



March 10, 2010

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**To: All Equity Members engaged at the Shaw Festival**

**From: Arden R. Ryshpan, Executive Director, Canadian Actors' Equity Association**

**Re: Labour Dispute at the Shaw Festival**

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At 4:30 p.m. this afternoon, we received word that negotiations have broken down and that the Shaw Festival has locked out the IATSE Facilities employees as of 5:00 p.m. By the time you read this, there may already be picket lines in front of various rehearsal and performance venues.

You will also be receiving a communiqué from the Festival itself, outlining its position on the matter and their position on the artists' obligations under the CTA. We confirm that artists are required to fulfill their contracts to the Shaw Festival as long as the health and safety of the artists entering the facilities or working in any of the rehearsal or performance facilities are not compromised. Should you feel that your health or safety is being compromised in any way, please advise your deputy and/or stage management and call the Equity office immediately. You should also be advised that Equity members cannot be asked to fulfill any of the duties or responsibilities of any of the IATSE union members.

It is important that Equity members take these conditions into consideration when coming to rehearsal as you should be speaking with the Picket Captain (or IATSE person in charge) before attempting to cross any picket line. We also understand that there is a security guard on duty and that it may be of assistance to speak to them as well. There will be expectations that you will be at rehearsal or any other calls on time. If you choose to join the picket line or otherwise show your support during your free time or on breaks, you should know that you may do so without reprisal.

Tomorrow morning, (Thursday) Senior Business Rep Ken Burns will be on hand to answer any questions you may have. You may reach him at any time at 519-770-5300. He will be visiting all the facilities tomorrow but will start his day at the Festival Theatre.

In the meantime, you should know that we will be in contact with the appropriate representatives at IATSE (we spoke with them some time ago and were aware of the difficulty the parties were having in coming to an agreement) and will stay in contact with them throughout this dispute. We will ensure that they continue to be aware of your obligation to fulfill your contract and that this in no way implies support or lack thereof for the situation.

We will keep you apprised of any further developments and you are welcome to call the office at any time if you have any concerns or questions. If you need to reach someone outside of business hours, please call the National Office and follow the prompts in order to be connected to the emergency cell phone.

Obviously, we are very distressed that the parties have been unable to resolve their issues and we hope that both parties return to the bargaining table as soon as possible.

Sincerely,

A handwritten signature in cursive script that reads "Arden R. Ryshpan".

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