



Mission Statement ~ The Background Actors Association of New Mexico (BAANM) is dedicated to enhancing the professionalism of our local background acting community through education, training, and positive mentoring. We seek to work with all film industry stakeholders to create an environment that is safe, encouraging, fair, and equitable.

## **The New Mexico Background Actors Bill of Rights**

The Background Actors Association of New Mexico believes that Background Actors in New Mexico are entitled to certain rights and treatments.

BAA of NM holds that the following rights should be agreed upon between the Employer (Production Company) and Employee (Background Actors):

**(1)** Production will pay existing minimum wage and overtime compensation standards as specified by the State of New Mexico.

Productions will also provide payment for services rendered by background no more than 16 days from the day worked.

**New Mexico Department of Workforce Solutions (NMDWS)**

**[Minimum Wage Information](#)**

**(2)** Background Actors have the right to a work environment that is safe and free of sexual harassment, discrimination, verbal “bullying” and physical abuse.

**OSHA**

**[Workplace Violence Fact Sheet](#)**

**[Section 11C of the Occupational Safety and Health Act](#)**

**NMDWS**

**[NMWFS Human Rights 28-1-1](#)**

**(3)** Background Actors have the right to well-lit wardrobe and holding areas that offer reasonable protection and shelter from the elements, including extreme heat, cold, wind, direct sun, and rain, and that adequate seating should be available, along with a safe area for storage of personal effects.

**The terms under the OSHA General Duty Clause will be observed and extended to Background Actors on all sets, whether studio or on location.**

**[The Terms Under the OSHA General Duty Clause](#)**

(4) Background Actors have the right to have available on all locations, adequate personal spacing precautions, and hygiene supplies to mitigate spread of virus and/or infectious diseases.

**OSHA**

**[All Together New Mexico COVID Safety Practices for All Individuals and Employers](#)**  
**[OSHA Section 5\(a\)\(1\) of the Occupational Safety and Health Act](#)**

(5) Background Actors have the right to clean, sanitary bathrooms that offer the ability to wash hands.

**OSHA**

**[General Industry \(29 CFR 1910.141\)](#)**  
**[Construction \(29 CFR 1926.51\)](#)**

(6) Background Actors have the right to expect cold water or hot beverages as needed per weather conditions, especially on location shoots.

**OSHA**

**[General Industry \(29 CFR 1910.141\)](#)**  
**[Construction \(29 CFR 1926.51\)](#)**

(7) Background Actors have the right to competent first aid services.

**OSHA**

**[General Industry \(29 CFR 1910.151\)](#)**  
**[Construction \(29 CFR 1926.51\)](#)**

(8) Background have the right to be made aware of hazardous working conditions whether man made or natural, and have the right to refuse participating in the scene.

**OSHA**

**[Training Requirements in OSHA Standards](#)**  
**[Worker's Rights](#)**  
**[OSHA Section 5\(a\)\(1\) of the Occupational Safety and Health Act](#)**  
**[Section 11C of the Occupational Safety and Health Act](#)**

The Employer (Production Company) and Employee (Background Actors) will refer to OSHA for safety and NMWFS for clarification on wages:

**U.S. Department of Labor [New Mexico Occupational Health and Safety Act \(OSHA\)](#)**

**New Mexico Human Rights Bureau**

**[NMWFS Human Rights 28-1-1](#)**

**New Mexico Wage & Hour Bureau: Minimum Wage Act**

**[NMWFS Minimum Wage Act 50-4-21](#)**

All the above Rights are sanctioned by The New Mexico Background Actors of New Mexico.

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Background Actors Association of New Mexico

Contact:

Bobbie Shelton

Founder

(505) 288-7406

[Baaofnm@gmail.com](mailto:Baaofnm@gmail.com)

FB.com/BAAof NM

IG.com/@baaofnm