

**ACTRA TORONTO  
COUNCIL MEETING VIA ZOOM  
TUESDAY, FEBRUARY 1, 2022**

**PRESENT**

David Gale, President, in the Chair  
Theresa Tova, Past President  
Gugun Deep Singh, Treasurer  
Lisa Michelle Cornelius, Vice-President  
Debra McGrath, Vice-President  
Joy Tanner, Vice-President  
Louisa Zhu, Vice-President  
Jocelyne Zucco, Vice-President  
Dalmar Abuzeid  
Fuad Ahmed  
George Alevizos  
Heather Allin  
Thom Allison  
Sandra Beckles  
Martha Chaves  
Nicola Correia-Damude  
Thalia Gonzalez Kane, alternate for Wendy Crewson  
Ruby Joy  
Daniel Kash, alternate for Linda Kash  
Matt Lemche, alternate for Maria del Mar  
Tony Nappo  
Jane-Rose Nguyen  
Anand Rajaram  
Tonjha Richardson, alternate for Samora Smallwood

**REGRETS**

**COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON**

Shereen Airth, Background Advocate  
Karen Ivany, Ombudsperson  
Victoria Murdoch, Chair, Apprentice Caucus

**GUEST SPEAKER**

Cynthia Lynch, FilmOntario

**ALSO PRESENT**

Alistair Hepburn, Executive Director, ACTRA Toronto  
Sue Milling, Advisor, ACTRA Toronto  
Judy Barefoot, Director, Commercial Production, ACTRA Toronto  
August Lew, Director, Finance and Administration, ACTRA Toronto  
Karl Pruner, Director, Communications, ACTRA Toronto  
Nicole Valentin, Director, Member Services, ACTRA Toronto  
Gail Hauptert, Manager, Film, Television and Digital Media, ACTRA Toronto  
Cass Enright, Media Relations, ACTRA Toronto  
Maxine Bower, Special Advisor, ACTRA Toronto  
Taisa Dekker, Industry Relations, ACTRA Toronto  
Jenn Paul, Industry Relations Specialist, AntiBlack Racism, Diversity, Equity and Inclusion, ACTRA Toronto  
Karen Woolridge, Public Relations Officer, ACTRA Toronto  
Marie Kelly, National Executive Director  
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order over Zoom at 10:00 a.m. with President, David Gale, in the Chair. Mr. Gale welcomed and thanked everyone for their attendance. He reminded everyone that it is the beginning of Black History Month and the first day of the Lunar New Year.

The reading of the Land Acknowledgement by Fuad Ahmed was followed by reading of the Equality Statement by Nicola Correia-Damude, Daniel Kash, Thalia Gonzales Kane, Thom Allison, Jocelyne Zucco, Matt Lemche and Martha Chaves.

Mr. Gale introduced the alternates, observers and staff.

## **APPROVAL OF THE AGENDA**

### **MOTION #1**

**Moved by Joy Tanner, seconded by Ruby Joy:**

**“That the Agenda for the ACTRA Toronto Council Meeting of January 1, 2022, be accepted.”**

**CARRIED**

## **APPROVAL OF MINUTES**

The following were corrections to the Minutes:

Page 2: Under Elections to Vice-Presidents: Nominations - Add **“Louisa Zhu – Accepted”**

Page 5: Under Committee Reports: Add: **“Association of”** Acting Coaches and Educators.

Paragraph should read: “Ms Tova will be sending out information via email **if requested** re the Code of Conduct in the teaching environments. They will be working with coaches who are members of **ACE AACE**.”

### **MOTION # 2**

**Moved by George Alevizos, seconded by Debra McGrath:**

**“That the Minutes of the ACTRA Toronto Council Meeting of January 4, 2022, as amended, be accepted.”**

**CARRIED**

## **PRESIDENT’S REPORT**

David Gale reported:

- He thanked Council for getting involved.
- ACTRA’s Broadcasting Act highlights were sent to the Heritage Committee. This letter was distributed to Council. Levelling the playing field for our Canadian broadcasters is our goal. He said creating a Canadian star system is the key to the mandate of his presidency. He is tired of hearing that large sums of money being sent by Canada Council to fund non-union productions.
- Attended the following meetings: National Council, DEIB, National Executive, National Stunt Committee and National TAWC.
- Received eight form letters from members regarding the vaccine mandate. Our response remains consistent and is that it is up to the individual production, per the Ontario government and the Human Rights Commission. Alistair Hepburn explained that while the employer has the right to make vaccination a requirement, they are also legally required to look to provide an accommodation to employees who have a valid medical exemption.

An employer has a duty to accommodate an exempted employee until the point of undue hardship, which usually means financial hardship, however, the Occupational Health and Safety Act overrides this.

### **SPECIAL GUEST PRESENTATION – CYNTHIA LYNCH, MANAGING DIRECTOR & COUNSEL, FILMONTARIO**

Mr. Hepburn introduced Cynthia Lynch. He wanted Council to appreciate ACTRA Toronto's role in FilmOntario and FilmOntario's role in ACTRA Toronto.

Ms Lynch presented to Council the work that FilmOntario is doing on behalf of the industry.

Sue Milling said that Council should step back a minute and look at the successful work Council has done. We are working in this province because of the tax credits. The organizations have come together and made Ontario a production centre. The tax credits that have helped to build this industry will be under target as the government will be pressured to find places to cut because financial difficulty they will be in due to the pandemic.

By being at the table and seeing the success we have with the tax credits, we could talk to our industry partners to come together during COVID. Ms Milling thanked Cynthia Lynch and ACTRA Toronto for continuing their support in FilmOntario.

Ms Lynch said that COVID insurance for domestic producers can be purchased through the federal government. This will be expiring on March 31<sup>st</sup> but it is expected to be renewed.

### **PRESIDENT'S REPORT (Continued)**

Mr. Gale continued his report. He attended the following meetings:

- First ACTRA Toronto Executive meeting and Committee Liaisons were assigned at that meeting. A decision was made to have more than one Liaison to committees. The ACTRA Toronto President sits on all committees.
- ACTRA Awards in Toronto meeting. Awards is on March 6<sup>th</sup>.
- Conference Committee meeting. The Members Conference is on February 24<sup>th</sup> from 9:00 a.m. to 5:00 p.m.
- Interview with Canadian Press re the new Awards designation.
- Will be attending free CMPA Prime Time online event on February 3 to 5.

Alistair Hepburn said that this was Sue Milling's last Council meeting. He thanked her for the work that she has done for ACTRA Toronto.

### **WORD FROM THE SET**

It was suggested that the What's Shooting page on the ACTRA Toronto website include whether or not a production has a vaccine mandate as this would help members make a decision whether they want to work on these productions.

Mr. Hepburn said that the difference between mandatory testing and being vaccinated is that testing is not an invasive medical procedure.

There was concern that advocating for the removal of vaccine mandates can affect the health of people who are at high risk.

There was a suggestion that the audition documents include COVID protocols before they are sent to the agents. Mr. Hepburn said that that these protocols are not always in place when the call for auditions go out, but productions must have these in place before auditions begin. ACTRA helps producers by giving them a template of base standard that is acceptable.

The main standard that ACTRA developed with Section 21 continues to be the best resource. Mr. Hepburn said that the CMPA was not interested in adopting the standardized COVID protocols that ACTRA recommended. He said that

most American studios exceed the base standard but the lower budget shows have difficulty finding funding in their budget for COVID protocols, but ACTRA ensures that they do.  
It was pointed out that some commercial sets do rapid tests every day and PCR tests every three days.

There was concern that the positivity rate was less than 1% and with Omicron it is between 0.5% to 1%. Mr. Hepburn said that we're still not seeing spread on sets.

There was discussion about compensation for artists who have to spend money on cabs. Mr. Hepburn said that how individuals get to work within the zone and the terms of the IPA is not the employer's problem. He suggested that performers get their agents to negotiate this into their contracts. There was a suggestion that ACTRA organize a carpool with production.

A Councillor pointed out that they witnessed a little person not being treated fairly by wardrobe. They were expected to provide their own wardrobe and shoes. ACTRA was not contacted about this incident.

Concerns were raised about self-tapes. There were also concerns raised about not getting feedback. Some felt that their tapes are not looked at while other Councillors said self-tapes have increased their employment and has vastly improved the quality of roles that they are getting and has impacted their career in a positive way. They also said that they never got feedback before self-tapes. Mr. Gale said that he did 11 focus groups and was assured by Casting Directors that every single tape was seen. A fulsome discussion was had including specific discussions regarding diversity, ethnicity, and inclusion – also that auditions were being opened up for more diverse members.

It was felt that the percentage of service fee that is charged by PRS to non-members is too high. Mr. Gale said that it is a function of ACTRA National and it is something that can be brought up.

The question of "hold" was raised. It was pointed out that there is no such thing as "hold" in the IPA. "Hold" means that a performer is being considered. Tova said that she had told her agent to never tell her when she is put on hold. He only tells her if she is leaving the city.

Mr. Gale reminded Councillors that this (Council meetings) is a respectful safe, place. Everyone must be respectful of everyone's differences and similarities.

## **EXECUTIVE DIRECTOR'S REPORT**

Alistair Hepburn reported.

National Commercial Agreement (NCA) negotiations continue. He thanked the Negotiating Committee for their on-going, never-ending work.

National Council will meet on February 4, 5 and 6. Thanks to the Toronto National Councillors, in advance, for a long good and intense weekend. Councillors received a 200-page document to review in preparation of the meeting. Discussions re the Broadcasting Act –Bill C-11 is on the agenda.

Mr. Hepburn thanked Cynthia Lynch, Managing Director and Counsel of FilmOntario, for her presentation.

Mr. Hepburn reported on ACTRA National's Hair and Makeup Grievance. The CBC article encapsulates what this grievance is about. He urged Councillors to share the [CBC article](#) and share their thoughts in a meaningful way.

Alistair Hepburn sat on the EI roundtable. It gave ACTRA a chance to take the floor. We are looking for reclassification of gig workers being acknowledged as employees. Some performers work for several employers and some for one employer for several years.

Mr. Hepburn said that if Councillors need email set-up assistance they can book a one-on-one with an ACTRA IT staff by emailing Freda Merritt-Gambrill at [fmerrit@actratoronto.com](mailto:fmerrit@actratoronto.com).

## **Industry Relations – Taisa Dekker**

- ACTRA Toronto hosted the first ever Co-op Collab on December 14<sup>th</sup>, 2021. The purpose of this session was to educate members about the ACTRA Toronto Co-op Guideline and encourage them to network with other members interested in creating content. Over 200 members registered within a few days of the event announcement. They heard excellent feedback from the membership about the session, and they enjoyed connecting with fellow members. The first half of the event where the Co-op Guideline was explained in detail, plus an audience Q&A, was recorded for future use as a member education reference tool. The Industry Relations department is planning another Co-op Collab in 2022, and a registration page is already set up for the event: <https://airtable.com/shrjU3QfujfEYQQqW>
- ACTRA Toronto was invited to connect with producers at the Web Series Canada Connect event in December to speed-network with producers and inform them about the benefits of working with ACTRA performers. Both Clare Johnston, FTDM Senior Advisor, and Ms Dekker attended to connect with the 30 attendees who took part. They promoted the engagement of union talent, discussed the New Media language in the Independent Production Agreement, and the Web Indie Production Agreement.
- Met with a media company about engaging ACTRA performers on a web series going to camera in the summer of 2022.
- Work on the ACTRA Toronto Best Practices for Audition Standards continues.
- Throughout January, the ACTRA Awards juries took place, and the union is now promoting the nominees on social media and via press release. Production of *The 20<sup>th</sup> ACTRA Awards in Toronto* is in full swing and the staff will be busy with this work throughout February.
- Met with a film festival about sponsoring the event in the summer of 2022.
- Met with the organizer of an international animation conference. ACTRA Toronto will be partnering with this event to promote members working in Canadian animation.
- CMPA Prime Time 2022 takes place February 2<sup>nd</sup> through 11<sup>th</sup>, 2022, and as an industry partner of the event, ACTRA Toronto created a promotional video about the union. This event is free to attend, and members can register [here](#).
- Attended the Ontario Green Screen Winter 2022 Community Meeting.
- Post-Secondary Outreach:
  - George Brown College - Video Design & Prod - Production Entrepreneurship class – January 25<sup>th</sup>, 2022: 80 students
  - Sheridan College - 3rd Year Core 2 Production Students – January 27<sup>th</sup>, 2022: 80 students
  - Seneca College – Acting for Camera & Voice Performance Program – January 31<sup>st</sup>, 2022: 36 students

## **Industry Relations - Anti-Black Racism, Diversity, Equity & Inclusion: Jenn Paul**

- Held a successful inaugural “Co-op Collab” event in mid-December before the Holiday break, hosted by Taisa Dekker and supported by the FTDM staff. They received an incredible turnout for the event and very positive feedback afterwards. ACTRA members wishing to sign up for a future Co-op Collab session in 2022 can sign up [here](#).
- Attended the Access Reelworld Holiday Mixer.
- Met twice with a group of BIPOC changemakers in our industry, organized by Tonya Williams from Reelworld Film Festival to discuss the launch of ARRAY Crew in Canada, and ways that the various organizations may work together in the future.
- Ongoing discussions regarding how to best tackle inter-union challenges.
- Attended the TAWC meeting and gave a presentation on DEIB initiatives from 2021.
- Spoke with a number of performers about challenges with hair and makeup in the film and television industry.
- Met with BIPOC TV & Film about the further development of joint anti-oppression training.
- Work continues on the Audition Standards document.
- Attended an Aftermetoo Webinar.
- Planning continues for the next edition of Working the Scene in Colour, which will take place on March 24, 2022.
- Attended a Defund the Police community organizing session with SURJ Toronto.
- Organized and pre-taped a panel in partnership with the Toronto Black Film Festival that discussed Hair and Makeup equity in the Film and Television Industry. The panel was hosted by Lisa Michelle Cornelius and featured ACTRA Toronto member Khadijah Roberts-Abdullah, in addition to industry representation from NABET 700-M (Peggy Kyriakidou), IATSE 873 (Angela Mastronardi), as well as Director/Showrunner - Sharon Lewis, Producer -

Samantha Kaine, and founder of Textured Hair EDU, TK Prentice-Cupid. [The panel will air live on Facebook on February 19 at 11am.](#)

- Met with NABET 700-M to debrief on the TBFF panel and learn more about how NABET is working to further educate their hair and makeup technicians.
- Attended an update meeting on the ACTRA National Census
- Attended meetings regarding the Hair and Makeup Grievance

### ***Ontario Green Screen – Taisa Dekker***

The Ontario Green Screen Advisory Committee met on January 20, 2022, and discussed updates from various working groups: Ambassador Program, Clean Energy, Communications, Hybrid/LX Vehicle Pledge, Circularity in Production and Strategic Planning.

To date, 278 participants have taken the Climate & Sustainable Production Training course, and 50 participants have taken the Carbon Calculator Training. If this training is of interest, please register for upcoming courses:

- [Carbon Calculator](#) – Thursday February 3<sup>rd</sup> at 7:00 p.m.
- [Climate & Sustainable Production](#) – Sunday February 13<sup>th</sup> at 1:00 p.m.

ACTRA Toronto members interested in becoming Ontario Green Screen Ambassadors can find information about the program [here](#), or by emailing [OGSInfo@ontariocreates.ca](mailto:OGSInfo@ontariocreates.ca)

The OGS Winter Community Meeting took place on January 25<sup>th</sup>, 2022, and the theme of the meeting was Circularity in Production. Attendees were updated on various OGS initiatives and featured guest speakers Marian Wihak, Production Designer, and Catherine Euale, Costume Designer, as they discussed ways to reduce waste, reuse materials, and create greener sets.

The Ontario Green Screen Strategic plan is available [here](#).

### ***Special Advisor – Maxine Bower***

- Membership Support and Addressing Harassment
  - Ongoing emotional support for members currently undergoing harassment investigations.
  - Attended an investigation call for member and acted as union representation.
  - Offered support, education, and some conflict management skills to various members regarding interpersonal conflicts with other members.
  - Supporting various members with general mental health challenges and stress.
  - Made referrals to mental health support services for members.
- Membership Education
  - Educating member on unconscious bias and racism.
  - Planning for updates to Respect on Set sessions.
  - Attended Respect on Set sessions.
  - Planning to create additional, in-depth education on specific topics for members.
  - Educating members on the union's jurisdiction, and member responsibilities.
- HAVEN Helpline
  - Attended meeting with LifeWorks to discuss issues with mis-filing reports and wait times for telephone counselling.
  - Requested updates to the reporting tree and improvements to call triaging (calls to make reports must be warm transferred to ACTRA during business hours).
  - Reviewed self-help and other supportive materials available via the LifeWorks website.
  - Detailed review of HAVEN Helpline reports as an ongoing effort to ensure that the Helpline is meeting ACTRA's needs.
- Planning for Future Initiatives and collaboration with other organizations
  - Researched and interviewed various third-party human resources organizations to discuss potential collaborations (to support productions improve their preventative measures and responses to harassment).

- Planning with Industry Relations (Jenn Paul) to discuss potential projects that would help establish a safer work culture across the industry, especially in relation to equity, discrimination, and harassment.
- Met with interested other interested parties to discuss ways to address issues of diversity, and discrimination in the industry.
- Attended the Aftermetoo Anti-harassment webinar to assess its applicability to performers' needs.
- Met to debrief, then draft a document with feedback and suggestions for how an anti-harassment training could be better suited to performers.
- Met with Kadon from BIPOC TV and Jenn Paul to discuss collaborating on anti-racist training for the industry.
- Met with Industry Relations, Taisa Dekker, and presented an approved project proposal to help educate and prepare students respond to and prevent harassment as they begin their careers.
- Attended outreach sessions for post-secondary students with Taisa Dekker.

### **OPERATING PLAN 2022 – LOOKING FORWARD – FOR APPROVAL**

Mr. Hepburn walked Council through the Operating Plan for 2022. He said that the feedback from the Executive was almost as long as the document! As the document had been previously sent to Council in advance of the meeting, there was not a requirement to walk through it line by line but rather address questions or comments.

Suggestions were made to improve the working in the AYA section. Theresa Tova said that the wording accordance with the AYA mandate online which was written in consultation with our well-seasoned performers. We will have to go back to the Committee if we wish to change it. She wanted to see a renewed commitment to supporting existing language in the agreement regarding auditions.

Council was in favour of the Operating Plan.

### **BUDGET PRESENTATION 2022 – FOR APPROVAL**

Gugun Deep Singh and August Lew presented the budget for 2022. Ms Lew said that the financials at a glance was shared earlier in the year. Mr. Singh said that the budget approach for the next fiscal year is conservative and our finances are in recovery. The expenditure for the ACTRA Membership System was discussed. COVID continues to make things unpredictable. Mr. Hepburn said that the budget is constantly revisited and updated. If anything changes, these numbers will have to be changed.

### **MOTION #3**

**Moved by Heather Allin, seconded by Joy Tanner:**

**“That ACTRA Toronto Council adopt the Budget for 2022-2023.”**

#### ***Discussion***

A brief discussion ensued. Councillors were hoping that they were given more time to review the budget. Mr. Hepburn agreed. He suggested that in future Council meetings the budget be presented at the top of the day. There was a suggestion regarding sensitive material, i.e. that Councillors received the documents ahead of time with the understanding that at the end of their term these documents are destroyed.

**CARRIED**

## **EXECUTIVE & COMMITTEE REPORTS – HIGHLIGHTS & NEW ITEMS**

### ***Liaisons: President, David Gale and Vice-President Debra McGrath***

*outACTRAto:* Mr. Gale reported that outgoing Chair Joanne Vannicola informed him that at the last committee meeting it was felt that Thalia Gonzalez Kane and Matt Lemche would be the best co-chairs to carry forward this committee.

Council was in agreement with the Committee's recommendation.

### ***Liaison – Past President, Theresa Tova:***

*Association of Acting Coaches and Educators – Theresa Tova:*

Ms Tova said that she was glad to see everyone reaching out. 61 coaches have now signed up.

Siobhan Richardson is offering a course – *Intimacy in the Classroom* on February 17<sup>th</sup> from 6:00 p.m. to 8:00 p.m. The cost is \$20 plus HST.

### ***Liaisons: President, David Gale and Vice-President Jocelyne Zucco***

*Awards Jury – Co-Chairs, Jocelyne Zucco and Pierre Simpson:*

- It's a wrap on the ACTRA Toronto Awards juries. We had two passionate, dedicated juries who after watching hours of performances chose five nominees and a winner in the two on-camera categories: GNC/Female and GNC/Male. All nominees have been contacted. Press release to follow shortly.
- A questionnaire was sent to the jurors for their feedback on their experience.
- Once again, a delight working with Pierre Simpson (co-chair), Taisa Dekker and Karen Woolridge.
- No date set for debrief.
- Awards are happening on March 6<sup>th</sup> at 8:00 p.m. on YouTube.

### ***Liaisons: Past President, Theresa Tova and Vice-Presidents – Jocelyne Zucco and Debra McGrath***

*TAWC – Co-Chairs, Joanna Swan and Dominique Brownes*

- TAWC is back in full force. They are looking forward to another great year filled with many initiatives and projects. The Committee welcomed the new ACTRA Council members and are thrilled at the prospect of working with them. TAWC extended thanks and gratitude to Rebecca Applebaum for her work as TAWC Executive Liaison, and for the work she has contributed to ACTRA Toronto during her time as Vice-President. They thanked Dominique Brownes for stepping in as Vice-Chair last year while Joanna Swan had to temporarily step away from committee work, and also extended huge thanks to all who supported her – specifically Jocelyne Zucco, Rebecca Applebaum and Judy Barefoot. Their help was much appreciated.
- The Committee is looking to hold their next meeting in late February/early March.
- They excitedly await to formally welcome Ms Brownes as she transitions from Vice-Chair to Co-Chair to join Ms Swan at the helm of TAWC (pending executive and council approval). Over the next few months, TAWC Co-Chairs will be working to revisit onboarding processes for new committee members in order to ensure all members engaging in committee-related safe spaces are knowledgeable of ACTRA Toronto's Equality Statement, Respect On-Set Workshop and the ACTRA Toronto Discrimination & Harassment Policy. They will also be updating the documents created for new TAWC members that cover the proud history of TAWC and the great initiatives that have been achieved by our previous co-chairs, leaders and members, as well as re-visiting timelines for the next Nell Shipman Award, and Filmmaker Toolkit Series Initiatives.
- The TAWC Childcare Initiative is spearheaded by the TAWC Childcare Initiative sub-committee. A 3-month pilot program was launched in 2020 but was largely impacted by the COVID-19 pandemic. TAWC has decided to launch another 3-month pilot in 2022 to respond to increasing demand for flexible and more affordable childcare

solutions available for ACTRA members. The trial price offered for any ACTRA Toronto member in good standing is \$20/hour. ACTRA Toronto subsidizes the remainder of childcare cost (\$5) and The Summerhill Club has agreed to offer a discount on the price increase from 2020 to 2022. Initially scheduled to launch in January 2022, the starting date has been pushed to February 1<sup>st</sup> due to the current COVID-19 lockdown and restrictions in place. Services have been offered by The Summerhill Club at the aforementioned discounted rate and have remained available to any ACTRA Toronto member in good standing who might need support until the pilot's official launch. The Committee urged everyone to help them spread the word to the ACTRA membership and share this initiative to ensure they have a successful launch and make this a long-term resource for those who really need it. This is really important as according to the recently published 2021 Family Care Report, a cross-Canada survey exploring the impact of COVID-19 on child and family care for women in Canadian screen industries, it was revealed that :

- The COVID-19 pandemic has devastated women in the workforce in Canada, including the film and television production industry. Women have been struggling to find adequate childcare and care for their aging and special-needs family members.
- More than 82% of respondents outside Quebec and 59% of Quebec-based respondents said they struggle to find affordable childcare.
- Almost 64% of non-Quebec respondents reported having lost work because of childcare challenges, compared to 24% of Quebec respondents.
- RAINBOW BABY (TAWCs 2019/20 Short Film Creation Lab film; *Director/Co-Producer* - Monica Mustelie, *Writer/Co-Producer* - Kate Fenton, *Producer* - Lisa Michelle Cornelius) was an Official Selection at the Berlin International Art Film Festival and will be privately screened as part of the 2022 ACTRA Toronto Winter Conference.
- Since November 2020, the committee WhatsApp Self-Tape group has been a huge success in helping to build a supportive community among the committee members to connect with one another to help with rehearsing lines and being readers for self-tape auditions. Working actors have booked auditions as a result of the assistance from this group. A big shout out to Cait Alexander for her amazing support to TAWC Co-Chairs in administering the group, TAWC members can email her directly at [info@caitalexander.com](mailto:info@caitalexander.com) to be added to the group.
- The Masterclass Pass is still a success after over three years since the initiative began. Two new passes have been renewed for 2022 as part of the two-for-one masterclass.com online promotion. Access is currently offered to TAWC members on a first-come-first-serve basis. Login credentials are being securely provided to members who also have the opportunity to sign up for two-week periods multiple times throughout the year. TAWC members simply have to email Dominique at [dominiquebrownes@gmail.com](mailto:dominiquebrownes@gmail.com) to be added to the list.

In closing, TAWC continues their request that ACTRA Toronto please make a commitment to ensure ALL their members (whether female, non-binary, gender non-specific, gender fluid, two-spirit, transgendered and so on) are reflected in union statistics, data collection and documentation moving forward. Additionally, TAWC requests that our union leaders make an effort to be conscientious in their verbiage and use of inclusive and/or gender non-specific terminology wherever and whenever possible. For example, avoid using gendered terminology such as 'hey guys' / 'Brothers and Sisters' etc. without consideration for and acknowledgment of the members who do not fit specifically into this binary, and if not sure of someone's preferred pronouns, please ask!

***Liaison: Treasurer – Gugun Deep Singh***

*Apprentice Caucus – Chair, Victoria Murdoch*

They have a new Executive Liaison. Welcome, and thanks to Gugun Deep Singh.

Two of their caucus members will be featured performers in the Commercial Audition session of the Winter Conference! Congrats to Maria-Crystal Melo and Mladen Obradovic!

Congrats to their secretary Mr. Obradovic will be leaving us at the end of next month, as he has become a Full Member.

They are working towards having a last outgoing caucus meeting in early February before their February 25<sup>th</sup> Winter Conference open-door meeting and executive election.

The caucus will be electing a chair, vice-chair, secretary and members-at-large. They have had the position of vice-chair vacant for the past year since a few members had to focus elsewhere. They are hoping to gather interest for these positions.

If anyone knows of apprentice members who would like to participate in the Apprentice Caucus in any capacity, please let them know to watch their email for the conference invitation which should include details about the February 25<sup>th</sup> open meeting. If they miss that communication, and need guidance, they can reach out to Ms Murdoch or Nicole Valentin directly.

***Liaisons: Vice-Presidents – Jocelyne Zucco and Debra McGrath***

*AYA – Chair, John McGrath*

- They had 34 AYA members join our virtual workshop on commercial voiceover with ACTRA Toronto member Tracey Hoyt on January 23, 2022.
- Ms Hoyt generously gave all 34 attendees a chance to “play” reading commercial copy, using their “authentic voice” when reading copy.
- The Committee received a lot of positive feedback afterwards from members.
- They are now exploring topics for their next session, which would not be until March as they encourage members to attend the ACTRA Toronto conference in February.

***Liaison – Not assigned***

*Background Advocate – Shereen Airth*

- Provided links to Working Background page and Forms, particularly Request for Upgrade and Agent Complaint Forms
- Requested links to the Upgrade Request Form and the Forms page be added to the Working Background page on the ACTRA Toronto website
- A contingency of members is very upset about the IPA referendum numbers not being released. This has exasperated the level of disenfranchisement with these members who feel there is no transparency being offered.
- Many members concerned regarding late payment fees, and the policy requiring members to go through their agent regarding late payments. BG Agents are responding it is ACTRA's responsibility to ensure members are paid. These same agents are still demanding commissions on funds not received and withholding bookings until paid.
- Assisted performers with information and/or direction to specific staff (primarily Business Reps and Membership), as well as to various information platforms including ACTRA Toronto, ACTRA National, AFBS, Canada.ca, Haven, and others
- Reminded performers that things posted on social media are there forever and are accessible to anyone at any time, particularly during negotiation years.
- Continue to respond to many inquiries and posts regarding the COVID requirements, sharing vaccine FAQs.
- Asking all members, she has contact with, to read the COVID protocols, COVID FAQs and any and all eblasts in depth
- Members are generally experiencing email fatigue.
- Provided some wellness calls to several members

***Liaison – Not assigned***

*Child Advocate – Christina Collins*

Clare Johnston and Ms Collins have asked to do an YCAA WORKSHOP, by:

Emma Ryan  
Youth Talent Agent  
Theatrical & Episodic | YCAA | TORONTO  
Talent representation agency for the modern-day Artist.

They will be doing this in the next couple of weeks.

She has had the usual email queries regarding minors nighttime shoots, quarantine issues and general clarification of the IPA. Recently more people are confused as to what we do. She has to explain that ACTRA is not an agency but a union of professional performers and what ACTRA does.

There seemed to be, more than usual, emails asking for representation, how to get an agent, where to look etc. Ms Collins, of course, directs them to the ACTRA Toronto website and states that while ACTRA does not endorse any one agent, she highly urge them to seek representation with agencies that are affiliated with TAMAC and EIC, for obvious reasons.

She soldiers on getting information out to parents and minors.

***Liaisons – Vice-Presidents – Jocelyne Zucco, Louisa Zhu and Debra McGrath***

*Conference Committee – Co-Chairs, Rebecca Applebaum and Jocelyne Zucco*

Session Preparations for the February 24<sup>th</sup> conference are almost complete. The session will be:

- *CASTING RUN THE BURBS* with cast members of the new CBC Comedy and casting director Larissa Mair.
- *Tax Strategies Actors Need to Know* with Kelly Ross, CPA, hosted by John McGrath.
- *The 30 Second Story: Auditioning Virtually for Commercials* with four performers and casting director Shasta Lutz, hosted by Victoria Murdoch.

In addition to the sessions, registered members will have access to screening links for three films created through committee initiatives and the ACTRA Toronto Co-op Agreement: *Rainbow Baby* (created through TAWC's short film creation lab), *Red String of Fate* and *Body So Fluorescent* (both created through the outACTRAto Queer Your Stories short film competition).

There also be plenty of fabulous prizes, which will be given away throughout the day at sessions as well as during the plenary.

The Committee has one more meeting on February 22<sup>nd</sup> to go over all the technical aspects of the day with ACTRA Toronto staff—a virtual Q2Q of sorts.

***Liaisons – Vice-President, Joy Tanner and Treasurer – Gugun Deep Singh***

*Editorial Committee – Chair, Joy Tanner*

The Executive team met virtually on January 17<sup>th</sup> to discuss file collaboration. Lisa Michelle Cornelius and Gugun Deep Singh have joined the committee and Ms Tanner looks forward to bringing them up to speed with this file. They have yet to meet but will be reaching out after the ACTRA National meetings in early February to discuss the history of ACTRA Online and its past iterations. She looks forward to brainstorming new ideas and ways to bring information to the membership.

Upcoming, look forward to pieces regarding the 2022 Cayle Chernin Awards, the upcoming ACTRA Awards, ACTRA Award of Excellence winner Art Hindle, an interview with Sheila Boyd and other related industry news. An example of staff pieces on industry information can be found in this article:

<https://www.actratorontoperformers.com/per-diems-and-sides-2-ipa-reminders-for-members-and-producers/>

In response to members confusion over what constitutes harassment, Special Advisor Maxine Bower wrote a fulsome piece with examples to reflect upon, in *Is This Harassment?* If Councillors have not yet read the piece, she urged them to familiarize themselves with it. <https://www.actratorontoperformers.com/is-this-harassment/> Please check out the link for ACTRA Spotlight at home. This is ACTRA Toronto's podcast that is both online at ACTRA Online and YouTube. It is our initiative to support Toronto Content Creators and the work they produce. Included in our latest spotlight is Bilal Baig and Fab Filippo on *Sort Of*. <https://www.actratorontoperformers.com/actraspotlight-at-home/>

### ***Liaisons – Vice-Presidents – Louisa Zhu, Jocelyne Zucco and Lisa Michelle Cornelius***

*Voice Committee – Chair, Cory Doran, Co-Vice Chairs, Krystal Meadows and Scott Farley – Submitted by Krystal Meadows*

It's been a slow month for the Voice Committee. Scott Farley and Krystal Meadows were the jury coordinators for the 2022 ACTRA voice awards so that kept them busy this month watching clips and having our nominating and winners' juries. Nothing else to report at this time. They are planning to have a meeting with their new committee liaisons in mid-February. Excited to work with Jocelyne Zucco, Lisa Michelle Cornelius and Louisa Zhu.

### ***Liaisons – President, David Gale and Vice-President, Joy Tanner***

*YEAA – Co-Chair, Joy Tanner*

This is the inaugural report as Co-Chair of YEAA. At present, Ms Tanner is familiarizing herself with the file. On January 17<sup>th</sup>, she spoke to President David Gale regarding the committee. They discussed ACTRA member Oscar Merano as a possible liaison between outACTRAto and YEAA, with Mr. Merano as a possible new YEAA co-chair. Mr. Gale spoke highly of Mr. Merano; his energy, motivation and thoughtful ideas. They have yet to reach out to him, however, they are starting to lay foundations for a successful new year. As there is intersectionality between committees, this might be a positive match going forward, particularly looking towards the YEAA Shorts Anthologies and the Reelworld Film Festival collaboration.

In the meantime, Mr. Gale and Ms Tanner hope to meet after the ACTRA National meetings in early February (the 4<sup>th</sup> through the 6<sup>th</sup>) to further discuss this file.

### **NATIONAL REPORT – MARIE KELLY, NED**

Marie Kelly reported on Bill C-10 which is now called Bill C-11. Minister Rodriguez gave notice of the new bill. It is likely to be introduced later this week, most likely on Thursday. Global Public Affairs, ACTRA National's lobbyist is advocating our position on this. Ms Kelly said that she has heard that 95% of Bill C-11 is the same as Bill C-10.

Ms Kelly attended a national summit where she was able to speak to the need for Canadian star system. We need to be on stage whether it be in Canada or across the globe. We need to make sure that our performers – our members as well are talked well of. Our industry brings in a lot of revenue and we need to step up our game because of our members.

IPA bargaining has concluded but not NCA yet. The next NCA bargaining dates are February 7<sup>th</sup> to 11<sup>th</sup>. The Negotiating Committee also met in January. We have a great methodical team and we are hopeful but cautious.

National Council will meet next week. The new Councillor orientation meeting is on Thursday.

Regarding PRS, we are very proud of the work we are doing collecting residuals. Ms Kelly commended the new director Michael Murray of finding new ways of tracking down monies owed.

ACTRA is 100% committed to the hair and make-up issue. We were unable to get it resolved in the IPA and hence filed a grievance. The grievance was denied and we have taken it to the next level.

#### **OTHER BUSINESS**

- They was discussion about unscrupulous background agents.
- The Cayle Chernin Awards application deadline is at midnight on Friday, April 1<sup>st</sup>.

#### **ADJOURNMENT**

**Jocelyne Zucco moved to adjourn the meeting at 3:34 p.m.**