SAG·AFTRA

TELEVISION ANIMATION AGREEMENTS 2026

Referendum Booklet

IMPORTANT INFORMATION

The SAG-AFTRA Executive Committee and TV Animation Agreement Negotiating Committee recommend a "YES" vote to ratify the important gains negotiated for the 2026 SAG-AFTRA Television Animation Agreements.

VOTE TODAY

vote.ivsballot.com/tvanimation2026

All eligible affected members were mailed a postcard on Thursday, October 8, 2026, with instructions and a PIN number on how to vote online or how to request a paper ballot. If necessary, you can retrieve your PIN at the voting website above by clicking "Find My PIN."

Ballots – whether submitted online or by mail – must be received by 5 p.m. PT, Thursday, October 29, 2026.

MEMBER INFORMATIONAL ZOOM MEETING

Friday, October 9, 2026

3-5 p.m. PT / 4-6 p.m. MT / 5-7 p.m. CT / 6-8 p.m. ET

Visit **sagaftra.org/TVanimation2026** for details and to RSVP.

Registration deadline Friday, Oct. 9, noon PT / 1 MT / 2 CT / 3 ET.

For questions, email **tvanimation2026@sagaftra.org** or leave a voicemail at (323) 549-6456.

Meeting information subject to change. Check sagaftra.org/tvanimation2026 and watch your email for updates.
All paid-up SAG-AFTRA members in good standing who work the Television Animation Agreements are urged to attend this important informational meeting. This meeting is open to paid-up SAG-AFTRA members in good standing (paid through October 31, 2026).
No guests are allowed. Parents/guardians of performers under 18 years old are welcome.

SAG·AFTRA

October 8, 2026

Dear SAG-AFTRA Animation Community,

Your negotiating committee has reached an agreement with the AMPTP on the TV Animation Agreement, and we're proud of the result. It's the kind of agreement that advances our protections and compensation on numerous fronts, extending the achievements of our live action agreement so they benefit animation voice actors too.

As always, the negotiations were shaped by your input during the wages and working conditions process, and we channeled our efforts into furthering gains in the areas that you told us were most important to you.

Critical to the process were our volunteer member leaders who made up the Negotiating Committee, led by co-chairs Bob Bergen and David Jolliffe, as well as SAG-AFTRA Chief Contracts Officer Ray Rodriguez and our negotiating staff, and we want to thank them for all the hard work they put in to achieve this contract.

This four-year contract guarantees a 3% wage increase in each year of the agreement, including retroactivity to July 5, 2026, for the first year increase.

OTHER GAINS IN THE CONTRACT INCLUDE:

- Expanded AI guardrails to include the improvements from the 2026 live action agreements while retaining the existing enhanced terms for animated programs.
- A 1% increase to the Health Plan contribution rate retroactive to Sept. 6, 2026, and a 1% increase to the contribution rate of the pension and retirement plans, effective July 1, 2028.
- A 0.25% contribution, effective July 1, 2028, to fund the creation of a paid parental leave fund.
- Increased residuals for moveover to subscription video on demand in line with what was achieved in live action, which means an average 5% increase to voice actors and more contribution money to the plans.

- Improved streaming residuals for animated high-budget SVOD programs that are 85 minutes or longer with a budget of $30 million or more in the form of a new, higher ceiling that allows more voice actor compensation to count in the residuals calculation.

- Improved streaming residuals for Animated High Budget SVOD Programs that are exhibited on foreign SVOD services that have 75 million or more foreign subscribers in the form of an increase from 39% to 41% in the Tier 4 subscriber factor.

- Creation of a category for high-budget animated programs made for free-to-consumer new media services using a much lower budget threshold to account for the economics of producing animation — the same budget criteria that apply to high-budget animated SVOD programs — with terms similar to animated programs made for basic cable.

Please take the time to review the agreement summary on the following pages. Join us **Friday, Oct. 9, for a member informational meeting**. The meeting will be recorded and available for viewing at **sagaftra.org/tvanimation2026**. If you have additional questions, email **tvanimation2026@sagaftra.org** or leave a voicemail at **(323) 549-6456.**

We strongly recommend you **VOTE YES** by 5 p.m. PDT on Thursday, Oct. 29, 2026, at **vote.ivsballot.com/tvanimation2026.**

In unity,



Bob Bergen
Co-Chair, TV Animation
Negotiating Committee



David Jolliffe
Co-Chair, TV Animation
Negotiating Committee



Duncan Crabtree-Ireland
National Executive Director &
Chief Negotiator

Summary of 2026 Television and Basic Cable Animation Agreements ("Animation Agreements")

1. INCORPORATION OF LIVE ACTION TERMS

The terms of the 2026 Television Agreement will apply to the Animation Agreements, except as specifically modified herein. This summary does not repeat every word of the 2026 Television Agreement MOA or summary, which are both available for review at sagaftra.org/contracts2026, but reflects the relevant incorporated terms. Where necessary, terms are modified for consistency with the Animation Agreement (for example, "Performer" is replaced with "Voice Actor").

2. TERM

The term of the Animation Agreements is July 1, 2026, through June 30, 2030. Unless otherwise specified, terms and conditions go into effect the Sunday following the business day on which the AMPTP receives notice of ratification.

3. WAGES

a Minimum rates will increase by 3% on July 5, 2026; 3% on July 1, 2027; 3% on July 1, 2028; and 3% on July 1, 2029. Increases are compounded.

b. Network primetime rerun ceilings along with allowances and adjustments are unchanged unless specifically stated otherwise.

c. Retroactive payments will be made as soon as practicable.

4. SAG-AFTRA HEALTH PLAN

Consistent with the Live Action Agreement, the Health Plan contribution rate will increase by 1% effective September 6, 2026.

5. SAG PENSION PLAN/AFTRA RETIREMENT FUND

Mirrors the terms and conditions for merging of the SAG Pension Plan and AFTRA Retirement Fund established in the Live Action Agreement, including a 1% increase to the contribution rate on July 1, 2028 (provided certain conditions are met).

6. PAID PARENTAL LEAVE

The Paid Parental Leave Fund established in the Live Action Agreement will also apply to animation, including funding through Producer contributions of 0.25% of all gross compensation effective July 1, 2028. Benefits from the fund will be available no sooner than July 1, 2029.

7. ARTIFICIAL INTELLIGENCE

a. **Modification of AI Language:** Retains the existing unique terms of the Artificial Intelligence language achieved in the 2023 Animation Agreements, and adds the applicable improvements

achieved in the Live Action Agreements (modified as necessary for consistency with the Animation Agreement), including:

i. **Explicit Protection for "No Scan" Digital Replicas**
Digital replicas can now be made using the same recording captured for the picture itself without further participation by the Voice Actor. The tentative agreement clarifies that when created without a Voice Actor's physical participation (e.g., without a scan), their digital replica still qualifies as an "Employment Based Digital Replica" and all associated protections and requirements apply.

ii. **Clarification of "Scripted" with Regard to Digital Alterations**
Under the current contract, Producers can use digital replicas to perform digital alterations without obtaining additional consent as long as those alterations do not go beyond how the original work was "scripted, performed and/or recorded." The tentative agreement clarifies that "scripted" refers only to a script that was provided to the voice actor on or before the latest date that they recorded the scene. This removes the opportunity to manipulate this standard by referring to a subsequent or unprovided script.

iii. **Scale and Residuals for Independently Created Digital Replicas (ICDRs)**
The current contract requires consent and benefit fund contributions when Producers use an ICDR (i.e., a digital replica that the Producer did not create themselves, such as a pre-existing replica created by the voice actor), but allows compensation to be freely bargained. The tentative agreement sets the minimum session fee as the minimum payment for use of an ICDR and requires the voice actor to receive residuals if their ICDR is used to create a performance that would qualify a natural voice actor for residuals.

iv. **Consent Required for Using a Digital Replica to Dub a Performance Into Another Language**
The current contract allows Producers to use a digital replica to render a performance into another language without the voice actor's consent. The tentative agreement reverses this rule effective for motion pictures commencing principal photography on or after July 1, 2027.

v. **Biometric Data Protection**
Producers may not use a voice actor's fingerprints, palmprints or iris scans for any purpose unrelated to the motion picture (except as may be necessary to operate security technologies such as a fingerprint scanner used to open a door on set.)

vi. **Strike Protection**
Producers may not use a voice actor's digital replica during a strike in any circumstance where consent is required for such use and the voice actor could refuse to render services.

vii. **Digital Replica Security**
Producers must limit access to digital replicas of voice actors to persons with a legitimate business need and use commercially reasonable efforts to protect digital replicas from unauthorized access, use or copying.

viii. **Digital Replica Transfer Protection**
Producer remains responsible for compliance with contractual digital replica protections for voice actors even if Producer transfers ownership of the digital replica to another party unless the Union approves the financial responsibility of the proposed transferee and the transferee commits in writing to comply with contractual digital replica protections, including the right to arbitrate any violations. The Union will respond within 21 days to a proposed transfer and not unreasonably withhold its approval.

ix. **"Articulable Business Reason" Requirement**
Producers must have an articulable business reason when seeking voice actor consent to record them for the creation of an Employment Based Digital Replica. Producers are not required, however, to automatically disclose their reason(s) as part of the engagement process.

x. **Enhanced Protections Against "Synthetics"**
The current contract requires the Producer to provide notice to the Union and bargain over

any appropriate considerations if they wish to use a “Synthetic” (formerly, “Synthetic Voice”), i.e., a digital asset created through Generative Artificial Intelligence that is used in a role for which no natural voice actor has been hired and that is intended to and does create the clear impression that it is an individual voice actor, but that is not recognizable as an identifiable voice actor and not voiced by a natural person. The parties acknowledge and reaffirm the importance and central role of human performance in motion pictures and the potential impact on employment under this Agreement when a Synthetic created through a GAI system is used in a human role that would otherwise be performed by a human. Producers commit to the following additional protections:

1) Producers agree to a principle strongly favoring human performances.
2) Producers agree that human voice actors will continue to perform services covered by the Animation Agreements.
3) Producers agree that they do not intend to use a Synthetic in a human role that would otherwise be performed by a human unless the Synthetic brings “significant additional value” to the motion picture. “Digtial Replication" may be considered human performance for this purpose, meaning that Producers must demonstrate that the Synthetic brings "significant additional value” compared to what can be done with a Digital Replica.
4) Producers commit to a strict notice and bargaining schedule.
5) Producers agree that should Producer violate any of the foregoing, the Union may arbitrate seeking damages in an amount that will not necessarily be limited to the compensation that would have been paid to a natural voice actor for rendering the performance for which the Synthetic was used.

xi. **Notice and Discussion Obligation Regarding Licensing Performances for AI Training**
If a Producer grants a license to a non-affiliated third party that provides for compensation to the Producer for the use of performances in photography and/or soundtrack produced under the Animation Agreements for the purpose of training a public-facing, commercially-available Generative Artificial Intelligence System, Producer shall give written notice to the Union and, upon request and subject to appropriate confidentiality agreements, meet to discuss the license, including remuneration, if any.

b. **Application of AI Provisions to Other than High Budget SVOD**
Confirms application of the Artificial Intelligence provisions to other than high budget new media programs.

8. DATA TRANSPARENCY

Updates the Data Transparency letter agreement with the same changes achieved in the Live Action Agreements. These changes mean that Producers will provide streaming viewership data measured by the same criteria used to calculate the Success Bonus.

9. EMPLOYMENT OF MINORS PROVISIONS APPLICATION TO NEW MEDIA PROGRAMS

The sections of the agreements related to employment of minors will now also apply to other than high budget new media programs.

10. RESIDUALS

a. Moveover to SVOD

i. Increase voice actor residuals for moveover to Subscription Video on Demand (SVOD) services by an average of 5% and increase revenue to the benefit plans from this residual by modifying the methodology used to distribute the residuals due for exhibition on SVOD services when the formula is 3.6% of Distributor’s gross receipts, inclusive of contributions. Make the contribu-

tion rate 13.5% (effectively 11.89% of the total 3.6% "pool") which shall be due to the Plans, regardless of whether any covered voice actor is above the applicable earnings cap. The balance shall be paid pro rata as residuals to voice actors. (This has a net effect of increasing the residuals portion of the "pool" to over 88%, up from approximately 83% currently, and resulting in additional contribution money to the Plans attributable to over the cap earnings.) Voice actors' earnings shall continue to be reported up to the applicable caps for purposes of health coverage and pension/retirement accruals.

ii. This change is applicable to all new one-time television pictures, multi-part closed end pictures (mini-series) and seasons of episodic series commencing principal photography on or after the first Sunday following the business day on which the AMPTP receives notice of ratification. It is also applicable to High Budget SVOD productions commencing principal photography as of the same effective dates, for use on domestic SVOD services. It is also applicable to those same types of productions that previously commenced principal photography on or after July 1, 2020, for new licenses (worldwide licenses for television productions and domestic licenses for High Budget SVOD productions) entered into on or after the first the first day of the month that is 60 days following the business day on which the AMPTP receives notice of ratification.

b. **Advance Pay**
Incorporates the improved restrictions on advance payment of residuals from the Live Action Agreements, including the prohibition on advance payment of the Success Bonus for Animated High Budget SVOD programs for a voice actor whose contract is entered into on or after the first Sunday following the business day on which the AMPTP receives notice of ratification.

c. **Success Metric**
For Animated High Budget SVOD pictures, multi-part closed-end pictures (mini-series), and new seasons of series that begin exhibition on the initial release SVOD service as of July 1, 2027, and meet the Success Metric (achieve viewership of at least 20% of domestic subscribers) in the first 90 days of exhibition (or first 90 days of any subsequent Exhibition Year), increase what is due to the SBDF from 25% to 35% of the total residuals and contributions applicable to the picture, mini-series or season.

d. **Ceilings**
   i. Increase the ceilings applicable to each voice actor's total actual compensation (used when calculating High Budget SVOD residuals) by 2.5% effective July 1, 2027, and 2.5% effective July 1, 2029.
   ii. Increase the ceiling applicable to each voice actor's total actual compensation (used when calculating High Budget SVOD residuals) for Animated High Budget SVOD Programs that are 85 minutes or longer with a budget of $30 million or more and made for a subscription consumer pay platform with 20 million or more domestic subscribers and which commences principal recording on or after the first Sunday following the business day on which the AMPTP receives notice of ratification to match the Live Action ceiling (and apply the 2.5% increase in item i. above). The applicable ceiling shall increase to $5,282 effective July 1, 2027, and to $5,414 effective July 1, 2029. This represents an increase of 12.5% for 85-95 minute pictures and almost 8% for pictures 96 minutes or longer.

e. **Foreign Subscriber Factor**
Increase the Foreign Subscriber Tier 4, the factor applicable to the calculation of foreign High Budget SVOD residuals for services with 75 million or more foreign subscribers, from thirty-nine percent (39%) to forty-one percent (41%), effective the first Sunday following the business day on which the AMPTP receives notice of ratification.

11. SPECIAL CONDITIONS FOR PILOTS, PRESENTATIONS AND NEW SERIES

Expands the application of Sideletter K to the first two seasons of a new half-hour animated series that

commence principal photography on or after the first Sunday following the business day on which the AMPTP receives notice of ratification. Sideletter K provides for a reduced P&H contribution rate for certain new programs.

12. FOREIGN TELECASTING RESIDUAL FORMULA

The parties agreed to add a sideletter modifying the fixed residuals due when a High Budget Animated SVOD program that has never been exhibited on foreign free television gets released to foreign free television on or after July 1, 2026. The 15% of a voice actor's total applicable minimum salary (TAM) due for initial release to foreign free television, and subsequent two additional payments of 10% of TAM, for a total of 35% TAM, tied to cumulative aggregated Distributor's foreign gross receipts will be modified by a ratio using 75% of the foreign overage threshold (the point at which a gross receipts-based residual becomes applicable) as the denominator. The net effect is to reduce the fixed residuals unless/until aggregated Distributor's foreign grosses reach 75% of the applicable foreign overage (foreign extended use) threshold. At that point the 35% of total applicable minimum salary will have been paid. Thereafter, additional fixed residuals payments shall continue to be due until the foreign overage threshold is reached, resulting in 46.67% of TAM having been paid to each voice actor at the point when the threshold is reached.

13. SICK LEAVE WAIVERS

Many jurisdictions across the country have adopted laws requiring employers to provide paid sick leave to employees who work regularly enough to trigger the requirements of the law. Some of these laws allow for the requirement of paid sick leave to be waived in a collective bargaining agreement. Since 2014, the union has agreed, as have the other Industry unions, to waive the application of these laws where such waivers are possible. The list of waived ordinances was updated in this cycle to include paid sick leave ordinances that have been enacted in the past three years and to remove ordinances that were either repealed by law or where the conditions permitting waiver no longer exist.

14. FAMILY SIGNATORY COMPANIES

Upon request of a signatory company, add as signatory to the agreement any company that is producing under the agreements and that is part of a "family company" of that existing signatory, provided that the existing signatory producer guarantees the obligations and responsibilities of the "family company" on whose behalf it is making the request.

15. SUNSET CLAUSES

Renew several clauses and sideletters that would otherwise expire under their own terms.

16. WAIVER OF CALIFORNIA SB 294

California recently enacted SB 294, which requires employers to provide employees with certain "Know Your Rights" notices and with an opportunity to have an emergency contact noted in the employer's records. The law imposes penalties on employers who fail to comply. SAG-AFTRA agreed to waive the application of the law to covered employees provided that the Producers make best efforts to provide voice actors with the relevant Know Your Rights Notices.

17. MADE FOR HIGH BUDGET AVOD

Creates a category for High Budget animated programs made for a Free to Consumer new media service (AVOD), using the budget criteria that apply to High Budget Animated SVOD Programs. This means that a 30-minute animated program made for an AVOD platform need only reach a budget of $500,000 (as compared to $1.3 million for a live action program) to trigger high-budget terms. The

terms of High Budget AVOD programs will follow the terms that apply to Animated programs made for Basic Cable, which are largely identical to the terms applicable to television animation.

18. LATE PAYMENT OF RESIDUALS

a. **Sideletter:** Producers reaffirm their commitment to issuing payment on time and renew their commitments to meet with the union on a producer by producer basis to discuss concerns and find ways to ensure voice actors are paid on time.
b. **Bulletin:** Producers will issue a bulletin to their members regarding the concerns raised by the union regarding late payment of residuals and the consequences of such late payments. In this bulletin, Producers are directed to review their residuals payment practices and proactively take steps to address the timely payment of residuals, as well as respond promptly when contacted by the union or a voice actor with a concern.


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