

# ACTRA–CBC Tentative Agreement FAQs

This FAQ is intended to help eligible voters understand key details of the tentative Memorandum of Agreement (MOA) between ACTRA and the Canadian Broadcasting Corporation (CBC). The agreement extends the ACTRA–CBC Radio and Television Agreements for three years retroactively, covering the period from July 1, 2022, to June 30, 2025.

For complete details, please review the tentative [MOA](#).

## **Q: What are the key financial gains for performers?**

**A:** This agreement includes **retroactive scale rate increases totaling 9%**:

- 3.5% effective July 1, 2022
- 3.5% effective July 1, 2023
- 2% effective July 1, 2024

These increases match or exceed those achieved by other union partners that work with the CBC.

## **Q: Why should I vote to ratify this tentative agreement?**

**A:** This agreement has the **unanimous support of ACTRA's National Council**. It delivers retroactive financial gains and provides a solid foundation for full-scale negotiations with the CBC, beginning November 24, 2025.

Your vote is important. It only takes minutes and impacts your future working conditions. 3: What happens if the ACTRA-CBC agreement is ratified? If this agreement is ratified by eligible voters, it would mean:

- You will receive retroactive wage increases for work performed on CBC productions from July 2022 to June 2025
- The current terms and conditions will remain in place
- ACTRA will enter 2025 negotiations with a strong, unified voice

## **Q: Why was this agreement delayed?**

**A:** Negotiations were delayed by the 2022 commercial lockout by the Institute of Canadian Agencies, which created a challenging negotiating environment. This unprecedented action forced ACTRA to reallocate resources into crisis management to fight for our commercial jurisdiction and our members' livelihoods. *(The lockout is still ongoing, [click here](#) for the latest update on ACTRA's case at the OLRB.)*

**Q: How was this agreement negotiated?**

**A:** Despite the NCA lockout, ACTRA remained engaged with the CBC while also monitoring industry trends, including shifts in federal funding, market conditions, and precedent-setting CBC agreements across the sector. This allowed ACTRA to push beyond the standard 1–2% annual increases and secure meaningful financial gains.

## **ELIGIBILITY AND VOTING INFORMATION**

**Q: Who can vote on this agreement?**

**A:** To be eligible to vote, you must have worked under the ACTRA–CBC Radio or Television Agreements from **July 1, 2022, to June 30, 2025**, and meet the following criteria:

- Full Active Members in good standing
- Apprentice Members who have 2 engagements in a residual category under the 2021 CBC agreements from July 1, 2022, to June 30, 2025
- Apprentice Members in a background role who have worked the required number of days under the 2021 CBC agreements from July 1, 2022, to June 30, 2025
- Additional Background Performers who have worked the required number of days under the 2021 CBC agreements from July 1, 2022, to June 30, 2025
- Permittees or other non-members who have 2 engagements in a residual category under the 2021 CBC agreements from July 1, 2022, to June 30, 2025

**Q: I am an Apprentice, Permittee, or Additional Background member. Am I eligible to vote?**

**A:** Eligibility is based on your membership status, the date you joined ACTRA, and your work history under the agreement. If you are eligible, you will receive your voting email on **August 12** from: [invitations@mail.electionbuddy.com](mailto:invitations@mail.electionbuddy.com). If you have questions, please contact your local branch.

**Q: How do I vote and who counts the ballots?**

**A:** On August 12, 2025, you will receive an email from [invitations@mail.electionbuddy.com](mailto:invitations@mail.electionbuddy.com). ACTRA has engaged ElectionBuddy, a third-party online voting platform, to ensure all voting is anonymous and secure.

It is recommended that you add [invitations@mail.electionbuddy.com](mailto:invitations@mail.electionbuddy.com) to your email contact list to avoid any unforeseen delays. If you do not see the email, be sure to check your email account's spam and junk folders.

**Q: When does voting close, and when will ACTRA announce the results?**

**A:** Voting closes on Tuesday, August 26 at 12:00 p.m. ET. (9:00 a.m. PT / 10:00 a.m. MT / 1:00 p.m. CT / 1:00 p.m. AT / 1:30 p.m. NL). Results will be announced to ACTRA members that same day.

**Q: Who can I contact if I need help voting?**

**A:** For questions about the voting process, email ElectionBuddy at [actra@electionbuddy.com](mailto:actra@electionbuddy.com).

Their support team is available Monday to Friday, 9:00 a.m. ET to 5:00 p.m. ET.