

**Strategic Alliance Agreement
Between
Canadian Actors' Equity Association (CAEA), and
The Alliance of Canadian Cinema, Television and Radio Artists (ACTRA)**

This document sets out the terms under which Canadian Actors' Equity Association (CAEA) and the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) have agreed to a strategic alliance agreement, in order to build solidarity and a closer unity of purpose between the two unions.

A. Background

A long-standing partnership

Canadian Actors Equity Association (CAEA) and the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) are strong, progressive unions with a focus on collective bargaining, servicing members, organizing and political action. ACTRA and CAEA (and their predecessor associations) have worked together in numerous ways and at various levels for almost 70 years.

ACTRA

ACTRA is an independent Canadian union which has been working to improve the working conditions of cultural workers in the film, television and radio industries for close to 70 years. It has built significant strength in that time - 22,000 members, strong leadership, experienced and capable staff in 9 offices across the country, world-class collective agreements, a strong financial base, a successful labour venture fund, a well-resourced credit union, 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.

CAEA

Canadian Actors' Equity Association represents 5800 professional artists including performers (actors, singers, dancers), directors, choreographers, fight directors and stage managers, engaged in theatre, opera and dance in English Canada. Recognizing that the arts are vital to life and that artists make an invaluable contribution to our society, Equity supports the creative efforts of its members by seeking to improve their working conditions and opportunities. The business of Equity is to negotiate and administer collective agreements, provide benefit plans, information and support, and act as an advocate for its membership. Equity strives for fairness, integrity and compassion in all its endeavours.

A strong and growing alliance

CAEA and ACTRA have shared a deep and long-term positive relationship on many levels, including a long-term and well-respected reciprocal understanding related to jurisdiction and membership. Many Canadian performers are members of both unions. In the past, and increasingly today, stage productions are recorded for national and international distribution, which involves the two unions working together to craft agreements with engagers that respect the jurisdictions of both unions, and properly compensate performers engaged for both the live and recorded productions that are then distributed on multiple platforms. The two unions have cooperated on public policy issues at the federal and provincial level; and internationally through the International Federation of Actors (FIA).

This strategic alliance agreement will provide the two unions with an opportunity to enhance support for each other and to more closely work together on issues of common interest.

This relationship, while preserving the autonomy and independence of both unions, provides the unions 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

The two unions have agreed to form a strategic alliance, the basic terms of which are:

- ACTRA and the CAEA 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; and,
- The unions commit through this alliance to conduct joint activities in support of their members and their struggles, to defend and enhance each others' jurisdictions, and to raise a collective voice on issues facing their members and the labour movement as a whole.

CAEA and ACTRA 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 their own members.

(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, ACTRA and CAEA will collaborate to help both unions to enhance their efforts to organize unorganized performers in Canada.

(b) Mutual support in public policy nationally and internationally

The two unions will coordinate closely together on public policy issues.

CAEA and ACTRA will collaborate on joint briefs to the federal government and federal agencies wherever possible and practical. CAEA and ACTRA will support each union's public policy efforts, including participating wherever possible and practical in joint rallies, events, and lobby days in Ottawa.

ACTRA and CAEA will work together to strengthen copyright and performers' rights through national and provincial legislation in Canada including addressing issues affecting tax status, immigration requirements, cultural policy and government support of the arts as well as any relevant international treaties.

(c) Collective bargaining support

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

Examples of such support, at each union’s option, may include:

- Work site support by members, public expressions of support through coordinated media campaigns, and sharing of negotiating expertise, experience and personnel.
- Jointly supporting efforts to secure and re-negotiate collective bargaining agreements with engagers in the theatrical and recorded media productions.
- Coordinating their efforts in developing bargaining research; analyzing information received through information requests to engagers; financial analysis; legal advice and other services.
- Cooperation in negotiating special agreements for cross-jurisdictional production.

(d) Education, Training and Staff Development

ACTRA and CAEA may cooperate in membership, and staff development and training, including such activities as joint member meetings or education sessions and information dissemination.

(e) General cooperation

The two unions make a general commitment to cooperate and coordinate where it is in their mutual interest to do so, including areas of administration and information services.

D. Term and Renewal

This agreement will have a term of three years. CAEA and ACTRA will meet to consider a further renewal of their strategic partnership, and to consider any appropriate changes to its terms in good time for its renewal.

Agreed on this 16th day of July, 2012.

FOR CAEA:



Allan Teichman, President



Arden R. Ryshpan, Executive Director

FOR ACTRA:



Ferne Downey, National President



Stephen Waddell, National Executive Director