

PETITION REFERENDUM TOWN HALL

Land Acknowledgement

We acknowledge that we live, work, meet and travel on the traditional territories of Indigenous Peoples that have cared for this land, now called Canada, since time immemorial. These lands are either subject to First Nations self-government under modern treaty, unceded and unsurrendered territories, or traditional territories from which First Nations, Métis and Inuit Peoples have been displaced.

We recognize that we are all Treaty people and seek to work toward redressing the injustices from which Settlers of this land have benefited.

Equality Statement

Union solidarity is based on the principle that all union members are equal. Mutual respect, cooperation and understanding are our goals. We embrace an open and inclusive environment and encourage respectful behaviour that affirms the dignity of all individuals.

We neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct, based on gender, gender identity, sexual orientation, race, disability, age, class, language, religion, ethnic origin, membership, region or work category, or family status hurts and divides us.

Discrimination can take the form of harassment, defined as using real or perceived power to abuse, devalue, or humiliate.

Discrimination and harassment weaken our solidarity, reducing our capacity to work together on shared concerns, such as decent wages, safe working conditions, and justice for all.

ACTRA's Constitution, By-Laws, practices, and collective agreements reflect our commitment to equality and respect. Complaints of harassment and discrimination are taken seriously by ACTRA, and should be directed to the President, or their designate. All will be investigated and those substantiated will result in action by the Union.

ACTRA activities are to be harassment-free zones where our members' dignity and equality are respected.

THE FACTS

- A small group of members have brought forth a petition to change ACTRA's constitution.
- This petition was brought to ACTRA through a legal firm.
- The petition asks to amend article 6 of ACTRA's constitution.
- After multiple requests to meet with the petitioners to resolve the petition, they have refused.

BACKGROUND

- A consequence of the petitioners refusing to meet to resolve their petition, we are obligated to hold a referendum.
- The referendum vote will open on May 29th at 7:30 pm ET and will close on June 20th, 2025 at 12:00pm ET.
- Your ACTRA National Council is not in favour of the proposed changes and is recommending members **Vote NO**.

PROPOSED AMENDMENT AS PROVIDED BY THE PETITIONERS:

“Proposed Amendment to the ACTRA Constitution

Add a new section under Article 6 –Authority of the ACTRA National Council and make corresponding additions under Article 5 –Branches and Administrative Centres and to come into force immediately:

NEW Section 606 –Quarterly Financial Reporting to Members

- a) ACTRA National shall prepare and provide to all members in good standing unaudited financial statements on a quarterly basis, including but not limited to:
- a detail statement of income and expenditures,
 - a balance sheet,
 - a schedule of accounts receivable and accounts payable, and
 - a summary of major financial activity or financial position changes.

These unaudited quarterly statements shall be distributed no later than thirty (30) days after the end of each fiscal quarter, and shall be made available through secure digital means (such as a members-only portal or official email distribution) and in print upon member request.

b) Each Branch/Local Union of ACTRA and UBCP/ACTRA shall similarly prepare and provide unaudited quarterly financial statements to its members in good standing, following the same standards and timelines as ACTRA National.

c) Nothing in this section shall amend, remove, or replace the requirement for annual audited financial statements at either the national or branch level. The provision of quarterly unaudited financial statements shall be in addition to, not in lieu of, any audited annual reporting obligations currently required under the Constitution or By-Laws.”

The referendum question will be: *Do you vote YES or NO on the proposed amendments to Article 6 of ACTRA’s Constitution?*

The ACTRA National Council is recommending members vote NO.

These proposed changes have
negative unintended
consequences.

THE WORK OF ACTRA NATIONAL WILL BE COMPROMISED

GOVERNMENT
LOBBYING

TARIFFS

LOCKOUT

INFLATION

GLOBAL
ALLIANCES

ARTIFICIAL
INTELLIGENCE

WORK
OPPORTUNITIES

THE PROPOSED CHANGES WILL COST YOU

- The proposed changes would shift time and energy away from our core focus and toward burdensome new processes, which will lead to:



LESS MEMBER
SUPPORT

LESS TIME FOR
ADVOCACY

SERVICE
REDUCTIONS &
SLOWDOWNS

WEAKER
CONTRACTS &
PERFORMER
PROTECTIONS

- Neither ACTRA National nor the Branches have the income to accommodate the proposed changes.

THE PROPOSED CHANGES WILL COST YOU

- Since ACTRA National processes the accounting functions and prepares the financial statements for ACTRA Alberta, ACTRA Saskatchewan, ACTRA Maritimes, ACTRA Manitoba, ACTRA Ottawa, ACTRA NL and ACTRA Montreal, the proposed changes will significantly increase workload.
- In order to address the proposed changes, ACTRA National will have to hire two additional staff, at a minimum.
- In addition:
 - ACTRA will have to make unnecessary and expensive changes to its Financial Reporting System.
 - ACTRA Toronto and UBCP/ACTRA will incur additional costs to provide enhanced financial reporting.
- The additional costs are estimated to be at a minimum of \$250,000-\$300,000, per year and ongoing.

YOUR ELECTED LEADERSHIP

- Local Branch Council
- National Council
 - National Officers
 - National Executive

The proposed changes are
unnecessary as financial
transparency is our practice.

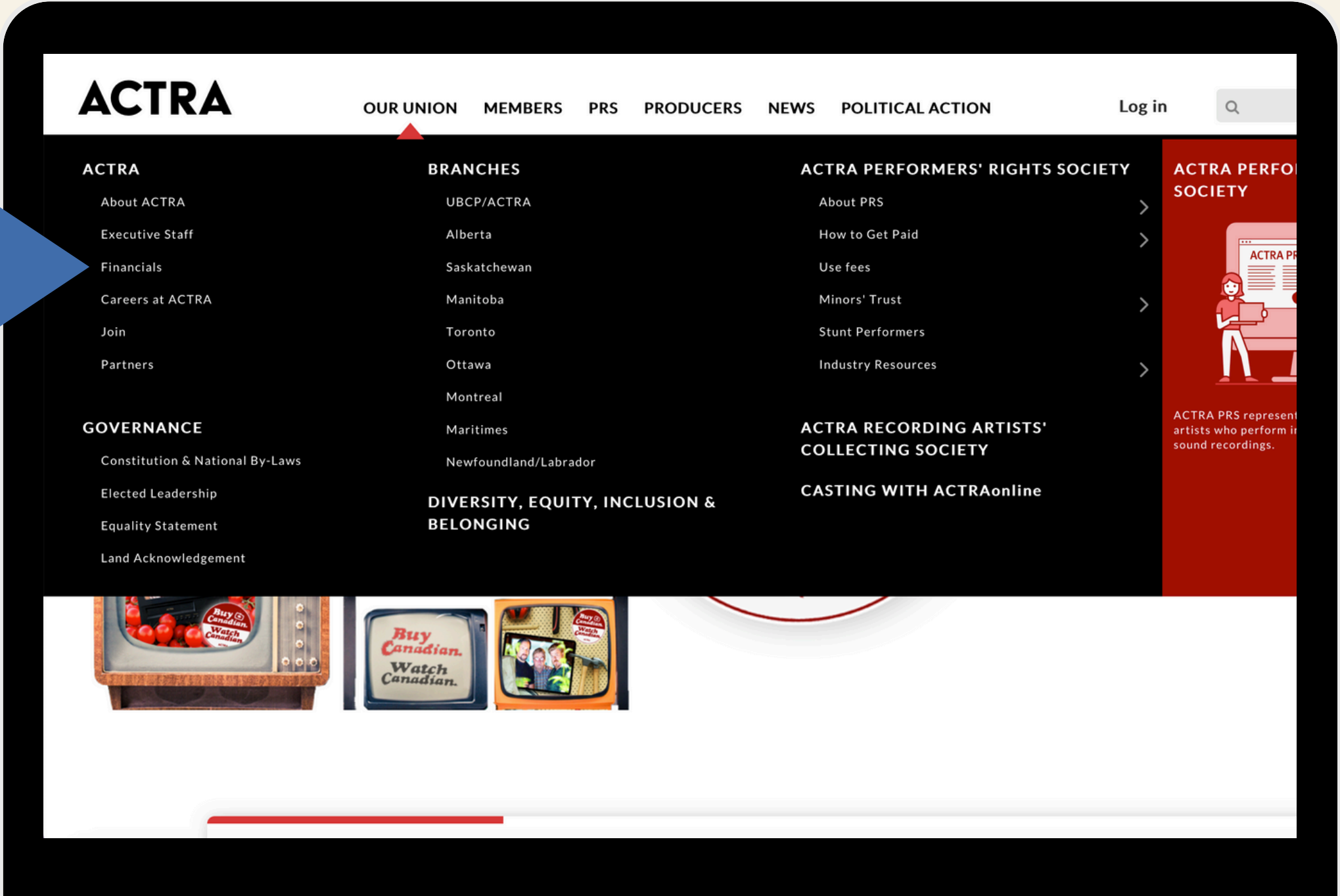
FINANCIAL TRANSPARENCY IS OUR PRACTICE

- Audited financial statements are on ACTRA's website dating back to 2010.
- An audited statement is a financial statement that has been reviewed and verified by a qualified auditor, such as a Certified Professional Accountant (CPA). This verification ensures the accuracy and reliability of the financial information presented, providing stakeholders with assurance that the company's financial position is fairly represented.
- Key aspects of an audited statement:
 - Independent Review
 - Verification of Accuracy
 - Audit Opinion
 - Increased Assurance
- On the other hand, unaudited statements are internal documents prepared by staff that reflect the company's position at a point in time. As unaudited statements are not verified by an independent third party, it is not customary to release unaudited statements.

FINANCIALS ARE EASY TO ACCESS



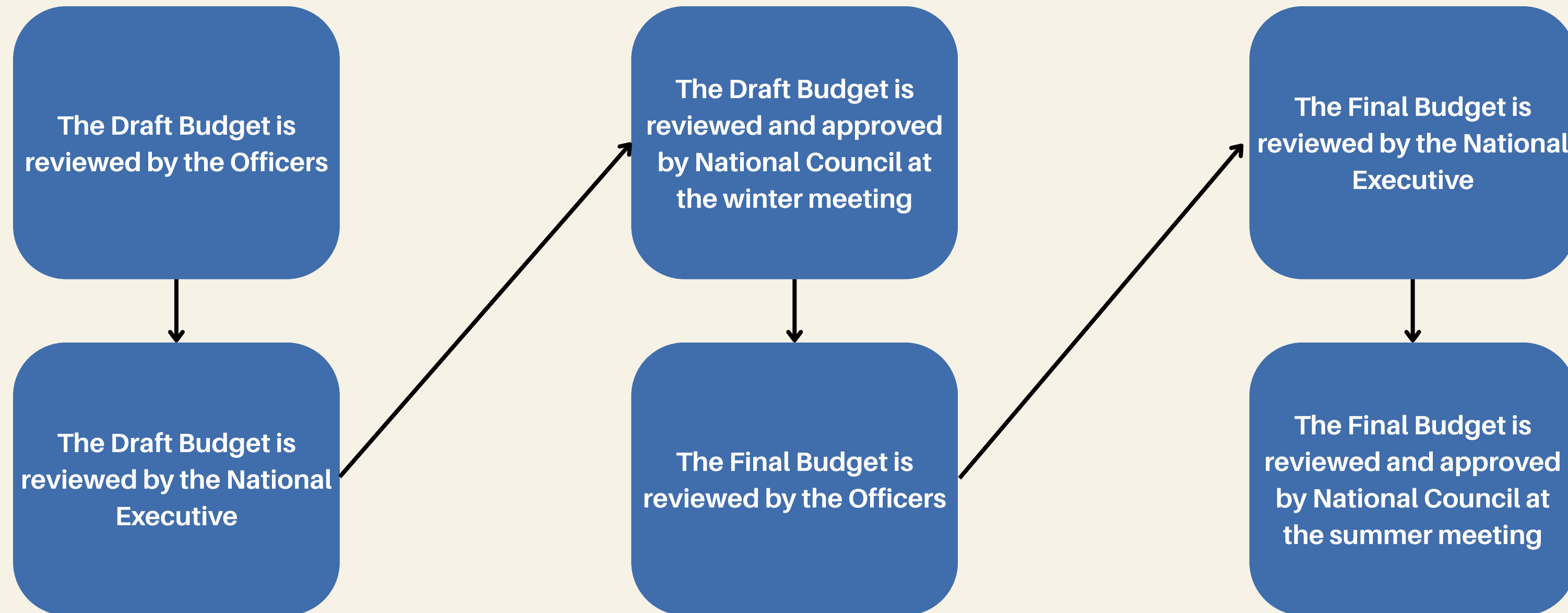
CLICK ON 'OUR UNION' THEN 'FINANCIALS'



ELECTED LEADERSHIP ARE RESPONSIBLE FOR FINANCIALS

- The National Executive serves as the Finance Committee.
- The structure of the National Executive is as follows:
 - President
 - Past President
 - 2 National Councillors from ACTRA Toronto
 - 2 National Councillors from UBCP/ACTRA
 - 1 National Councillor from each of ACTRA Alberta, Saskatchewan, Manitoba, Ottawa, Montreal, Maritimes and NL
- Elected from within National Council, your National Treasurer along with staff is responsible for:
 - Approval of all payments made by ACTRA National
 - Reviewing monthly financials with variance reporting

BUDGET APPROVAL PROCESS



AUDITED STATEMENT APPROVAL PROCESS

The Audited Statements are reviewed by the Audit Committee that consists of the Officers and Senior Staff



The Audited Statements are presented to National Council for review and approval

**We take pride in our
transparency and reporting that
exceeds financial obligations.**

OUR LEVERAGE IS AT RISK

- The proposed changes will result in private financial information being released publicly, which will harm us.
- This will make it harder to negotiate strong contracts and protections.
- They watch. They listen. And they use it against us.

SOLIDARITY IS OUR STRENGTH

- For over 80 years, ACTRA has stood together through many upheavals — and our strength has come from solidarity. The proposed changes risk diverting our focus and compromising our strength.
- Let's keep our focus where it belongs:
 - Serving our members' needs
 - Fighting for fair contracts and stronger protections
 - Building a better future for all performers

MEMBER-TO-MEMBER ASK

- These proposed changes are not in the best interests of ACTRA or our members. We're asking you to:

**PRIORITIZE
MEMBER NEEDS &
SERVICES**

**STAY FOCUSED ON
WORK
OPPORTUNITIES &
PROTECTIONS**

**AVOID
UNNECESSARY
ADDITIONAL
COSTS**

**PRESERVE OUR
UNITY AND
SOLIDARITY**

Vote NO

in this referendum.

DISCUSSION

- We know members have questions — and we're here to answer them.