

CONFIDENTIAL

Re: Ratification of the Terms of Settlement Reached in Re-negotiation of the ACTRA and Game On Creative Inc., Agreement

Dear ACTRA Eligible Voter,

ACTRA has successfully concluded terms of settlement in the re-negotiation of its Agreement with Game On Creative, Inc., which, if ratified, will be effective from January 1, 2024, to December 31, 2026.

In these negotiations, ACTRA broke the 3% pattern of general wage increases and obtained a number of new language provisions and improvements for the collective agreement, which will better reflect the needs of Performers and Producers in the rapidly changing video game industry.

Included with this voting package you will find a copy of the Memorandum of Agreement, which outlines the terms of settlement, and a list of Frequently Asked Questions. Please keep this package confidential.

Highlights of the settlement include:

- 8% wage increase for all rates effective January 1, 2024; 4% wage increase effective January 1, 2025; and 3.5% wage increase effective January 1, 2026.
- Cost-of-Living Adjustment clause negotiated that provides protections to Performers against inflation.
- An increase of 54% in Per Diems when meals are not provided.
- Recognition of Statutory Holidays and compensation at a minimum 200% the contracted daily rate for any work performed on a Statutory Holiday in accordance with the Province of Quebec.
- Artificial Intelligence (AI) and Generative Artificial Intelligence (GAI) protections.
- A standardized Non-Disclosure Agreement that will form part of the Agreement.
- A new performance category negotiated for Motion Capture with Facial Capture.
- Stronger protections for stunt adjustments.
- Enhanced protections for Performers engaged to perform vocally stressful work.

ACTRA values our strong, collaborative, and respectful relationship with the Game On Creative, Inc. team, who regularly express their appreciation for the professionalism exhibited by ACTRA performers and our organization.

As a member of the International Federation of Actors (FIA), we work with our sibling performer unions around the world, to share knowledge, information and best practices. We stand in solidarity with SAG-AFTRA in the U.S. during their video game strike against the unregulated use of artificial intelligence and for fair wages and safe working conditions in the video game industry.

ACTRA's National Executive has reviewed the new agreement and unanimously recommends approval. On behalf of ACTRA National Executive and the Game On Bargaining Committee, we ask you to vote YES to ratify this renewed agreement.

If you require additional information, please E-mail referendum@actra.ca.

Please vote YES before 10:00 a.m. ET on November 14, 2024.

In solidarity,



Eleanor Noble
ACTRA National President



Marie Kelly
ACTRA National Executive Director & Chief Negotiator