

National Commercial Agreement Ratification 2008

Frequently Asked Questions

When will I receive my ballot?

Packages were mailed to members eligible to vote on October 27, 2008. You should receive your package within a week, although the mail may take longer to reach some areas of the country.

Where do I send my ballot?

Eligible voters will receive their ballot along with procedures for voting, a plain envelope marked "ballot", and a postage-paid self-addressed envelope with the address of the Scrutineer. The ballot must be received at the office of the Scrutineer no later than 5:00 pm November 26, 2008.

Do NOT send your ballot to ACTRA.

Please remember to clearly print your name and member # on the return envelope – DO NOT write this on the ballot - -and mail one ballot in one envelope. Failure to do this results in a spoiled ballot.

I didn't receive a referendum package in the mail. How do I get one?

An eligible member, who claims non-receipt of a ballot, may secure a new ballot from a Branch/Local Union office, together with an envelope for mailing the ballot to the Scrutineer. The Declaration of Non-Receipt form must be completed when securing a new ballot.

Who is eligible to vote in the referendum?

- Eligibility rules and regulations are set out in ACTRA By-Law 17.
- ACTRA Full Member eligibility to vote is determined in the following manner:
 - a) when the Insurance and Retirement Plans show that at the end of the second preceding month prior to the vote, a member in good standing has worked in the field covered by the Agreement within the previous three (3) year period, or
 - b) when a member in good standing has voluntarily registered on forms available in any Branch/Local Union office, the member's desire to vote on the Agreement, Code or Schedule indicated on the form.
- ACTRA Apprentice Members who have provided proof satisfactory to ACTRA, that they have completed three professional engagements in a

residual category under the applicable ACTRA Agreement during the term of the expiring or expired Agreement will have a right to cast a ballot.

- ACTRA Apprentice Members working in Background Performer Roles will have a right to cast a ballot, provided that he or she submits proof satisfactory to ACTRA, that they have worked in Background roles for at least 8 work days per year for each year of the term of the applicable ACTRA Agreement that is expiring or has expired, while they were an Apprentice Member.
- An ACTRA Additional Background Performer must provide proof, satisfactory to the ACTRA Branch\Local, that he or she has worked in Background roles for at least 15 work days per year for each year of the term of the applicable ACTRA Agreement that is about to expire or has expired. Work days which were utilized by an ACTRA Additional Background Performer for the purpose of gaining status as an ACTRA Additional Background Performer, shall not be counted as work days for the purposes of determining eligibility to vote.
- If a person has been an ACTRA Additional Background Performer for a period that is less than the term of the expiring or expired Agreement, the above noted requirement shall be adjusted to take into account the number of months a person has been an ACTRA Additional Background Performer.

Who will be counting the ballots?

The Scrutineer is The Clarke Henning Group, an independent professional accounting and auditing firm, governed by strict rules set out by the Canadian Institute of Chartered Accountants. Clarke Henning assures that your ballot is treated with the utmost confidentiality.

The Scrutineer will make sure that members who have voted are in good standing and will keep a record of the number of ballots returned on or before the final date specified in the notice.

I thought I just voted on the National Commercial Agreement? Why am I being asked to vote again?

In September 2008, members eligible to vote received a referendum ballot asking them to support their bargaining team with a mandate to strike, should that be necessary.

Members overwhelmingly supported their bargaining team and voted in favour of the strike mandate. With the support of the members behind them, the ACTRA NCA Bargaining team was able to avert a strike and attain terms that give our members a significant rate increase, a shorter work day leading to more overtime earnings, new accident on-set insurance for all performers, and strong curbs on non-union production.

Why didn't I hear much about these negotiations? What took so long?

- From January 2008 to July 2008, your bargaining committee and the industry representatives were involved in an Interest-Based Bargaining process that

- required both sides to agree to a media black-out. Therefore, we could not report to the media or, communicate with the members on details of our discussions.
- Interest-Based Bargaining is a process which involves extensive discussion of the interests of both sides, in an attempt to move beyond traditional positional bargaining.
 - On August 8, all members were mailed a letter updating them on the status of negotiations. On September 15, all members eligible to vote were mailed a strike referendum ballot, along with a letter updating them on the status of negotiations, attempts to reach a resolution through government conciliators, and urging members to support their bargaining team with a strong YES vote. Since that time, numerous email bulletins and voice broadcast messages have been used to keep members informed.

Who is on ACTRA's NCA negotiating team?

ACTRA's National Commercial Agreement Bargaining Committee consists of:

Richard Hardacre, ACTRA National President and NCA Committee Chair
Stephen Waddell, ACTRA National Executive Director and Chief Negotiator
Heather Allin (Toronto), Joanna Bennett (Toronto), Marium Carvell (Toronto),
Paul Constable (Toronto), Bruce Dinsmore (Montreal), Ian Finlay (Montreal),
Rob Morton (Vancouver), Doug Murray (Toronto), Karl Pruner (Toronto), David Sparrow
(Toronto), Howard Storey, (Vancouver)

Is the current NCA still in effect?

Yes. The current Commercial Agreement stays in effect until ratification of the Terms of Settlement.

28/10/2008