

# ***AFTRA BULLETIN***

## **TO: AFTRA INTERACTIVE MEDIA SIGNATORY EMPLOYERS** **RE: UNDERSTANDING NEW PROVISIONS**

This bulletin is to advise signatory employers to the 2010-2011 AFTRA Interactive Media Agreement of the updates commencing January 1, 2010. The terms of the new provisions and the required guidelines that employers must follow when employing AFTRA members are described below.

### **HEALTH AND RETIREMENT CONTRIBUTIONS**

Effective January 1, 2010, the Health and Retirement contribution will be 15%.

### **RATES**

A rate increase of 2.5% will take place on April 1, 2010. The updated rate schedule is available at [www.AFTRA.org](http://www.AFTRA.org).

### **NEW PROJECT FORM**

AFTRA has created a New Project Interactive Media Game Registration Form. The intention of the web-based form is for each Producer to register new projects through the AFTRA Website. Each project will then be provided a **Project Tracking Number**, which will always identify a specific employer's Game in the AFTRA database. All future contracts and forms (*e.g.* Member Reports, H&R Production Reports, Standard Employment Contracts, etc.) for the same game will use the same tracking number for the registered project title.

The Original Signatory who registers the Game, which will be linked to their own Log-in and Password information, remains responsible for the updating of information on the Game Registration Form. This remains true, even when Multiple Producers are used on the same Game.

### **ATMOSPHERIC VOICES**

Definition: "Atmospheric Voices" shall be defined as voices for characters that (1) do not have more than 300 scripted words; and (2) do not advance the principal storyline.

Scripted Words: For the purposes of Atmospheric Voice Work, the word count includes scripted words such as, grunts, groans, oohs, and general emotional bursts that are vocally performed. Retakes (to get the right line reading) and un-requested ad-libbing by the performer will not be counted as additional scripted words. If the Performer is directed to ad-lib, the improvised words shall be counted toward the overall word count.

- Prior written notification to the performer or his/her agent for all Atmospheric Voice sessions is required. Notice must include whether the engagement is for (a) up to 20 voices; or (b) unlimited voices.
- The Employer must first have employed at least ten (10) individual Principal Performers on the Interactive Program in order to use any performers in the Atmospheric Voices category.
- Rates: The 4-hour session fee applies for up to 20 character voices and each character voice shall not exceed 300 words per character. Compensation for unlimited character voices in a 4-hour session shall be two times the day performer minimum and the word count shall not exceed the 300 word limit per character.
- Performers may not be engaged for Atmospheric and Principal work during the same session under the Atmospheric rate and terms.
- In the event of a discrepancy, Producer must retain the script for AFTRA's review for not less than ten (10) working days beyond the date of Performer's receipt of payment.

#### Non-Adherence

- If the above-required notice is not given, then all voices beyond the third voice recorded in that session will be paid as "additional voices" at the rate of \$390.90 (effective April 1, 2010, \$400.65).
- If scripted words exceed 300 words per character in an Atmospheric session, the Performer's session will be that of a Principal role, and subject to the "additional voices" rate set forth above. Atmospheric scripts should be made available in a format that provides for easy word count by all parties.

#### **NOTICE FOR VOCAL STRESS WORK**

Definition: Producer will inform/notify Performer **at the time of booking/in advance, of the probability of vocal stress work**. It is suggested that you confirm your notice with an e-mail or other form of written notification to avoid disputes.

#### Adherence

- At the time of audition, interview and booking, Producer must inform Performer or Agent of any possibility of vocally stressful work.

#### Non-Adherence

- If the above-required notice is not given, Producer shall pay liquidated damages of \$100 for each failure to provide such notice.

#### **CONFIDENTIALITY**

Note: Although not a negotiated term at this time, please be advised that the Interactive Industry feels strongly about the confidential nature of their titles, characters and overall project. Producers have been granted the right to include confidentiality clauses and/or non disclosure agreements to Performer for signature and acknowledgement.

## FREQUENTLY ASKED QUESTIONS (FAQS)

**What are my options for engaging AFTRA members to provide off-camera voices on video games?** You now have multiple options for Principal and Atmospheric voice work:

<u>Off-Camera Performers (<i>Principal Performers</i>)</u>	<u>Eff. 1/1/09</u>	<u>Eff. 4/1/10</u>
<b>Day Performer 1 voice</b> , 1-hour session:	\$390.90	\$400.65
<b>Day Performer up to 3 voices</b> , 4-hour session:	\$781.75	\$801.30
<b>Day Performer 6 to 10 voices</b> , 6-hour session:	\$1,563.55	\$1,602.65
<b>Additional Voice</b>	\$390.90	\$400.65
<u>Atmospheric Voice (<i>NEW</i>)</u>	<u>Eff. 1/1/09</u>	<u>Eff. 4/1/10</u>
<b>Up to 20 voices</b> , 4-hour session	\$781.75	\$801.30
<b>Unlimited voices</b> , 4-hour session	\$1,563.55	\$1,602.65

**What are “Atmospheric Voices”?** Atmospheric voices are defined as voices for characters that (1) do not have more than 300 scripted words; and (2) do not advance the principal storyline.

**What must I do *before* I engage a performer to provide atmospheric voices?**

1. **Engage ten (10) principal performers.** Beginning January 1, 2010, a producer who employs at least ten (10) individual principal performers on a specific video game may also hire performers to provide atmospheric voices.
2. **Provide advanced, written notice to the performer or his/her agent.** A performer (or his/her agent) must be notified *in writing prior* to engagement that the engagement is for Atmospheric Voices, and whether the engagement is for the up to twenty (20) voices or the unlimited option. Notification via email is acceptable as *in writing*.
3. **NON-ADHERENCE:** If the above-required notice is not given, then all voices beyond the third voice recorded in that 4 hour session will be paid as “additional voices” at the applicable rate.

**Can a performer provide both principal and atmospheric voices in the same session?**

No. The Atmospheric Rate may not be used if non-atmospheric voices are to be performed. If you wish to engage a performer to provide both Atmospheric and Principal work, then it is a Principal session.

**Do the new notification requirements regarding stressful vocal work also apply to atmospheric voices?** Yes. The notifications regarding vocal stress and all other relevant notification and work condition terms of the contract apply equally to sessions for the recording of atmospheric voices.

**Whom do I contact if I have questions about this provision?**

Please contact the Interactive Representative in the Local nearest the production location.