

**ACTRA TORONTO  
COUNCIL MEETING  
TUESDAY, April 4, 2017**

**PRESENT**

Theresa Tova, President  
David Sparrow, Past President  
Art Hindle, Vice-President, External Affairs  
David Gale, Vice-President, Communications  
Clara Pasioka, Vice-President, Member Services  
Shereen Airth  
Heather Allin  
Rebecca Applebaum  
Josh Barilko, alternate for Colin Mochrie  
Catherine Disher (morning only)  
Shawn Doyle  
Sedina Fiati  
Dom Fiore  
Jennifer Higgin, alternate for Ferne Downey  
Kevan Kase, alternate for Angelica Lisk-Hann  
Joel Keller  
Don Lamoreux, alternate for Wendy Crewson, VP, Member-at-Large  
Leah Pinsent  
Julian Richings  
Spirit Synott, alternate for Grace Lynn Kung  
Safiya Ricketts, alternate for Nicole St. Martin, VP- Internal Affairs  
Richard Young

**REGRETS**

Maria del Mar  
David Macniven

**COMMITTEE & MEMBER CAUCUS CHAIRS**

Joe Doran, Chair, Apprentice Caucus  
Karen Ivany, Ombudsperson  
Les Williams, Vice-Chair, Additional Background Performers Caucus

**OBSERVERS**

Donal Hansman  
Alex Ross  
Jason Smith  
Randy Thomas

**ALSO PRESENT**

Sue Milling, Executive Director, ACTRA Toronto  
Judy Barefoot, Director, Commercial Production, ACTRA Toronto  
Indra Escobar, Director, Member Services, ACTRA Toronto  
Alistair Hepburn, Director, Film, Television and Digital Media, ACTRA Toronto  
Karl Pruner, Director, Communications, Education and Outreach, ACTRA Toronto  
Karen Ritson, Director, Finance and Administration, ACTRA Toronto  
Stephen Waddell, National Executive Director, ACTRA  
Karen Woolridge, Public Relations Officer, ACTRA Toronto  
Laura McKelvey, Commercial Coordinator, ACTRA Toronto  
Elliott Anderson, Director, Public Policy, Research & Communications, ACTRA  
Tania Cardwell, Stunt Community Advocate, ACTRA Toronto/National/PRS  
Luca de Franco, Public Relations Officer, ACTRA Toronto  
Charlie Davidson, ACTRA Toronto  
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting commenced at 10:07 a.m. with President, Theresa Tova, in the Chair. She welcomed everyone present.

The reading of the ACTRA Equality Statement and introduction of Councillors, Committee and Caucus Chairs, alternates, observers and staff followed.

#### **APPROVAL OF AGENDA**

Agenda Item #5 – Constitution and By-Laws under Executive Reports was deferred to the May Council meeting.

#### **MOTION #1**

**Moved by David Sparrow, seconded by David Gale:**

**“That the Agenda for the ACTRA Toronto Council Meeting of April 4, 2017, as amended, be accepted.”**

**CARRIED**

#### **CORRECTION AND APPROVAL OF MINUTES**

There being no corrections to the Minutes, the following was moved:

#### **MOTION #2**

**Moved by Julian Richings, seconded by Art Hindle:**

**“That the Minutes of the ACTRA Toronto Council Meeting of March 7, 2017 be accepted.”**

**CARRIED**

#### **PRESIDENT’S REPORT**

Theresa Tova reported:

- It has been a busy month with events and focus groups on upcoming negotiations for the National Commercial Agreement.
- Tova attended two Canadian Screen Award (CSA) galas. Congratulations to all the nominees and award winners; pleased to see that the names of the actors were more prominently displayed this year.
- CASCUs share offering is now closed. Pleased to report that CASCUs reached their goal for the share offering. The CASCUs Annual General Meeting (AGM) will be on April 20<sup>th</sup>. Everyone is encouraged to attend.
- A special meeting of Advocates and Committee and Caucus chairs was held on March 21<sup>st</sup>. Cass Enright from 360i also attended and heard firsthand the impressive list of initiatives and is thus better able to support them on social media. There was a real commitment and support amongst the group for each other’s work.
- The Conference Committee is looking for representation from all committees and caucuses at their meetings.
- National President, Ferne Downey, has agreed to run for Secretary Treasurer Officer position at the Canadian Labour Congress (CLC) convention. The CLC Convention will be held May 8<sup>th</sup> to 12<sup>th</sup> at the Toronto Convention Centre. Ms Tova encouraged councillors to register.

- The NCA Focus Groups were very informative and productive. It was recommended that the following members be appointed to represent ACTRA Toronto on the NCA bargaining team: Amanda Barker, James Madge, David Sparrow and alternates Jeff Lumby, Safiya Ricketts and Theresa Tova

### **MOTION #3**

Moved by Heather Allin, seconded by Clara Pasioka:

**“That ACTRA Toronto be represented by delegates Amanda Barker, James Madge and David Sparrow, and alternates Jeff Lumby, Safiya Ricketts and Theresa Tova on the NCA Bargaining Committee.”**

### **CARRIED**

*David Gale assumed the Chair as Ms Tova had to briefly leave the meeting.*

### **EXECUTIVE DIRECTOR’S REPORT**

- Sue Milling reported on the Globe and Mail television critic, John Doyle’s positive reviews of the two web series *My Roommate’s an Escort* and *Save Me*. *My Roommate’s an Escort* launched on YouTube and *Save Me* will be aired on CBC.
- The CSA event that Ms Milling attended was a media leaders panel with Heather Conway of CBC and Corus Entertainment’s Barbara Williams and Randy Lennox from BellMedia. They agreed that the landscape is very competitive. Canadian broadcasters welcome competitors to Netflix. Regarding advertising, they said that advertisers have to be creative as people are becoming “adlergic”. Panellists talked about looking for content that reflects the diversity of our population and stories.
- We are working with the City of Toronto and OMDC on a Diversity Casting Call in Toronto to introduce diverse talent to casting directors on both sides of the border.
- We are very excited that ACTRA Toronto’s Alistair Hepburn, Director, Film, Television & Digital Media has been appointed to the Toronto Film Board.
- Our focus has been on NCA negotiations and preparing for bargaining. It is our second biggest contract across the country. We have held eleven focus groups including, principal performers, voice performers, background performers, double-carded performers, parents of minors, agents and casting directors. We have had 300 responses to our online survey, result of which is currently in the process of being tabulated. Proposals are being drafted which will be submitted to the Executive and then brought to the May Council meeting.
- Work on ACTRAonline is on-going and an online calculator will be available for producers to estimate costs.
- ACTRA and SAG-AFTRA met and announced a joint organizing campaign called #workingtogether.
- ACTRA is currently in negotiations with a major Canadian publisher about audiobooks. Following an in-camera discussion about the proposed terms of the audiobook project, the following was moved:

### **MOTION #4**

Moved by Jennifer Higgin, seconded by Cathy Disher:

**“That ACTRA Toronto Council support the audiobook project with the Canadian Book Publisher as presented.”**

## CARRIED

**Report from the Film, Television & Digital Media Department:** Alistair Hepburn reported on the department statistics as at December 31, 2016. New Media productions are up significantly. He gave a comparison between 2015 and 2016 productions which indicates an 8% increase in production and 15% increase in member earnings.

**Report on the Ontario – ACTRA Census:** Richard Young gave an overview of the census. He said that we will use the same questions that Equity used in their census so we can compare our data with the results of the Equity census. The census will be sent to all members soon and going forward new members will be invited to fill in the survey on joining.

*Ms Tova assumed the Chair.*

## EXECUTIVE REPORTS

**Vice-President, External Affairs – Art Hindle: Legacy Committee:** Joel Keller reported that he is working on two projects – one for Canada’s 150<sup>th</sup> birthday and the other for ACTRA’s 75<sup>th</sup> anniversary.

Mr. Keller updated Council on the committee’s plans for Canada Day. We will participate in a Family friendly Beer festival at the Brick Works. ACTRA Toronto is working with Great Lakes Brewing and 360i on brewing an ACTRA Toronto-branded beer. Performers will be involved in a Brew Day approximately 5 weeks prior to Canada Day. 360i will be assisting with the media coverage for both the Brew Day and Canada Day.

Mr. Hindle reported on the budget for the event. He said that a t-shirt is being designed which may be suitable for other ACTRA Toronto events.

*Sue Milling assumed the Chair.*

## ELECTION – VACATED NATIONAL COUNCIL SEAT

Ms Milling walked Council through the voting procedures and the floor was then open to nominations.

## NOMINATIONS

**Nicole St. Martin - ELECTED BY ACCLAMATION**

*Ms Tova assumed the Chair.*

## EXECUTIVE REPORTS (Continued)

**Vice-President, Communications – David Gale:** AYA – Jennifer Higgin reported on upcoming workshops. A Chekov scene study workshop with director/playwright/writer, Mark Schoenberg is being held tomorrow, April 5<sup>th</sup>, from 1:30 p.m. to 5:00 p.m. and an on-camera audition workshop with Ron Leach is scheduled for some time in May.

**Magazine:** Mr. Gale reported that the Editorial Committee met recently to put together the next *ACTRA On-Set*. A template for *Performers* online is being created.

*Awards Committee:* The committee is gathering feedback and is looking to make the next Award show the best ever!

***Vice-President, External – Art Hindle (Continued):*** The Ontario budget and OMDC production statistics for 2016 will be out shortly.

FilmOntario continues to lobby for stability of tax credits. The Advisory Committee to the Minister of Tourism, Culture and Sport is focusing on how Ontario can be more competitive through the streamlining and modernization of the tax credit application and administrative process. Infrastructure and training are also priorities for the industry.

#### **FINANCE REPORT : MOTION RE COUNCIL AND OSLO PER DIEMS**

***Treasurer – David Macniven:*** Ms Tova reported on behalf of David Macniven. Four years ago Council honoraria were amended so that increases to the honoraria mirrored the increases negotiated in the IPA. While honoraria have been adjusted, the Council per diems have not been increased. As four years have passed, it was recommended that an adjustment be applied. After a brief discussion the following was proposed:

#### **MOTION #5**

**Moved by David Gale, seconded by Josh Barilko:**

**“That in accordance with the ACTRA Toronto By-Laws, the per diem rate for Councillors (or their alternates) be increased by \$15 to \$140, effective March 1, 2017.”**

**Further, that per diem rates for Councillors (or their alternates) be reviewed every 4 (four) years hereafter with any change to take effect in the following fiscal year.”**

**CARRIED**

#### **ST. STEPHEN’S CONFLICT RESOLUTION WORKSHOP**

Council participated in a session facilitated by Robert Pigeon of St. Stephen’s Community Services. St. Stephen’s has provided conflict resolution training for ACTRA Toronto staff. The workshop focused on developing and practicing skills to deal with difficult situations.

#### **EXECUTIVE REPORTS (Continued)**

##### ***Treasurer’s Report (Continued)***

A proposal to increase the OSLO rate was presented.

#### **MOTION #6**

**Moved by Shereen Airth, seconded by Julian Richings:**

**“That ACTRA Toronto Council proposes that OSLO rates be increased effective March 1, 2017:**

<b>4 hours</b>	=	<b>\$105</b>
<b>Hourly</b>	=	<b>\$ 28</b>
<b>Overnight</b>	=	<b>\$ 8/hour premium</b>
<b>Travel</b>	=	<b>\$ 17</b>

**Further, that OSLO per diem rates be reviewed every 4 (four) years hereafter with any change to take effect in the following fiscal year.”**

**CARRIED**

**Vice-President, Member Services – Clara Pasioka:** Ms Pasioka reported on the following:

*Parade Committee:* The Pride Parade will take place on June 25<sup>th</sup>.

*YEAA:* The committee is accepting submissions currently for YEAA Shorts.

Ms Milling informed Council that a blanket insurance policy for all committees is now in place.

**Past President – David Sparrow:** Mr. Sparrow reported on his trip to Calgary where he had the opportunity to meet with Blair Young, President, ACTRA Alberta. He said that the Alberta Media Fund was cut in the recent provincial budget. The Alberta Branch is looking to ACTRA National to help with lobbying their government.

**OMBUDSPERSON’S REPORT – IN-CAMERA**

Karen Ivany reported. The observers left the meeting during this report.

**EXECUTIVE REPORTS (Continued)**

*Diversity Report:* Sedina Fiati, reported that the next Diversity Committee meeting is now Tuesday, April 18<sup>th</sup>.

*Diversity Advocate’s Report:* Safiya Ricketts reported on behalf of Jani Lauzon.

*Reel Asian Film Festival:* We are organizing an event similar to last year’s *Kim’s Convenience* screening and panel and continue to grow and build our relationship with the Pitch Winners.

*imagineNATIVE:* Beginning talks on potentially changing our support this year. The jury will meet shortly to determine the winner of the August Schellenberg Award.

*Regent Park Film Festival:* ACTRA Toronto will partner with the Regent Park Film Festival to support the Regent Park Web Series Writing Intensive. We will be working with Equity to cast members of colour or from the physically diverse community to do a live reading of the final scripts at the 15<sup>th</sup> Annual Regent park Film Festival.

*Toronto International Deaf Film Festival:* Still in planning stages for a panel during this festival.

*Caribbean Tales Film Festival:* This initiative is temporarily on hold.

Ms Tova reported that Ms Lauzon was approached and has accepted to sit on the advisory for the newly established George Brown Media Arts program which has made a commitment to including a deaf actor and supporting her with interpreters.

*AABP Caucus:* Les Williams reported that the Caucus will be meeting next Tuesday.

*Apprentice Caucus:* Joe Doran indicated that the Apprentice Caucus had not participated in a focus group on the NCA. This will be scheduled for their next meeting.

*Full Member Background Committee:* Sue Milling reported that the last meeting was devoted to a focus group on the NCA.

Ms Tova reminded all committee and caucus chairs to submit a written report if they are unable to attend the Council meeting.

## **NATIONAL REPORT**

Stephen Waddell said that National President, Ferne Downey, is in Denmark with EuroFIA working on the EU copyright review.

He reported on that the recent federal budget mentioned a comprehensive review of the Broadcasting and Telecommunications Acts. He said that the principles on which the Broadcasting Act was based on should not be lost in the potential merging of the two.

A review of the Copyright Act is expected. ACTRA will recommend that audiovisual performers be covered in the same way that audio performers have been since 1996.

CLC - There will be 47 delegates from ACTRA attending the CLC convention. ACTRA will screen a video at the convention calling on other unions and guilds to shoot their commercials and PSAs union.

CASCU – Raised \$300,000 through the share offering. Many organizations are interested in being investors.

The Ottawa production *His Master's Voice* has gone down but ACTRA members are well secured and represented in the court proceedings.

Bargaining – Mr. Waddell will be going to BC to negotiate with an Animation Company that did not participate in the Animation Negotiations late last year. BCMPA negotiations are expected to commence in the fall.

Ubisoft – the terms of settlement are being integrated into the agreement.

CTV – bargaining is ongoing.

WGA – will be going back into negotiations in mid-April. They will be in a strike position at the beginning of May. Concern was raised as to what this could mean for service productions in Canada. Mr. Waddell said that once the scripts run out, US shows might have to shut down.

SAG-AFTRA – the interactive strike continues.

Telemundo workers have signed with SAG-AFTRA.

ACTRA National is a party to a Federal Court of Appeal challenge regarding the CRTC's decision to remove simultaneous substitution (or "simsub") from the Super Bowl game. One of their co-filers is the National Football League.

ACTRA National has hired Cathia Badiere as their new Director of Research.

Mr. Waddell reported on the visit of representatives from the union of performers in South Africa which was arranged with the help of the Swedish government. The objective of the visit was to learn about the structure, policies and work of a strong union of performers.

## **VOICE COMMITTEE**

Ms Milling reported that the last meeting focused on NCA issues as well as hearing from the sub-committees on e-learning, audiobooks and the radio pitch. A workshop is being planned on how to build a home studio.

***Vice-President, Internal Affairs – Nicole. St. Martin:*** Safiya Ricketts reported on behalf of Ms St. Martin.

***TAWC:*** Adrienne Mitchell has been selected as the 2017 Nell Shipman Award recipient. The gala is on May 29<sup>th</sup> at The Spoke Club.

The Toolkit film *Orchid* finished shooting over the weekend and will screen at the Nell Shipman Award Gala.

The sub-committee on parental benefits had a positive meeting with AFBS. There will be changes made on how they communicate to members regarding the benefits that are available to parents. Changes will also be made to their website search engine to enable parents search for key words related to parental benefits. \$100 towards breast pumps is now added to the benefits available to members.

TAWC will assist/partner with AFBS to lobby for improvements to federal programs to assist freelancers and independent contractors access parental benefits.

***Conference:*** The Winter Conference debrief will be held in the next two weeks.

***Child Advocacy:*** Christina Collins is looking to schedule an information session for parents in the upcoming months.

***Vice-President, Member-at-Large – Wendy Crewson:*** ***Stunts:*** Kevan Kase reported that the Harassment Survey launched on March 27<sup>th</sup>. The committee is eagerly awaiting results.

Tania Cardwell advised that AFBS' travel insurance does not cover extreme sports and suggested that members look into this prior to leaving home.

A stunt performer has been receiving weekly indemnity from AFBS while pregnant as her doctor has advised her not to perform stunt work.

Branches outside of Toronto are consulting with stunt performers about adopting the ACTRA Toronto Stunt Coordinator Guidelines.

#### **OTHER BUSINESS**

The National Women's Committee video *Reel Women Seen* was aired. It was written by Elvira Kurt and produced by Heather Allin. The intention is to screen it at the CLC Convention, distribute it to festivals and through our sister unions and guilds who were also involved.

**THE MEETING ADJOURNED AT 4:08 P.M.**