

RECIPROCAL AGREEMENT
BETWEEN
ACTRA AND AFTRA AND SAG

ARTICLE 1 - APPLICATION AND PURPOSE

- 101 This Agreement after having been approved by the Boards and membership of ACTRA, SAG and AFTRA is intended to apply to the parties to this Agreement with respect to:
- (a) establishment and recognition of jurisdiction;
 - (b) development of cooperation, communication and understanding of the national and international interests of the membership of the individual organizations;
 - (c) provision of protective services and benefits (where applicable) by each union to the members of the other union while such members are working in the jurisdiction of the other union;
 - (d) establishment of the means by which the parties jointly may strengthen their existing Collective Bargaining Agreements and realize their collective bargaining objectives;
 - (e) promotion of free and open exchange of performers between Canada and the U.S. in the respective jurisdictions of the parties to this Agreement; and
 - (f) establishment of international cooperation in all areas of recorded or live broadcast production in order to develop a free flow of performing talent on an international level.

ARTICLE 2 - RECOGNITION OF JURISDICTION

- 201 ACTRA is recognized as having exclusive jurisdiction over performers and writers in recorded production in Canada save and except programs produced in the French language.
- 202 AFTRA and SAG are recognized as having similar jurisdiction over performers in the U.S.

ARTICLE 3 - RECOGNITION OF MEMBERSHIP STATUS

- 301 Upon the payment of the full initiation fee, dues and other applicable fees a member in good standing in ACTRA

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shall be eligible for membership in SAG or AFTRA in accordance with the same rules and procedures as each of said U.S. unions applies to an applicant who is a member of the other of said unions.

Upon the payment of the full initiation fee, dues or other applicable fees, a member in good standing of SAG or AFTRA shall be eligible to join the appropriate ACTRA membership category upon obtaining engagement in any production under the jurisdiction of ACTRA.

ARTICLE 4 - IMMIGRATION RESTRICTIONS

- 401 The parties agree to make representations to their respective Federal Immigration Departments to remove restrictive legislation, regulations and practices in order to meet the objective of free and open entry of performers into Canada and the U.S.
- 402 The parties further agree that such changes and easements in legislation, regulations and practices should be established on a corresponding and equitable basis in order to remove the possibility of unfair and unequal advantage for nationals of one country over another.
- 403 The parties recognize that there are regulations and policies established by the F.C.C. and other governmental agencies in the U.S. and the CRTC and other governmental agencies in Canada that affect the application of this Agreement.

ARTICLE 5 - RETIREMENT AND PENSION PLAN

- 501 The parties agree to explore the means by which performers' Retirement or Pension monies may be credited to the respective Union Plan which would provide the greatest benefit to the individual performer.
- 502 The parties agree to establish mechanisms by which it may be ensured that the required Retirement or Pension contributions are made to the appropriate Union Plan in accordance with the terms of their respective Collective Bargaining Agreements.

ARTICLE 6 - UNFAIR AND STRUCK ENGAGERS/EMPLOYERS

- 601 As far as contractually and legally possible and subject to the respective Constitution of the unions, members of ACTRA, AFTRA or SAG will not accept engagements or employment as replacements for the members of any of the

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three organizations should such organization(s) be engaged in a strike or other labour dispute. Each organization undertakes to inform the other promptly of any such strike or labour dispute or "unfair" action.

ARTICLE 7 - BARGAINING OBJECTIVES

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701 The parties agree that the North American continent constitutes a large and vital market of ~~three~~ sovereign countries in which the members of our respective organizations must seek to practice their professional skill and talent and earn their livelihood.

The parties further agree to seek a common approach to protect the economic interests of the members of the organizations signatory to this Agreement.

The parties agree that the Bargaining Objectives provided in Article 7 shall be directed to this end.

702 The parties agree to attempt to negotiate the deletion from existing Collective Agreements of the provisions which allow the use and re-use of programming in the other country without separate and distinct residual payment for such use.

703 The parties agree to attempt to collectively bargain with respect to assignment of claims.

ARTICLE 8 - INTERNATIONAL COOPERATION

801 ACTRA, AFTRA and SAG agree to forward to each other all information deemed of mutual interest including, but not limited to, lists of signatory engagers/employers, and information regarding work on location in the geographical areas of jurisdiction of the other organizations.

802 ACTRA, AFTRA and SAG agree to consult to ensure that members of their organizations engaged or employed in productions under the jurisdiction of the other are covered by an appropriate union contract and will act within their jurisdictions to protect the rights of such members of the other organization(s) working therein.

803 The parties to this Agreement agree to consult and provide assistance wherever possible in their efforts to obtain national legislation establishing and protecting Performers' Rights in recorded material and will continue to press their respective Federal Governments to become parties to international conventions which recognize and establish Performers' Rights.

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804 The parties agree to consult respecting their continuing participation in and representation at meetings of international organizations representing performers.

ARTICLE 9 - TECHNOLOGY

901 The parties agree to exchange information as the need arises on technological developments and their implications on collective bargaining. For example, satellite transmission threatens to erode the residual rights of performers. The parties agree to continue attempting to develop a common international approach to the protection of the residual rights of performers in product transmitted by cable and satellite or other device.

ARTICLE 10 - MEETINGS BETWEEN PARTIES ON REGULAR BASIS


1001 ACTRA, AFTRA and SAG agree to meet on a regular basis, i.e. once a year or more frequently if warranted and will alternate meeting locations between Canada and the U.S.

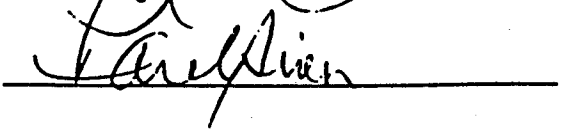
ARTICLE 11 - DURATION OF AGREEMENT

1101 This Agreement shall come into effect on August 1, 1985 and remain in full operation until terminated by any of the parties with three (3) months notice to the others.

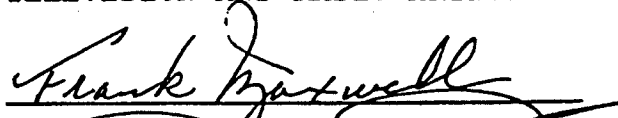
In witness whereof the parties hereto have caused this Agreement to be executed this _____ day of _____, 1985.

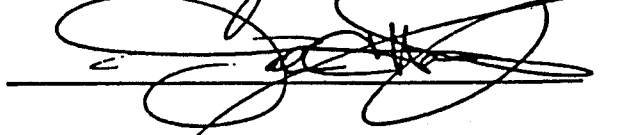
ALLIANCE OF CANADIAN CINEMA, TELEVISION AND RADIO ARTISTS





AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS





SCREEN ACTORS GUILD