

**ACTRA TORONTO  
COUNCIL MEETING  
TUESDAY, JUNE 5, 2018**

**PRESENT**

Theresa Tova, President, in the Chair  
David Gale, Vice-President, Communications  
Art Hindle, Vice-President, External Affairs  
Richard Young, Treasurer  
Clara Pasioka, Vice-President, Member Services  
Shereen Airth  
Heather Allin  
Rebecca Applebaum  
Angela Asher  
Guifré Bantjes-Rafols, alternate for David Sparrow, Past President  
Lisa Michelle Cornelius  
Melissa D'Agostino, alternate for Nicole St. Martin, Vice-President, Internal Affairs  
Paul de La Rosa  
Gugun Deep Singh, alternate for Maria del Mar  
Catherine Disher  
Anna Hardwick, alternate for Grace Lynn Kung  
Jennifer Higgin, alternate for Jean Yoon  
Tabby Johnson, alternate for Wendy Crewson, Vice-President, Member-at-Large  
Leah Pinsent  
Joanna Swan, alternate for Shawn Doyle  
Joy Tanner  
Joanne Vannicola, alternate for Salvatore Antonio

**REGRETS**

Tantoo Cardinal  
Deb McGrath

**COMMITTEE & MEMBER CAUCUS CHAIRS**

Joe Doran, Chair, Apprentice Caucus  
Karen Ivany, Ombudsperson, ACTRA Toronto (morning only)  
Mike Sheridan, Chair, ACTRA Additional Background Performers

**OBSERVERS**

Donal Hansman  
Judy Thrush

**ALSO PRESENT**

Sue Milling, Executive Director, ACTRA Toronto  
Judy Barefoot, Director, Commercial Production, ACTRA Toronto  
Alistair Hepburn, Director, Film, Television and Digital Media, ACTRA Toronto  
Karl Pruner, Director, Communications, ACTRA Toronto  
Karen Ritson, Director, Finance and Administration, ACTRA Toronto  
Nicole Valentin, Director, Member Services, ACTRA Toronto  
Luca De Franco, Public Relations Officer, ACTRA Toronto  
Lisa Blanchette, Government Relations, ACTRA Toronto  
Karen Woolridge, Public Relations Officer, ACTRA Toronto  
Tania Cardwell, Stunt Liaison, ACTRA Toronto  
Cass Enright, Social Media, ACTRA Toronto  
Stephen, Waddell, National Executive Director, ACTRA  
Cathia Badiere, Director, Research and Bargaining, ACTRA National  
Mai Vo, Data Analyst, Research and Bargaining, ACTRA National  
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

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

#### **APPROVAL OF AGENDA**

Item 10 – Past President’s report – postponed to the August 8<sup>th</sup> meeting as David Sparrow is away.

#### **MOTION #1**

**Moved by David Gale, seconded by Joanna Swan:**

**“That the Agenda for the ACTRA Toronto Council Meeting of June 5, 2018, as amended, be accepted.”**

**CARRIED**

The reading of the Land Acknowledgement and the ACTRA Toronto Equality Statement followed. There was a friendly amendment to the Equality Statement as follows:

#### **MOTION #2**

**Moved by David Gale, seconded Unanimously:**

**“That the words “his/her” in the last paragraph of the ACTRA Toronto Equality Statement be amended to “their”.**

**CARRIED UNANIMOUSLY**

#### **APPROVAL OF MINUTES**

Following the typographical error on page 4, i.e. “LBBTQ” should read: “LGBTQ”, the Motion below was passed.

#### **MOTION #3**

**Moved by Heather Allin, seconded by Shereen Airth:**

**“That the Minutes of the ACTRA Toronto Council Meeting of April 3, 2018, be accepted.”**

**CARRIED**

Ms Tova introduced everyone present.

#### **PRESIDENT’S REPORT**

President Theresa Tova on the following:

- The Pride Parade is on June 24<sup>th</sup>. Deb McGrath, Colin Mochrie and Kinley McGrath will be our Ambassadors.
- PAL’s annual general meeting will be held on June 28<sup>th</sup> at 7:00 p.m. PAL members are urged to attend this meeting.
- So far, only five Councillors have taken the updated Respect on Set Course. Ms Tova encouraged others to do so.

- Council will be on hiatus and will not meet in July.
- On the harassment file, Ms Tova said there have been on-going meetings with the creative industries working groups. They are researching the suitability of reporting apps. A new website ReadTheCode.ca is being launched at Banff. To date, more than 60 organizations have signed on to the Joint Industry Code of Conduct.
- *Report from National Council:* A lot of energy was spent gearing up for the National Council meetings and the national budget. The National Women’s Committee met the same weekend. Kudos to Jocelyne Zucco’s for her women empowerment training. Revisions to the National By-Laws were discussed. National received a legal opinion about who can vote on an agreement ratification. Legally, members eligible to vote on an agreement must have an “attachment to the workplace.” Consequently, going forward, members eligible to vote on an agreement must have worked under that agreement during its previous term. In the past ACTRA allowed members in good standing to vote on an agreement if they hadn’t met that condition but made a special request. That option will no longer be available. Some members are concerned about this change. Discussions will continue with Legal Counsel to determine if the current legislation governing ratification votes might have a discriminatory impact on women and other traditionally disadvantaged groups. Also discussed were the amendments to By-Law #7 Discipline, and Officer election procedures.
- *Recommendations from Executive:*
  - Devanshu Narang, Chair of the AABP Caucus, has resigned as he has recently become an Apprentice Member and is also going abroad for a number of months. The Caucus has recommended to the Executive that Mike Sheridan, the current Vice-Chair be appointed as Chair.

**MOTION # 4**

**Moved by Joy Tanner, seconded by Angela Asher:**

**“That ACTRA Toronto Council approve the recommendation that Mike Sheridan be appointed the Chair of the ACTRA Additional Background Caucus.”**

**CARRIED**

- The women of the Stunt Committee are facing challenges and would like a safe space to air their concerns about under-representation and harassment in stunts. Sue Milling, Tania Cardwell and Ms Tova will provide support to this community.

**MOTION #5**

**Moved Unanimously:**

**“That ACTRA Toronto create a committee for women stunt performers.”**

**CARRIED**

## **EXECUTIVE DIRECTOR'S REPORT**

Sue Milling reported.

- The Nell Shipment Awards night was a fantastic event.
- *Act Your Age* committee feted out-going chair Jennifer Higgin.
- We continue to negotiate with CTV.
- Had a good meeting with the CBC. Digital media terms are a priority for them. Ms Tova, David Gale and Steve Patterson will be representing Toronto on the negotiating team.
- An IPA focus group for Council will be scheduled for the August Council meeting. An open IPA focus group will be held at the Fall Conference on September 22<sup>nd</sup> and there will be an online IPA survey.
- Over fifty productions have been made to date under the NCA ACTRA Online Opportunity Pilot Project (AOPP).
- TAWC, AYA and the Stunt Committee have made requests for changes in AFBS coverage for AFBS's Benefit 2018-19 review.
- *TiP 2.0*: A revised TiP guideline was presented and passed with changes after lunch. There is a new higher tier that covers productions with budgets of \$275,000 to \$350,000. This fills in a gap that existed between the old top production budget level of TiP and the bottom production budget level of the super low-budget CIPIP tier. There are increases to all the rates in every tier and every performance category. The free rehearsal day was eliminated.

Angela Asher expressed concern that TiP shorts are being made which are really spec pilots. Spec pilots are excluded under TiP.

Discussion on this topic will continue after the lunch break.

## **OMBUDSPERSON'S REPORT: KAREN IVANY – *IN CAMERA***

This report was deferred to the next Council meeting.

## **ACTRA CENSUS REPORT (ONTARIO) – *IN CAMERA***

This report was presented, in camera, by Richard Young and Alistair Hepburn. There will be an official rollout of the results in coordination with the OMDC who provided funding support for this project.

It was suggested that this census be conducted annually, however, Richard Young felt that this could create census fatigue. Every two or three years might be preferable and there is also the cost to be considered. National is also considering doing a census.

## **NATIONAL REPORT**

Stephen Waddell reported on CBC and CTV negotiations, Video Games, IT, and the harassment file – David Sparrow, Ms Tova and Ms Milling are working hard on the harassment front, copyright and the National Council meeting.

Mr. Waddell said that the CRTC is moving away from a regulatory regime to servicing agreements with streaming services, as an example. They are proposing that broadcasters develop service agreements with the CRTC. The details are unclear. The CRTC has struck a panel to consider changes to the Broadcast Act and the Telecommunications Act.

**EXECUTIVE DIRECTOR'S REPORT (Continued)**

TiP 2.0 – a brief discussion ensued.

**MOTION #6**

**Moved by Gugun Deep Singh, seconded by David Gale:**

**“That ACTRA Toronto Council waive the requirement of a Notice of Motion regarding adopting the proposed changes to the TiP guidelines.”**

**CARRIED**

It was also recommended that the guidelines be reviewed annually.

**MOTION #7**

**Moved by Heather Allin, seconded by Lisa Michelle Cornelius:**

**“That ACTRA Toronto Council accept the TiP 2.0 Guidelines with the recommended changes.”**

**CARRIED UNANIMOUSLY**

**TREASURER'S REPORT: AUDITED FINANCIAL STATEMENTS FOR 2017-18**

Richard Young and Karen Ritson reported on the Consolidated Financial Statements for the year ended February 28, 2018 and on the Report to the Audit Committee – Audit Strategy and results.

**MOTION #8**

**Moved by Richard Young, seconded by Leah Pinsent:**

**“That ACTRA Toronto Council accept the Report of the Auditors – Audit Strategy and Results and the Consolidated Financial Statements for the year ended February 28, 2018.”**

**CARRIED**

**MOTION #9**

**Moved by Richard Young, seconded by David Gale:**

**“That ACTRA Toronto Council re-appoint Grant Thornton as our auditors for the next fiscal year.”**

**CARRIED**

## **ACTRAvotes ONTARIO ELECTION UPDATE**

Lisa Blanchette and Cass Enright gave a campaign update and our social media strategy. Luca de Franco has been sending out eblasts reminding members to vote.

### **EXECUTIVE REPORTS**

***Vice-President, Communications – David Gale:*** The *Performers on Set* newsletter will now be packaged with the vouchers for pick-up from the ACTRA office by production PAs. OSLOs will receive a courier package to distribute on set.

A draft of the Social Media Policy is close to being finalized. Cass Enright is working on a #MyACTRA social media campaign where members post their appreciation of the union and say what the union means to them.

AYA – The committee held a blue sky meeting last week and feted Jennifer Higgin.

*Awards* – Submissions are being accepted.

*Cayle Chernin Awards* – Mr. Gale co-hosted the 7<sup>th</sup> Annual Cayle Chernin Awards with Linda Kash at The Heliconian Hall on Wednesday, May 16. The two winners are Briana Brown (for Theatre Production) and Shannon Fewster (for Media Arts Production). Tova spoke at the event on behalf of ACTRA Toronto and moved the room by reading an email from Cayle laying out the need for financial seed support for female creators. A great event!

### ***Vice-President, Internal Affairs – Nicole St. Martin:***

*TAWC:* Joanna Swan reported. This year's recipient of the Nell Shipman Awards is screen and television writer and creative executive producer Karen Walton. She was presented the Awards by Past President of the Writers Guild of Canada, Jill Gollick. A silent auction was held which raised \$1,200.

Heather Allin reported that *Reel Women Seen* won the Jurors Choice Award at the independent Diversity in Cannes Short Film Festival.

*Child Advocate Report:* Melissa D'Agostino, alternate for Ms St. Martin, reported that the session on taxes went extremely well. Over 40 people were in attendance. Christina Collins arranged for a tax expert to speak to parents. She plans on having an interactive game to get the kids more involved next time.

*Conference Committee:* The committee held their Fall 2018 conference committee blue sky meeting on May 15<sup>th</sup>. The committee is ripe with savvy go getters. Committees wishing to be involved in the conference should send one representative from their respective committees to the conference committee meetings. The next meeting will be on June 8<sup>th</sup> at 3:00 p.m.

***Treasurer – Richard Young:*** Following are the reports from the committees under Mr. Young's portfolio:

#### ***Diversity Advocate:***

- imagineNATIVE preliminary talks have taken place. We will be hosting a script lab using excerpts from features they are developing.
- Checking in with the Regent Park Film Festival Script lab process. Will keep Council posted.
- Have had a preliminary conversation with the Toronto International Shorts.

- Clarifying whether we still have the agreement with Trinity. This membership allows committees from ACTRA to have access to reduced cost gear while supporting up and coming film makers.
- Mosaic South Asian film festival: We will be sponsoring the Rising Star award again this year.
- ReelAbilities: Leesa Levinson spoke at the opening. Heard she was great!

*Diversity Committee:* Lisa Michelle Cornelius reported that the Diversity Committee held a *Working The Scene In Colour* event at ACTRA Toronto offices on May 17<sup>th</sup>. This is an ongoing collaboration that brings under-represented writers and ACTRA performers together for live readings of scripts-in-development. Participants included the talented Tabby Johnson, Leesa Levinson, Rebecca Applebaum and many more. The co-chairs are meeting with fellow WTSC organizers and writers on June 4<sup>th</sup> to plan the next one.

On Saturday, June 16<sup>th</sup> is the Indigenous and Workers of Colour Conference. Jagmeet Singh and our very own Special Advisor Victoria Shen are among the list of speakers. We will be offering a few tickets to the event to interested committee members this week

The Sandi Ross Awards will be held during TIFF on Wednesday, September 12<sup>th</sup>. The Orchid Nightclub has been booked for this event once again. This year, we will be employing a voting form (akin to the Nell Shipman Awards) for the nomination of Sandi Ross Award recipients. A group of volunteers from the committee have already begun the search for sponsorships, monetary and otherwise, to help us make this year's event the best yet!

*Apprentice Caucus:* Joe Doran, Chair, reported that the recent Apprentice Caucus meeting focused on planning for their upcoming event: a wine & cheese reception and presentation introducing Apprentice Members to ACTRA's casting databases. This event has been rescheduled to June 28<sup>th</sup>. Invitations were recently emailed to Apprentice Members and plans are taking shape for a successful event.

Mr. Young said that the Apprentice Online course is up and running.

*LGBTQ+ Sub-Committee:* Joanne Vannicola reported that the committee is preparing for the Pride Parade on June 24<sup>th</sup>. They are also planning a session at the Fall Members Conference. The next committee meeting is on Monday, June 11<sup>th</sup> at 2:00 p.m.

***Vice-President, Member Services – Clara Pasioka:*** Ms Pasioka said that details of the Pride Parade will be sent via eblast to the membership.

***Vice-President, External Affairs – Art Hindle:*** Mr. Hindle referred to items discussed earlier by Ms. Milling and Mr. Waddell in their reports.

***President – Theresa Tova: Full Member Background Committee:*** Shereen Airth, Background Advocate, has an article in the Performers on Set.

*EIC and TAMAC:* The revised Code of Ethics for Agents was signed by TAMAC on behalf of their agents. A letter will be going out to non-TAMAC agents shortly.

*ACTRA Additional Background Performers:* New Chair, Mike Sheridan, reported that the Caucus is gearing up for the upcoming IPA focus groups.

*Industry Relations highlights for the month:*

- Hosted an information session for video game developers to explain how to work with ACTRA talent on interactive digital media productions.

- ACTRA Toronto sponsored TO Web Fest, a festival celebrating web series by Canadian and foreign creators. Producers signed up for meetings with ACTRA Toronto at the Web Fest Connect Event to discuss contracting performers on web series productions in Canada; Industry Relations hosted “ACTRA 101” for emerging producers at TO Web Fest. The session detailed the process of working with union talent on a digital series
- Seneca College performance students came to the ACTRA Toronto office for a presentation about the union and the benefits of joining ACTRA upon graduation via the New Graduate Credit

**THE MEETING ADJOURNED AT 4:00 P.M.**