

June 23, 2026
2 pm – 5 pm

ACTRA TORONTO



ACTRA Toronto's
Annual General Meeting 2026
Member Kit

ACTRA TORONTO

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ACTRA TORONTO

Welcome to the ACTRA Toronto 2026 Annual General Meeting:

June 23, 2026

Dear Members,

Welcome to the 2026 ACTRA Toronto Annual General Meeting.

Thank you for taking the time to participate in the democratic life of our union. Your engagement, ideas, and commitment are what make ACTRA Toronto strong.

This year's AGM comes at an important moment for our union. The screen-based industry is undergoing significant change. Our members continue to face challenges ranging from industry contraction and technological disruption to the ongoing impacts of the commercial lockout and the growing use of artificial intelligence. At the same time, these challenges present an opportunity for us to rethink how we organize, advocate, and build power together.

Over the past several months, ACTRA Toronto Council, staff, and members have begun the work of developing a long-term Strategic Plan that will guide our union into the future. At its core, that work is focused on a simple but ambitious goal: building a stronger, more engaged, and more influential union that can effectively advance the interests of all performers in a rapidly changing industry.

Our vision is rooted in strengthening member engagement, growing our collective power, modernizing our organization, and ensuring that performers have a strong voice in shaping the future of our industry. We are committed to building a union that is proactive, strategic, and capable of meeting the challenges ahead while creating new opportunities for our members.

We encourage you to participate fully, ask questions, share your perspectives, and help us chart the next chapter of ACTRA Toronto's history.

On behalf of Council and staff, thank you for your continued support, solidarity, and participation.

In solidarity,

Kate Ziegler
President, ACTRA Toronto

Rob Halpin

Executive Director, ACTRA Toronto

ACTRA Toronto Land Acknowledgement:

Toronto is in the "Dish with One Spoon Territory." The Dish with One Spoon is a treaty between the Anishinaabe, Mississaugas, the Haudenosaunee and the land. The Treaty was created to share and protect what is still their traditional territory.

This area around the Great Lakes represents the dish that we all feed from. And we must share with one spoon. Subsequent Indigenous Nations, Europeans and all newcomers, have been invited into this treaty in the spirit of peace, friendship and respect for the land we now share.

We are all treaty people who have a responsibility to maintain the spirit of the Dish with One Spoon covenant.

ACTRA Toronto Equality Statement:

Union solidarity is based on the principle that all union members are equal. Mutual respect, cooperation and understanding are our goals. We neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct, based on gender, gender identity, sexual orientation, race, disability, age, class, religion, ethnic origin, membership or work category or family status hurts and divides us.

Discrimination can take the form of harassment, defined as using real or perceived power to abuse, devalue, or humiliate.

Discrimination and harassment weaken our solidarity, reducing our capacity to work together on shared concerns, such as decent wages, safe working conditions, and justice for all. ACTRA activities are to be harassment-free zones where our members' dignity and equality are respected.

ACTRA's Constitution, By-Laws, practices, and collective agreements reflect our commitment to equality and respect. Complaints of harassment and discrimination are taken seriously by ACTRA, and should be directed to the President, or their designate. All will be investigated and those substantiated will result in action by the Union.

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ACTRA Toronto Annual General Meeting Agenda – June 23, 2026
2:00 PM – 5:00 PM, IN PERSON (Hybrid available via the Zoom Platform)
Young People’s Theatre - 165 Front St E, Toronto, ON M5A 3Z4

Pre-Annual General Meeting (AGM)

1:00 PM	Registration Opens – Foyer of Young People’s Theatre
1:30 PM	Doors to Ada Slaight Stage Open.

AGM Agenda:

2:00 PM	1. Call to Order: ACTRA Toronto Annual General Meeting
	2. Welcome, Introductions, Land Acknowledgement & ACTRA Toronto Equality Statement
	3. Approval of Agenda <ul style="list-style-type: none"> • Motion to Adopt the Agenda
2:15 PM	4. Executive Directors Report <ul style="list-style-type: none"> • Rob Halpin, Executive Director
	Motion: Receipt of the Executive Directors Report
	5. Presidents Report <ul style="list-style-type: none"> • Kate Ziegler, President
	Motion: Receipt of the Presidents Report
2:25 PM	6. Treasurers Report <ul style="list-style-type: none"> • Paul Constable, Treasurer Presentation: ACTRA Toronto Audited Financial Statements Fiscal 2025 <ul style="list-style-type: none"> • Joel Ewart, Partner, Assurance, Doane Grant Thornton LLP
	Questions & Answers – Audited Financial Statements
	Motion: Receipt of the ACTRA Toronto Audited Financial Statements as presented.
	Motion: Appointment of the Auditor for Fiscal 2026
	Motion: Receipt of the Treasurer’s Report
2:45 PM	7. Presentation: Operating Plan 2026 <ul style="list-style-type: none"> • Rob Halpin, Executive Director
2:50 PM	8. Panel / Presentation: ACTRA Toronto Operations & Finances <ul style="list-style-type: none"> • Paul Constable, Treasurer • Rob Halpin, Executive Director • August Lew, Director of Finance and Operations
3:00 PM	Q&A / Feedback Loop - ACTRA Toronto Operations & Finances
3:10 PM	9. Motion: Resolution Referendum Process

AGM Agenda Continued:

3:25 PM	10. Presentation: New Agreements <ul style="list-style-type: none">• Elana Dunkelman, Vice-President• Mercedes Morris, Vice President• Gail Hauptert, Director of Contracts & Production
3:35 PM	11. Presentation: National Commercial Agreement (NCA) <ul style="list-style-type: none">• Jinny Wong, Vice-President• Jameson Kraemer, Vice-President• Rob Halpin, Executive Director
3:45 PM	12. Presentation: Independent Production Agreement (IPA) <ul style="list-style-type: none">• Kate Ziegler, President• Amy Matysio, Vice-President• Rob Halpin, Executive Director• Gail Hauptert, Director of Contracts & Production
4:00 PM	13. General Questions & Answers <ul style="list-style-type: none">• Kate Ziegler, President• Rob Halpin, Executive Director
	14. Presentation: "AI, Actors, and the Future of the Screen Industries: Creative Labour, Contestation, and Collective Bargaining." Dr. Tanner Mirrlees, Ontario Tech University
5:00 PM	15. Adjournment <ul style="list-style-type: none">• Motion to Adjourn

Post-Annual General Meeting (AGM)

5:00 PM – 6:00 PM	ACTRA Toronto Social – Pizza and Refreshments Foyer, Young People's Theatre
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ACTRA TORONTO

Greetings,

It is my pleasure to present my first Executive Director's Statement to the membership of ACTRA Toronto.

I joined ACTRA Toronto earlier this year at a time of significant change for both our union and our industry. Across the screen-based sector, performers continue to face unprecedented challenges. Production levels remain below historic norms, the commercial lockout continues to impact opportunities for members, and rapid technological developments, particularly in artificial intelligence, are raising important questions about the future of creative work.

While these challenges are real, they also present an opportunity for ACTRA Toronto to strengthen our organization and position ourselves for the future.

Over the past several months, Council have begun the important work of building a long-term Strategic Plan that will guide ACTRA Toronto over the coming decade. This work is grounded in a simple principle: **strong unions are built through engaged members, effective advocacy, modern organizations, and a clear sense of purpose.**

As Executive Director, one of my priorities has been to begin laying the operational foundation necessary to support that vision. This includes reviewing our governance and operational policies, assessing opportunities to modernize member engagement and communications, exploring new organizing and mobilization tools, and ensuring that our resources are aligned with the priorities established by Council and the membership.

We are also working to strengthen ACTRA Toronto's voice within the broader cultural, labour, and political landscape. Whether advocating for stronger protections against the misuse of artificial intelligence, defending performers' rights in the commercial sector, or advancing policies that support Canadian performers and Canadian production, our goal is to ensure that ACTRA Toronto is a respected and influential voice on the issues that matter most to our members.

None of this work is possible without the dedication of our elected leaders, our members, committee volunteers, and professional staff. Every day, ACTRA Toronto's

staff work to provide services, enforce agreements, support members, and advance the interests of performers across our jurisdiction. I want to thank them for their professionalism, commitment, and support during this period of transition and renewal.

The future of ACTRA Toronto will not be defined solely by the challenges we face, but by how we respond to them. By strengthening our organization, increasing member engagement, and building collective power, we can ensure that performers remain a vital and valued part of Canada's cultural and economic future.

Thank you for your participation in our union and for the opportunity to serve as your Executive Director.

In solidarity,

Rob Halpin
Executive Director
ACTRA Toronto

President's Statement

ACTRA TORONTO

Dear ACTRA Toronto members,

Our union is changing. For the last several years I have been working alongside your elected leadership to bring a vision to ACTRA Toronto that will see us change in ways that may members have been longing for.

Over the last six months we have established several new promulgated agreements, shifted to member-direct government relations, saving over a hundred thousand dollars, and we undertook a comprehensive search and hiring process that brought us to our new Executive Director, Rob Halpin - also an in-house process that saved us thousands of dollars.

One of the biggest projects we are undertaking is a review of our permitting process for non-residents. We are looking at not just numbers but how the language in the IPA is being interpreted by Producers and what we may want to push for at the bargaining table in 2027. All of which will be informed by you.

The formal name for this piece of our collective agreement is "Preference of Engagement" but for many of you it is just - am I working or not, and why.

We have a number of other ways we will be working to shift the balance of power over these decisions toward our members - for example, campaigning for a robust Canadian film & television funding model, lobbying the respective government officials at all levels

as they relate to our sector. And at the AGM on June 23rd, 2026, we will unveil our 2027 IPA Bargaining timeline and platform: “Getting on the Front Foot”.

Having sat with our finances for the last three years there is no question that we must continue to cut costs and examine our revenue. It is likely that ACTRA National will initiate a dues referendum later this year. ACTRA Toronto will be working with our National counterparts and members to ensure that what is presented to you has the support of the membership *before* voting begins.

I consider there to be many areas of urgency within the membership. There are three additional pieces that are repeatedly discussed:

1. Reclaiming the commercial jurisdiction. We are injecting new ideas and becoming more aggressive in our tactics. Not only for the members who have historically earned a living doing commercial work but for performers who need supplemental income and for our unions financial solvency.
2. Apprentice and AABP program reform; for decades these programs have meant that many members are excluded from the benefits of full membership. It is time to take a close look and work toward a more equitable membership model.
3. Multi-hyphenate creator supports – I am affectionately referring to this initiative as The Backlot, some of you know it as Creators Corner. Two months ago we surveyed the membership on what changes to the co-op, training and production supports they would like to see. And we are listening. More to come in the coming year.

We are launching a 10-5-1 year Strategic Vision and one-year operating plan that will expand on these priorities and much, much more. This vision will serve as an anchor for current leadership and act as a road map for years to come. We look forward to hearing your thoughts and bringing you into the work of making this union the strongest it can be.

Stay close, we have more to do, and you are essential to getting it done.

In solidarity,
Kate Ziegler
President ACTRA Toronto

Treasurer’s Statement:

ACTRA
TORONTO

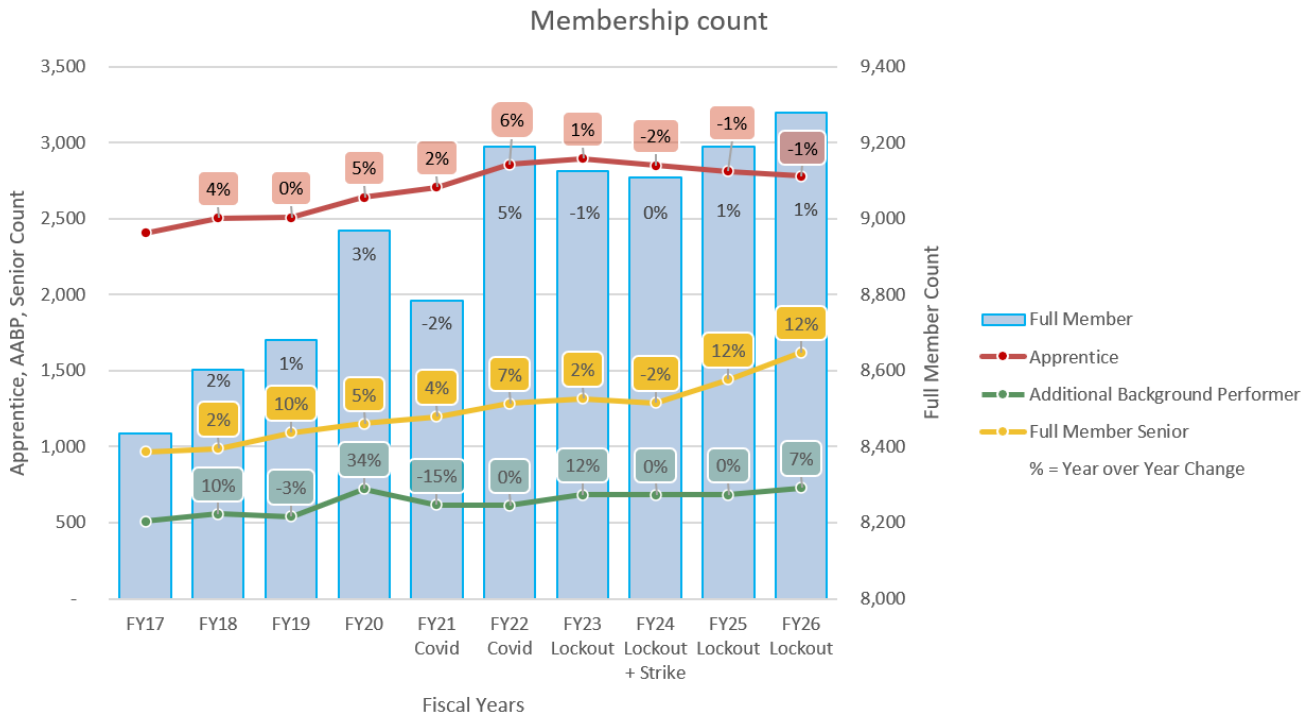
Greetings,

On behalf of ACTRA Toronto Council, I am pleased to present the Treasurer's Report for the fiscal year ending February 28, 2026.

Within my report to the Annual General Meeting, we will present the audited financial statements for the period ending February 28, 2026, as approved by Toronto Council. In addition, we will take some time to dive into the finances and operations of ACTRA Toronto, and will allow members an opportunity to ask questions of both the Auditor and our finance staff.

ACTRA Toronto Membership Mix:

Maintaining and growing our membership base remains critical to ACTRA Toronto's long-term financial sustainability and organizational strength.



Member dues remained ACTRA Toronto's largest source of revenue, generating just under \$5.9 million and continuing to provide the financial foundation for the services, advocacy, and representation our members rely upon.

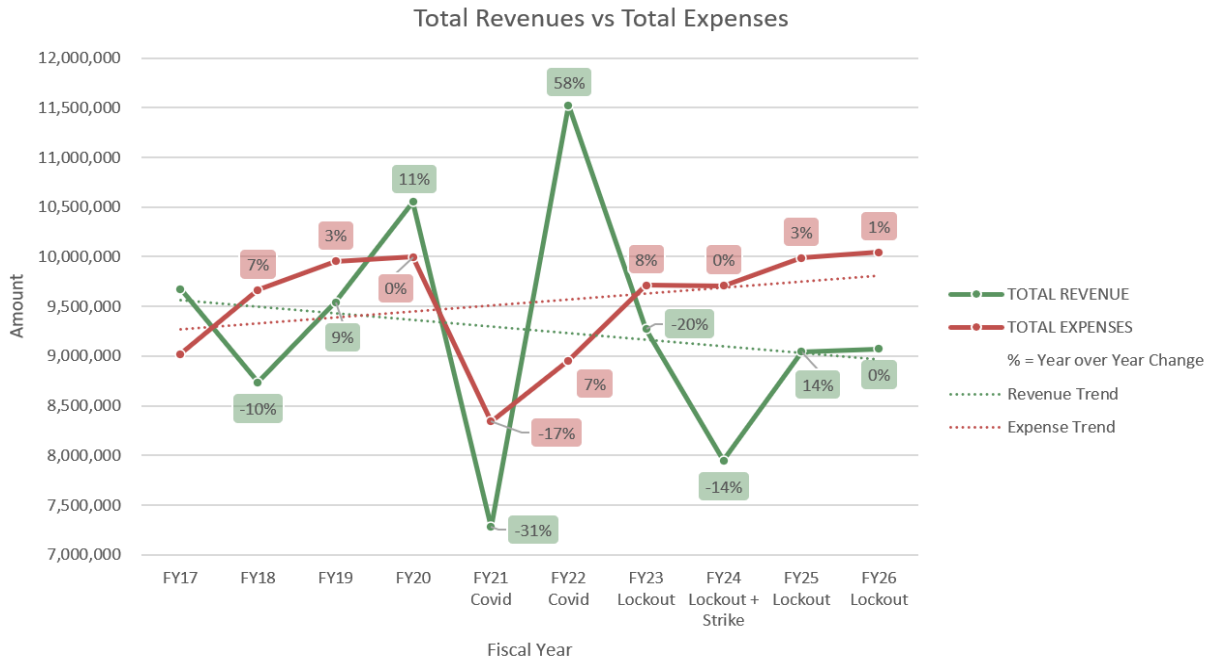
ACTRA Toronto concluded the 2025–2026 fiscal year with a deficit of \$943,544, compared to a deficit of \$943,413 in the previous fiscal year. While the year-end result remained relatively consistent with the prior year, it underscores the financial pressures facing our union as the industry and our union continues to experience significant challenges.

ACTRA Toronto Total Revenues vs Total Expenses:

Total revenue for the year was \$9,298,946, a modest increase from \$9,271,083 in 2024–2025.

In 2025–2026, non-member revenue totalled \$1,752,915, compared to \$1,610,139 in the previous fiscal year.

Total expenses for the year were \$10,242,490, compared to \$10,214,496 in the prior year.

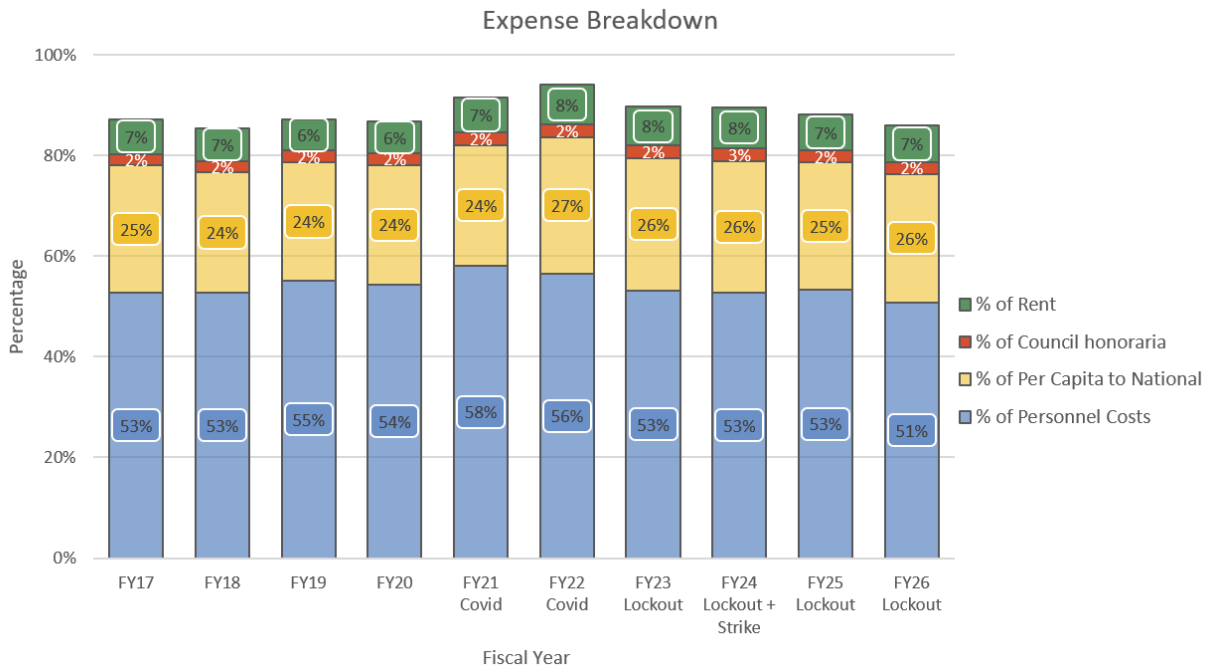


ACTRA Toronto Expense Breakdown:

Personnel costs and transfers to ACTRA National remain the organization's largest expenditures, accounting for just over \$5.1 million (Personnel costs) and \$2.5 million (Transfers to National) respectively, with both remaining largely consistent year over year. However, given the structural deficit that we are operating under, our focus must be prudent fiscal management. Per capita transfers to ACTRA National have consistently represented approximately one-quarter of total expenses, while occupancy costs and Council honoraria have remained stable over time.

The relative consistency of these expense ratios suggests that ACTRA Toronto's ongoing deficits are not the result of significant spending increases, but rather the financial pressures associated with prolonged industry challenges and reduced revenue growth.

This highlights the importance of continuing to balance prudent fiscal management with the investments necessary to support members and strengthen the union's long-term capacity.



While ACTRA Toronto continues to maintain a strong balance sheet and prudent financial reserves, the persistence of annual operating deficits is not sustainable over the long term. As such, stabilizing our unions finances remains the priority.

The organization has relied on accumulated investments and reserves to bridge the gap between revenues and expenditures. Although these reserves provide stability and flexibility, it is important that ACTRA Toronto continue to evaluate its financial position and identify opportunities to strengthen long-term sustainability.

Council and staff remain committed to responsible financial stewardship, ensuring that ACTRA Toronto continues to deliver services to members while carefully managing the organization's resources in a challenging and evolving landscape.

I would like to thank Council, staff, and the Finance Committee for their ongoing diligence and commitment to maintaining the financial health of our union.

Respectfully submitted,

Paul Constable
 Treasurer
 ACTRA Toronto

Vice-President's Statements

Elana Dunkelman, Vice President, ACTRA Toronto

In 2026, my focus as Vice President has been on organizing video game work into the union and providing training to help members feel confident performing in that medium. Much of this work has been driven by the Video Game Working Group, a member-led group that I help steer.

A big win has been the approval of the promulgated low-budget indie video game agreement at the June council meeting. Many indie developers want to hire great actors, but without a public-facing agreement with rates, they've always assumed ACTRA members were out of reach for their budgets. Thanks to the work of staff and engaged members who pored over drafts, conducted research, and participated in focus groups to help shape this agreement, we are now officially launching it, with many interested indie developers already meeting with our contract team. More union work means more opportunities for you.

To help members “level up”, we've facilitated skills-building workshops. In April, we held a video game voice performance workshop. On June 18th we organized a motion capture self-tape workshop. We're working toward a video game demo panel in the later part of the summer, and actively exploring how we can bring subsidized mocap training to the membership.

Beyond the video game file, I've been organizing new member gatherings where folks can ask questions, meet each other, and find their footing in the union and industry. We want to create a soft place to land for new members, and these events have been helping to do that.

I also serve as executive liaison to the OutACTRAto, Voice, Minors, and AI committees, supporting their initiatives and staying connected to what's happening across the membership.

Jameson Kraemer, Vice President, ACTRA Toronto

As one of your Vice Presidents of ACTRA Toronto, I have tried to maintain a focus on member engagement, the strengthening of our internal structures, supporting my fellow councilors, and keeping a close eye on the forces that are actively shaping the future of our work. Whether political or technological, these looming threats directly affect not only the economics of our union, but our own livelihoods.

A significant part of this work has been serving as an executive council liaison to three committees. The Northern Committee, the AABP Caucus (ACTRA Additional Background Performer), and YEAA (Young Emerging Actors Assembly). We may be ACTRA Toronto, but our jurisdiction extends well beyond the city, and with the volume of production happening in the Greater Sudbury and North Bay area, it matters that members from those regions feel seen and heard. Working with the AABP Caucus, I was able to learn about many of the issues facing a huge portion of our membership while also helping them understand ACTRA's structure as well as their rights. And lastly, on the YEAA front, watching this group take the reins, creating space for themselves holding screenings, read-throughs, and other community building events, has been genuinely exciting to watch. I encourage you all to check these committees out.

I also attended the Prime Time conference in Ottawa earlier this year. It is one of the few spaces where the business of Canadian content and the politics behind it sit in the same room at the same time. The energy at the conference was undeniable, much of it stemming from the buzz of *Heated Rivalry*, a little Canadian show that hit North

American culture in a way we have not seen in a very long time. Our Prime Minister made a surprise appearance, with some genuinely encouraging words but words need to be backed up with real investment, and that means not caving to trade pressures from our neighbours to the south when it counts. “Elbows up” also needs to apply to the Canadian entertainment industry.

On the member side, I worked directly with a small group of ACTRA performers on a popular production created by a Goliath of a toy company, who found themselves spinning as their engagers attempted to release them from the IP that they helped build, and recast them with non-union voices. While the threat of AI replacement is also very real, so is the familiar threat of producers simply trying to cut union performers out of the equation entirely. What mattered in that situation was not the outcome alone, but the organizing. Helping members understand how to fight their employer, how to build solidarity, how to use every tool available to them. That is work every one of us needs to be ready to do, because these fights are not going away.

Amy Matysio, Vice President, ACTRA Toronto

This year, I proudly served as one of your VPs with a clear goal: build power in an industry that too often tells performers there is none. So, what’s on my desk?

For the 2nd year, I co-chaired (with councillor, Dina Pino) and creative-directed the ACTRA Awards in Toronto; a celebration of community and member excellence. As we continue to elevate the awards, we generated a record-breaking 3.3 million views on Instagram alone, this growth is proof, that culture-building is also organizing! Work is already underway on our 25th anniversary show in 2027, a milestone I'm committed to help carry forward.

With fellow VP Elana Dunkelman, we continue pushing on animation and children’s programming. We convened a think tank to surface what animation performers are living through; this corner of our union needs strategy and analysis. We have lost footing and we need to get it back.

As a working actor and mom — the balancing act is real! This Fall, we will look to build an ACTRA Toronto summit on childcare, dependent care, and the realities of working parents on set. We will also aim to explore women’s health. As care needs evolve across our careers and into midlife, we need to have the conversation.

I sit on the NCA bargaining team (can’t stop, won’t stop) and the National IPA Appendix 31 Committee, addressing casting practices with the CMPA. I represented you at Prime Time and continue to foster cross-union coalitions. As an executive liaison to Creators Corner, I continue to champion the revitalization of ACTRA Toronto’s Co-op Agreement so multi-hyphenate creators have a real home in their own union.

We can’t do this work alone. In January 2026, President Ziegler and I were honoured to attend the inaugural, invite-only Labor Notes Leadership Conference in Chicago, sharpening our organizing tools and strengthening solidarity with union leaders across North America.

I'm a glass-half-full gal, but the math is clear: non-union casting is outpacing union commercial bookings, the current IPA framework is under strain, and AI is advancing faster than our protections. Ensuring performers remain central to Canada's screen future will require agility, flexibility, and continued leadership, especially as decisions made, or delayed, in the next year will shape where work happens for years to come.

A member-led union only works if its leaders stay close to the members. That's where you'll keep finding me.

In solidarity,
Amy Maysio

Mercedes Morris, Vice President, ACTRA Toronto

In my second term as ACTRA Toronto VP, I continue to show up where your voice needs to be heard — from Queen's Park and the OFL to the BSO Symposium and the Canadian Game Awards. Even on set, I can't turn it off — connecting with members, encouraging them to get more involved. I will never shy away from advocating to strengthen our members' recognition, rights, and protections.

While I support however I can, engagement and spirit are where my skill set shines. Perhaps that's why I was tapped as the new Chair of the Parade Committee (see you at Pride, Labour Day, and more!). I also serve as liaison to the YEAA and Minors committees; honored to help shape the careers of these young talented performers.

My pillars remain the three E's — engage, educate, empower. Engage: get involved and stay involved; join a committee or working group — this union is what you make it. Educate: read your newsletters, follow our socials, understand the IPA. Empower: prepared members are confident and ready to ACT. When ACTRA ACTS together, we're unstoppable.

Looking ahead, I'm excited to plan more ways for us to come together — not just in crisis, but in community. Town halls, round tables, ACTRA bingo night, karaoke — budget-conscious, yes, but rich in connection. There's that engagement and spirit!

I wish I could have said this to your face so you could feel my energy — because it's real. So is my love and commitment to this union. Let's connect. My inbox is always open.

In solidarity,
Mercedes Morris

Jinny Wong, Vice President, ACTRA Toronto

The past few months have been a whirlwind, and I have been humbled by the amount of work there is to do at Council. I have been lucky enough to contribute to many discussions that affect this council and ACTRA as a whole.

I was able to help find a wonderful new Executive Director, Rob Halpin, I was able to participate in discussions regarding communications strategies with Crestview, and I have attended meetings with the DEIB Committee, Minors Committee, and met with the

writers group to bring back, *Working The Scene in Colour*.

Going forward I would love to continue building relationships with our membership. My goal is to increase engagement to facilitate a union where members feel empowered and hopeful. With the NCA and IPA contracts up for negotiations, my goal is to get as much input as possible on what our membership cares about so that I can bring that to the bargaining committee at National and have it prioritized.

ACTRA Toronto 'Organizing to Win' Strategic & Operational Plan

To view the Draft 'Organizing to Win' ACTRA Toronto 'Vision 2036' Strategic Plan 2026-2036 & Operational Plan 2026-2027 please find it here: [Draft 'Organizing to Win' ACTRA Toronto 'Vision 2036' Strategic Plan 2026-2036 & Operating Plan 2026-2027](#)

Provide feedback on the Draft 'Organizing to Win' ACTRA Toronto 'Vision 2036' Strategic Plan 2026-2036 & Operating Plan 2026-2027 directly to the Executive Director via this feedback loop portal:

[Provide Feedback on the Strategic and Operational Plan](#)

Resolution Referendum Process

TITLE: Resolution Directing ACTRA Toronto Council, National Representatives, and the Branch to Advance a Constitutional Amendment on the Referendum Process

MOVED BY: Bill Williams, ACTRA #04-27005
SECONDED BY: Jamie Jones, ACTRA #T04-11585

WHEREAS under Article 3.1 of the ACTRA Toronto By-laws, ACTRA Toronto is a member-run professional union, and all powers within ACTRA Toronto are vested in its members;

WHEREAS ACTRA is a democratic, member-driven union whose Constitution should protect the right of members to participate meaningfully in decisions affecting the union;

WHEREAS Article 11 of the ACTRA Constitution governs referendum votes, including the process by which members may petition for a referendum and the process for ratification referendums;

WHEREAS referendum votes should be conducted through a fair, transparent, accessible, and informed process that gives members adequate notice, meaningful information, and an opportunity for discussion before voting;

WHEREAS the attached petition proposes amendments to Article 11, Sections 1103 and 1104 of the ACTRA Constitution, including provisions for member-initiated referendums, on proposed constitutional changes a mandatory referendum process

where a valid request is not resolved and is not unconstitutional, minimum notice periods, and at least one hybrid member meeting per Branch before a referendum vote;

WHEREAS the proposed amendments would help ensure democratic engagement, branch-wide consultation, transparency, accessibility, and informed decision-making across the ACTRA membership in relation to proposed constitutional changes;

WHEREAS separate and distinct provisions should also be advanced to clarify and strengthen the process for ratification votes concerning contracts, Agreements, or other negotiated instruments, without conflating those ratification processes with constitutional-amendment referendums;

WHEREAS ACTRA Toronto Council, ACTRA Toronto's National Council representatives, and the ACTRA Toronto Branch are in a position to bring forward the concerns and direction of ACTRA Toronto members to ACTRA National;

THEREFORE BE IT RESOLVED that the members of ACTRA Toronto, assembled at the Annual General Meeting, direct ACTRA Toronto Council, ACTRA Toronto's National Council representatives, and the ACTRA Toronto Branch to bring forward to ACTRA National Council and/or the appropriate ACTRA National body the proposed constitutional amendment to Article 11, Sections 1103 and 1104, as set out in the attached petition; with the amendment applying specifically to referendum processes for proposed changes to the ACTRA Constitution;

BE IT FURTHER RESOLVED that ACTRA Toronto Council, ACTRA Toronto's National Council representatives, and the ACTRA Toronto Branch shall request that ACTRA National initiate the required national referendum process so that ACTRA members may vote on whether to amend Article 11 of the ACTRA Constitution; at the next available national referendum opportunity;

BE IT FURTHER RESOLVED that the proposed constitutional amendment shall include, in substance, the following principles:

1. members shall have the constitutional right to initiate a referendum on any matter of national, regional, or local concern that falls within the jurisdiction of ACTRA proposed amendments to the ACTRA Constitution where the proposed amendment falls within the jurisdiction of ACTRA;
2. a request for a constitutional-amendment referendum may be brought by Branch membership resolution or by signed petition;
3. a valid referendum request shall require the support of one hundred (100) members or fifty percent (50%) of the Branch membership, whichever is lesser;
4. the referendum request shall clearly state the proposed constitutional question or amendment to be put to the membership and the grounds for seeking the referendum;
5. where ACTRA Council/Executive cannot resolve the question to the satisfaction of the petitioners, and the question is not ruled unconstitutional, a referendum shall be mandatory;
6. a constitutional-amendment referendum shall be instituted within sixty (60) days of receipt of a valid referendum request,
7. members shall receive at least thirty (30) days' notice before a constitutional-amendment referendum vote;
8. the referendum shall be conducted locally, regionally, or nationally according to the scope of the question presented;
9. before the vote, each Branch shall host at least one hybrid meeting, offered virtually and in person where feasible, to allow members to ask questions and receive information;
10. each such meeting shall include representation from ACTRA National Council and ACTRA National Staff, and, where applicable, a representative member who organized the resolution or petition;
11. ratification referendums for an Agreement, Code, Schedule, or other matter shall be held within sixty (60) days of the matter being submitted for vote, with no less than thirty (30) days' notice to the membership; and
12. referendum processes shall be conducted in a way that promotes clarity, transparency, accessibility, and informed member decision-making.

BE IT FURTHER RESOLVED that ACTRA Toronto Council, ACTRA Toronto's National Council representatives, and the ACTRA Toronto Branch shall advocate for the proposed amendment to be considered and advanced in a timely manner;

BE IT FURTHER RESOLVED that, as an interim measure pending formal constitutional

referendum, ACTRA Toronto Council, ACTRA Toronto's National Council representatives, and the ACTRA Toronto Branch shall move at the next ACTRA National meeting, that these referendum-process principles be adopted as a by-law to be implemented immediately to the fullest extent permitted by the ACTRA Constitution, By-laws, and applicable governance obligations;

BE IT FURTHER RESOLVED that ACTRA Toronto Council, ACTRA Toronto's National Council representatives, and the ACTRA Toronto Branch shall further request that the proposed constitutional amendment be placed before the membership at the next available national referendum opportunity;

BE IT FURTHER RESOLVED that such separate contract-ratification provisions shall include, in substance, that ratification votes for an Agreement, Code, Schedule, contract, or other negotiated instrument shall be held within sixty (60) days of the matter being submitted for vote, with no less than thirty (30) days' notice to the affected membership, unless a different timeline is required by law, collective bargaining obligations, or the applicable governing documents;

BE IT FURTHER RESOLVED that such contract-ratification provisions shall also require that affected members be provided with clear, accessible, and timely information regarding the proposed contract, Agreement, Code, Schedule, or negotiated instrument before voting, including reasonable opportunities to ask questions and participate in discussion where feasible;

BE IT FURTHER RESOLVED that ACTRA Toronto Council shall report back to the ACTRA Toronto membership on the steps taken to bring this matter forward, including any response received from ACTRA National Council, ACTRA National Staff or any other relevant ACTRA National body;

ACTRA Toronto Report to ACTRA National

This has been a period of great change for ACTRA Toronto. In hiring Rob Hapin as Executive Director, we have fulfilled a goal of bringing someone who can help take ACTRA Toronto to the next level in all the ways. Some specific areas we are keen to grow into with Rob are our trade union values, communications and government relations. For this important task, we developed an internal hiring process and were able to efficiently interview, hire and onboard without incurring any external expense line. To learn more about that process, you can see our report to ACTRA Toronto members [here](#).

In March, under the directional leadership of council member Tamara Podemski, ACTRA Toronto held its first-ever Indigenous Gathering, bringing members into their union hall to share stories and reflect on the experiences and barriers they face as performers.

In April, ACTRA Toronto was invited by Ontario Labour, Immigration, Training and Skills Development Minister David Piccini to participate in a press conference at Cinespace alongside industry partners, TAMAC and FilmOntario.

It was at this event that Minister Piccini announced the Strengthening Talent Agencies Regulation (STAR) Act, a legislative change that we have worked tirelessly at developing on behalf of our members. We anticipate that the STAR Act will become law in the Fall of 2026. More information on the tenets of the proposed changes can be found [here](#).

ACTRA Awards in Toronto

The 24th ACTRA Awards in Toronto, proudly presented by AFBS, marked another extraordinary year of growth, celebration, and member engagement. With more than 700 members, industry guests, and sponsors in attendance, the Awards continued to evolve in both scope and impact.

Digitally, the Awards pushed ACTRA Toronto to reach new heights, generating more than 4 million combined views across Instagram and Facebook, including a record-breaking 3.3 million views on Instagram alone. Across social platforms, the Awards reached 605,000 accounts and generated more than 208,000 interactions, while ACTRA Toronto's Instagram following grew by 7%.

This year's celebration honoured Award of Excellence recipient Paul Sun-Hyung Lee and was brought to life by our incredible host, Nadine Bhabha! The evening featured unforgettable moments, including Noah Reid's moving in-memoriam performance, special on-stage appearances by Pogey (Kanja Chen) from *Fraggle Rock*, Rock Bottom Movement, a powerhouse roster of presenters, nominees, and of course, our outstanding winners.

Operationally, the Awards expanded significantly, adding 200 more seats, bringing box office operations in-house, welcoming new sponsors, launching the inaugural Outstanding Video Game Voice category, and introducing a revised jury handbook and evaluation rubric. We extend our sincere thanks to our jurors for embracing these changes and helping us take meaningful steps toward a more standardized, transparent, and representative adjudication process.

The success of the Awards was made possible by our producing partners at Yellow House Events, the dedication of our staff, committee volunteers, vendors, sponsors, and our industry collaborators at DGC Ontario and IATSE 667. Together, we created a celebration that not only honoured excellence in performance but also elevated the visibility, pride, and collective strength of our union community. Plans for the 25th ACTRA Awards in Toronto, are already underway. See you there!

— Awards Chairs, VP Amy Matysio, Councillor Dina Pino.

Other notable council and staff projects include:

Ongoing New Member meetings where we bring new members and seasoned performers and staff together to welcome and engage members for an educational and community building session. Sessions happen quarterly. — Lead, VP Elana Dunkelman

Our staff have developed a Vertical Production Agreement that has seen limited but encouraging uptake to date. ACTRA Toronto Treasurer Paul Constable was one of the first cast members on our first Vertical production!

In collaboration with our video game working group, we are about to launch an Indie Video Game Agreement. The members contributed copious amounts of research and collective knowledge, making this a truly a member-led agreement. With staff consultation and development work from Gail Hauptert and Taisa Dekker!

Just this past May, Rob and Kate were honoured to attend the Canadian Labour Congress (CLC) as delegates of ACTRA National. It was meaningful to be in the National House of Labour when the resolution developed at ACTRA Toronto, through the Ontario Federation of Labour (OFL), was brought to the floor and our entire ACTRA contingent rose in support, with Eleanor Noble and Kate Ziegler both speaking to the important merits of the resolution.

It passed with resounding support. Now for the implementation.

President Ziegler has been working in collaboration with University of Toronto post docs on a research project on the impacts of AI on the creative unions. She is also working with the organizers of the Thunderhead Monument set to be unveiled in Ottawa this August, in celebratory honour of 2SLGBTQIA+ Canadians.

Looking ahead, we are keen to rebuild our commercial jurisdiction, renew the NCA with our national counterparts and implement comprehensive plans, ahead of next year's IPA bargaining cycle.

[ACTRA Toronto Committee Reports:](#)

[AABP Caucus:](#)

Catherine Beyer, Chair & Jess Nudo, Vice-Chair

In April, the AABP caucus held a well-attended membership meeting on Understanding Upgrades, with staff present to answer a wide variety of questions and concerns, and an in-depth summary generated for those who could not attend. Upgrades are a hot topic within the BG community, and vulnerable to misinformation, and we hope to have taken the first step in Upgrades myth busting, as well as introducing members to some friendly faces behind the scenes at ACTRA Toronto.

The AABP caucus is working on maintaining the momentum of engagement of members and improving access to reliable information. At the end of May, we are holding an additional membership meeting to follow up on the many IPA-related questions that were asked at the Upgrades Meeting. We hope to make members feel welcomed into the ACTRA offices, whether in person or on Zoom, and to offer connection, support, and informative content.

The AABP Caucus is hoping to informally connect to BG committees and representatives across Canada, to forge bonds and develop friendships between background performers across the country. We are very interested to learn more about the industry across Canada from a BG perspective, and to understand what common - and unique - challenges are faced by BG in each district.

outACTRAto Committee:

Co-Chairs, Matt Lemche and Madelaine Rose

outACTRAto is ACTRA Toronto's committee dedicated to raising awareness about queer performers, our stories and our place in the industry and society. This committee is chaired by Matt Lemche and Madelaine Rose. Within outACTRAto we also have the Gender-Diversity Sub-committee chaired by Asher Rose.

This year we are proud to have continued several initiatives including the 6th edition of Working the Scene in Rainbow, a cold read series sharing scripts from queer writers read by queer performers, and the 7th edition of Queer Your Stories, a short film competition helping a team of queer filmmakers bring their short film to the big screen at the Inside Out Film Festival, and the robust prize pack of in-kind support, and funds helps too!

Currently, our Gender-Diversity Sub-committee is in the process of working with staff to finalize a document on working with trans performers. This report was created and consulted on by numerous trans filmmakers of varying positions within the industry with the intent of educating fellow filmmakers and industry folks. We also very much look forward to marching in this year's Toronto Pride Parade which will be preceded by our annual pre-Pride parade party!

We hope to see you there!

YEAA Committee:

Co-Chairs, Lucas Vani and Caroline Vartanian – Vice-Chair, Kenton Blythe

1. The YEAA Committee is proud to have delivered three strong initiatives that support emerging ACTRA performers:

- A well-attended agent panel featuring representatives from The Ritter Agency, Creative Drive, Vanderwerff Talent, and Warden Talent.
- The successful launch of YEAA Shorts Exhibition Series Phase 1 — a private film festival in partnership with Rolling Pictures that celebrated ACTRA member-created short films.
- Securing approval for the YEAA Scripts initiative, which will bring Writers Guild of Canada writers and ACTRA performers together through a series of table readings.

2. We are currently focused on:

- Organizing YEAA Shorts Exhibition Series Phase 2, scheduled for July 31st at 6:30pm at Rolling Pictures.
- Building the infrastructure for the YEAA Scripts initiative, including actor intake processes now that we have received our first screenplay from the WGC.

- Developing a proposal for a second Agent Panel following the success of the first event.

3. Over the next six months, we aim to fully launch and establish YEAA Scripts as a regular series, grow attendance and impact for the YEAA Shorts Exhibition Series, and continue creating meaningful professional development opportunities that connect emerging actors with agents, writers, and industry peers.

Stunt Committee:

Co-Chairs, Shara Kim and Geoff Scovell

Continue to grow a thriving and world class stunt community within ACTRA Toronto by promoting the highest standards of professionalism and a culture of safety, personal responsibility, and accountability.

To support and encourage the transfer of knowledge from veterans to new and young performers to ensure a strong and vibrant future.

ACTRA Toronto Minors Committee:

Chair: Angelica Alejandro (ACTRA Toronto Child Advocate)

A survey was sent to the Committee to identify issues, concerns, and initiatives the group would like to work on in 2026 and beyond.

This resulted in:

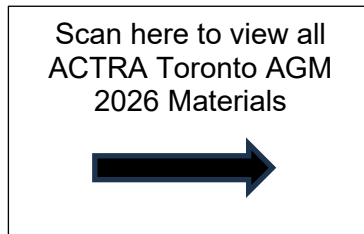
- Moving forward with ways to improve communication, starting with the implementation of a Monthly Committee newsletter.
- Adopting a Social Contract and In-Camera discussions, to facilitate a safe space for our parents/guardians/ minors during events and meetings.
- Mapping out the issues, concerns and initiatives identified in the survey to the operating plan, for the purpose of aligning, advocating, and finding ways to address the Minors' voice and experience efficiently. (Parents Advisory Panel will be formed to prioritize them for 2026 and beyond.)
- Working groups to tackle the two issues that are the most important to parents for 2026 and formalize them into a proposal.
- A campaign to educate, engage and empower our Minors to be part of the discussion -spreading awareness and acknowledging their unique circumstances. What affects our members affects our Minors, who are our most vulnerable members. Their needs, their voices, and what specifically affects them should be considered in discussions and decisions. To amplify the Minors perspective on issues affecting performers, viewed from the lens of their experience, we will champion a campaign around 'Don't Forget M.E.' (Don't forget the Minors Experience). Agreement to a 'Report Card' to chart our progress on what we have identified as priorities for 2026, to keep us accountable as a committee. This will be completed for our December event.

ACTRA Toronto Council Meeting Minutes:

Minutes of the Toronto Council are published on ACTRAToronto.com and are available for review at the following link: [ACTRA Toronto Council Minutes](#)

ACTRA Toronto Audited Financial Statements, Fiscal Year ending February 28, 2026:

**ACTRA
TORONTO**



To view the Full Audited Financial Statements, scan the QR code above click this link: [Audited Financial Statements](#) located on ACTRAToronto.com.

Note to the Financial Statements

General information

The accompanying Balance Sheet and Statement of Operations (Income Statement) are summarized from the audited financial statements of ACTRA Toronto for the fiscal year ended February 28, 2026.

The Balance Sheet provides a snapshot of ACTRA Toronto's financial position at year-end by reporting the organization's assets, liabilities, and net assets. The Statement of Operations summarizes the revenues and expenses for the year and reports the annual operating surplus or deficit.

These summarized statements are provided to assist members in reviewing the organization's financial results in advance of the Annual General Meeting.

The full financial statements are available via the QR code above and at **Actratoronto.com**.

ACTRA Toronto

Statement of Operations

Year ended February 28

2026

2025

Revenue (Page 15)		
Members	\$ 5,882,122	\$ 5,722,030
Non-members	1,752,915	1,610,139
Other	1,663,909	1,938,914
	<u>9,298,946</u>	<u>9,271,083</u>
Expenses (Pages 16, 17, 18 & 19)		
Union democracy and advocacy	432,805	492,562
Personnel cost	5,105,129	5,323,994
Executive director's office	16,163	29,882
Communications unit	110,898	145,457
Membership services unit	6,669	4,894
Film, tv and digital media unit	48,224	36,245
Commercial production unit	1,290	902
Finance unit	519,701	543,325
Occupancy and office	873,290	872,126
Data, statistics and information technology	389,515	51,861
Affiliations	43,580	43,420
Legal fees	130,582	139,621
Transfers to ACTRA National	2,564,644	2,530,206
	<u>10,242,490</u>	<u>10,214,495</u>
Deficiency of revenue over expenses	\$ <u>(943,544)</u>	\$ <u>(943,412)</u>

ACTRA Toronto

Balance Sheet

February 28

2026

2025

Assets

Current

Cash	\$ 1,441,968	\$ 397,697
Term deposits (Note 3)	504,768	2,009,536
Accounts receivable (Note 4)	1,083,266	1,111,634
Due from ACTRA Fraternal Benefit Society	-	51,815
Due from ACTRA National	-	13,675
Prepaid expenses	112,489	117,764
	<u>3,142,491</u>	<u>3,702,121</u>

Bonds held in trust for engagers	3,777,131	5,077,889
Investments (Note 5)	9,388,635	9,321,065
Property and equipment (Note 6)	38,117	145,068
	<u>\$ 16,346,374</u>	<u>\$ 18,246,143</u>

Liabilities

Current

Accounts payable and accrued liabilities (Note 7)	\$ 1,797,776	\$ 1,369,512
Due to ACTRA Fraternal Benefit Society (Note 4)	821,981	1,009,010
Due to ACTRA Performers' Rights Society (Note 4)	28,449	28,733
Due to ACTRA National (Note 4)	466,425	591,163
Deferred revenue	20,000	-
	<u>3,134,631</u>	<u>2,998,418</u>

Deferred leasehold inducement	208,320	-
Due to engagers	3,777,131	5,077,889
	<u>7,120,082</u>	<u>8,076,307</u>

Funds (Page 5)

Internally restricted

Action/Defence Fund (for strikes/crises)	6,103,688	6,103,688
Emergency Operating Expense Fund (for catastrophic unexpected losses)	5,188,599	5,188,599
Computer Systems Development Fund	22,370	22,370
Invested in Capital Assets Fund	38,117	145,067
Council Surplus	167,342	167,342
	<u>11,520,116</u>	<u>11,627,066</u>

Deficit	<u>(2,293,824)</u>	<u>(1,457,230)</u>
	<u>9,226,292</u>	<u>10,169,836</u>
	<u>\$ 16,346,374</u>	<u>\$ 18,246,143</u>

To view the Full Audited Financial Statements, scan the QR code above click this link: [Audited Financial Statements](#) located on ACTRAToronto.com.

Bourinot's Rules of Order

All ACTRA meetings are governed by [Bourinot's Rules of Order](#). Like other parliamentary procedures, they establish how meetings are conducted, including the handling of motions and discussion.

Rules of order are procedures by which meetings can be conducted in an orderly fashion, issues debated and motions passed according to the majority but with due regard to the rights of the minority. For the most part, Rules of Order are based on common sense and the need to move through an Agenda expeditiously.

Duties of the Chair:

The Chair conducts meetings, preserves order and decorum, and interprets the Rules of Order. The Chair is impartial and may not take part in the debate nor vote.

Agenda and Minutes: The Agenda is the order of business for the meeting. It describes the items for consideration and gives the order in which they will be taken up. The Agenda must be passed or adopted before the meeting can commence. The adoption of the minutes of the last meeting ratifies any decisions taken at that time.

Any changes in the Agenda or minutes must be proposed and considered before the Agenda and minutes are adopted. An item on the Agenda may be taken out of sequence and disposed of only by majority consent.

Motions:

A motion is a proposal made pursuant to an item of the agenda that certain actions be taken, certain views become policy, etc. which is then debated, possibly amended and voted on. There are also motions that propose procedures for considering other motions, e.g. Motions to Table, to Divide the Question, to Put the Question, to Adjourn, to Amend. Any member may move a substantive or procedural motion as long as it is 'in order'. A substantive motion or "an important motion, or one containing a number of considerations, should be prepared in writing and given to the Chair, preferably in advance of the meeting." The mover of a motion is allowed to speak first on the motion followed by the seconder. Questions about the motion are directed to the Chair, thence to the mover or person to whom they are addressed. The mover may withdraw her/his motion with majority consent.

Amendments:

A motion to amend a (main) motion must be relevant to that motion and properly moved and seconded. An amendment may propose: (a) to leave out certain words, (b) to insert or add certain words, (c) to leave out certain words in order to insert or add other words. When 'in order', an amendment takes precedence over the main motion and becomes the subject of debate. It must be accepted or rejected before debater everts to the main motion. If accepted, the main motion as amended is debated. If it fails, the main motion is unchanged. A sub-amendment may be proposed to an amendment under the same conditions as an amendment is moved to a main motion. At no time may there be more than one main motion, one amendment and one sub-amendment on the floor. When all three exist, the Chair sends

them in the reverse order to which they were moved. A motion, once defeated, cannot be re-introduced as an amendment to some other motion. The mover, with the consent of the seconder, may incorporate a 'friendly' amendment into the main motion if the mover and seconder of the amendment are agreeable.

Quorum:

The quorum of a meeting is the minimum number of members required by the Constitution to conduct business. When the absence of a quorum is brought to the attention of the Chair the meeting adjourns and sets a date for a future meeting. The agenda item then being considered dies for that meeting but may be re-introduced at the next meeting. Motions passed and items considered prior to the absence of a quorum being noticed are valid and may stand.

Bourinot's Rules of Order at a Glance:

To take this action:	You say:	May interrupt the speaker?	You must be seconded?	Is the motion debatable?	Is the motion amendable?	What majority is required?
Move a motion	I move...	No	Yes	Yes	Yes	Majority
Change a motion (you may not merely amend to negate)	I move that the motion be amended to read...	No	Yes	Yes	Yes	Majority
End debate on a motion	1. I call the question...	No	Yes	Yes	No	Motions on which question is called will be debated at the next meeting if the motion fails
	2. I move that Council proceed to the next order of business	No	Yes	No	No	Majority
Consider something out of its scheduled order	I moved the agenda be amended in order to deal with the following item....	No	Yes	No	No	Majority
Have a motion studied more before voting on it	I move that the motion be referred to...	No	Yes	Yes	Yes	Majority
Postpone further discussion on a motion until a more desirable/appropriate time	I move that the motion be deferred until.... (a specific time or indefinitely)	No	Yes	Yes, only to time	Yes	Majority
Postpone consideration of a motion so that more urgent business can be attended to	I move that the motion be tabled. (Consideration of motion may resume upon motion that the matter be taken from table.)	No	Yes	Yes	No	Majority
Raise a matter previously deferred (if at a different time from when was decided)	I move that the motion about_____, previously differed be considered at this time.	No	Yes	No	No	Majority
Raise a matter previously tabled	I move that the motion about.... be lifted from table	No	Yes	No	No	Majority
Reconsider a motion that has failed	I move that the motion about... be reconsidered at the next meeting. (Written notice of motion must then be provided, advising that the matter will be readdressed at the next meeting).	No	Yes	Yes	No	2/3 Majority
Object to something which prevents your continued participation (e.g. excessive noise)	Point of Privilege	Yes	No	No	No	No vote taken, Chair rules
Seek clarification from the previous speaker	Point of Information	Yes, if urgent	No	No	No	No vote taken, Chair rules
Overturn the ruling of the Chair	I challenge the Chair on...	Yes	Yes	Yes	No	Majority
Enquire about procedure or consequences	Point of Order	Yes	No	Yes, only on the point	No	No vote taken, Chair rules
Object to incorrect procedure being used	Point of Order	Yes	No	Yes, only on the point	No	No vote take, Chair rules