

## Re: Ratification of ACTRA-Ubisoft Video Game Tentative Agreement

Dear ACTRA Eligible Voter,

You are eligible to vote on the tentative Terms of Settlement for a new ACTRA-Ubisoft Video Game Agreement, which - pending ratification – will cover a three-year term from January 1, 2026, to December 31, 2028.

Through intensive negotiations, your ACTRA Bargaining Committee worked diligently to secure an agreement that reflects the value and professionalism ACTRA members bring to this sector. The Committee secured a 2.5% increase retroactive to January 1, 2026, with an additional 3% increase in each of Years 2 and 3, and secured the following gains that strengthen protections, safety, and recognition for performers:

- **Artificial Intelligence:** A new Artificial Intelligence section that secures mandatory informed consent, control, and fair compensation for the use of AI technologies.
- **Intimacy and Safety:** Strengthened nudity and intimacy language guarantees the right to an Intimacy Coordinator for scenes involving nudity, intimacy, or sexual violence, reinforcing safe and respectful workplaces.
- **Stunts:** Booking Notices must now provide clearer advance notice of planned stunts and physical exertion, and producers must give due consideration to Stunt Coordinators' safety recommendations regarding the hiring of Key Riggers and rehearsal requirements. New 8-hour minimum call for Stunt Coordinators.
- **Auditions and Self-Tapes:** Secured stronger protections for accessibility, clear advance notice of accent and dialect requirements, safeguards for the security and storage of recorded auditions, guaranteed feedback commitments, and an increase to audition recall rates.
- **Production Credit:** Long-overdue credit improvements ensure proper recognition for performers both in-game and on IMDb across all roles, including stunts, motion capture, and additional voices.

Once you receive your email from ElectionBuddy with voting instructions, please review the Memorandum of Agreement (MOA) and the accompanying Frequently Asked Questions (FAQs) prior to voting to help you make an informed decision.

ACTRA's Ubisoft Bargaining Committee and the ACTRA National Executive unanimously approve this tentative agreement and encourage you to vote **YES** to ratify.

**Please cast your vote no later than 12:00 p.m. ET on April 29, 2026.**

In solidarity,



Eleanor Noble  
ACTRA National President



Marie Kelly  
ACTRA National Executive Director & Chief Negotiator