

**ACTRA TORONTO
COUNCIL MEETING – VIA ZOOM
WEDNESDAY, SEPTEMBER 6, 2023**

PRESENT

David Gale, President, in the Chair
Theresa Tova, Past President
Lisa Michelle Cornelius, Vice-President
Joy Tanner, Vice-President
Louisa Zhu, Vice-President
Jocelyne Zucco, Vice-President
Dalmar Abuzeid
George Alevizos
Heather Allin
Thom Allison
Sandra Beckles
Martha Chaves
Thalia Gonzalez Kane
Holly Lauren, alternate for Linda Kash
Matt Lemche, alternate for Debra McGrath, Vice-President
Ayesha Mansur-Gonsalves, alternate for Gugun Deep Singh, Treasurer
Tony Nappo
Janet-Rose Nguyen
Samy Osman, alternate for Fuad Ahmed
Tavia Pereira, alternate for Nicola Correia-Damude
Tonjha Richardson, alternate for Wendy Crewson
Alicia Turner

REGRETS

Anand Rajaram
Samora Smallwood

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Larry Robertson, Vice-Chair, Apprentice Caucus, alternate for Victoria Brooks, Chair.

OBSERVER

Victoria Brooks, Chair, Apprentice Caucus
Elana Dunkleman
Fiona Highet
Dina Pino
Gugun Deep Singh, Treasurer

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Judy Barefoot, Director, Commercial Production, ACTRA Toronto
Gail Hauptert, Director, Film, Television and Digital Media, ACTRA Toronto
August Lew, Director, Finance & Administration, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto
Nicole Valentin, Director, Member Services, ACTRA Toronto
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Cass Enright, Media Relations, ACTRA Toronto
Marie Kelly, Executive Director, ACTRA National
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:03 a.m. with President, David Gale, in the Chair.

The reading of the Land Acknowledgement Joy Tanner, Martha Chaves and Matt Lemche was followed by the reading of the Equality Statement by Lauren Holly, Ayesha Mansur-Gonsalvez, George Alevizos and Tonjha Richardson.

Mr. Gale welcomed and introduced the Councillors, alternates and staff.

APPROVAL OF THE AGENDA

MOTION #1

Moved by George Alevizos, seconded by Tonjha Richardson:

“That the Agenda for the ACTRA Toronto Council Meeting of September 6, 2023, be accepted.”

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES FROM AUGUST 9, 2023

The following are correction to the Minutes:

Some statements attributed to Councillors will be amended to more generic entries.

Page 10: Under Executive Director’s Report: Delete: “Hasbro then sold most of it to Lionsgate, ~~except for Peppa Pig and PJ Max~~ for \$500 million.”

MOTION #2

Moved by Heather Allin, seconded by Joy Tanner:

“That the Minutes of the ACTRA Toronto Council Meeting of August 9, 2023, as amended, be accepted.”

CARRIED UNANIMOUSLY

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #13

There were no items tabled for Other Business.

ALL THINGS US FILM UNIONS UPDATE & DISCUSSION

- NCA & Ad Hoc Assembly – Marie Kelly reported that we continue to be in mediation since July 11th and it has been a slow process. The modernized agreement has been tabled. We are waiting to hear from the mediator. We are looking for a comprehensive proposal if we cannot get a deal. Nothing can be disclosed at the moment due to the media blackout.

Ms Kelly thanked everyone who made came out to the rally last week. ACTRA is looking to partner with SAG-AFTRA to do a pop-up over the weekend.

Mr. Hepburn reported that the Ad Hoc Assembly of ACTRA performers just had their first meeting. They discussed how to get people working in film and television and talked about what is happening with regards to the NCA.

- SAG-AFTRA/WGA Updates – Mr. Hepburn reported on the approved and signed interim agreements. Canadian producers can become signatory to the ACTRA agreement. If there are SAG-AFTRA members being hired we will have to look into this. He said that if ACTRA Members work on an ACTRA contract on an ACTRA signatory production, they are doing nothing wrong promoting their work. SAG is not a recognized union in Canada. Canadian Labour Law trumps that agreement.

WGA negotiations continue under media blackout. AMPTP have told SAG-AFTRA that they have no plans to meet with them. They are focused on crisis management. It does not seem like this will end until the new year. WGA will be going into negotiations soon.

- FIA Conference – FIA’s Executive Committee will be holding its annual meeting during the last week of September in Istanbul, Turkey. We are an important presence at the meetings. Gabrielle Carteris has taken over from Ferne Downey as President. It is good to be connected with other unions to discuss their strategy.
- CMG (Canadian Media Guild) – Mr. Hepburn said that the staff at TVO are still out on strike. No real resolution there yet. This is not a top priority for the Provincial government at the moment.
- TIFF – Mr. Hepburn reminded Councillors that as a member they are an ACTRA Ambassador if they are attending TIFF events. They should remind people that we have been locked out for 16 months.

PRESIDENT’S REPORT

- Labour Day Parade – the turnout was tremendous. There were energetic ACTRAvists that came out to make this a successful event. ACTRA Toronto was voted Most Enthusiastic Union by the Toronto and York Region Labour Council. We are always looking for more participation and encouraged everyone to get involved and show their solidarity. It is clear that the union movement is still living and well. “Let us keep it together, focus our energy on this and keep going.”

AI REPORT

Mr. Hepburn reported that ACTRA is not only doing some work with regards to copyright, but we are also working on an AI submission to the federal government. ACTRA Toronto has been working closely with ACTRA National on this file. Referring to NAVA and UVA, Mr. Hepburn said that their fight is our fight. He said that the EU countries are way ahead of North America, and it is important to be involved with them. There is a lot of work to be done on this file. ACTRA Toronto has an AI Sub Committee and any Councillor wishing to be part of this committee should get in touch with us. He said that voices cannot be copyrighted but the words that are spoken can. We are working with ACTRA National and a team of lawyers on this file. A US judge has said that non-human work cannot be copyrighted.

Discussion ensued. Regarding video games, Mr. Hepburn said that we negotiate with individual video game producers.

Concerns were raised about Zoom auditions in terms of AI and how performers can protect themselves. Mr. Hepburn replied that a performer’s voice and image is being used daily by individuals around the world. They are using it to train machines and computers. He said that it is a valid point to be concerned about and that is why ACTRA is working diligently with SAG-AFTRA to get fences put in. This is not to shut down Zoom. It is to slow it down the uncompensated use of a performers image and voice– Consent, Compensation, Control.

A Councillor said that they were concerned that when the Ubisoft deal was made, they weren’t part of it. Would it be a good suggestion to get members to contact the Voice Committee or Stunt Committee? Mr. Hepburn said that we have a very engaged Stunt Committee which will not let a day go by without letting ACTRA staff know what is happening. It was pointed out that people do not involve themselves and they react after it is too late. It is beholden to all to get involved from the start. Mr. Hepburn said that government intervention for AI is key. Fences

need to be built to protect human artistry. A Councillor pointed out that ACTRA has been fighting for decades for moral and economic rights.

WORD FROM SET & THE STREET

A Councillor reported on a self-tape for Ottawa. Theirs was the only breakdown that did not state “to work as an Ottawa local”.

It was pointed out that TIFF is using non-union members in their commercials. Mr. Hepburn said that they use a non-signatory and non-union advertising company. We do not sponsor TIFF.

It was noted that there has been an increase in union voiceover spots.

A Councillor suggested that members be invited to observe Council meetings. President Gale said that Councillors can do this themselves but any member wishing to observe must contact the President for approval to observe.

In response to a concern about how a show with an all-SAG cast work here, Mr. Hepburn said that the production has signed an Interim Agreement. SAG actors are not given ACTRA cards. ACTRA cards can only be given to Canadian citizens or Permanent Residents.

Alternate Ayesha Mansur-Gonsalves said that she found the Council meeting very informative and that she will encourage other members to get involved. She did not know if members are aware that they can observe Council meetings.

Alicia Turner said that the Stunt Committee share information on their Stunt Committee and Facebook pages. Mr. Hepburn said that other committees do the same thing. It is about finding out your connection point to the union.

Victoria Brooks hopes that the AABP Caucus can be reinstated in the future.

Mr. Hepburn said that everyone is welcome to participate. Staff is ready and waiting for members to step forward.

EARLE GREY AWARD

Mr. Gale said that ACTRA Toronto has a very good relationship with the Academy of Canadian Cinema & Television (Academy). They came to us and said that they are looking for artistic involvement.

Mr. Hepburn said that they require five letters of recommendations. This is a chance to brainstorm ideas and find five members to write letters of recommendations. It is not a final vote. It is just to shine a light. ACTRA is not putting recommendations forward, it has to come from the community.

Council put forward their recommendations.

FALL CONFERENCE UPDATE

Jocelyne Zucco reported that planning for the Fall 2023 conference has begun. There will be one day of sessions on Zoom on October 18th.

- Sessions
 - Casting with Stephanie Gorin (director to join her tbc)
 - Creators of the short films – from Script to Screen
 - Plenary
 - AI

The committee is looking to host an in-person networking event on the afternoon of October 19th.

ELECTIONS

Mr. Hepburn said that we are in the process of forming an Election Committee.

Wednesday, October 4th is the next Council meeting. That day is the kick-off for the Elections. Election launches on October 5th. Campaign period is October 19th to 31st. Voting begins on November 1st and ends on November 10th. Results will be posted on November 13th. December 5th will be an expanded Council meeting of both the old and new Councils. National Councillors and the Executive will be elected at the January Council meeting.

Mr. Hepburn said that during campaigning no ACTRA branding is allowed.

Mr. Gale said that if Councillors are not running again, they should consider “replacing” themselves, if possible. Mr. Hepburn said that we always want new ideas and new points of view. We aren’t looking for a carbon copy but someone they can trust.

EXECUTIVE & COMMITTEE REPORTS REPORT

Theresa Tova – Past President

Tova reported on the Association of Acting Coaches and Educators (AAACE), Entertainment Industry Coalition (EIC) and the National Children’s Advocate. A detailed report will appear in the October Minutes.

Treasurer – Gugun Deep Singh

Finance Report

August Lew reported on the current financial statement for the period ending July 31, 2023.

Liaison: Treasurer, Gugun Deep Singh

Apprentice Caucus – Chair, Victoria Brooks Vice-Chair, Larry Robertson

The Apprentice Caucus met August 17th for 90 minutes on Zoom.

BG days on set have gone from the usual few days a week to very few. For many who are not continuity, it stopped entirely in mid-July. Performers with canceled days on US productions that are on strike have been paid cancellation fees.

- Wardrobe departments on continuity period sets are starting to fit BG performers with a series of costume choices from which to draw from; increasing efficiency.
- Question as to how to inform casting about a physical uniqueness - advised that there is an option to work with their agent to list their physical uniqueness on their resume, and on casting sites in the notes sections.

The Apprentice Caucus will meet next on Tuesday, September 12th at 11:00 a.m. at the ACTRA offices, followed by a lunchtime meet-up at The Bishop and Belcher - all are welcome!!

Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath

Act Your Age (AYA) – Co-Chairs, Heather Dick and Anne Wootten

- ***AYA Brainstorming Session Leads to Member Readers Group***

At the June brainstorming session, a member suggested that AYA create a sub-committee of members who would be willing to act as volunteer readers for self-taping auditions. Heather Dick set up a Zoom meeting with those interested to discuss forming a Readers Group and to establish clear guidelines for both the readers and actors requesting a reader. They are pleased to report that the Readers Group is now up and running and that, as well as offering to be readers, we hope to offer all members links to a variety of resources we, ourselves, have found helpful.

They are eager for other members to join the group and will promote it at our workshops and in our newsletter emails going forward.

- ***Fall Membership Conference Participation***

They will reach out to the Fall Membership Conference Committee with respect to having a 'virtual' or in-person table as a way to meet new members and promote our committee.

Liaisons: Not assigned

Child Advocate – Angelica Alejandro

- Parents sending in their children's information and photos to sign them up with ACTRA, thinking ACTRA is an agency or casting company. They have been told from others on set, including production to get their kids on the ACTRA platform. Some re-education may be necessary of ACTRA's role, would like to suggest scheduling a Parents Survival Workshop in the fall.
- Production and Agents (a few from LA) have clients working on ACTRA contracts/productions and are unsure of the rules surrounding working with minors (i.e. differences in jurisdictions).

Liaisons: Vice-Presidents, Deb McGrath, Louisa Zhu and Jocelyne Zucco

Conference Committee – Chair, Jocelyne Zucco Vice-Chairs, Pierre Simpson and Victoria Brooks

This was reported on above.

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

Editorial – Chair, Joy Tanner

Joy Tanner met in person (for the first time in two years) with Jennifer McGibbon on Monday, August 28th from 10:00 to 12:00. Discussed was the fourth quarter story lineup. Discussion included resurrecting the On Set Magazine in a new online iteration; *IPA 101*, the things the membership need to know. Pieces will include Residual Models and Working Local, the latter she will be writing for early September.

Angelica Lisk Hann and Daniel Lavigne were in the Gordon Pinsent Studio for the Award of Excellence on camera interview, on August 29th. It was a great success and will be in the editing room with Cass Enright and posted online early in September. This will be released on our YouTube channel and the audio on the podcast page.

As well, the Junior's Giant team, including Deb McGrath, Kinley Mochrie, Paula Brancati and Eric Peterson were recorded on August 21st, for the most recent Spotlight podcast. Kinley moderated the two-hour long interview. We

will cut the Spotlight into two episodes. This is a first. The audio portion will be released on the podcast page, and the on-camera portion will go up on the ACTRA YouTube channel. Please have a watch.

The four Stunt Stars articles are coming along well. Stunt coordinators Tig Fong and JF LaChappelle of *What We Do in The Shadows* were interviewed by Dillon Jagersky and will be up on the site this month. There will be one more Stunt Stars piece for the year and we are waiting for the Stunt Committee to let us know who the fourth Star is.

Also in the lineup is a piece on accent discrimination, to be written by Yvette McCoy, and a piece on performance awards by Dayo Ade.

Lot is going on!

Liaison: Vice-President, Debra McGrath

outACTRAto – Co-Chairs, Thalia Gonzalez Kane and Matt Lemche

General

- outACTRAto meeting held on August 14, 12:30-2pm.
- Next meeting will be held post TIFF, September 18, 12:30pm-2pm.

Co-Chair Elections

- Thalia and Matt are stepping down from their positions as co-chairs, currently scheduling an info session for members interested in running for the co-chair positions.

Queer Your Stories

- Discussing preparation for QYS 5, potentially moving timeline up, based on feedback from past recipients and participants.

Social Media

- No longer active on “X” (Formerly Twitter).
- Instagram following and reach is at an all-time high. Huge thanks to the small but powerful subcommittee!

Pride Parade

- Excellent turnout, a true celebration and joy-filled event!
- Becky Ablack conducted interviews with members while on the parade route, great content currently being shared on ACTRA Toronto social media.

Other

- 10 tickets were distributed to outACTRAto members for an early screening of the film *Bottoms* on August 17, which also included a Q&A with the filmmaker Emma Seligman – thank you to Ikoro Sekai, Manager of Next Wave for reaching out with this opportunity!
- Planning to create a resource sheet geared toward 2SLGBTQIA+ Creators that includes funding bodies, development resources, education, etc.

Liaisons: President, David Gale and Vice-President, Louisa Zhu

Stunt Committee – Rotating Co-Chairs, Christine Cleary and Alicia Turner

The Stunt Committee had a great meeting on August 21st where they covered a few topics—

- Creating stunt coordinator guidelines for Low Budget productions to ensure safety and protocol. They hope to be able to make a motion to have these guidelines adopted very soon
- Discussed future communication with our community of animal wranglers hoping to form a sub-committee. They are excited to highlight this document they have worked hard on—<https://www.actratoronto.com/working-with-animals/>
- They discussed a very concerning insurance issue that has affected one of their members; the stunt Committee have a meeting with AFBS September 11th to discuss.

On another topic, they are about five months into our new ACTRA Toronto Stunt Committee format and it still seems to be holding strong. The members of the committee can have differing opinions but it feels altogether positive and cohesive.

Stunt Women's Committee – Submitted by Alicia Turner

They have not had a meeting for a few months.

Liaisons: Lisa Michelle Cornelius and Joy Tanner

TAWC – Co-Chairs, Heather Allin and Tonja Richardson

The Committee is excited about their Picnic in the Park social Wednesday August 30th, where TAWC (ACTRA Toronto Women's Committee*) and ACTRA Toronto members sat and chatted with snacks followed by Shakespeare in the Ruff's performance of **Richard III**, starring Alex Blumer, Alesia Vasso and Christine Horne, with reinterpretation and direction by Patricia Allison. Our next formal TAWC meeting will be in September.

They hoped to recruit new members to the committee and re-bond with existing members. About a dozen members joined us for the play and a few more for just the snacks & chat before.

They continue pursuing a dedicated ROS (Respect on Set) workshop for TAWC and other committee/council members. A minimum of 20 is desirable.

*We recognize the terms "Woman" and "Women" (Female/Male/Man/Men) are gender constructs and we seek to create a safer space for all gender members who are interested in furthering the mandate of the committee. We are aware of the constantly evolving nature of language and the need to be conscious of language that may be micro aggressive, racist, sexist and exclusionary, and seek to self-educate towards best practices. We also recognize that neither equity nor parity is yet achieved in this society or the world at large and seek to further that vision.

We acknowledge that we live, work and create on the unceded and traditional lands of the Ho-de-no-sau-nee-ga (Haudenosaunee), Anishinabewaki ᑭᓄᓇᑦᑕᑎᑦᑭᑦᑭᓐ, Mississaugas of the Credit First Nation, Mississauga, and Wendake-Nionwentsio territories. We recognize that we are all Treaty people and seek to work toward redressing the injustices from which Settlers of this land have benefited.

Liaisons: Vice-Presidents, Louisa Zhu and Jocelyne Zucco

Voice Committee: Co-Chairs, Krystal Meadows and Scott Farley

- The Artist2Artist VO Showcase has concluded and that the feedback has mostly been excellent. There were a few tech difficulties, but they were all resolved. They are now in the process of scheduling meet and greets with VO casting directors for 90 ACTRA members.
- They will be looking to add a 3rd co-chair at their next meeting in September.
- They continue to hear heavy concern from members on the commercial lock out and on the progression of AI.

Liaisons: President, David Gale and Vice-President, Joy Tanner

YEAA

Chair, Tavia Pereira

Submitted by Executive Liaison Joy Tanner

Met on August 23rd, from 2:00pm to 4:00pm, in person at the ACTRA board room. Agenda included:

- Debrief of Low Budget Workshop presented by Gail Hauptert on July 26th
- Fall Initiative Brainstorm
- Demo Reel Creation Subcommittee Report
- Support for the Labour Day Parade

Blue Sky included Networking events including:

- Full ACTRA Networking session in the boardroom
- Co-op with AYA entitled *Coffee with Colleagues*
- Partnership with ReelWorld for the Shorts Program
- TIFF Screening Party (Nicole Valentin will look into an ACTRA discount).
- How to get more members involved in the Committee
- Looking for a second Casting Director Initiative in March 2024

Other business:

- Julius Cho presented a Demo Reel Creation Package which was approved as a test pilot.
- Need to define why YEAA is necessary (possible to add YEAA into the New Member Orientation
- YEAA Tik Tok Information Initiative
- The importance of in person meetings
- Draft of the YEAA Newsletter was approved on August 30th and will go out to members on September 1st.

Next in person meeting is booked for September 28, 2023, from 2:00pm to 4:00pm. Nicole Valentin has officially taken over as Staff liaison for the committee. She informed me that the committee is a going concern.

OTHER BUSINESS

- There was no Other Business to discuss.

EXECUTIVE DIRECTOR'S UPDATE (IN CAMERA – COUNCIL ONLY)

Mr. Hepburn reported on the following items before the meeting went in camera:

- I-gaming – the government has put in controls for advertising.
- CEBA repayments and CERB overpayments – we have been trying to get these extended to the new year but the government is not interested. (Update post meeting – there has been some movement on this).
- Reported on the talent agent that absconded with approximately \$600,000 of performers monies. We are working with a government relations firm to work with the Provincial government to put in regulations in place.

The remainder of the Executive Director's report was in camera.

ADJOURNMENT

The meeting adjourned 3:24 p.m.