

## The Costs

If you are offered an Equity contract and are interested in taking this route you must speak to an Equity Business Representative and complete a probationary membership application form, an RRSP application form and a beneficiary designation form from our insurance carrier.

Most performers who are required by a theatre to sign an Equity contract (and therefore join Equity) in order to meet the quota requirements, are eligible to join as probationary members. If you are offered an Equity contract you will be required to pay a *permit fee* of \$250 for each contract. There is a one-time *registration fee* of \$200 that must be paid at the time of the first contract. In addition, there is a 2% working dues deduction from your weekly fees. You will be covered for insurance benefits under the Equity insurance plan and will participate in the Equity RRSP program.

The *initiation fee* to join as a full member is \$750 payable at the time of joining. Probationary members will have the permit fees applied to the initiation fee, essentially allowing it to be paid over time. The full probationary member program will provide enough funds to fully cover the initiation fee.

Registration Fee One time only	\$200
Permit Fee Per contract	\$250, the full amount of which is applied to the eventual initiation fee
Maximum Number of Equity Contracts	six
Requirement	Optional



### National Office:

44 Victoria Street, 12th Floor  
Toronto, Ontario M5C 3C4  
tel: (416) 867-9165  
fax: (416) 867-9246  
e-mail: mail@caea.com

website: www.caea.com

### Western Office:

321 Water Street, 505 Hudson House  
Vancouver, British Columbia V6B 1B8  
tel: (604) 682-6173  
fax: (604) 682-6174  
e-mail: woffice@caea.com

# Probationary Membership

Probationary membership is a period during which an artist beginning a career in theatre can gain professional experience without some of the obligations of full membership. While you are a probationary member you will learn about the rights and responsibilities of membership in CAEA and garner the skills required of a professional theatre artist.



# Probationary Membership

This classification of membership is designed to alleviate the need for inexperienced performers to join Equity as full members in order for a theatre to meet the quota requirements of an agreement.

You are eligible to become a probationary member if you are **not** a member of ACTRA, UdA or any other professional performing arts association (ACTRA and Equity apprentices are eligible) and you have considered the options and feel that full membership in Equity would not be in your best interest at this time.

By making the choice to become a probationary member you can work on an Equity contract or as an apprentice or in community and amateur theatre. You may accept roles that pay you or you can work for free. The point is to get as much experience in theatre as you possibly can.

## **“What’s the difference between probationary and full membership contract?”**

There is little difference between a probationary contract and a full member’s contract. You must be paid at least the minimum fee and you are eligible for benefits. Equity will make sure that the theatre has provided security to cover some or all of your fees in the event that the theatre doesn’t pay you. The only real difference is that you are not permitted to vote in any Equity ratification or election or stand for elected office in the association. A probationary member cannot be elected Equity Deputy but can vote in the Deputy election.

Under this membership classification, a probationary member has access to the Deputy and Equity’s dispute resolution procedures if a problem did arise.

A probationary member, while engaged under an Equity contract, is treated as a full member for the purposes of that engagement. However, at the conclusion of that engagement, the probationary member may accept work without reference to an Equity contract or work as an apprentice.

## **“What’s the difference between a probationary member and an apprentice?”**

A probationary member is considered to be a member of CAEA for the duration of their engagement only. An apprentice is not a member and does not work under an Equity contract and is therefore not subject to any of the obligations of membership, nor any of the benefits.

## **“Why not become a full member right away?”**

You have that option. However, membership in CAEA entitles you to many benefits and privileges but also obliges you to uphold the requirement of the Constitution and Bylaws and the various agreements of the Association. As a member you may work in theatre only when signed to the appropriate contract.

## **“How long is the probationary period?”**

There is no specific time limit on probationary membership. You will have completed the probationary period when you have been engaged

on six contracts with at least two different theatres. After the six contracts you must join Equity if you are going to continue working in professional theatre.

Although the specific scope has been limited to theatre, we will continue to consider probationary membership for performers joining in dance and opera on a case-by-case basis, where the performer believes that due to inexperience or other concerns, joining Equity as a full member may adversely affect him/her. Any such requests should be forwarded to the Executive Director.

## **“Do I need an agent?”**

Equity cannot provide a recommendation, although you can obtain a list of agents used by CAEA members from the national office. An excellent reference is *The Agents Book*, published by the Acting Modeling Information Service and Theatre Ontario. It is available from Theatrebooks in Toronto or visit: [www.theatrebooks.com](http://www.theatrebooks.com). Check to see if your agent is a member of the Talent Agents and Managers Association of Canada (TAMAC). TAMAC and Equity have been a part of the Entertainment Industry Coalition (EIC), which has created a code of ethics for agents. If you are unsure, you should call the Acting Modeling Information Service (AMIS) at: 416-977-3832.

## **“I need more information!”**

If you have any questions just contact either of our offices. For information on the Equity Apprentice Program please read the brochure “The Equity Apprentice Program,” which is available from either office or on-line at