



SPRING 2023

**Notice of  
Nomination  
& Election**

Page 19

**Generative  
AI and Your  
Rights**

Page 54

THIS IS  
*Everything*

Double SAG Awards  
recipient Michelle Yeoh

FOR YOUR EMMY® CONSIDERATION  
OUTSTANDING LIMITED OR ANTHOLOGY SERIES

**OUTSTANDING LEAD ACTOR**  
IN A LIMITED OR ANTHOLOGY SERIES OR MOVIE  
**Evan Peters**

**OUTSTANDING SUPPORTING ACTRESS**  
IN A LIMITED OR ANTHOLOGY SERIES OR MOVIE  
**Niecy Nash-Betts**

**OUTSTANDING SUPPORTING ACTOR**  
IN A LIMITED OR ANTHOLOGY SERIES OR MOVIE  
**Richard Jenkins | Rodney Burford Jr**

**“REWRITING WHAT A CRIME DRAMA CAN LOOK LIKE  
IF WE START FOCUSING MORE ON SYSTEMATIC FAILURES.”**  
DECIDER



**WINNER**  
**NIECY NASH-BETTS**  
CRITICS CHOICE AWARD  
SUPPORTING ACTRESS (LIMITED SERIES)

**WINNER**  
**EVAN PETERS**  
GOLDEN GLOBE AWARD  
ACTOR (LIMITED SERIES)

**NOMINEE**  
**RICHARD JENKINS**  
GOLDEN GLOBE AWARD  
SUPPORTING ACTOR (LIMITED SERIES)

# DAHMER

MONSTER: THE JEFFREY DAHMER STORY



FYC.NETFLIX.COM  
World Radio History

Notice of  
Nomination  
& Election  
PAGE 19

## Features

- 52** HIP-HOP AT 50: WHO'S NEXT & NOW  
SAG-AFTRA brings hip-hop to SXSW.
- 54** GENERATIVE AI ON THE RISE  
Know where the union stands on AI technology.
- 60** MICHELLE YEOH: MAKING HERSTORY  
The actor achieves a first on the SAG Awards' stage.
- 64** SAG AWARDS® STREAMS BIG  
This year's awards breaks new ground in the digital age.
- 70** SALLY FIELD: THE THRILL OF ACTING  
We celebrate the 58th SAG Life Achievement Award recipient's career.
- 74** FORGING THE TOOLS FOR EQUITY  
SAG-AFTRA paves a more inclusive way in the industry.

64

## Departments

- |    |                                      |    |                                    |
|----|--------------------------------------|----|------------------------------------|
| 8  | President's Letter                   | 44 | Scene Around                       |
| 12 | Executive Vice President's Letter    | 50 | Show Us Your Card                  |
| 14 | Secretary-Treasurer's Letter         | 78 | On Location                        |
| 16 | National Executive Director's Letter | 84 | In Memoriam                        |
| 26 | For Members                          | 87 | Deals & Discounts                  |
| 38 | Broadcast News                       | 88 | Snapshot: <i>Salt of the Earth</i> |

ON THE COVER: Michelle Yeoh celebrates her double SAG Awards victory, photographed by Soul Brother/Shutterstock.

RIGHT: Zendaya blooms on the red carpet at the 29th Annual SAG Awards, photographed by David Fisher/Shutterstock.

Follow us and like us on



Visit [sagaftra.org](http://sagaftra.org) for more news, events and videos.

# Contact Us

**24-Hour Safety Hotline** ..... (844) SAFER SET  
(844) 723-3773  
**Reporting Sexual Harassment (Press Option 1)** ..... (855) 724-2387  
sagaftrasafeplace.org

## GENERAL INFORMATION

Toll free ..... (855) SAG-AFTRA  
(855) 724-2387

Members are able to reach any of the SAG-AFTRA local offices via the toll-free number by entering a five-digit ZIP code.

## CONTRACTS

Audiobooks ..... (212) 863-4242  
(301) 634-4859  
Background Actors ..... (323) 549-6811  
Commercials and Infomercials ..... (323) 549-6858  
Corporate/Educational ..... (323) 549-6858  
Field Services ..... (323) 549-6879  
(212) 827-1538  
Music (*Singers, Dancers, Sound Rec., Music Videos*) .... (323) 549-6864  
New Media ..... (323) 549-6446  
News & Broadcast ..... (800) 638-6796  
Residuals ..... (323) 549-6507  
Safety (*Non-Emergency*) ..... (323) 765-2911  
Stunts ..... (323) 549-6855  
Television ..... (323) 549-6835  
Theatrical ..... (323) 549-6828  
Voiceover ..... (323) 549-6815

## OTHER DEPARTMENTS

Cashiers ..... (323) 954-1600  
Committee Office ..... (323) 549-6418  
Communications & Marketing ..... (323) 549-6654  
Equity & Inclusion ..... (323) 549-6644  
Governance ..... (323) 549-6676  
Government Affairs & Public Policy ..... (212) 827-1512  
iActor Helpdesk ..... (323) 549-6451  
Industry Relations ..... (323) 549-6004  
Legal ..... (323) 549-6627  
Membership ..... (323) 549-6778  
Organizing ..... (323) 549-6002  
Professional Representatives ..... (323) 549-6745  
(212) 863-4230  
SAG Awards ..... (323) 549-6707  
Website Assistance ..... (323) 549-6789  
Young Performers ..... (323) 549-6730

## PENSION, RETIREMENT & HEALTH

SAG-AFTRA Health Plan ..... (800) 777-4013  
sagaftraplans.org  
AFTRA Retirement Fund ..... (212) 499-4800  
aftraretirement.org  
SAG-Producers Pension Plan ..... (800) 777-4013  
sagaftraplans.org  
MPTF ..... (855) 760-6783  
mptf.com  
MPTF Industry Health Network ..... (800) 876-8320

©2023 SAG-AFTRA (ISSN 2168-667X print; ISSN 2326-6279 online) is published quarterly by SAG-AFTRA, 5757 Wilshire Blvd., 7th Floor, Los Angeles, CA 90036-3600. Periodicals postage paid at Los Angeles, CA. POSTMASTER: Send address changes to SAG-AFTRA, 5757 Wilshire Blvd., 7th Floor, Los Angeles, CA 90036-3600.

## CHARITABLE AND SUPPORT ORGANIZATIONS

SAG-AFTRA Foundation ..... (323) 549-6708  
SAGAFTRA.Foundation  
Entertainment Community Fund ..... (888) 825-0911  
Eastern ..... (800) 221-7303  
Central ..... (312) 372-0989  
entertainmentcommunity.org  
Career Transition for Dancers ..... (323) 933-9244  
entertainmentcommunity.org/careertransition ext. 450  
Entertainment Industry Foundation ..... (424) 283-3600  
eifoundation.org

## OTHER

SAG-AFTRA Federal Credit Union ..... (818) 562-3400  
sagaftrafcu.org  
Actors Federal Credit Union ..... (212) 869-8926  
actorsfcu.com

## CONNECT WITH US

### SAGAFTRA.ORG

 /SAGAFTRA

 @SAGAFTRA

 @SAGAFTRA

 /SAGAFTRA

### SAG AWARDS

 /sagawardsofficialpage

 @SAGAwards

 @SAGAwards

### SAGINDIE

 /SAGindie.org

 @SAGindie

### NEWS

 @SAGAFTRAnews

### NGP

 /NextGenPerformers

 @Nextgenperforms

 @Nextgenperformers

### SAG-AFTRA FOUNDATION

 /SAGAFTRAFoundation

 @SAGAFTRAFound

 @SAGAFTRAFound

 /SAGAFTRAFoundation

### EN ESPAÑOL

 /sagaftraespanol

 @sagaftraespanol

 @sagaftraespanol

SAG-AFTRA, SAG, AFTRA, Screen Actors Guild Awards, The Actor, the Screen Actors Guild Life Achievement Award and all related elements and images are TM & © 2023 Screen Actors Guild-American Federation of Television and Radio Artists. All rights reserved. The appearance of advertising in this publication neither guarantees nor implies an endorsement by SAG-AFTRA of the product, service, or company or the claims made for the product in such advertising. SAG-AFTRA disclaims any liability whatsoever in connection with advertising appearing herein, in digital publications and on the SAG-AFTRA website.



FOR YOUR EMMY® CONSIDERATION  
**OUTSTANDING DRAMA SERIES**

LEAD ACTRESS  
**IMELDA STAUNTON**

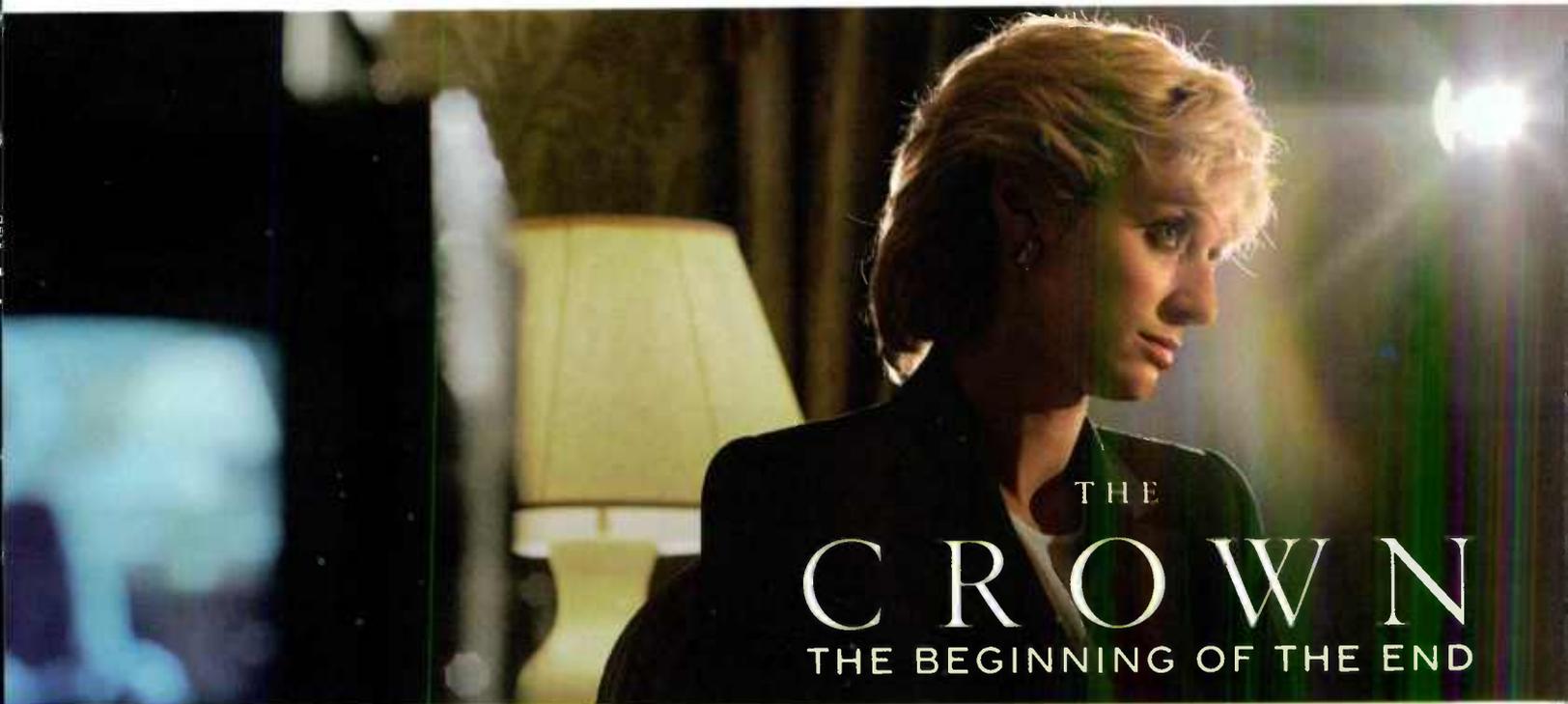
SUPPORTING ACTRESS  
**ELIZABETH DEBICKI**

LEAD ACTOR  
**DOMINIC WEST**

SUPPORTING ACTOR  
**JONATHAN PRYCE**

GUEST ACTRESS  
**CLAIRE FOY, VANESSA KIRBY  
NATASCHA McELHONE**

GUEST ACTOR  
**ALEX JENNINGS, TIMOTHY DALTON  
PRASANNA PUWANARAJAH, KHALID ABDALLA**



THE  
**CROWN**  
THE BEGINNING OF THE END

“ONE OF TELEVISION’S BEST DRAMAS EVER.  
THE ENTIRE CAST IS EXEMPLARY.”

AWARDSWATCH



World Radio History

  
FYC.NETFLIX.COM

## Letter to the Editor

### YOU WILL BE IN GOOD HANDS

I began my membership with SAG-AFTRA Federal Credit Union and Actors Federal Credit Union in the late '90s and late 2000s.

I would like to thank the entire staff of both credit unions for helping me through the toughest of times. The credit unions mentored me through the deaths of all my immediate family members, through my spine injury, and through my trial of having nothing and having to start all over again in life.

They held my hand, counseled me, and prepared me to face my darkest times. Without the credit unions' lifesaving help, I really don't think I'd be alive today. No pun intended. Now, my credit score is healed and my financial welfare is on a positive upswing! I recommend both credit unions to all entertainment professionals and the new ones that are just getting off the plane and bus. Trust them, you will be in good hands!

Sincerely,

**Waide Aaron Riddle**

L.A. Local member since 1985

**SCAN TO  
CHECK OUT  
OUR  
ENHANCED  
DIGITAL  
ISSUE!**



#### ACTION ITEMS

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

# SAG·AFTRA

## EDITORIAL STAFF

**Editor-in-Chief**

*Pamela Greenwalt*

**Managing Editor**

*Damon Romine*

**Associate Managing Editor**

*Tom Leupold*

**Art Director**

*Yvette Youssefia*

**Magazine Staff**

*Jalika Conteh*

*Kiley Cristiano*

*Léa Curtis*

*Margo Giordano*

*Aaron Goddard*

*Raymond Hernandez*

*Steve Holbert*

*Delaney Howard*

*Michael McNulty*

*Joe Mulgado*

*Sheara Reich*

*Natalie Sylvestre*

*Katie Wallack*

*Mei Wang*

*Stephanie Wright*

*Valerie Yaros*

## Editorial Subcommittee

*Liz Zazzi (chair)*

*Ellen Crawford (vice chair)*

*Rik Deskin (vice chair)*

*Joy Benedict*

*Douglass Bowen-Flynn*

*Dileep Rao*

*Jeff Spurgeon*

*Christine Bruno (alternate)*

*Linda Harchaic (alternate)*

*Linda Santavicca (alternate)*

## Contributors

*Caroline O'Connor, Julie Crane,*

*Mericia Palma Elmore, Amy Hall, Serena*

*Kung, Bernadine Robbins, Thomas Schwarz,*

*Allegra Smart, Ellen Stoolmacher*

## Advertising Sales

*Margo Giordano (323) 549-6694*



ILCA Award Winner for  
General Excellence and Best Publication Design



# 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.

#### SEND LETTERS TO:

Letters to the Editor  
SAG-AFTRA Magazine  
5757 Wilshire Boulevard, 7th Floor  
Los Angeles, CA 90036  
Letters may also be faxed to  
(323) 549-6500 or emailed to  
magazine.editor@sagaftra.org.

**“POLISH UP  
THOSE EMMYS®  
FOR THE YEAR’S  
BEST AND MOST  
ADDICTIVE NEW SERIES.  
STEVEN YEUN  
AND ALI WONG  
COULD NOT BE BETTER.”**

**abc** NEWS PETER TRAVERS

**FYC** OUTSTANDING LIMITED  
OR ANTHOLOGY SERIES

LEAD ACTOR **STEVEN YEUN** LEAD ACTRESS **ALI WONG**

SUPPORTING ACTOR **YOUNG MAZINO**  
**JOSEPH LEE**

SUPPORTING ACTRESS **ASHLEY PARK**  
**MARIA BELLO**  
**PATTI YASUTAKE**



**STEVEN YEUN**

**ALI WONG**

**BEEF**

**N**

FYC.NETFLIX.COM

World Radio History

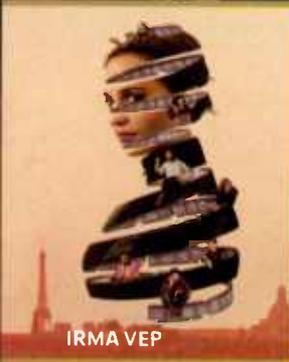


THE LAST OF US

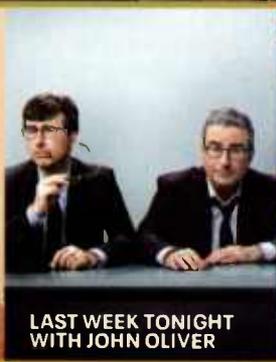
LOVE & DEATH

SUCCESSION

HOUSE OF THE DRAGON



IRMA VEP



LAST WEEK TONIGHT WITH JOHN OLIVER



VELMA



WHITE HOUSE PLUMBERS

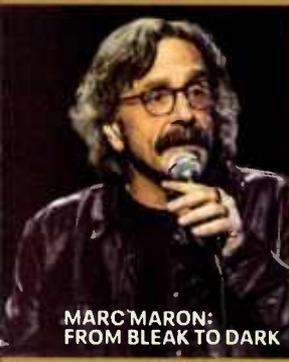


LOS ESPOOKYS



MARLON WAYANS: GOD LOVES ME

# FOR YOUR EMMY™ CONSIDERATION



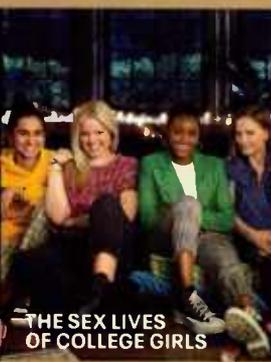
MARC MARON: FROM BLEAK TO DARK



RAIN DOGS



SARAH SILVERMAN STAND-UP



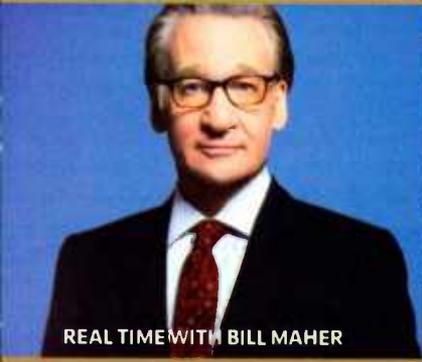
THE SEX LIVES OF COLLEGE GIRLS



YVONNE ORJI: A WHOLE ME.



LIZZO: LIVE IN CONCERT



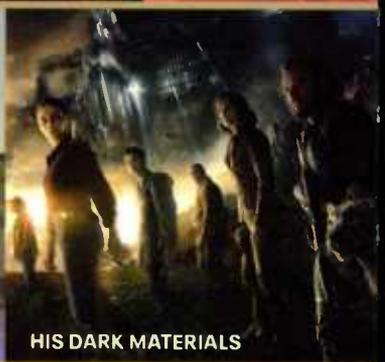
REAL TIME WITH BILL MAHER



A BLACK LADY SKETCH SHOW



WE'RE HERE



HIS DARK MATERIALS

HBO | FYC



RAP SHIT

INDUSTRY

BARRY

THE WHITE LOTUS



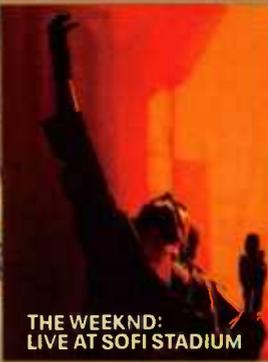
NIKKI GLASER: GOOD CLEAN FILTH



SMARTLESS: ON THE ROAD



THE REHEARSAL



THE WEEKND: LIVE AT SOFI STADIUM



2022 ROCK & ROLL HALL OF FAME INDUCTION CEREMONY



ATSUKO OKATSUKA: THE INTRUDER

# IN ALL CATEGORIES INCLUDING OUTSTANDING ACTING



REALITY



THE OTHER TWO



PAUSE WITH SAM JAY



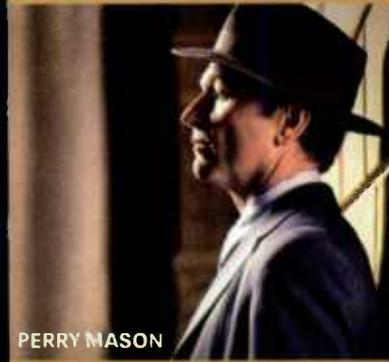
AVENUE 5



SOUTH SIDE



HARLEY QUINN



PERRY MASON



SOMEBODY SOMEWHERE



THE BIG BRUNCH



WESTWORLD

max | FYC



# FRAN DRESCHER

*“Together, in unity, we march into a new and exciting chapter for all SAG-AFTRA members.”*

---

### The Fran Plan:

**W**e enter into a major contract negotiation June 7, with a wonderful nonpartisan committee of smart, well-informed members who are experts in different areas to fully represent all concerns.

Over an unprecedented seven days, we vetted requests from the wages and working conditions sessions held by locals across the nation.

Each of us, including our negotiating staff, had a level of understanding about the needs of our members as well as mutual respect for each other that will only help us have greater success.

Along with my National Executive Director Duncan Crabtree-Ireland, we are well prepared for these negotiations, and the work we have done simply highlights the importance of making sure these decisions are made without partisanship and looking forward not backwards. I observed a healing and a trust as we each worked to improve the lives of our fellow members.

For the first time in many years, there are no new lawsuits! Members have a stronger sense of being heard. Together, in unity, we march into a new and exciting chapter for all SAG-AFTRA members. A chapter that offers numerous fresh ideas and opportunities for service to those who have not yet volunteered. I urge those who have never served before to engage in service now!

We are 160,000 strong, representing seven

categories, each with their own special needs.

In each of these categories, I have come to rely upon “experts” to illuminate the wants and needs of their community.

Bringing different groups together is one of my greatest achievements as president.

To that end, I’m proud to say Green Council has been launched officially.

It pulls together unions, associations and NGOs from all sides of our industry with the goal of advancing eco-responsible entertainment.

Under this collaboration, a single environmental issue will be tackled one mission at a time.

The required criteria:

- Demonstrative on screen.
- Practiced on sets.
- Doable at home.

Our SAG-AFTRA members will use social media to influence viewers to take the Green Council Challenge at home, hence making the effort greater than the sum of its parts.

An honor-system reduction of single-use plastics and normalizing reusables will be mission No. 1.

A new SAG-AFTRA headquarters in North Hollywood, California, has been purchased. We are the last industry union to make this leap into ownership, but there’s no time like the present to diversify our investment portfolio.

For many members, this was a long-awaited accomplishment, and I’m glad I could spearhead this goal into fruition.

This property has room for us to grow as

well as meet our current demands. And with each upgrade, we only increase the value of our assets.

It was an overwhelming majority in support of making now the time to invest in our future in this way and, in particular, with this property.

Kudos to CFO Arianna Ozzanto, Secretary-Treasurer Joely Fisher and National Executive Director Duncan Crabtree-Ireland, who all worked in harmony to seal the deal.

I say with much relief, the nation is out of a state of COVID emergency and the Return to Work Agreement protocols have come to an end.

Polarizing positions on how best to navigate through became a major divider for our nation and our union.

But we enter a new chapter and all members can now return to work, regardless of their vaccination status.

May we all strive towards a cleaner and healthier lifestyle that supports our immune systems so that we can be more resilient to weather the next storm.

Remember how precious life is and that time is a limited gift, so live in optimism and an enjoyment of life!

Onward and upwards!

Fran Drescher



POWER BOOK II:  
**GHOST**

POWER BOOK I:  
**RAISING  
KANAN**

FOR YOUR CONSIDERATION  
IN ALL CATEGORIES

**STARZ**

WATCH NOW [STARZFYC.com](http://STARZFYC.com)

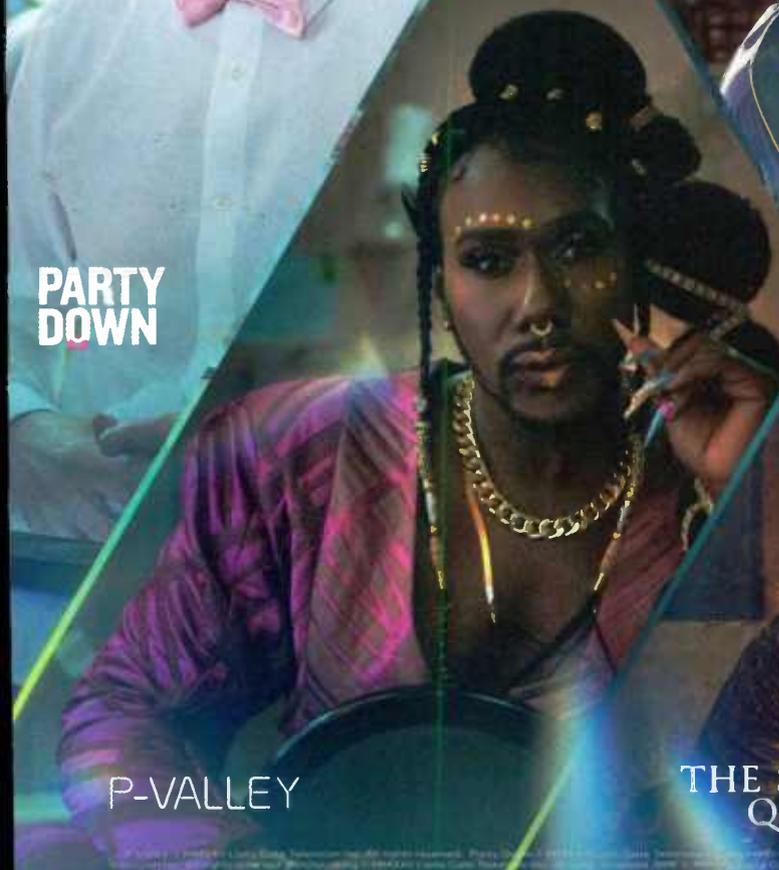
ACCESS CODE: STARZEMMYFYC2023



**PARTY  
DOWN**



**BMF**



**P-VALLEY**



**THE SERPENT  
QUEEN**



**BLINDSPOTTING**

# “DAMNED CLEVER”

*RollingStone*

“PEACOCK HAS A  
**WINNER**  
ON ITS HANDS”  
SCREENRANT

“GREAT STORYTELLING...  
**KNOCKOUT**  
GUEST STARS”  
TheVerge

“ANOTHER  
**ROYAL FLUSH**  
FOR [RIAN] JOHNSON”

COLLIDER



FOR YOUR EMMY AWARDS CONSIDERATION  
**OUTSTANDING COMEDY SERIES**  
AND ALL ELIGIBLE CATEGORIES



peacock ORIGINAL

# POKER FACE

peacock

STREAMING  
NOW

World Radio History

# A Letter from the Executive Vice President



## BEN WHITEHAIR

*“SAG-AFTRA has never shirked from grasping, with both hands, new technologies or innovation.”*

Hello Fellow Members!

In the midst of pending strikes, industry changes and threats to our livelihoods, know that SAG-AFTRA has your back. And, as a union, we have our strength by leaning on two fundamental pillars: solidarity and vision.

Solidarity isn't just a slogan. At the height of the COVID-19 pandemic, we were able to get back to work safely because we collaborated with the Directors Guild of America, International Alliance of Theatrical Stage Employees, International Brotherhood of Teamsters and the Basic Crafts to produce *The Safe Way Forward* report. Let us keep in mind the benefits this unanimity afforded us as we move beyond our Return to Work protocols.

Solidarity is imperative in this crucial time. As you read this, it's possible that the Writers Guild of America has gone on strike. Know that the SAG-AFTRA National Board recently declared that we stand strongly in solidarity as our siblings in the WGA battle for our collective future. In a recent communication with its members, WGA leaders defined the issue: "Over the past decade, while our employers have increased their profits by tens of billions, they have embraced business practices that have slashed our compensation and residuals and undermined our working conditions."

Sound familiar? It should: We have the same employers as the WGA. We, too, are in a daily fight to ensure fair compensation across our broad membership: actors, voiceover artists, puppeteers, singers, dancers, stand-ins, broadcasters, stunt coordinators and more — the vast majority of whom make a hard-earned, blue-collar living, whether we ply our trade in small towns or bustling urban centers.

Thanks to unity and solidarity, we've answered the challenge posed by the economic powers-that-be over many years: Our historic 2022 Netflix deal expanded our freedom to work, added a background zone (the first in 20 years!), and significantly increased compensation. I am confident we will continue this progress in the upcoming TV/Theatrical negotiations. We not only look to the future, we shape it.

SAG-AFTRA has never shirked from grasping, with both hands, new technologies or innovation. In fact, in many subtle but crucial ways, SAG-AFTRA has already harnessed technology internally to make members' lives easier: the new Member Toolkit; an upcoming Events Calendar; an online joining process that encouraged recruitment; direct deposit systems; a contact center fielding hundreds of thousands of calls, emails and chats; and the soon-to-be-released Producer's Portal

so employers will be able to more easily hire our members.

Now, artificial intelligence beckons. Like all new technologies, AI poses both opportunities and risks. If AI processes can scan our bodies or use our voices, we can potentially do multiple projects more or less at the same time — and the landscape of future work and demand for our skills will grow.

The risk, of course, is that AI will use scans of each of us without our consent and, crucially, without appropriate compensation. In this dystopian world, computers will learn how to act and no one will be able to tell the difference.

That's where SAG-AFTRA comes in: We will fight tooth and nail to ensure more work and more income for each member in every single one of our 700 contracts — as we have done for nearly a century.

I encourage you to stay engaged and informed as we meet the future by checking in with the Member Toolkit, your union's podcast, YouTube channel, and all our social media platforms.

In solidarity,

Ben Whitehair

FOR YOUR EMMY® CONSIDERATION IN ALL CATEGORIES INCLUDING

**OUTSTANDING DRAMA SERIES**

**LEAD ACTOR** Harrison Ford

**LEAD ACTRESS** Helen Mirren

**SUPPORTING ACTOR** Brandon Sklenar, Jerome Flynn, Darren Mann, Brian Geraghty,  
Sebastian Roché, Robert Patrick, Timothy Dalton

**SUPPORTING ACTRESS** Julia Schlaepfer, Aminah Nieves, Michelle Randolph, Marley Shelton, Jennifer Ehle

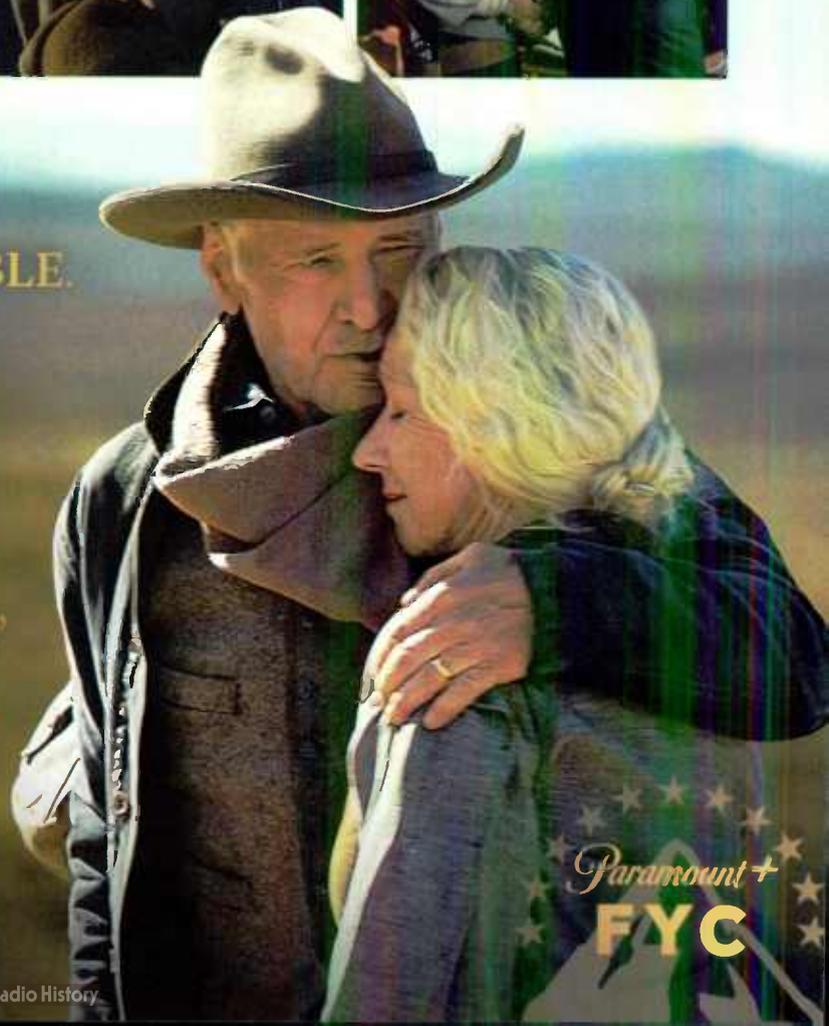


**“A WORTHY STAR VEHICLE  
FOR ITS SPRAWLING ENSEMBLE.**

FEATURES TWO OF THE MOST  
VENERATED AND DECORATED  
ACTORS OF THEIR GENERATION:  
**HARRISON FORD AND HELEN MIRREN.”**  
THE AV. CLUB

**“HARRISON FORD AND  
HELEN MIRREN TAKE STAR  
POWER TO THE NEXT LEVEL.”**  
CNN

1923



Paramount+  
**FYC**



## JOELY FISHER

*“This is about improving the health and pension plans, and preserving all of the services and benefits that a financially healthy union makes possible.”*

Fellow Members of SAG-AFTRA,

As I put pen to paper, literally, I am focused on the possibility that the next few months could be the most consequential in entertainment labor history. Your National Board just released a powerful statement of support for the Writers Guild of America, whose strike authorization vote received 97% approval. SAG-AFTRA sent a clear message that this is our time. The decades of imbalance in our industry will not continue.

Fortunately, I am able to report to you all that our financial house is in order.

You may have read the good news, but as your national secretary-treasurer, it is with great enthusiasm that I report to you all that SAG-AFTRA has purchased a building. Now, just like almost all of our sister unions, we own our home. There is so much to know about this strategic capital investment, detailed in this issue. I want to take this moment to share with you why this purchase is so deeply personal to me.

Twenty years ago, as I sat between Valerie Harper and Ed Harris, nursing my firstborn in the James Cagney Boardroom, I watched closely as my mother, Connie Stevens, our then-national secretary-treasurer, counseled the organization to make better investments. She pushed hard to buy a building. It didn't happen.

In taking on this position, I desperately wanted to make building ownership a priority. The awesome responsibility of finally bringing this to fruition and the

commitment to all of you, my union family, drove me every step of the way.

The economy ebbed and flowed over the decades and differing philosophical and political attitudes put this concept way on the back burner. For me, giving up on this dream was never an option. I promised to bring this across the finish line, and now we have. Of course, there is much credit to go around.

President Drescher came into office with an investment instinct about such a purchase and empowered me to drive the search and vetting. The success of this deal wouldn't have been possible without her; Arianna Ozzanto, our rock star CFO; Duncan Crabtree-Ireland, our intrepid NED; and near-unanimous support from the National Board.

Noting the poetic symmetry, I reflect on my mother and how much she cared about our members and the financial health of this institution.

I want to thank the Honors and Tributes Committee for bestowing on Connie the Ralph Morgan Award. My hope is that her legacy of service, as it has inspired me, inspires all who will

visit and work at our new SAG-AFTRA national headquarters.

Ultimately, this is about improving the health and pension plans, and preserving all of the services and benefits that a financially healthy union makes possible for future generations.

In solidarity and always keeping the membership first,

Joely Fisher



Joely Fisher and her mother, Connie Stevens

**“ONE OF THE BEST SHOWS OF THE YEAR.  
SYLVESTER STALLONE IS TAILOR-MADE FOR THIS ROLE.  
HE REMAINS A FORMIDABLE PHYSICAL FORCE WITH A GIFT FOR COMEDY.”**

CHICAGO SUN-TIMES



FOR YOUR EMMY® CONSIDERATION IN ALL CATEGORIES INCLUDING  
**OUTSTANDING COMEDY SERIES**  
**OUTSTANDING LEAD ACTOR – SYLVESTER STALLONE**

**TULSA KING**

© 2023 Paramount. All rights reserved.

World Radio History





## DUNCAN CRABTREE-IRELAND

*“Protecting members’ rights against abusive AI uses is one of our top priorities.”*

Dear Member,

SAG-AFTRA’s offices are now fully open, and members and staff are once again able to engage in-person. The on-set COVID protocols that the industry’s unions negotiated with employers are set to expire on May 11, with some limited exceptions (see page 28). SAG-AFTRA is following suit by ending its masking and vaccine requirements for staff as well as for members doing business or attending events in person at the union’s facilities, which means effective May 12, members will no longer be required to use the CLEAR app to access union activities.

TV/Theatrical negotiations are slated to start June 7 — but members and staff have already been putting in a lot of work into SAG-AFTRA’s most high-profile contract. I want to especially acknowledge President Fran Drescher, who is personally heading up the Negotiating Committee, as well as all of the members who have taken time from their busy lives to volunteer to serve their peers. I also express my deepest gratitude to our extraordinary and dedicated staff, including my co-lead negotiator, Ray Rodriguez, whose expertise is always invaluable.

Throughout the wages and working conditions process, we have heard members’ feedback about the aspects of the contract that you feel are most important, and those concerns will be in the forefront of our minds as we negotiate. The talent and unity of our membership is what gives us the power

and leverage to successfully negotiate contracts that can protect and advance our members’ interests. We will be keeping you posted on the progress of bargaining and ask you to be prepared to step up and speak out when your union and your fellow members call on you.

One area of developing concern is the impact of AI on the work that you do. Although it’s a hot topic in the media right now, it’s something your union leadership has been tracking for quite a while. We’ve been engaged in research and analysis, closely watching the technological evolution of AI, and working with industry partners and stakeholders to ensure the uses of AI technology remain human-centered, and that the interests of our members are safeguarded. We’ve made presentations to governments and to major employers and other stakeholders, both domestically and internationally, to ensure we’re helping drive the conversation. And we are a co-founder of the Human Artistry Campaign. We believe AI has a place in augmenting our members’ creativity, not replacing it, and protecting members’ rights against abusive AI uses is one of our top priorities.

I am thrilled to finally be able to share the news about the union’s future headquarters building in North Hollywood (see page 26). It’s a sound investment that provides the union with room to grow and better serve members, and through careful financial management, we were in a position to acquire it debt-free. We couldn’t have done it without the efforts of President

Drescher, EVP Ben Whitehair, Secretary-Treasurer Joely Fisher and Chief Financial Officer Arianna Ozzanto, along with the members of the Finance Committee and the National Board.

This is exciting news and a historic moment for the union, but please be aware that the eventual transition to the new building is a long-term project that’s years away. We will be taking all the time we need to make sure the space is something that serves members for decades to come, and nothing will change in the short term.

Finally, this is an election year for the union. You can be proud that SAG-AFTRA is a robust democracy: Every two years, members choose the union’s president and other national officers, as well as those who will represent them locally and at our national convention. You can find more details in the Call to Convention (see page 18). During this election season, as always, staff remains completely neutral and focused only on ensuring a fair election and in providing members the resources they need.

I could not be more proud to serve as your national executive director and chief negotiator, and I look forward to fighting alongside our member leaders and extraordinary staff as we bargain for the TV/Theatrical contract improvements that our members need and deserve.

Stronger together,

Duncan Crabtree-Ireland

FOR YOUR EMMY® CONSIDERATION IN ALL CATEGORIES INCLUDING

**OUTSTANDING DRAMA SERIES**

**OUTSTANDING LEAD ACTOR**

*Joshua Jackson*

**OUTSTANDING LEAD ACTRESS**

*Lizzy Caplan*

**OUTSTANDING SUPPORTING ACTOR**  
*Toby Huss, Brian Goodman, Reno Wilson*

**OUTSTANDING SUPPORTING ACTRESS**  
*Amanda Peet, Alyssa Jirrels*

**I WON'T  
BE  
IGNORED**

*Fatal*  
**ATTRACTION**

**NEW SERIES NOW STREAMING**

*Paramount+*  
**FYC**

© 2024 Paramount. All rights reserved.

World Radio History



# Call to Convention

Dear Member:

Every two years, members from across all geographic regions and work categories meet to elect new leaders and assess where the union should focus its efforts. This year, the National Board has voted to once again hold a virtual convention, which will take place Oct. 21–23. While there's no substitute for seeing each other in person, the virtual convention not only is more eco-friendly, it also allows more delegates to attend and participate without the need to travel. At the time the decision had to be finalized, there also were concerns remaining about the ongoing volatility of the pandemic.

Here's how the convention works: In the months before convention, locals elect a contingent of delegates to represent them. Following the elections, delegates may submit resolutions about issues that are important to them — it could involve anything from contract concerns to inclusion to specifics about dues or the website.

The first order of business for delegates at the convention is to elect the executive vice president — the union's No. 2 officer — and the seven national vice presidents who represent our various member categories, as well as geographic areas (small and mid-sized locals, Los Angeles and New York).

Once that's done, delegates and officers weigh the pros and cons of constitutional amendments and the resolutions delegates submitted in compliance with the convention rules. There's an opportunity for those present to speak for or against the merits of the issue before a vote is taken. Resolutions that pass are sent to



the National Board for further consideration and action.

Additionally at the convention, attendees will have the opportunity to virtually mix and mingle and visit the expo hall, where sponsors showcase services of interest to members. We also use our biennial gathering to recognize those who have worked hard for members' interests with the George Heller Memorial

Awards as well as the American Scene Awards, which recognize producers who practice diverse casting and tell the stories of underrepresented groups.

Whether you're new to the union or have been a member for years, I hope you will consider putting yourself forward as a delegate candidate — our union is at its strongest when the voices that shape our priorities bring a diversity of viewpoints and experiences. On the following pages are all the details on eligibility and everything else you need to know.

See you at convention!

In unity,

A handwritten signature in black ink, appearing to read "Duncan Crabtree-Ireland".

Duncan Crabtree-Ireland  
National Executive Director & Chief Negotiator

## Member Dues Relief Extended

The SAG-AFTRA Executive Committee voted on April 27 to approve a final extension of COVID-19 dues relief. This allows members to pay their May 2023 dues in two installments.

While the federal government is ending the public health emergency, dues deferment remains an important part of the overall response supporting SAG-AFTRA members in this time of need, allowing members to be cleared for work while making payments toward dues owed.

May dues statements were sent to members in April indicating payment is required on or before May 30. If you are facing COVID-19-related hardship and are unable to pay what's due on your account, you may request and will be granted a due date extension/installment plan. See right for details. Please note that if your May dues payment is not received by June 9, 2023, and you have not made a timely request for a due date extension or your payments are not in compliance with the COVID-19 Dues Relief Extension program, your eligibility to run for office will be affected. Failure to pay dues in accordance with the COVID-19 Dues Relief Extension program shall also affect your ability to vote, nominate and participate in referenda.

Beginning with the November 2023 dues period, SAG-AFTRA will resume regular billing and payment processes.



### COVID-19 DUES RELIEF EXTENSION PROGRAM

Members experiencing COVID-19-related financial hardship can request and will be granted a due date extension and an installment plan on or before June 9, 2023. You may pay your current May 2023 dues in two installments. Half of the dues bill will be required by June 9, 2023, and the remaining half by Sept. 12, 2023. Please note that installment payments must be received no later than June 9 and Sept. 22, respectively, to maintain good standing for the May 2023 dues period unless prior period payments are owed. No late fees will be assessed for the May 2023 dues period and there will be no adverse impact on members' work eligibility during this time. Your request for a due date extension/installment plan must be received no later than June 9, 2023, by logging into your member account at [sagaftra.org/billing-portal](https://sagaftra.org/billing-portal) or calling SAG-AFTRA at (855) SAG-AFTRA/(855) 724-2387.

# Calling All Candidates

This summer, the union's top leadership positions will be determined by a vote of the membership. You will have the chance to elect the union's President and Secretary-Treasurer. Elections will also take place in all of the union's 25 locals for National Board, Local Officer, Local Board and Convention Delegate positions. The Executive Vice President and seven (7) Vice Presidents will be elected at the union's biennial convention to be held virtually, October 21-23, 2023.

## 2023 NATIONAL ELECTION CALENDAR (all times PDT)

### JUNE 7

Nominating petitions available

### JULY 7 (5 P.M.)

Deadline for submission of petitions and any other required materials

### JULY 10

Cut off for eligibility to vote in the national election. Members must be paid up and in good standing for the May 2023 dues period on or before July 10 or in compliance with the COVID-19 Dues Relief Extension to be eligible to vote.

### AUGUST 9

Ballots mailed

### SEPTEMBER 8 (6:30 A.M.)

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

### OCTOBER 21-23

Convention Elections

## National Elections

### PRESIDENT AND SECRETARY-TREASURER

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

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

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

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

Members may obtain a Nominating Petition by making a request for the materials online in the member section of the SAG-AFTRA website beginning Wednesday, June 7, 2023, at [sagaftra.org/elections](http://sagaftra.org/elections) or they may be obtained offline by a request in writing via email to Michelle Bennett, Chief Governance and Equity & Inclusion Officer, at [nationalelections@sagaftra.org](mailto:nationalelections@sagaftra.org). Offline materials will then be sent via email, as requested.

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

Petitions for both offices must be received electronically through the online nominating portal or offline in scanned form by emailing [nationalelections@sagaftra.org](mailto:nationalelections@sagaftra.org) no later than 5 p.m. PDT on Friday, July 7, 2023. Additional requirements for the submission of nominating materials will be described online or offline in the SAG-AFTRA nominating petition instruction kit.

## SUMMARY OF ELIGIBILITY REQUIREMENTS

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

### PRESIDENT AND SECRETARY-TREASURER

- Must be at least 18 years old.
- Must be an active member for twenty-four (24) months prior to the date of nomination.
- Must be paid-up currently from the beginning of the May 2022, November 2022 and May 2023 dues periods or in compliance with the COVID-19 Dues Relief Extensions as reflected in the below schedule:

DUES PERIOD	PERIOD ENDING	MUST BE PAID BY
May 2023	5/1/23-10/31/23	6/9/23 <b>OR</b> Request for May 2023 COVID-19 Dues Relief Extension and 1st installment payment must have been received on or before 6/9/23 (or date of nomination, whichever comes first).
Nov. 2022	11/1/22-4/30/23	12/12/22 <b>OR</b> Request for November 2022 COVID-19 Dues Relief Extension and 1st installment payment must have been received on or before 12/12/22 and 2nd installment payment must have been received on or before 3/13/23.
May 2022	5/1/22-10/31/22	6/9/22 <b>OR</b> Request for May 2022 COVID-19 Dues Relief Extension and 1st installment payment must have been received on or before 6/9/22 and 2nd installment payment must have been received on or before 9/12/22.

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

Questions regarding the 2023 national elections may be emailed to [nationalelections@sagaftra.org](mailto:nationalelections@sagaftra.org) or directed to Michelle Bennett, Chief Governance and Equity & Inclusion Officer, at (323) 549-6094.

## EXECUTIVE VICE PRESIDENT AND VICE PRESIDENTS

The Executive Vice President and Vice Presidents from geographic areas (Largest Local, Second Largest Local, Mid-Sized Locals and Small Locals) and work categories (Actor/Performer, Broadcaster and Recording Artist/Singer) will be elected as soon as practicable after the opening of the biennial Convention on October 21, 2023.

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

by the President or National Board.

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

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

Questions regarding the 2023 national elections may be emailed to [nationalelections@sagaftra.org](mailto:nationalelections@sagaftra.org) or directed to Michelle Bennett, Chief Governance and Equity & Inclusion Officer at (323) 549-6094.

## Los Angeles Elections

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

## 2023 LOS ANGELES ELECTION CALENDAR (all times PDT)

### JUNE 7

Nominating petitions available

### JULY 7 (5 P.M.)

Deadline for submission of petitions and any other required materials

### JULY 10

Cut off for eligibility to vote in the L.A. election. Members must be paid up and in good standing for the May 2023 dues period on or before July 10 or in compliance with the COVID-19 Dues Relief Extension to be eligible to vote.

### AUGUST 9

Ballots mailed

### SEPTEMBER 8 (6:30 A.M.)

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

### OCTOBER 21-23

Convention Elections

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

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

### NATIONAL BOARD MEMBER

- Must be at least 18 years old and be a member in good standing of the local for twelve (12) months.
- Must be an active member for twenty-four (24) months prior to the date of nomination.
- Must be paid-up from the beginning of the November 2022 and May 2023 dues periods or in compliance with the COVID-19 Dues Relief Extensions as reflected in the schedule below.
- For Los Angeles and New York member category positions only, must be a member of that category for twelve (12) months.

### LOCAL OFFICER OR LOCAL BOARD MEMBER

- Must be at least 18 years old and be a member in good standing of the local for twelve (12) months.
- Must be paid-up from the beginning of the November 2022 and May 2023 dues periods or in compliance with the COVID-19 Dues Relief Extensions as reflected in the schedule below.
- For Los Angeles and New York member category positions, must be a member of that category for twelve (12) months.

### CONVENTION DELEGATES

- Must be at least 18 years old and be a member in good standing of the local for six (6) months.
- Must be paid-up from the beginning of the May 2023 dues period or in compliance with the COVID-19 Dues Relief Extensions as reflected in the schedule below.
- For Los Angeles member category positions only, must be a registered member of that category for six (6) months.
- For New York member category positions only, must be a member of that category for twelve (12) months.

### DUES PERIOD

### PERIOD ENDING

### MUST BE PAID BY

May 2023

5/1/23-10/31/23

6/9/23 **OR**

Request for May 2023 COVID-19 Dues Relief Extension and 1st installment payment must have been received on or before 6/9/23 (or date of nomination, whichever comes first).

Nov. 2022

11/1/22-4/30/23

12/12/22 **OR**

Request for November 2022 COVID-19 Dues Relief Extension and 1st installment payment must have been received on or before 12/12/22 and 2nd installment payment must have been received on or before 3/13/23.

OUTSTANDING LIMITED SERIES  
AND ALL OTHER CATEGORIES

“A **thrilling**  
new cold war drama”

The  
Guardian



DAMIAN LEWIS

GUY PEARCE

**A SPY AMONG  
FRIENDS**

BASED ON THE TRUE STORY THAT SHOCKED THE WORLD

MGM+ | FYC

World Radio History

© 2022 MGM+ Studios. All rights reserved. A Spy Among Friends is a 2022 MGM+ Studios production.

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

### NATIONAL BOARD MEMBERS

Fifteen (15) National Board positions will be open for election this year as follows: thirteen (13) in the Actor/Performer and Stunt Performer member category group, one (1) in the Broadcast (News & Entertainment) member category group and one (1) in the Dancer member category group.

The twelve (12) candidates receiving the highest plurality of votes for the Actor/Performer and Stunt Performer member category group will serve for a four (4) year term and the next one (1) candidate in the Actor/Performer and Stunt Performer member category group will serve for a two (2) year term. The one (1) candidate elected for the Broadcast (News & Entertainment) member category group and the one (1) candidate for the Dancer member category group will serve for a four (4) year term. National Board members, by virtue of their election to that position, also serve as Convention Delegates.

### LOCAL OFFICERS

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

### LOCAL BOARD MEMBERS

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

### CONVENTION DELEGATES

One hundred forty-three (143) Convention Delegate positions will be open for election this year (in addition to the Convention Delegate positions held by the Local Officers and National Board members who, by virtue of their election to those positions, also serve as Convention Delegates). Seats are assigned for each member category as follows: one hundred thirty (130) Actor/Performer; one (1) Broadcast

- Entertainment; two (2) Broadcast - News/Information; one (1) Dancer; one (1) Recording Artist; four (4) Singers; and four (4) Stunt Performers. Convention Delegates may also serve as Alternate Local Board members where a Board member is the sole representative of a category or category grouping and is unavailable to attend a Local Board meeting.

Members may obtain a Nominating Petition by making a request for the materials online in the member section of the SAG-AFTRA website beginning Wednesday, June 7, 2023, at [sagaftra.org/elections](http://sagaftra.org/elections) or they may be obtained offline by a request in writing via email to Grace Danziger, National Director of Governance or Alexandra Gance, Senior Program Manager, Governance at [laelections@sagaftra.org](mailto:laelections@sagaftra.org). Offline materials will then be sent via email, as requested.

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

Petitions for all offices must be received electronically through the online nominating portal or offline in scanned form by emailing [laelections@sagaftra.org](mailto:laelections@sagaftra.org) no later than 5 p.m. PDT on Friday, July 7, 2023. Additional requirements for the submission of nominating materials will be described online or offline in the SAG-AFTRA nominating petition instruction kit.

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

Questions regarding the 2023 LA Local elections may be emailed to [laelections@sagaftra.org](mailto:laelections@sagaftra.org) or directed to either Grace Danziger, National Director of Governance at (323) 634-8131, or Alexandra Gance, Senior Program Manager, Governance at (323) 549-6830.

## New York Elections

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

### NATIONAL BOARD MEMBERS

Nine (9) National Board positions will be open for election this year as follows: Seven (7) in the Actor/Performer member category, one (1) in the Broadcast/Entertainment member category, and one (1) in the Broadcast News & Information member category. The six (6) Actor/Performer candidates receiving the highest number of

## 2023 NEW YORK ELECTION CALENDAR (all times EDT)

### JUNE 7

Nominating petitions available

### JULY 7 (5 P.M.)

Deadline for submission of petitions and any other required materials

### JULY 10

Cut off for eligibility to vote in the N.Y. election. Members must be paid up and in good standing for the May 2023 dues period on or before July 10 or in compliance with the COVID-19 Dues Relief Extension to be eligible to vote.

### AUGUST 9

Ballots mailed

### SEPTEMBER 8 (9:30 A.M.)

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

### OCTOBER 21-23

Convention Elections

votes will serve for a four (4) year term and the next one (1) candidate will be elected to a two (2) year term. The one (1) candidate elected to the Broadcast/Entertainment member category position and the one (1) candidate elected to the Broadcast/News & Information member category position will serve for four (4) year terms. National Board members, by virtue of their election to that position, also serve as Convention Delegates.

### LOCAL OFFICERS

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

### LOCAL BOARD MEMBERS

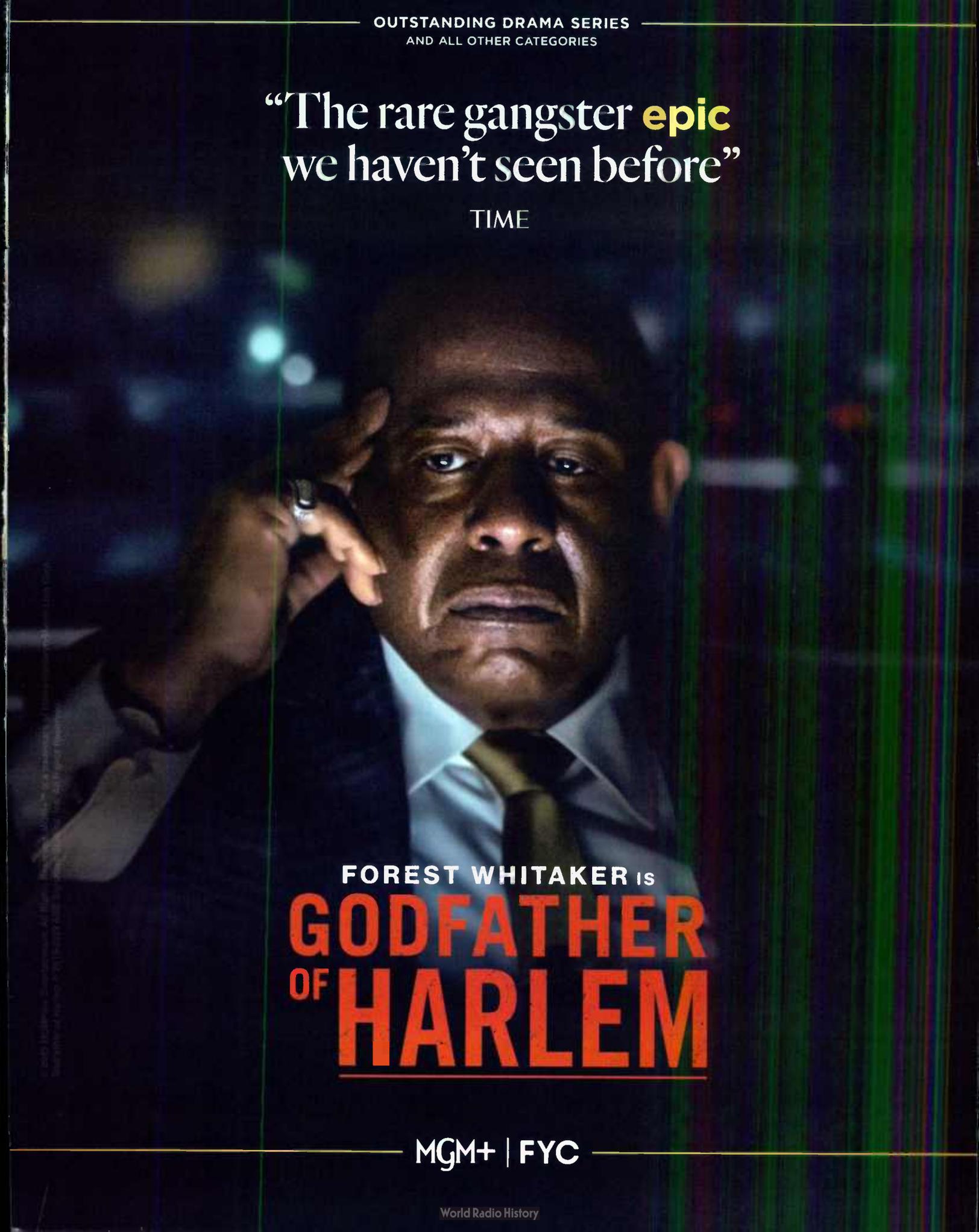
Thirty-four (34) Local Board member positions will be open for election this year, including seats assigned for each member category as follows: twenty-seven (27) Actor/Performer; two (2) Broadcast - Entertainment; two (2) Broadcast - News/Information; two (2) Singer/Dancer/Recording Artist; and one (1) Stunt Performer.

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

OUTSTANDING DRAMA SERIES  
AND ALL OTHER CATEGORIES

“The rare gangster **epic**  
we haven’t seen before”

TIME



FOREST WHITAKER is  
**GODFATHER  
OF HARLEM**

MGM+ | FYC

World Radio History

All Local Board members will serve for a two (2) year term.

## CONVENTION DELEGATES

Seventy-nine (79) Convention Delegate positions will be open for election this year. Seats are assigned for each member category as follows: seventy (70) Actor/Performer; two (2) Broadcast – Entertainment; three (3) Broadcast – News/Information; one (1) Dancer; one (1) Recording Artist; one (1) Singer, and one (1) Stunt Performer.

Members may obtain a Nominating Petition by making a request for the materials online in the member section of the SAG-AFTRA website beginning Wednesday, June 7, 2023, at [sagaftra.org/elections](http://sagaftra.org/elections) or they may be obtained offline by a request in writing by email to Justin Touretz at [nyelections@sagaftra.org](mailto:nyelections@sagaftra.org). Offline materials will then be sent via email, as

requested.

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

Petitions for all offices must be received electronically through the online nominating portal or offline in scanned form by emailing [nyelections@sagaftra.org](mailto:nyelections@sagaftra.org) no later than 5 p.m. EDT on Friday, July 7, 2023. Additional requirements for the submission of nominating materials will be described online or offline in the SAG-AFTRA nominating petition instruction kit.

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

their consent to serve.

Questions regarding the 2023 NY Local elections may be emailed to [nyelections@sagaftra.org](mailto:nyelections@sagaftra.org) or directed to Justin Touretz at (212) 863-4211.

## OTHER LOCAL ELECTIONS

If you are interested in running for the position of National Board member, Local Officer, Local Board member or Convention Delegate representing your local area, please visit [sagaftra.org/elections](http://sagaftra.org/elections) or contact your Local Executive for complete election eligibility and schedule information. The official notices of nomination and election for locals outside of Los Angeles and New York were mailed to members on May 5, 2023.

Election schedule information for all of the 2023 SAG-AFTRA Elections can be found below.

## 2023 ELECTION CALENDAR DATES

### NATIONAL OFFICERS, LOS ANGELES LOCAL AND NEW YORK LOCAL

	Petition Availability	Petition Deadline (P.M.)	Voting Eligibility Cut-Off	Ballots Mailed	Ballots Returned (A.M.)
National Officers	6/7/2023	07/07/23 - 5:00 PDT	7/10/2023	8/9/2023	09/08/23 – 6:30 PDT
Los Angeles Local	6/7/2023	07/07/23 - 5:00 PDT	7/10/2023	8/9/2023	09/08/23 – 6:30 PDT
New York Local	6/7/2023	07/07/23 - 5:00 EDT	7/10/2023	8/9/2023	09/08/23 – 9:30 EDT

### OTHER LOCALS

	Petition Availability	Petition Deadline (P.M.)	Voting Eligibility Cut-Off	Ballots Mailed	Ballots Returned (A.M.)
Arizona-Utah	5/24/2023	6/23/2023 - 5:00 PDT	6/20/2023	7/19/2023	08/18/23 – 9:00 PDT
Atlanta	5/31/2023	6/30/2023 - 5:00 EDT	7/3/2023	7/31/2023	08/30/23 – 9:30 EDT
Chicago	5/24/2023	6/23/2023 - 5:00 CDT	6/26/2023	7/24/2023	08/23/23 – 8:30 CDT
Colorado	5/31/2023	6/30/2023 - 5:00 MDT	7/3/2023	7/31/2023	08/30/23 – 9:00 MDT
Dallas-Ft. Worth	5/24/2023	6/23/2023 - 5:00 CDT	6/26/2023	7/24/2023	08/23/23 – 8:00 CDT
Hawaii	5/24/2023	6/23/2023 - 5:00 HST	6/21/2023	7/21/2023	08/21/23 – 10:00 HST
Houston-Austin	5/31/2023	6/30/2023 - 5:00 CDT	6/26/2023	7/26/2023	08/25/23 – 8:00 CDT
Miami	5/24/2023	6/23/2023 - 5:00 EDT	6/21/2023	7/21/2023	08/21/23 – 10:00 EDT
Michigan	5/31/2023	6/30/2023 - 5:00 EDT	6/28/2023	7/28/2023	08/28/23 – 9:00 EDT
Missouri Valley	5/24/2023	6/23/2023 - 5:00 CDT	6/21/2023	7/21/2023	08/21/23 – 8:00 CDT
Nashville	5/24/2023	6/23/2023 - 5:00 CDT	6/20/2023	7/19/2023	08/18/23 – 9:00 CDT
Nevada	5/31/2023	6/30/2023 - 5:00 PDT	6/28/2023	7/28/2023	08/28/23 – 9:30 PDT
New England	5/24/2023	6/23/2023 - 5:00 EDT	6/20/2023	7/19/2023	08/18/23 – 8:30 EDT
New Mexico	5/24/2023	6/23/2023 - 5:00 MDT	6/20/2023	7/19/2023	08/18/23 – 9:00 MDT
New Orleans	5/24/2023	6/23/2023 - 5:00 CDT	6/28/2023	7/28/2023	08/28/23 – 9:00 CDT
Ohio-Pittsburgh	5/31/2023	6/30/2023 - 5:00 EDT	7/3/2023	7/31/2023	08/30/23 – 9:30 EDT
Philadelphia	6/7/2023	7/7/2023 - 5:00 EDT	7/5/2023	8/4/2023	09/05/23 – 9:30 EDT
Portland	5/24/2023	6/23/2023 - 5:00 PDT	6/26/2023	7/24/2023	08/23/23 – 9:30 PDT
San Diego	6/7/2023	7/7/2023 - 5:00 PDT	7/5/2023	8/4/2023	09/05/23 – 9:30 PDT
San Fran-NorCal	5/31/2023	6/30/2023 - 5:00 PDT	6/26/2023	7/26/2023	08/25/23 – 9:00 PDT
Seattle	5/24/2023	6/23/2023 - 5:00 PDT	6/28/2023	7/28/2023	08/28/23 – 9:30 PDT
Twin Cities	5/31/2023	6/30/2023 - 5:00 CDT	6/26/2023	7/26/2023	08/25/23 – 12:00 CDT
Wash.-Mid Atlantic	5/31/2023	6/30/2023 - 5:00 EDT	7/3/2023	7/31/2023	08/30/23 – 9:30 EDT

**OUTSTANDING DRAMA SERIES**  
AND ALL OTHER CATEGORIES INCLUDING

**OUTSTANDING LEAD ACTOR**  
KARL URBAN · JACK QUAID  
ANTONY STARR

**OUTSTANDING LEAD ACTRESS**  
ERIN MORIARTY  
KAREN FUKUHARA

**OUTSTANDING SUPPORTING ACTOR**  
CHACE CRAWFORD · LAZ ALONSO  
JESSIE T. USHER · TOMER CAPONE  
JENSEN ACKLES

**OUTSTANDING SUPPORTING ACTRESS**  
DOMINIQUE McELLIOTT  
COLBY MINIFIE  
CLAUDIA DOUMIT

**“Profound performances  
from the cast”**

IGN



**THE  
BOYS**

prime | FYC

World Radio History

# For Members

News, Information and Benefits



## SAG-AFTRA Buys New Building North Hollywood Site Union's Future Headquarters

**S**AG-AFTRA has bought a property that will be its future home. The commercial office building and nearby vacant lot in North Hollywood, California, was purchased for \$46.6 million.

The property is 100% leased and features more than 118,000 square feet of commercial office space with two anchor tenants. In total, the purchase includes the building on 1.22 acres and a nearby 0.71-acre vacant lot that provides a significant development opportunity for future office space, event facilities or additional leasable square footage.

SAG-AFTRA President Fran Drescher said, "As national president, I began to investigate ways to diversify our investment portfolio and was surprised to learn we were the only entertainment industry union to not own our own headquarters versus paying large rents. After multiple sessions with my NED Duncan Crabtree-Ireland and CFO

Arianna Ozzanto, it was determined that SAG-AFTRA was now in a financially sound position to pursue this goal. National Secretary-Treasurer and Finance Committee Chair Joely Fisher next took the lead in pursuit of a worthwhile real estate investment. She has dreamed of this day for years and showed great determination to complete the legacy that her mother, former Secretary-Treasurer Connie Stevens, began decades ago. Many thanks to this collaborative effort for bringing our union into this new chapter of ownership!"

"This is a historic milestone for our union and a testament to our strength and resilience. The new building will provide us with more space, better facilities, and greater opportunities to serve our members and advance our mission," said Crabtree-Ireland. "By owning instead of renting, we will save money in the long run, build equity, and have more

flexibility and stability. It also reflects our commitment to innovation and sustainability. I particularly want to thank Arianna Ozzanto, our extraordinary chief financial officer, along with our dedicated member leaders, especially President Drescher, Executive VP Ben Whitehair, and Secretary-Treasurer Joely Fisher, for their dedication to moving this important project to fruition. We look forward to moving into our new home in a few years and continuing to make SAG-AFTRA the best union in the world for the professionals who work in front of the camera or behind a microphone."

Located in the heart of the Los Angeles "Media Triangle," the site is close to major studios and production facilities, including Netflix, Universal, Nickelodeon and Warner Bros. The property is conveniently located near major transportation arteries, including the 101 and 170 freeways and the Metro Orange Line.

OUTSTANDING DRAMA SERIES  
AND ALL OTHER CATEGORIES INCLUDING

OUTSTANDING LEAD ACTRESS  
TONI COLLETTE

“An electrifying central conceit,  
cracking cast and relevant message...  
**Toni Collette is impeccable”**

EMPIRE



# THE POWER

prime | FYC

World Radio History

OUTSTANDING LIMITED SERIES



“Daisy Jones is a hell of a role and Riley Keough **grabs it with both hands**”

*VARIETY*

# Daisy Jones & the Six



“Dominique Fishback is **brilliant**”

*Hollywood*

JANINE NABERS — and — DONALD GLOVER  
present

# SWARM

OUTSTANDING LEAD ACTRESS

“A **career-best performance** from Emily Blunt”



EMILY BLUNT CHASKE SPENCER

# THE ENGLISH



“Rachel Weisz’s performance is a **masterful acting achievement**”



RACHEL WEISZ RACHEL WEISZ

# DEAD RINGERS



prime | FYC

# SAG-AFTRA Supports Reproductive Rights

On March 1, coinciding with the start of Women's History Month, SAG-AFTRA released an open letter in support of reproductive rights, stating:

"It is our duty to help ensure that our members are treated with respect and dignity and that their right to make safe and informed decisions about their bodies and livelihoods is always protected," said the union in its statement.

The timing of the letter and its release marks SAG-AFTRA's most recent effort to ensure abortion care access for its members, regardless of where they live and work. In August 2022, the SAG-AFTRA Health Plan Board of Trustees voted unanimously to provide a benefit to cover certain travel and lodging expenses for participants in need of abortion care in states where such services are prohibited. Participants under the Plan are able to choose to travel to their home state for care, or in the case of prohibited access, a state closest to their home or workplace where abortion is legal.

The full letter can be read on the union's website at [sagaftra.org](http://sagaftra.org), and members may add their names to the more than 2,500 who have already signed at [actionnetwork.org/forms/support-reproductive-rights](http://actionnetwork.org/forms/support-reproductive-rights).

## SAG-AFTRA, Industry Groups Launch Green Council

SAG-AFTRA President Fran Drescher has led an effort to launch a Green Council for eco-responsible entertainment — and the industry is stepping up. At presstime, the council, which is a joint effort between SAG-AFTRA, the Motion Picture Association, the Recording Industry Association of America, IATSE, the Writers Guild of America West and the Writers Guild of America, East, was scheduled to be announced April 28 at MPA headquarters in Washington, D.C.

The council's first mission is to reduce single-use plastic on screen, on sets, and in audience homes through participation and leadership by high-profile members.



## Contract Updates



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

### Active Negotiations

- TV/Theatrical: Negotiations begin June 7
- Sound Recordings
- Interactive

### News & Broadcast

Still in progress or starting in 2023:

- KPCC
- WBUR
- Telemundo N.Y.
- Univision LA, Chicago and San Francisco
- ABC Network News
- CBS Network News
- CBS O&Os
- NBC O&Os
- Gray TV stations
- Audacy radio stations
- Audacy traffic and sports networks
- iHeartRadio stations
- Democracy Now!

### First Contracts

- PBS Newshour
- New Hampshire Public Radio
- Marketplace
- KIRO
- WPXI Producers

Watch your emails and [sagaftra.org](http://sagaftra.org) for details.

## SAG-AFTRA National Board Re-Ups NED Duncan Crabtree-Ireland



Crabtree-Ireland

In February, the SAG-AFTRA National Board, meeting by videoconference, overwhelmingly voted to extend National Executive Director Duncan Crabtree-Ireland's agreement and authorized a new four-year contract expiring June 20, 2028. Details of the agreement are confidential and were not disclosed.

The agreement was approved with a vote of 87.68% yes and 12.32% no.

"I am very excited to continue fighting for the members of SAG-AFTRA," Crabtree-Ireland said.

"I want to thank President Drescher, our elected officers and National Board members for their confidence in me. It's truly an honor to represent the most extraordinary performers and journalists in the world, and I look forward to advancing the cause together."

SAG-AFTRA President Fran Drescher said, "Duncan is a strategic thinker and an extraordinary executive whose stewardship of our operations has been stellar. He is also the tough and effective negotiator we need!"

**WINNER**  
**3** GOLDEN GLOBE AWARDS  
— INCLUDING —  
BEST COMEDY SERIES

**WINNER**  
SCREEN ACTORS GUILD AWARD  
— INCLUDING —  
OUTSTANDING ENSEMBLE  
IN A COMEDY SERIES

**WINNER**  
**2** CRITICS CHOICE AWARDS  
— INCLUDING —  
BEST COMEDY SERIES

**“A PITCH-PERFECT ENSEMBLE CAST.  
QUINTA BRUNSON IS ONE OF THE BREAKOUT STARS OF THE YEAR.”**

*The New York Times*

**“SHERYL LEE RALPH IS A STANDOUT. LISA ANN WALTERS  
AND TYLER JAMES WILLIAMS ARE SCENE STEALERS.”**

*The Washington Post*

**“JANELLE JAMES IS HILARIOUS. THE SHOW WORKS AS WELL AS IT  
DOES BECAUSE OF ITS BLEND OF PERSONALITIES INCLUDING  
WILLIAM STANFORD DAVIS AND CHRIS PERFETTI.”**

*Chicago Tribune*

FOR YOUR EMMY® CONSIDERATION  
IN ALL CATEGORIES

# Abbott *Elementary*



STREAM ON  
**hulu**

World Radio History

# Labor Tech Summit Takes on AI and More

When it comes to technology's impact on the future of work, SAG-AFTRA has been leading the conversation for years at its annual Labor Innovation & Technology Summit. In January, SAG-AFTRA and the AFL-CIO co-hosted the fourth such summit, alongside labor allies UNITE HERE, the American Federation of Teachers and the AFL-CIO Technology Institute.

The event, which coincided with CES — formerly known as the Consumer Electronics Show — focused on the impact of that emerging technologies have on workers, and, unsurprisingly, artificial intelligence was a hot topic this year.

Union leaders called for a pro-jobs approach to incorporating tech in the workplace that ensures rapidly evolving technology continues to lift up workers and the American middle class. Panelists demanded that policymakers and businesses make room at the table for workers in discussions about the future of work.

"SAG-AFTRA has had a presence at CES for over 20 years, because we understand the vital importance technology and innovation have on our industry — and our members. And, more importantly, that we must continue to have a seat at the table to proactively shape these changes with workers in mind," said SAG-AFTRA Executive Vice President Ben Whitehair. "This summit highlights the fundamental truth that technology impacts every industry, and to ensure a better future for all workers, we must stand in solidarity with our siblings in the broader labor movement."

After opening the summit with remarks "written" by an artificial intelligence app, SAG-AFTRA National Executive Director and Chief Negotiator Duncan Crabtree-Ireland explained, "That opening was written by an artificial intelligence app, ChatGPT, which was recently released to the public. What better way to kick off today's discussions than a showcase of the power and inherent downfalls of artificial intelligence, automation and other emerging technologies? The juxtaposition between increased



Innovation and Technology Committee members, from left, Dileep Rao, Executive Vice President Ben Whitehair, Aubrey Mozino and Randal Berger get a look at emerging technologies at CES in Las Vegas as part of the annual Labor Innovation & Technology Summit.

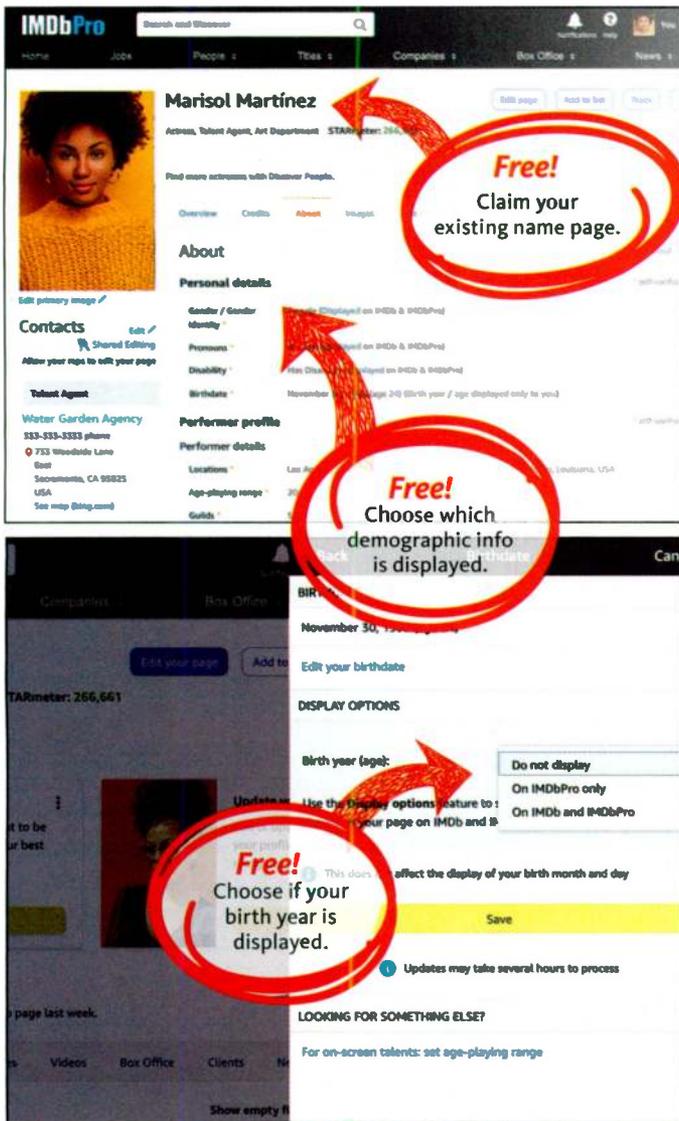
efficiency and labor rights isn't a new one; workers have long had to advocate for themselves in the face of cost-cutting measures associated with advances in technology."

The summit's programming alongside CES touched upon the potential disruptive impacts of automation, robotics, artificial intelligence, machine learning and other emerging tech, with an eye toward how it could make an increasing number of jobs vulnerable to disruption. The summit conversations illuminated the importance of including worker voices in discussions about the future of technology and the workplace.



Left, Deputy Secretary of Labor Julie Su greets labor leaders at the Labor Innovation & Technology Summit. Above, panelists, from left, UNITE HERE President D. Taylor, SAG-AFTRA Executive Vice President Ben Whitehair, American Federation of Teachers President Randi Weingarten, AFL-CIO Technology Institute Director Amanda Ballantyne and AFL-CIO President Liz Shuler. The group discussed how responding to new technology will require a united effort from labor groups.

# IMDbPro Updates, and Free Member Option or Discount



SAG-AFTRA President Fran Drescher collaborated with IMDb on recent IMDb product and policy updates. All industry professionals with an existing IMDb name page can now choose how they want to represent themselves to fans and industry decision-makers.

Specifically, IMDb has launched a new IMDbPro membership option, allowing any entertainment professional to claim their IMDb page and choose whether their age/birth year, birth name, alternate names, and other demographic information displays on their IMDbPro and IMDb name pages — **all for free**. You can upgrade to IMDbPro standard membership to access the most powerful features to showcase yourself and your career, including uploading and managing your images and demo reels, setting your primary profession, and updating the credits you are known for. IMDbPro standard membership also provides access to detailed contact information, advanced search tools, and custom list features to help you research projects, identify new management and hire creative crew.

IMDb's product and policy updates mean professionals can choose how they want to represent themselves to fans and industry decision-makers. And it makes it easier for casting directors, producers and others to discover and hire talent from all backgrounds for their project. This is part of IMDb's ongoing work to support entertainment industry professionals throughout all stages of their careers.

Remember: SAG-AFTRA members get a 30% discount off new and renewing IMDbPro standard membership. Visit Deals & Discounts under the Membership & Benefits section at [sagaftra.org](http://sagaftra.org) for instructions on how to receive the discount.

## New SAG-AFTRA Benefit Plans for Medicare-Eligible Members

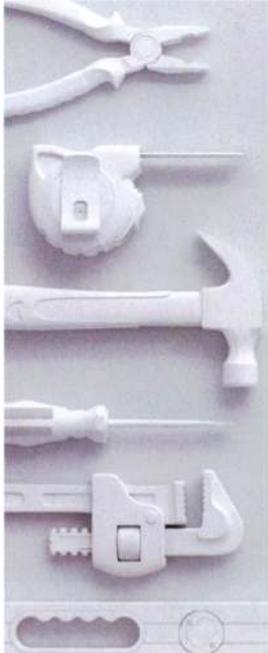
SAG-AFTRA, in partnership with the AFL-CIO, is offering new benefit plans for all Medicare-eligible members and their Medicare-eligible spouses/partners — including a \$0 premium option! For 2023, you can choose from:

- The Medicare Advantage Access PPO plan with a \$0 monthly premium.
- The Medicare Advantage Value plan for \$99.30 per month.
- The Medicare Advantage Premier plan for \$198.90 per month.

These are group benefit plans and Medicare-eligible SAG-AFTRA members can enroll at any time.

For information about these plans and benefits and an enrollment form, visit [retireehealth.unionplus.org](http://retireehealth.unionplus.org) or call (833) 371-1160. Please note, if you are a Senior Performer eligible for the SAG-AFTRA Health Plan Health Reimbursement Account (HRA), visit this site for details: [sagaftraplans.org/health/benefits/senior-performers](http://sagaftraplans.org/health/benefits/senior-performers).





### EVERYTHING YOU NEED, ONE PLACE

You can now explore [sagaftra.org](http://sagaftra.org) website resources — your resources — in a convenient toolkit centered around the contracts you work and the issues you face as a member.

Check it out at [sagaftra.org/membertoolkit](http://sagaftra.org/membertoolkit)

# SAG-AFTRA Foundation to Open New Facilities in L.A. in 2024

The SAG-AFTRA Foundation has broken ground on the Meryl Streep Center for Performing Artists in Los Angeles. The Center will be a 15,000 square-foot facility located on the penthouse level of SAG-AFTRA Plaza at 5757 Wilshire Blvd.

Named in honor of Streep, a SAG-AFTRA Foundation Actors' Council member and decades-long supporter of the Foundation, the Center will serve as an educational hub and creative home for all 160,000 SAG-AFTRA artists.

The Center, opening in early 2024, will include voiceover recording sound booths, an on-camera recording studio, tech labs, instructional classrooms and a state-of-the-art screening room with the latest technology, to be named after Tom Hanks and Rita Wilson, two other longtime Foundation supporters.

The Foundation works to support members nationwide with its free



The new Meryl Streep Center for Performing Artists at SAG-AFTRA Plaza will be an educational hub and creative home for all SAG-AFTRA members. The expansive facility will include the Tom Hanks & Rita Wilson Screening Room, below.



programs, having produced more than 10,000 free remote educational opportunities. From recording remote self-tape auditions to teaching new software programs to helping thousands of members set up remote voiceover recording studios, the Foundation has supported and trained more than 118,000 SAG-AFTRA participants through its wide array of online offerings, helping members develop new professional skills during an uncertain time.

In order to take full advantage of all the free in-person and online educational classes, programs and resources, visit [sagaftra.foundation](http://sagaftra.foundation) to create your user account and receive notifications to sign up for all of the Foundation's free performers programs to help stimulate your growth and jumpstart new skills this year.

## International Conference Examines the Future of Work

SAG-AFTRA National Executive Director Duncan Crabtree-Ireland led a coalition of unions from around the world in Geneva in February to examine the future of work in the arts and entertainment. At the five-day International Labor Organization meeting, the leaders, representing more than a million workers, negotiated with employer and government representatives to create a document of principles that seek to improve working conditions and workers' rights. It urges cooperation between governments, employers and unions to promote laws that limit working hours, provide universal access to comprehensive social protections, and invest public funding to close the skills shortages in the sector.

Additionally, the document calls for a "human-centered approach" to the adoption of new technology and artificial intelligence.

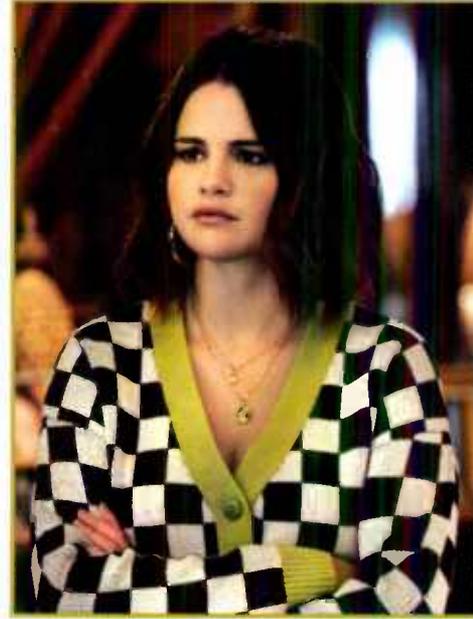
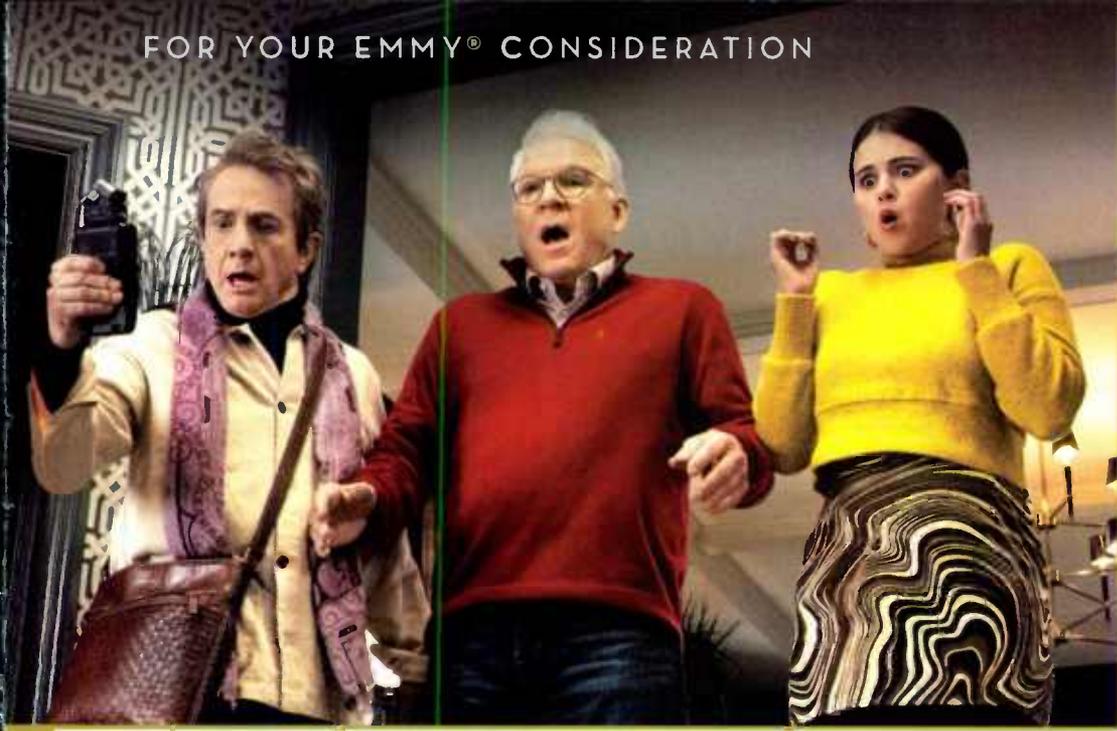
"Artificial intelligence offers extraordinary possibilities but poses real threats," said Crabtree-Ireland, who served as the spokesperson for the workers' group. "A human-centered approach to AI is crucial



International labor leaders, from left, Maité Llanos (Switzerland), Benoît Machuel (France), Johannes Studinger (Belgium), Daniel Gomes (Senegal), Marie Kelly (Canada), Duncan Crabtree-Ireland (United States), and Dominick Luquer (Belgium).

to the future of our industry. These transformative technologies must complement human creativity, not seek to replace it. Now is the time for the ILO to help take on this issue and further a framework that ensures fairness and sustainability, as part of the broader agenda to advance decent work and access to collective bargaining for all workers."

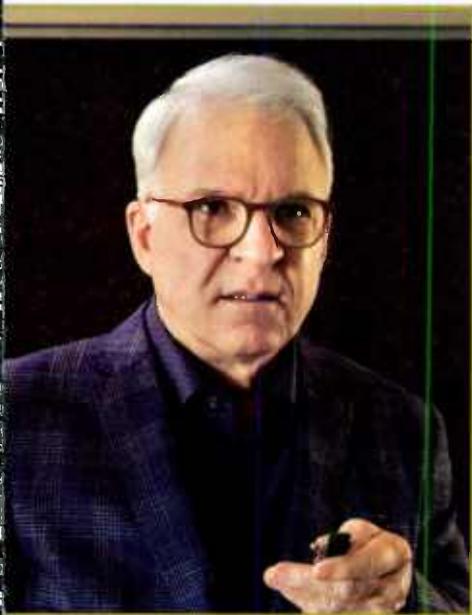
FOR YOUR EMMY® CONSIDERATION



# ONLY MURDERS IN THE BUILDING

"THE CHEMISTRY BETWEEN COMEDIC LEGENDS  
**STEVE MARTIN** AND **MARTIN SHORT**  
AND **SELENA GOMEZ** IS THRILLING."

CHICAGO SUN-TIMES



World Radio History

hulu

# Steering Committee Tackles Organizing, Tech

On March 11, the SAG-AFTRA Broadcast Steering Committee gathered virtually for its first meeting of the year. The meeting opened with updates from staff and members on organizing wins and contract campaigns. Christina Phillips, senior producer at New Hampshire Public Radio, gave an overview of negotiations for their first contract and a strategic campaign to escalate demands on social media. The Broadcast Steering Committee endorsed a letter to Audacy San Francisco management in support of the SAG-AFTRA/KCBS-AM bargaining unit, which is struggling with contract enforcement matters. Staff reports wrapped up with an overview of the year ahead, including the union's planned appearances at the various journalist conferences this summer and fall, and identifying four dates for upcoming virtual steward trainings.

The Committee continued with a panel, *New Assignments, New Platforms & Technology and Industry Changes: How Should the Union Advocate for Members and Engage Employers When the Job Changes*, moderated by BSC Chair and

**We have to cover tragedy, even when it happens to us, and it can be among the most difficult times in our professional lives," said a panelist, who said that gun violence "has touched all of us and continues to touch all of us every day that we work."**

National Board member Cheri Preston from the New York Local. Panelists joined in a discussion regarding the implementation of new technologies, the impact that those changes have had on SAG-AFTRA members and how the union has approached the impact of these new technologies. Members of the BSC discussed newsroom and studio transitions toward "multiskilled journalism," automated production systems and the onset of artificial intelligence in radio. The panel agreed that the union's voice is and will continue to be crucial to these conversations, and that the goal is to cover work by a union contract and protect

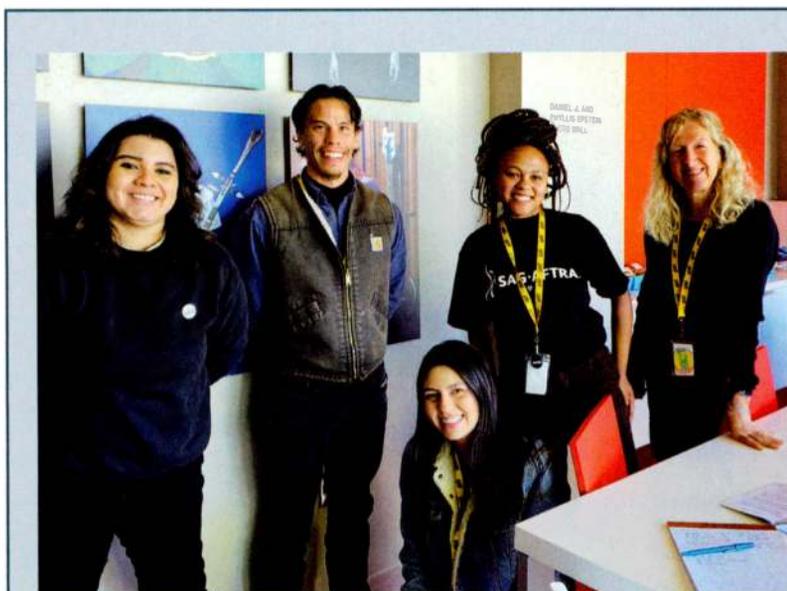
members' voices and content wherever it may go.

The Committee meeting wrapped up with another panel, *Reflecting on Orlando: The Impact of Gun Violence and Covering Crime on Those Who Work in Media*, moderated by BSC Co-Chair and WRC-TV shop steward Tracee Wilkins, who is also vice president of the Washington-Mid Atlantic Local. The panel discussed ways that stations and the union can support and provide resources to members dealing with trauma.

"We have to cover tragedy, even when it happens to us, and it can be among the most difficult times in our professional lives," said another panelist, who said that gun violence "has touched all of us and continues to touch all of us every day that we work."

Chief Broadcast Officer Mary Cavallaro wrapped the panel by reminding attendees of the resources available to them through SAG-AFTRA, the Entertainment Community Fund and the Broadcasters Foundation of America.

The committee will meet again over the summer.



From left, KCRW members Danielle Chiriguayo, Seth Van Matre, Arielle Torrez-Sandoval, Tyler Boudreaux and Andrea Brody.

## KCRW Unit Readies for Negotiation

KCRW's SAG-AFTRA members are preparing to bargain their second union contract. Talks with management are scheduled to begin in May. In June 2019, KCRW employees in Santa Monica voted to recognize SAG-AFTRA as their labor union.

The bargaining unit covers 100 public media professionals, including DJs, hosts, producers, reporters, production engineers, board operators and others who create content for all areas of KCRW, including music and news radio programming, digital content, podcasts and live events. KCRW is a listener-supported station in Los Angeles. The station is located in Santa Monica on the Santa Monica College's Center for Media Design Campus.

FOR YOUR EMMY® CONSIDERATION

**"ELISABETH MOSS IS A TOUR DE FORCE.  
IT IS IMPOSSIBLE NOT TO BE HYPNOTIZED BY HER WORK."**

THE PLAYLIST

**"ONE OF THE MOST BRAVELY ACTED SERIES ON TELEVISION  
FOR THE ENTIRE CAST."**

IGN



**THE HANDMAID'S TALE**

**hulu**

World Radio History

## Spanish-Language Media Sees Major Organizing Victory With KVEA/Telemundo 52

In an overwhelming vote of 18 to 1, on-air talent at KVEA/Telemundo 52 has been recognized as a bargaining unit of SAG-AFTRA. The election to form the new Los Angeles-based unit, which includes station anchors and reporters, was overseen by the National Labor Relations Board.

Members of KVEA join fellow broadcasters at KNBC to achieve a fair contract with NBC Universal, their shared parent company. NBC's ownership of both stations has created a duopoly in Los Angeles, a fact KVEA hopes to utilize to its full advantage.

**This result exemplifies our union's dedication to ensuring all workers in media and entertainment, regardless of the language they report in or perform in, are guaranteed just wages and safe working conditions, and a strong voice at their workplace.**

"We exist as part of Los Angeles' biggest duopoly, but lack the same working conditions that our peers receive," said representatives of the station's organizing committee. "We look forward to working with management on improving the working conditions for KVEA's extraordinary talent."

Said SAG-AFTRA National Executive Director Duncan Crabtree-Ireland in a Jan. 20 press release, "The resounding victory of 18 yes to 1 no tells management that our newest members are serious about getting to work bargaining a union contract. This result exemplifies our union's dedication to ensuring all workers in media and entertainment, regardless of the language they report in or perform in, are guaranteed just wages and safe working conditions, and a strong voice at their workplace."

SAG-AFTRA continues to organize Spanish-language media and entertainment workers nationwide. In addition to KVEA anchors and reporters, the union represents employees at Telemundo Studios, WSNS-TV in Chicago, WXTV-DT in New Jersey and Telemundo 44 Washington, D.C.

## Broadcasters Learn the Basics of Personal Service Contracts

On Jan. 17, the SAG-AFTRA President's Task Force on Education, Outreach & Engagement hosted *Personal Service Agreements 101* with guest presenter Mary Cavallaro, SAG-AFTRA's chief broadcast officer.

Cavallaro's presentation broke down the basics of personal service agreements, employment contracts commonly used in the broadcasting industry. In addition to outlining contract terminology often used in personal service contracts, she offered advice to viewers on navigating workplace scenarios radio and television broadcasters may experience prior to, during and after their employment. Throughout the session,

Cavallaro encouraged broadcasters to contact the SAG-AFTRA News & Broadcast Department for assistance on understanding the terms of their personal service contracts and contract negotiation.

"The important thing to remember is the union contract always sets the minimum terms [of your] contract. That's why it's important to know if something in your personal service contract conflicts with the union contract; you want to know that the union contract can trump that provision, or if you can bargain for more," said Cavallaro.

 Watch a replay of the presentation at [sagaftra.org/videos](https://sagaftra.org/videos).

## WFAE Organizing

The content staff of Charlotte, North Carolina, station WFAE have officially formed a union with SAG-AFTRA, becoming the first unionized public radio station in the Carolinas.

This organizing victory was driven by WFAE employees, and is particularly noteworthy in that North Carolina is a so-called "right-to-work" state that has laws in place to undermine organized labor.

More than 70% of WFAE's employees, including reporters, producers, hosts, digital staff and other content creators, signed union authorization cards with the intent to be officially represented by SAG-AFTRA. Based on those results, which were verified by a neutral third party, WFAE management agreed to voluntarily recognize the union. Content staff employees can now begin negotiating a collective bargaining agreement with WFAE.

"Our goal is to ensure that WFAE is a safe, equitable place to work. This union will be key to WFAE's continued success," said the employee organizing committee in a public statement on Dec. 2. "Voluntary recognition ensures that we can begin the collective bargaining process as soon as possible to make our station stronger than ever. With our union, we will have a seat at the table and be able to help shape the future of WFAE and better serve the Charlotte community."

FOR YOUR EMMY CONSIDERATION  
IN ALL CATEGORIES INCLUDING

# OUTSTANDING COMEDY SERIES

OUTSTANDING  
LEAD ACTRESS  
IN A COMEDY SERIES  
**ELLE FANNING**

OUTSTANDING  
LEAD ACTOR  
IN A COMEDY SERIES  
**NICHOLAS HOULT**



# THE GREAT

# Celebrating 100 Episodes!

The SAG-AFTRA podcast, which examines the latest happenings and breakthroughs in the industry, is hitting a milestone of its own! Join us in celebrating the podcast's 100th episode, and check out our latest releases.



**"I see [AI] as a means to make my [work] easier, but I'm not actually using it to replace my style, my writing, my creativity. It's augmenting rather than automating, and I think that it is something that is going to be one that causes a huge public fury, and not only in entertainment, but across [other] industries."**

Nina Schick, Author & Advisor  
*Will AI Augment or Automate Us?  
Experts Weigh In*



**"I grew up in a state where you [didn't] see unions have a strong presence, so [I've really received] an education on what unions have brought over the past 100 years, and it's great to see this upswing of unionization happening across the country."**

Jordan Pascale, Broadcaster  
*Organizing in America:  
Two Broadcast Stations Share Their  
Success Stories*



**"Organized labor has to be at the center of [the conversation]. We are the only force in the country with enough power to ... shape that future for the rest of working America."**

Liz Shuler, AFL-CIO President  
*Unions are More Popular than Ever.  
Here's Why*



**"Scripted podcasts today are so important for content creators looking for new ways to tell stories. With the MicroPod contract, it was a way for us to not have to decide if we were working with the union or not. We got to say [to the union], 'Hey, we want to tell great stories and explore this new platform and have it be an awesome experience.'"**

Jason Silva, Podcaster  
*Everything You Need to Know  
About the New SAG-AFTRA Podcast  
Agreements*

Scan the QR code to catch up on our most recent episodes!



ENGLISH



SPANISH

@ Subscribe to the podcast on Apple Podcasts, Spotify, Google Podcasts, Stitcher, Overcast, Pocket Casts and TuneIn.

*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.*

FOR YOUR EMMY® CONSIDERATION

outstanding limited series

lead actress

Kathryn Hahn

tiny beautiful things

**"KATHRYN HAHN'S  
STELLAR PERFORMANCE  
IS FEARLESS."**

NEW YORK POST

**hulu**

## Hurd Joins Congressional Black Caucus on CROWN Panel

From left, Howard University Assistant VP of External Affairs Joe Leonard; U.S. Rep. Ayanna Pressley; SAG-AFTRA VP, Los Angeles Michelle Hurd; Rep. Bonnie Watson Coleman; Rep. Ilhan Omar and Sen. Cory Booker at a Howard University roundtable on Nov. 14 about the Creating a Respectful and Open World for Natural hair Act. The CROWN Act aims to prohibit discrimination based on hairstyle and hair texture.



## SAG-AFTRA, INDIEWIRE KICK OFF SUNDANCE

Actor Jordan Firstman and SAG-AFTRA Executive Vice President Ben Whitehair celebrate the first day of the 2023 Sundance Film Festival on Jan. 19 at the IndieWire Sundance Chili Party presented by SAG-AFTRA.



## SAG-AFTRA GOES TO THE VO ATLANTA VOICEOVER CONFERENCE

From left, SAG-AFTRA National Director, Organizing Maggie Russell-Brown; National Director, Entertainment Contracts Jessica Johnson; Manager, Contract Strategic Initiatives & Podcasts Shaine Griffin; National Director, Audiobooks Jane Love; and Executive Director/Labor Counsel Rich Larkin speak on *The Union Panel* at the 2023 10th Annual VO Atlanta Voiceover Conference in Atlanta, Georgia, on March 10.



## SAGINDIE SUNDANCE BRUNCH

From left, SAGindie Executive Director Darrien Michele Gipson; SAG-AFTRA Executive Vice President Ben Whitehair; actors Parvesh Cheena, Alden Ehrenreich and Algee Smith; SAG-AFTRA National Executive Director Duncan Crabtree-Ireland; and actors Karrueche Tran and Jordan Firstman at the SAGindie 26th Annual Actors Only Brunch networking event on Jan. 22.

FOR YOUR EMMY® CONSIDERATION  
IN ALL CATEGORIES INCLUDING

## OUTSTANDING LIMITED SERIES

Lead Actor                      Supporting Actor  
**Kumail Nanjiani**      **Murray Bartlett**

Supporting Actress  
**Juliette Lewis, Annaleigh Ashford**

“**Kumail Nanjiani**  
**is masterful.**

The supporting cast led by  
**Murray Bartlett, Juliette**  
**Lewis and Annaleigh Ashford**  
**is outstanding.”**

CHICAGO SUN-TIMES



*Welcome to*

# CHIPPENDALES

**hulu**

World Radio History

Honors

CONNIE STEVENS HONORED FOR UNION SERVICE

Former Screen Actors Guild Secretary-Treasurer Connie Stevens received the 2022 Ralph Morgan Award on Nov. 22. The award, named after the first president of SAG, recognizes individuals who have showcased dedicated service to their fellow members and is the highest honor awarded by the Los Angeles Local. Stevens joined both legacy unions in 1957 and served as secretary-treasurer 2005-2009, as well as on numerous national and local committees. Said Stevens' daughter Joely Fisher, SAG-AFTRA's current secretary-treasurer, "My mother's star still shines so bright, [but] it is her life of activism and service that inspires me the most. ... My dreams are coming true, in that I might be able to bring



to fruition some of what she fought for in the position she once held as secretary-treasurer of Screen Actors Guild." STAFF KUDOS: Arianna Ozzanto, SAG-AFTRA chief financial officer since 2009, has made investing resource site Finance & Investing's 2023 list for Top CFOs in Los Angeles.

The annual list recognizes individuals at the forefront of innovation at some of the world's most notable organizations. During the 2021 SAG-AFTRA National Convention, she received the George Heller Memorial Award, a top honor awarded to members and staff who showcase exemplary union service. POWER PLAYER: SAG-AFTRA Executive Director, New York Local, Labor Policy and International Affairs Rebecca Damon has been named to PoliticsNY's 2023 Labor Power Players List, recognizing Damon's efforts toward strengthening the city's right-of-publicity and digital image rights laws, and the Local's continued support of the state's film and television tax incentives. During the 2019 SAG-AFTRA National Convention, Damon received the George Heller Memorial Award. SHOWING SPIRIT: SAG-AFTRA National Director, Voiceover Treslyn Williams, a union employee of 36 years, was presented the Don LaFontaine Spirit Award Feb. 8 by the SAG-AFTRA Foundation for her dedication, commitment and work to support, protect and negotiate on behalf of SAG-AFTRA members working in voiceover. The award is named for the late, great voiceover legend Don LaFontaine.



Above, clockwise from top, SAG-AFTRA Chief Financial Officer Arianna Ozzanto, SAG-AFTRA Secretary-Treasurer Joely Fisher, 2022 Ralph Morgan Award recipient Connie Stevens and former Secretary-Treasurer and Los Angeles Local Board member Jane Austin. Right, SAG-AFTRA National Director, Voiceover Treslyn Williams.



BROADCASTERS CELEBRATED

SAG-AFTRA National Board member Hal Eisner, center, receives RTNA's Golden Mike Lifetime Achievement Award for his work as a broadcaster on March 25 in Los Angeles, along with fellow recipients and broadcaster members Marc Brown and Vikki Vargas.

PUBLICISTS FETED

SAG-AFTRA National Board member Lisa Ann Walter graces the stage at the 60th Annual ICG Publicists Awards Diamond Jubilee on March 10 in Los Angeles.



FOR YOUR EMMY® CONSIDERATION

**OUTSTANDING COMEDY SERIES**

**OUTSTANDING LEAD ACTRESS**

**IN A COMEDY SERIES**

**KERRY WASHINGTON**

**OUTSTANDING LEAD ACTOR**

**IN A COMEDY SERIES**

**DELROY LINDO**

“THE TYPE OF SHOW THAT’S STILL A RARITY ON TV: AN INTIMATE, HEARTFELT COMEDY ABOUT ONE FAMILY’S PIECE OF THE BLACK EXPERIENCE.

**DELROY LINDO IS SO GOOD IT SHOULD BE ILLEGAL.”**

*Entertainment*

“IT FINDS INTRIGUING DEPTH IN THE MESSINESS OF LIVED EXPERIENCE. KERRY WASHINGTON NAILS HER CHARACTER’S WARINESS AND VULNERABILITY.”

*Hollywood*  
REPORTER

**ONYX**  
COLLECTIVE

**UnPrisoned**

World Radio History

**hulu**

## Scene Around



### Celebrating Women's History Month

Clockwise from top: SAG-AFTRA National Women's Committee members and New York Local members, from left, Avis Boone, Yvonne Curry, Leslie Shreve and Shellen Lubin celebrate their fellow artists at the Support Women in the Arts Now — or SWAN — Day Women's History Month event on March 25 in New York; on March 30, the Miami Local hosts a networking event to celebrate Women's History Month; and National Hispanic Media Coalition Chief Executive Officer & President Brenda Castillo, center, with SAG-AFTRA National Latino Committee members Natalia Castellanos, left, and Michelle C. Bonilla at the National Association of Latino Independent Producers' Diverse Women in Media Forum on March 30 in Los Angeles.



### WE'VE GOT PODCASTERS COVERED

From left, actor Sharmila Devar; QCode Media Executive Vice President of Production Sandra Yee Ling; SAG-AFTRA National Director, Contract Strategic Initiatives & Podcasts Sue-Anne Morrow and *One Broke Actress* podcast host Sam Valentine at the SAG-AFTRA *Has Your Back: How Podcasters Can Access Health Insurance, Pension, Protections and Community* panel at The Podcast Movement Conference in Las Vegas on March 9.

@ Visit [sagaftra.org/podcastcontracts](https://sagaftra.org/podcastcontracts) for details about the new podcast agreements.



### GLAAD TO BE HERE

SAG-AFTRA LGBTQ Committee member Delila Ali Rajah, actor Gabrielle Union and daughter Zaya Wade celebrate inclusive LGBTQ+ media images and allies at the Los Angeles GLAAD Media Awards on March 30.

FOR YOUR CONSIDERATION  
OUTSTANDING COMEDY SERIES

**“The best comedy of the year.  
Every actor is at the top of their game.”**

- AWARDS RADAR



# RAMY

hulu

## Show Us Your Card

# #sagaftramember

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](https://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.



*"I feel like a unique and valued member of a worthy team."*

— TRUETT KILLIAN



*"I'm thrilled to have my SAG-AFTRA card."*

— FIA CULLEN

*"Being part of this organization means having somebody who believes in me and will be there to support me throughout my career."*

— ANDRES PEREZCHICA



*"Joining this union was the best decision, and we found a new passion outside of making music."*

— LIL MIKE & FUNNY BONE

*"I'm just so grateful for my card and my union."*

— JESSICA MEDINA



FOR YOUR CONSIDERATION OUTSTANDING LEAD ACTRESS IN A LIMITED OR ANTHOLOGY SERIES OR MOVIE

“...WITHOUT A DOUBT, MIEP IS A STAR-MAKING ROLE FOR BEL POWLEY. SHE DOES A MASTERFUL JOB PORTRAYING AN UNIMAGINABLY BRAVE, THOUGHTFUL, SMART, AND DETERMINED PERSON WHO NEVER BACKED DOWN. POWLEY’S RANGE IS PHENOMENAL, PARTICULARLY WHEN SHE SHOWS MIEP’S FUNNY SIDE.”  
-PASTE



**BEL POWLEY** AS MIEP GIES



**A SMALL LIGHT**



Now streaming

**C  
E  
L  
L  
E  
B  
R  
A  
T  
I  
N  
G**



Rap icon and Hip-Hop Alliance co-founder Kurtis Blow graces the stage with an impromptu performance of his 1980 rap classic, *The Breaks*.

# **HIP- HOP AT 50**

**SAG-AFTRA Takes the Party to SXSW**

**H**ip-hop may have started out in the parks and block parties of New York's five boroughs, but in the span of a half century, it has not only evolved in sound, with different regions adding their own style and flavors, but it has transformed different mediums, including film and television.

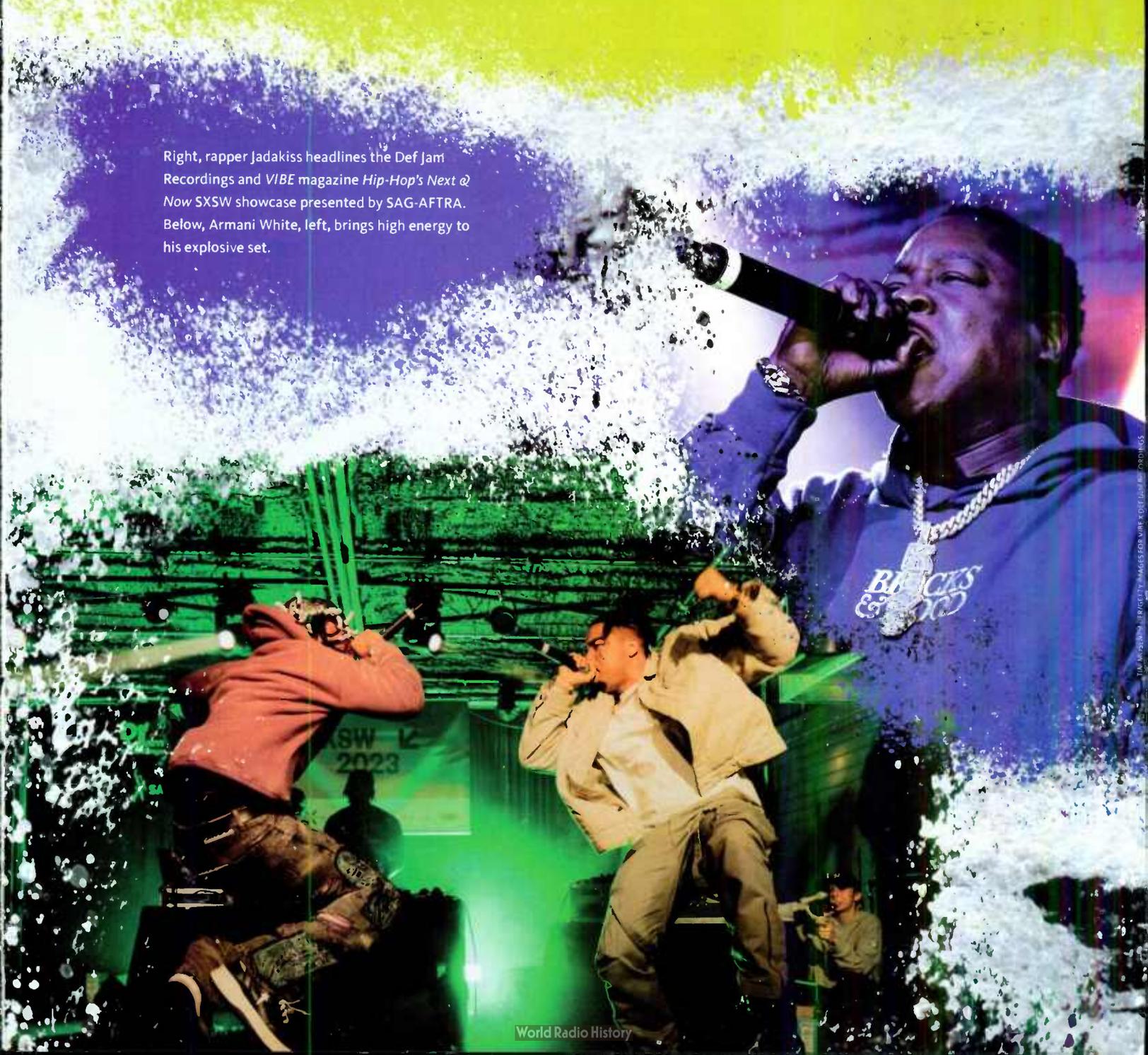
It's only right that this historic music genre was celebrated where music, television, film and innovation collide: SXSW in Austin, Texas. And it was more than fitting that SAG-AFTRA be the one to bring the party to the festival.

On March 14, the union hosted *What to Know: Royalties, Rights & Recording Artists* with SAG-AFTRA National Executive Director Duncan Crabtree-Ireland and fellow panelists, artist Armani White, talent representative Dan Resnick and *Billboard* Chief Brand Officer Dana Droppo. The group talked about today's

music landscape, the importance of professional representation, different revenue streams for artists, including royalties, and the ways SAG-AFTRA helps performers navigate a successful career.

The following evening, SAG-AFTRA presented *Hip-Hop's Next & Now* showcase, a partnership between Def Jam Recordings and *VIBE* magazine. Rapper and SAG-AFTRA member Jadakiss headlined the event, which featured a who's who of Def Jam talent: White, D. Sturdy & Philly Goats, Pap Chanel, Lil Migo, SwaVay and Marqus Clae. The event attracted hip-hop aficionados, among them Kurtis Blow, a genre pioneer and co-founder of artist collective the Hip-Hop Alliance. Blow addressed the crowd and thrilled them with an impromptu performance of hip-hop classic *The Breaks*. The alliance entered into a strategic partnership with SAG-AFTRA last year to build a better future for hip-hop artists.

Right, rapper Jadakiss headlines the Def Jam Recordings and *VIBE* magazine *Hip-Hop's Next & Now* SXSW showcase presented by SAG-AFTRA. Below, Armani White, left, brings high energy to his explosive set.



# Artificial Intelligence, Real Consequences



As generative AI goes  
mainstream, SAG-AFTRA doubles  
down on member protection

**I**t's a concerning time for creatives. Generative artificial intelligence has burst onto the scene, allowing anyone to create essays, screenplays, pictures, music and more in mere seconds, with minimal effort — even if they consider themselves devoid of creativity.

The most popular of these tools parse a user's input and, using an enormous set of data, create an output that fulfills that request. So, for instance, ChatGPT can respond to a user's request to "Write an essay about snails" by pulling everything it knows about the invertebrates to create a passable article on the topic. On the visual arts side, one might ask Midjourney or DALL-E for a picture of a snail in the style of Vincent Van Gogh, and the AI will dutifully spit one out.

Machine learning, which powers these tools, is being used onscreen to de-age actors, lip-synch dubbed programs, replicate an actor's voice and even generate entire performances. It's not hard to see how all this power can be misused.

That's why SAG-AFTRA and other industry unions are working hard to ensure that AI is available as a tool to help creators, not a way to put them out of work.

"These tools can help America's entertainers ideate and work more efficiently. They can be a welcome tool to assist in the creative process, or they can take a darker turn, threatening to replace the tens of thousands of hardworking creative minds that have dedicated their lives, and their careers, to their crafts," said SAG-AFTRA NED Duncan Crabtree-Ireland. "In my time as SAG-AFTRA national executive director, I've seen new technologies contribute to, rather than disrupt, the work that our members do for the public. With the right approach to regulation, we can ensure that new advancements in generative AI do the same."

To that end, the union has staked out a firm position on the use of AI and is taking concrete steps to ensure the technology is used for good. Without the power of collective action, performers would be on



their own in navigating this new threat, and would have to rely solely on the benevolence of those who hire them.

"The main thing for members to know is that using this technology to digitally create new performances is a mandatory subject of bargaining, meaning employers *must* bargain with the union and obtain consent," said actor, director and advocate Sarah Elmaleh. "Mandatory subjects of bargaining pertain to wages and working conditions, and the union's right to insist that such things be bargained — rather than unilaterally determined by employers — is enshrined in federal law. I've seen many addendums to performer contracts attempting to secure these rights, and it's extremely important that members know that these rights must be bargained with the union. If you see language like this in your riders, please email it to [aquestions@sagaftra.org](mailto:aquestions@sagaftra.org)."

"Stay alert, and stay in conversation with your peers and your union," she said. "It's going to take everyone's sustained attention, engagement, and solidarity on this issue to not let tech entirely dictate the framework and course of our creative and financial futures."

Members should also alert the union for any unauthorized uses of their voice, likeness or performance. For example, if a voice actor discovers their voice being used in a project they were never hired to do, perhaps with the aid of AI saying things they never said, they should contact

National Executive Director Duncan Crabtree-Ireland speaks about how SAG-AFTRA is working with the entertainment industry on AI at SAG-AFTRA's panel track at C-Space at CES in Las Vegas in January. The panel, *AI Goes to Hollywood*, explored the future of AI, how it is shaping the industry and how unions like SAG-AFTRA are navigating its impact on performers. Also on the panel was Flawless CEO and co-founder Scott Mann, left, along with moderator Matt Belloni, co-founder of Puck.

SAG-AFTRA immediately.

The union has spent years ensuring that its members are part of the conversation when it comes to new developments in technology. From its thorough research on industry trends and forecasts, to its continuing presence at technology expos and engagement with tech luminaries, to the proposals put forward at the negotiating table, the union is ensuring that member's voices are being heard at every stage and that their needs remain at the forefront as we step into uncharted territory. Throughout it all, two of the main guiding principles are that creators must provide consent for the use of AI to create new work/performances, and they must be properly compensated.

"Know what rights you are granting, not just in AI contracts, but generally when granting rights to your likeness and voice. Many of the AI contracts we have seen are overly broad and provide the performer



Speakers at the *Influencers and Actors in the Metaverse* panel at CES, from left, Unity Technologies Director, Live Entertainment Boo Wong; SAG-AFTRA Manager, Contract Strategic Initiatives Shaine Griffin; Amazon Web Services Senior Business Development Manager, Amazon Managed Blockchain Charles Okochu; Galaxy Chief Executive Officer & co-founder Solo Ceesay; and SAG-AFTRA NED & Chief Negotiator Duncan Crabtree-Ireland.



From left, *Billboard* Deputy Editorial Director Robert Levine, singer-songwriter Jessie Wilson, SAG-AFTRA National Board member Dan Navarro, and Professor and Founding Director of the Texas Immersive Institute at the University of Texas Erin Reilly at the *Welcome to the Machine: Art in the Age of AI* panel on March 16 at the SXSW festival in Austin. SAG-AFTRA's participation in the Human Artistry Campaign was announced at the event (see sidebar).

little to no protection over their digital self, even those that claim to be performer friendly. The rights someone grants now can follow — and even haunt — them for the rest of their career. These are exciting new areas, but performers should make sure they maintain some control over their digital self and are fairly compensated for its use," said SAG-AFTRA Senior Assistant General Counsel, Contracts Danielle Van Lier.

"Creative storytelling is fundamentally human, and humans should remain at the center of the story. SAG-AFTRA has always embraced technological change, but we have done so with our longstanding mandate to protect actors, recording artists and broadcasters foremost in mind. We will work with our industry partners to negotiate fair terms and conditions for AI uses, and we will partner with them to advocate for smart AI policies. Most

importantly, we will never stand idly by if the professional voices, likenesses and performances of our members are misappropriated," said SAG-AFTRA General Counsel Jeffrey Bennett.

In March, the union announced that it joined with major industry players to support the Human Artistry Campaign (see sidebar) and that the rights to digitally simulate a performer to create new

# human artistry campaign

SAG-AFTRA has joined with other unions and industry organizations to ensure AI is used responsibly. These are the campaign's fundamental principles.

- 1 Technology has long empowered human expression, and AI will be no different.
  - 2 Human-created works will continue to play an essential role in our lives.
  - 3 Use of copyrighted works, and the use of voices and likenesses of professional performers, requires authorization, licensing and compliance with all relevant laws.
  - 4 Governments should not create new copyright or other IP exemptions that allow AI developers to exploit creators without permission or compensation.
  - 5 Copyright should only protect the unique value of human intellectual creativity.
  - 6 Trustworthiness and transparency are essential to the success of AI and protection of creators.
  - 7 Creators' interests must be represented in policymaking.
- @ To take action, visit [humanartistrycampaign.com](https://humanartistrycampaign.com).

FYC

OUTSTANDING COMEDY SERIES AND ALL ELIGIBLE CATEGORIES

DISNEY+ ORIGINAL SERIES

MICHELLE YEOH KEHUY QUAN DANIEL WU

Disney

AMERICAN BORN CHINESE

May 24

Disney+

© 2023 Disney and its related entities

World Radio History

performances must be bargained with the union. SAG-AFTRA warned that any attempt by employers to circumvent the union and deal directly with the performers on these issues is a violation of the National Labor Relations Act. SAG-AFTRA further clarified that Global Rule One, which requires that SAG-AFTRA members must always work under a union contract wherever they work, covers any agreement with an employer to digitally simulate a member's voice or likeness to create a new performance.

As the technology improves at a dizzying speed, the laws protecting copyright and other intellectual rights will be tested. SAG-AFTRA emphasizes that governments should not create new copyright or other IP exemptions that allow AI developers to exploit creative works, or professional voices and likenesses, without permission or compensation. AI that generates text and art doesn't create it from nothing; it is trained on the hard work, brilliance, inspiration, sweat and creativity of countless artists — artists who have financial obligations and families, and who deserve to be compensated for their efforts.

These issues and more were discussed earlier this year in Las Vegas at CES, formerly known as the Consumer Electronics Show, and at the union's annual Labor Innovation and Technology Summit. SAG-AFTRA organized another panel, *Welcome to the Machine: Art in the Age of AI*, at the SXSW media festival in Austin, Texas, in March. These panels not only brought together labor and business leader experts, they also provided a great way to explore the implications and disruptive potential of new technologies in a public forum, and provided opportunity for viewers to ask questions.

And continuing these discussions will be key, as the industry finds its way in this new world. In order to protect artists, SAG-AFTRA will rely on what has always been its greatest strength: solidarity and the participation and engagement of members like you.

Of all the tasks that could be automated, generating art was perhaps the one that was least in need of being done by a machine, but now that the technology has emerged, it's going to be part of the new reality for all creators. The union understands this, and it will be a continual process to build protections and shape the rules surrounding AI to prevent exploitation and make sure people remain at the center of the process — and that they are paid for the value they bring. The act of creating is one of the most fulfilling and satisfying aspects of human existence, and SAG-AFTRA is doing everything it can to keep it that way.

## How SAG-AFTRA Contracts Protect You



SAG-AFTRA's focus on contract provisions includes these critical terms:

Safe storage of the performer's voice, likeness and performance, and the products and content created from them.



The right to consent — or not consent — to digitally created new performances, and to bargain for fair compensation.



The right to consent to use of voice, likeness and performance to train AI systems.



The right for a performer to control or opt out of continued use and production.



If you have questions, email [aiquestions@sagaftra.org](mailto:aiquestions@sagaftra.org).



## POPE OR NOPE?

photo of Pope Francis in a slightly ridiculous puffy jacket was widely shared on social media, and most people took it at face value.

*Buzzfeed News* reported that the photo was generated using Midjourney by a 31-year-old construction worker from the Chicago area. Notably, the story does bear the byline of a human, so at least that was seemingly not created by an AI.

As AI creations become easier to use, the risks of their being used to spread misinformation — or simply, without context, being mistaken for the real deal, as the pope picture was — grows. It's another potential pitfall that will have to be considered as the technology goes mainstream.

Generative AI can assemble believable images and text, but it's not always factually accurate. Although the creators of ChatGPT have implemented safeguards to prevent misinformation, they are not always adequate, and the tool has been known to present falsehoods as the truth.

When it comes to image and video, it can be even easier to create something that's believable at first glance. In late March, a



**FINANCIALLY EMPOWERING MEMBERS OF THE  
CREATIVE COMMUNITY FOR OVER 60 YEARS**



*Everything from high-yield deposit accounts to tailored loans that meet your needs!*

**Follow Your Dreams,  
We'll Work To Make Them A Reality!**

**Get Started Online at [ActorsFCU.com/SAG-AFTRA](http://ActorsFCU.com/SAG-AFTRA)**



**Have you worked  
as a professional  
young performer  
since 2000?**

**Check for  
Unclaimed Wages!**

**[unclaimedcoogan.org](http://unclaimedcoogan.org)**



**Entertainment  
Community Fund**  
Formerly The Actors Fund



# AT THE CENTER OF THE MULTIVERSE

MICHELLE YEOH BECOMES  
A GLOBAL ICON

**T**here was no film that captured audiences' attention or their imagination in 2022 quite like *Everything Everywhere All at Once*. The genre-bending science fiction-action-dramedy had themes that spanned a multitude of different subjects: absurdism, nihilism, family, relationships and self-purpose — and everything in between.

The movie, which premiered at SXSW in 2022, swept through awards season and became the most awarded film of all time, earning 264 of its 404 total nominations.

At the 29th Annual Screen Actors Guild Awards on Feb. 26, Michelle Yeoh made history by becoming the first Asian woman to win in the Female Actor in a Leading Role category. It was a great night for her castmates as well. Ke Huy Quan received an Actor statuette for Male Actor in a Supporting Role, while Jamie Lee Curtis and Stephanie Hsu were both nominated for Female Actor in a Supporting Role, with Curtis

taking home the award. To top it off, the ensemble received the award for Outstanding Performance by a Cast in a Motion Picture.

In the film, Yeoh stars as Evelyn Quan Wang, an ordinary Chinese immigrant wife, mother and failing laundromat owner whose appointment at her local Internal Revenue Service office turns into a wild journey to save the multiverse — and her daughter (Hsu) — from a sentient everything bagel with way too many condiments. Throughout the film, she takes on a series of disparate roles: a kung fu master-turned-action-film-star, a blind opera singer, a woman with hotdog fingers and a rock. Yet, despite the difficulties these roles-within-a-role may have presented, it was one the actor said she was more than ready to undertake.

"When I read the script, I thought, 'This is something I've been waiting for a long time. It's going to give me the opportunity to show my fans, my family and my audience what I'm capable of,'" said Yeoh in an interview with *GQ*.

It's possible that Yeoh's fans found it





Michelle Yeoh with her two Actors at the 29th Annual Screen Actors Guild Awards.

hard to believe that she had been waiting for such an opportunity, given her IMDb profile boasts a series of roles that have broken the glass ceiling for Asian women in American and Asian cinema. Yeoh, who began as a contestant in the pageant circuit in her early 20s, got her start in Hong Kong's film industry. She starred and performed her own stunts in a string of Hong Kong martial arts films from the late '80s and early '90s. After briefly retiring in 1987, she returned to the screen to star alongside Jackie Chan in *Police Story 3: Supercop* (1992). But it would be her first-ever American role as Wai Lin in the James Bond franchise film *Tomorrow Never Dies* (1997) that made her stand out as an example of Asian representation for American audiences.

"[The franchise] was very much a man's world: All the guys loved to be James Bond and the women were almost always the Bond girls. But when they came looking for me, they were ready for [a woman] to have much more depth and emotion. I was very blessed that that was [their approach] when they were writing *Tomorrow Never Dies*," said Yeoh to *GQ*.

Since that time, Yeoh has taken on a vast array of roles, from a successful businesswoman and warrior in the Ang Lee masterpiece *Crouching Tiger, Hidden Dragon* (2000) to Eleanor Sung-Young of the summer blockbuster *Crazy Rich Asians* (2018), as well as credits in the *Star Trek* and *The Mummy* franchises. Whether playing the hero or the villain, the noble Starfleet captain or the antagonistic family matriarch, she has expanded Asian presence onscreen and, along the way, earned recognition for her mastery of the craft, including, in 2008, being crowned as Rotten Tomatoes' greatest action heroine of all time.

However, for Yeoh, *Everything Everywhere* has done something incredibly special: Not only has the film demonstrated the marketability of Asian casts, but it has also shown the importance of Asian stories, both great and small.

Said Yeoh in a recent interview with *CBS Mornings*, "What I found so beautiful [about *Everything Everywhere*] was it gave a voice to a very

MAARTEN DE BODER/SHUTTERSTOCK



Above, Yeoh with her fellow *Everything Everywhere All at Once* castmates in the winner's circle! Below, Stephanie Hsu, Yeoh and Ke Huy Quan in the film.



ordinary woman, an Asian immigrant woman, who's never really had a voice before. I have a lot of Asians come up to me and say, 'Thank you for doing this, because now I see it's possible for us to be [represented].' What we've given to Asian [communities] is the idea that we're not invisible."

If there has ever been a time in the last decade when Yeoh has felt invisible among the known faces in Hollywood, that time is past. Not only was her performance praised by critics, she collected numerous awards this past season, including the Academy Award for Best Actress in a Leading Role. She also earned accolades from the American Film Institute and the Santa Barbara International Film Festival, as well as a spot in the TIME100 Most Influential People of 2022 list and the magazine's 2022 Icon of the Year title. Yet, there's always something special about being recognized by fellow performers, and when accepting her statuette on the SAG Awards stage, her speech expressed gratitude for the "everyman" she saw among the community of actors and the many others watching her make history from home.

"To get this award from [actors] who understand what it means to get here ... Every one of you knows the journey; the roller coaster and its ups and downs. But most importantly, you know what it means to never give up.

I thank you for your love and support," she said.

"This [award] is not just for me; this is for every little girl that looks like me. Thank you for giving me a seat at the table because so many of us need this: we want to be seen, we want to be heard and, tonight, you have shown that it is possible. I am grateful — and my mom is eternally grateful to you."



# SAG-AFTRA

FEDERAL CREDIT UNION



At SAG-AFTRA Federal Credit Union we are solely committed to you. Performers, directors, writers, and more have enjoyed our excellent rates and friendly service since 1962. Visit us at [www.sagaftfrcu.org](http://www.sagaftfrcu.org) or stop by any of our branches to today!



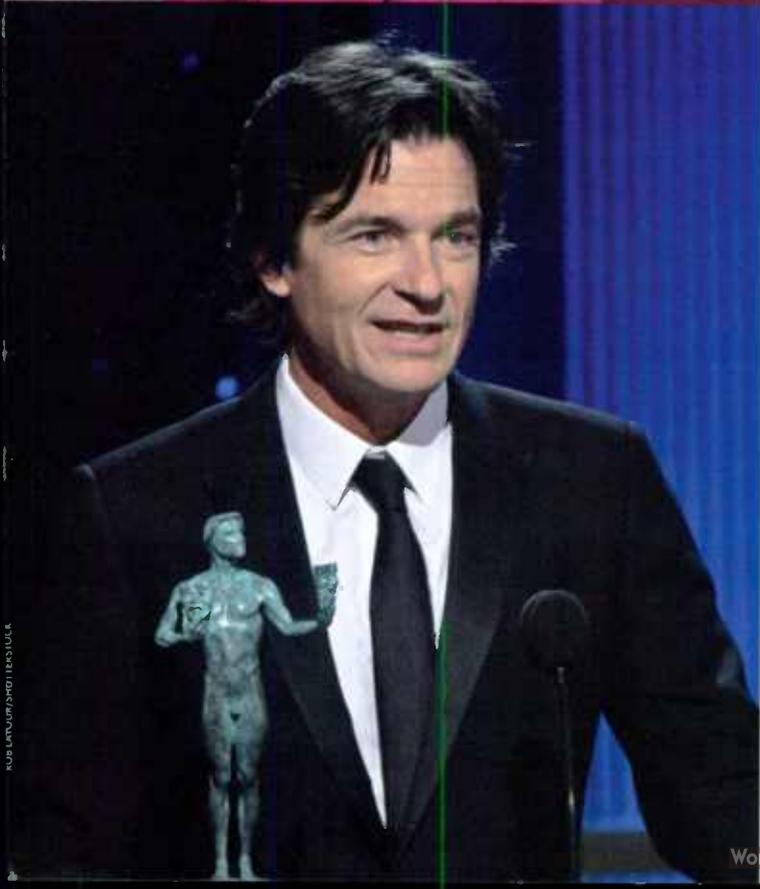
# 29TH SCREEN ACTORS GUILD AWARDS



**CLOCKWISE FROM TOP LEFT:**

Ke Huy Quan (*Everything Everywhere All at Once*); Brendan Fraser (*The Whale*); Jessica Chastain (*George & Tammy*); Jason Bateman (*Ozark*); Jennifer Coolidge (*The White Lotus*); SAG-AFTRA President Fran Drescher.





## THE ACTOR'S RENAISSANCE

SAG-AFTRA CELEBRATES 2022'S MOST REMARKABLE PERFORMANCES

Awards season is a time to celebrate the industry's best films and television shows and performances. And, for 29 years, no one has celebrated actors better than the Screen Actors Guild® Awards! This year's two-hour ceremony was broadcast on Netflix's YouTube channel as part of the awards' new multiyear partnership with the global giant. The switch makes the SAG Awards one of the first award shows to take advantage of streaming's offerings, including its massive audience. In the month following the initial live air date, the show garnered more than 4 million views across all platforms.

But what made the actors' party a true soiree was its celebration of the night's honorees, many of whom are long-beloved performers experiencing a revival of their careers. Among the most notable award recipients were *Everything Everywhere All at Once's* Ke Huy Quan and

*The Whale's* Brendan Fraser. Both actors, whose on-screen performances have made them darlings of the 2023 awards season, delivered heartfelt award speeches thanking their peers in the showroom and including an encouraging word to their fellow actors elsewhere.

"To all those at home who are watching or are struggling and waiting to be seen, please keep on going. The spotlight will one day find you," said Quan, who became the first Asian American to receive The Actor in the Male Actor in a Supporting Role category.

"To all the actors who have gone through [their own hardships] or are going through that, I know how you feel. But believe me, if you just stay in there and you put one foot in front of the other, you'll get to where you need to go," said Fraser.

Other stars of the night included Quan's castmates, Michelle Yeoh — who also became the first Asian



29th Annual  
SCREEN ACTORS  
GUILD AWARDS

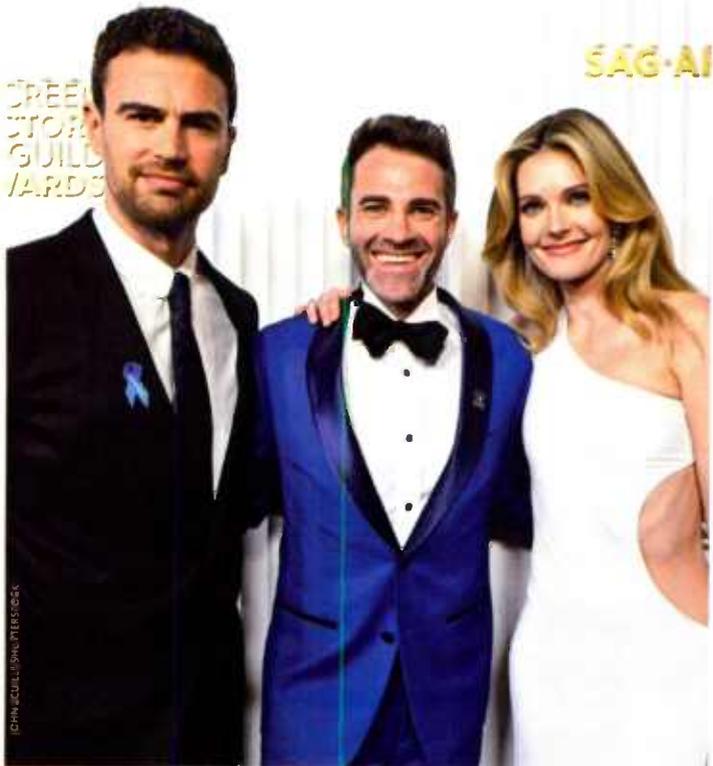


*Abbott Elementary* cast, from left, Tyler James Williams, SAG-AFTRA National Board member Sheryl Lee Ralph, Janelle James, Quinta Brunson, William Stanford Davis, National Board member Lisa Ann Walter and Chris Perfetti.

HISTORIC WIN!

## ***‘ABBOTT ELEMENTARY’ CAST EARNS AN A+***

Extra credit to *Abbott Elementary*! The comedy's win for Outstanding Performance by an Ensemble in a Comedy Series at the 29th Annual SAG Awards made history: It was the first time two sitting SAG-AFTRA National Board members — Sheryl Lee Ralph and Lisa Ann Walter — received a SAG Award. Accepting the ensemble honor, Quinta Brunson spoke about how her castmates uplift and amplify her performance. "When I get to be a part of this ensemble, these people bring me back down to earth," she said. "They make me a better actor. They allow me to become an actress that I'm proud of."



**CLOCKWISE FROM TOP**

EEAAO's Jamie Lee Curtis; Jeremy Allen White (*The Bear*); and SAG-AFTRA Executive Vice President Ben Whitehair, center, with SAG Award winners Theo James and Meghann Fahy (*The White Lotus*).

performer to receive the award for Outstanding Performance by a Female Actor in a Leading Role — and Jamie Lee Curtis, and *The White Lotus*' Jennifer Coolidge, all of whom received their awards to a standing ovation.

Jason Bateman (*Ozark*), Jeremy Allen White (*The Bear*), Jessica Chastain (*George & Tammy*), Jean Smart (*Hacks*) and Sam Elliott (1883) were among the other individual award recipients. For ensemble casts, first-time nominees *Abbott Elementary* and *The White Lotus* received The Actor in the comedic and dramatic television categories, and *Everything Everywhere All at Once* capped the night with its win for Outstanding Performance by a Cast in a Motion Picture. *Top Gun: Maverick* and *Stranger Things* were also honored for Outstanding Performance by a Stunt Ensemble in a Motion Picture and Outstanding Performance by a Stunt Ensemble in a Television Series.

This year's awards show also hosted a special presentation for the 58th SAG Life Achievement recipient Sally Field. Field's award was presented by good friend and fellow *Spider-Man* franchise co-star Andrew Garfield, who praised her near-six decades of work as "a life dedicated to the arts, love and service."

In her acceptance speech, Field reflected on the "quiet thrill" she's felt as an actor and her respect for her peers.

"I've been lucky enough to be a part of projects whose



From left, Netflix Co-CEO Ted Sarandos, SAG-AFTRA President Fran Drescher and National Executive Director Duncan Crabtree-Ireland; Sam Elliott (1883); and actor-director True Harlow Fisher-Duddy with her mom and SAG-AFTRA Secretary-Treasurer Joely Fisher.



The cast of *The White Lotus*

screenplays are so good that my hands shook the first time I read them. Projects with such deep and complicated characters that the process of understanding [and] owning them changed me. They opened and revealed parts of myself I would not have known otherwise," she said. "Thank you for this great honor from you, the people I most wanted respect from in my life: actors."

SAG-AFTRA President Fran Drescher's

speech to the audience highlighted her important union initiatives, including the start of the Green Council, the new benefit plan for Medicare-eligible members, and ongoing work with IMDb (see For Members for more).

The annual SAG Awards ceremony is the largest fundraising effort for the SAG-AFTRA Foundation. Each year, proceeds from the show go toward supporting the Foundation's many career

and assistance programs for union members and their families.

Longtime SAG Awards sponsor *People* magazine hosted the post-Screen Actors Guild Awards Gala, the awards' official afterparty ceremony.

Both the YouTube broadcast and digital "For Your Consideration" screeners were available with audio description and closed captioning. The 30th awards ceremony will air exclusively on Netflix.

Los Angeles Times

# THE ENVELOPE

An exclusive offer for SAG-AFTRA members.

1 year for \$1 then \$10/year

Subscribe today and get unlimited digital access to the Los Angeles Times — including The Envelope, your uniquely up-close guide to awards season. Available via podcast, mobile app, video, newsletter and live events, Hollywood turns to The Envelope for fresh insights and analysis, intimate conversations with A-list talent and award-winning coverage that goes beyond red carpet chatter.

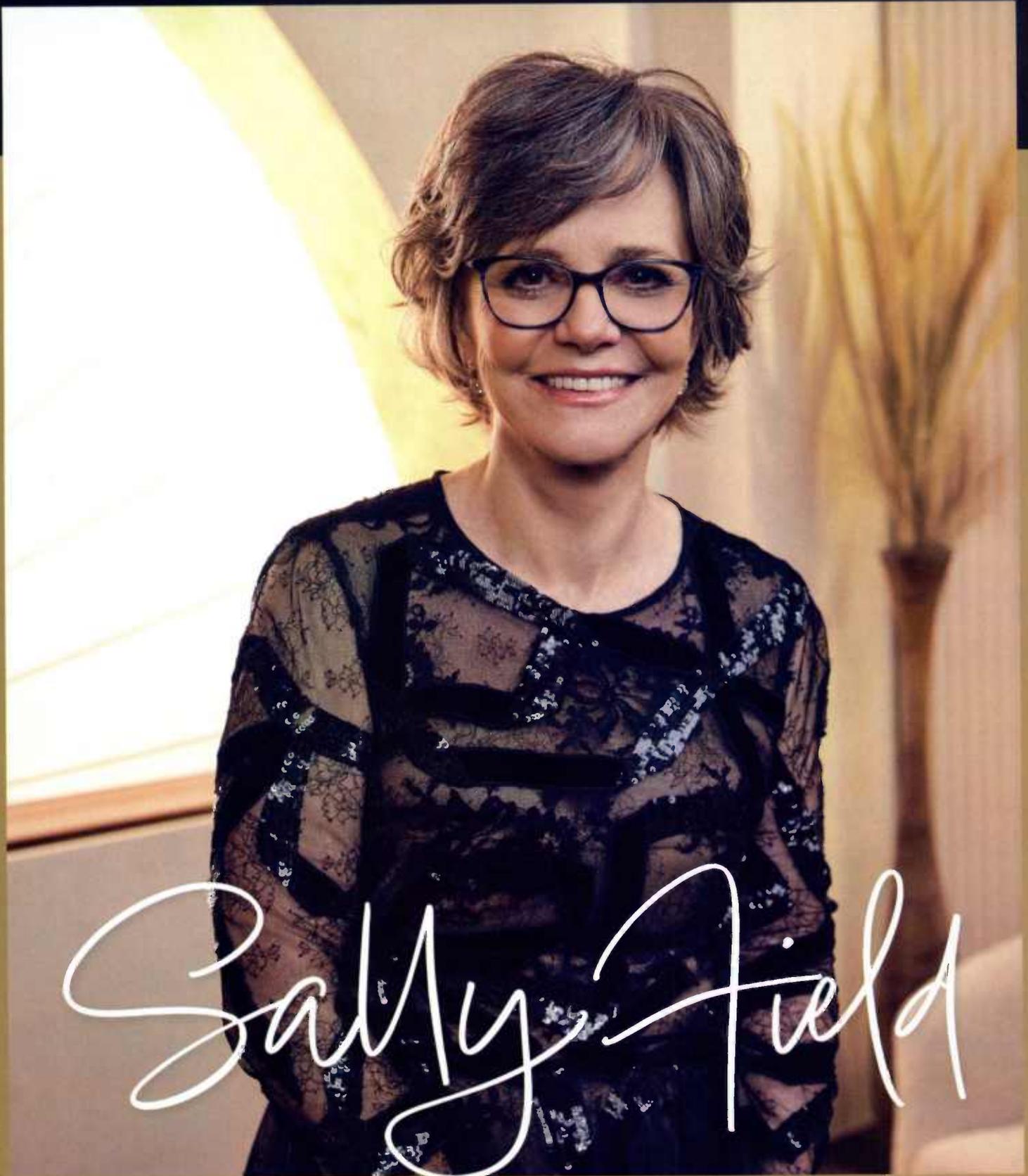


Scan the QR code to subscribe or visit [latimes.com/sagaftra](https://latimes.com/sagaftra)

*Offer valid for the first 5,000 SAG-AFTRA members to sign up. New subscribers only.*



FROM THE ACTORS, WITH LOVE



Sally Field

58<sup>TH</sup> SAG LIFE ACHIEVEMENT HONOREE

**O**nscreen, she's played a surfer, a flying nun, Forrest Gump's mother, Peter Parker's aunt and a union organizer. In real life, she's been an advocate for everything from civil and LGBTQ+ rights to women's health and the environment. Her name is Sally Field, and at the SAG Awards on Feb. 26, she was honored as the 58th SAG Life Achievement Award recipient.

Field, who fell in love with acting as a junior high schooler in her hometown of Pasadena, California, joined SAG in 1965, after being Taft-Hartley'd on the sitcom *Gidget*, in which she starred as the eponymous upbeat, boy-crazy main character. What followed after *Gidget*'s only season was a string of other family-friendly sitcom roles: Sister Bertrille on *The Flying Nun* (1967–1970) and Sally Burton on *The Girl With Something Extra* (1973–1974) among others.

But it would be years of work with legendary acting teacher Lee Strasberg at The Actors Studio and her landing the titular role in the TV miniseries *Sybil* (1976) that would first make Field a breakout talent. Her portrayal of the character, a young girl seeking help for her dissociative identity disorder, not only earned her an Emmy Award, but allowed her to make a successful transition to the big screen.

Although it's quite common in today's industry to see female actors do both TV and film, Field detailed how this fluidity was rare when she was starting out.

"In those days, there was a really stringent class distinction [between TV and film], and I don't know a lot of women at that time who easily transitioned between situation comedy to film. Men did but ... women couldn't do it. They weren't allowed.

"I [didn't] blame it on the industry; you can't blame the weather on the clouds. The only thing I could do was say to myself that when I got good enough — really good enough — something would change," Field told *SAG-AFTRA*.

From *Sybil* came dozens of memorable film roles: *Smokey and the Bandit* (1977); *Norma Rae* (1979) and *Places in the Heart* (1984), both of which earned Field Academy Awards for Best Actress; *Steel Magnolias* (1989); and *Forrest Gump* (1994). These productions, along with on-stage roles in *The Glass Menagerie* and Arthur Miller's *All My Sons*, solidified her as a household name, while the next generation became acquainted with her in *Mrs. Doubtfire* (1993) as the romantic counterpart to the late Robin Williams, and as Aunt May in Sony's *The Amazing Spider-Man* franchise (2012–2014).

Said SAG-AFTRA President Fran Drescher, "Sally is an amazing actor with an enormous range and an uncanny ability to embody



MATT REITZ/SHUTTERSTOCK



A painting by the late Arsen Roje of Sally Field, in her Oscar-winning performance in *Norma Rae*, adorns the wall of SAG-AFTRA's headquarters. Left, Field and Andrew Garfield at the 29th Annual Screen Actors Guild Awards.

any character. She's a massive star with a working actor's ethos."

In being recognized for her career and humanitarian accomplishments, her performing peers were foremost on her mind, "the ones who really know what it takes," she called them.

"This award is from the actors," Field told *SAG-AFTRA* following the ceremony. "In my almost 60 years of being here, [actors are] the group I most wanted to be respected by. I wanted to be hired by the producers and I wanted the directors to want to work with me, but I wanted to be respected by the *actors*. This means everything to me."

Field also expressed her appreciation for the work the union does. "I can tell you right now how different the industry is because of the work that SAG-AFTRA has done," she said. "Unions and being able to bargain for fairness in the workplace are vital. People in any workplace need to know that the ability to group together and fight together to get a better work situation is vitally important."

Nominated and voted on by the SAG-AFTRA National Honors and Tributes Committee, the SAG Life Achievement Award is bestowed to those who have contributed to improving the image of the acting profession and have a history of active involvement in public service endeavors.



# FROM COAST TO COAST, THE ACTORS' PARTY RETURNS!

The actors' party wasn't just a Hollywood affair. This year's awards show marked the return of local viewing parties from around the country. From New York to Hawaii, local SAG-AFTRA members — nearly 2,000 members and guests — were in attendance to watch the big night unfold.



MICHIGAN



ARIZONA-UTAH (PHOENIX)



SAN FRANCISCO-NORTHERN CALIFORNIA



CHICAGO



PHILADELPHIA



OHIO-PITTSBURGH (PITTSBURGH)



TWIN CITIES



SAN DIEGO



NEW YORK



NEW ENGLAND



OHIO-PITTSBURGH (CLEVELAND)



DALLAS-FORT WORTH



HAWAII



NEVADA



WASHINGTON-MID ATLANTIC



SEATTLE



MIAMI (ORLANDO)



NASHVILLE



HOUSTON-AUSTIN (AUSTIN)



MIAMI (MIAMI)

# Ending Hair Discrimination

## Working to Ensure Equity From the Top Down

**I**nclusivity is a foundational principle of SAG-AFTRA, and although it's crucial that underrepresented groups and their stories are seen on screen, there's a lot more to it.

Both overt discrimination and systemic inequities often adversely impact performers, harming their chances of getting work or interfering with their ability to do their jobs, not to mention simply being unjust. It's a multifaceted issue, and in order to make real change, the union is prioritizing this issue in contract negotiations, raising awareness, leveraging industry partnerships and supporting state and federal legislation that prevents discrimination and promotes equity.

Recently, at a panel organized by SAG-AFTRA at the American Film Market, National Executive Director Duncan Crabtree-Ireland moderated a discussion about how performers of all ethnicities

deserve to have a qualified professional on set who is trained to meet their hair and makeup needs.

He kicked off the November panel by clearly stating the union's position.

"We believe that not providing equitable hair and makeup is a discriminatory practice, that it's unlawful, and that it's just plain wrong," he said.

That philosophy runs through the work of SAG-AFTRA's member-led Hair and Makeup Equity Workgroup, which has guided the development of a strategic plan to advance hair and makeup equity in the workplace. The union also is partnering with other unions and organizations to enact systemic change, and is backing the federal CROWN Act, which would prevent discrimination based on a person's hair style and hair texture. Outside the union, entrepreneur Maude Okrah has taken a pragmatic approach to addressing

the problem. She founded Black Beauty Roster, a digital platform that connects productions with beauty professionals qualified to work on all different kinds of complexions and hair. Okrah told *SAG-AFTRA* magazine why she created Black Beauty Roster, how to use it and the response she has received from people in the industry.

### PUT AWAY THE WIG

## Members Urge Fairness in Stunt Hiring

**D**iscrimination has been historically rampant in the hiring of stunt performers. When a male stunt performer substitutes for a woman, or when a performer substitutes for a person of a different race, it denies a job opportunity to those underrepresented groups. The stunt community has dubbed these acts as "wiggings" and "paintdowns."

SAG-AFTRA's member-led Task Force on Ensuring Fair & Equitable Hiring Practices Within the Stunt Community has created a guide, which you may view on the following pages, that examines these problematic practices.

These are just a few of the union's many initiatives in this area. Listen to the SAG-AFTRA podcast, which includes numerous episodes on diversity initiatives, and visit [sagafta.org/videos](http://sagafta.org/videos) to watch recordings of presentations and livestreams.

Inclusion and representation remain core to SAG-AFTRA's mission. Utilizing all the resources at their disposal, member leaders, staff and industry allies will continue to focus on creating a more just and equitable world.

### Q&A WITH MAUDE OKRAH

#### Why did you create Black Beauty Roster?

I created Black Beauty Roster really out of frustration, and wanted to make change. Time and time again, we have read stories and tweets of actors and actresses sharing their heartbreaking stories on set of having to bring their own products, waking up two hours early to get their hair done or having their hair damaged on set. Speaking up is sometimes viewed as being a "diva" or difficult to work with, when, in actuality, Black talent is looking for the same level of hair and makeup support as their peers. On the other side, talented beauty professionals who have the skillset but do not have the network struggled to gain access to on-set opportunities. After



hearing countless stories and [having] my own unfavorable hair and makeup experiences, I realized it was important to help lead the change many of us were asking for, and BBR was born. Our mission is to bring more meaningful diversity into beauty behind the camera through opportunity, education and advocacy.

#### How does it work?

You can sign up for free at [bbrportal.com](http://bbrportal.com). You can post a beauty request for services and review all of the information on the interested service providers in one place: their portfolio of work, resume and any

CONTINUES ON PAGE 77

# Paintdowns & Wiggings

## A DEFINITION OF TERMS

### Paintdowns

#### DEFINITION

Whether by means of hair and makeup, costume, computer-generated imagery, stunt and safety equipment, or any other method, the intent is to disguise a racial or **ETHNIC** substitution when stunt doubling an actor.

#### SECTION 26.(B), GENERAL PROVISIONS OF CBA:

*When the stunt performer doubles for a role which is identifiable as female and/or Black/African American, Latino/Hispanic Asian/Pacific Islander or Native American and the race and/or sex of the double is also so identifiable, stunt coordinators shall endeavor to cast qualified persons of the same sex and/or race involved.*

### NOT a Paintdown

- As humans, we come in a variety of shades, even within our own ethnicities. It is NOT a paintdown to match skin tones or otherwise obscure skin tones within an ethnic group or for an individual with demonstrative overlapping heritage.
- When it comes to stunt doubles, the union's general concern is not matching race or ethnicity, rather, it is when paintdowns are used to deprive one ethnic group of an employment opportunity over another.

For many performers, unauthorized paintdowns are akin to blackface.

### Wiggings

#### DEFINITION

Whether by means of hair and makeup, costume, computer-generated imagery, stunt and safety equipment, or any other method, the intent is to enable a male stunt performer to substitute for a female stunt performer and disguise a **GENDER** substitution when stunt doubling an actor.

### NOT a Wiggling

- As humans, we come with a variety of hair colors, textures and lengths.
- When it comes to stunt doubles, it is NOT a wiggling to address these differences within the same gender by using an actual wig, hair dye, costume, stunt and safety equipment, or computer-generated imagery.

**NOTE:** The definition of "gender" is a fast-evolving one in today's work environment. This traditionally discriminatory practice has typically involved male- and female-identifying performers, and the concern is when wiggling is used to deny jobs to female performers. Gender substitutions while safely doubling minors are recognized exceptions.

WE CAN PREVENT  
PAINTDOWNS  
& WIGGINGS.



# Safety First

It's understood that stunts are dangerous and that some skill sets are highly specialized, perhaps existing among only a few members.

#1

## It's Reasonable ...

to predict that our stunt needs may require talent not found in the appropriate gender or ethnicity of our membership, or even outside our membership.

#2

## It's Unethical ...

to use these rare occasions as an excuse and rationalization to perpetuate the exclusion of BIPOC, LGBTQIA+, women and PWD stunt performers from our working ranks.

#3

## It's the Ongoing Abuse ...

of those exceptions that we'll eliminate through the waiver process.

Cast and crew empowerment  
to end the abuse.

Often, safety concerns  
disguise discriminatory  
practices.

How do we balance the  
paramount concerns of safety  
with equitable and inclusive  
hiring practices?

### ABOUT THIS DOCUMENT

#### THE GOAL OF THIS DOCUMENT

is to provide practical guidance to working stunt professionals, performers and other stakeholders in the industry. These simple steps can help to prevent discriminatory practices in the hiring of stunt performers and promote equality and diversity within the stunt community.

#### THIS IS NOT A LEGAL DOCUMENT.

This is a member-led effort, a practical guide, based on the experience of actively working, union stunt coordinators and stunt performers.

#### NOTHING IN THIS DOCUMENT WILL,

nor is intended to, change any provision of an applicable SAG-AFTRA Collective Bargaining Agreement. The provisions of an applicable CBA govern the working conditions for SAG-AFTRA members.

#### THE DOCUMENT SHEDS LIGHT ON

how the union enforces the agreement, particularly in light of an increasingly diverse workforce and the evolving standards of the industry in which SAG-AFTRA members work.

#### THE GENESIS OF THIS DOCUMENT

is rooted in a mandate from the National Board, carried out by SAG-AFTRA staff in conjunction with working members of our stunt community, to address one aspect of the disparate underrepresentation of certain categories of our membership in stunt roles.

#### FOR MORE INFORMATION

Stunts & Safety Department  
(323) 549-6855  
[ssd@sagaftra.org](mailto:ssd@sagaftra.org)

#### 24-HOUR SAFETY HOTLINE

(844) SAFER SET  
(844) 723-3773



**SAG-AFTRA.**

5757 Wilshire Blvd., 7th Floor  
Los Angeles, CA 90036-3600  
[sagaftra.org](http://sagaftra.org)    





**Entertainment  
Community Fund**  
Formerly The Actors Fund

**Need help enrolling  
in a health plan?**

**We've got  
you covered!**

[entertainmentcommunity.org/AHIRC](http://entertainmentcommunity.org/AHIRC)



CONTINUED FROM PAGE 74

other general information, such as if they are union, IMDb and more. You can also browse through a database of great candidates and reach out based on your preference. It is a community of vetted union and non-union beauty professionals that can safely support beauty needs on set, to press tours and more.

**What kind of feedback have you received?**

We have been humbled by all the great feedback we have received thus far. People have reached out and thanked us for creating BBR and the BBR portal. They found it easy to navigate and quickly find talent for their hair and makeup needs. Some shared that they felt for the first time they had a resource

they could point producers and other industry executives to for diverse hair and makeup support on set. They felt seen and heard, and that makes the work we are doing worth it. Industry executives have really liked our Diverse Hair and Makeup Allyship training because it helps decision-makers better understand textured hair, darker complexions and how they can be an active ally to talent of color.

**How can producers find talent through BBR?**

They simply sign up at [bbrportal.com](http://bbrportal.com), post a job and have applicants apply where they can review all of their information in one place. They can also access our database of professional hairstylists and makeup artists trained in all textures and complexions. We believe representation goes both ways,

and we are proud to highlight that our community of hairstylists and makeup artists have demonstrated the ability to work with all textures and complexions, especially textured hair and darker complexions.

**What advice do you have for talent who want to work with qualified professionals?**

Use your voice as much as you can and as early as you can to share your needs for hair and makeup in a preproduction consultation. Share them with the decision-makers and also make them aware of resources like BBR that make it easier to find and hire qualified professionals. We find sometimes time and fear can be the hindrance to progress, but if you help champion solutions to make everyone's life a little easier, I think it will be a win for everyone.

# On Location

News from Locals Across the Country



## Members Bring Glitz to CDG Awards

SAG-AFTRA L.A. Local Sexual Harassment Prevention Committee members Erin Tillman, left, and Sarah Anne Masse pose on the red carpet at the Fairmont Century Plaza in Los Angeles, on Feb. 27 at the 25th Annual Costume Designers Guild Awards honoring the best costume designers in film, television and media for 2022.



## Sheryl Lee Ralph Presents at CSA's Artios Awards

SAG-AFTRA L.A. Local First Vice President Sheryl Lee Ralph presents at the 38th Annual Artios Awards hosted by the Casting Society of America at The Beverly Hilton hotel in Beverly Hills, California, on March 9. The Artios Awards celebrates casting in the areas of film, television and theater. This marked the first in-person awards in three years with the event being held in three major cities: Beverly Hills, New York and London.

Los Angeles

## Yvette Nicole Brown Hosts MLK Day Breakfast

The theme of this year's L.A. County Federation of Labor's Annual MLK Day Breakfast was "Past, Present and Future," as it relates to the Civil Rights and labor movements. It took place at the InterContinental Los Angeles Downtown hotel on Jan. 14. Attendees included, from left, LiUNA Local 300 Business Manager Sergio Rascon, L.A. County Federation of Labor President Yvonne Wheeler, SAG-AFTRA National and L.A. Local Board member Yvette Nicole Brown, who served as the special guest host, and Labor Community Services of Los Angeles Executive Director Armando Olivas.





## New York Local on the State Scene

On Oct. 12, New York Local Board members and staff joined Gov. Kathy Hochul and New York state leaders at Judson Church in Washington Square Park, where the governor announced an additional \$13.4 million in funding from the Abortion Provider Support Fund. The money was awarded to 37 providers, covering 64 clinical sites to further expand access to abortion services across the state. Above, from left, New York Local Board members Verania Kenton and Leslie Shreve; Executive Director, New York Local and Labor Policy & International Affairs Rebecca Damon; Gov. Kathy Hochul; and New York Local Board member Avis Boone. SAG-AFTRA New York Local President Ezra Knight and New York state Attorney General Letitia James, at left, joined Gov. Hochul and New York state Department of Labor Commissioner Roberta Reardon at the New York State AFL-CIO labor celebration on Dec. 8 at the Sheraton New York Times Square.



**New  
York**



## Reimagining the Self-Tape with David Dean Bottrell

On Dec. 14, the SAG-AFTRA New York Local MORE Committee hosted its first virtual seminar via Zoom. The workshop, taught by veteran character actor David Dean Bottrell, offered techniques to reframe the self-tape audition, including how to break the scene down specifically for the self-tape and how to bridge what the audition process was to what it is today. Clockwise from top left, National and New York Local Board member and MORE Committee member Joseph Melendez, New York Local President Ezra Knight and Bottrell.

## Local Stunt Performers Make a Difference

**Atlanta**

More than 20 local stunt coordinators and hundreds of stunt performers held a Holiday Stunt Hustle on Dec. 3 to solicit donations for Toys for Tots and Promise Place, a women and children's shelter. This event, which took place at Covert Camera Vehicles in Atlanta, was a huge success for all who attended and put some big smiles on children's faces once again this year. Atlanta Local President Eric Goins attended.



## Union Takes the Stage at Industry Fair

As part of a Women in Film and Media Colorado-hosted industry fair at the Colorado Film School on Jan. 21, SAG-AFTRA organized a talk titled *Why SAG-AFTRA Is Essential to a Sustainable Film Industry*. The discussion, delivered to a packed theater, examined the safety and pay protections provided by the union, the adaptive contracts the union has and continues to develop, content creation in the digital era and much more. The conversation was led by Colorado Local Board member Sheila Ivy Traister, assisted by Local Secretary Meg Chamberlain. From left, WIFMCO Development Chair Jhonette Perdue, Traister, WIFMCO President Alicia Leeper and WIFMCO Vice President Kathryn Gould.



## Philly Prez Attends Biden's Budget Remarks

**Philly**

President Biden spoke at the Finishing Trades Institute in Northeast Philadelphia on March 9, and SAG-AFTRA Philadelphia Local President Nicole Izanec was in attendance alongside AFL-CIO members to hear his remarks. In his return to Philadelphia, Biden's speech outlining his administration's 2024 fiscal year plans and plans to invest in America — continue lowering costs for families, protect Social Security and Medicare, and reduce the deficit — were met with cheers from laborers in attendance.

## Together, from Tucson to Salt Lake

The Arizona-Utah Local launched its Cyber Cafe Connection on Feb. 15 via Zoom to provide members from southern and northern Arizona and Utah an opportunity to informally connect from the comfort of their homes and to meet their union siblings from all over the Local's regions to discuss topics of interest.

**Arizona-Utah**



## Local Welcomes New President

The DFW Board gathered at the Dallas office for a board meeting on Feb. 16. During the meeting, longtime President Brent Anderson, center, announced that he would be stepping down, and First Vice President Nikki Dixon, right, was appointed and confirmed unanimously as the new DFW Local president. Local Board member Nicole Hodges was appointed first vice president and Anderson was appointed to fill her Local Board member position. Although we're not losing anyone on the board, our leadership structure has changed. Anderson will continue to serve the Local as a board member.

**Dallas-Fort Worth**



## Members Connect With State Leaders at the Capitol

Members and staff were front and center at the 2023 New Mexico Film and Media Day on Feb. 15 at the state Capitol. The day provided a great opportunity for members to thank legislators for supporting the film industry in New Mexico. Some of New Mexico's local leadership joined SAG-AFTRA National Director of Government Affairs and Public Policy Kerri Wood at the state Capitol. From left, Zoe Yeoman, Wood, 2nd VP Talia Pura, National Board member Mel MacKaron, New Mexico Local President Marc Comstock, Cindy Lippert, New Mexico Local Board member Elise Falanga and Richard Lippert.

**New Mexico**



## Local Volunteers Help Those With Food Insecurity

About 25 SAG-AFTRA Chicago members and staff, along with family and friends, participated in a day of service at the Greater Chicago Food Depository on Feb. 10. They were on a team that was responsible for packing 17,800 lbs. of potatoes — 14,833 meals — which means that each volunteer packed 239 meals.

**Chicago**



## Opening Day at the Hawaii Legislature

On Jan. 18, officers of the Hawaii Local Board and staff participated in the Opening Day ceremonies at the Hawaii State Legislature. Advocating for a stable film tax incentive, strengthening workforce development in the creative industries, and other issues important to the film/TV industry, the group connected with many legislators, commissioners and government officials. From left, Hawaii Local Secretary Scott Swartz, Hawaii Local Vice President and Chair of the Hawaii Legislative Committee Charles Uyehara, state Sen. Glenn Wakai, SAG-AFTRA Hawaii Local President Andy Sikkink and Hawaii Local Board member Lisa Romano.



**Hawaii**

## Call to Expand Connecticut Film Tax Credits

SAG-AFTRA Local New England member Cynthia Clancy, right, and member Chase W. Dillon, center, along with Chase's mom Metashar Dillon, joined many SAG-AFTRA members, producers and state legislators on Feb. 8 for a press conference at the Connecticut State Capitol to champion the expansion of the state's film tax credit program. The incentive program, which was created in 2006, laid the groundwork for the production ecosystem in Connecticut. Now industry advocates hope the spotlight will entice lawmakers to make the state's incentive program even more appealing for TV, film and commercial production. Members from both the New England and New York locals rallied together for change in Connecticut.

**New England**



CYNTHIA CLANCY



RHONDA LAIZER

**New Orleans**

## Members Engage at Industry Event

New Orleans Local members Wayne Douglas Morgan, left, and Rhonda Laizer attended the second annual Art of The Film: Louisiana Film Industry Expo in Slidell on Jan. 20-21. Laizer presented an acting workshop and shared information about union membership and contracts.



**San Fran-NorCal**

Left, Bob Butler with Egyptian journalists and educators in San Francisco on Feb. 3. Right, Butler with journalists in Singapore on Feb. 21.

## Bay Area Broadcasters Connect With International Media Professionals

SAG-AFTRA Vice President, Broadcasters and San Francisco-Northern California Local Board member Bob Butler always makes time while traveling abroad to connect with media and public affairs staff in the area. On a sojourn to Singapore on Feb. 21, Butler met with the Asian American Journalists Association, Southeast Asia Chapter, at an “ask me anything” event organized by the U.S. Embassy.

About 15 people from the embassy, local media, as well as local educators, discussed journalism in the United States and Asia, the challenges of fighting disinformation and how to adequately perform the watchdog role in countries where

the government owns the media platform and/or provides a substantial portion of funding.

Prior to that, on Feb. 3, the State Department International Visitor Leadership Program brought a delegation of Egyptian journalists and educators to San Francisco. Butler and other members of the Local met at KCBS Radio to discuss how to combat misinformation, especially on social media.

Butler continually demonstrates members’ ability to find commonality with fellow media professionals throughout the world.



JOVANNI SHARA

## Michigan Local Rallies for Worker Freedom

**Michigan**

Michigan Local President Eric Wydra, center, and Jasmine Kaltenbach, executive director of Michigan AFL-CIO Advocates, rally members of the Local on Feb. 26 at the Maple Theater in Bloomfield Township, Michigan, as part of the fight to restore worker freedom by repealing damaging so-called right-to-work laws in Michigan. The right-to-work law was repealed on March 24.

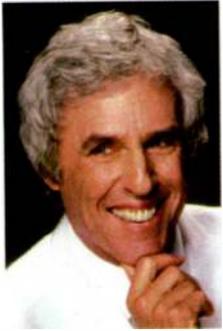
## SAG-AFTRA Joins Unions at Statehouse

From left, Twin Cities Local Board member Casey Lewis, IATSE Local 490 Legislative Committee member Brian Simpson and Teamsters Joint Council 32 Political Director Hannah Alstead gather at the state Capitol in St. Paul on March 10 to support legislative efforts to increase Minnesota’s production film tax credit.

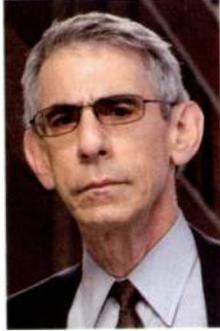
**Twin Cities**



CASEY LEWIS



BURT BACHARACH



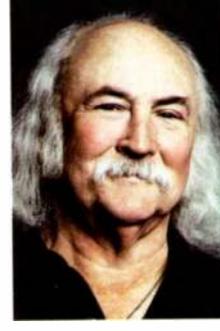
RICHARD BELZER



BARBARA BOSSON



CAROLE COOK



DAVID CROSBY



MELINDA DILLON

Patsy Grady Abrams	1/3/2023	Ricou Browning	2/27/2023	Madgel Dean	12/8/2021
Al J. Accardi	1/13/2023	Paul Burt	9/2/2021	Melinda Dillon	1/9/2023
Obaka Adedunyo	11/9/2022	Ron Bush	2/20/2023	Shelley Dobbins	9/21/2021
Cary Alden	12/12/2022	Bobby Caldwell	3/14/2023	Ross Douglas	3/20/2023
John Aler	12/10/2022	Bernard Canepari	12/17/2022	Selma Dubrow	2/12/2021
David Keith Alexander	1/11/2023	Harold Cannon	2/24/2023	Alice Duffy	9/8/2022
Gary Andreassen	3/4/2023	Joey Steve Capone	12/22/2022	Andrew Duncan	10/28/2022
Gui Annou	11/25/2022	David Cardenas	1/4/2023	Arthur Duncan	1/4/2023
Ric Applewhite	1/7/2023	Rose Carr	7/31/2021	Jack Dyville	7/6/2022
Pedro Miguel Arce	12/9/2022	Nancy Elizabeth Carroll	12/31/2022	Robert East	12/20/2022
Burt Bacharach	2/8/2023	Sam Cates	2/26/2022	Francis Egan	9/7/2021
Joy Baggish	12/18/2022	Dale Champion	12/28/2022	Scott Ellsworth	1/1/2023
Thomas Baldwin	12/10/2022	Michael Childers	12/29/2022	Hank Eulau	1/1/2023
Linda Bates	12/25/2022	Julian Christopher	2/26/2023	Fred Fagen	8/27/2022
Robert G. Beckel	2/20/2022	Gene Chronopoulos	8/2/2021	Cathy Fediw	2/7/2022
Darlene Bejnar	1/19/2023	Edward Claudio	1/5/2022	Darryl Ferges	12/13/2021
Richard Belzer	2/19/2023	Delle Bolton Colloff	6/19/2022	Herb Foster	3/30/2023
Rian Bishop	2/28/2023	Carole Cook	1/11/2023	Budd Friedman	11/12/2022
Robert Blake	3/9/2023	Carl Craig	1/8/2022	Darel Glaser	12/7/2022
Earl Boen	1/5/2023	Polly Craig	1/31/2023	William Godbolt	10/10/2022
Judith Bohannon	8/30/2022	David Crosby	1/19/2023	Cliff Gravell	12/19/2022
Barbara Bosson	2/18/2023	Michael Cusack	1/9/2023	Donte B. Gray	1/17/2023
Regis Bowman	5/20/2021	Lia Daner	4/22/2021	Jeremiah Green	12/31/2022
Lin Brehmer	1/22/2023	Diane Darnell	1/9/2023	Stephen Gregor	1/19/2023
Al Brown	1/13/2023	Danny Darrow	8/3/2022	Charles Greisen	5/12/2021
Cassandra Nailah Brown	10/7/2022	Ronnie Datillo	11/15/2021	Robert W. Gribbin	10/5/2022
Elizabeth Brown	9/17/2021	Everett Dean	12/8/2022	Fay Hall	1/6/2023

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



CHARLES KIMBROUGH



MICHAEL LEVIN



LISA LORING



BEN MASTERS



TIM MCCARVER



ANITA POINTER

Jill Hall	5/24/2021
Preston B. Handy	1/3/2023
Janis Hansen	11/30/2021
Carol A. Harbich	1/11/2022
Europe Harmon	2/5/2023
Cecilia Hartfeld	2/18/2023
Blake Harthcock	11/20/2022
Ursula Hayden	12/4/2022
Tatiana Hecksher	12/28/2022
Kristina Holland	2/22/2023
Ron Holstrom	1/21/2023
Sally Hughes	12/9/2022
Annette Hunt	1/11/2023
Luther Jones	3/4/2023
Jeff Khachadorian	9/16/2022
Charles M. Kimbrough	1/11/2023
Richard E. Korthaze	1/1/2023
Joan Lancaster	11/19/2022
Ray Lepere	1/2/2023
Michael Levin	1/6/2023
Bret Lewis	8/28/2022
David Perry Lindley	3/3/2023
Cody Anthony Longo	2/8/2023
Peter Looney	12/31/2022
Lisa Loring	1/28/2023
Lance A. Lott	3/18/2023
Dylan Lyons	2/22/2023
James A. MacGeorge	1/16/2021
Tracy Maddox	5/30/2022
Pat Magie	12/26/2022
William S. Mahoney	3/24/2021



**LANCE ALEXANDER LOTT, 21,** died in a tragic traffic accident March 18. Lott joined the union in 2020 and was the son of former SAG-AFTRA Secretary-Treasurer

and L.A. Local President Jane Austin, and former board member Kurt Lott.

An actor and stunt performer like his parents, Lott's credits include *Thor: Love and Thunder*, Steven Spielberg's *The Fabelmans* and *Metal Lords*. He graduated from the University of California, Irvine in June 2022.

As the son of an elected leader, Lott was a frequent visitor at union headquarters and grew up as part of the SAG-AFTRA family. Our condolences are with his family at this heartbreaking time.

Austin Majors	2/11/2023
Graeme Malcolm	1/10/2023
Pamela Mant	10/13/2022
Ben Masters	1/11/2023
Vic Mata	2/24/2023
Diane J. McBain	12/21/2022
Bo McCann	12/3/2021
Annette McCarthy	1/6/2023
Tim McCarver	2/16/2023
Bob McCracken	1/30/2023
Holly McCracken	1/28/2022
George McDaniel	3/26/2023

Burt Metcalfe	7/27/2022
Mae Misawa	12/11/2022
Sal Mistretta	1/26/2023
John Mohrlein	12/8/2021
Dick Monahan	2/28/2023
Dori Monson	12/31/2022
Edward Monterosso	1/20/2021
Thomas Francis Moran	1/1/2023
Ron Headley Munroe	3/14/2023
Mace Neufeld	1/21/2022
Jay Norman	11/14/2021
Roy Nugent	8/27/2021
Joyce Lynn O'Connor	1/7/2022
Jack T. Ogborn	12/29/2022
Maria Olsen	5/21/2021
Kevin O'Neal	1/28/2023
Johnny O'Neill	1/11/2021
Rafael Osorio	1/12/2023
Jansen Panettiere	2/19/2023
Carmine Parisi	7/12/2021
Barbara June Patterson	2/21/2023
Bob Penny	12/25/2022
Diva Perry	1/10/2023
Anita M. Pointer	12/31/2022
Kenneth E. Poitras	2/14/2023
Brian Wallace Poteat	3/28/2021
Don Potter	2/14/2023
Jean R. Powell	1/1/2023
Everett Quinton	1/23/2023
Steve Ray	10/11/2022
Lance Reddick	3/17/2023

# In Memoriam



LANCE REDDICK



TOM SIZEMORE



STELLA STEVENS



RAQUEL WELCH

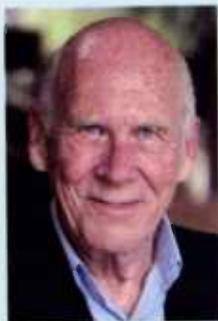


ANNIE WERSCHING



CINDY WILLIAMS

Quinn Redeker	12/20/2022	Camille Saviola	10/28/2021	Fred Tate	12/7/2022
Pattee Ann Reed	6/6/2022	Sam Schacht	1/5/2023	Eugene A. Texas	12/24/2022
Marti Reese	2/9/2022	Sandra Seacat	1/17/2023	Steven James Tingus	12/3/2022
Buddy Regan	2/2/2023	Jeff Seal	3/10/2021	Don Took	12/29/2022
Ken Remo	1/18/2021	Michele Seipp	11/9/2021	Dorothy Tristan	1/7/2023
Adam Rich	1/7/2023	Lila Lee Selik	5/27/2022	Keith L. Tyree	11/22/2022
Gale Ricketts	11/4/2022	Laurane Sheehan	11/11/2021	Vivian Tyus	2/22/2021
George Robertson	1/29/2023	Michael Shikany	11/13/2022	Scott Utley	3/18/2023
Freddie Roman	11/26/2022	Tony Siragusa	6/22/2022	Judy Valentine	8/26/2022
Lawrence E. Romero	4/2/2021	Tom Sizemore	3/3/2023	Robert R. Wait	2/19/2022
Sally Ross	12/31/2022	Tom Spiroff	8/18/2021	James Wallace	11/14/2021
Gary Rossington	3/5/2023	Lois Stark	11/12/2022	Rita Walter	12/25/2022
Kal Rudman	11/30/2021	Stella Stevens	2/17/2023	Arnold Warda	1/25/2023
Jacqueline Russ	7/13/2022	Yung H. Sun	10/29/2022	Howard Weitzman	4/7/2021
Olga Sambuco	1/7/2023	Tom Sutton	1/5/2023	Donald Welch	1/27/2023
Richard Sakaris	11/24/2021	Claudia T.	7/1/2022	Raquel Welch	2/15/2023
				Cirsten Weldon	1/6/2022
				Hubert G. Wells	12/25/2022
				Annie Wersching	1/29/2023
				Jim White	6/4/2022
				Carole Wilkinson	2/20/2023
				Cindy Williams	1/25/2023
				Curt Williams	11/7/2022
				Mary R. Woods	1/23/2023
				A'da Alison Woolfolk	11/27/2022
				David Yates	2/4/2022
				Yoshio Yoda	1/13/2023
				George Young	7/19/2021



**F.J. O'NEIL**, a union leader and actor with a decades-long career that began in the 1960s, passed away Aug. 5, 2022, at 91.

A fierce advocate for performers, O'Neil served more than 25 years on the Screen Actors Guild Board, including eight years as treasurer and on numerous committees. In addition, O'Neil served as treasurer for the AFTRA-SAG Credit Union and was a Board member of the SAG-AFTRA Credit Union. O'Neil began his union board service in 1976, and he would go on to receive the Ralph Morgan Award, named for SAG's first president. It has been given periodically since 1981 for distinguished service to the union's Los Angeles membership.

Throughout his career, the Hartford, Connecticut, native made appearances in numerous films and television shows, including *The Hunt for Red October*, *Close Encounters of the Third Kind*, *The Greatest American Hero* and *Moonlighting*, in addition to stage productions.

# Member Perks!

## Deals & Discounts for SAG-AFTRA Members

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

### GIK Acoustics

SAG-AFTRA is pleased to announce that members are now eligible to receive a 15% discount on all of GIK Acoustics' line, which includes sound-absorbing products, from acoustic panels to vocal booths and everything in between. Log in to [sagaftra.org](http://sagaftra.org) and navigate to Deals & Discounts under Membership & Benefits to get all the details on how to claim your savings.

### My Acting Site

SAG-AFTRA members can now get a website for \$99, including domain cost, for the first year when paid annually. Your new website will come with unlimited photo and video storage with no additional fees, full editorial control and you can transfer your existing domain name. To redeem this discount, log into [sagaftra.org](http://sagaftra.org) and navigate to Deals & Discounts under Membership & Benefits to get all the details on how to claim your savings.

### DryDock Post-Production Services

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

### Source-Connect

Source Elements is offering SAG-AFTRA members a 20% discount to subscriptions of its Source-Connect software. Source-Connect, which is available for Windows and Mac, allows users to record and monitor from anywhere. For more information on Source-Connect and how to subscribe, please log into your [sagaftra.org](http://sagaftra.org) account and navigate to Source-Connect under the Deals & Discounts page.

### M·A·C Pro

The 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](http://maccosmetics.com/mac-pro). To apply, visit [macproapplication.com](http://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](http://sagaftra.org) account and navigate to Subaru Motors under the Deals & Discounts page and follow the instructions there.

### Vintage King

Audio outfitters Vintage King is offering SAG-AFTRA members exclusive discounts on top-grade microphones, interfaces, headphones and more for home studios of any shape and size. To access the discount, please log into your [sagaftra.org](http://sagaftra.org) account and navigate to Vintage King under the Deals & Discounts page and follow the instructions there.



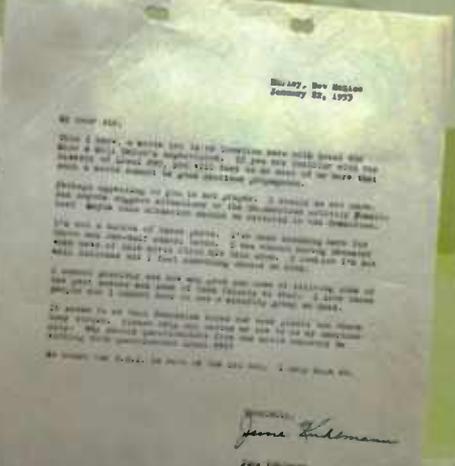
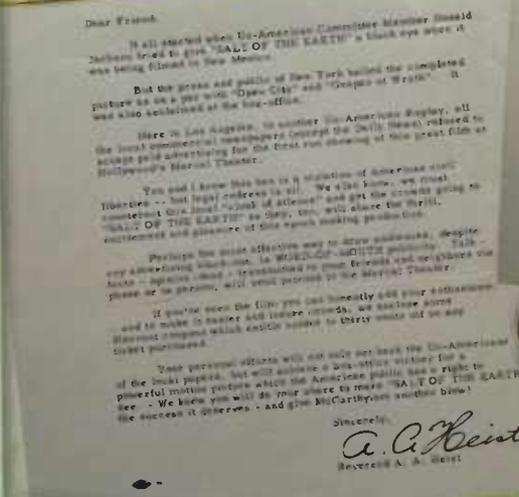
For the latest Deals & Discounts, download the SAG-AFTRA app.



### 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.

***The Savings Add Up!***



**"SALT OF THE EARTH"**



*Salt of the Earth* items from the SAG-AFTRA archives (1953/54). Right, *Salt* costars, award-winning Mexican actress Rosaura Revueltas and Juan Chacón, miner and real-life president of Local 890 of the International Union of Mine, Mill and Smelter Workers, as pictured on a promotional flyer.

## Salt of the Earth: A Triumph of Perseverance

It's now a legendary labor film — but creation of *Salt of the Earth* by Hollywood blacklistees, including Herbert Biberman, Michael Wilson and Paul Jarrico, was every bit as dramatic as the onscreen story it tells, and the SAG-AFTRA archives holds a piece of that story.

The production and distribution of *Salt of the Earth* is a phenomenal tale of refusal to quit, to press on when powerful forces are aligned against you with no guarantee of success. In August 1951, while on vacation in New Mexico, Jarrico discovered the ongoing strike of Local 890 of the International Union of Mine, Mill and Smelter Workers in Bayard, east of Silver City, and he had his story. Wilson wrote the screenplay and Biberman would direct. On Jan. 20, 1953, after months of tough preparation, including rejection from IATSE, location filming began in New Mexico.

Two days later, local resident June Kuhlmann alerted Screen Actors Guild. A 32-year-old art teacher for Hurley High School,

she wrote Screen Actors Guild President Walter Pidgeon that “questionables from the movie industry” were working with “questionables from local 890.” Distressed, she wondered if her information should be sent to the House Committee on Un-American Activities (see her letter above). Her letter set communications in motion from the Guild’s public relations director Buck Harris to syndicated labor columnist Victor Reisel, who broke the story to the newspapers, and to California’s U.S. Rep. Donald L. Jackson — a member of the House Committee on Un-American Activities — who would publicly denounce *Salt* from the floor of the House of Representatives in February.

Biberman’s commitment and determination and Jarrico’s optimism and resourcefulness pulled them through, and the film was released in 1954 to the few theaters willing to show it. The film’s reputation grew over the decades and, in 1992, Jarrico lived to see *Salt of the Earth* named to the National Film Registry of the Library of Congress.



Communications

## CALIFORNIA OFFSET PRINTERS

-----

THE ONLY

HEATSET WEB OFFSET  
UNION PRINTER

-----

IN SOUTHERN CALIFORNIA

-----



[WWW.COPCOMM.COM](http://WWW.COPCOMM.COM)  
818-291-1111

# Post

PUBLISHING

## Our Goal is Your Success since 1963

### CALIFORNIA OFFSET PRINTERS, INC.

We specialize in small to medium catalogs, event guides, direct mail, brochures and much more. We offer in-house Pre-media, Press, Bindery, Mailing and Distribution services. We specialize in helping publishers, catalog and commercial clients whose needs range from 5,000 to 250,000.

### COP CUSTOM PUBLISHING

Our publishing team includes top talented writers, designers, advertising sales management and more to help you get your project completed. Let us take care of your publishing services from start to finish. We specialize in association and organization publications.

### LET US HELP YOUR NEXT UNION PROJECT BE A SUCCESS

Printing Quotes or Estimates  
Mirek Paluch  
[mpaluch@copprints.com](mailto:mpaluch@copprints.com)  
818-291-1152

President / CEO  
William R. Rittwage  
[brittwwage@copcomm.com](mailto:brittwwage@copcomm.com)  
818-291-1111

Digital Marketing Social Media  
Tommy Rittwage  
[tommy@copcomm.com](mailto:tommy@copcomm.com)  
818.291.1166

Notice of  
Nomination  
& Election

PAGE 19



SAG-AFTRA.

Spring 2023

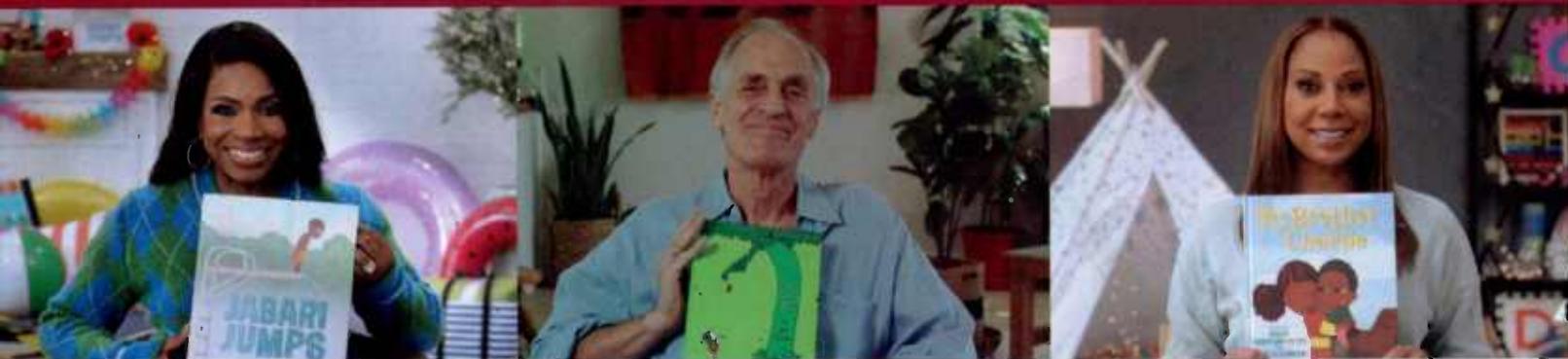
sagaftra.org    

SAG-AFTRA FOUNDATION PRESENTS

Storyline Online

CHECK OUT  
OUR NEW  
READ ALOUDS

BROUGHT TO YOU BY  SAG-AFTRA  
FOUNDATION



Sheryl Lee Ralph reads  
*Jabari Jumps*

Keith Carradine reads  
*The Giving Tree*

Holly Robinson Peete reads  
*My Brother Charlie*

VIEW OUR FREE CHILDREN'S LITERACY LIBRARY for K-4<sup>TH</sup>  
STUDENTS FEATURING the WORLD'S BEST STORYTELLERS at

**STORYLINEONLINE.NET**

    @STORYLINEONLINE

World Radio History