



December 5, 2002

Re: Basic and Working Dues

Dear ACTRA Member:

We are writing to ask for your support for a dues increase. It has been 12 years since ACTRA's last dues change. In just the past five years, the business side of the film and television industry has grown by over 130% to a \$5 billion industry. But ACTRA dues have stayed at 1991 levels. In real dollars, they have declined by 30% since then, as a result of inflation.

Over the last two years, because of the recent downturn in our industry, as well as the U.S. anti-runaway production campaign, the rise of reality television and other factors, traditional film and television production has dropped dramatically. As a result, the revenues of ACTRA National and the Branches have declined significantly.

As you have the right to expect, we are responding to this revenue decline by taking steps to reduce ACTRA's costs all across the country. ACTRA National is decreasing current spending by \$750,000. ACTRA Toronto has already cut its budget by \$700,000. Dramatic steps to cut costs have also been taken in our branches/local unions.

But cost-cutting can only go so far, because pressure to do more through our union won't go away. **The simple fact is, ACTRA's funding formula was adequate in 1991, the last time it was changed, but it isn't now.**

The dues change we are asking you to support will be used to focus on the following priorities for Performers:

The need to fight for Canadian production. It is imperative that we make Performers' voices heard in the political arena again. For years the broadcasters have spent millions of dollars influencing government policy. That policy has resulted in a dramatic decline in Canadian indigenous production. If ACTRA does not fight this battle, Performers may soon find that there is no indigenous Canadian film and television production and that we are purely a U.S. service industry. We propose to hire a top-notch public policy specialist to advocate full-time for Performers.

The need to meet globalized media companies head-to-head and point-for-point.

For all practical purposes, ACTRA now negotiates your collective agreement with representatives of the Hollywood studios. They are tough and unsentimental bargainers, who invest heavily in contract research and are increasingly pressing for significant concessions. We need to be able to meet them on equal terms and to win our case for better working conditions – point-for-point. Our IPA contract is up for renegotiation this summer. With more research, and more facts at our finger-tips, our bargaining team will be stronger in those negotiations. We propose to hire a highly-qualified staff researcher to work with our bargaining and contracts teams.

The fight to collect residuals. In 1995, ACTRA finally won members a share of distributors' gross revenue – eliminating the phoney old method of calculating residuals on fictitious “net earnings”. Since then, residual payments to members have tripled but we still need to do more. We need the financial resources to allow us to aggressively audit and sue producers who hide members' revenues behind corporate shells and creative accounting.

The dues change we are asking you to support would allow ACTRA to get back into the black, and to address these challenges.

We are proposing a new dues structure in three parts. First, basic dues would be set at \$175 a year. Second, working dues would be calculated at 2% of earnings. And third, all of your ACTRA dues together would be capped at 2% of the first \$150,000 earned – no dues would be assessed on income above that ceiling.

Your ACTRA working dues are currently the lowest of any creative union or guild in Canada. This dues increase will bring ACTRA dues in line with what members of other creative guilds contribute – to ensure fair working conditions on set.

Your union has been modernizing to deal with the new challenges Performers face. Your union needs a modern funding formula so it can continue to protect Performers and ensure that there is work for you, the members.

Please support this dues change – it will ensure you've got a strong ACTRA in your corner, fighting for your rights. VOTE YES!

Yours truly,

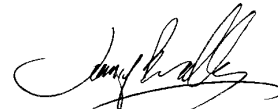
ACTRA National Executive



Thor Bishopric
National President



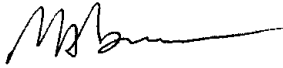
Jefferson Mappin
National Vice-President (Toronto)



Jamie Bradley
National Treasurer (Maritimes)



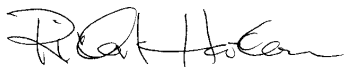
Susie Almgren
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