

# ACTRA Commercial Agreement BULLETIN

## What's a collective agreement?

Dear ACTRA Members, Allies, and Friends,

Do you know what a collective agreement is?

A collective agreement is a contract between workers (like ACTRA members) and their employers. In our industry, the two sides meet to bargain the agreement every two to three years.

The collective agreement for commercial performers is the National Commercial Agreement (NCA). It sets out compensation, benefits, retirement contributions, and working conditions – just as a collective agreement would for a teacher, healthcare or auto worker. The NCA is also in effect, thanks to the renewal agreement ACTRA negotiated with the Association of Canadian Advertisers (ACA).



The Institute of Canadian Agencies (ICA) mistakenly thinks otherwise. In its failing attempt to bust our union, it thought it could simply make demands it knew ACTRA could never agree to – and then walk away at the lockout deadline.

But that's not how it works. Employers cannot just wait out the clock and then declare the collective agreement dead. If they could, any employer could bust its union during any round of bargaining, which is why ACTRA has filed a complaint with the Ontario Labour Relations Board.



**[Here's ACTRA National President Eleanor Noble with her take.](#)**

In solidarity,

Marie Kelly and Eleanor Noble

**Missed a previous NCA Bulletin update? Catch up here:**

[actra.ca/stability/members/](https://actra.ca/stability/members/)

Missed a previous Know Your Lines video? Watch here and help us spread the word by sharing with your social networks!

[youtube.com/actranational](https://youtube.com/actranational)