management voluntarily recognized the union in the summer of 2021 and negotiations on a collective bargaining agreement began in early 2022. After the successful vote by the NHPR unit to ratify their contract, it went on to be fully ratified by a vote of both the local and national SAG-AFTRA boards.

The three-year contract includes guaranteed annual pay raises, increased salary floors for full- and part-time staff, expanded



From left, NHPR members Olivia Richardson, Sarah Gibson, Josh Rogers, Julia Furukawa, Jason Moon, Zoey Knox, Christina Phillips and Joe Boehlein.

parental leave, severance and additional personal days. The new agreement includes an innovative process to ensure content creators receive a fair share of potential revenue generated from new derivative uses of their work.

"I'm proud of our collective, proud of the work we do, and proud of our unified commitment to ourselves and future colleagues," said Bargaining Committee member Christina Phillips. "This first contract was focused on lifting the salaries of our lowest-paid members and ensuring a seat at the table, but it also helped improve transparency, accountability and conditions stationwide. I'm excited for the future of NHPR, and honored to have been a part of this process."

NHPR represents the second public media station to ratify a union contract in New England after Boston-based WBUR in 2020. In recent years, numerous other public media stations have unionized with SAG-AFTRA.



**Entertainment
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Three Tips for the Acting Life



The goal of every working actor is to have a successful, long-lasting career. But in a field where experience is the best teacher, what is needed to guide performers toward their long-term goals? *One Broke Actress* host and actor Sam Valentine talked about the realities of the acting profession in our spotlight podcast *Surviving and Thriving as a Working Actor*.

1

On creating a healthy lifestyle around your career:

"Most people [consider themselves] long-term actors ... [but] figuring out ways to be available and good at your work involves a lot more than being present. It requires much of you financially, physically and mentally, and I just want actors to know what they're getting into and how to best prepare themselves."

2

On aligning your work to your values:

"The podcast started at the time of everyone saying, 'Make your own webseries.' But I was just uninterested in making my own webseries. It took me a while to get to that point, but [with *One Broke Actress*], I've found the thing that ... is in line with my values as an actor. My work feels creative, it excites me and is 'the tablespoon of hope' that keeps me working in this business."

3

On finding community:

"I made a point of surrounding myself with actors who were ahead of me in this business, and their mindset rubbed off on me. I remember saying to an actor, 'I feel like things are going really well. I might just quit my other jobs.' And he looked at me and he said, 'Whatever's happening for you is great, but just know there's a lot more coming and things will look different as your career changes.' I'm so grateful to them because [their words] made me pause and think [long-term]. Now when I talk to actors, I ask, 'What does [your career] mean to you? What if you had a job that sustained your finances so you could stay with the coach or the class you liked?'"



ENGLISH



SPANISH

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The views expressed by the guests are their own and not that of SAG-AFTRA. Any mention of products or services does not imply SAG-AFTRA's endorsement.



PHOTO: BETHEL BENTLEY/IMAGES FOR GLAAD

LABOR UNIONS AND GLAAD UNITE FOR REPRESENTATION

SAG-AFTRA, GLAAD and the WGA hosted a joint press conference on LGBTQ+ representation at the Los Angeles LGBT Center on Sept. 14. In attendance were LGBTQ+ members and allies, as well as SAG-AFTRA National Executive Director Duncan Crabtree-Ireland. From left, Alexandra Grey, Vittorio Wyatt Gray, SAG-AFTRA National LGBTQ+ Committee Co-Chair Jason Stuart, Crabtree-Ireland, Michelle C. Bonilla, Dalila Ali Rajah and Haviland Stillwell.

FOR THE LOVE OF INDIES

Wearing “SAG-AFTRA On Strike” buttons in solidarity, from left, members Evan A. Ellison, Peter Dinklage, Marisa Tomei, writer/director Rebecca Miller, and members Harlow Jane and Anne Hathaway at a special screening of *She Came to Me* at the Metrograph in New York on Oct. 3. As an independent film signatory to the SAG-AFTRA Interim Agreement, the cast and crew were able to enjoy premiere night ahead of its official theatrical release.



PHOTO: JACOB ANDERSON

HONORING LABORERS

SAG-AFTRA Executive Director, New York Local and International Labor Policy Rebecca Damon, right, with then-WGA East Executive Director Lowell Peterson and New York Gov. Kathy Hochul at the NYC Central Labor Council Labor Day Parade Breakfast Reception on Sept. 6.



PHOTO: GLENN KURTZ/IMAGES FOR GLAAD

EVERYDAY HEROES AT NEW YORK COMIC CON

Interactive media voiceover actors Andi Norris, Courtenay Taylor, Cissy Jones, Sarah Elmaleh, Tim Friedlander and panel moderator Linsay Rousseau are joined by SAG-AFTRA National Executive Director Duncan Crabtree-Ireland, center, to discuss artificial intelligence in the video game industry at the New York Comic Con panel, *AI in Entertainment: The Performers' Perspective* on Oct. 14.



PHOTO: JACOB ANDERSON



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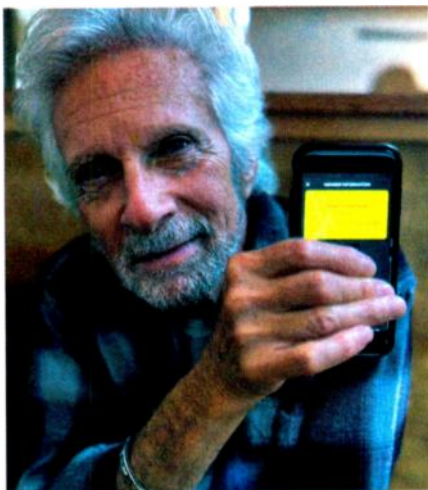


Show Us Your Card

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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 physical or digital card to sagaftra.org/mystory and you just may 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 #sagaftramember.



"This union has had my back for 50 years ... and counting!"

— MARK SCHNEIDER



"When I first received my SAG-AFTRA card, it felt like I received another college degree. I had enjoyment tears roll down my face."

— JERARD A. WASHINGTON

"It has been a relief to know my union is there for me should I need them."

— FELIPE PIÑA



"There is something truly special about being part of the collective strength through unity."

— TOM KIESCHE

"So happy and grateful to be a SAG-AFTRA member for 27 years!"

— DELLA LIZA LOPEZ



TENTATIVE AGREEMENT REACHED!

SAG-AFTRA Celebrates Over **\$1 BILLION** in **New Gains**



Late afternoon on Nov. 8, 118 days into the TV/Theatrical/Streaming strike — the longest strike in the union’s history against film and TV studios and the largest U.S. strike since the 1997 UPS workers strike — the Negotiating Committee reached a tentative agreement with the AMPTP. Though many on the Negotiating Committee were exhausted after more than 10 hours of deliberations the previous day, hugs were shared and tears were shed following the unanimous vote to approve the tentative agreement.

“This has been the most extraordinary Negotiating Committee,” National Executive Director & Chief Negotiator Duncan Crabtree-Ireland said. “Unbelievable. So powerful. So impressive. So inspiring for me and, I know, all of the staff.”

Together, the gains achieved in the contract are expected to generate over \$1 billion in new compensation and funding to the benefit plans. The Nov. 11 episode of *Saturday Night Live* celebrated the strike’s end with Timothée Chalamet singing about returning to “a magical world where actors can, once again, talk about their projects.”

The new agreement was made possible by the membership’s phenomenal solidarity and support for their TV/Theatrical Negotiating Committee. A huge debt of gratitude is also owed to all the entertainment industry unions for rallying behind the

actors throughout our 118-day strike.

This victory is everyone’s victory. In the face of artificial intelligence technology potentially changing the entertainment landscape, protections for performers mean the preservation of tens of thousands of jobs in the entertainment community.

The morning the strike ended, President Joe Biden released a statement congratulating the union. “Collective bargaining works ... Over the last three years, workers have won historic victories that ensure record pay, record benefits, and an economy that grows from the middle out and bottom up. SAG-AFTRA members will have the final say on this contract, but the sacrifices they made will ensure a better future for them, their families and all workers who deserve a fair share of the value they helped create.”

SAG-AFTRA members will now be asked to ratify this game-changing contract. These deal points will revolutionize the industry, and performers will receive improved streaming compensation, unprecedented wage escalation and crucial protections around the use of artificial intelligence technology.

Throughout the wages and working conditions process, members stressed the need for structural changes in the way they are compensated for their labor, and the union made critical progress in moving the industry in the right direction. See next page for important gains in the new contracts.

CONTRACT GAINS

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

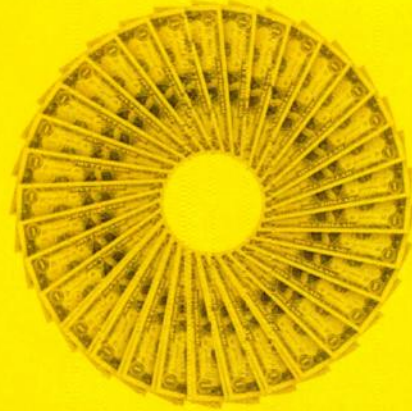
PATTERN-BREAKING COMPENSATION ESCALATION, with two wage increases in the first year of the contract — 7% general wage increase effective Nov. 9, 2023, and another 4% increase effective July 1, 2024, for a compounded first-year wage increase of 11.28%. Plus another 3.5% increase effective July 1, 2025.

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

Finally **INCREASES THE NUMBER OF COVERED POSITIONS** for background actors in the West Coast Zones to equal those of the East Coast Zones — a first! This is projected to create 10,700 additional days of covered background work annually.

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

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



NEW COMPENSATION STREAM

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

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

OVER \$180 MILLION TO THE BENEFIT PLANS

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



virtual audition requires performers to memorize, they are still **ENTITLED TO COMPENSATION**.

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

INFORMED CONSENT and compensation for the creation and use of AI digital replicas of our

members, living and deceased, whether created on set or obtained from other materials.

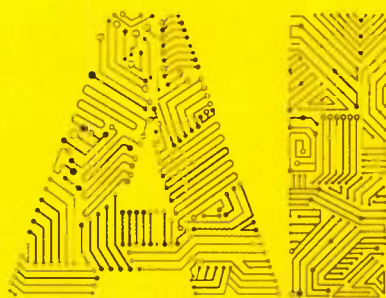
PERFORMERS ARE ENTITLED TO CONSENT when a producer uses the performer's name and features to prompt a generative artificial intelligence system to create a "synthetic performer" or "fake" with a principal facial feature (eyes, ears, nose and/or mouth) that is recognizable as that of the performer.

Confirmed **COVERAGE OF PERFORMANCE CAPTURE** work.

MEANINGFUL PROTECTIONS FOR THE CASTING PROCESS



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



CRITICAL GUARDRAILS

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

The contracts achieved important **GAINS FOR HAIR AND MAKEUP EQUITY,**

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



Outsized gains to the traditional formulas for High Budget SVOD residuals: **SUBSTANTIAL INCREASES IN COMPENSATION** for foreign exhibition and increases to the residuals ceilings.

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

Addition of **fixed residuals**, based on a day rate, for stunt coordinators

who do not perform on-camera stunts, and achievement of **OUTSIZED INCREASES FOR STUNT COORDINATORS** working under flat-deal minimums for contracts under television terms.

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

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

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

DOUBLING PAY for singers who dance and dancers who sing.

ELIMINATION OF THE DISCOUNTED REHEARSAL RATE for dancers.

 Visit sagaftra.org/contracts2023 for details.

SAG-AFTRA members fill the streets during a picket in New York.



Hot Strike Summer Becomes Empowered Worker Autumn

Shortly after summer ended, the WGA announced it had reached a tentative agreement with the AMPTP. The announcement came on Sept. 24, and the WGA strike officially concluded on Sept. 27. In light of the writers securing important gains and essential AI protections, many SAG-AFTRA members were hopeful the AMPTP would be more reasonable when their own negotiations resumed. Unfortunately, the AMPTP's delays on returning to the bargaining table, decision to unexpectedly stop negotiations, and intransigence on key issues prolonged the industry shutdown.

At the Sept. 13 march and rally in Hollywood, SAG-AFTRA President Fran Drescher called out the executives, saying, "They're ruining it for everyone except themselves."

"Make no mistake about it," National Executive Director & Chief Negotiator Duncan Crabtree-Ireland said in his speech to the crowd of 4,000 attendees, "this is the AMPTP's strike. The current industry shutdown has



Kerry Washington speaks at a rally at Disney, one of the many events held nationwide during the National Day of Unity, where allied union members joined in solidarity with striking SAG-AFTRA and WGA members.



SAG-AFTRA President Fran Drescher rallies members at Paramount.



Members of Latinas Acting Up are joined by hotel worker allies at the Warner Bros. picket lines.

been caused by these companies, not SAG-AFTRA, not the WGA, and definitely not by the tens of thousands of creative professionals who are waiting eagerly every day to get back to work.

“The AMPTP were the ones who walked away from the table after allowing our contract to expire. And the AMPTP has the ability to quickly end this strike.”

The creative community made the most of the ongoing work stoppage. WGA members came out in full force to show their solidarity with striking SAG-AFTRA members throughout the following weeks, just as SAG-AFTRA members had done for them when they first called a strike. IATSE and Teamsters regularly flooded the picket lines as well, and fans ramped up their efforts with fan pickets, fan-funded food deliveries, and fan-driven social media advocacy efforts.

Continues on page 29



Ellen Barkin; Vice President, New York and New York Local President Ezra Knight; and Oscar Isaac join the picket lines in New York.

STRIKE CAPTAINS Are the Heroes of the Season

The day after the WGA secured a tentative agreement with the AMPTP, there were no official pickets held due to the holiday. That didn't stop Warner Bros. strike captain Terry Wilkerson and strike captain Emelle from showing up at the Warner Bros. executive gate. From May 2, when the WGA strike began, Wilkerson never missed a single morning at Warner Bros. Sept. 25 marked his 147th day of showing up — something he did regardless of holidays and no-picket days.

Wilkerson's unbreakable consistency became legendary on West Olive Avenue. Fellow strike captain Virgo Phillips posted on social media that he was "the literal heart and soul of our WB lot fam."

Though the more than 850 strike captains across the country were diverse in terms of age, profession and background, they all share the same commitment to serving their union. Jaya Subramanian, a strike captain at the Sony lot, says she decided to be a strike captain because she has been a SAG-AFTRA member since 2007 and wanted to give back. SAG-AFTRA National Executive Director & Chief Negotiator Duncan Crabtree-Ireland called strike captains like Subramanian, "the heroes of the pickets."

On Oct. 19, the Negotiating Committee, along with other SAG-AFTRA members, celebrated Captains Appreciation Day by traveling to every picket location in the southland to deliver cookies and gratitude to the hardworking volunteer captains. There were plenty of hugs and words of encouragement to go around.



The negotiating committee poses with strike captains at Warner Bros.

Ever Carradine brought yellow roses for each of the captains at the Warner Bros. lot.

"Yellow symbolizes friendship," she said. "And I've made friends with every single one of them. I appreciate their dedication to coming out every day and keeping us safe. I appreciate their commitment. And I cannot wait to work with all of them once this strike is over."

Negotiating Committee member Lisa Ann Walter used the words "intrepid" and "inspiring" to describe the strike captains.

"I've been coming out every day since the WGA strike began," Walter said. "They're out here working hard ... not getting paid in this 100-degree weather we've had. I love them. We all owe them."

At the Paramount lot, National and L.A. Local Board member Frances Fisher took the megaphone.

"You strike captains are out here in the blazing sun and the pouring rain," she said. "Thank you! You give us life. You give us strength."

For many strike captains, advocacy isn't limited to the entertainment

industry. As health care workers began their five-day strike at Providence St. Joseph's in Burbank on Oct. 23, Disney strike captain Dmetri Belardinelli loaned his voice to the rally on Alameda Avenue.

"Solidarity doesn't end after the strike," Belardinelli said. "Solidarity is forever!"

Strike captain
Imana Breaux at
NBCUniversal in NYC.



Cheyenne Perez encourages picketers at the Warner Bros. lot.

LOS ANGELES SOLIDARITY MARCH DRAWS HISTORIC CROWDS

Nearly 4,000 people gathered at Netflix on Sept. 13 for a historic solidarity march that followed Van Ness down to Melrose, and then ended in front of Paramount's gate at North Windsor Boulevard. SAG-AFTRA President Fran Drescher welcomed members, telling the crowd, "Your strength, your solidarity and your resolve is going to get us to the other side of this."

As master of ceremonies, Vice President, Los Angeles and Los Angeles Local President Jodi Long acknowledged the creative community's unique ability to bring such positivity to the current moment.

"That's what makes all of us so effective in this movement," she said. "We're fueled by joy — and occasionally some trauma, depression, anxiety, feelings of inadequacy — but still a lot of joy. And that ability exists in all of us, to turn a frustrating-as-hell situation into something fun and community-building to become the focal point of a global labor movement



— which you have helped spearhead. You. Are. Awe-inspiring."

A number of high-profile SAG-AFTRA members made appearances, including Margot Robbie, John Cho, Kal Penn, Jon Cryer, Jean Smart, Helen Hunt, Ever Carradine and others.

Strike captain Terry Wilkerson's speech was a crowd favorite. Leaning over the podium, he called on the AMPTP to "Do right by your shareholders. Do right by the fans ... But most of all, do what's right in your heart ... and give us a f***ing deal!"



At the Performers with Disabilities Picket at Disney, Alan Toy shows his residual check of less than a dollar for his performance in *Annie Live!*

STRIKE continued from page 27

Latinas Acting Up could always be counted on to liven up every picket line they attended. Led by Lisa Vidal and Diana-Maria Riva, the group brought flags, music, megaphones and plenty of dance moves.

Union solidarity continued to strengthen throughout the season, with multiple unions joining the ranks. "The companies didn't know what they did when they brought us out here together," said Warner Bros. strike captain Thomasina Gross. "And they're just going to see that we're so much stronger for it."

Misogyny played an unfortunate role in the AMPTP's manipulation tactics, as they attempted to discredit SAG-AFTRA President Fran Drescher and sow division among the SAG-AFTRA membership.

"I don't have to emulate masculine energy in order to be a good leader," Drescher told delegates at the 2023 SAG-AFTRA National Convention. The re-elected president went on to say in an *L.A. Times* interview, "I will not cave."

Drescher's commitment to embodying her truth rallied further public support for the strike. A popular *Saturday Night Live* sketch that aired prior to Halloween showed Sarah Sherman dressed as Drescher, using a hilarious Kit Kat metaphor to explain to trick-or-treaters what negotiating with the studios has been like.

Though the AMPTP walked away from the table Oct. 11 after initially resuming bargaining on Oct. 2, talks resumed once more on Oct. 24, finally concluding Nov. 8 with the achievement of a tentative agreement. ●

IN SOLIDARITY TOGETHER

When SAG-AFTRA went on strike, members not near the picket lines of L.A. and N.Y. still turned out in force. At 91 locations across the nation — 213 events — nearly 18,000 members of small and mid-sized locals, along with union allies, proudly proclaimed to employers that we won't back down!



Portland

San Francisco-Northern California



Atlanta



Houston-Austin



Chicago



New Mexico



Nashville



Dallas-Fort Worth



Twin Cities



Los Angeles



Hawaii

Nevada



New Orleans



Washington-Mid Atlantic



New York



Michigan



San Diego



Colorado



New England



Ohio-Pittsburgh



Seattle



Miami



Philadelphia



Arizona-Utah



PHOTO COURTESY OF SAG-AFTRA



Left, at the Nov. 10 press conference announcing the National Board's vote to approve the tentative agreement, SAG-AFTRA President Fran Drescher holds the heart plushie given to her by an 11-year-old fan that she brought to negotiations.

With the help of some friends, President Fran Drescher took on corporate greed and won.

i

n SAG-AFTRA President Fran Drescher's first "Letter From the President" in the Fall/Winter 2021 issue of *SAG-AFTRA* magazine, she wrote, "Only in unity can we champion our goals."

Those words now feel like the thesis statement of Drescher's presidency. And in a role that required achieving agreement among the diverse

Negotiating Committee — a group made up of dozens of members with differing work categories and backgrounds — she understood the importance of every individual feeling like they mattered. The task of navigating and appealing to a multitude of temperaments takes a unique combination of interpersonal savvy and hard-to-define finesse, but one tactic that proved successful time and again was ensuring everyone knew their voice was heard and their perspective was important.



The Secret Sauce Time





SAG-AFTRA.
STRONG

Members of the SAG-AFTRA Electrical Negotiating Committee raise their fists in celebration of the tentative agreement reached with the AMPTP at a Nov. 10 press conference with President Fran Drescher and National Executive Director & Chief Negotiator Duncan Crabtree-Ireland, center.



Patience

This has often meant letting each committee member speak longer than their allotted time and encouraging everyone to reach across the table and find something they shared in common with each other. The result was a negotiating team capable of forming a unified front as they introduced and fought for the most aggressive proposal package in entertainment industry history.

Unstoppable commitment, dedication to serving the membership and courage were a few of the words SAG-AFTRA National Executive Director & Chief Negotiator Duncan Crabtree-Ireland used to describe Drescher during the Nov. 10 press conference announcing the National Board's vote to approve the TV/Theatrical tentative agreement reached with the AMPTP.

"When we fight each other because of partisanship, then somebody wins, but it's not us," Drescher said to reporters. "I felt like the only way to bring this union together was to come in without bias ... to leave my door open to every single one of the members, so that I could hear what they had to say. What came out of that was the beginning of trust. It was, what I call 'The Fran Plan' and the 'Secret Sauce,' which is time and patience."

The unity and respect that Drescher fostered wasn't limited to the negotiating room. In a strong show of support, members re-elected Drescher on Sept. 8 for another two-year term as president.

As the weeks of the strike wore on and the AMPTP finally returned to the bargaining table, the hours were long and the discussions at times contentious. "As families do, with our Negotiating Committee, sometimes we would laugh, sometimes we would hug, sometimes we would cry, sometimes we would yell. Each step of the way, we grew towards each other into what I am calling 'the nucleus of the Golden Age for SAG-AFTRA,'" Drescher said.

Whether at convention or at the press conferences and rallies held throughout 2023, Drescher has spoken time and again of the potential for SAG-AFTRA to enter a Golden Age. For her, this means leveraging the momentum she has spearheaded into a force for the greater good. Among her ambitions in the months ahead: continuing her work with the Green Council and reducing single-use plastics on set; rallying support for IATSE, AFM and the Teamsters when their contracts are up for negotiations; advocating for legislation that protects individuals from being exploited by artificial intelligence technology; and continuing the push for industry change that will keep motion picture production sustainable as a livelihood for hundreds of thousands of workers. She also understands the importance of her position as a role model for women and girls, and she's eager to push back against misogyny and stereotypes.

She called the sexism she experienced during negotiations "low-hanging fruit," and said, "I think it should be beneath anyone."

Given to her by an 11-year-old fan, the heart-shaped plushie she kept nearby during negotiations was a source of ridicule by some in the press, but soon became a trend among SAG-AFTRA members on the picket lines throughout the final weeks of the strike, with fuzzy heart-shaped pins and heart cartoons showing up in various forms on picketers' signs and attire.

Drescher's commitment to authenticity



is a symbol of empowerment. And in an industry that often places emphasis on fitting a *certain type* or conforming to employers' expectations, Drescher embodies defiance. Her fearlessness in the face of corporate power has resulted in revolutionary gains: an entirely new compensation stream for SAG-AFTRA members in the form of the new success bonus for performers whose work is distributed on streaming platforms, wage increases that broke the AMPTP's pattern of bargaining, and AI protections that can be used as a model by other unions in their own negotiations.

As Drescher came to the conclusion of her Nov. 10 speech, she said of SAG-AFTRA, "We began this journey as the largest entertainment union in the world and we finished it the most powerful."

With SAG-AFTRA's gains paving the way for other industry unions to enter employer negotiations with the knowledge that the AMPTP's pattern of wage increases is a negotiating tactic and not necessarily an immovable boundary, SAG-AFTRA, under Drescher's leadership, has made its power clear. ●



Left, Drescher leads the National Board meeting on Nov. 10, as the board votes on the TV/Theatrical tentative agreement with the AMPTP. Right, Drescher speaks at an Aug. 2 New York City Hall press conference. Above, Drescher pickets NBCUniversal in New York City on Aug. 3.





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Interviews with top contending talent and hot takes from the Roundtable

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PILOT TWIST

GOOD NEWS CUTS SAG-AFTRA CONVENTION SHORT



FUTURE FORWARD!

Convention delegates convened virtually Oct. 21. President Fran Drescher, Secretary-Treasurer Joely Fisher and National Executive Director & Chief Negotiator Duncan Crabtree-Ireland welcomed these vice presidents, elected at convention to two-year terms:

LINDA POWELL

Executive Vice President

JODI LONG

National VP, Los Angeles*

EZRA KNIGHT

National VP, New York*

MICHELE PROUDE

National VP, Mid-Sized Locals

SUZANNE BURKHEAD

National VP, Small Locals

SHARI BELAFONTE

National VP, Actors/
Performers

BOB BUTLER

National VP, Broadcasters*

JANICE PENDARVIS

National VP, Recording
Artists/Singers*

*Candidate who ran unopposed.

It was quite an unexpected turn of events at this year's national convention. Under the theme of "Future Forward - Union Power," the union's officers,

National Board members and delegates assembled for a virtual convention Oct. 21, prepared for a weekend of considering resolutions, hearing from elected leaders and honoring fellow members — but it didn't exactly go as planned.

As it was two years ago, the convention was held virtually, with delegates able to attend from home via Zoom.

SAG-AFTRA President Fran Drescher kicked off the proceedings on the 100th day of the TV/Theatrical/Streaming strike with a fiery speech that focused on members' unity and expressed her disappointment that, over all that time, the studios only showed

up to the bargaining table for a few days.

After that, members caucused and then voted for the executive vice president as well as the category and geographic vice

Suzanne Burkhead for national vice president, small locals; Shari Belafonte for national vice president, actors/performers; Bob Butler for national vice president, broadcasters; and Janice Pendarvis for national vice president, recording artists/singers.

By late morning, word had come down that the studios were prepared to return to negotiations on Oct. 24. The mood was hopeful, with leaders and delegates excited that the studios may at last be ready to offer a fair deal.

With Negotiating Committee members and staff needing to prepare for the next round of talks, the decision was made to

adjourn the convention at the end of that day.

The agenda was quickly rearranged. Resolutions, George Heller Memorial Awards and American Scene Awards were



presidents. Elected were Linda Powell for EVP; Jodi Long for national vice president, Los Angeles; Ezra Knight for national vice president, New York; Michele Proude for national vice president, mid-sized locals;



Special guest Jill Biden



Top, delegates online during convention; middle, the convention's online spaces conveyed the feel of an in-person convention hall with a focus on the theme "Future Forward - Union Power"; above, delegates Njema Williams, Maggie Stenson and Brendan Bradley pose in the convention selfie station.

put on hold, with the National Board to decide when and where to resume those activities. Drescher emphasized that the resolutions would not be forgotten, but just that they needed to be considered at another time.

President Drescher, EVP Powell, and Secretary-Treasurer Joely Fisher all gave remarks that were originally scheduled for later in the convention. Additionally,

National Executive Director & Chief Negotiator Duncan Crabtree-Ireland presented his report and took questions from delegates.

Although the convention only lasted a single day, it packed a lot in a short time, and despite the unorthodox execution, it kindled a sense of camaraderie and hope, and it went down as one for the history books.

A MESSAGE FROM THE WHITE HOUSE

At this year's convention, delegates got an extra special treat: First Lady Jill Biden sent a prerecorded video greeting expressing her appreciation for the work members do and praising their tenacity on the picket lines. The video served as the virtual convention's keynote address.

"SAG-AFTRA members tell the story of our nation," she said. "You bring us together, help us understand each other and to understand ourselves. You show us the contours of our sorrows and our joys so we know we aren't alone. You bring us back to the beauty of this world and the humanity of every moment."

SAG-AFTRA 2023-2025 NATIONAL BOARD



Fran Drescher
President



Linda Powell
Executive Vice President



Joely Fisher
Secretary-Treasurer



Jodi Long
Vice President,
Los Angeles



Ezra Knight
Vice President,
New York



Michele Proude
Vice President,
Mid-Sized Locals



Suzanne Burkhead
Vice President,
Small Locals



Shari Belafonte
Vice President,
Actors/Performers



Bob Butler
Vice President,
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Janice Pendarvis
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Rik Deskin
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Nancy Duerr
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Hal Eisner
Los Angeles



Frances Fisher
Los Angeles



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Los Angeles



Dulé Hill
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Kathryn Howell
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Northern California



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Los Angeles



David Jolliffe
Los Angeles



Phoebe Jonas
New York



Jim Kerr
New York



Mike Kraycik
Philadelphia



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Atlanta



Samantha MacIvor
New York



Mel MacKaron
New Mexico



Camryn Manheim
Los Angeles



A Martinez
Los Angeles



Samantha Mathis
New York



Mykle McCoslin
Houston-Austin



Mary McDonald-Lewis
Portland



Matthew Modine
Los Angeles



Bill Mootos
New England



Esai Morales
Los Angeles



Dan Navarro
Los Angeles



Rosie O'Donnell
New York



Ron Ostrow
Los Angeles



Billy Porter
New York



Jay Potter
New York



Stefanie Powers
Los Angeles



Cheri Preston
New York



Sheryl Lee Ralph
Los Angeles



Sarah Ramos
Los Angeles



Michael Rapaport
Los Angeles



Anthony Rapp
New York



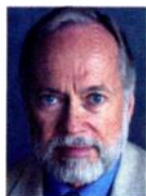
Stoney Richards
Ohio-Pittsburgh



Courtney Rioux
Chicago



Shaan Sharma
Los Angeles



Lou Slocum
San Diego



Jack Speer
Washington-
Mid Atlantic



Jonathan Taylor Thomas
Los Angeles



Danielle Towne
Los Angeles



Towanda Underdue
Washington-
Mid Atlantic



Lisa Ann Walter
Los Angeles



Eric Wydra
Michigan



Bill "Bilbro" Yarbrough
Nashville



Liz Zazzi
New York

CITY NATIONAL BANK
AN RBC COMPANY

From left, Emilia Jones, Daniel Durant, Marlee Matlin, Troy Kotsur and Eugenio Derbez hold their trophies for Outstanding Cast in a Motion Picture for CODA at the 28th Annual SAG Awards.



3 The Big!

The SAG Awards Celebrates Its Milestone Anniversary

When the Screen Actors Guild Awards premiered in 1995, it gave performers the opportunity and stage to honor those in the acting community. Since that time, the awards have not only become a season favorite but also an event that actors across the nation and world look forward to. Each year presents an opportunity to recognize the stellar performances that transform and elevate the craft, and

the chance to celebrate the milestones reached in the industry itself.

This year, on the SAG Awards' 30th anniversary, the show will make a historic move of its own by airing live on the streaming platform Netflix on Saturday, Feb. 24, at 5 p.m. PT/8 p.m. ET. As we prepare to celebrate the big night, we look back on the last three decades and answer your frequently asked questions.

Frequently Asked Questions

HOW WERE THIS YEAR'S NOMINEES SELECTED?

Each year, 5,000 members from SAG-AFTRA's diverse and robust membership are randomly selected as participants in either the awards' film or television nominating committees. Each committee is made up of 2,500 members who go through the process of choosing the year's best of the best.

CAN I PARTICIPATE ON THE NOM COMM THIS YEAR?

Due to the extensive work of both nominating committees, participants are chosen earlier in the year. Unfortunately, this means that there are no available spots for this year's Nom Comm. In addition, members who have previously served on a committee cannot serve on that same committee for at least eight years following the year they participated. For more information about nominating committee guidelines, visit sagawards.org.

HOW CAN I VOTE?

Members who are all paid up on their dues prior to the Monday, Dec. 11 deadline for November 2023 dues are eligible to participate when final ballots are sent. In the meantime, make sure that SAG-AFTRA has your most up-to-date contact information in our system. Log into your account via sagaftra.org or the SAG-AFTRA member app, or call (855) 724-2347 to make updates.

WHEN DOES FINAL VOTING OPEN?

Final voting opens on Wednesday, Jan. 17, and will last through

Friday, Feb. 23, when voting closes at noon PT. Members have the option of choosing to submit their official ballots electronically or via mail. Just remember: The deadline for requesting a paper ballot is Friday, Feb. 9. Call (800) 961-8237 to make your request.

CAN I STILL PARTICIPATE EVEN IF I HAVEN'T SEEN ALL THE NOMINATIONS?

Of course! Eligible members will receive an email detailing all For Your Consideration information when final voting opens. Voters will be able to view available performances with options for streaming and in-person screenings. However, it is important to remember that the studios themselves ultimately decide if final nominations will or will not be available. It is important to SAG-AFTRA that all members can participate in and experience this year's awards season, and therefore requires closed captioning and audio description options for all digital screeners and on the Netflix streaming of the 2024 SAG Awards ceremony.

FYC SCREENERS ALL DIGITAL

In an effort to be more environmentally conscious, SAG Awards FYC screeners are going fully digital this awards season. If you would like to receive DVDs and physical mail, you must log in to your account and make your request at sagaftra.org/dvds. No dues money is spent on the SAG Awards, and FYC screeners come at no cost to members.

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30TH ANNUAL
SCREEN ACTORS
GUILD AWARDS



KEY DATES

2023

MONDAY, DEC. 18
Nomination voting opens.

2024

FRIDAY, JAN. 5
Deadline to opt-in to receive DVDs and physical mailings at sagaftra.org/dvds in lieu of digital screeners.

SUNDAY, JAN. 7
Nomination voting closes at 5 p.m. PT.

WEDNESDAY, JAN. 10
Nominations announced.

WEDNESDAY, JAN. 17
Final voting opens.

FRIDAY, FEB. 9
Final day to request paper final ballots in lieu of online voting.

FRIDAY, FEB. 23
Final voting closes at noon PT.

SATURDAY, FEB. 24
30th Annual Screen Actors Guild Awards live on Netflix.



Visit sagawards.org for updates and information.

PEARLS OF HISTORY

Did you know that the 30th anniversary is known as the pearl anniversary? Like pearls, which are formed layer by layer over time, the awards are crafted like the performances of the nominees themselves: with time and dedication. And although each show is beautiful on its own, together, they have formed a beautiful legacy that shines with its own luminance. In honor of its 30th year, we proudly showcase the SAG Awards' pearls of history.

1995 - Longtime member Martin Landau receives Outstanding Performance by a Male Actor in a Supporting Role during the awards' inaugural live show; 1996 - *Friends* snags The Actor for Outstanding Performance by an Ensemble Cast in a Comedy; 2007 - Eddie Murphy receives the award for Outstanding Performance by a Male Actor in a Supporting Role for *Dreamgirls*.



1995



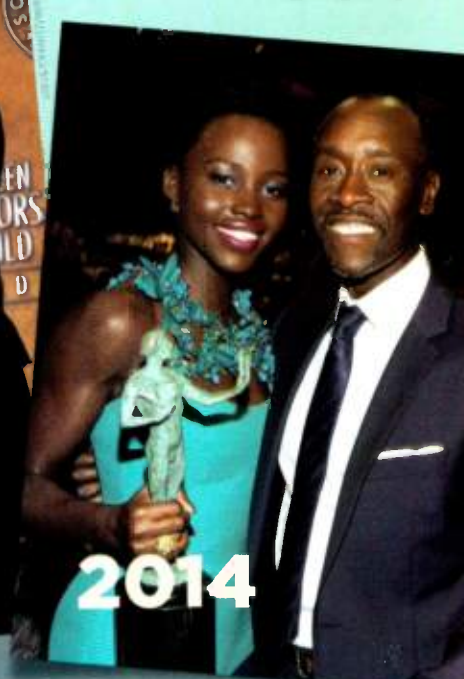
2007



1996



2010



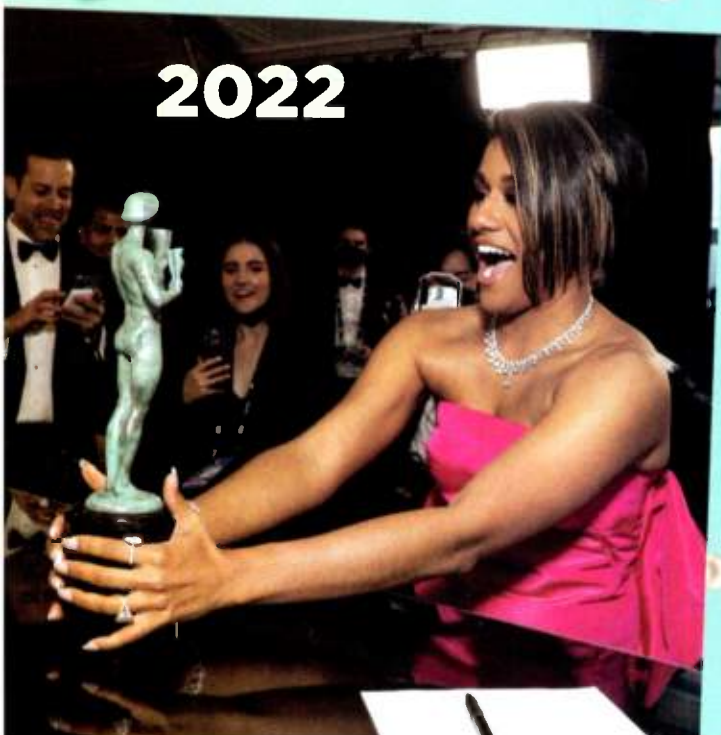
2014



2010 - At the 16th Annual SAG Awards, the cast of *Inglourious Basterds* takes The Actor for Outstanding Performance by an Ensemble Cast in a Motion Picture; 2012 - *The Help* actor Octavia Spencer in the winner's circle with her statuette for Outstanding Performance by a Female Actor in a Supporting Role; 2014 - First-time nominee and Outstanding Performance by a Female Actor in a Supporting Role Award recipient Lupita Nyong'o (*12 Years a Slave*) with Don Cheadle.

2012





2019 - The SAG Awards turn 25! Marvel's *Black Panther* becomes the first superhero film ever to receive The Actor for Outstanding Performance by a Cast in a Motion Picture. 2021 - For the first time, all cinematic leading and supporting recipients were people of color, including Daniel Kaluuya (*Judas and the Black Messiah*) for Outstanding Performance in a Supporting Role and Youn Yuh-Jung (*Minari*) for Outstanding Performance by a Female Actor in a Supporting Role. 2022 - *West Side Story* darling Ariana DeBose makes history as the first Afro-Latin and queer performer to receive the award for Outstanding Performance by a Female Actor in a Supporting Role. 2023 - The SAG Awards, in a multiyear partnership with Netflix, is livestreamed on YouTube with millions watching as *Everything Everywhere All At Once* wins the night. Michelle Yeoh and Ke Huy Quan are the first Asian actors to receive awards in the cinematic female and male lead categories, a feat only outshone when the cast accepted the Outstanding Performance by a Cast in a Motion Picture statuette!

EXPERT ADVICE FOR

FINDING REPRESENTATION

You've joined SAG-AFTRA, now what? The representation you select may be one of the most important factors in determining your success in the industry. Effective, experienced and professional representatives will ensure you're fairly compensated for your work. They'll also help you make wise career choices that will put you on the path to having a long and prosperous career.



How does representation work?

Three groups of industry professionals primarily represent talent in the entertainment and media spheres. These professionals are: talent agents, managers and attorneys.

SAG-AFTRA-franchised **talent agents** are regulated by the union through its franchise agreements. In some states, there is no legislation regulating talent agents, so, for many performers, SAG-AFTRA's franchise agreements are the only regulations protecting performers from unfair or oppressive practices.

In California, New York, Florida, Illinois, Kansas, Massachusetts and New Jersey, agents must be licensed. SAG-AFTRA does its own rigorous background checking in addition to state requirements to make sure performers are working with qualified and approved agents. State surety bond requirements are also in place, and SAG-AFTRA requires these bonds from agents in states that don't have surety bond requirements. States also have to approve a talent agent's contract before it can be used in the marketplace to ensure the contracts aren't unjust, unfair or oppressive. Talent agents are subjected to a number of other requirements, including the obligation to have a fee schedule and trust account for dispersing compensation, restriction from collecting direct/indirect fees, and regulations around dispute resolution, among others.

Licensed talent agents are permitted to initiate conversations that could lead to employment. These conversations can include setting up meetings, auditions, appearances, accepting inquiries about endorsements and other incidental opportunities.

Managers, on the other hand, can counsel and advise in areas that are both business and personal, but they generally cannot act as agents would, especially in markets where talent agency legislation exists. They coordinate and develop an artist's career, they generally nourish an artist's expression of their talent, and they organize various elements of an artist's life. In recent years, SAG-AFTRA has created a manager affiliation program. Those managers who are SAG-AFTRA affiliated have had their contracts vetted by the union.

Attorneys may be subject to the same standards as managers in some states.

In California, for example, they may not negotiate wages and working conditions without running afoul of applicable talent agency legislation. Violation could lead to disgorgement of profits.

SAG-AFTRA's agency franchise agreements build on state laws to protect current and future members in a number of ways: by keeping commissions limited,

WHAT DO I OWE MY AGENT?

Wondering what portion of your pay is commissionable to your agent?

SAG-AFTRA has answers.

For any nonresidual payments that you receive, there is a list of what is commissionable to your agent — and what isn't — at

sagaftra.org/what-commissionable.

If you have a question about which of your residuals payments are commissionable, please consult the charts that can be found under Resources & Downloads on the same webpage, depending on whether your agent is SAG or AFTRA franchised.

The Professional Representatives Department can be reached at (323) 549-6745, or via email at agency@sagaftra.org.



ensuring timely payment, limiting the length of agency contracts, maintaining reasonable termination rights, and offering inexpensive dispute resolution services.

How can you find qualified representation that you can trust?

A good place to start is to visit the franchised agent list on the SAG-AFTRA website. There, you'll find more than 500 agencies that are regulated by SAG-AFTRA's franchise agreements. The best way to connect with an agent is through referral from another industry professional such as a casting director who has previously worked with that agent or a member who is already represented by that agent. That way, you can initiate the conversation through a professional network connection.

The SAG-AFTRA website also indicates the areas in which an agent specializes. If that specialization applies to you, research the agent and find out their submission policies.

Don't be quick to sign with the first person who offers. Do your homework first! Ask a lot of questions and make sure this is someone you can see yourself working with long-term. It can feel frustrating when you're early in your career and you don't have as much leverage as, say, a series regular, but remember, your representation works for *you*. *You* are hiring them. In the same way that you would be mindful about hiring someone to work for your business, you want to do your due diligence before accepting any agent's offer of representation.

Listen to your intuition; if you're feeling any hesitation or are concerned about what the agent is saying to you, call the union. SAG-AFTRA can answer your questions on what is industry standard and appropriate in these relationships.

It's important to have a thorough conversation with the representative before you sign with them. Discuss your career goals and what that agent's vision is for your career. If your objectives don't align, it could lead to disappointment. An agent may be great and come highly recommended, but they may not be the best agent for you.

"This is your career, and you don't want to be stuck in a contract with an entity that won't place your needs first," said SAG-AFTRA National Director



SCAN FOR VIDEO

and Senior Counsel of Professional Representatives Zino Testa-Macaluso during SAG-AFTRA's livestream on finding representation, available at sagaftra.org/videos.

It's better to have no representation than bad representation.



Contact the Professional Representatives Department at (323) 549-6745 or agency@sagaftra.org. Inquiries regarding personal managers can be sent to personalmanager@sagaftra.org.

On Location

News from Locals Across the Country



Los Angeles

L.A. Local Members Attend the Dolores Huerta Spirit Awards

From left, SAG-AFTRA L.A. Local member Mary Flynn, SAG-AFTRA organizer Jerry Singh and L.A. Local member Alan Starzinski joined other members and staff in attending the 3rd Annual Dolores Huerta Spirit Awards on Sept. 16 at the Laborers' Local 300. This event celebrates the achievements of families, partners and leaders of the Labor Community Services in Southern California. ●

Negotiating Committee Member Addresses City Council

SAG-AFTRA Los Angeles Local and TV/Theatrical Negotiating Committee member Natalia Castellanos, alongside other Los Angeles labor leaders, addresses the L.A. City Council on Sept. 1, the 50th day of SAG-AFTRA's TV/Theatrical/Streaming strike. Castellanos spoke about the state of the entertainment industry, the fight for members and the broader impact of the strike for the Los Angeles community. On behalf of the union, Castellanos received a certificate of recognition from the city for SAG-AFTRA's vital role in the labor movement to ensure that workers receive equitable wages and health benefits. ●



L.A. Dancers Host Town Hall

L.A. Local Dancers Committee Vice Chair Lindsay Ducos, left, and National Board member and L.A. Local Dancers Committee Co-Chair Danielle Towne meet with dancers in the Los Angeles community about the importance of the strike and how it affects them. The duo spoke at The Hub NoHo on Aug. 1. ●



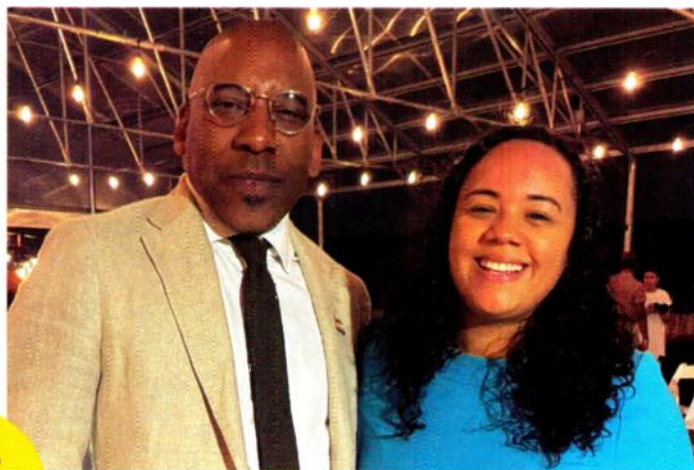
New York City Hall Supports Striking Unions

SAG-AFTRA President Fran Drescher gives testimony at a New York City Council Committee on Civil Service and Labor hearing in New York City Hall on Aug. 1. The hearing was held to consider resolutions supporting the Writers Guild of America, East and SAG-AFTRA in their pursuit of a fair contract with the AMPTP. The resolutions, introduced by City Council members Amanda Farias and Carmen De La Rosa, were later adopted by the full New York City Council on Aug. 3. Accompanying Drescher were New York Local President Ezra Knight and Executive Director, New York Local Labor Policy and International Affairs Rebecca Damon. ●



SAG-AFTRA Honored at New York City Council Labor Celebration

New York Local President Ezra Knight, left, joined NYC Council member Carmen De La Rosa at the New York City Council Labor Celebration at The Hudson in Manhattan on Sept. 7. SAG-AFTRA, the WGA and unions from other industries were awarded certificates recognizing them as public advocates for the city of New York. The New York City Council also presented a proclamation honoring SAG-AFTRA's leadership and its contributions to the city. ●



Making Ends Meet During the Entertainment Industry Strikes

New York State Department of Labor Commissioner and former SAG-AFTRA Co-President Roberta Reardon, far right, addresses attendees at a New York State Department of Labor hybrid seminar on Aug. 28 at the SAG-AFTRA office in New York and via webinar for members of SAG-AFTRA, WGA East and entertainment industry unions. The purpose of the discussion was to provide information about resources for New Yorkers affected by the entertainment industry strikes. Also hosting the seminar were SAG-AFTRA Executive Director, New York Local, Labor Policy and International Affairs Rebecca Damon, and WGA East General Counsel Ann Burdick. ●



Ziggy for Labor

SAG-AFTRA member Colette Divine and Ziggy march in the Nashville Central Labor Council multi-union parade and rally on Sept. 9. The event brought together union members and allies from all over the region. ●



Sending Aloha to Maui

From left, Hawaii Local members Randall Yokota, Alex Tarrant and Shereen Bales at the Maui Wildfire Donation drive at Ala Moana Beach Park on Aug. 22. ●

Connecting Every Month in Phoenix

Arizona-Utah Local members are all smiles at a Phoenix Coffee Connection gathering on Aug. 9. Coffee Connections, which resumed in March this year and continue every second Wednesday of the month, bring local members together to network and share information. ●

Arizona-Utah



Seattle

Taking It to the Capitol

National Board member Rik Deskin stands outside the Washington State Capitol building in Olympia on Sept. 26 after speaking at the State Senate Labor & Commerce Committee meeting on the potential impacts of artificial intelligence on business and the future of work. ●

Rubbing Elbows at Film & TV Expo

New Mexico members gather in front of the New Mexico Local info booth during the NM Film & TV Expo on Aug. 27. Members, industry professionals and the general public stopped by to learn more about the union and how to support the TV/Theatrical/Streaming strike. ●

New Mexico



Getting the Scoop on Audiobooks

Dallas-Fort Worth Local members participated in an audiobooks workshop with narrator and coach Sean Pratt at the Dallas office and via Zoom on Aug. 12.



Two Headshot Events Are Better Than One

SAG-AFTRA member Elizabeth Clare, agent Robert Schroeder and agent Charleston Owensby participated in a headshot review conservatory event to prepare SAG-AFTRA members for the *Red Hot Headshot* event on Aug. 26, where members were offered discounted headshots from local photographers.

Members Inducted into Mass. Broadcasters Hall of Fame

A team of SAG-AFTRA New England members working at WBZ-AM NewsRadio 1030 supported and cheered colleague Carl Stevens, third from right, on his induction into the Massachusetts Hall of Fame on June 8 in Quincy, Massachusetts. Four distinguished SAG-AFTRA New England Local broadcast members were inducted this year: Mike Lynch, Carl Stevens, the late Bill Shields and Donna Halper, who was also honored with the Hall of Fame Pioneer Award.



Prepared & Empowered in New Orleans

Members learned self-defense techniques from fellow member and expert Alex Coker, right, in New Orleans on Aug. 29. The self-defense program was sponsored by the New Orleans Local Women's Committee and offered attendees numerous tips on how to protect themselves in life-threatening situations, such as during an active shooting or a personal attack.



Happy Brittany Jacob Day

On June 15, the San Francisco-Northern California Local broadcast team visited television station KFSN in Fresno, California. From left, National Vice President Broadcast Bob Butler, SF-NC Senior Broadcast Labor Counsel Kyong Kim, SAG-AFTRA member Brittany Jacob, SF-NC Local Broadcast Manager Lea Hausherr, and SF-NC Local Executive Director Sean Taylor stop for a photo before the City of Fresno proclaimed June 29 as Brittany Jacob Day in honor of “her journalistic excellence and impact on the African American community.” ●



Revvng Up for Auto Workers

Twin Cities Local President Casey Lewis addresses a rally at the United Auto Workers picket in Plymouth, Minnesota, on Sept. 26. Lewis is joined by Minnesota AFL-CIO President Bernie Burnham, David Kirby of UAW Local 125 and Minneapolis Regional Labor Federation President Chelsie Glaubitz Gabiou. ●



Filming Gets a Boost in Maryland

SAG-AFTRA National Board member Towanda Underdue, former Washington-Mid Atlantic Local President Kathryn Klvana and member Maggie Linton join Maryland Gov. Wes Moore and industry supporters from the Maryland Film Industry Coalition on May 8 for the signing of Senate Bill 452, the Film Production Activity Income Tax Credit, which increases the tax credits through fiscal year 2026. It also establishes the Maryland Entertainment Council to study and make recommendations to ensure a healthy and competitive entertainment industry in Maryland. ●

Holding the Line

Portland Local President Michelle Damis, left, receives the Holding the Line Award on behalf of the Portland Local from Graham Trainor at the 2023 Oregon AFL-CIO Convention on Sept. 21. The award is bestowed for inspiring workers across the country as part of the 2023 national SAG-AFTRA strike. ●



Philly Prez Visits Women’s Film Fest

SAG-AFTRA Philadelphia Local President Nicole Izanec, left, joined by Local Board member Denyse Ellington, attended the Women’s Film Festival in Philadelphia on Sept. 21. She spoke about SAG-AFTRA’s strike efforts and pay equity before the screening of the opening night film, *Show Her the Money*. ●



THE WRAP

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BREAKING NEWS ALERTS

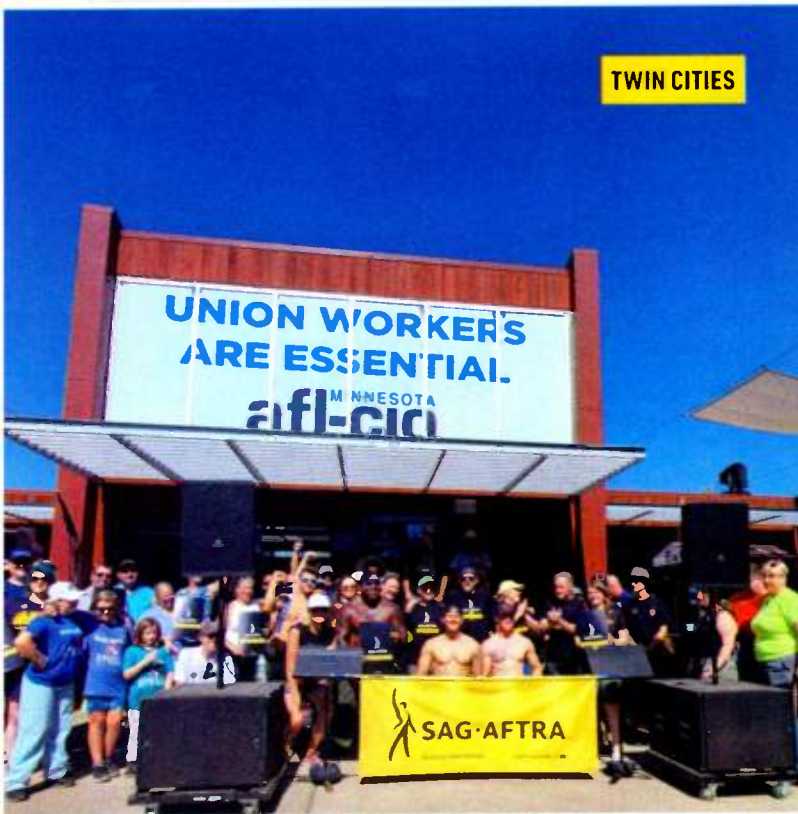
SCREENINGS AND Q&AS

SIGN UP AT



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TWIN CITIES



Spending Labor Day Together

With SAG-AFTRA in the midst of a strike, this year's Labor Day observances were particularly meaningful. It was a time to reflect on the sacrifices workers have made in years past in order to be paid fairly and have safe working conditions — as well as the sacrifices they continue to make today. Across the nation, members gathered to enjoy good company and demonstrate our solidarity to the world.



LOS ANGELES

NEW YORK





COLORADO



NEW ENGLAND



SF-NORCAL



WASHINGTON-MID ATLANTIC



ARIZONA-UTAH



SEATTLE



CHICAGO



PHILADELPHIA



PORTLAND



NEW MEXICO



MICHIGAN

Member Perks!

Deals & Discounts for SAG-AFTRA Members

Your membership in SAG-AFTRA affords you great opportunities to show your card and save.

Actors Access Plus

SAG-AFTRA members receive 20% off of the annual rate for Actors Access Plus. Actors Access is a Breakdown Services' hub for all actors to take control of their professional profiles and submit to thousands of union roles. To receive the discount, log in and confirm your union status and SAG-AFTRA ID at actorsaccess.com.

IMDbPro

IMDbPro has launched its first-ever free membership tier. This free membership has limited access, but you can also elevate your IMDbPro experience to the next level with an exclusive offer. SAG-AFTRA members receive a 30% discount off a paid IMDbPro membership, which offers full access to the most powerful features. Visit Deals & Discounts under the Membership Benefits section at sagaftra.org for details and instructions on how to apply and receive the discount on IMDbPro.

Los Angeles Times

An exclusive offer for SAG-AFTRA members — one year for \$1, then \$10/year (new subscribers only). Subscribe today and get unlimited digital access to the *Los Angeles Times* — including *The Envelope*, your up-close guide to awards season. Visit latimes.com/sagaftra and subscribe today. Offer valid for new *L.A. Times* subscribers only.

Medicare Advantage Plan

SAG-AFTRA, in partnership with the AFL-CIO, is offering benefit plans for all Medicare-eligible members and their Medicare-eligible spouses/partners — including a \$0 premium option. For information about these plans and benefits and an enrollment form, visit retireehealth.unionplus.org or call the Anthem First Impressions Welcome Team at (833) 371-1160.

M·A·C Pro Membership Program

M·A·C Pro membership program is your pass to pro events and products to elevate your artistry. The program is open to all SAG-AFTRA members free of charge and provides a 30% discount online and in freestanding locations for one year. For more information, visit maccosmetics.com/mac-pro. To apply, visit macproapplication.com and upload a current photo of your SAG-AFTRA card.

Subaru Motors

Subaru of America Inc. is pleased to offer SAG-AFTRA members the opportunity to participate in the Subaru VIP Program. To take advantage of the VIP Program offer, you must receive an approved Retailer Visit Authorization form prior to contacting a Subaru retailer. To obtain your authorization form, please log into your sagaftra.org account and navigate to Subaru Motors under the Deals & Discounts page and follow the instructions there.

Union Plus Hardship Benefits

Union Plus is here to help union members and their families through times of uncertainty with unique hardship help benefits. To see the benefits they offer and find out if you're eligible for these Union Plus programs, navigate to the Deals & Discounts page under the Membership & Benefits tab after logging into your sagaftra.org account.



For the latest Deals & Discounts, download the SAG-AFTRA app.



SAGAFTRA.ORG/APP

All Deals & Discounts are administered by entities independent of SAG-AFTRA. Questions about each offer must be handled by the providers. SAG-AFTRA does not endorse any of these services.

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In Memoriam

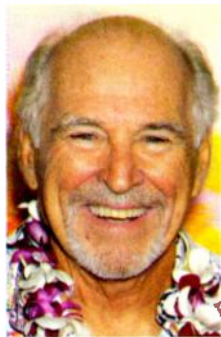
We honor the memory of members whose deaths were reported to SAG-AFTRA between July 1–Oct 31, 2023



BOB BARKER



TONY BENNETT



JIMMY BUFFETT



DICK BUTKUS



TYLER CHRISTOPHER



ANGUS CLOUD

Robert Abernethy	2/2/2022
Consuelo Aduviso	8/9/2023
Michael V. Allen	3/17/2022
Lisa Altomare	12/21/2021
Noelle Rose Andressen	10/1/2021
William Attmore	7/30/2023
Doe Avedon	12/18/2011
Bob Barker	8/26/2023
Doug Barron	9/22/2023
Claire Barry	11/22/2014
Reathel Bean	10/4/2023
Howard K. Beasley	10/30/2013
Steve Beauchamp	7/1/2023
Roger W. Behrstock	6/22/2021
Nicholas Benedict	7/14/2023
Rina Bennett	4/20/2020
Tony Bennett	7/21/2023
Lawrence P. Beron	9/9/2023
Edward Blackoff	4/29/2023
Pamela Blair	7/22/2023
Chad Block	6/18/2002
Tara T. Boesch	6/25/2023
Bronwen Booth	4/4/2023
Randall Bosley	5/10/2023
Joseph Martin Bossey	12/12/2022
Brian Bradley	3/31/2023
Janet Brandt	10/25/2004
George Brome	7/26/2023

Scott Brower	12/4/2020
Bibs Brown	7/10/2021
David Brummel	10/5/2023
Jimmy Buffett	9/1/2023
Greg Burns	7/31/2023
Dick Butkus	10/5/2023
Sergio Calderon	5/31/2023
David B. Carlton	2/6/2023
Kate Carney	5/10/2023
Walter Charles	8/3/2023
Lynn Diana Chester	7/4/2023
Michael Chiarello	10/6/2023
John Chibbaro	9/25/2023
Tyler Christopher	10/31/2023
Darwood Chung	5/10/2023
Madilyn Clark	9/18/2023
Steve Clark	6/29/2023
Jefferson Clarke	6/29/2016
Alan Clement	7/15/2023
Angus Cloud	7/31/2023
Phyllis Coates	10/11/2023
Natalie Maria Cole	12/31/2015
Ann Coleman	7/29/2023
Robert Collier	1/4/2021
Harvey J. Cowen	10/8/2023
Donald Crabb	6/14/2023
Carl Craig	1/8/2022
Bill Crosson	11/24/2022

W. Scott Dallavo	6/29/2023
Samuel Z. Damon	7/29/2023
Robert Dana	11/2/2003
Joseph Darrell	5/27/2023
Mark Davenport	5/29/2023
Darnell Davis	4/13/2023
Dolores De Maria	7/23/2023
Peter DeMaio	10/7/2023
Fumio Demura	4/24/2023
Marcia DeRousse	9/2/2023
Michael Deycaza	7/24/2023
John Deyle	6/22/2023
Arnold T. Diaz	10/24/2023
Marilyn Dobrin	3/27/2023
Charles Dobson	8/25/2023
Patricia Dorsey	5/14/2004
Kerry Shawn Duffy	5/20/2023
Ed Dunbar	7/26/2023
Jason Ehrlich	9/10/2020
Drew Eliot	12/19/2019
Andrea Evans	7/9/2023
Allin Everman	10/2/2022
Kristian Falk	6/27/2022
Sharon Farrell	5/15/2023
Ben Feuer	6/8/2022
Elise Finch	7/16/2023
Julia Flint	6/8/2022
Carolyn Francis	4/3/2023

* Please note: Due to publishing deadlines, notices that are received outside of these dates will be considered for future publication.





ANDREA EVANS



NANCY FRANGIONE



MICHAEL GAMBON



ELIZABETH HOFFMAN



RON CEPHAS JONES



PIPER LAURIE

Nancy Frangione	8/18/2023	Frank Gio	5/5/2023	Colin Hamilton	10/6/2023
John E. Franzreb	5/21/2021	Carlin Glynn	7/13/2023	Wayne Hamilton	12/8/2004
Gray Frederickson	11/20/2022	Mark Goddard	10/10/2023	Hal Handerson	6/8/2023
Shari Freels	1/22/2023	Lelia Vita Goldoni	7/22/2023	Johnny Hardwick	8/8/2023
Michael D. Gainsborough	11/14/2022	Max Gomez	9/2/2023	Georgia Harrell	8/29/2023
Michael Gambon	9/28/2023	Dolores Gray	6/26/2002	Ronald Lew Harris	8/24/2023
Charley J. Garrett	7/27/2023	Timothy Greenwood	9/18/2023	James Harold Hart	6/22/2021
Lynnette Gaza	8/14/2023	Noah Gregoropoulos	10/16/2022	John Hatfield	3/21/2023
Paul Geoffrey	6/3/2023	Matt Griesser	9/2/2023	Beth E. Hays	2/5/2019
Robert George	1/13/2023	Maria Grimm	9/13/2021	Greg Heimer	2/1/2013
Matthew Gerdisch	12/14/2019	Brett Hadley	6/14/2023	Tony Hendra	3/4/2021
Marc Gilpin	7/29/2023	Rebecca Tapia Hallowell	4/23/2023	Joan Hennecke	1/12/2005



JOSEPH MELENDEZ, a SAG-AFTRA National and New York Board member, passed away on Sept. 10 at the age of 56. Melendez grew up in the Bronx, New York, and performed on stage before beginning his television career. He dedicated himself fully to both the craft of acting and his service to the union. A mentor, leader and teacher, Melendez began his committee service in 2009. He went

on to chair the National Disciplinary Review Committee and New York Local Conservatory Committee, and he served as a member on over a dozen other committees, including multiple TV/Theatrical Contracts Negotiating Committees, where he fought hard to preserve the sustainability of the acting profession for generations to come. He was an inspiration to his students and an advocate for performers' rights. His stage and screen legacy will live on, along with his reputation for kindness and compassion. Melendez is survived by his wife Ashley.

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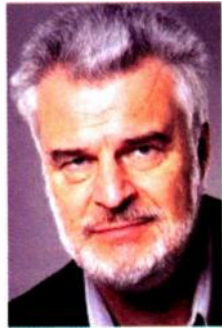
In Memoriam



MARK MARGOLIS



DAVID McCALLUM



RICHARD MOLL



MATTHEW PERRY



TARAJA RAMSESS

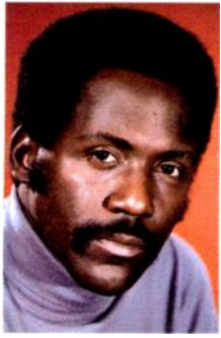


PAUL REUBENS

Jeff Henry 11/13/2022
 Patricia Hitchcock 8/9/2021
 Elizabeth Hoffman 8/21/2023
 Joel Lane Hudgins 1/7/2019
 Liam Hughes 8/13/2023
 Michael Hunold 12/3/2022
 Allen Iaccarino 10/14/2023
 Gene Iglesias 2/4/2023
 William J. Immerman 6/23/2023
 George Janek 8/27/2021
 Lisa Janti 3/7/2023
 Keith Jefferson 10/5/2023
 Dick Johnson 6/9/2020
 Howie Joines 5/14/2023
 Ron Cephas Jones 8/19/2023
 Vigen Kazandjian 6/29/2011
 Steven Keats 5/10/1994
 Daniel Kern 9/15/2023
 Ben E. King 4/30/2015
 Wright King 11/25/2018
 Shelley Kirk 7/6/2023
 John S. Klein 6/13/2023
 James Milton Kline 9/28/2023
 Tom Klunis 10/23/2023
 William Knight 11/8/2022
 Ruth Kulerman 11/12/2019
 Luciana Lagana 1/23/2023
 Ana Maria Lagasca 4/16/2023
 David S. Lagner 10/25/2022

Jere Laird 5/27/2023
 Steven Hal Lambert 8/18/2023
 Geoffrey L. Lardner 5/24/2022
 Piper Laurie 10/14/2023
 Greg Lewis 9/18/2023
 James Robert Lewis 5/22/2023
 Rose Liotta 9/20/2023
 Ben Lipitz 4/18/2023
 Tristian Loran 5/20/2023
 David Eric Lowen 3/23/2012
 Suzanne M. Lynch 7/14/2023
 John Alexander MacKay 6/25/2023
 Melissa MacKay 4/29/2023
 Donald MacMaster 1/11/2023
 Leopoldo Papi Mandeville 4/2/2022
 Jan March 8/28/2023
 Mark Margolis 8/3/2023
 Roger Martin 6/21/2023
 Jerry Masan 6/17/2022
 Harry Mastrogeorge 4/26/2023
 Jessica Leigh Mattson 12/13/2018
 David McCallum 9/25/2023
 Michael John McGann 12/28/2022
 Michael Patrick McGrath 9/14/2023
 Robert E. McGrath 12/4/2022
 Randy Meisner 7/26/2023
 M. Jennifer Meister 10/3/2023
 Joseph Melendez 9/10/2023
 Michael Melvin 12/23/2021

Alley Mercedes 11/2/2022
 Lawrence Merritt 1/22/2023
 Barbara Michaels 9/30/2018
 Eric Micklewood 2/17/2003
 Billy Miller 9/15/2023
 Cathi Miller 9/1/2021
 Richard Moll 10/26/2023
 J. Alan Moore 2/27/2023
 Alexandra More 12/5/2015
 Cash Morgan 1/23/2020
 Guy Morgan 5/15/2023
 Margot Moser 9/25/2022
 Mick Muldoon 7/24/2023
 J. Daniel Murphy 6/26/2023
 Maureen R. Murphy 9/19/2017
 Angela Muto 12/28/2022
 Billie Neal 12/27/1999
 Peter Nero 7/6/2023
 Richard Alan Nichols 5/12/2022
 Craig Noble 9/23/2023
 Timothy Nolen 8/31/2023
 John T. North 7/23/2023
 Zyla Nyahay 6/28/2023
 Christopher Leo O'Brien 12/6/2021
 Raymond O'Connor 10/9/2023
 Linda O'Neil 7/21/2023
 Ines Ochoa 9/21/2006
 Sanford Odets 2/25/2023
 Bobby Osborne 6/27/2023



RICHARD ROUNDTREE



SHELLEY SMITH



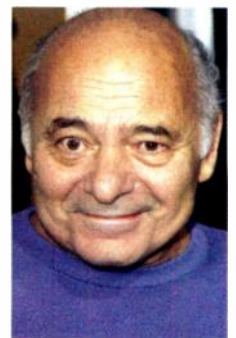
SUZANNE SOMERS



ARLEEN SORKIN



INGA SWENSON



BURT YOUNG

Jack Owen 8/19/2023
 Hersha Parady 8/23/2023
 Lara Parker 10/12/2023
 Nick Pellegrino 9/23/2023
 Matthew L. Perry 10/28/2023
 Andrew Prine 10/31/2022
 Gloria Bright Ramin 7/19/2023
 Taraja Ramsess 10/31/2023
 Albert Ray 9/28/2020
 Richard Read 7/12/2022
 Charles Regan 8/25/2023
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 Tommy H. Reynolds 5/28/2023
 Michael B. Rich 7/10/2023
 Mary Beth Rikeman 10/1/2023
 David Lee Ringwald 12/13/2022
 Leslie Rivers 5/21/2022
 Jaime Robbie Robertson 8/9/2023
 Rene Rokk 2/2/2023
 Ron Rolland 9/13/2023
 Charles Romano 9/10/2023
 Richard Roundtree 10/24/2023
 Douglas Rowe 5/13/2023
 Rob Roy 12/26/2022
 Arthur Rubin 7/22/2023
 Tony Ryan 4/16/2023
 Julian Sands 6/24/2023
 Sam Sarpong 10/26/2015
 Nina Savinski 3/27/2023
 Don Scope 5/15/2023
 Sheila Surkes Scotti 2/8/2018

Randy Scruggs 4/17/2018
 Hiram Jacob Segarra 9/19/2022
 Michael Seneca 6/4/2023
 Dorin Seymour 7/30/2023
 Eileen Shannon 9/2/2023
 Michael Sherman 7/24/2023
 Robert Sherman 6/27/2023
 Dana Sigmon 8/5/2023
 Stu Silver 7/18/2023
 G. R. Smith 12/29/2022
 Shelley Smith 8/8/2023
 Gary Solomon 5/28/2023
 Gus Solomons 8/11/2023
 Suzanne M. Somers 10/15/2023
 Arleen F. Sorkin 8/24/2023
 Rick Spector 1/31/2020
 Tod Starke 5/3/1983
 Peter Starr 7/3/2023
 Ron Steelman 7/31/2023
 Irene Carter Stokes 9/20/2023
 Will Strickland 5/26/2020
 Al Sutton 10/20/2022
 Robert Bryan Swan 8/9/2023
 Stephen Sweetland 12/10/2022
 Inga Swenson 7/23/2023
 Edgar E. Synigal Jr. 9/18/2017
 Miiko Taka 1/4/2023
 Gary Taramaschi 7/9/2023
 Greg Tash 9/12/2023
 Elayn J. Taylor 8/28/2022
 Ron Terry 2/8/2023

Ron Tippe 8/1/2014
 Susan Tolsky 10/9/2022
 Jewel Tompkins 3/22/2021
 Roxanne Tunis 6/23/2023
 Vae 1/10/2023
 Charles A. Vanegas 9/24/2021
 Jay F. Varela 6/24/2021
 Nancy Vawter 11/2/2020
 Michael Vieau 6/29/2023
 Rocco Samuel Vienhage 6/28/2023
 William C. Virdon 11/23/2021
 Lou Vitulli 8/2/2023
 Kay Vojkovic 12/20/2019
 Brian J. Wallace 6/12/2023
 Fern Ward 3/11/2020
 Yvonne Warder 3/12/2023
 Ray Wasik 5/7/2023
 Vera Webster 10/21/2022
 Douglas Wester 6/20/2023
 Larry Wilde 9/3/2023
 Martine Wood 8/8/2023
 Gary Wright 9/4/2023
 Stanley Yale 7/3/2023
 Ken Yasuda 8/2/2023
 John Yates 9/19/2023
 Burt Young 10/8/2023
 Loy Young 5/5/2019
 Jack Younger 1/24/2020
 Mario Z 7/6/2023

THE LITTLE CHURCH AROUND THE CORNER, NEW YORK CITY.



A 1913 color postcard showcases New York City's Little Church Around the Corner, whose name and claim to fame came about because of actors George Holland (far left, circa 1869) and Joseph Jefferson (as Rip Van Winkle, 1869), and writer Mark Twain (top right, 1871).

An Actor's Legacy Lives On: Naming Rights to the 'Little Church Around the Corner'

George Holland was a comic actor so beloved that his death unexpectedly brought a nickname to a Manhattan church that has persisted for over 150 years. When he died just before Christmas in 1870 at 79 years old, his best friend, *Rip Van Winkle* stage star Joseph Jefferson, and Holland's actor son Edmund set out to arrange his funeral at his relatives' place of worship, the (now-demolished) Church of the Atonement on Madison Avenue and 28th Street.

When Jefferson told the church's young rector, William T. Sabine, the deceased was an actor, Sabine replied he would not allow a funeral for an actor at his church, only from Mr. Holland's home. Jefferson was outraged, young Holland was upset and Reverend Sabine countered with, "There is a little church around the corner where they do that sort of thing." Jefferson stormed off with Edmund in tow. That "little church" was the Church of the Transfiguration, just a block away on E. 29th Street, where it remains to this day. They were welcomed by Rev. George Houghton, who was happy to host the funeral.

The New York Times reported the funeral was packed with

distinguished theatrical mourners, and even the mayor attended. Numerous journalists condemned Rev. Sabine in print, but none fiercer than Mark Twain, then co-editor of the *Buffalo Express* newspaper and an editor for *The Galaxy* monthly, who responded with a scathing 1,700-word Sabine-skewering diatribe carried by *The Galaxy* and *The New York Times*.

Twain opened with: "What a ludicrous satire it was upon Christian charity! — to say to such as George Holland, 'You are unworthy; you are a play actor and consequently a sinner; I cannot take the responsibility of recommending you to the mercy of Heaven,'" closing with, "Honored and honorable old George Holland, whose theatrical ministry had for 50 years softened hard hearts, bred generosity in cold ones, kindled emotion in dead ones, uplifted base ones, broadened bigoted ones, and made many and many a stricken one glad and filled it brim full of gratitude, figuratively spit upon in his unoffending coffin by this crawling, slimy, sanctimonious, self-righteous reptile!"

The Little Church continues to welcome actors: It has been the headquarters of the Episcopal Actors Guild since 1923, celebrating its centennial this year.

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