

**ACTRA TORONTO  
COUNCIL MEETING  
TUESDAY, JANUARY 7, 2020**

**PRESENT**

Theresa Tova, President, in the Chair  
Angelica Alejandro, Vice-President  
Rebecca Applebaum, Vice-President  
Angela Asher, Vice-President  
David Gale, Vice-President  
Clara Pasieka, Vice-President  
David Sparrow, Past President  
Richard Young, Treasurer  
Dalmar Abuzeid  
Heather Allin  
Wendy Crewson  
Lisa Michelle Cornelius  
Paul de la Rosa  
Maria del Mar  
Aidan Devine  
Shawn Doyle (afternoon)  
Art Hindle  
Jack Newman  
Leah Pinsent  
Tee Schneider, alternate for Tantoo Cardinal  
Samara Stern, alternate for Kevin Hanchard  
Joanna Swan, alternate for Shereen Airth  
Joy Tanner

**REGRETS**

Deb McGrath

**COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON**

Karen Ivany, Ombudsperson  
Adam Nicholson, alternate Joe Doran, Chair, Apprentice Caucus  
Mike Sheridan, Chair, AABP Caucus

**ALSO PRESENT**

Sue Milling, Executive Director, ACTRA Toronto  
Judy Barefoot, Director, Commercial Production, ACTRA Toronto  
Alistair Hepburn, Director, Film, Television and Digital Media, ACTRA Toronto  
Karl Pruner, Director, Communications, ACTRA Toronto  
Karen Ritson, Director, Finance and Administration, ACTRA Toronto  
Nicole Valentin, Director, Member Services, ACTRA Toronto  
Marie Kelly, National Executive Director, ACTRA  
Taisa Dekker, Industry Relations, ACTRA Toronto  
Victoria Shen, Special Advisor, ACTRA Toronto  
Karen Woolridge, Public Relations Officer, ACTRA Toronto  
Tania Cardwell, Stunt Liaison, ACTRA Toronto  
Cass Enright, Media Relations, ACTRA Toronto  
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:06 a.m. with President, Theresa Tova, in the Chair.

Ms Tova introduced and welcomed all present. She also introduced the alternates, Council, and Staff.

The introductions were followed by reading of the Land Acknowledgement and Equality Statement.

## **APPROVAL OF THE AGENDA**

### **MOTION #1**

**Moved by Heather Allin, seconded by Maria del Mar:**

**“That the Agenda for the ACTRA Toronto Council Meeting of January 7, 2020, be accepted.”**

**CARRIED**

## **APPROVAL OF MINUTES**

The following were corrections to the Minutes:

**Page 6:** Apprentice Caucus should read ***AABP Caucus***.

### **MOTION #2**

**Moved by Clara Pasieka, seconded by Joanna Swan:**

**“That the Minutes of the ACTRA Toronto Council Meeting of December 3, 2019, as corrected, be accepted.”**

**CARRIED**

## **PRESIDENT’S REPORT**

Theresa Tova attended and reported on the following:

- It’s a new year, new Council, and we look to the future new decade with optimism and hope and the courage to keep fighting the good fight.
- Production levels in Ontario have never been higher. Our diverse membership is growing, overall earnings are increasing but we still have challenging times ahead of us. We will continue fighting for Canadian Content and work for Canadian performers.
- We will continue to focus our Public Policy and Lobbying efforts by working with the City of Toronto, provincially with Minister Lisa MacLeod, and federally with the new Minister Steven Guilbeault.
- Diversity is our strength and inclusion is our goal. From stable investment in local infrastructure, to new conversations about workforce development which must include in front of the camera performers, to making OTT provide same monetary support to our production funds. We need Canadian content and Canadian jobs.
- We are working with casting directors and agents on improving audition standards.
- We continue to educate our members, work with our industry partners to promote safer sets and promotion of HAVEN and other resources. Councillors are encouraged to take the Respect on Set course if they haven’t already done so.
- Bargaining: We are currently in negotiations with Ubisoft. NCA negotiations commence later this spring.

- We are working with National on our new vision and implementation of information technology and digital services.
- Working on a new governance model at National; we will look at ACTRA Toronto’s By-Laws to make any conforming changes that come about as a result of the changes at National as well as other changes to respond to the recommendations from the Election Committee.
- Referring to the election of ACTRA Toronto Executive, Ms Tova suggested a different model to encourage a “team” approach to the VPs rather than electing by portfolio that may or may not be applicable depending on operating plan priorities.
- Election procedure was explained to Council.

**MOTION #3**

**Moved by Maria del Mar, seconded by David Sparrow:**

**“That ACTRA Toronto Council is in agreement with the recommendation put forward by the Chair that going forward that the titles of all the vice-presidents on the Executive be changed to just “Vice-President” and that Council elect five Vice-Presidents in addition to the Treasurer, President and past-President at the first meeting following the election of a new Council.**

**CARRIED UNANIMOUSLY**

**EXECUTIVE DIRECTOR’S REPORT AND ACTRA TORONTO DEPARTMENT REPORTS**

Karen Ritson and Alistair Hepburn reported on staff negotiations. Guests, observers and staff left the meeting as this portion of the meeting was in camera.

**MOTION #4**

**Moved by Joy Tanner, seconded by David Gale:**

**“That ACTRA Toronto Council approve the Terms of Settlement negotiated between the Council of Employers (ACTRA and ACTRA Toronto) and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial, and Service Workers International Union.”**

**CARRIED UNANIMOUSLY**

**MOTION #5**

**Moved by David Gale, seconded by Art Hindle:**

**“That ACTRA Toronto Council approve the Terms of Settlement negotiated between the Council of Employers (ACTRA and ACTRA Toronto) and the Canadian Office and Professional Employees Union.”**

**CARRIED UNANIMOUSLY**

**COUNCIL ORIENTATION AND TRAINING: ACTRA Toronto’s Policies and Respectful Workplace Training**

Karl Pruner presented the Councillor Manual. Victoria Shen and Richard Young presented a condensed version of the *Respect on Set* course and encouraged Councillors to take the full course.

Councillors were reminded that issues should not be debated on social media. Inappropriate comments on social media can be removed. Councillors should inform Mr. Pruner or Ms Shen.

## **ACTRA TORONTO OPERATING PLAN 2020 – 21**

Ms Tova walked Council through the draft Operating Plan entitled *2020 Vision – ACTRA Toronto Operating Plan 20-21* which was distributed to Council. Council, in small groups, discussed the operating plan priorities.

## **EXECUTIVE REPORTS**

**Treasurer – Richard Young:** Mr. Young and Karen Ritson reported on ACTRA Toronto's Draft Budget for the year ending February 2021.

The following are reports under Mr. Young's portfolio:

*Apprentice Caucus:* Adam Nicholson reported on behalf of Chair, Joe Doran. The Apprentice Caucus met in December and enjoyed a productive meeting with great member engagement.

*Diversity Advocate:* Mr. Young reported on Jani Lauzon's behalf.

Toronto Black Film Festival: We are in great shape for the festival panel, which is on Saturday, February 15, 2020, at the Carlton Cinema.

*Child performers today...there's so much to talk about!* This panel is for stage and screen parents and is sponsored by ACTRA Toronto.

A plan is in place for next fiscal year targeting two new festivals and continuing to develop and strengthen relationships with existing partners.

Ms Lauzon is stepping down as Diversity Advocate. As she gears up for her more official departure from the ACTRA fold next month she took the opportunity to share a few words:

"If it weren't for Heather Allin, I wouldn't have developed my now 20-year history/working relationship with our Union. Thank you, Heather, for bringing me into this amazing experience. I have had the pleasure of working under several presidents, Richard Hardcore, Karl Pruner, Heather Allin, David Sparrow and now Theresa Tova. I stayed for the important work we were doing. I have watched the industry change and while not perfect, I am here to attest that it has changed drastically when it comes to awareness around inclusion. Never lose sight of the victories despite the further challenges. I stayed for Sue's promise of a mariachi band and her famous jam. I can't name a person I have learned more from over the last 20 years. To all the new Councillors around the table, dig in, get your hands dirty and don't be surprised with the learning curve. To all of those I have walked with, it's been a pleasure.

I look forward to guiding your next Diversity Advocate in what we have created and experiencing the work that all of you have in store for our members."

Council thanked Jani for her leadership and continued commitment to diversity and inclusion. The changing face of the union and the industry is testament to years of hard work and advocacy. The good fight continues and Council deeply appreciates Jani's ongoing mentorship and support.

*Diversity Committee:* Lisa Michelle Cornelius reported:

The first Diversity meeting of 2020 is being held on Monday, January 27<sup>th</sup> from 1:00 p.m. to 3:00 p.m. The Committee will be discussing a general timeline for this year's initiatives, that will include an upcoming workshop with casting director Jason Knight. Details on that to come.

The committee's co-chairs, Lisa Michelle and Samora will be co-hosting a panel called *Intro to Voice* at the Winter Conference. This session is in collaboration with the Voice Committee chairs and will aim to broaden the knowledge of the voiceover biz to actors who are crossing over and/or expanding their acting careers into this territory.

**Vice-President, Member Services – Clara Pasioka:** Ms Pasioka reported that there are factions in Alberta trying to drum up support for de-funding the CBC.

Ms Pasioka learned through a freedom of information request that the Canadian Press uncovered research showing the government is aware that streaming and automation techniques in screened entertainment have the potential to reduce jobs for performers.

**Vice-President, Internal Affairs – Rebecca Applebaum:** The following are the reports under Ms Applebaum's portfolio:

*Conference Committee:* Ms Applebaum reported that the Conference Committee met on December 13<sup>th</sup>. Committee members are hard at work confirming guests and panelists for the conference and reaching out for plenary door prizes. The Committee's next meeting is on January 9<sup>th</sup> from 2:00 p.m. to 4:00 p.m.

*Child Advocate:* Ms Applebaum reported on behalf of Christina Collins who is in Antigua.

Ms Collins congratulated all the returning and new Councillors. She is looking forward to working together to make our union even better than it is. She also looks forward to continuing to advocate for our minors and all our members. She is happy when parents reach out with email and phone calls to educate themselves about what we do and to allow her to guide them to be more informed and better stage parents. She thanked Tova for her amazing leadership.

*TAWC:* Joanna Swan reported:

- TAWC has purchased another year's subscription to The Masterclass Pass with some of their silent auction earnings. They were able to take advantage of a 'buy one, gift one' promotion, so that more TAWC members will have a chance to take advantage of learning from a range of courses led by celebrities from acting to screen-writing to directing to astronomy!
- TAWC's Childcare Subcommittee *Flexible Childcare Pilot Project* in partnership with The Summerhill Club, (a popular on-demand childcare service specializing in last minute babysitting, tutoring & vacation sitting) has had over 20 members sign up since the first blast went out. TAWC have been working on strategies to promote the service through agents, casting directors and all committee social media channels.
- TAWC members will be showing a great presence at the ACTRA Winter Conference this year. Elle A and Barbara de la Fuente will be spearheading the 24-Hour Film Challenge, Angela Asher and Jocelyne Zucco will be leading a session on Self Advocating on and off set, and Freya Ravensbergen will be pointing a session on navigating an acting career while being a parent.
- Short Film Creation Lab jury is currently working through the submissions and getting ready to send the top selections over to Women On Screen to make the final selection.

**Vice-President, External – Art Hindle:** Mr. Hindle reported that Ontario Creates and FilmOntario are working with Minister Lisa MacLeod and the PC government on advocating for the stability tax credits and reduction of red tape. The provincial budget will be coming out in the spring.

**Vice-President, Member-at-Large – Wendy Crewson:** Ms Crewson reported that she is on a Ministerial Advisory Committee working with Minister Lisa MacLeod, Shaftesbury's Christina Jennings and Slawko Klymkiw and others.

**Vice-President, Communications – David Gale:** Mr. Gale reported on the following files under his portfolio:

*outACTRAto:* Mr. Gale reported on behalf of Chair, Joanne Vannicola. 20 submissions have been received for the short film competition. The next meeting of the Committee is on January 16<sup>th</sup> from 3:00 p.m. to 5:00 p.m.

*Awards:* Maria del Mar reminded Council that the Awards are on Saturday, February 22<sup>nd</sup> at the Carlu.

*Editorial Committee:* Joy Tanner reported that the *Performers* magazine will be out in February. Jean Yoon will be featured on the cover.

*AYA:* Mr. Gale submitted Chair, John McGrath's report.

- AYA hosted its 10<sup>th</sup> annual Fundraiser for PAL Toronto and The AFC, raising \$2,185.00 in ticket sales and donations from their benefit show on December 9, 2019. PAL described the event as one of the most successful. For the first time, AYA used EventBrite as its primary vehicle for selling tickets. They also employed social media more than in the past, including creating a Facebook Event, which seemed to result in a larger number of walk-up patrons paying at the door. 12 tickets were generously purchased by ACTRA members and donated to people who could not otherwise afford to attend the show. The committee held a debrief in December to review what worked and what can be improved. It was decided that after minor expenses, including paying EQUITY insurance for performers, a donation of \$1,000 each was made to both PAL Toronto and The AFC.
- AYA also finalized details of their January 20, 2020, Comedic Improv session with Second City's Kevin Frank. The event starts at 10:00 a.m. and will be followed by a light, New Year's lunch for AYA members. An e-blast was sent to members.

*Podcast:* Mr. Gale reported that the next interview is with Peter Keleghan.

**President – Theresa Tova:** Following are the reports under Ms Tova's portfolio:

*Industry Relations:* Taisa Dekker reported.

- ACTRA Toronto and the Canadian National Institute for the Blind have entered into an agreement for commercially produced audiobooks.
- Spoke with a producer who wanted to engage ACTRA performers on a sizzle reel, and the project became signatory right away, bringing work to three members. The sizzle reel is being produced to entice broadcasters to fund a television series.
- Update regarding the Durham region film industry outreach in November: the three events were attended by approximately 1,000 people in total who were very excited and interested to see what the film industry had to offer them as a career.

**BG Advocate:** Ms Tova reported on Shereen Airth's behalf:

- Continue to assist Members with information and/or direction to specific staff (primarily Business Reps or Membership).
- Provided information and direction to a number of AABP members regarding both Background and Principal representation and transitioning from BG to Principal performance.

- Discussed the benefits of joining AABP with several non-union Background Performers.
- Assisting injured members with AoS/AFBS, in contact with Tanya Cardwell.
- Corresponded with fellow FMBG committee executive members, Tova and staff regarding the next Full Member education and information session.
- Held a successful educational workshop December 16th. Titled *Demystifying Voice Work*, with an outstanding panel of Voice performers, and casting, Moderated by Tova; attended by more than 35 members, followed by a networking and holiday celebration.

*AABP:* Michael Sheridan reported that the next meeting of the caucus is on January 24<sup>th</sup>.

*Stunt Committee:* Tania Caldwell reported that Steve Shackleton was re-elected as Chair of the Stunt Committee.

The National Stunt Committee meeting will be held later this week and ACTRA Toronto will be in attendance.

The Women's Stunt Committee is very active.

*Agent Liaison:* Tova will be meeting with the EIC Agents at the end of January.

## **NATIONAL REPORT**

National President David Sparrow reported that the message that National wants to communicate is *Keep Canada on our Screens*. The funding and discoverability of CanCon is a concise objective they want the federal government to embrace. The simsub ruling was reversed which is a huge success for the advertising industry in Canada.

Ubisoft negotiations will continue later this month.

The National Finance Committee will be meeting tomorrow, and National Council Meeting is on February 8<sup>th</sup> and 9<sup>th</sup>.

*National Women's Committee:* Heather Allin reported that the committee will be meeting on Friday, February 7<sup>th</sup> from 1:00 p.m. to 2:15 p.m.

Ms Tova left the meeting and VP David Gale assumed the chair

## **ELECTIONS OF ACTRA TORONTO EXECUTIVE, ACTRA NATIONAL COUNCIL DELEGATES AND ALTERNATES, AND ACTRA TORONTO REPRESENTATIVES TO THE ACTRA NATIONAL EXECUTIVE**

*Alistair Hepburn took the Chair.*

**Treasurer** – the floor was open for nominations.

Nominated: Richard Young                    -                    Acclaimed.

**Executive** – the floor was opened for nominations.

Nominated:

David Gale	-	Accepted
Rebecca Applebaum	-	Accepted
Art Hindle	-	Accepted
Joy Tanner	-	Declined
Angela Asher	-	Accepted
Heather Allin	-	Declined
Angelica Alejandro	-	Accepted
Clara Pasioka	-	Accepted
Lisa Michelle Cornelius	-	Declined
Wendy Crewson	-	Declined

Speeches were given. Ballots were cast. The candidates appointed their scrutineers (Joy Tanner, Joanna Swan, Wendy Crewson, Richard Young, Samara Stern and Maria del Mar).

The scrutineers reported that they witnessed a fair and accurate count.

**ELECTED:** David Gale  
Rebecca Applebaum  
Clara Pasioka  
Angelica Alejandro  
Angela Asher

**MOTION #6**

Moved by Joy Tanner, seconded by Heather Allin:

**“That the ballots be destroyed.”**

**CARRIED**

*Point of Privilege* – Wendy Crewson, on behalf of the Council, thanked Art Hindle for all of his work on the ACTRA Toronto Executive, leading ACTRA Toronto’s political lobbying, outreach and advocacy. Art’s work as a Council member in this area will help ensure that ACTRA Toronto’s voice in the hallways of government and with our industry partners will continue to be heard.

David Sparrow, on behalf of the Council, thanked Wendy Crewson for her service on the ACTRA Toronto Executive. Wendy’s work on Minister MacLeod’s Advisory Committee and through industry and member outreach will continue to promote more Canadian stories on our screens and work opportunities for Canadian performers.

**NATIONAL COUNCILLORS**

David Sparrow explained the make-up of the National Council.

**MOTION #7**

Moved by Joanna Swan, seconded by Paul de la Rosa:

**“That ACTRA Toronto Council agrees that the past practice of acclaiming the sitting/elected Executive members to the National Council continue.”**



**CARRIED**

The floor was opened for nominations for five ACTRA Toronto National Councillors.

Nominated:

Art Hindle	-	Declined		
Lisa Michelle Cornelius	-	Accepted	-	<b>ACCLAIMED</b>
Heather Allin	-	Accepted	-	<b>ACCLAIMED</b>
Shereen Airth	-	Accepted	-	<b>ACCLAIMED</b>
Joy Tanner	-	Accepted	-	<b>ACCLAIMED</b>
Maria del Mar	-	Accepted	-	<b>ACCLAIMED</b>
Leah Pinsent	-	Declined		
Paul de la Rosa	-	Declined		
Shawn Doyle	-	Declined		
Wendy Crewson	-	Declined		
Dalmar Abuzeid	-	Declined		

**ACTRA NATIONAL EXECUTIVE**

ACTRA Toronto has two seats on the Executive. One seat is automatically filled by the Toronto President.

Nominated:

David Gale	-	Accepted	-	<b>ACCLAIMED</b>
Joy Tanner	-	Declined		
Clara Pasieka	-	Declined		
Richard Young	-	Declined		
Heather Allin	-	Declined		

**OTHER BUSINESS**

Ms Tanner is proud to have organized a sizzle reel that she was asked to be in to go ACTRA.

Tova arrived back as the meeting adjourned.

**THE MEETING ADJOURNED AT 4:41 P.M.**