

# GENERAL MEMBERSHIP MEETING #107

July 23, 2025  
Zoom Meeting  
**MINUTES DRAFT**

Location: 300-380 W 2<sup>nd</sup> Ave, Vancouver, V5Y 1C8  
Zoom: [https://us02web.zoom.us/meeting/register/O7Flkvr0RXGwniH3lDa\\_mg](https://us02web.zoom.us/meeting/register/O7Flkvr0RXGwniH3lDa_mg)

## Executive Board Members Present:

**Present In-Person: Keith Martin Gordey** (President), **Broadus Mattison** (Treasurer), **Anisha Cheema** (Director), **Raugi Yu** (Director)

**Present on Zoom: Liza Huget** (Vice President), **Fred Ewanuick** (Director)

**Absent: Brian Doe Chua** (Director), **Aliza Vellani** (Director), **Dax Belanger** (Director), **Shawn Macdonald** (Secretary), **Lexa Doig** (Director), **Rob Haytor** (Director)

**Parliamentarian:** Chris Girodat

**Staff:** **Present In-Person: Lesley Brady** (Director of Contracts), **Henry Williams** (Manager of Engagement), **Phil Klapwyk** (Manager of Film, TV and New Media), **Chris Pop** (Interim Manager of Finance), **Christina Nelson** (Office Coordinator), **Tricia Castillo** (Member Services Administrator), **Courtenay McLeod** (Assistant Steward, Residuals) **Present on Zoom: Crystabelle Fobler** (Interim Executive Administrative Director)

## Members Present on Zoom:

**91 Members** (82 Full Members, 2 Apprentice Members, 7 Background Members – Including the Executive Board)

## Members Present In-Person:

**63 Members** (51 Full Members, 6 Apprentice Members, 6 Background Members – Including the Executive Board)

## 1. CALL TO ORDER

- Quorum was achieved (30) and the meeting was called to order at approximately 6:05 p.m. with the President (*Keith Martin Gordey*) in the Chair.

**(a) WELCOME**

- Jacqueline Robbins read the Land Acknowledgement and the Equality Statement.
- Keith Martin Gordey introduced the executive board members, staff and Parliamentarian, Chris Girodat.

**2. ZOOM INSTRUCTIONS**

- The President reminded members to rename their Zoom display to include their full name and UBCP/ACTRA number for attendance verification and provided guidance on how to do so.
- Instructions were given on how to ask a question by using the “Raise Hand” feature and noted that chat and Q&A functions are disabled.
- In-person members could ask questions by lining up at the microphone (front right of the room) and would have up to 3 minutes to speak, with extensions at the Chair’s discretion.

**3. RULES OF ENGAGEMENT – (PARLIAMENTARIAN)**

Parliamentarian Chris Girodat clarified his impartial role is to:

- Provide neutral procedural advice to both the leadership and members.
- Ensure that proposals and motions are worded appropriately and are consistent with UBCP/ACTRA Bylaws and Robert’s Rules of Order.
- Give advice that might not always align with the preferences of either the membership or the Executive Board, but is intended to maintain procedural integrity.
- Help members shape their proposals into the form of a motion, which must be in line with the Bylaws, seconded by another member, open to discussion by members (both in-person and online), and decided by a vote.

**4. ADOPTION OF THE AGENDA**

**Resolved.** A motion by Member 60359 (*Anisha Cheema*) seconded by Member 11222 (*Patti Kim*) that the agenda be adopted as amended, was carried.

Amended: One hour allotted for Theresa Tova’s financial report.

**Yes-34 No-0**

**#25MEM#107-277 Resolved.** Motion by member 13218 (*Stefania Indelicato*) and seconded by Member 11222 (*Patti Kim*) to amend the agenda to include section 12A – cost recovery for general meetings, was carried.

**Yes-23 No-2**

**5. APPROVAL OF MINUTES OF PREVIOUS MEETINGS**

a. General Membership Meeting #106 – April 30, 2025

**#25/MEM#107-278 Resolved.** A motion by Member 7337 (*Mackenzie Grey*) and seconded Member 13532 (*Caitlyn Bairstow*), that the meeting minutes from General Membership Meeting #106 be adopted as presented, was carried.

**Yes-40 No-0 Abstain-1**

**6. BUSINESS ARISING FROM MINUTES OF PREVIOUS MEETING**

No business from previous minutes arose.

**7. PRESIDENT'S REPORT**

Keith Martin Gordey delivered the following report:

- The president shared that the intention of today's meeting is to improve communication about educational opportunities and to better member's understanding of how the union works.

**8. ACTRA-National**

Theresa Tova, Treasurer for ACTRA National, reported the following:

- Results from recent financial audit were shared, highlighting that the financial statement presented fairly and in accordance with the Canadian Accounting standards for not-for-profit organizations. All line items from the National budget were reviewed in detail.
- Unclaimed monies for performers who cannot be located or contacted are held by the union for 5 years before being made available for use. This money will always be paid to actors who come forward to retrieve their funds. Unclaimed funds are used to benefit the membership.
- Budget priorities for this year include wages and working conditions, negotiations, working with industry partners, global organizations, lobbying, and collective bargaining. Theresa Tova shared the cost-cutting measures being taken by leadership and the board to limit expenses during the deficit, including reducing travel expenses and in-person meetings, reducing accommodation costs for travel, and reducing rental costs through lease negotiation.

**9. TREASURER'S REPORT**

Broadus Mattison reported on the following:

- The Union is currently operating under the deficit budget that was approved by the membership last year through rigorous budget cuts.

- Cost cutting measures include digitization of paper documents being stored at costly warehouse, renewing staff collective bargaining agreements, and refraining from filling all vacant office positions to save on salaries.
- The union is prioritizing spending that protects the unions' ability to serve the membership, focusing on fair compensation, safe working conditions, increasing work opportunities, vigorous enforcement of agreements, and providing direct mutual aid through benefit programs.

## 10. POLITICAL ACTION & MEMBERSHIP ORGANIZING

- Henry Williams, Manager of Engagement, reported that the union is working with the Provincial government on key issues, including AI threats to performers' rights and likeness, booking fees, and protections for child performers. Henry also provided an update on work opportunities and agreements, noting the successful renegotiation of the national Commercial Agreement, the signing of the first Vertical Series Production Agreement, and the continuation of major productions such as *Shogun*, *The Last Airbender*, *The Last of Us*, and the recently announced *God of War* series.
- Phil Klapwyk, Manager of Film, Television and New Media, reported that currently, BC tax credits aren't fully on par with other provinces, but recent increases have made them more competitive. This benefits BC performers by providing more program stability and worker-based incentives, attracting larger productions to BC.
- Members emphasized that Bill C11 is a major national priority, as it could secure significant Canadian content funding from streamers. Henry highlighted that National leadership has presented to the CRTC, and BC is lobbying to ensure the province receives its fair share of funds.
- Introduction of two new communication tools for members: the *Lights, Camera, Questions* portal on [ubcpactra.ca/questions](http://ubcpactra.ca/questions) for submitting questions and suggestions, and the UBCP/ACTRA Instagram broadcast channel for updates, reminders, news and events.

## 11. OTHER BUSINESS

- Keith Martin Gordey asked the membership about usefulness of having National Treasurer report in this meeting. Members shared benefits of hearing this information at meetings annually, and shared suggestions for improving the timing. A follow up variance report was requested.

- Discussion about whether to impose a \$5 or \$10 deposit to attend membership meetings, to be returned to those attending. This was proposed to ensure that accurate numbers are accounted for catering, and to allow those on the waiting list an opportunity to attend. Members expressed concern about the cost of attending impeding on their rights to participate the meeting. *The president suggested adding conversation about ability for individual members or sponsors to donate for GMM food to the next General Membership meeting agenda.*

## 12. GOOD AND WELFARE

- **Member #13461** (*Kate Craven*) shared the benefits of using Shoreline for auditioning, which can be a great place to connect with fellow actors. Kate also brought up the Air Table digital sign in sheet system from Maureen Webb. Lastly, Kate gave a shout-out to Alison Araya's new business venture.
- **Member #12495** (*Alison Araya*) asked about where to obtain information about the digital sign in sheet (Air Table). Lesley shared that this is still in the testing phase and is currently only being used by about 50% of performers. This low completion rate limits Air Table's usefulness for tracking auditions and meeting preference-of-engagement requirements. Improved communication from agents was suggested to increase participation.
- **Member #60359** (*Anisha Cheema*) acknowledged management's hard work putting together the new verticals agreement, and a celebration that the first vertical series has been unionized in BC. This accomplishment will bring more work opportunities to members.
- **Member #443** (*Douglas Newell*) shared that YouTube has banned AI voices from videos on their platform. Member #7337 (*Mackenzie Gray*) added that Denmark has announced that individual's likeness is now protected copyright in the Country.

## 13. NEXT MEETING

The next meeting will be the Annual General Meeting (AGM) in September. The exact date is to be confirmed.

## 14. NEXT STEPS & CLOSING REMARKS

- Motion to adjourn.

## 15. CONCLUSION OF MEETING

The meeting was adjourned at approximately 9:03 p.m.

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President: Keith Martin Gordey

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Secretary: Shawn Macdonald