



## **IPA Tentative Agreement – TL;DR Version (Condensed Highlights)**

*Please refer to the tentative Memorandum of Agreement to read the exact language that was negotiated.*

### **MONETARY:**

#### ***Minimum Fees Increase (excluding Background Performers):***

- 6% increase for all minimum fees upon ratification.
- 4% increase in 2026 and 3.5% in 2027.

#### ***Background Performers' Fees:***

- 7% increase in Background Performers' minimum fees upon ratification
- 4% increase in 2026 and 3.5% in 2027.

#### ***Additional Background Performers***

- Rate increases: \$0.75 in Year 1, \$0.50 in Year 2, and \$0.50 in Year 3.

#### ***Choreographers:***

- Increased minimum compensation for choreographers at 125% of applicable solo Dancer fees.

#### ***Insurance & Retirement Contributions:***

- 0.5% increase in Year 2 for insurance contributions, totaling 5.5% by 2026.
- 0.5% increase in Year 3 for retirement contributions, totaling 7.5% by 2027.

#### ***Per Diem Allowance:***

- 7.7% increase in Year 1 (from \$65 to \$70) and another 7.7% in 2027 (from \$70 to \$75).

#### ***Wardrobe:***

- 50% increase (from \$20 to \$30) for regular wardrobe compensation.
- 43% increase (from \$35 to \$50) for formal and specialty wardrobe compensation for all Performers.
- 100% increase (from \$5 to \$10) for Background Performers wardrobe compensation.

## **ARTIFICIAL INTELLIGENCE:**

### ***Digital Replicas:***

- Introduction of new provisions in Part G and Part H for AI, digital replication and alteration in live action and animated Productions.
- Performers must be notified 48 hours in advance of a Digital Replica being created and asked for their signed explicit consent.

### ***Background Performers:***

- Background Performers must be notified 48 hours in advance of a Digital Replica being created and asked for their signed explicit consent.
- If a Background Performer is digitally altered to appear as if they are speaking lines with dialogue included, they will be upgraded accordingly.

### ***Animation Performers:***

- Animation Performers must be notified 48 hours in advance of a Digital Replica being created and asked for their signed explicit consent.

### ***Transparency in Use of Digital Replicas:***

- Performers will be given a reasonably specific description of how their Digital Replicas will be used, ensuring transparency and informed consent.

### ***Compensation for Use of Digital Replicas:***

- All time spent creating a Digital Replica on a workday is considered work time, and forms part of a Performer's workday, including Background Performers and Animation Performers.
- If a Performer is called in only for the creation of a Digital Replica, they shall be appropriately compensated.

### ***Synthetic Performers and Synthetic Voices:***

- Digitally generated characters and voices may only be used after prior negotiations with ACTRA.

## **RESIDUALS:**

### ***Faster Residuals for High Budget SVOD:***

- The initial use period for all High Budget SVOD Productions has been reduced from one year to six months.

### ***Foreign Series:***

- No Advance Option for foreign series, ensuring Performers share in profits.
- Advance multiplier reduced from 20 to 12, limiting the amount of the overall size of the Aggregate Advance.

### ***Residuals Enforcement:***

- ACTRA will focus on stronger enforcement of residual payments and detailed reporting of sales and profits.

## **WORK OPPORTUNITIES:**

### ***Non-ACTRA Performers:***

- Work permit fee for a Performer who is not a Canadian citizen or permanent resident and not a member of ACTRA has been increased to \$260 for the first week.

### ***Increased Background Counts:***

- New Background Performer count requirements increase work opportunities across regions.

## **AUDITIONS AND SELF-TAPES:**

### ***Accents or Dialects:***

- Performers cannot be required to audition with a specific accent/dialect unless specified in the casting notice.

### ***Self-Tape Limits:***

- The Producer option to provide two scenes of unlimited length has been eliminated.
- First self-tape auditions cannot exceed 8 pages of industry standard scripted material.
- Performers auditioned in Canada will receive similar Audition materials to Performers outside of Canada.
- Standardization of information a Producer may request in a Performer's slate for a self-tape.
- Limitations to what a Producer may ask of a Performer for a self-tape.
- The 48-hour deadline for submission of a self-tape now excludes Saturdays, Sundays, and Statutory Holidays.

### ***Disability Accommodations:***

- Producers must provide necessary human rights legislation accommodations for Performers with disabilities during auditions.

## **RESPECT AND EQUAL TREATMENT:**

### ***Support for Performers with Disabilities:***

- Strengthened Equal Opportunity Policy ensuring accommodations in line with human rights legislation.

### ***Fairer Booking Process:***

- Background Performers to receive notification on whether a location is interior or exterior when they are provided with their Call time and location details.

### ***Payment Corrections:***

- Removed 30-day limit for reporting payment errors.

### ***Indigenous Performers:***

- New committee to discuss Indigenous Productions and organize a summit between Indigenous Performers and Producers.

## **ANIMATION:**

### ***Additional work time:***

- Additional work time for Animation Performers to be compensated in 6-minute increments.

### ***Discount Terms:***

- The 30% discount for Short Animated Productions will be **eliminated** in year 2.
- The 20% discount for Short Animated Productions will apply in year 2 to Performers recording 3 or more Productions in a Session (increased from 2).

## **INTIMACY AND CONSENT-BASED INTERACTIONS:**

### ***Protection of Audition Materials:***

- Stronger language ensures nude, or semi-nude audition materials are destroyed after use.
- Only individuals with a legitimate business purpose may be granted access to nude or semi-nude materials.

### ***Intimacy Coordinators:***

- Producers must use best efforts to hire an intimacy coordinator for scenes involving nudity or sex acts.
- Performers can request an intimacy coordinator for other scenes for safety without concern of reprisal.

### ***Post-Production Considerations for Nude Scenes:***

- Post-production supervisors and editors will be provided with a copy of a nudity rider for Performers involved in nude scenes to ensure the rider requirements are upheld.

## **MINORS:**

### ***Parental Access to Filming:***

- Parents and guardians can access audio and video feeds when filming requirements do not allow for presence on set. These protections also apply to Minors aged 16 and 17.

### ***Health & Safety Committee for Minors:***

- New committee established to advocate for Minor Performers' health and safety on set.

### ***Night Shoot Notice for Minors:***

- Notice period for night shoots involving Minors increased from 36 to 48 hours.

### ***Sensitive Content Scenes:***

- Parents/guardians must be notified 48 hours in advance if a Minor is scheduled for scenes with sensitive content. If the required 48 hours is not given, the Minor is not required to perform in the scene.

## **HEALTH AND SAFETY:**

### ***Safe Pick-Up Locations:***

- When transportation is required, Producers must provide safe, well-lit pick-up locations for Performers.

### ***Wildfire Smoke Protection:***

- New provisions ensure Performers' health is safeguarded when working in areas affected by wildfire smoke.

## **STUNT PROVISIONS:**

### ***Risk Performance Definition:***

- Expanded definition includes any action considered reasonably dangerous and beyond a Performer's general experience.

### ***Rest Periods:***

- Stunt Coordinators guaranteed 11 hours of rest between workdays.

## **HAIR AND MAKEUP PROVISIONS:**

### ***Industry Improvements:***

- Performers, excluding Background Performers, will be offered the opportunity for a consultation with the hair and makeup department prior to work.
- Commitment to improve the availability and expertise of hair and makeup professionals in the industry.

### ***Time Increments:***

- Time increments for hair and makeup changed to 18 minutes for consistency.

### ***Self-Styling Compensation:***

- Performers, excluding Background Performers, will be compensated for approved self-styling or using third-party services when no hair/makeup services are available by Production.

### ***Background Performers' Hair Styling and Compensation:***

- If a Producer requests changes, Background Performers will be compensated for approved time spent changing hairstyle.
- Before booking, a Producer may request an updated photo of a Background performers current hairstyle and color.

## **INDUSTRY CONDITIONS AND CHANGES:**

### ***Updated Definition of "Series":***

- Episodes no longer need to follow a regular pattern, offering more flexibility.

### ***Reality Productions Update:***

- Reality productions have been added to the definition of Fact-based shows and are no longer an emerging genre. The financial thresholds have been removed to encourage more work opportunities.

### ***Changes to Recurring Roles:***

- Requirement for recurring individuals to appear in Fact-based/Lifestyle/Reality Productions has been reduced from 6 to 5 episodes.

### ***Promos:***

- Rehearsal footage can be used for promotional purposes provided notice and consent are given.
- If materials are used for promotional purposes, Performers will be compensated.

### ***Streamlined Voluntary Recognition:***

- Producers can easily notify ACTRA if relying on Non-Canadian Content provisions, simplifying processes.

***CIPIP Restructure:***

- New budget tier for CIPIP Features introduces discounts for Canadian and non-Canadian Performers based on budget range.

***Appendix 21 Modifications:***

- Recognizing the Quebec National Health and Safety Committee and allowing AQPM to collect admin fees to fund the committee activities.

***New Definition of "Toronto":***

- "Toronto" now includes the City of Toronto as well as Durham, Halton, Peel, and York regions, impacting Background Performer counts.