



December 1, 2008

To: All Companies Signatory to the National Commercial Agreement

Re: **New National Commercial Agreement 2008 - 2011**

As you may have read in the press, ACTRA and the Joint Broadcast Committee of the Institute of Communication Agencies (ICA) and the Association of Canadian Advertisers (ACA) reached a settlement on new rates and working conditions respecting performers in television, radio and new media commercials. The negotiated settlement has now been approved by the ACTRA membership.

Highlights of the new 3-year Agreement:

- **All new rates, terms and conditions take effect December 1, 2008**
- **Two and one half percent (2.5%) increase in rates in each year of the 3-year Agreement (excluding the Session and Residual fees for the Made-for New Media pilot project, which will be exempt from the general increases)**
- **One percent (1%) Engager contribution on session fees towards the Accident on set program; applicable in provinces where insurance coverage (workers compensation) for Performers is not mandated by law**
- **A revised definition of an Engager, to include that the entity which contracts or pays, or both contracts and pays, Performers in commercials *created by the Engager***
- **Revised forms for: Audition sign in sheet, Intent to Produce, Statutory Declaration for Casting Directors (now available on our website, www.actra.ca)**

The referendum vote of ACTRA Members respecting the Terms of Settlement reached in the Local and Regional Commercials Addendum #1 is in progress. Once ratified, we will advise you of the new rates and conditions in Addendum #1, scheduled to take effect January 1, 2009.

Copies of the new National Commercial Agreement will be provided to you as soon as the new Agreement is printed. In the interim, please find enclosed the actual signed Terms of Settlement, including the new rates, which document should assist you to understand the changes to the Agreement.

If you have any questions, please contact your local ACTRA office. Thank you.

A handwritten signature in black ink, appearing to read "Stephen Waddell", with a long horizontal flourish extending to the right.

Stephen Waddell
National Executive Director

Alliance of Canadian Cinema, Television and Radio Artists

ACTRA National Office

625 Church Street · Suite 300 · Toronto ON M4Y 2G1
Toll free 1-800-387-3516 · Tel (416) 489-1311
Fax (416) 489-8076 · E-mail national@actra.ca · www.actra.ca

Affiliated with the Canadian Labour Congress (CLC)
and the International Federation of Actors (FIA)

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