

How Your SAG-AFTRA Governance Works

A Look Inside

SAG-AFTRA represents 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.

What makes the union work is member involvement.

The governance structure of SAG-AFTRA is comprised of a biennial convention, National Board, Executive Committee, 25 local boards and national and local committees all populated by SAG-AFTRA members.

CONVENTION

The biennial convention brings together hundreds of member delegates, including national officers, National Board members, local presidents and members from around the country to discuss and decide on items vital to the future of the union.

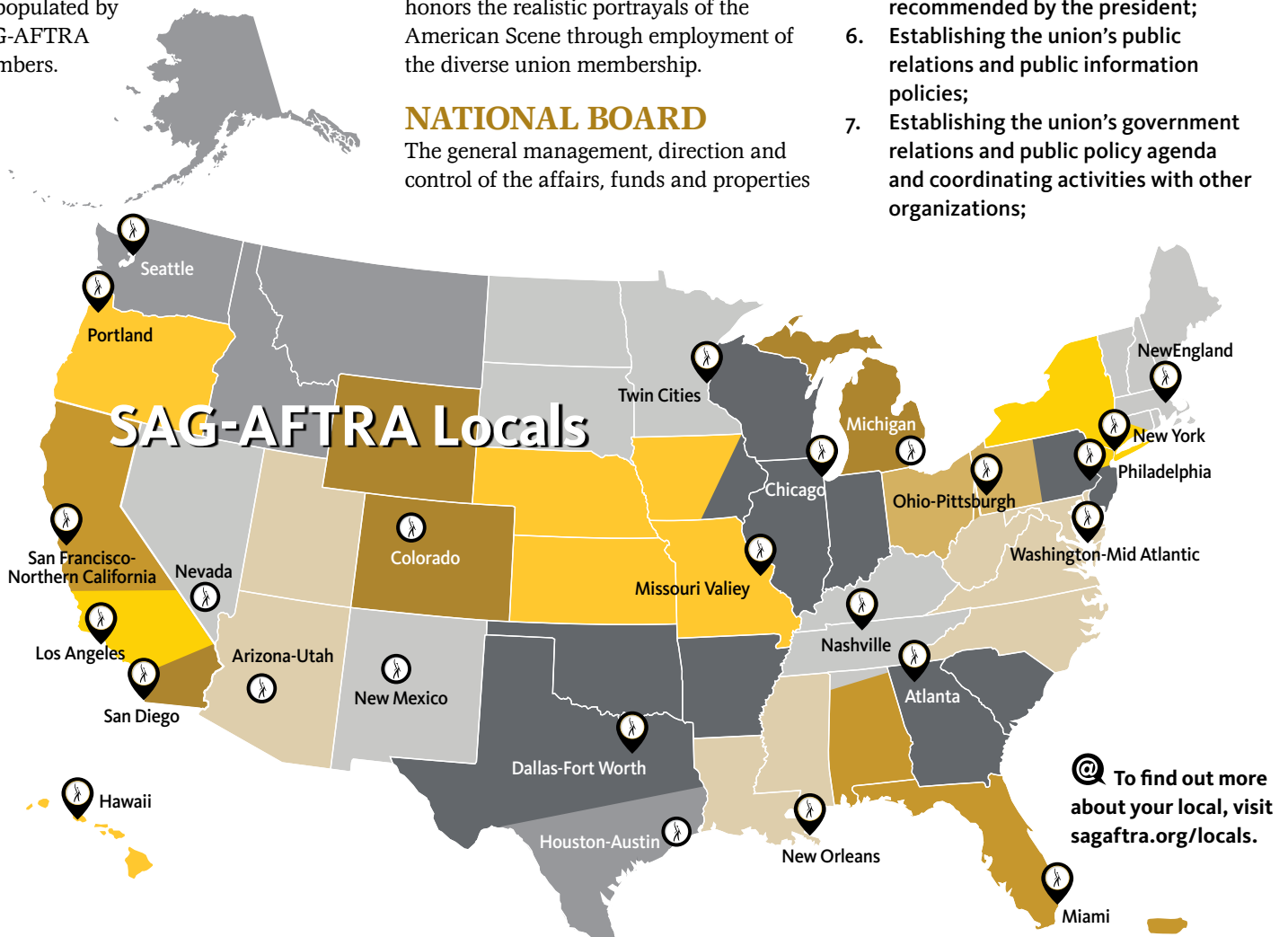
The convention includes the nomination and election of the executive and national vice presidents and consideration of constitutional amendments and resolutions proposed by the National Board, locals and member delegates. Social events include a welcome reception by the hosting local and a National Convention celebration and Gold Card and American Scene Awards, which honors the realistic portrayals of the American Scene through employment of the diverse union membership.

NATIONAL BOARD

The general management, direction and control of the affairs, funds and properties

of the union are vested in the National Board. The National Board is responsible for implementing the strategic direction of the union and some of the specific responsibilities include:

1. Approval of the union's financial plan and budget;
2. Approval of collective bargaining agreements, amendments and waivers with referral to a membership referendum vote where necessary;
3. Adopting and overseeing the organizing strategy of the union;
4. General oversight of member benefit programs and projects;
5. Establishing committees and approving appointments as recommended by the president;
6. Establishing the union's public relations and public information policies;
7. Establishing the union's government relations and public policy agenda and coordinating activities with other organizations;



8. Approving the constitution and by-laws of all locals; and
9. All decisions regarding the employment of a national executive director.

The National Board consists of 10 national officers and 70 national board members.

NATIONAL OFFICERS AND EXECUTIVE STAFF

The top national elected leadership positions of the union are the 10 national officers: the president, executive vice president, secretary-treasurer, vice president from the largest local (Los Angeles), vice president from the second largest local (New York), vice president from the mid-sized locals, vice president from the small locals, actor/performer vice president, broadcast vice president and recording artist/singer vice president. The national officers serve as members of the National Board and members of the Executive Committee.

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 and represents the union in affiliated and other organizations, among other duties, and responsibilities assigned by the National Board or set forth in the constitution and policies of the union.

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.

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 the chair of the Finance Committee.

The vice presidents from geographic areas and member categories perform duties and responsibilities assigned to them by the president or National Board.

The national executive director serves as chief contract negotiator, is responsible for the administration and operations of the organization. The national executive director oversees the union's staff and is responsible for the execution and implementation of National Board directives.

MEETINGS OF THE NATIONAL BOARD

The National Board meets approximately four times per year in person and by video conference. The sessions are typically held on Saturdays and Sundays. Prior to each meeting, the National Board members receive a meeting agenda with a summary of pertinent information on matters to be discussed and voted upon.

Meetings are called to order by the presiding officer and board members promptly take their seats. The members are then led through the Pledge of Allegiance and receive a board replacement report, which includes the names of designated alternates who will be serving in place of National Board members who are unable to attend the meeting. Agenda items are then reviewed in order, unless otherwise approved by the National Board.

As business is discussed, motions are made from the floor and presented to the body for consideration. Motions are formal proposals made by members to take certain action on items and require that at least one other member of the body agrees that it should be considered. Once there is agreement that the matter should be considered, the floor is open for discussion and debate. Members may debate the issue until two-thirds of the votes of its members believe that debate should be closed or until the time allotted for that agenda item elapses. Voting on the issue may then be conducted by voice vote or through electronic voting devices, which also allow for roll call and secret ballot

voting. The appropriate method of voting is at the discretion of the National Board.

Each member of the National Board is entitled to at least one vote on any matter, which comes before it. However, certain members are entitled to a weighted vote to ensure that the votes of National Board members in each local are proportional to the percentage of the membership that the National Board members in those locals represent. This assures an equitable governance structure and the most appropriate representation of members. Weighted votes are recalculated every two years to reflect any percent changes to the membership based on a membership census.

Most actions approved throughout the course of a meeting are policy-related or directives of the board. Occasionally, the board will enter into executive session or the presiding officer may invoke the rule of confidentiality. This is a process whereby the board may discuss certain matters of a sensitive nature, such as financial matters, personnel issues, issues regarding negotiations or information that is attorney-client privileged. When this occurs, any observers are excused. Typically, staff members are excused as well, although the board often requests that key staff remain when needed for purposes of the discussion or for administrative purposes.

During the rest of the year, National Board members may attend local board meetings if they were also elected to serve on a local board, in addition to participating in committees and other union-related activities.

The union is grateful for the tireless efforts and meaningful contributions of its elected leadership to better the lives of working performers. Every member can make a difference. Get involved!

The foregoing is a summary of key elements of the governing documents and is not meant to take the place of, nor fully describe or define, the governance structure as approved by the members in the constitution, merger agreement and other governing policies and documents as adopted by the National Board.