



MEAA Equity Screen Negotiations | Log of Claims

March 2025

Australian Feature Films Collective Agreement/ Australian Television Performers Agreement

Pay Increase

- 30% initial increase on the agreed optional rate
- 5% increase for each year of the Agreement (4 years)

Options

- For an Option to be exercised, Performers must be engaged as a weekly Performer for a minimum period of 6 weeks or ½ the length of the shoot length (whichever longer)
- When an Option is exercised, Performer must be given 3 months' notice before earliest start date
- Period between earliest and latest start date must be no more than 3 months
- Option on a pilot will lapse if not exercised within 2 months of conclusion of engagement
- Option must be exercised within 12 months from last shoot date or 6 months from on-air-date
- Total Option period no longer than 3 years from engagement date (including the final shoot date of final series)
- 5% increase on wage for 1st Option, 10% for 2nd Option
- Next Season, Performer is paid no less than previous season (total income) and engaged for a period of no less in the number of weeks
- No Holds for Day Players

Residuals (Film only)

- Paid on Australian Free TV after 3 years (first 3 years bought by initial usage fee)
- Paid on Australian Pay TV after 4 years (first 4 years bought by initial usage fee)
- Performers to share 20% of the licence fee for Australian free-to-air TV, and Australian Pay TV usage
- Performers to share in 20% of any Streamer licence Fee from first dollar (or 3.6% of 50% of the Gross Budget where no licence fee).
- Residual on revenue from Noth American shall be payable 2 years after initial release.
- Producers to provide Distributors report to MEAA, time and wages report, gross and net budgets (before filming) and the total residual pool for checking and disbursement
- 10% of any new Streamer licence fee for the re-licencing of old productions shared by performers.
- 20% of any Streamer-to-Streamer licencing arrangements.

- Assumption agreement signed by broadcasting Streamer as part of the initial agreement.

Cultural Leave/Consultation

- 7 days Cultural Leave (with grounds extended from loss of immediate family/household to member of indigenous performer's community – as per kinship)
- Cultural Consultants engaged on any relevant productions (such as projects generated by or based on or inclusive of content from a non-English speaking culture)
- Protocols for using First Nations Cultural and intellectual property.
- Cultural Loading for Performer who are requested to act as cultural consultants and / or for culturally significant stories – calculated as % uplift, as hourly rate or lump sum

Calls

- Medical Calls to be paid at BNF (no lower than wardrobe rate) – with a minimum of 3 hours
- Promotion and publicity – min 3 hours (if outside engagement including after film release).
- Wardrobe calls - min 4 hours
- ATPA online / children's / short productions – pay performer a minimum daily fee per episode (when more than 1 episode per day)
- Night Loading – 10% from 8pm till 11.30 pm

Stunt Performers

- Stunt Performers paid full fee for rehearsals
- Stunt Category with higher rate than Category 2 Performer
- Agreed Personal Stunt Margin paid on top of basic fee for graded Stunt Performers
- Equipment Fee / loading where Stunt providing own equipment

Safe Work

- Intimacy, Cultural and DDN consultants / coordinators on all relevant productions
- MHFA (Mental Health first aid) and wellbeing co-ordinator on all productions
- Commitment to safe work for all productions
- Commitment to diverse casting for all productions
- Include intimacy Guidelines included in the agreements
- Fatigue Management Plan – for location shoot / Include screen safety manual
- Sheltered area for Extras – including weather appropriate shelter, comfortable amenities and suitable catering
- Agreed minimum standard for onset facilities for all performers
- Weather policy including rules and minimum conditions for extreme hot and cold weather

Child Performers

- Children to be paid 100% of adult fee

- Child Safety Policy included in contracts including Children’s guardian rules and onset protocols

Contracts

- Fix up standard contracts in line with industry standard
- Agreement that producers will use the agreed MEAA-SPA contract for all Australian productions without new conditions added – ie productions will issue standard contract annexed to Agreements
- Per Diems / Accommodation allowance to be paid a week in advance
- Penalties based on Total fee including usage
- Overtime rate based on Total Fee (not agreement minimum)
- Current draft of full Script made available to Performers automatically or upon request
- Performers made aware of any expected hair colour changes at auditions

Superannuation

- 1% above legislated minimums (13%)
- Paid to Media Super unless specified – Remove Just Super

AI

- Consent and fair compensation within production equivalent to normal performance fee (as per new SAG Agreement)
- Payment to MEAA equivalent of daily rate for any ‘new’ digitally created performer (where used instead of real performer)
- Genuine ability to Performers to withhold consent (standard form as annexure) without penalty or loss
- Broad consent not signed at start of the engagement or with the contract. Separate consents required for each individual or extra use.
- No 3rd party sale of digital scans of voice. Producer to delete any agreed digital scans, images or recordings after post-production is complete.

Background

The claims set out in this document are based on feedback from MEAA Equity members and their agents and were endorsed by the National Performers Committee of MEAA. To keep up with and participate in members’ discussions about negotiations, make sure your MEAA Equity membership is up to date. Contact MEAA’s Member Services Team on 1300 65 65 13 or members@meaa.org.