

Important Bargaining News! **For Members**



IPA Bargaining Update #5 - ACTRA wins legal battle with producers

"As a member of the negotiating team, I attended the first two days of negotiations. I was saddened that the producers and broadcasters think so little of us as actors but I wish that every ACTRA member could have been in the room to witness the superb team we have working on our behalf. It was electrifying."

Alberta Watson

In bargaining news, ACTRA has won a significant legal battle with producers. The Ontario Ministry of Labour has agreed with ACTRA's request to appoint a conciliation officer to help mediate the IPA negotiations, despite an attempt by the CFTPA to block the appointment.

Below is some more important information you should know about bargaining.

In all major North American film and television contracts negotiated over the past five years with few exceptions, the core yearly pay settlement has been 3%. ACTRA's opening proposal for a yearly pay increase for performers was 5%.

ACTRA also proposed that the pay gap between SAG members and ACTRA members who work side-by-side, doing the same work, under the same budget, on the same show, on high-budget foreign feature films be narrowed in steps over the next five years – aiming for numerical parity in the year 2011. This speaks to non-Canadian productions with budgets often the size of the entire Canadian feature film industry.

The CFTPA/APFTQ proposed across the board cuts of 10% to 25% to performer compensation. In the case of budgets less than \$300,000 they proposed an 80% cut. The CFTPA/APFTQ also proposed to gut performer residuals.

In 1995 and 1999, ACTRA members voted by over 95% to strike if residuals weren't improved. So they were. The compromise Canadian residual system agreed on only a few years ago (and since used as a major selling point by Canadian service producers) is serving our industry, producers and performers well. The CFTPA/APFTQ is now trying to re-open this issue with a totally unacceptable contract-stripping proposal.

Performers find the CFTPA/APFTQ package of across the board concessionary demands unacceptable and they can only lead to industry instability and confrontation.

It should be noted, in recent months, a handful of industry contracts WERE NOT settled at the industry pay pattern. Those were the handful of contracts that the CFTPA is responsible for (the CFTPA is excluded from a direct role in contract negotiations in British Columbia and from the major IATSE negotiations in the rest of Canada that cover the bulk of payroll spending in the industry).

How are things working out with the handful of contracts the CFTPA is entrusted with?

- **A poor CFTPA contract negotiated with Alberta Teamsters has just been rejected by Teamster members by an 88% no vote.**
- **A poor CFTPA contract negotiated with IATSE 411 has just been rejected.**

- **CFTPA/APFTQ contract with the Writers Guild of Canada has turned into a fiasco because of disarray between the CFTPA and the APFTQ.**
- **The Directors Guild of Canada contract has been under negotiation for some 20 months-and still isn't settled.**

It is not surprising given the concessionary proposals ACTRA received from the CFTPA/APFTQ and the CFTPA/APFTQ poor record in negotiations that ACTRA applied for conciliation and the Ontario Ministry of Labour agreed to provide a neutral conciliator. Again, it should be noted that the CFTPA applied to block the appointment of the conciliator. Fortunately, the Ontario Ministry of Labour decided in ACTRA's favour.

There are two months left to go in this contract. And plenty of time to come to an agreement. We are hoping that the government conciliator will help the CFTPA/APFTQ to devise a sensible approach, and will then mediate between ACTRA and the CFTPA/APFTQ until we get to a fair settlement in good time.

Finally, ACTRA would like to reconfirm that a continuation agreement has been offered to the CFTPA/AFTPQ which would allow any producer who signed to continue production after the expiry date of the IPA.

For more information on the negotiations, check out **www.actra.ca**.