

ACTRA TORONTO
COUNCIL MEETING – IN PERSON & HYBRID
Tuesday, January 7, 2025

PRESENT

David Gale, President
Kate Ziegler, newly elected President – assumed the Chair after the election at 1:15pm
Paul Constable, Treasurer (Zoom)
George Alevizos, Vice President
John Cleland, Vice President
Amy Matysio, Vice President
Mercedes Morris, Vice-President
Angelica Alejandro, Child Advocate, alternate for Gugun Deep Singh
Heather Allin
Jason Bryden
Alana Bridgewater
Tim Beresford (Zoom)
Caitlin Driscoll, alternate for Emily Hurson (who attended as an in-person observer for part of the meeting)
Elana Dunkelman
Jameson Kraemer
Samora Smallwood
Tavia Pereira
Dina Pino
Gord Rand
Tonjha Richardson
Joy Tanner
Asante Tracey, alternate for Nicola Correia-Damude (who attended via Zoom as an observer)
David Wallen
Jennifer Wigmore, alternate for Theresa Tova, Past President

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Victoria Brooks, Chair, Apprentice Caucus
Madelaine Rose, Co-Chair, outACTRAto (Zoom)
Ann-Marie Zammit, Secretary, Apprentice Caucus (Zoom)

OBSERVERS – IN PERSON & VIA ZOOM

Aaron Williams
Cory Doran, IPA Negotiating Committee
Fiona Highet
Ana Sani, IPA Negotiating Committee
Geoff Scovell, IPA Negotiating Committee (in-person and Zoom)
See attached – Zoom Attendees

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Taisa Dekker, Director, Outreach & Industry Development, ACTRA Toronto
Gail Hauptert, Director, Contracts, ACTRA Toronto
August Lew, Director, Finance & Administration, ACTRA Toronto (Zoom)
Karl Pruner, Director, Communications, ACTRA Toronto (Zoom)
Nicole Valentin, Director, Member Services, ACTRA Toronto
Luca De Franco, Communications Officer, ACTRA Toronto
Jennifer McGibbon, Communications Officer, ACTRA Toronto
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

Member Zoom Attendees

Sandra Beckles
Stephanie Belding
Daniel Beirne
André Blissett
Jo Boland
Jeanie Calleja
David Christo
Sandy Crawley
Lacey Creighton
Wendy Crewson
Aidan Devine
Ellen Dubin
Jeff Geddis
Allegra Fulton
Victoria Jacques-Whitehead
Bill Jefferson
Catherine Lai
Ron Lea
Bryn McAuley
Debra McGrath
Alex Milner
Colin Mochrie
Kinley Mochrie
Peter Murray
Sally Nakazi
Linda Nourse
Paulino Nunes
Samy Osman
George Ploszczansky
Jennifer Pogue
Janet Porter
Diane Raeside
Chantel Riley
Justin Robitaille
Steve "Shack" Shackleton
Michael Gordin Shore
Derra St. Denis
Bryan J Thomas
Tung "Potato" Tran
Rosey Tyler

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

The reading of the Land Acknowledgement by Gord Rand, John Cleland, Kate Ziegler and Amy Matysio was followed by the reading of the Equality Statement by Victoria Brooks, Elana Dunkelman, Dina Pino and Caitlin Driscoll.

The Councillors, in-person observers and staff introduced themselves.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Heather Allin, seconded by George Alevizos:

“That the Agenda for the ACTRA Toronto Council Meeting of January 7, 2024, be accepted.”

Discussion

Heather Allin suggested that Item 5.1 be added to the Agenda regarding the Election Process.

MOTION #1 – Amended

Moved by Heather Allin, seconded by George Alevizos:

“That the Agenda for the ACTRA Toronto Council Meeting of January 7, 2024, as amended, be accepted.”

CARRIED

APPROVAL OF MINUTES FROM DECEMBER 3, 2024

Page 5: Under Business Arising from November Council. 6th bullet point – Awards Update. 3rd sentences should read: ~~They are looking to slash last year’s budget in half.~~ **“They are looking a bringing last year’s budget down.”**

Page 9: Under 2nd paragraph under Discussion – Add: **“She was also requesting fulsome reports from the RCAP meetings”.**

Page 10: Motion #5 should read:

“Whereas the current ACTRA Toronto Council has encountered difficulties in finding paths forward that reach respectful consensus, and whereas many Committees have experienced concerns with their Executive Liaisons;

And Whereas, we Councillors have a duty to do the work of this Union and the membership;

And Whereas, mediation and training will support this Council into functionality;

Therefore, Be It Resolved, that this Council, including those with voice and no vote and the Chairs of all Committees and Caucuses take Governance and Anti-Misogyny Training;

And ~~Whereas~~, this Council will agree to engage in Facilitated Mediation;

And ~~Whereas~~, this Council commit to have Anti-Black Racism Training;

And ~~Whereas~~, this Council also commit to Anti-Ableism Training;

Mediation and training will commence no later than 60 days upon the passing of this Motion. Council will also invite ACTRA Toronto staff to take part in this training as applicable."

MOTION #2

MOVED BY Heather Allin, seconded by George Alevizos:

"That the Minutes of the December 3, 2024, Council Meeting, as amended, be accepted."

CARRIED

2 Abstentions

– Jameson Kraemer and Jason Bryden recorded abstained.

APPROVAL OF THE REVISED MINUTES FROM THE NOVEMBER 1, 2024

MOTION #3

Page 4: Under Business Arising from October Council, under first bullet point Town Hall – 6th paragraph, first sentence should read: "A Councillor ~~asked if~~ **mentioned that** the Employers have the proposals ~~as but~~ this Council does not have them."

Page 7: Under Financial Discussion – After first sentence add: "**Future months of the budget are not looking good.**"

MOTION #2

Moved by Heather Allin, seconded by Asante Tracey:

"That the revised Minutes of the November 1, 2024, Council Meeting, as amended, be accepted."

CARRIED

2 Abstentions

– Alana Bridgewater and Caitlin Driscoll recorded abstained

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #10

There were no items tabled.

CHAIR'S UPDATE

Mr. Gale noted that choosing the next ACTRA Toronto President should not be taken lightly. He said that “we need to elect someone who is as loving and as kind as possible.” Nobody was expecting to be in the work environment as we are now.

PRESIDENTIAL ELECTION

Heather Allin said that she heard that there is an alleged “grievance” against one of the candidates who is planning on running for President. She wanted to know what would happen if that candidate is elected and in the event that these grievances are found to be true.

Alistair Hepburn pointed out that there isn't a grievance process under our By-Laws. Grievances are under the contracts under the ACTRA Agreements. He believed Ms. Allin meant to use the term “complaint”.

John Cleland pointed out that any allegations not proven and that the precedent it would set is pretty dangerous.

Mr. Gale noted that any complaints would have to be substantiated.

Gord Rand said that this comes as a bit of a surprise and asked why this was not brought up in earlier months. He said that this issue would be confidential. He agreed with Mr. Cleland that it is an unproven allegation. It can be weaponized against anyone and sets a precedent.

Mr. Hepburn said that no names have been mentioned, and that any alleged process is well underway. Council are still at the point where we have not crossed that bridge and recommended that Council not cross that bridge.

David Wallen said that he did not think that Council should convict anyone without a process.

Joy Tanner said that this is a troubling allegation brought to the table.

Mr. Wallen said that Mr. Hepburn has made a good point – under the By-Laws we have a process in place and Council needs to move forward.

Mr. Hepburn was given the chair for the final time by outgoing President Gale. Council gave outgoing President, David Gale, a standing ovation and thanked him for his services.

Council decided that should an Executive member be elected as President; Council will wait until the February meeting to fill this position. This will be Councillors a chance to decide if they would like to run for the vacant position.

Nominations for President

Samora Smallwood	-	Accepted
Kate Ziegler	-	Accepted

Ms Smallwood appointed Ana Sani as Scrutineer and Ms Ziegler appointed Emily Hurson as Scrutineer. The Scrutineers joined Mr. Hepburn and staff scrutineers Gail Hauptert and Freda Merritt-Gambrill when the ballots were counted.

The floor was open to questions. Many questions were asked and answered.

The ballots were cast and a second round of voting was required because of tied ballots.

A second round of ballots were cast. The scrutineers reported that they witnessed a fair and accurate count.

ELECTED - KATE ZIEGLER

MOTION #3

Moved by Heather Allin, seconded by Mercedes Morris:

“That the ballots be destroyed.”

CARRIED

Newly elected President Kate Ziegler assumed the Chair at 1:15pm.

Ms Ziegler acknowledged Ms Smallwood and said that she hopes “to heal any vibrations”. She thanked Mr. Gale for his levity and humour and calm leadership. She said that she was “proud and thankful and knows that Council will figure it out together.”

OP PLAN 2024 REPORT CARD DISCUSSION

Mr. Hepburn walked Council through the Report Card.

Referring to the training items, Ms Tanner said that a lot of the items are interconnected and asked if we have resources so that we can look into them. Mr. Hepburn said that we need the actual training module before we can do anything.

Asante Tracey said that he would like to help with this.

Regarding bargaining, it was suggested that a Negotiating Strategy Committee be established. John Cleland asked if this could be raised at the Town Hall to see if the membership is interested. Mr. Hepburn suggested that we not talk about this until we are ready to see what that committee is about. Paul Constable, Cory Doran, Ana Sani, Geoff Scovell, Gord Rand, Heather Allin, Angelica Alejandro, Tonjha Richardson, Amy Matysio, John Cleland and Tova would like to be included in these discussions.

Elana Dunkelman recommended Council set up an ACTRA Toronto Minors Committee.

AFBS Conversation re benefits – Council would like to start on this file this month and would like to have the following conversations with AFBS – Cap year; Disability Alliance letter and Ombudsperson position.

Regarding the Op Plan it was noted that overall we have accomplished 50%. Mr. Hepburn will send out a revised document to Council. At the next meeting there will be a Blue Sky to discuss what Council would like to accomplish during the next fiscal year.

OTHER BUSINESS

There was no other business.

BUSINESS ARISING FROM DECEMBER COUNCIL – ED

I. Gord – Motion Four Unions Festival

Mr. Rand said that this will probably include other unions. He was seeking permission from Council to start communications with staff of other unions. It was noted that this would have to go through Mr. Hepburn and the President. Mr. Tracey would love to have the support to go further with this.

Mr. Alevizos asked how much this would cost. Mr. Rand said that he hoped that everything would be donated, including the space. They would like this to be free and fun as possible without violating labour rules. This is no plan to ask for money. He would like to discuss this with our sibling unions. Mr. Tracey suggested looking further into it and have a Creator's Corner meeting that is more focused. They would then come back to Council with suggestions in February or March.

II. Gord – Motion Accent Discrimination Info Video

There are questions that need to be answered on how this will be delivered. He is looking for feedback on how to proceed with it. He said that this might have to be done through the Executive. Mr. Hepburn said that we want to ensure that whatever is being produced, that the ownership stays with us.

Ms Allin cautioned that they should have all their ducks in a row before they move forward. She will talk Mr. Tracey and his team. Tavia Pereira felt that this should be submitted to the Executive.

III. Paul – Letter from National Council

Mr. Constable said that at the next National Council meeting he would like two hours set aside to discuss issues in a respectful and frank manner. He asked Council if they would be comfortable with him taking the lead and drafting a letter. Nicola Correia-Damude has a couple of thoughts on this and suggested that Toronto Council have a Zoom call to discuss it.

Ms Ziegler said that this a confidential issue which should not be discussed with observers present.

IV. ED – Facilitated Mediation

Mr. Hepburn reported that he has been in contact with several companies who offer this service. He will email a package to Council for their input. Amy Matysio cautioned that we should be very careful with the choice we make.

WORD FROM SET

- Ms Morris said that during the postal strike she was told that cheques were being put in the mail. Ms Ziegler said that she contacted Mr. Hepburn and this was corrected immediately. Ms Tanner suggested that Members should call their agents and have their cheques reissued. Gail Hauptert clarified what happened with the cheques and the procedures that were put in place.
- Mr. Cleland said that he will bring the Green Screen information to the next Council meeting.
- Regarding an Unfair Engager – Ms Ziegler asked if this was vetted through the union. She said that it feels like our Members do not know how to vet a project. Ms Hauptert responded that ACTRA Toronto reached out to the producer and gave them a warning that they cannot produce until they clear all outstanding payments on other

productions. Ms Ziegler asked what steps are taken if a production is not reputable any longer. Mr. Hepburn said that Members should refer to the Unfair Engager list that is on the website.

Alana Bridgewater said that it is not just an ACTRA problem, it is a real concern with DGC, etc.

Jameson Kraemer suggested that a letter be sent to the agents to remind them of the Unfair Engager list.

Mr. Hepburn said that putting a link on the first page of our website is easy. He informed Council that *Whistle* is now off the Unfair Engager list.

Ms Tanner suggested bringing this conversation as a side bar with the committee might be helpful.

COMMITTEE & CAUCUS UPDATES AND REQUESTS NOT IN THE WRITTEN REPORTS

- **YEAA:** Tavia Pereira announced that she is stepping down as the Co-Chair of YEAA and is leaving it in the hands of Ms Morris. Ms Ziegler thanked Ms Pereira for her work on the YEAA Committee. Ms Morris said that the Committee will talk about a replacement at their next meeting. She thanked everyone who supported their holiday initiative.
- **Awards:** Ms Matysio reported that the Committee held a sponsorship meeting. They are going ahead with Koerner Hall as the venue.
- **AYA:** Ms Ziegler announced that the AYA Co-Chairs are stepping down in February. They have been struggling to get Members to come out to their events. They have some ideas who they would like to approach. If Councillors know of anyone who would be interested, Ms Ziegler asked that they should let her know. Ms Brooks said that there might be Members of the Apprentice Caucus who might be interested in this.

AWARD OF EXCELLENCE – IN-CAMERA

An in-camera discussion was held.

The Recording Secretary left the meeting at 4:30pm.

STAFF NEGOTIATIONS – IN-CAMERA

These discussions were held in-camera. Mr. Hepburn brought Council up to date on this file.

IPA MOA – IN-CAMERA

Mr. Hepburn and the IPA Negotiating Committee reported on the IPA negotiations and the Memorandum of Agreement.

ADJOURNMENT

George Alevizos moved to adjourn the meeting.

THE MEETING ADJOURNED AT 6:00PM

COMMITTEE AND CAUCUS HIGHLIGHTS

The following reports were emailed to Council prior to the Council meeting:

Executive Liaisons: Treasurer, Paul Constable & Vice-President, Amy Matysio

Staff Liaison: Nicole Valentin

Apprentice Caucus – Chair, Victoria Brooks – Vice Chair, Roy Urbanozo – Secretary, Ann-Marie Zammit

The Apprentice Caucus met December 4th for 75 minutes on Zoom.

- The hours on set threshold for achieving a first full credit by working BG is not realistic anymore. Post-COVID, sets are smaller, and less BG are booked.
- Apprentice Members want to be Full Members using the one-and-done concept, with one drawback to us being the worker pool of members will be larger, and perhaps casting would have one less tool to differentiate experience and ability.
- Members working BG are experiencing a much larger ratio of availability checks to bookings. Hard to navigate scheduling with many more checks than bookings. Agents are sending mass texts/emails to their entire rosters that fit the work.

The Apprentice Caucus will meet next on January 8, 9:00 on Zoom, all ACTRA members are welcome! Ask Victoria Brooks or Nicole Valentin for the link, or email apprentice@actratontario.com to be added to the mailout list.

Executive Liaisons: Vice-Presidents, John Cleland, Amy Matysio & Kate Ziegler

Staff Liaison: Karl Pruner

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

- Name Change:
Their current (December) newsletter announced some of the suggestions they have received from AYA members. A few more have been added, and they will put it to a vote before the end of the year, or in January 2025.
- Voice Project:
With the assistance of creator and member Tracey Hoyt, liaison officers and Jennifer, they met to discuss the re-launch the Voice Project, “This is what _____ Sounds Like”. Heather Dick and Ms Hoyt scheduled a mid-December meeting for further discussion of marketing and distribution plans. More information will be available in the New Year.
- Events:
Their AYA Scene Reading Workshop and Holiday Gathering went very well. On Wednesday, December 4, 2024, they conducted a two-hour online session – the first hour was a session on cold-reading scenes, which offered the members an opportunity to brush up their reading skills, and the second hour was a gathering to share holiday beverages, stories and a catch up. They encouraged AYA members to make suggestions for a new name, and to share their ideas and concerns.
- New Co-Chair Search: They met with their Liaison Officers to discuss new Co-Chairs for the AYA Committee, as Heather Dick and Anne Wootten will be stepping down on February 28, 2025.

The Committee wishes everyone all the very best for 2025!

Executive Liaison: Vice President, John Cleland

Staff Liaison: Clare Johnston

Child Advocate, Angelica Alejandro

- Continued work as member of IPA Bargaining Team. Additionally fielded questions from parents on the update emails sent by ACTRA National.
- Supported a situation where minor and parent needed assistance regarding clarification to Production, on Engaging Minors with respect to OT.

Executive Liaisons: Treasurer, Paul Constable & Vice-President, Kate Ziegler

Staff Liaisons: Karl Pruner & Jennifer McGibbon

Editorial Committee – Chair, Joy Tanner

- From July 1 to December 31, 2024, PerformersMagazine.com achieved an 88.64% increase in pageviews (11,747 to 22160) yet an 8.26% decrease in unique impressions (6,865 to 6,298) compared to the same period in 2023. However, during this same period, the number of pageviews per user increased by 105.63% (1.71 to 3.52).
- Published in December:
 - [The urgent need for a robust legislative AI framework](#) (December 4, 2024)
 - [Stand up for rates](#) (December 10, 2024)
 - [Commercial Spotlight](#) (December 16, 2024)
 - [Applause: Fall 2024](#) (December 18, 2024)
 - [Panel Discussion: Strike Authorization Vote](#) (December 20, 2024)
- Most-read articles of 2024:
 - [In conversation with Maria del Mar](#) (March 20, 2024)
 - [Celebrating the 2024 Outstanding Performance Nominees](#) (April 4, 2024)
 - [Get to know your 2024 IPA Bargaining Team](#) (September 10, 2024)
 - [In conversation with Billy MacLellan](#) (July 12, 2023)
 - [The Red Carpet at the 22nd ACTRA Awards in Toronto](#) (April 29, 2024)
- Upcoming
 - Ask an Expert: Taxes (February 2025)

Executive Liaisons: Vice-Presidents, George Alevizos & Janet-Rose Nguyen

Staff Liaisons: Luisa Alvarez Restrepo & Karl Pruner

outACTRAto – Co-Chairs, Matt Lemche and Madelaine Rose

Meetings/General

- Committee meeting held on December 10th, 2024, next meeting set for January, date TBD.
- Discussion of ACTRA awards and ensuring members know how to submit, especially for the new categories.

Queer Your Stories Subcommittee

- QYS jury selected winner for 2025 Competition
 - *Last Call* by Monica Garrido Huerta.
 - “In Last Call, a lesbian couple must rely on a jaded bartender to work through their recent breakup and get out of their own bubble to survive a sudden zombie attack inside a dying queer bar.”
 - Winning team has been put in touch with ACTRA Staff and Sponsor reps.

Working the Scene in Rainbow Subcommittee

- Discussion of moving event up from usual June dates.

- Executive Liaisons:** Past President, Theresa Tova & Vice-President, Janet-Rose Nguyen
Staff Liaisons: Luisa Alvarez Restrepo & Taisa Dekker

*We acknowledge that we live, work and create on the unceded and traditional lands of the Ho-de-no-sau-nee-ga (Haudenosaunee), Anishinabewaki ᐱᑦᓂᑦᓴᑦᕐᖅ, 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. Recognizing the terms “Woman” and “Women” (Female/Male/Man/Men) are gender constructs and 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. We 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.

Although November was a slower month for social activities, they still gained 23 new followers overall. their reel from the New Member Orientation performed particularly well, garnering nearly 1,400 views—an encouraging sign of strong online engagement.

YEAA did not hold a general meeting this month. Instead, they organized a joint sub-committee meeting focused on planning their upcoming Holiday initiative.

Holiday Giveback Event

Their Holiday Giveback Event is designed to strengthen union solidarity and support members with children during the holiday season, which can be financially challenging for many. The first part of this initiative is a toy drive. They are asking for donations of new toys in the \$10 range, ideally non-gender specific. They will be framing this drive as an opportunity to “replace one of your luxury coffees to help a child in need”—because \$10 can truly go a long way.

At this stage, they are asking Councillors and fellow committees to help spread the word about the toy drive and, if possible, make a donation by dropping off toys at the ACTRA Toronto office. They are already excited to receive some offers of donations!

They will be opening a volunteer sign-up list soon and will provide an update to the Executive and Council after their subcommittee meeting on November 27th, where they will finalize Phase 2 of the initiative.

In the meantime, they look forward to sustaining the momentum and growing interest in both our “Socials” and “Social Media” subcommittees.

OTHER REPORTS

Outreach and Industry Development

Taisa Dekker, Director, Outreach and Industry Development

- Work continues connecting with indie game developers who have previously engaged union performers on video game productions about their experiences working with the union.
- ACTRA Toronto sponsored the Theatrical Arts Education Association’s Star Fest at York University on December 9th. I did a brief presentation introducing the union, and attendees visited ACTRA Toronto’s booth throughout the day. Thanks to Tavia Pereira and Joy Tanner for their work promoting union membership to students at the event.
- Met with a video game developer about working with union voice performers on a new production.
- Presented to the AABP and Apprentice Caucuses about ACTRA Toronto’s Student Film Agreements and the benefits of working on student films. For a list of post-secondary programs with student film agreements with, please [click here](#).
 - Union staff promote the [ACTRAOnline databases](#) to student filmmakers as a tool to assist them in finding union performers for their productions. Members are encouraged to regularly update their ACTRAOnline profiles.
- ACTRA Toronto partnered with DGC Ontario on a promotional video for their Sustainability Committee.
- Continued discussions with an indie game developer interested in engaging ACTRA performers on a project recording in early 2025.
- Attended the TAW*C meeting on December 17, 2024.
- Met with a video game instructor at a post-secondary institution about a presentation to game development students in 2025.
- Attended the DGC webinar, “A.I. & Hollywood: Facts vs. Fiction,” on December 11, 2024.

- ACTRA Toronto is proud to sponsor the Toronto Animation Arts Festival International, taking place April 9 – 13, 2025. Union members get a 15% discount on tickets and passes using the discount code ACTRA-TORONTO-2025. [Click here for TAAFI 2025 tickets.](#)

Ontario Green Screen

Taisa Dekker, Director, Outreach and Industry Development

- Ontario Creates recently updated their website, and members are encouraged to check out the Ontario Green Screen redesign here: <https://www.ontariocreates.ca/filmcommission/ogs-about-us>
- The next [Carbon Calculation Fundamentals](#) Training is on Sunday January 19, 2025 at 10:30 am. Click [here](#) to register.
- ACTRA Toronto members interested in becoming Ontario Green Screen Ambassadors can apply here: <https://www.ontariocreates.ca/filmcommission/ogs-ambassadors>