



ACTIONS TAKEN ON
PROPOSED CONSTITUTIONAL AMENDMENTS AND RESOLUTIONS
AT THE 2017 SAG-AFTRA CONVENTION

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1. PROPOSED CONSTITUTIONAL AMENDMENTS

1A. Proposed Constitutional Amendment 2017-CA-01

Extend Sunset on National Board Authority to Amend Constitution

Convention Action: Approved Unanimously

Constitution, Article XVIII(A)(1)

The foregoing authority will automatically cease on January 31, ~~2018~~ 2020, along with all delegations of authority thereunder.

2. PROPOSED RESOLUTIONS

2A. Proposed Resolution 2017-R-01

SUDS Review

Convention Action: Approved: 86.07% - 13.93%

WHEREAS *Convention Resolution 2015-R-01 calls for a further review of the Single Unit Dues Structure at the third biennial convention; and*

WHEREAS *the Finance Committee and the Broadcast Steering Committee (the "Committees") have comprehensively studied, and subsequently reviewed, the member, financial, and operational impact and implications of the existing SUDS structure and possible changes to that structure; and*

WHEREAS *the Committees, having taken that study and review into account and having considered options for change, recommend that no change be made to the single unit dues structure; and*

WHEREAS *the National Board has considered the report and recommendation of the Committees and approves that recommendation, and proposes the following Resolution for consideration by the Convention;*

NOW, THEREFORE, BE IT RESOLVED *that the Convention hereby conducts the review called for by Convention Resolution 2015-R-01, taking into due account the study, review, and recommendation of the Committees and the National Board, and*

BE IT FURTHER RESOLVED *that the Convention determines, based on this review, that no changes will be made to the single unit dues structure at this time.*

2B. Proposed Resolution 2017-R-02

Support For a SAG-AFTRA Performance Capture Summit

Convention Action: Approved Unanimously

WHEREAS *SAG-AFTRA seeks to provide all members the protection of and access to the most fundamental rights afforded under our contracts. Among those, basic coverage, safe working conditions, livable wages, contributions to pension and health funds, credit for our work, and protection against violations of any and all contract provisions, and*

WHEREAS *The AMPTP, in its various contract negotiations with SAG-AFTRA, has thus far failed to unequivocally acknowledge that members employed on projects using performance capture technology are engaged in work definable as covered under our basic agreements, and*

***WHEREAS** despite the AMPTP's claims that performance capture is not clearly defined and coverable work, in most cases employers are nevertheless covering the majority of the work with some form of union contract, and*

***WHEREAS** the AMPTP's refusal to codify performance capture work in our basic agreement is based on a claim that they are unable to clarify what aspects of this work are coverable despite SAG-AFTRA's detailed presentation to them of the terms and conditions applicable to the employment of performers engaged in performance capture in film and television, and*

***WHEREAS** in the most recent 2017 TV/Theatrical contract negotiation all parties of the AMPTP agreed to participate in a performance capture event created by SAG-AFTRA where, via demonstrations, tutorials, and in depth discussions, all parties would look at the technology, its evolution, how it is being used and the various forms of performer engagement in order to determine an agreed upon definition of coverage,*

***NOW, THEREFORE, BE IT RESOLVED** to recommend the National Board strongly support SAG-AFTRA's efforts to strongly pursue and support, both individually and in participation with its sister unions from around the world via the International Performance Capture Committee established by FIA (The International Federation of Actors), all avenues and efforts to collect and compile the necessary data and anecdotal information required to create and present a Performance Capture Summit for the above stated purpose as soon as is practicable and prior to the next TV/Theatrical Contract negotiations in 2020.*

2C. Proposed Resolution 2017-R-03

Strong State Right of Publicity Laws

Convention Action: Approved Unanimously

***WHEREAS** the protection of the name, image, voice, and likeness of our members is an important priority for SAG-AFTRA, and*

***WHEREAS** Right of Publicity laws must protect both living and deceased individuals from known and future misappropriation of their name, image, voice and likeness*

***THEREFORE, BE IT RESOLVED** that the Convention recommends that the National Board continues to strongly support efforts to advocate for strong right of publicity laws throughout the country.*

2D. Proposed Resolution 2017-R-04

Condemns Casting Websites' Role in Age Discrimination in the Entertainment Industry

Convention Action: Approved Unanimously

***WHEREAS** age discrimination is a major problem in the entertainment and media industry, where the casting of performers is increasingly based on their actual age, with complete disregard for the age they are able to portray; and,*

***WHEREAS** most of this damage is caused by the publication of performers' dates of birth on online websites used for casting, especially IMDb.com and IMDbPro, and similar subscription based entertainment database sites, thereby limiting the chances for artists to obtain work;*

***WHEREAS** as a way to ameliorate this situation, SAG-AFTRA and its members successfully advocated for the enactment of California's AB 1687, a law requiring subscription-based entertainment casting databases (such as IMDb Pro) and their affiliated free sites (such as IMDb.com) to remove subscribers' birth date and age information from their profile pages upon request; and,*

***WHEREAS** since then IMDb has refused to comply with this law and instead, successfully filed for a preliminary injunction with the U.S. District Court for the Northern District of California, claiming, among other reasons, infringement of the First Amendment; and*

***WHEREAS** these positions fail to recognize AB 1687 for what it is, not a threat to free speech or the First Amendment, but a modest, contract-based nondisclosure rule, and a valid regulation of voluntary commercial contracts;*

***NOW, THEREFORE, BE IT RESOLVED** this Convention declares that AB 1687 does not endanger free speech or the First Amendment, and supports AB 1687 as a much-needed regulatory framework that is narrowly tailored to help achieve California's goal of combating age discrimination; and condemns the unwillingness of IMDb to collaborate with SAG-AFTRA and California on this issue that affects thousands of performers every day, limiting their ability to be cast in productions and therefore to earn their living;*

***BE IT FURTHER RESOLVED** that SAG-AFTRA will continue the fight until our members are protected from this and every other kind of invidious discrimination.*

2E. Proposed Resolution 2017-R-05

SBS: End Unfair Labor Practices and Negotiate a Fair Contract

Convention Action: Approved Unanimously

***WHEREAS** Spanish Broadcasting System (SBS) has committed egregious violations of California wage and hour laws, including: (1) paying less than minimum wage; (2) denying rest breaks; (3) denying meal breaks and access to bathrooms during live/remote events; (4) denying overtime; (5) misclassifying employees as exempt from labor law protections; (6) denying reimbursements for required business expenses; and (7) denying compensation owed to them by contract; and*

***WHEREAS** due to these rampant violations and unfair treatment, SBS employees at La RAZA and MEGA voted to be represented by SAG-AFTRA in 2016 by an overwhelming majority, making them the first Spanish-language radio stations to organize in Los Angeles; and,*

***WHEREAS** the company has since failed to negotiate a fair contract for talent, and refuses to engage in good faith bargaining over economics, including wages; and*

***WHEREAS** SBS, in retaliation for their employees seeking unionization, has unlawfully terminated several of them;*

***THEREFORE, BE IT RESOLVED** this Convention condemns the unfair treatment the employees and ex-employees at SBS have suffered, and demands SBS immediately cease their unfair labor practices and come to the bargaining table in good faith, to negotiate fair wages and labor conditions for their employees.*

***BE IT FURTHER RESOLVED** that SAG-AFTRA will continue the fight to ensure these violations stop and that all represented talent at SBS are treated fairly and that SBS's retaliatory conduct is fully remedied.*

2F. Proposed Resolution 2017-R-06

Supporting Telemundo Performers' Fight for Fair Treatment

Convention Action: Approved Unanimously

***WHEREAS** Telemundo, part of the NBCUniversal group and one of the leading television networks in the USA in any language, has long failed to meet the needs of their performers, and has treated them unfairly in contrast to the way NBCUniversal treats their English-speaking counterparts; and*

***WHEREAS** for all of this time Telemundo has failed to acknowledge the employee status of their performers, and to provide them fair wages and protections like retirement and health benefits, overtime pay, guaranteed rest and meal periods, and residuals; all of which their English-speaking counterparts get to enjoy; and*

***WHEREAS** due to this unfair treatment Telemundo performers voted 91-21 to become represented by SAG-AFTRA, in what constituted a historic election that will impact Spanish-speaking actors in the United States for years to come, being a crucial step toward ending the unfairness that has existed for decades in the producers' treatment of Spanish-speaking performers;*

***NOW, THEREFORE, BE IT RESOLVED** this Convention congratulates and acknowledges the performers of the Telemundo bargaining unit for their courage during the hard-fought organizing campaign, and reiterates SAG-AFTRA's full support for their campaign for fair treatment, benefits, residuals, thereby advancing fairness for all Spanish-speaking performers in the entertainment and media industry.*

2G. Proposed Resolution 2017-R-07
Submitting Violations Via the SAG-AFTRA App

Convention Action: Approved Unanimously

***WHEREAS** that ease of submitting on-set violations while on set is difficult to do;*

***WHEREAS** that most on-set violations go unreported;*

***WHEREAS** that ease of violation submission will hold producers more accountable on set;*

***THEREFORE, BE IT RESOLVED** it is recommended here that the National Board explore the feasibility of adding the functionality to the SAG-AFTRA app such that a violation can be submitted and a picture of the violation materials can be submitted directly from the SAG-AFTRA app and entered directly into a SAG-AFTRA database.*

2H. Proposed Resolution 2017-R-08
Include Captions in SAG-AFTRA Videos

Convention Action: Approved Unanimously

***WHEREAS** SAG-AFTRA regularly puts out audio and audiovisual communications to the membership.*

***AND WHEREAS** the SAG-AFTRA membership includes people with hearing impairments.*

***BE IT RESOLVED** the Convention recommends that the National Board explore how best to ensure full and equal access, where feasible and appropriate, on audio or audiovisual material created for consumption by SAG-AFTRA membership as it pertains to deaf and hard of hearing members.*

2I. Proposed Resolution 2017-R-09
Expanding Diversity-in-Casting Incentives to all Contracts

Convention Action: Approved Unanimously

***WHEREAS** These groups make up over one-half of the population they are wildly underrepresented in filmed media. Whereas: Many talented actors are forced to take other employment because there are no roles for them.*

***WHEREAS** Women, seniors, performers with disabilities and people of color are included already in the MLB and LB where Diversity-in-Casting incentives already exist.*

WHEREAS Other entertainment and craft unions are working toward solving this problem as reported in Deadline June 22, 2017: “A first-of-its-kind tax incentive to boost women and minority TV writers and directors has made it through the New York state Legislature. The bill, which received the backing of the DGA and the WGA East, calls for a new tax credit of up to \$5 million to be allocated in the state’s next budget to be allocated toward TV shows that employ writers and directors who are women and/or people of color.”

THEREFORE, BE IT RESOLVED it is recommended here that the National Board look into how to better incentivize diverse hiring in casting including women, seniors, performers with disabilities, the LGBT community and people of color.

2J. Proposed Resolution 2017-R-10

Background Actor Category

Convention Action: Defeated: 20.74% - 79.26%

WHEREAS On 11/9/12, The Los Angeles Background Actors Committee met and sent a unanimous motion to the LA Local Board to create a separate Background Actors category for LA only;

WHEREAS On 12/10/12, The LA Local Board referred the motion to the LA GRC;

WHEREAS On 2/4/13, the LA GRC, referred the motion to the National Background Actors Committee and the LA Local Background Actors Committee;

WHEREAS On 8/14/13, the National Background Actors Committee expressed a "sense of the room" that supported the LA Background Actors Committee’s motion to create a Background Actors category for LA;

WHEREAS In August of 2013, at the convention, a resolution was passed recommending that the National Board consider creating a Background Actors category;

WHEREAS On 7/12/14, the Convention resolution went to the National Board after having first gone to the National GRC. The National GRC then recommended that the National Background Actors Committee review the recommendation;

WHEREAS On 2/17/17, the National Background Actors Committee met and by a vote of 9 to 5, recommended to the National GRC and National Board the creation of a category of Background Actors;

WHEREAS On 4/22/17, by a blind vote, the National Board voted against the creation of a category of Background Actor and instead encouraged the Background Actors Committee to explore and identify alternative options.

WHEREAS At the 2/17/17 meeting of the National Background Actors Committee, all of the minority’s objections and votes against the proposal were from the locals outside Los Angeles, while the majority included the entire Los Angeles members plus one vote from a local outside of Los Angeles;

THEREFORE, BE IT RESOLVED The Convention advises the National Board to consider sending a referendum to the membership changing the Constitution to allow the creation of a Background Actors category solely for Los Angeles without any requirement for the locals to create the category.

2K. Proposed Resolution 2017-R-11

Early Retirement for Physically Taxing Work

Convention Action: Approved Unanimously

WHEREAS 35 pension credits and 65 years of age are an overestimate and inflated requirement for stunt performers to receive full benefits. Stunt Performers are unlike any other member of SAG AFTRA, as their profession requires them to endure rigors that other members do not engage in. SAG AFTRA stunt professionals should be considered similar to other elite professionals, such as professional athletes. Professional athletes in the non-contact sport, Major League Baseball (MLB), are eligible to receive full retirement at age 62 with 10 years of play, in comparison to professional athletes in a full contact sport such as the National Football League (NFL) who are eligible to receive full retirement pension at age 55 and able to take early pension at age 35. The full contact sport athletes in the National Hockey League (NHL) are eligible to receive full retirement pension at age 45 and partial pension at age 35. Just like Stunt Professionals, professional athletes who engage in contact sports have a much shorter career life than those who participate in non-contact sports and their retirement programs accommodate them accordingly. Stunt performers are a blend of professional athletes and performers who help bring life to the screen and should be treated as such for vesting purposes.

WHEREAS A career in stunts demands a high level physicality and risk, culminating in severe wear and tear to the body. Stunt performers are hired on a daily basis to: fall down stairs, get hit by cars, wreck on a motorcycle, create car crashes, jump out of the way of speeding vehicles, fall down on all types of surfaces, fall from high levels, be thrown into walls and through glass windows. To ask a stunt performer to continue this line of work at age 64 is nonsensical and unfair. It fails to acknowledge the unique demands that are placed upon stunt performers and unjustly requires stunt performers to risk their life and physical health, and well-being at a time when their bodies have already far exceeded normal wear and tear due to overwhelming demands of their career. Having longevity in a stunt career is extremely rare and uniquely difficult.

WHEREAS Staff receives full retirement pension at 55 years of age.

WHEREAS This a recommendation to the National Board that stunt performers become eligible to receive full retirement pension at age 55 with 20 pension credits and for that eligibility to be retroactive for stunt performers who have already taken their early retirement, doing away with the percentage deduction. The purpose of this resolution is to ask the National Board to consider sending this on to the Trustees of the Pension Plan.

THEREFORE BE IT RESOLVED that the Convention recommends to the National Board that it request the SAG and AFTRA Pension Fund Trustees to study and evaluate an unreduced early retirement benefit for our members who are engaged in rigorous, physically taxing work.

2L. Proposed Resolution 2017-R-12
Addressing the Needs of Background Actors

Convention Action: Approved by Voice Vote

WHEREAS Not all claims are given the attention they require (i.e. a union member in-good-standing being told by a Rep in reference to a legitimate claim: "I'm not gonna read it and I'm not gonna fight for it.")

WHEREAS Not all time-sensitive phone calls are returned the same day and sometimes not at all, disempowering union members in difficult situations.

WHEREAS Background Department Representatives/Employees have too much responsibility to give each claim the time, the respect, and the negotiating power representative of SAG-AFTRA.

WHEREAS Despairing dues-paying union members, who have legitimately lost hope in SAG-AFTRA's willingness and ability to stand and fight and win for them, who are fighting only for the enforcement of their SAG-AFTRA contract and nothing else, are the faces that represent SAG-AFTRA on set. How does the National Board want SAG-AFTRA to be represented on set?

THEREFORE, BE IT RESOLVED, That this Convention recommends that the National Board considers requesting that the NED give additional consideration to addressing the specific needs of background actor matters, for the betterment of member relations, contract enforcement, and SAG-AFTRA's reputation.

2M. Proposed Resolution 2017-R-13

Minority Report

Convention Action: Approved Unanimously

WHEREAS Both Legacy SAG and Legacy AFTRA had Minority Report Rules.

WHEREAS Both Union's Rules were identical to provide a consistent Rule for Joint Contracts.

WHEREAS The Resolution submitted mirrors those Rules.

WHEREAS Up to, and including, the most recent TV/Theatrical Contract; Members have stated that:

1. *There should be a Minority Report that is vetted for accuracy by the Staff.*
2. *We want to hear both pros and cons about a contract.*

NOW THEREFORE, BE IT RESOLVED, That the Convention recommends that the National board take under advisement that when 25% or more of the SAG-AFTRA National Board votes against a Contract that is national in scope, that the Minority shall, if so inclined, write and have included in the Referendum a Minority Report. Such Report shall be vetted for accuracy by the appropriate Staff. This Resolution is in no way intended to recommend any limitation preventing the Board from allowing a Minority Report if the 25% threshold is not met.

2N. Proposed Resolution 2017-R-14

Contract Ratification - Fact Check Both Sides

Convention Action: Approved Unanimously

WHEREAS SAG-AFTRA provides a fact-checked informational page to support its recommendations as to contract ratification votes by membership.

AND WHEREAS in the past, only presenting the union's recommendation has caused confusion within the membership SAG-AFTRA is trying to educate.

BE IT RESOLVED it is recommended here that the National Board explore how best to include dissenting views of a relevant minority in a similarly fact-checked manner so as to fairly and proportionally represent both sides of a contract ratification to the membership. This may take the form of a "minority report" or whatever method is deemed most appropriate.

2O. Proposed Resolution 2017-R-15

National Board Representation for Background Actors

Convention Action: Defeated: 26.76% - 73.24%

WHEREAS Union Background Actors make up one of the largest unrecognized "categories" of SAG-AFTRA.

WHEREAS Union Background Actors are marginalized during contract negotiations, receiving too often few and insignificant increases, both financially as well as numerically (in terms of mandatory union positions per production).

WHEREAS Union Background Actors most often make the least amount of income compared to any other SAG-AFTRA department, representing the poor in our SAG-AFTRA family who ethically, equitably, and humanely deserve a voice as dues-paying members.

WHEREAS Neglect of Background Actors' financial and professional needs can impact Background Actors' families, including children, and a lack of work can force a mid-life career change, resulting in SAG-AFTRA being represented on set by fewer seasoned professional union Background Actor members.

WHEREAS Past SAG-AFTRA leadership has been publicly documented as standing for equality of all kinds; therefore, there must be equal "category" representation on the National Board for union Background Actors, in order to preserve the integrity of SAG-AFTRA's public stance on equality.

THEREFORE, BE IT RESOLVED That the Convention recommends to the National Board that it consider a more equitable solution for SAG-AFTRA Background Actor "category" representation on the National Board, within a time frame not to exceed one year.

2P. Proposed Resolution 2017-R-16

Inclusion of Performers With Disabilities

Convention Action: Approved Unanimously

WHEREAS Performers With Disabilities represent 20% or more of our population according to the United States Statics for Disability.

BE IT RESOLVED it is recommended that the National Board continue its numerous efforts in addressing how to further explore ways to ensure that Performers With Disabilities are recognized in the Union's diversity initiatives.

2Q. Proposed Resolution 2017-R-17

Inclusion of Background Actors in All Relevant Contract Organizing Efforts

Convention Action: Approved: 75.94% - 24.06%

WHEREAS as of November 2016, 17,000 (11%) of the 161,000 active SAG-AFTRA members had earnings as Background Actors in the last three years.

WHEREAS 1,274 members joined the union in 2016 through background work.

WHEREAS this number comprised 19.8% of all new joins in 2016.

WHEREAS in the majority of the Union's contracts, Background Actors are covered only in limited geographical zones in limited numbers.

WHEREAS in virtually of all SAG-AFTRA's contracts, every member of every other category of performer is covered wall-to-wall and nationwide.

WHEREAS in organizing the 2012 Music Video contract, Background Actors were excluded from coverage.

WHEREAS in organizing the 2017 Telemundo Contract, SAG-AFTRA specifically asked to exclude Background Actors.

***WHEREAS** Background Actors pay the same initiation fees, base dues, and percentage of work dues as other members with whom they co-work on productions in those locations where their work is covered by the Union.*

***WHEREAS** Background Actors are expected to carry an equal financial responsibility to the Union but are denied equal opportunities as other performer categories to work.*

***THEREFORE, BE IT RESOLVED** that going forward, when the Union is organizing work on productions that employ Background Actors, it is recommended that the National Board consider including Background Actors in the bargaining unit along with all other categories of performers*

2R. Proposed Resolution 2017-R-18

Proposal to Revise Process by which Permanent Vacancies on the National Board are Filled

Convention Action: Defeated: 27.29% - 72.71%

***WHEREAS** the current Constitutional policy regarding vacancies on the National Board, where it specifically concerns a board member being elected to a higher office in the same or later election, consisting of them being able to replace their own spots personally, or by a vote of the National Board, is a recipe for politicking and favoritism that does not serve the needs of the union and subverts the will of the voting membership at large*

***WHEREAS** a victory in a higher office race should be its own reward and not an opportunity to "double dip", so to speak, and anoint a representative the membership rejects*

***WHEREAS** members do not vote for candidates solely due to political policy viewpoints, but rather as a result of a variety of factors*

***WHEREAS** the "logic" of replacing an elevated officer with a "like-minded" political cohort is inherently flawed and ignores the reality that the membership, with many open board positions to cast votes for, could have voted said candidate on the board outright or close to it but chose not to for any number of reasons; and it is not the prerogative of elected officers or political slates to unilaterally circumvent the voting membership's desires*

***WHEREAS** in many locals this proposed change is impractical due to the fact that the National Board race often consists of a single unopposed candidate or a small number of candidates from whom the first runner up in votes does not necessarily represent the will of the membership to serve as the designated replacement*

***THEREFORE, BE IT RESOLVED** that the National Board discuss and propose a Constitutional Amendment to Article V(I) declaring that National Board vacancies resulting from the vacating board member in question being elected to a higher office (President or Secretary Treasurer) in the same concurrent election or subsequent Vice President election at Convention shall be assigned to the National Board election candidate, in the local from which the vacancy originated, receiving the next-highest plurality of votes. In the case of locals where there are fewer than five (5) national board election candidates not elected to a National board position, the current replacement policy will remain in effect. Thus, for the locals with a minimum of 5 unelected National Board candidates, this amendment would replace the existing practices of the officer choosing their own replacement or the National Board choosing them, as per the applicable National or Local Constitution. This process shall repeat itself until all related vacancies are filled. This amendment would not affect vacancies resulting from resignations, death, inability to serve, failure to pay dues in a timely manner or the member in question being absent from 3 meetings without excuse.*

2S. Proposed Resolution 2017-R-20

New Media Recommendations

Convention Action: Approved Unanimously

WHEREAS It is absurd to hold low budget web series made by our members or others starting in the industry on a shoestring budget to the same standard as those produced with high budgets i.e. Netflix, Amazon etc.

WHEREAS the current New Media Agreement (NMA) should be tiered to reflect budget levels like our other contracts, including all relevant terms and working conditions, if such an arrangement does not already exist. All of the points regarding compensation and all other terms of employment shall be made readily available on the union website.

WHEREAS Young filmmakers may choose to go non-union rather than adhere to the 'internet premiere only' policy currently in place as most film festivals of quality are adding a webseries category for award consideration.

WHEREAS Quoting the agreement, "The New Media Agreement covers Original and Derivative dramatic and non-dramatic entertainment productions intended for initial exhibition on a new media platform. For a production to qualify for coverage under the New Media Agreement, it must:

- Be intended for initial exhibition via the Internet, mobile device or any other New Media platform now known or hereinafter devised; ...
For example, the New Media Agreement excludes:
- Motion pictures made for an initial theatrical release (including film festivals.)

WHEREAS SAG-AFTRA has been interpreting this last point to mean NO webseries can initially screen at film festivals prior to their release on the internet under the New Media Agreement.

THEREFORE, BE IT RESOLVED That this Convention recommends that the National Board review the low budget New Media Agreement to ensure it is working for members, member producers and first time filmmakers.

2T. Proposed Resolution 2017-R-21
Fiscal Responsibility

Convention Action: Defeated: 14.88% - 85.12%

WHEREAS a company's CEO, CFO and Secretary-Treasurer evidenced by the standard customs and practices of any corporation controls, is responsible for, the entire Treasury of that particular cooperation to include the company's pension fund even though that pension fund may be incorporated independently.

WHEREAS SAG AFTRA as evidenced in the 2017 LM-2 legal year-end financial statements spent 66k on SAG AFTRA unneeded pins, 400k on phone bills in Atlanta, 150k on postage in Pittsburg, over 100k in expenses for Chief marketing officer, 43k in expenses for the President for one year, over 42 million dollars in staff salaries for one year, and over 3.8 million dollars of receipts without explanation.

WHEREAS 300 seniors got kicked of the self pay health insurance program without a forensic audit to assist in the review of its solvency.

WHEREAS there have been two financial crimes committed against the SAG pension plan resulting in over 3 million dollars in theft, with no exact amount of loss ever disclosed, and without one forensic audit being performed nor evidence of same been presented or disclosed to the membership to ascertain the exact amount of capital lost. Whereas AFTRA's Health and retirement fund suffered a 3.6 million dollar embezzlement in 2017, without a mandatory/customary forensic audit performed to ascertain the exact dollar loss of that financial crime.

WHEREAS the SAG and AFTRA health plans were merged without forensic audits performed on either of them to provide the metrics that would make transparent whether SAGs plan is bailing out AFTRA's plan to the detriment of SAG health plan members.

WHEREAS it is standard corporate governance to qualify any “unqualified” audits when a financial crime has been committed on a corporation’s books.

WHEREAS there was a 54 thousand dollar embezzlement committed on the SAG residual trust fund resulting in an arrest and conviction, and there was never a qualified or forensic audit performed nor evidence of same provided to the membership after that crime was committed. The membership has the right to know if additional monies were compromised and the only way to provide that protection is by performing a “qualified” or forensic audit on SAG’s books.

WHEREAS an “unqualified audit” has no standing in a court of law, and a “qualified” audit does in fact have legal standing in a court of law. (A “qualified” audit is forensic in nature)

WHEREAS Title V of the LMRDA mandates that a Union’s National Board and paid executive staff must protect the best interests of the membership at large.

***THEREFORE BE IT RESOLVED** that the Convention recommends that the National Board conduct an audit of SAG-AFTRA financial records, and that the National Board recommend to the Pension and Health Fund Trustees to conduct a forensic audit of the funds. The Convention also recommends that the National Board and Fund Trustees commence the audits within six months of passage of this resolution, complete them within five years, and make the audit results viewable upon request of the membership.*

2U. Proposed Resolution 2017-R-22

Seattle Resolution 2017: Background Zone

Convention Action: Approved: 94.12% - 5.88%

WHEREAS There is TV and Film production in the Seattle Local, and many other Locals, where Background Actors are not covered by the contract.

WHEREAS Background Actors are only covered in established Background Zones in Hawaii, Las Vegas, Los Angeles, New York, Sacramento, San Diego, and San Francisco.

WHEREAS Many actors seek work as Background Actors on TV and Film Productions, but operate at a loss in the Seattle Local, because of the lack of coverage.

WHEREAS It is understood that all actors, principal and background, should be covered by SAG-AFTRA contracts, and are covered on Commercial and Corporate/Educational contracts.

***THEREFORE, BE IT RESOLVED** This Convention recommends to the National Board that it refer this matter to the National Background Committee to continue to determine how best to establish a Background Zone within ALL geographic areas where we do not currently have BG jurisdiction.*

2V. Proposed Resolution 2017-R-23

Stunt & Safety

Convention Action: Defeated by Voice Vote

***BE IT RESOLVED** SAG-AFTRA recommends that the National Board consider recommending that all Local Boards explore the creation and implementation of Stunt & Safety Committees in all Locals.*

2W. Proposed Resolution 2017-R-25

Platform-Independent, Registration-Only Micro-Budgeted Projects

Convention Action: Approved Unanimously

WHEREAS many members are producing their own content,

WHEREAS many member-produced short films are made on a micro-budget for non-commercial, promotional purposes,

WHEREAS many member-produced short films will be placed online after a festival run,

WHEREAS the burden of switching between New Media and Short Film contracts is unduly difficult,

WHEREAS staff have already been working diligently to find a solution to the afore-mentioned issues,

NOW, THEREFORE, BE IT RESOLVED *that the Convention recommend to the National Board that it support the efforts of staff towards developing a platform-independent, registration-only system that does not require the full New Media or Short Film Agreement for such micro-budgeted (exact monetary level to be determined), member-produced productions, and that the National Board recommend the expedient resolution of these issues.*

2X. Proposed Resolution 2017-R-26
Additional Dancer National/Local Board Seats

Convention Action: Defeated by Voice Vote

WHEREAS Dancers need additional support and one person cannot adequately serve them in terms of contract negotiations, contract enforcement, hazards, etc.

WHEREAS Multiple contract levels do not serve them as there are so many discrepancies, i.e.: when crossing over on jobs or upgrading to add acting or singing to the list of skills and still not paid additionally.

WHEREAS The group categories keep changing on contracts from Group 3 to Group 6 to Group 9 depending on number of dancers and there are no standards, producers may choose at whim.

WHEREAS Hazard pay for common issues i.e.: dancing on concrete or on multiple levels or outside in extreme heat, is currently not a contract standard and has to be negotiated for each individual contract, not automatically added.

WHEREAS additional payment for dance footwear is not a standard line item on contracts.

WHEREAS Individual or smaller dressing areas or rest areas are not standard and generally are grouped in one common area with as many as 40 or more dancers sharing a small space

WHEREAS Adequate rest or break times are not allowed or enforced in rehearsal and shoot days.

WHEREAS Dancer claims are currently handled with the singers department, and have previously been bounced around in different departments including background and stunts.

WHEREAS The additional voice will help producers recognize the value of the dancers' skill, on a par with stunts or singers or motion capture, and aid in future negotiations.

WHEREAS Not all hazard or upgrade claims are given the attention they require.

WHEREAS Not all time-sensitive phone calls are returned the same day and sometimes not at all, disempowering union members in difficult situations.

WHEREAS Dance Department is in desperate need for more Representatives.

THEREFORE, BE IT RESOLVED This Convention recommends that the applicable Local Boards consider establishing a Dancer board seat on both the National and Local level, and additional Convention Delegate, for the purpose of adequate categorical representation.

2Y. Proposed Resolution 2017-R-29

Improvement in Communication and Equal Treatment in Social Media

Convention Action: Defeated by Voice Vote

WHEREAS relevance in any area of modern life in 2017 and beyond unarguably lies in the successful utilization of social media, and

WHEREAS it is the stated goal of SAG-AFTRA to “go digital” and embrace the digital revolution, and

WHEREAS each and every SAG-AFTRA Local has its own unique needs, characteristics, sensibilities, and quirks, and

WHEREAS it is crucial to the well-being of the Union to foster a greater sense of community among the membership of every Local, and

WHEREAS better and more directly relevant communication is the cornerstone of that sense of community, and

WHEREAS the creation of a Facebook page, and Twitter, Instagram, and Snapchat accounts is easily done in concert with the National Communications Department, and

WHEREAS these pages/accounts are easily maintained by elected members and/or committee members, in accordance with National standards and practices, with oversight by Local staff, and

WHEREAS some Locals already have such Facebook pages, and

WHEREAS the denial of such opportunity to other Locals is a clear violation of the US Constitutional right to Equal Protection Under The Law,

NOW, THEREFORE, BE IT RESOLVED that this Convention requests that the National Board direct the Communications Department to work with each Local that wishes to maintain a Facebook page and/or other social media accounts for the purpose of communicating with the members of that Local, with the goal of effectuating such pages and/or accounts; and

BE IT FURTHER RESOLVED that such communications include, but are not limited to, announcements of membership and committee meetings, Conservatory events, news of interest about the local labor movement, labor actions in the community, and any other communication in which the Union and/or Local might wish to engage with a given Local membership, and

BE IT FINALLY RESOLVED that the Convention recommends to the National Board that if a Local does not have the willing human resources to maintain such pages/accounts, the Local Board may pursue joint pages/accounts with another nearby Local, subject to approval by the other Local Board and the appropriate staff.

2Z. Proposed Resolution 2017-R-31

Create a New Project Category of "Low-budget New Media"

Convention Action: Approved Unanimously

WHEREAS that many SAG-AFTRA members self-produce New Media projects as a way to self-promote;

WHEREAS New Media projects with budgets that are equal to or greater than \$25,000 per minute of the new media program are in a paid tier structure while New Media with budgets less than \$25,000/minute have producer-negotiable performer rates;

WHEREAS there are now clearly 2 completely distinct tiers to "New Media";

THEREFORE, BE IT RESOLVED it is recommended here that the National Board explore the feasibility of creating a new category of project titled "Low-budget New Media."

2AA. Proposed Resolution 2017-R-32

Individualize Barcode/QR code On ID card/SAG-AFTRA App

Convention Action: Approved Unanimously

WHEREAS to give members more functionality through their ID card;

WHEREAS to make check-in at events easier, more efficient, and less time consuming;

WHEREAS to create a more efficient and more accountable system;

WHEREAS that modern technology and smart phones, and the SAG-AFTRA app have created viable alternatives to hard copy IDs that an opt-out hard copy ID policy is a viable option;

WHEREAS the Film Society has already successfully implemented this system for years;

THEREFORE, BE IT RESOLVED, it is recommended here that the National Board explore the feasibility of adding either a barcode or QR code to the ID card and SAG-AFTRA app.

2BB. Proposed Resolution 2017-R-33

Creating Fully Online-Submittable Paperwork for Short Film, Student Film, ULB Films, and Low-Budget (<\$25K/min) New Media Projects

Convention Action: Approved by Voice Vote

WHEREAS to be consistent with the union's Green Initiative;

WHEREAS the current fillable-PDF online model is inefficient and outdated;

WHEREAS to create a system that uses union staff more efficiency;

WHEREAS to create a system that the younger generation is more comfortable with and thus increase union contract signatory productions, and a population of young producers who believe that going union is easy to do;

WHEREAS to create a system that will allow for the union to address better the issue of approving film and media contracts in a time period fitting for the shortened turn-around time that the industry has evolved into;

THEREFORE, BE IT RESOLVED it is recommended here that the National Board explore the feasibility of creating fully online submittable paperwork for Short film, Student film, ULB films, and low-budget (<\$25K/min) New Media projects.

2CC. Proposed Resolution 2017-R-35

Committee to Investigate Purchase of Union Building and other options to renting in LA

Convention Action: Defeated: 43.24% - 56.76%

WHEREAS The union spends approximately \$5.5 million dollars or more on rent for the local Los Angeles offices, grossly limiting the amount of monies spent on other necessary programs

WHEREAS The union continuously rents additional space for screenings, board meetings, Membership events, etc. from other unions as well as independent event spaces.

WHEREAS The union is in a position to purchase a building in Los Angeles and benefit from the long term fiduciary benefits of the Los Angeles real estate market.

WHEREAS The union can benefit from additional income from rentals to other organizations when available.

WHEREAS The union would have full control of design and establishment of a state of the art screening room, which is an actually an embarrassment that we cannot adequately screen film and television for our own members. We have to rent the DGA for our own screening series currently.

THEREFORE, BE IT RESOLVED, *The Convention recommends that the National Board investigate and research the options of purchasing SAG-AFTRA's own building and thus saving money from renting offices and adding potential additional income in the future.*

2DD. Proposed Resolution 2017-R-36

Inclusion of Background Actors on Negotiating Committees for Relevant Contracts

Convention Action: Defeated: 29.72% - 70.28%

WHEREAS as of November, 2016, 17,000 (11%) of the 161,000 active SAG-AFTRA members had earnings as Background Actors in the last three years.

WHEREAS 1,274 members joined the union in 2016 through background work.

WHEREAS this number comprised 19.8% of all new joins in 2016.

WHEREAS not one Background Actor was included on the 2012 Music Video Contract Negotiating Committee, resulting in no Background Actors being covered in that contract.

WHEREAS in the 2017 Music Video negotiations, after many complaints from Background Actors, one non-voting Background Actor and two non-voting alternates were included on the Negotiating Committee, resulting in coverage for 10 Background Actors in the Music Video contract.

WHEREAS not one Background Actor was included on the 2014 Net Code Negotiating Committee, resulting in Background Actors receiving a 3% one time raise for most programs while all other performers received an 8.7% compounded raise and Background Actors receiving no raise whatsoever on serials/soaps while all other serial/soap performers enjoyed an overall 7.2% compounded raise.

WHEREAS Background Actors pay the same initiation fees, base dues, and percentage of work dues as every other member with whom they co-work on productions in those locations where their work is covered by the Union.

WHEREAS Background Actors are expected to carry an equal financial responsibility to the Union but are denied equal participation in all contract negotiating processes.

THEREFORE, BE IT RESOLVED that going forward, it is recommended that the President and the National Board consider including at least one Background Performer and one alternate on the negotiating committee for every contract under which Background Actors are employed.

2EE. Proposed Resolution 2017-R-39
End of Minimum Wage Resolution

Convention Action: Defeated by Voice Vote

WHEREAS The status of Union Actors, Stunts, Dancers, Singers, etc. has been relegated to the bottom of the barrel in terms of actual worth.

WHEREAS Multiple contract levels do not serve as there are so many discrepancies, and the majority of low budget contracts are at the minimum wage level approx \$125/day

WHEREAS Our union is to protect actors and encourage them to accept only Union work but this minimum only encourages Financial Core status or forces Union members to take side jobs outside their profession to “pay the rent”.

WHEREAS The intention for the lower budgets are encourage smaller inexperienced producers to use Union actors, thus getting a quality performer at a discount price, however these “smaller” producers continue to pay normal rates and fees for equipment, Crew, Music and other production personnel. Once again the Actors subsidize the other line items on production.

WHEREAS Adequate rest or break times are not allowed or enforced in rehearsal and shoot days.

WHEREAS there are no long term benefits for SAG-AFTRA members if and when the production passes certain income limits based on the sale or distribution of property.

WHEREAS Meals and Mileage and Copies of property should be standard on any below standard level productions i.e. low, ultra low etc.

WHEREAS Producers have a union to encourage new filmmakers. SAG-AFTRA role is to protect the members and not encourage sub-standard productions by allowing us to work at minimum wage levels and conditions. They need to get their feet wet first and not take advantage of seasoned and experienced Union actors.

WHEREAS Not all time-sensitive phone calls are returned the same day and sometimes not at all, disempowering union members in difficult situations, as there is not enough staff to handle ultra low budget productions enforcement.

THEREFORE, BE IT RESOLVED that the Convention recommends that the National Board, being the only body with the power to “establish rules and procedures governing the conduct of the Convention,” be strongly urged to consider the establishment of a higher absolute wage level for all contracts and especially any sub-standard budget categories, in order to encourage the value of our profession and skills, and not financially value our work akin to a fast food worker, or other low-income profession; and

BE IT FURTHER RESOLVED that the Convention recommends that the National Board consider having discussion and decision relevant to this proposal be reported back to the proposers and supporters of this resolution.

2FF. Proposed Resolution 2017-R-40
Election Commission

Convention Action: Approved: 52.30% - 47.70%

WHEREAS a union is based on principles of democracy, where the concept of 'one person, one vote' illuminates all actions of the community and organization, and

WHEREAS the current 'universal access' to the campaign/election process in practical terms in no way guarantees a fair chance at getting elected. Access that is over-priced is Access Denied, and

WHEREAS the current state of promotion/marketing of slates for both Local and National seats has become preposterous, sadly mirroring the national political scene, and

WHEREAS third-party email vendors are a required expense to e-communicate with members during a campaign. But the hard work of creating emailing lists to specific sub-sets of members is a task the internal IT, Governance and Communications Departments of SAG-AFTRA do daily and well, and

WHEREAS the current system of third-party email use for candidate emails seems redundant and expensive, when SAG-AFTRA IT is doing the bulk of the work, and

WHEREAS the current timelines and deadlines for:

candidate filing deadline and publication of the Voter's Guide, which is largely driven by the staff need to vet candidate eligibility, and

the release of the Voter's Guide and ballot submission to membership; and

the announcement of candidates and resolution filing,

are all currently too short for candidates/delegates, especially when running for a volunteer position, need adjustment.

THEREFORE, BE IT RESOLVED we hereby request that the National Board create a Non-Partisan Commission on Campaign Finance Reform, made up of members and staff, and that, keeping in mind the LMRDA regulations, that it be empaneled and empowered to:

1. *examine the overall timeline of the election process with a view to making it easier and cheaper for anybody to run for elected office,*
2. *use internal information on the processes of elections, so that real-world empirical evidence can stand as a marker against which SAG-AFTRA can improve this form of democracy for its members.*

BE IT FURTHER RESOLVED that it is recommended that the National Board advise The Commission that the findings should be presented no later than one (1) year from the date of passage of this Resolution at the National Board meeting closest to its completion, with recommendations presented to the National Board, along with any and all relevant materials or recommendations of the staff departments of the union.

BE IT FURTHER RESOLVED that it is recommended that the National Board advise that The Commission should also report back its findings to the next Convention, along with a progress report as to the ongoing changes being made to the system.

2GG. Proposed Resolution 2017-R-41

Creation of Convention Delegate Guide

Convention Action: Approved Unanimously

WHEREAS the biennial convention brings together hundreds of member delegates to discuss and decide on items vital to the future of the union; and

WHEREAS the authority to pass resolutions and amendments are major points of the convention consuming a major portion of the agenda; and

WHEREAS members considering running for delegate should understand the responsibilities expected of them at the convention prior to submitting a nominating petition; and

WHEREAS many elected delegates are newly elected and therefore unfamiliar with convention authority and resolution process; and

WHEREAS the timeframe to submit resolutions is brief; and

WHEREAS the fiscal impact of the convention on the union budget and delegates funding their own attendance is steep;

***THEREFORE BE IT RESOLVED** that this Convention recommends to the National Board that a summary Convention Delegate Guide be created to inform, educate and prepare convention delegates and candidates about the purpose and points of authority of the convention and about best practices for submitting resolutions including, but not limited to, a timeline for submissions and endorsements, the scope of permitted resolutions and sample language; and*

***BE IT FURTHER RESOLVED** that this Convention recommends to the National Board that this guide shall be made available to the membership prior to the nominating period for election of delegates to make clear the responsibilities of convention delegates in advance of being elected.*

2HH. Proposed Resolution 2017-R-42

Ballot Revision: Show Opposed and Unopposed Candidates

Convention Action: Defeated by Voice Vote

WHEREAS SAG AFTRA is now a successfully merged organization with enormous Membership numbers, and communications procedures that are still often unfamiliar to all the membership, and

WHEREAS when members who are not directly involved with the governance of the Union receive their ballots, they are often looking at list of names completely unknown to them; and

WHEREAS the option of a Write-In vote is the ultimate expression of a democracy,

***THEREFORE, LET IT BE RESOLVED** that it be a strong recommendation to the National Board to give consideration to allowing Write-In votes.*

2II. Proposed Resolution 2017-R-43

Notification of Amendments and Resolutions

Convention Action: Approved Unanimously

WHEREAS the SAG-AFTRA Convention provides the best opportunity for our union to receive broad and varied input from SAG-AFTRA members from all over the country, and

WHEREAS it is through the process of bringing and discussing amendments and resolutions that Convention delegates are able to impact the policies and practices of their union, and

WHEREAS Convention Resolution 2013-R-21—which contains near identical provisions-- was approved unanimously by this body at the 2013 convention, and reaffirmed at the 2015 Convention,

NOW, THEREFORE, BE IT RESOLVED in order to have a successful, productive, and transparent convention, this 2017 Convention Body recommends the National Board approve the publishing and posting of clear and complete criteria regarding the submission of amendments and resolutions, including deadlines and guidelines, and

BE IT FURTHER RESOLVED that it is recommended to the National Board that they consider sending such notices to all members at the start of the election cycle.

2JJ. Proposed Resolution 2017-R-44

A Fair Formula for Delegate Attendance

Convention Action: Defeated by Voice Vote

WHEREAS the SAG AFTRA National Board is the only body with the power to begin study and take subsequent action to make changes in the Constitution, and inclusion in the form of bodily presence in the room at Convention is what brings newer members into contact with the Governance of their union, and

WHEREAS in addition, it is the **ONLY** opportunity for any member-at-large to “speak to power”, to address Officers, Staff and their fellow member delegates from the floor and to question, present information to the body, etc. and

WHEREAS there is little representation on the National and Local Boards or Executive Committee from the smaller categories, and the numbers of Actors proportionate to the number of members of the other considerably smaller categories is enormous, and

WHEREAS it is not the intention of the submitters of this Resolution to change the balance of power in terms of votes, but to allow for a meaningful number of bodies in the room from the smaller categories, and

WHEREAS the practice in the Legacy AFTRA Convention allowed for “Balance of Power” and “inclusiveness” both, by using the proposed formula for election of delegates and seemed to preserve a democratic, inclusive approach to the gathering,

THEREFORE, BE IT RESOLVED that the National Board is **STRONGLY Urged** to consider changing the formula whereby Delegates are elected, in the following manner:

That 1 Actor Delegate for every 100 members be elected and that 1 Small Category Delegate (i.e. Singer, Dancer, Stunts, Newspersons, etc) be elected for every 50 members. Each ACTOR delegate shall have 2 votes on the floor. Each Delegate from the OTHER categories shall have 1 vote on the floor, thus ensuring the “proportional” representation/balance of power, but allowing more than only 1, 2, 3, or 4 Singer, Dancer, Stunt, Newsperson delegates (as currently happens) to participate in a convention body with hundreds of Actor delegates.

2KK. Proposed Resolution 2017-R-45

Business at Convention

Convention Action: Defeated by Voice Vote

WHEREAS The SAG AFTRA National Convention, held only every two years, is the **ONLY** opportunity from members sharing the same category from different cities/parts of the country to meet face-to-face, and

***WHEREAS** it is extremely valuable to encourage this kind of communication, to share problems/seek solutions, discuss challenges, educate members, and establish communication between members which hopefully would be ongoing, and*

***WHEREAS** time spent in this way is considered by many, to be far more valuable than the viewing of videos, the presentation of “non-business or work-related” entertainment, etc. during precious Convention hours,*

***THEREFORE, BE IT RESOLVED** that the National Board, being the only body with the power to “establish rules and procedures governing the conduct of the Convention”, be strongly urged to consider making this change to the procedures of the Convention.*

***BE IT FURTHER RESOLVED** that the discussion and decision relevant to this proposal be reported back to the proposers and supporters of this resolution.*

2LL. Proposed Resolution 2017-R-46

Appreciation for SAG-AFTRA Staff

Convention Action: Approved Unanimously

***WHEREAS** SAG-AFTRA represents the faces and voices that entertain and inform America and the world; and*

***WHEREAS** the unity, solidarity, and determination of the membership of SAG-AFTRA is the foundation of its strength; and*

***WHEREAS** another key foundation of that strength is the partnership between the members of SAG-AFTRA and the union’s professional staff; and*

***WHEREAS** on a daily basis our staff devote their lives to understanding, pursuing, and fulfilling the unique needs of performers, broadcasters, and recording artists; and*

***WHEREAS** the staff’s dedication to their work is extraordinary, whether in marathon negotiating sessions, overtime spent processing and distributing payments, travel and time away from family and friends, or weekends in meetings spent side by side with the members whose professional lives they seek to protect and enhance; and*

***WHEREAS** it does not go unnoticed that our staff chooses, sometimes at great personal expense, to fight on the side of artists instead of pursuing the interests of our corporate employers;*

***NOW, THEREFORE, BE IT RESOLVED** that the Convention expresses, on behalf of the membership of SAG-AFTRA, its deepest and most sincere appreciation for our professional staff, and acknowledges the commitment, dedication, and sacrifice that they make on our behalf, and*

***BE IT FURTHER RESOLVED** that the Convention applauds our staff’s role as part of the SAG-AFTRA family and greatly values the deep and longstanding partnership it reflects.*

2MM. Withdrawn

- i. Proposed Resolution 2017-R-19 – Proposal to Revise Total Annual Meetings of SAG-AFTRA Local Presidents
- ii. Proposed Resolution 2017-R-24 – Extending Resolution Deadline
- iii. Proposed Resolution 2017-R-27 – Report to Convention as to the Disposition of Resolutions from Previous Conventions

- iv. Proposed Resolution 2017-R-28 – Election Reform - Proposal to Make Elections More Fair for Independent Candidates
- v. Proposed Resolution 2017-R-30 – Proposal to Protect SAG-AFTRA and its Members from the Online Casting Services
- vi. Proposed Resolution 2017-R-34 – Maintaining the Integrity of the Labor Movement
- vii. Proposed Resolution 2017-R-37 – Simplifying Access to New Media and Interactive Work
- viii. Proposed Resolution 2017-R-38 – Proposal to Set a Local Conservatory's Minimum Annual Budget Equal to the Revenue it Generated the Previous Year