

9/24/21

5:42 Ramon liked the slates and commented that he liked that as an intro.

7:20 slideshow starts

Ramon gave us his background - he was a gymnast as a child and became a stunt performer with Disney. He was SAG eligible because of this work.

SAG & AFTRA merged in 2012 to include broadcast, news & radio.

SAG AFTRA is a performers union that encompasses media professionals nationwide with headquarters in Los Angeles. There are national offices in LA & NY and 25 regional offices.

Ramon is in the Philadelphia office and may be contacted at 215-430-6360 or

ramon.jackson@sagaftra.org

SAG AFTRA promotes working opportunities for its members (160,000) and is a strict contract enforcer/negotiator for the minimum wage that must be paid to its members. The union is member driven which means everything is created and approved by the members. Members are entitled to a pension, health insurance and retirement. The union does not get members work but puts parameters around agents and managers.

SAG AFTRA motto - Easy to work with and hard to fight!

Field service representatives show up on set to ensure rules are being followed. They enforce a timely payment structure (ex. theatrical work done on a Thursday gets paid a week later otherwise late fees are paid to the member).

16:00 Slide with contracts

Philly has national commercials and new media is exploding (hulu, netflix, etc).

17:45 Wages, scale, terms (anything over 8 hours of work is paid as overtime and contributions based on gross earnings are made to the health and pension fund). Members gain credit to earn these benefits (must make \$30,000 per year to get 1 pension credit). 5 credits make you eligible to receive money at retirement.

20:27 The health fund is earnings based - \$30,000 earned per year = tier 1

Tier 2 option can earn a little less but has a higher premium and less coverage.

Members are also reimbursed for wardrobe and props (ex. if your car is used on set) and travel to set (mileage). Members also are entitled to a meal after 6 hours of work.

22:30 Ramon will give Rich a copy of numbers

Overtime & residuals - a member who does principal work is entitled to a residual based on the gross earnings of the productions. There may also be exclusivity payments.

24:00 Buyout vs Residual - a buyout is an upfront payment with commercials but the term is defined so there is no renewal payment.

SAG AFTRA also negotiates working conditions (members should have a 10 minute break after every 2 hours worked).

26:40 Dues slide

1. Initiation one time fee

\$1540 to join in Philly (regional members can work anywhere with the same fee)

\$1800 in Miami, New England & Chicago

\$3000 in New York & LA

28:00 if you book work in a region other than where you are a member and the fee is higher, you owe the difference.

2. Additional dues every May and November = \$111.48 plus 1.5% of your gross earnings for the previous year.

*payment plans may be set up regionally or nationally.

30:00 1/3 is due up front then 5 recurring payments (the step up fee from one region to another is not included)

31:00 eligibility - 1. if you work 3 background days or 1 principal day on a full budget production
2. If you work 3 background days for 3 different projects or 1 principal day for a low budget agreement.

34:00 one more union waiver after the 3 you accept may be used as "ok 30" which means you can work union jobs for the next 30 days without joining SAG AFTRA and then you must join. Casting Directors will put you through cast clearance.

36:00 question from Kelly

Taft Hartley waiver (non union member who works as union on a production because the production does not have enough union participants. Production must hire 85 union workers before casting for non union.

39:45 question from Shelley

if you are SAG eligible and book a SAG project, you may call your regional office to see if you must join or if you can use your "ok 30"

40:00 question from Paul

if you never received a waiver or notification, you may call the local office.

44:00 "ok 30" means you have 30 days from the start of your last union job to work and then you must join (Casting Director puts in the paperwork)

46:00 Global rule 1

sign, join and you cannot work non-union jobs in the future or you will incur financial penalties or expulsion!

47:18 question from Stacey

if an actor breaks the global rule production is not responsible and you are penalized

Ramon emphasized that we should know our contracts and when there are violations (late on receiving payments, doing stunts or nudity, etc) call your local office and notify them.

52:00 if there is a safety issue on set, call the 844-SAFERSET hotline.

53:00 the Philly local SAG reps used to show up on sets weekly to ensure safety. Now they must Covid test prior to a visit. All staff are still working from home and will reply in person when needed. Our Philly office is located at Broad & Locust.

55:40 question from Paul

You do not have to join the health benefits that SAG offers but you earn the pension money and it sits in an account waiting for you (it is not taxed).

58:30 Micro budget project agreement slide (effective 12/1/2020)

Producers cannot use stunts or nudity, the project must be less than \$20,000 and filmed in the USA. It can only appear in film festivals. Rates and terms are 100% negotiable with production and the performer. There is no legal recourse from SAG on these or exclusivity.

1:00 Breakdown slide of micro budgets

If a project moves from one budget to another, the monetary difference is owed.

Ramon said that non union members are welcome to call him anytime.

question from Kelly

If you test positive for Covid and have not started work, you are not "engaged" and may be released. If you are negative and work, you are "engaged." If you are exposed to or contract Covid on set, you get up to 10 days paid. Contact your local office and they can help negotiate depending on the situation.

SAG AFTRA voted to allow productions to enforce mandatory vaccine policies (unless disabled or a conflict with your religion).

You may join SAG AFTRA through the on-line portal.

1:15 zoom ended