

**ACTRA TORONTO
COUNCIL MEETING
TUESDAY, APRIL 3, 2018**

PRESENT

David Gale, Vice-President, Communications, Chair
David Sparrow, Past President
Richard Young, Treasurer
Art Hindle, Vice-President, External Affairs
Clara Pasioka, Vice-President, Member Services
Heather Allin
Rebecca Applebaum
Angela Asher
Aldrin Bundoc, alternate for Grace Lynn Kung
Lisa Michelle Cornelius
Melissa D'Agostino, alternate for Nicole St. Martin, VP, Internal Affairs
Paul de La Rosa
Maria del Mar (morning only)
Jennifer Higgin, alternate for Catherine Disher
Dan Iaboni, alternate for Theresa Tova
Tabby Johnson, alternate for Tantoo Cardinal
Deb McGrath
Leah Pinsent
Jorie Morrow, alternate for Shereen Airth
Joanna Swan, alternate for Shawn Doyle
Joy Tanner
Joanne Vannicola, alternate for Wendy Crewson, VP, Member-at-Large
Jean Yoon

REGRETS

Salvatore Antonio

COMMITTEE & MEMBER CAUCUS CHAIRS

Joe Doran, Chair, Apprentice Caucus
Ayla Lukic-Roman, Co-Chair, YEAA
Devanshu Narang, Chair, ACTRA Additional Background Performers

OBSERVERS

Donal Hansman
Jack Newman

ALSO PRESENT

Sue Milling, Executive Director, ACTRA Toronto
Alistair Hepburn, Director, Film, Television and Digital Media, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto
Karen Ritson, Director, Finance and Administration, ACTRA Toronto
Nicole Valentin, Director, Member Services, ACTRA Toronto
Lisa Blanchette, Government Relations, ACTRA Toronto
Taisa Dekker, Industry Relations, ACTRA Toronto
Laura McKelvey, Senior Commercial Coordinator, ACTRA Toronto
Victoria Shen, Special Advisor, ACTRA Toronto
Karen Woolridge, Public Relations Officer
Stephen Waddell, National Executive Director, ACTRA
Elliott Anderson, Director, Public Policy and Communications, ACTRA National
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:05 a.m. with Vice-President, Communications, David Gale, in the Chair. The meeting commenced with those present introducing themselves by sharing a little bit about themselves, what's happening on set, etc. and the reading of the Land Acknowledgement and the ACTRA Toronto Equality Statement.

Stephen Waddell mentioned that Catherine Tait has been appointed as the first female President and CEO of CBC/Radio-Canada.

Sue Milling announced that after Linda Ballantyne's impassioned speech at the last meeting, a Male and Female Voice Performance category has been added to the ACTRA Awards in Toronto.

APPROVAL OF AGENDA

MOTION #1

Moved by Clara Pasieka, seconded by Heather Allin:

"That the Agenda for the ACTRA Toronto Council Meeting of April 3, 2018, be accepted."

CARRIED

APPROVAL OF MINUTES

Page 5: 7th paragraph – LGBTQ+ - sentence should read: "This sub-committee will be...and chaired by ~~Joanna Swann~~ and Joanne Vannicola."

MOTION #2

Moved by Paul de la Rosa, seconded by Maria del Mar:

"That the Minutes of the ACTRA Toronto Council Meeting of February 6, 2018, be accepted."

CARRIED

PRESIDENT'S REPORT

David Gale said that he will be taking Respect on Set course this Friday. He reported on behalf of President Theresa Tova on the following:

- Laurie McAllister, Director of Performers' Rights Society, Lawyer Amanda and Tova met with the Office of the Children's Lawyer, Ministry of the Attorney General. It was a good first meeting as the two organizations got to know each other. They talked about extraordinary requests and how to handle them.
- Ms Tova met with staff and Reel Canada to hear plans around National Canada Film Day, April 18th, *Spotlight on Women* led films. There are expected to be around 500 to 600 screenings. We will help by motivating our members to participate.
- Tova presented with Cathia Badiere, ACTRA National's Director of Research, a talk on protecting workers in a post-Weinstein world at the Ted Rogers School of Management's Centre for Labour Management Relations.

- The new Creative Industries Code of Conduct was released on International Women's Day. Tova spoke about the Code at the CSA/NABET sponsored panel, *Moving Forward Together* – a candid panel discussion that continued the conversation with leaders from industry organizations, unions and guilds, which began in late 2017, looking at where we are in terms of the guidelines and policies that have been developed to date and the actions that are in process to address sexual harassment in the workplace in our industry. The panelists were: Tova, Beth Janson (Academy of Canadian Cinema and Television), Catherine Middleton (DGC National), Jonathan Ahee (NABET 700), Aisling Chen-Yee (Women in View, co-creator #AfterMeToo).
- Tova presented with Arlene Duncan (*Little Mosque on the Prairie*) and Christina Song (*Kim's Convenience* and *Schitt's Creek*) at Temple Sinai on a panel called *Female Voices in Media and Beyond*.
- The By-Laws and Constitution meeting is continuing its work.
- AABP caucus meeting started to map out their plans.
- Attended the all-day two-part Set Etiquette and Respect on Set course. It was exciting to have a full room with all levels of membership sharing in engaged conversations. Ms Tova is impressed with the quality courses that ACTRA Toronto is offering. She encouraged everyone to sign up.
- ACTRA National will be holding its first succession planning and budget meeting.
- Ms Tova is in rehearsals for *Mikveh* which will be previewing on April 14th. She thanked the Executive and Committee Chairs who have made themselves available, for David Gale for chairing this meeting and Richard Young for flying out to Winnipeg to represent ACTRA Toronto at the upcoming National Executive meeting.

EXECUTIVE DIRECTOR'S REPORT

Sue Milling reported.

- The industry Code of Conduct has been well received and signed by over 30 organizations to-date.
- Bell Media has acquired a majority stake in Pinewood Toronto Studios. They are interested in continuing to make space available for large productions and are continuing with the expansion plan. The industry is still pushing and lobbying for more studio space in Toronto.
- There are no cuts or harmful changes in the new provincial budget and no cuts to the OMDC.
- Lisa Blanchette will be working on government relations and election engagement for the provincial and municipal elections.
- Dues notices went out to the membership recently with thanks to the Member Services Department and the ACTRA National Information Services Department.
- On the bargaining front, we will be organizing focus groups prior to going into negotiations with the CBC.
- Discussion ensued regarding self-tapes. IPA focus groups will be scheduled for later this year.

Work Opportunities – 2017

Ms Milling reminded those present that these reports are in camera.

Laura McKelvey reported on the Commercial production statistics on behalf of Judy Barefoot.

Alistair Hepburn reported on the Film, Television and Digital Media statistics.

ANTI-HARASSMENT UPDATE

Victoria Shen gave an update on the anti-harassment file.

- Updates on national initiatives -- three industry-wide working groups created out of the National Roundtable held on November 23, 2017.
- Canadian Creative Industries Code of Conduct released on International Women's Day (March 8).
- Education, Training and Awareness Committee completing its market scan.
- Reporting Mechanism Committee is considering proposals on a national hotline, or app
- Update on provincial initiatives.
- ACTRA tabled new harassment guideline to the Section 21 Film and Television Health and Safety Advisory Committee. Initial feedback positive and revisions underway.
- Interunion meeting held to discuss handling of complaints against members.
- ACTRA National has hired Cavalluzzo to conduct review of Constitution and Bylaws. ACTRA Toronto Constitution and Bylaw Committee has provided detailed input into process.
- Report on investigation into complaint from Member Conference. Council was advised of findings and recommendations.
- Ms Milling reported on meeting with David Sparrow and Minister Flynn (Labour). Considering proposals for partnering with the Ministry on educational initiatives.

EXECUTIVE REPORTS

Vice-President, Member Services – Clara Pasieka: YEAA – The membership is growing with members in the various stages of their careers. YEAA will be getting involved in political action. A fulsome report will be forthcoming next month.

Parades – This committee will be meeting soon to get ready for Pride.

Treasurer – Richard Young: *Finance* – Mr. Young had nothing to report. He will report on the census at the next meeting.

Diversity – Co-Chair, Lisa Michelle Cornelius reported.

Sub-committees: New sub-committees have been created (in addition to the existing LGBTQ+ subcommittee) to focus on specific initiatives the committee has planned for 2018:

- *Sandi Ross Awards* (Event planning, sponsorship, etc.).
- *Working the Scene in Colour* (casting assistance, event day assistance).
- *Content Creation* (planning, producing, writing, performing, posting etc.).
- *Fall Conference* (Brainstorming, planning, hosting, event day assistance).
- *Physical Diversity* (the first initiative will be a workshop for deaf performers, as proposed by Catherine MacKinnon, for union and non-union deaf & hard of hearing performers on how to access and navigate the industry. The committee hopes to launch this workshop on or around the International Day of Sign Languages, which is September 23).

The committee has a list of volunteers for each of the above sub-committees.

Sandi Ross Awards: They will be reaching out to those who signed up for this sub-committee to meet in the next two weeks to discuss Award candidates, proposed event date, venue and sponsorship.

Working the Scene in Colour: The next WTSC script reading will be held on Thursday, May 17th at 7:00 p.m. at the ACTRA Offices. Casting for the script readings will begin once selections are received from WTSC on Friday, April 20th.

Apprentice Caucus: Joe Doran, Chair of the Apprentice Caucus reported.

The Apprentice Caucus recently held the inaugural meeting of the new term of office. Throughout this term, caucus shall focus on apprentice engagement, as well as assisting members to progress to full membership through awareness of opportunities for engagement across work categories.

This spring, caucus shall repeat the popular 2017 event which introduced members to ACTRA's casting databases. This event was extremely well received by the membership and there have been many requests to repeat it. The caucus is expecting to host this event in May 2018.

Education: Mr. Young reported that the on-line Apprentice Course has been launched.

Vice-President, External Affairs – Art Hindle: *Political Action* – Mr. Hindle said that it is important to lobby all the MPPs.

Legacy and Archives – Joy Tanner said that there was nothing to report. The committee will be meeting to organize and discuss issues of curation soon.

Stunts – Dan Iaboni reported that the committee has been taking in harassment claims. They are getting more organized. They now have a Facebook Committee page. The committee is focusing on visiting sets and making sure that people are checking their gear.

President – Theresa Tova: *AABP Caucus* – Chair, Devanshu Narang, reported.

At the March 2018 meeting the caucus requested that the ACTRA Toronto President send a letter out to all BG agents through her office or through that of the designated ACTRA representative stating clearly that the AABP members are an integral part of the Union and, accordingly, all policies that apply to ACTRA members should apply to them too. These would specifically include not taking annual fees and not asking the AABP members to send their payments to the BG agents office (as per what is applicable to Apprentice or Full Members).

Full Member Background Committee – Ms Milling submitted Chair, Constantine Meglis' report. The FMBG committee met on Thursday, March 22nd. Following are highlights of the meeting:

- A discussion regarding the future of the committee and how it should work towards providing professional development for members. Meetings of the standard nature will occur less frequently.
- Some samples of what that looked like might be – headshots, Casting Directors workshops, self-tapes, etc.
- The next meeting will be more of an “event” style workshop that may also have a vote for a new Chair. The committee would like to also have Apprentice & AABP members there as well. This is to be determined. Date to be determined as well.
- Video update – Mr. Meglis was sorry to report that Matt Santoli and Gayle Ye have withdrawn from the project due to personal reasons and time constraints. The project is on hold for the moment.
- IPA focus group – this will take place in August. Negotiations will commence in November.

INDUSTRY RELATIONS UPDATE

Commercials

- Taisa Dekker reported on progress with commercial organizing and use of the ACTRA Online Opportunity Pilot Project.

- ACTRA Toronto created an **All-Inclusive Radio Contract** to encourage advertisers to work with union talent on radio commercials. The all-in amount includes performer fees, as well as ACTRA fringes. This makes it simple for engagers to budget and contract radio commercials.
- SAG-AFTRA and ACTRA have a joint “Live One” working group that aims to organize non-union commercials produced in Canada for use in the United States, and the hashtag for this venture is #workingtogether.

Audiobooks & Described Video

- ACTRA Toronto is sponsoring the **Canadian Writers’ Summit** in June to promote engaging ACTRA voice performers to Canadian authors who want to create audiobooks. Takes place June 14th – 17th
- The Canadian Independent Publishers who signed a Letter of Understanding with ACTRA Toronto for the creation of 100 audiobooks want to extend the agreement. To date:
 - 90 books recorded out of 100
 - 61 books released so far
 - The publishers want to continue working with ACTRA on at least 50 more titles
- There is an agreement in place for audiobooks produced for Penguin Random House:
 - 25 books created from June 2017 to December 2018
 - 17 books recorded in January & February 2018
 - 20 books currently in development
- The CRTC states that beginning in September 2019, certain broadcasters will be required to provide Described Video for all suitable programming broadcast between 7:00 p.m. and 11:00 p.m., seven days a week. Newscasts, sports and commercials are exempt. This is a huge work opportunity for the membership, due to the volume of Described Video that will need to be produced. ACTRA Toronto has drafted a Described Video guideline for this type of work.

Videogames

- Fun fact – there are almost **19 million** gamers in Canada, according to the Entertainment Software Association of Canada’s most recent report. The average age of a Canadian gamer is 36, and interestingly, 51% are male and 49% are female.
- In February, 2 video game productions signed with ACTRA Toronto and will be engaging voice performers on the projects.
- The branch reached out to the 2018 Ontario recipients of production funding from the Canada Media Fund to promote working with ACTRA performers on interactive digital media projects, such as video games and apps.
- ACTRA Toronto attends video game events to network with content creators and promote engaging union talent on interactive digital media projects.

Film and Web Series

- In February, ACTRA Toronto was involved with William F. Whites “February Freeze” event, which hosted industry panels as well as showcased innovative technologies and equipment. Filmmakers signed up to speak with the union about how to work with ACTRA on their upcoming productions.
- The National Screen Institute invited Industry Relations to speak with producers in the NSI “Features First” program. The producers found the presentation informative and educational, and we’ve been invited to speak to the 2019 participants next spring.
- We continue to reach out to non-union film and web series productions to encourage them to work with ACTRA on their projects.

- Many indie producers/directors we meet with indicate they want to work with ACTRA in the future, and only engage non-union performers due to budget constrictions.
- ACTRA Toronto is sponsoring TO Web Fest 2018 and will be hosting an “ACTRA 101” workshop for new media producers interested in learning how to engage ACTRA talent on web series productions.

Outreach & Union Promotion:

- So far in 2018, ACTRA Toronto has spoken to 156 students at 4 post-secondary performance programs about ACTRA, the benefits of becoming a union member, and joining via the New Graduate Credit.
- We continue to encourage content creators to utilize ACTRA Online to assist with casting their productions. The site is especially important as a tool to encourage first-time producers to find the right performer for their film/web series/video game/audiobook/eLearning production.
- Through attendance at industry events and conferences, ACTRA networks with potential engagers to educate them about working with ACTRA performers in all types of recorded media
- ACTRA Toronto sponsors various events in screen-based industries throughout the year to ensure members are recognized as a vital part of the industry.

Vice-President, Internal Affairs – Nicole St. Martin: Melissa D’Agostino, alternate for Ms St. Martin reported.

TAWC: Jillian Reese-Brown is planning the third in TAWC’s series of Content Development Sessions since the fall. The first, with Stephanie Morgenstern focused on Script Development, the second on Producing with the Co-op and TiP guidelines and the upcoming one, in late April, on Directing. Ms Reese-Brown is currently in conversation with Yael Staav (2018 Canada Screen Award for *Baroness von Sketch*) and Aleya Young (2018 CSA Nominee & 2017 DGC Team Award - *Baroness von Sketch*, also *Working Moms* and *Kim’s Convenience*) as the expert directors who will lead a hands-on session for participants to try their hand at planning blocking, lighting and camera positions.

Joanna Swan reported on other TAWC initiatives and upcoming events, including the Mel Shipman Awards and Gala and partnering with TIFF.

Conference: The winter conference debrief will be taking place in the next couple of weeks, once Ms St. Martin knows her shooting schedule.

Vice-President, Communications – David Gale:

Awards: Nothing to report.

Magazine and Performers on Set: The Editorial Committee met on March 19th to discuss the content of *Performers on Set*. They have a jam-packed issue that will be heading towards its first editorial pass, off to press mid-April and then dispersed to sets across the GTA.

They are still working on the intricacies of *Performers Online* and will be meeting in the next couple of months to discuss the Fall issue of *Performers*. In light of upcoming negotiations and Provincial elections, they should have another meaty issue.

LGBTQ*: Joanne Vannicola, Chair, of the sub-committee reported. This sub-committee has met a couple of times and is creating a mandate which will be posted on their page on the ACTRA Toronto website.

AYA: Mr. Gale reported on behalf of Jorie Morrow, Co-Chair of AYA.

- This past month the AYA Committee got to shine a spotlight on their wonderful, esteemed members who turned 80 years young! There was a celebration of “High Tea” at the Windsor Arms and everyone seemed to have a great time. Octogenarians George Perkins and Diane Gordon were quite touched and very well fed!
- AYA had a workshop on Friday, March 23rd in the ACTRA Toronto boardroom for AYA members on "Laban movement". There were 13 participants, many were absent due to flu season, however, the room was filled with positive energy and a creative flow.
- Upcoming: AYA has an exciting workshop planned for Monday, April 23rd, *On Camera Coaching – the Complete Audition Experience* with Robert Kennedy from 10:00 a.m. to 1:00 p.m.
- A planning meeting of AYA’s upcoming year and a special celebration of the exceptional work of former AYA Chair, Jennifer Higgin is on Monday, May 28th.

This past month has also been a transition period with new Co-Chairs; Jorie Morrow and Heather Dick learning and meeting with key ACTRA members and feeling the support of both Jennifer Higgin and David Gale moving forward – exciting times!

NATIONAL REPORT – DAVID SPARROW, PRESIDENT, AND STEPHEN WADDELL, NED

Mr. Sparrow reported. The next National Council meeting will be held in Winnipeg on April 12 and 13.

ShareTheScreen – trying to make this a national endeavour and trying to keep our members engaged.

The second half of ACTRA 75 magazine will be published soon.

Internal governance discussions continue.

We will be looking for new office space.

Stephen Waddell reported on bargaining. 100% voted in favour of the agreement with Game-On.

CBC negotiations are upcoming. The current contract has been extended to end of June.

Looking forward to meeting with CTV on April 24th and 26th.

IPA negotiations are scheduled for November 5th, 9th, 12th and 13th.

The BCMPPA agreement has been ratified.

THE MEETING ADJOURNED AT 4:17 P.M.