



National Annual Meeting for 2009-2010 held October 5, 2009

Executive Directors's Report

BON SOIR A TOUT LE MONDE ICI À MONTRÉAL – MA VILLE PRÉFÉRÉE AU CANADA ET MA VILLE NATALE...

THIS IS THE SECOND “ANNUAL REPORT” I HAVE GIVEN THIS YEAR – WHICH PRETTY WELL SUMS UP THE WORKLOAD AND CHALLENGES WE HAVE FACED THIS YEAR. IN FEBRUARY, I TALKED ABOUT OUR UPCOMING NEGOTIATIONS WITH PACT AND MY HOPE FOR A NEW AND IMPROVED RELATIONSHIP. THAT DID NOT COME TO PASS. THE PHILOSOPHICAL GULF BETWEEN US ON MANY ISSUES IS DEEP AND PROVED TO BE INSURMOUNTABLE IN SOME AREAS. ALLAN HAS MENTIONED THE WORK THAT COUNCIL HAS DONE ON ISSUES OF DIVERSITY AND I WILL USE THAT AS AN EXAMPLE OF THE DIFFICULTIES WITH OUR PRODUCER COLLEAGUES. THERE ARE MANY TERMS USED OUT THERE TO REPRESENT THE WORK (AND MEMBERSHIP WHO DOES THE WORK) THAT WE ARE PARTICULARLY CONCERNED WITH – IDENTITY THEATRE IS ONE TERM THAT IS USED OFTEN. BUT I DON'T BELIEVE I HAVE TO EXPLAIN TO YOU WHAT WE MEAN WHEN I SAY “I WANT TO TALK ABOUT DIVERSITY ISSUES” – YOU UNDERSTAND THAT I WANT TO TALK ABOUT THE HURDLES THAT REMAIN IN PLACE THAT ACT AS BARRIERS TO THE ENGAGEMENT OF OUR MEMBERS OF COLOUR. THERE ARE ISSUES AROUND MORE OPEN CASTING PRACTICES AND

THERE ARE ISSUES AROUND THE KIND OF PLAYS SHOWING UP ON OUR STAGES. UNFORTUNATELY, OUR COLLEAGUES AT PACT INSISTED ON INCLUDING “DIFFERENT PRACTICES” IN THE DIVERSITY DISCUSSION. THERE IS NO QUESTIONS THAT SOME SMALLER (BUT NOT NECESSARILY SMALL), LESS TRADITIONAL THEATRES MAY HAVE SOME DIFFICULTY FITTING INTO THE CTA BECAUSE OF THE WAY THEY CHOOSE TO WORK. AND WHILE I ACCEPT THAT IN SOME WAYS SOME OF THE SOLUTIONS TO THE CHALLENGES OF DIVERSITY AND NON-TRADITIONAL THEATRE MAY BE THE SAME, IT IS FRANKLY INSULTING TO OUR MEMBERS OF COLOUR TO HAVE THEIR CONCERNS AND ISSUES GIVEN THE SAME IMPORTANCE AND WEIGHT AS A COMPANY THAT WANTS A MORE FLEXIBLE REHEARSAL SCHEDULE. AND SO I FLATLY REFUSED TO TREAT THE TWO TOPICS AS INTERCHANGEABLE. AND AS A RESULT OF THAT, PACT NOW BELIEVES THAT I AM A COMPLETELY INFLEXIBLE HUMAN BEING WHO ISN'T IN SUPPORT OF DIVERSITY. WHICH FRANKLY, IN MY LESS GENEROUS MOMENTS, MAKES ME WANT TO SUE THEM FOR LIBEL. THEY WERE THE ONES WHO WERE UNWILLING OR UNABLE TO ENGAGE IN THE DISCUSSION IN AN APPROPRIATE CONTEXT. IT IS CLEAR THAT THE RELATIONSHIP WILL NEED TO BE MENDED BEFORE WE MEET THEM AGAIN AT THE TABLE IN THREE YEARS, A PROCESS THAT THEY ARE MAKING HARDER BY THE DAY, EVERY TIME THEY SEND OUT ANOTHER ANTI-EQUITY SCREED. I CAN ONLY ASSUME THAT THEY ARE EMBARRASSED THAT THEIR NEGOTIATION TEAM CAME HOME WITH A COLLECTIVE AGREEMENT WITH NO CHANGES IN THEM OTHER THAN A 3% INCREASE IN COSTS!

IN THE MEANTIME, WE HAVE SUCCESSFULLY NEGOTIATED A NUMBER OF OTHER AGREEMENTS INCLUDING THE VOA FOR A 5 YEAR PERIOD WITH INCREASES OF 1% IN THE FIRST YEAR, 2% IN THE SECOND YEAR, AND 3% IN EACH SUBSEQUENT YEAR.

NATIONAL ARTS CENTRE MUSIC DEPARTMENT AGREEMENT HAS INCREASED BY 2.5% IN EACH OF THE FIVE YEARS WITH AN ADDITIONAL 1% INCREASE IN BOTH VACATION PAY AND RRSP CONTRIBUTIONS.

NATIONAL CAPITAL COMMISSION EVENTS AGREEMENT - INCREASED BY 3.5%, ROUNDED TO THE NEAREST DOLLAR, IN EACH OF THE FIVE YEARS WITH SOME ADDITIONAL IMPROVEMENTS IN SOME TERMS AND CONDITIONS. WE ALSO INTRODUCED THE CANADIAN DANCE POLICY AND RENEWED THE GUEST ARTIST AND INDIE POLICES.

WE CONTINUE TO SPEAK OUT TO ALL LEVELS OF GOVERNMENT WHEREVER AND WHENEVER WE CAN AND WHERE IT IS REQUIRED. WE ARE WORKING WITH OUR COLLEAGUES AT IATSE AND THE MUSICIAN'S GUILD TO BEGIN TO BUILD A CONSENSUS AROUND THE NEED FOR A TAX CREDIT FOR LIVE PERFORMANCE SIMILAR TO THE ONE THAT HAS STIMULATED SO MUCH PRODUCTION IN FILM AND TELEVISION. SO FAR, WHILE WE KNOW THAT WE HAVE THE SUPPORT OF A NUMBER OF THE LARGEST ENGAGERS IN THE COUNTRY, PACT ITSELF IS STALLING ON THEIR SUPPORT, FORCING THE PRODUCERS TO AGREE TO MOVE AHEAD WITHOUT THEM . I AM NOT CONFIDENT THAT THE CURRENT GOVERNMENT WOULD BE SUPPORTIVE OF ANY INITIATIVE TO SUPPORT THE ARTS, EVEN THOUGH TAX CREDITS ARE EXACTLY THE TYPE OF INCENTIVE THEY FAVOUR. I ONLY WISH WE HAD MORE RESOURCES WE COULD TURN TOWARDS LOBBYING AT THE PROVINCIAL LEVEL AS THERE IS MUCH TO DO IN EVERY REGION IN THIS COUNTRY.

THE COUNCIL IS TACKLING A NUMBER OF MAJOR ISSUES WHICH, WHEN DONE, WILL THEN BE TURNED OVER TO THE STAFF FOR IMPLEMENTATION. WE HAVE ALREADY RESTRUCTURED THE PROCESS BY WHICH WE TAKE CARE OF THE RRSPS – OR

RATHER, WHAT IS LEFT OF OUR RRSPS. AND THE NEXT BIG ONE WILL BE INSURANCE. SPEAKING PERSONALLY, I WOULD LIKE TO HAVE A GO AT OUR WEBSITE NEXT YEAR AS LYNN AND I HAVE TALKED ABOUT WAYS IN WHICH WE COULD IMPROVE THE INTERFACE AND OFFER ADDITIONAL MATERIAL ON THE WEB. BUT WE HAVE A FULL NEGOTIATION AGENDA NEXT YEAR WITH NO LESS THAN XXXX OF OUR AGREEMENTS AND XXX OF OUR POLICIES EXPIRING BETWEEN NOW AND JUNE OF 2010. THAT WORK LOAD ALONE - NEGOTIATIONS, CREATING AND EDITING THE NEW AGREEMENTS INCLUDING CHANGES TO THE CONTRACT FORMS - WILL BE A MAJOR PROJECT AND REQUIRE SIGNIFICANT STAFF TIME AND RESOURCES.

AND ON THE SUBJECT OF RESOURCES, DOUG CAN'T BE WITH US AND SO WILL BE GIVING YOU THE FINANCIAL PICTURE. WE HAVE BUDGETED VERY CONSERVATIVELY FOR THIS YEAR, AS WE WERE NOT SURE HOW THE ECONOMIC DOWNTURN WOULD AFFECT OUR INDUSTRY. WHAT I CAN SAY AT THIS POINT IN THE YEAR IS SO FAR SO GOOD. HOWEVER, AS WE BEGIN TO SEE NEXT SEASON SHAPING UP FOR MANY COMPANIES, WE ARE SEEING A CERTAIN NUMBER OF THEM WITH REDUCED PROGRAMMING. SOME THEATRES HAVE HAD A HECK OF A TIME FILLING SEATS, OTHER HAVE HAD AN OK TIME. WHAT IS FAIR TO SAY IS THAT DESPITE THE OPTIMISTIC (BUT PERHAPS NOT ENTIRELY REALISTIC) COMMENTS BY OUR GOVERNMENT, MOST OF US HAVE CHANGED OUR SPENDING HABITS AT LEAST FOR THE TIME BEING. BUT IS HAS BEEN TRUE DURING PAST ECONOMIC TROUBLES THAT PEOPLE WITH REAL CREATIVITY, REAL VISION AND REAL GUTS HAVE NOT ONLY SURVIVED BUT PROSPERED. AND ONE THING WE HAVE IN OUR BUSINESS IS A TON OF CREATIVE MINDS, WILLING TO WORK INCREDIBLY HARD TO REALIZE THEIR

VISION. AND IN THE END, WHAT WE DO IS NOT A FRILL –NOT A LUXURY BUT ESSENTIAL TO OUR SPECIES. HUNDREDS OF THOUSANDS OF YEARS AGO WHEN WE STILL LIVED IN CAVES, ONCE WE HAD BONKED DINNER ON THE HEAD AND DRAGGED IT BACK TO OUR CAVES, WE DANCED, WE SANG AND WE TOLD STORIES. SO WHILE OTHER INDUSTRIES ARE FACING THE POSSIBILITY OF EXTINCTION IN THE COMING YEARS THROUGH A COMBINATION OF BAD LUCK AND BAD MANAGEMENT, I AM CONFIDENT THAT EQUITY AND OUR COMMUNITY WILL COME OUT ON THE OTHER SIDE OF THIS DOWNTURN IN A HEALTHY STATE.

A handwritten signature in black ink that reads "Andee". The letters are cursive and connected, with a large initial 'A'.