

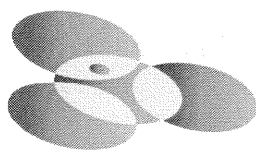
Proposed Strategic Alliance

between the

**Alliance of Canadian
Cinema, Television and Radio
Artists, CLC (ACTRA)**

and the

**United Steelworkers,
AFL-CIO-CLC**



ACTRA



April 13, 2005

This document sets out the terms under which ACTRA and the Steelworkers have formed a strategic alliance and a framework services agreement, in order to build solidarity and a closer unity of purpose between the two unions.

A. Background

A long-standing partnership

The United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (“Steelworkers” or “USW”) and the Alliance of Canadian Cinema, Television and Radio Artists, CLC (“ACTRA”) are strong, progressive unions with an intense focus on collective bargaining, servicing our members, organizing and political action. We have worked together in numerous ways and at various levels for almost two decades. We now seek to increase that cooperation.

ACTRA

ACTRA has been working to improve the working conditions of cultural workers in the film, television and radio industries for over sixty years. It has built significant strength in that time (23,000 members, a strong financial base, a growing labour venture fund, and a highly effective and well-regarded Fraternal Benefits Society). Along with safeguarding and promoting the professional rights of its members, ACTRA is known for its progressive stances on many public issues.

However, the industry within which ACTRA is operating has fundamentally changed. Thirty years ago ACTRA’s principal contract was with the Canadian Broadcasting Corporation. Now, its main real counterparties are global media conglomerates -- many headquartered in the United States or functionally integrated into the U.S. entertainment industry. ACTRA needs to build partnerships in the labour movement that fit the scale of its bargaining and organizing challenges.

The USW

The USW is the largest and most powerful private sector union in both Canada and North America, with over 900,000 active members. Although the majority of Steelworkers are in manufacturing, the USW is highly diversified, with over 130,000 members in the services sector. The USW prides itself as “Everybody’s Union”. The USW is known for its willingness to take on the largest multi-national corporations in the world in order to protect the rights of its members.

The Steelworkers also have a proud history of partnering in a flexible and constructive manner with many like-minded organizations, in order to work towards the common goal of building justice and better working conditions for working people.

A new alliance

The USW and ACTRA have shared a deep and long-term relationship on many levels. The USW, for example, has represented most of ACTRA's employees for many years.

The strategic alliance and services agreement established by this letter provides the two unions with an opportunity to support each other and to work together on issues of common interest.

This new relationship, while preserving the autonomy and independence of both unions, provides them with a real-world forum to exchange ideas, define areas of mutual interest, and develop cooperative strategies as well as a mechanism for the sharing of resources in the pursuit of common aims.

B. Terms of the Strategic Alliance

Our two unions have formed a strategic alliance. For the term of this alliance and its renewals:

- (a) ACTRA and the USW affirm that it is in each union's mutual interest to coordinate many of their activities and share with the each other the knowledge, techniques and experiences each has gained in areas in which they excel;
- (b) They will commit through the alliance to conduct joint activities in support of their members and their struggles, to defend and enhance each others' jurisdictions, and to build on their strong membership programs to raise a collective voice on issues facing their members and the labour movement as a whole;
- (c) ACTRA will flow its dues to the Canadian Labour Congress through the USW (issues related to provincial labour federations will be discussed separately); and
- (d) The Presidents of ACTRA and the USW will appoint a coordinating committee consisting of officers and key staff. It will meet regularly to monitor and facilitate implementation. The committee will operate by consensus.

Both unions will fully retain their autonomy and independence, leaving undisturbed their constitutions and bylaws, their assets, memberships and collective agreements. Each union will remain responsible for communicating with its own members.

C. Terms of the Framework Services Agreement

(a) Organizational support

The two unions agree to coordinate closely together on organizing initiatives, seeking to protect and enhance each other's jurisdictions.

- To that end, the USW will work with ACTRA to help it enhance its efforts to organize unorganized employees in the recorded media industry in Canada, including on request by seconding organizing staff to ACTRA to support its organizing efforts.
- ACTRA will also consider and seek to fulfill staff secondment requests from the USW, in support of USW organizing efforts. It will also seek to recruit high-profile members, where appropriate, to assist major USW organizing efforts.
- The costs, terms and period of staff secondments will be discussed and agreed case-by-case.

(b) Mutual support in public policy

The two unions agree to coordinate closely together on public policy issues.

The USW maintains offices in Ottawa, Montreal, Vancouver and Washington, DC which are responsible for communicating to the executive and legislative branches of government its views on issues affecting its members. These efforts have led to the enactment and preservation of such laws as the Westray Bill and many other pieces of legislation favourable to workers.

ACTRA is a strong advocate of Canadian culture and for the rights of workers in the cultural sector. Through a long history of coalition-building, ACTRA has helped lead national campaigns that won national Canadian content rules and Status of the Artist legislation, and which led to public funding and support in many forms for public and private broadcasting and for Canada's film industry.

- ACTRA and the USW will work to support each other's public policy and political action campaigns.
- ACTRA will investigate participating in the USW's political action internship program, covering appropriate costs as agreed.
- In coordination with the USW, ACTRA will become an effective part of the Steelworkers' Communication and Action Network/Rapid Response. This system enables and encourages members to make their views known to their representatives at the federal and provincial level and has generated over 500,000 individual letters on key issues, along with countless phone calls, to legislative representatives.

(c) Collective bargaining support

The USW and ACTRA will mutually support each other in collective bargaining struggles.

- Examples of such support, at each union's option, include work site support by members and retirees, public expressions of support through coordinated media campaigns and possible financial support in particularly difficult situations.
- The USW will second, when requested, contract campaign organizers to assist ACTRA with comprehensive contract campaign training, planning and execution.
- ACTRA and the USW's contract research workers will cooperate in analyzing information received through information requests to employers; financial analysis; legal advice and other services, costs to be allocated to the user as appropriate.

(d) Education, Training and Staff Development

The USW and ACTRA will cooperate in membership and staff development and training.

The USW brings notable resources to this area. The USW utilizes its own full-time staff, as well as instructors from university faculties and occasionally from government, to conduct classes in labour history, collective bargaining, labour law, economics, grievance handling, local union administration, leadership, communications, health and safety, organizing, human rights, insurance and pensions, political and legislative action and other subjects. Classes range from weekend conferences at local hotels, Local Union halls and week-long fall and summer sessions at nearby facilities to more developed course work at locations such as Linden Hall, the USW's education facility in southwestern Pennsylvania.

- The USW agrees that ACTRA staff and members will be eligible to participate in Steelworker training courses.
- ACTRA will offer training and staff development to USW staff and members in the area of organizing and collective bargaining in sectors composed of independent contractors – ACTRA's area of unique expertise.
- Two openings will be created each year for ACTRA members in the USW's Leadership Scholarship Program.
- Appropriate cost-sharing will be governed by a side-letter, once participation levels have been determined.

(e) General cooperation

The two unions make a general commitment to cooperate and coordinate where it is in their mutual interest to do so.

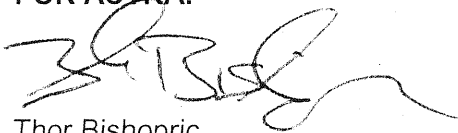
For example, the two unions will work towards learning from each other and cooperating in the area of pensions and benefits; oversight and management of labour-sponsored venture capital funds; the Steelworkers Dental Clinic network; and other opportunities.

D. Term and Renewal

This agreement comes into force on ratification by the USW Executive Board and ACTRA's National Council. It will remain in force for three years from ratification. It is the intention of both unions at that point or earlier to then assess the relationship and discuss means to further build unity and solidarity.

Agreed on this 13th day of April 2005.

FOR ACTRA:



Thor Bishopric
President, ACTRA National



Karl Pruner
President, ACTRA Toronto

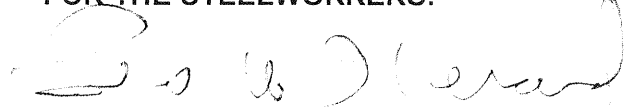


Stephen Waddell
National Executive Director, ACTRA

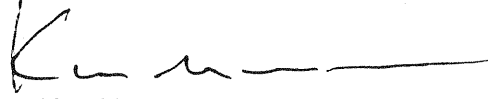


Brian Topp
Executive Director, ACTRA Toronto

FOR THE STEELWORKERS:



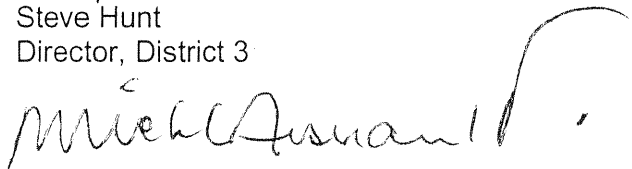
Leo W. Gerard
International President



Ken Neumann
National Director of Canada



Steve Hunt
Director, District 3



Michel Arsenault
Director, District 5

Wayne Fraser
Director, District 6, USW

