

SAG-AFTRA ratifies studio deal requiring consent and pay for AI digital replicas

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December 5, 2023

In national voting completed today, members of SAG-AFTRA ratified the 2023 TV/Theatrical Agreement with the Alliance of Motion Picture and Television Producers (AMPTP). Members approved the new, multi-year contracts covering television, theatrical and streaming production by a vote of 78.33% to 21.67% with a turnout of 38.15%. SAG-AFTRA's transformational agreement with the AMPTP achieves some of the most significant updates to the contract in generations. The deal includes more than \$1 billion in new compensation and benefit plan funding, along with outsized gains to the traditional residuals formulas. It offers a new compensation model for performers working in streaming, with a substantial bonus on top of existing residuals structures, plus compensation escalation for principal and background actors. Additionally, the deal establishes detailed informed consent and compensation guardrails for the use of AI, hair and makeup equity, meaningful protections for the casting process, sexual harassment prevention protections and more. For a full list of the provisions achieved in this contract, please see the [summary](#). SAG-AFTRA President Fran Drescher said, "I'm proud of our SAG-AFTRA membership. They struck for 118 days to grant the TV/Theatrical Negotiating Committee the necessary leverage to secure over \$1 billion in gains, along with the union's first-ever protections around AI technology. Now they've locked in the gains by ratifying the contract. SAG-AFTRA members have remained incredibly engaged throughout this process, and I know they'll continue their advocacy throughout our next negotiation cycle. This is a golden age for SAG-AFTRA, and our union has never been more powerful." SAG-AFTRA National Executive Director & Chief Negotiator Duncan Crabtree-Ireland said, "SAG-AFTRA members demanded a fundamental change in the way this industry treats them: fairness in compensation for their labor, protection from abusive use of AI technology, strengthened benefit plans, and equitable and respectful treatment for all members, among other things. This new contract delivers on these objectives and makes substantial progress in moving the industry in the right direction. By ratifying this contract, members have made it clear that they're eager to use their unity to lay the groundwork for a better industry, improving the lives of those working in their profession. In any democratic institution, there will be disagreement at times. But no one should mistake the robust debate and democracy within SAG-AFTRA for any lack of unity in our purpose or mission: to protect and advance the cause of SAG-AFTRA members, now and forever." Votes were submitted online and by mail-in ballot, with the deadline of today, Dec. 5, 2023, at 5 p.m. PT. The final vote was certified by Integrity Voting Systems, an impartial election service based in Everett, Washington. The agreement is effective retroactive to Nov. 9, 2023, and expires June 30, 2026. Formal negotiations between SAG-AFTRA and the AMPTP began on June 7, 2023, and originally concluded at 11:59 p.m. PT. on July 12, 2023, following a brief extension to the previous TV/Theatrical contracts, which expired on June 30, 2023. The union called a strike beginning 12:01 a.m. July 14, which continued for 118 days until Nov. 9. The parties twice resumed negotiations from Oct. 2–12, and then again on Oct. 24, before officially concluding on Nov. 8. On Nov. 10, the SAG-AFTRA National Board met and voted by a majority of 86% to approve the agreements and recommend a "yes" vote.

About SAG-AFTRA SAG-AFTRA represents approximately 160,000 actors, announcers, broadcast journalists, dancers, DJs, news writers, news editors, program hosts, puppeteers, recording artists, singers, stunt performers, voiceover artists and other entertainment and media professionals. SAG-AFTRA members are the faces and voices that entertain and inform America and the world. A proud affiliate of the AFL-CIO, SAG-AFTRA has national offices in Los Angeles and New York and local offices nationwide representing members working together to secure the strongest protections for entertainment and media artists into the 21st century and beyond. Visit SAG-AFTRA online at SAGAFTRA.org.

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