

**ACTRA TORONTO
COUNCIL MEETING – IN PERSON
WEDNESDAY, SEPTEMBER 7, 2022**

PRESENT

David Gale, President, in the Chair
Gugun Deep Singh, Treasurer
Debra McGrath, Vice-President
Louisa Zhu, Vice-President
Jocelyne Zucco, Vice-President
Elle A, alternate for Linda Kash
George Alevizos
Heather Allin
Martha Chaves
Scott Farley, alternate for Thom Allison
Ruby Joy
Janet-Rose Nguyen
Samy Osman, alternate for Fuad Ahmed
Tavia Pereira, alternate for Dalmar Abuzeid
Tonjha Richardson, alternate for Anand Rajaram
Alicia Turner
Katie Uhlmann, alternate for Joy Tanner, Vice-President

REGRETS

Theresa Tova, Past President
Lisa Michelle Cornelius, Vice-President
Sandra Beckles
Nicola Correia-Damude
Wendy Crewson
Tony Nappo
Samora Smallwood

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Larry Robertson, Vice-Chair, Apprentice Caucus

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto.
Judy Barefoot, Director, Commercial Production, ACTRA Toronto
Gail Hauptert, Director, Film, Television and Digital Media, ACTRA Toronto
August Lew, Director, Finance and Administration, ACTRA Toronto
Nicole Valentin, Director, Member Services, ACTRA Toronto
Taisa Dekker, Manager, Industry Initiatives and Outreach, ACTRA Toronto
Marie Kelly, National Executive Director, ACTRA
Jenn Paul, Director, Diversity, Equity, Inclusion and Belonging, ACTRA
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:10 a.m. with President, David Gale, in the Chair. Mr. Gale welcomed and thanked everyone for their attendance. This was the first in-person meeting since March 2020.

The reading of the Land Acknowledgement by Deb McGrath and George Alevizos was following by the reading of the Equality Statement by Elle A, Samy Osman, Katie Uhlmann, Tonjha Richardson, Tavia Pereira and Ruby Joy.

Council, alternates, and staff introduced themselves.

APPROVAL OF THE AGENDA

MOTION #1

Moved by George Alevizos, seconded by Ruby Joy:

“That the Agenda for the ACTRA Toronto Council Meeting of September 7, 2022, be accepted.”

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES

Page 1: Alistair Hepburn, Executive Director, ACTRA Toronto – **Sent regrets from Paris!**

Page 8: Voice Committee Liaisons: Vice-President, Louisa Zhu **and** Jocelyne Zucco – **delete** “~~and Lisa Michelle Cornelius~~”.

MOTION #2

Moved by Deb McGrath, seconded by Tonjha Richardson:

“That the Minutes of the ACTRA Toronto Council Meeting of August 2, 2022, be accepted.”

CARRIED UNANIMOUSLY

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #11

Councillors were asked to inform the Chair if they had any business to discuss under Other Business. Going forward only items raised here will be discussed under Other Business. Ruby Joy said that she would like to discuss a Zoom Option for future Council Meetings.

PRESIDENT’S REPORT

David Gale reported.

- The Labour Day Parade was a spectacular event for people participating. It is about the connection of unions and being part of something bigger. Several politicians came up to talk to us, including Jagmeet Singh, Julie Dabrusin, Peter Tabuns, John Tory, Paula Fletcher and union leaders, i.e. Marty Warren (National Director of the United Steelworkers) and Patty Coates (President of the Ontario Federation of Labour).

- **NCA Update:** Mr. Gale and National Executive Director, Marie Kelly, reported.
 - There was an op-ed piece in the Toronto Star by Wendy Crewson – a statement of solidarity.
 - We have been targeting agencies and rallying in front of their offices.
 - The first rally at Leo Burnett was covered by Strategy magazine and the second one at Cossette was covered by various organizations. A number of politicians also joined us.
 - CBC ran an article on August 25th about the ICA’s attack on gig workers.

There was a brief discussion. It was mentioned that a lot of members do not understand the situation and do not know what is happening behind closed doors. It was suggested by a Councillor that members be reminded and convinced to check their emails and go to the ACTRA National website at www.actra.ca/nca/.

- Mr. Gale reported on the Rules and Regulations Committee meeting of the Canadian Screen Awards. They are trying to go non-gendered and have cut the number of awards for performers in half.

NCA HOLISTIC BLUE SKY (IN CAMERA)

Marie Kelly gave a fulsome report.

WORD FROM SET

- Councillor, George Alevizos, said that he had a very positive experience on CBC Gem’s *Lazy Legs* set. ACTRA Toronto will pass on our thanks to them!
- Re-dos on self-tapes for commercials were raised since instructions were not sent out initially. It is not a widespread issue now but it’s something to keep an eye on.
- “Availability checks” means nothing unless it is a booking.
- It was noted that background performers are disregarded and ill-treated on set and that ACTRA Toronto needs to be advocating for these performers.
- It was also noted that a performer was injured on set doing a stunt and that despite their injury did not go to the hospital. Members need to be reminded that the Member/Agent should contact ACTRA if they are injured on set. Councillor Alicia Turner reminded the group that most Stunt Performers do not have agents.

EXECUTIVE & COMMITTEE REPORTS – HIGHLIGHTS & NEW ITEMS

Liaison: Treasurer, Gugun Deep Singh

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

The Apprentice Caucus met in mid-June for 90 min on Zoom.

They are currently in the position of appointing their new Vice Chair, and it’s likely that this person will be the one to attend Council on Wednesday, September 7th in place of chair Victoria Brooks who is unavailable that day.

A concern brought forward during the summer by an executive caucus member had to do with work zones, and confusion on where you are considered a “local hire”. They were encouraged to reach out to ACTRA staff for clarification.

During their next meeting, the caucus will look at the options for meeting in-person for future meetings.

The Apprentice Caucus will meet next on Wednesday, September 14th at 11am on Zoom, and continue on Zoom until we can secure a regular monthly slot to meet at the ACTRA offices.

Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath

Act Your Age (AYA) – Chair, John McGrath

- We continue to work on the “**This Is What (age) Sounds Like**” AYA audio project.
- We wrote our project COVID protocols and secured the COVID protocols from the studio we will be recording at.
- Spoke to AFBS re: securing Accident on Set Insurance for the project.
- Finalizing audition notice to be sent to AYA members.
- We will record the project on Sunday, September 25, 2022, but may delay marketing of the project, pending developments in the lockout.

Liaison: Not assigned

Background Advocate – Shereen Airth

No report submitted.

Liaison: Not assigned

Child Advocate – Christina Collins

Report not submitted.

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

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

The committee is hard at work adding the final pieces of the puzzle. They will have 10 sessions to offer in addition to the screening of three projects during the breakfast hour from 8:30 – 9:30 a.m.

Liaisons: Lisa Michelle Cornelius, Gugun Deep Singh and Louisa Zhu

Diversity and Inclusion – Co-Chairs, Chattrisse Dolabaille and Janet-Rose Nguyen

- Drafted newsletter encouraging engagement and reminding members of several upcoming events.
- Continued regular catch-up calls/meetings/messages.
- Hosted Committee meeting on August 4th.
- “Picture Day” initiative planning is ongoing, with a subcommittee meeting being held August 31st.
- 2022 Sandi Ross Awards planning continues, with a subcommittee meeting being held August 30th which determined this year's winners.
- Committee has discussed having a table at the September 24th ACTRA Toronto Members Conference.
- Considering future semi-regular social events such as Raptors game, attending Black Panther sequel.
- Inquiries continue regarding added perks/benefits for our members.
- An idea is forming for a monthly safe space/social where members feel free to discuss their grievances and concerns outside of an official meeting or a good-vibes-only type of gathering.
- Planning continues for a mindfulness session.

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

Editorial – Chair, Joy Tanner

Report not submitted.

Liaison: Vice-President, Debra McGrath

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

General

- Last meeting was held on August 8th.
- outACTRAto will have a table at ACTRA Toronto Fall Conference.
- Have invited ACTRA Maritimes member Koumbie to join our September meeting.

InsideOut Festival—Queer Your Stories Contest

- Initial meetings have begun for 2022 Contest.

The Mixer committee

- The Mixer Committee planned and held a community event at Bickford Park in Toronto.
- 20-25 members in attendance over course of event.
- Three non-outACTRAto members came and are now signed up to be part of outACTRAto!
- Fun had by all!

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

Stunt Committee

No report submitted.

Stunt Women's Committee

Chair: Alicia Turner

Report not submitted.

Liaisons : TBA

TAWC – Toronto ACTRA Women's Committee

No report.

Liaisons: Vice-Presidents, Louisa Zhu and Jocelyne Zucco and Lisa Michelle Cornelius

Voice Committee: Chair, Cory Doran; Vice-Chairs, Krystal Meadows and Scott Farley.

The Committee has been busy organizing a VO Panel for the Fall Conference and arranging door prizes.

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

YEAA – Young Emerging Actors Assembly: Co-Chairs, Joy Tanner and Oscar Moreno

Report not submitted.

Green Committee

Avaah Blackwell, Chair

The Green Committee had our monthly meeting on Thursday August 18th. We discussed the need for a new co-chair, did introductions and had a preliminary brainstorm for the ACTRA conference.

EXECUTIVE DIRECTOR'S REPORT

Alistair Hepburn reported that he will be attending the FIA conference in London, UK, the week of September 26th. A meeting with the English-speaking unions has been scheduled to talk about voice work and what can be done at the international level so that the situation that we are going through does not happen again and how this can be approached on a global scale.

On the bargaining front, Ubisoft negotiations will be taking place in Montreal. David Gale will be joining the bargaining team.

National By-Laws Update: In an attempt to deal with the NCA and the non-union labour pool, the National By-Laws Committee has been taking a look at the National By-Laws in order to stop what is happening. We will be asking performers to join the union after their third permit. The By-Laws allows each individual branch to look at the exceptional circumstances and make their determination on individual basis. The power of the individual branches has been raised. The educational credit qualifications are also being revised.

It was noted that any appeals would go through Nicole Valentin, the Director of Member Services and then to the Executive and ACTRA Toronto will probably have Membership Committee down the road.

The question about financial hardship was raised. Ms Valentin responded that a financial plan or the option to defer joining can be worked out.

The gendered language is now gender-neutral in the By-Laws.

COVID Updates: The Section 21 Committee was set up by the Ministry of Labour for each industry.

The Right to Work agreement will remain in effect until September 30th. It will probably be modified. Toronto is now in the 7th wave and we expect to be in the 8th wave shortly as there is no making policies in schools. We are continuing to see more and more sets with no COVID policies. Although we are seeing a lot of pre-packaged food on sets it is expected that this will change soon.

Concerns were raised that without masking policies on set performers could be working "3 inches away" from someone with COVID.

As to whether WSIB provides coverage if a performer gets COVID, Mr. Hepburn responded that WSIB does not have COVID coverage but AOS (Accident on Set) has.

The following are the reports under the Executive Director's portfolio:

Industry Initiatives & Outreach

Taisa Dekker, Manager, Industry Initiatives & Outreach

- The priority in outreach work is the protection of the commercial jurisdiction, and the fight to end the unlawful lockout of ACTRA members by the Institute of Canadian Agencies and advertising agencies:

- The [Rally for Respect](#) on August 24th was successful in drawing attention to the unlawful actions of Cossette Toronto. Thank you to the ACTRA members, labour allies, and politicians who attended to stand up for the rights of commercial performers. Check out ACTRA Toronto's social media accounts for photos and messages of support and solidarity from members and allies.
- In conjunction with the comms team at ACTRA National, we created a new page on the website for [commercial advertisers](#) to encourage brands to engage ACTRA performers on their campaigns.
- ACTRA and the Association of Canadian Advertisers are jointly promoting the AOPP, which is a contract for low budget, digital-only commercials. New web pages were added to the [National](#) and [Toronto](#) websites to promote the AOPP.
- We launched an [educational video](#) about the AOPP where I explain how to engage ACTRA talent under this contract. The video is included on the AOPP webpages.
- ACTRA's [You're in Good Company](#) videos feature high profile members discussing the important of working with professional talent on commercial productions. ACTRA members are encouraged to like and share the videos/social media posts.
- Attended the OPSEU/SEFPO Strike for Safety Rally on August 19th in support of striking safety inspectors. They appreciated the support of ACTRA Toronto, and OPSEU/SEFPO subsequently promoted ACTRA's Rally for Respect to their membership, resulting in a strong showing of OPSEU/SEFPO members at the August 24th ACTRA rally.
- ACTRA Toronto is sponsoring [VO North](#) on September 16th – 18th 2022, which is a conference focused on voice performance. Many ACTRA Toronto members are featured as panelists at the event.
- The Toronto International Film Festival runs September 8th – 18th, 2022 and there are many ACTRA Toronto performers and productions [showcased](#) this year.

Ontario Green Screen

Taisa Dekker, Manager – Industry Initiatives & Outreach

- Ontario Green Screen is sponsoring the Sustainable Production Forum, taking place October 6th in Toronto. SPF22 is a global conference that has both digital and in-person events. More information about this event is available [here](#).
- The new Co-Chair of Ontario Green Screen is Cynthia Lynch, who is the Managing Director and Counsel of Film Ontario. Ms. Lynch was voted in by the OGS Advisory Committee after the previous Co-Chair, Marcia Douglas, stepped down earlier this summer.
- The next Climate & Sustainable Production training takes place on Sunday September 18th at 1 pm. To register for the course, click [here](#).
- The 50 Ontario Green Screen Ambassadors, and their organizations, are now listed on the OGS website. If you are interested in becoming an OGS Ambassador, please apply [here](#).

Diversity, Equity, Inclusion & Belonging

Luisa Alvarez Restrepo, Manager, Diversity, Equity, Inclusion & Belonging

- Secured 5 complimentary industry passes from TIFF for BIPOC performers and a discount code to their Conference and Industry passes to share with all ACTRA Toronto members. Performers have until August 12 to fill out [this form](#) to request the promo code. After less than a week 22 performers have already expressed their interest.
- Connected with ACTRA NL team to talk about their successful picture day initiative and resource share as the D&I committee gears up to do something similar.
- Connected with Sedina Fiati, ACTRA performer and EDI Associate Producer for *Pretty Hard Cases* about ways in which ACTRA can support her work, which includes advocating for more diverse and inclusive casting.

- Met with Reel Asian and Reelworld film festivals to discuss partnership renewal. Outreach to other festivals is ongoing.
- Met with different performers and arts organizations from the Latine community to talk about ways to support our performers from the community.
- Supported Gail with Ontario Fam Tour planning.
- Met with different members to talk about starting up an Abilities committee. Will continue consultation.
- Connected with the Montreal team about some feedback ACTRA Toronto received from Toronto members on a Montreal-based production's casting breakdown. They connected with production and casting to share ACTRA Toronto's feedback. An updated breakdown was issued as part of a very positive conversation.
- Spoke with several BIPOC producers that were experiencing different casting challenges. This is an encouraging result of Ms Alvarez Restrepo's outreach efforts to encourage BIPOC producers to reach out with their challenges so that ACTRA Toronto can find creative ways to support them and their diverse projects.

Special Advisor – Maxine Bower

Maxine Bower, Special Advisor

- Membership Support
 - Ongoing support for various members with mental health and workplace challenges.
 - Attended outACTRAto committee meetings as a staff liaison/support.
 - Facilitating weekly peer support sessions with staff to problem solve and develop strategies for communicating and interacting with high needs, high conflict members.
- Addressing Harassment and Discrimination
 - Supporting members and staff with ongoing harassment complaints.
 - Supporting members through understanding the investigation process (helping members cope with results, stress, problem solving, how to report, etc.)
- Membership Education
 - Updated and included the recommended changes to the Respect on Set Manual.
 - More review of the unconscious bias course (beta testing and modifying the course for an online medium).
 - Attended and supported facilitators and members during Respect on Set sessions.
 - Assisted the Conference Committee with establishing a mental health panel for members.
 - Meetings with the Education, Training, and Awareness committee (a 'Read the Code' subcommittee) to plan a panel to review the successes of union efforts in combatting harassment in the industry and a review of the work that remains to be done.
- HAVEN Helpline
 - Attended additional meetings with LifeWorks for more discussion on the issues with the HAVEN service. The changes to intake forms to prevent misfiling will be complete and live on Sept 21, 2022.
 - Connected with equity, the DGC, and ACTRA National to combine efforts and ideas to help hasten our suggested improvements to the HAVEN helpline.

OTHER BUSINESS

- Ruby Joy said that she would like to have a phone-in or Zoom option for Council meetings as she will be travelling in October and November.

Mr. Hepburn explained that we currently do not have the technology to do hybrid meetings and the upgrade would cost approximately \$20,000 to \$30,000. Once we move, the new boardroom will be fully equipped with the latest technology. It was suggested that in-person meetings be held every other month.

- Alicia Turner said that the Stunt Committee and the Women Stunt Committee have been busy and have not been able to meet unless these meetings are held on the weekend. She wondered if they could be accommodated.

ADJOURNMENT

Ruby Joy moved to adjourn the meeting.

The meeting adjourned at 3:48 p.m.