

## **Teaterförbundet agrees with Netflix on performance-based additional remuneration for creatives**

Stockholm, 8 March 2020

Teaterförbundet för scen och film (Swedish Union for Performing Arts and Film) and Netflix are thrilled to announce their formal partnership and successful completion of a collective frame agreement in favor of the local creative scene. This is the first time that a streaming entertainment service has concluded a collective agreement in Sweden with Teaterförbundet, and is a first in the industry.

Netflix and Teaterförbundet have worked hard building a relationship based on mutual trust, respect and celebration of the creative community. From this dedicated commitment, this collective frame agreement marks a shift toward recognizing creative contributions through an innovative success participation methodology as well as initial guaranteed compensation. Each party believes this is an important step toward ensuring fair and appropriate remuneration, and deepening Netflix's commitment to the Swedish creative community and with its Swedish producing partners.

*"Netflix is committed to ensuring fair and appropriate remuneration for its talent, and thrilled to be embarking on this historic partnership with Teaterförbundet. We have built a relationship over time and worked hard to understand each other's needs and objectives. I am pleased that we have come to an agreement that provides consistency within the creative relationships and demonstrates our mutual commitment to the Swedish ecosystem. - Rachel C. Schumacher, Senior Counsel, International Labour Relations, Netflix*

*"We are very happy to announce this agreement together with Netflix. Throughout the negotiations, both parties have shown a great deal of dedication in reaching an agreement that we hope will further strengthen the creative community. With Netflix being the first streaming service in Sweden to conclude a collective agreement, we look forward to working together to keep building a fair and progressive industry." – Ulf Mårtens, Teaterförbundet*

### **About The Collective Frame Agreement**

The collective frame agreement provides for initial remuneration as well as a staggered success based additional remuneration for each individual season, focused on Swedish original series. It also includes a share of Netflix's secondary exploitation revenues, distributed to all entitled parties.

When a certain threshold of global completers is reached, an amount specified in the collective frame agreement is paid. There is no limit to the number of times the threshold can be reached, and each qualifies for an additional success based payment. The collective frame agreement further ensures that a pro rata payment is provided even when the number of completers do not reach this threshold. Thus, ensuring an on-going additional remuneration.

## **About Netflix**

Netflix is the world's leading streaming entertainment service with over 167 million paid memberships in over 190 countries enjoying TV series, documentaries and feature films across a wide variety of genres and languages. Members can watch as much as they want, anytime, anywhere, on any internet-connected screen. Members can play, pause and resume watching, all without adverts or commitments.

## **About Teaterförbundet**

Teaterförbundet is representing professional performers and other creative workers from across the spectrum of the entertainment, creative and cultural industries. Teaterförbundet organizes professional authors such as directors, choreographers and set designers. The majority of our members are performers such as dancers, actors, opera singers, circus and variety artists and stunt performers. We also have branches for technical staff at theatres and in the film industry, as well as for administrative personnel at theatres.