

ACTRA TORONTO
COUNCIL MEETING – IN PERSON & HYBRID
Tuesday, September 10, 2024

PRESENT

David Gale, President
Theresa Tova, Past President (Zoom)
Paul Constable, Treasurer
George Alevizos, Vice President (Afternoon only)
John Cleland, Vice President
Amy Matysio, Vice President
Janet-Rose Nguyen, Vice President (Zoom)
Kate Ziegler, Vice President
Tim Beresford (Zoom)
Jason Bryden
Elana Dunkelman
Emily Hurson
Jameson Kraemer
Mercedes Morris
Tavia Pereira (In person and Zoom after lunch)
Dina Pino
Gord Rand
Tonjha Richardson, alternate for Samora Smallwood (Zoom)
Gugun Deep Singh
Joy Tanner
Asante Tracey, alternate for Nicola Correia-Damude
David Wallen
Jocelyne Zucco, alternate for Heather Allin (Zoom)

ABSENT

Alana Bridgewater

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Victoria Brooks, Chair, Apprentice Caucus
Krystle Ferdinand, Co-Chair, D&I Committee
John McGrath, Ombudsperson
Roy Urbanozo, Co-Chair, D&I Committee

OBSERVERS

Heather Allin, Councillor (Zoom)
Nicola Correia-Damude, Councillor (Zoom)
Sally Nakazi (Zoom)
Samy Osman (Zoom)

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Gail Hauptert, Director, Contracts, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto (Zoom)
Nicole Valentin, Director, Member Services, ACTRA Toronto (Zoom)
Tania Cardwell, Stunt Liaison, ACTRA Toronto (Zoom)
Luca De Franco, Communications Officer, ACTRA Toronto (Briefly – Zoom)
Jennifer McGibbon, Communications Officer, ACTRA Toronto (Briefly – Zoom)
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:04 a.m. with President, David Gale, in the Chair.

The reading of the Land Acknowledgement by Joy Tanner, Theresa Tova and John McGrath was followed by the reading of the Equality Statement Gugun Deep Singh, Tavia Pereira, Roy Urbanozo, Amy Matysio, Jason Bryden, Gord Rand and Tim Beresford.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Paul Constable, seconded by Joy Tanner:

“That the Agenda for the ACTRA Toronto Council Meeting of September 10, 2024, be accepted.”

Discussion

The D&I Committee Co-Chair requested that Item 17 – Sandi Ross Awards Debrief be tabled until the next Council meeting.

A Councillor asked if Council would consider have two monthly meetings since Council cannot seem to get through the Agenda of the day. It was suggested that it was up to them to be efficient as they would also be a budget problem. In the past very few meetings ran over the allotted time.

It was suggested that since that Council will be discussing the NCA and the budget at an additional meeting, Council might want to consider this.

Another Councillor felt that they have to be able to call a Special Meeting if Council genuinely needed to do so. It was pointed out that there was a line in the budget to have a Special Meeting.

A Councillor said that they understood the need but Council needs to talk about the process. Most requests come to the Executive from the committees and then to Council.

A Councillor said that Council is the “governance committee”.

MOTION #1 (AMENDED)

Moved by Paul Constable, seconded by Joy Tanner:

“That the Agenda for the ACTRA Toronto Council Meeting of September 10, 2024, as amended, be approved.”

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES FROM AUGUST 21, 2024

MOTION #2

Moved by Gugun Deep Singh, seconded by John Cleland:

“That the Minutes of the ACTRA Toronto Council Meeting of August 21, 2024, be accepted.”

CARRIED UNANIMOUSLY

It was requested that the Executive and Staff Liaisons be included in the Caucus and Committee Reports that are distributed to Council.

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #6

- Stunt concerns
- In-camera discussion

CHAIR’S UPDATE

David Gale said that the Sandi Ross Awards was a great evening. He congratulated the committee co-chairs and Executive members who stepped up and pulled it together.

He introduced Council, the Alternates, the Ombudsperson, Committee and Caucus Chairs and staff.

BUSINESS ARISING FROM AUGUST COUNCIL/EXECUTIVE – ED

Alistair Hepburn reported on the following:

- Toronto Councillor Badges
Alistair Hepburn will be creating badges for Councillors. He will send a breakdown of costs to the Councillors so that they can determine whether they would like the badge to include Councillor names. Council would like these badges to have magnets instead of pin.
- Notice to Members re: locking out engagers/DNW
Do Not Work notices went out to the membership regarding *Beast Games/Project Greenlight*. Any members that who were working were able to get out of their contract.
- List of Adhered Agencies
ACTRA National is working on this list (for Commercials) and it will be posted on the ACTRA website as soon as possible. We are not able to do this with the IPA as there are over 5,000 names on this list and some of the companies have set up numbered companies.
- AccessiBe added to all eblasts
As a go-forward, this will now be a standard.
- Equity Meeting
This was discussed at the Executive Meeting. We would like to know who on Council would like to be involved.

Gord Rand said that he would like to be involved and suggested that this be held soon.

A call for volunteers will be sent out shortly, once we have a date.

- Motion for National Executive

This was sent to the National Executive and is on their agenda.

- Unfair Engagers

This is in regards to *40 Acres*. 4T Productions Inc (Jennifer Holness) is on the Unfair Engager list. Their name will remain on the Unfair Engager list until they have paid all the members. IATSE had issued a statement in advance of TIFF. *Playback* would like to know which members are owed but these names will not be divulged. Well in excess of \$200,000 is owed to businesses in the north.

The CDC, TAMAC, Ontario Creates, funders etc., have been notified. It was noted that Ontario Tax Credits cannot be claimed if they owe money.

The question was raised how the production finished the film. Did they use AI? We have raised this question.

Mr. Hepburn said that National is the host of the online Unfair Engager list.

A question regarding Appendix 31 – Committee of Enquiry into Casting Directors and the Casting Process – was raised.

Regarding the posting of bonds, Mr. Hepburn said that once a producer is declared Unfair, per the IPA, their bond requirement doubles during the next two years.

A fulsome discussion took place.

Regarding another matter, it was noted the Publicis, a locked-out Engager is a sponsor of Nuit Blanche.

It was noted that the Mayor of Toronto would like to share permit information in advance but the city staff do not believe they can legally do this. It was noted that when the City issues permits to locking-out engagers they are supporting them.

OTHER BUSINESS

- Members working on non-union sets is something that the Executive will discuss at their next meeting. We need to find a way to expedite the discipline process.
- Council met in camera from 11:15 to 11:53pm to discuss the concerns of a Councillor. The observers left the meeting during this discussion.

OMBUDSPERSON REPORT – IN CAMERA

Ombudsman John McGrath's report was in camera from 12:02pm to 1:00pm. The observers left the meeting during this report.

Council broke for a half hour lunch. The meeting resumed at 12:30p.

WORD FROM SET

- A Councillor said that they were talking to a SAG member about the lockout. The SAG member has taken this up with the people at FCB and was asked to leave it alone. FCB has been approaching SAG for members for spots and all the information on the callsheets are redacted. The Councillor said that a conversation with SAG is in order.

Conversation about the SAG-AFTRA Agreement and the Strategic Alliance Agreement took place. It was noted that not all SAG members are aware of the terms in the agreement and that we need to inform them that these are unfair engagers. It is important that the heads of the two unions meet on a regular basis. Our unions need to work together to solve this problem. Council would like a history of the times that ACTRA National and SAG have met to talk about the lockout.

Council would like to know if the lockout is on the agenda at FIA and suggested that there should be a panel.

- A Councillor asked whether there are discussions about auditions and self-tape reforms. Mr. Hepburn confirmed that there are. For the amount of work that performers are asked to do they are not getting any response. It was noted that sometimes the Canadian auditions are just a “cover up” as the productions have already selected their US cast.

A fulsome discussion took place regarding self-tapes. It was noted that self-tape fatigue is knocking people out of the business.

- A Councillor raised the question regarding a committee for children since we have a Child Advocate. It was noted that UBCP have a Parent and Minors Committee and this is something that Council can bring forward in October. It was felt that parents and minors need a place to go as well. A suggestion was made to start a Sub Committee for young performers. It was pointed out that pre-COVID, the September Member Conferences were geared to children as they were held on a Saturday.
- Referring to a query whether we have a signed agreement with the Casting Directors Society of Canada (CDC), Mr. Hepburn responded that they work for the producers. He said that we cannot have two competing agreements in place.
- Discussion arose regarding payroll companies being adhered to the NCA. Mr. Hepburn said that they sign on behalf of certain advertising companies.
- The 24-hour turn around was discussed and that some Casting Directors are not adhering to this policy.

4 UNIONS FILM FESTIVAL – GORD

Gord Rand reported on the idea of a “4 Unions Film Festival”. Mr. Hepburn said that this is a great idea. Council was in agreement with this idea. More exploration required.

BG ADVOCATE STATUS – AMY

Mr. Hepburn reported that he will look at interviewing candidates after TIFF.

WHAT’S SHOOTING/UNFAIR ENGAGER PAGE EDUCATION - AMY

Amy Matysio asked that Members be reminded where the What’s Shooting and Unfair Engager lists are on our website.

CONFERENCE THOUGHTS

Mr. Hepburn said that we need to pull together a Conference Committee quickly. It was suggested that this be discussed after the National Executive Meeting.

A fulsome discussion took place. Mr. Gale agreed that there needs to be more discussion on this subject.

FINANCIAL UPDATE – PAUL

Paul Constable reported that we are going into our third quarter.

Council met in camera from 3:04pm to 3:30pm. The Observers, Recording Secretary and observers left the meeting during this in camera session.

VIDEO GAME PRESENTATION – ELANA

Elana Dunkelman and team made a presentation to Council.

MOTIONS

- I. Elana – Email to members in advance of Council meetings.

MOTION #3

Moved by Gugun Deep Singh, seconded by Jameson Kraemer:

“That the ACTRA Toronto Membership be notified of the date in advance of the Council meetings in order for them to attend as observers.”

Discussion

The logistics of this was discussed.

CARRIED

- II. Kate & John – National By-Laws and Union Financial Security

MOTION #4

Moved by Gord Rand, seconded by Mercedes Morris:

“That the Toronto Council put forward National By-Law changes regarding financial reporting and spending by ACTRA National”

Discussion

A fulsome discussion took place.

The Recording Secretary left the meeting at 4:58pm and the Executive Director took notes.

After a fulsome discussion, a Councillor requested this motion be tabled until the October meeting. The mover and seconder agreed.

TABLED

ADJOURNMENT

Emily Hurson moved to adjourn the meeting.

THE MEETING ADJOURNED AT 5:28pm

COMMITTEE AND CAUCUS HIGHLIGHTS

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

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

Staff Liaison: Nicole Valentin

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

The Apprentice Caucus met on September 6th for 90 minutes on Zoom.

- Explained the difference between ‘strike’ and ‘strike mandate’ for IPA bargaining.
- Apprentice Caucus would “opt-in” to ACTRA SMS push notifications/updates.
- General feeling of ‘slow’ in volume of bookings, for BG and principal.
- Feeling of not seeing OSLO as often lately on BG sets.
- Discussion over what should be a co-op, vs. only “resume builder/portfolio piece.”

The Apprentice Caucus will meet next on October 11, at 11:00am at the ACTRA Toronto offices, followed by an informal social hour at The Bishop and Belcher. All are welcome!

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

Staff Liaison: Karl Pruner

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

The Co-Chairs met virtually on September 6th. They are hoping to plan two events but need to gather more information before announcing them. They will have more information next month.

Executive Liaison: Vice President, John Cleland

Staff Liaison: Clare Johnston

Child Advocate, Angelica Alejandro

Nothing new to report. Ms Alejandro has been talking to parents and answering emails as they come in.

Executive Liaisons: Treasurer, Paul Constable – Vice Presidents, Amy Matysio & Kate Ziegler

Staff Liaison: Karl Pruner

Communications Committee, Chair, Tavia Pereira

The Committee met on September 5th to get a run-down of the IPA comms plan. They will meet again on September 13th to start brainstorming a social media campaign.

Executive Liaisons: Treasurer, Paul Constable & Vice-President, Kate Ziegler
Staff Liaisons: Karl Pruner & Jennifer McGibbon

Editorial Committee – Chair, Joy Tanner

We are seeing consistent growth with views on the magazine, and a cross pollination of stories between both the magazine and on social media sites. Both platforms are supporting the other with an emphasis on educating the membership.

On September 4th, Staff Editor Jennifer McGibbon, Editor Joy Tanner and Executive Councillor Amy Matysio met to discuss a round table format regarding information on a Strike Mandate vote. Amy will interview former councilors, Kevin Hanchard, Tantoo Cardinal and Shawn Doyle and Tatiana Maslany to help disseminate educational information. This was initially to be recorded at the end of August, however, with the Working and Wages Committee formulating strategies and Council direction from the August meeting, this will be pushed to the end of September. It will be pre-recorded in the case we actually vote for the Strike Mandate. It will not be released otherwise.

Ellen Dubin has recorded a piece to dovetail with the upcoming AI article, in which she was quoted regarding her voice being stolen and used on a deep fake pornography site. We will be releasing the article in the second week of September. We will follow with her recording on social media shortly after.

Here is some data regarding the magazine:

- Between April 1 to August 31, 2024, PerformersMagazine.com achieved a 137.67% increase in pageviews (8,557 to 20,337) and a 34.74% increase in unique impressions (3,877 to 5,224) compared to the same period in 2023.
- Top 5 articles to date in 2024
 - [Celebrating the 2024 Outstanding Performance Nominees](#) (April 4, 2024) – 992 pageviews
 - [In conversation with Maria del Mar](#) (March 20, 2024) – 918 pageviews
 - [In conversation with Billy MacLellan](#) (July 12, 2023) – 803 pageviews
 - [The Red Carpet at the 22nd ACTRA Awards in Toronto](#) (April 29, 2024) – 679 pageviews
 - [The 22nd ACTRA Awards in Toronto](#) (May 1, 2024) – 523 pageviews
- Published in August/September
 - [In conversation with Elizabeth Saunders](#) (August 7, 2024)
 - [ACTRA Toronto Performers in the TIFF 2024 Spotlight](#) (September 5, 2024)
- Upcoming
 - Spotlight: Cinéfest Sudbury 2024 (September)
 - Applause: Summer 2024 (September)
 - Get to know your IPA Bargaining Team (September)
 - AI (first article in 'AIR' series) (September)
 - Ask an Expert: Planning your financial future (September)
 - Stunt Stars: in conversation with Tom Farr
 - Stunt Stars: in conversation with Brian Jagersky
 - First article of a four-part AI series

Executive Liaisons: Vice-Presidents, George Alevizos & Janet-Rose Nguyen
Staff Liaisons: Luisa Alvarez Restrepo & Karl Pruner

outACTRAto – Co-Chairs, Matt Lemche and Madelaine Rose

Meetings/General

- Committee meeting held on September 4th.

OTHER REPORTS

Industry Initiative & Outreach – Taisa Dekker, Manager

Ontario Green Screen

- The OGS Summer Community Meeting was on July 30, 2024, and members can now watch the meeting online [here](#).
- The Sustainable Production Forum takes place Monday September 23rd at the CBC Broadcast Centre in Toronto. There will be an online event on October 23rd, 2024. Tickets available here: <https://www.sustainableproductionforum.com/spf24>