UBCP ACTRA

GENERAL MEMBERSHIP MEETING #109

December 10, 2025 | Hybrid

In Person: *300–380 West 2nd Ave, Vancouver, BC V5Y 1C8*
Virtual (Zoom):
https://us02web.zoom.us/meeting/register/E8eXL_pNQ2evkd5Rn09mKA

MINUTES

Executive Board Members Present:

Present In-Person: Keith Martin Gordey (President), **Liza Huget** (Vice President), **Sandy Abley (**Treasurer), **Shawn Macdonald** (Secretary), **Anisha Cheema** (Director), **Brian Doe Chua (**Director), and **Dax Belanger** (Director).

Present on Zoom: Fred Ewanuick (Director)

Absent: Aliza Vellani (Director), **Lexa Doig** (Director), **Raugi Yu** (Director) and **Rob Hayter** (Director).

Staff: **Crystabelle Fobler** (Interim Executive Administrative Director), **Lesley Brady** (Director of Contracts), **Phil Klapwyk** (Manager of Film, TV, and New Media), **Henry Williams** (Manager of Engagement), **Christina Nelson** (Office Coordinator), **Tracy Ho** (Industry Relations Officer), **Francis Guo** (Assistant Rep, Film & TV), **Raeanne Madge** (Administrative Assistant) and **Kenneth Perez** (Assistant Steward, Residuals).

Guests: **Chris Girodat, Parliamentarian**

Members: **Present In-person: 73 Members** (57 Full Members, 8 Apprentice Members and 8 Background Members) – Including the Executive Board.

Present on Zoom: 36 members (28 Full Members, 3 Apprentice Members and 5 Background Members) – Including the Executive Board

1. CALL TO ORDER

- Quorum was achieved (30) and the meeting was called to order at approximately 6:06 p.m. with the President (Keith Martin Gordey) in the Chair.
- Member 11232 (*Jacqueline Robbins*) and Member 11231 (*Joyce Robbins*) read the Land Acknowledgement and the Equality Statement.
- Keith Martin Gordey introduced the panelists.

2. ZOOM INSTRUCTIONS

- Members attending via Zoom were asked to rename themselves to include their full name and member number for voting verification.
- Members were asked to use the Raise Hand feature to ask questions (available under Reactions or More on mobile devices).
- A speaking list would be maintained, and participants would be unmuted in order.
- In-person attendees were directed to approach the central microphone and queue to speak.

3. RULES OF ENGAGEMENT

Chris Girodat, Parliamentarian, outlined the meeting format as follows:

- All decision items will follow Robert's Rules of Order Newly Revised (12th Edition) per the UBCP/ACTRA Bylaws. Motions must be moved and seconded, and the President will facilitate debate.
- We will alternate between in-person and online speakers, giving preference to those who have not yet spoken on the topic.
- After discussion concludes, voting will take place. Once voting begins, it cannot be interrupted, and no further questions can be asked.
- Each speaker has 3 minutes. The Chair may grant additional time at their discretion, and staff have set up a timer to track speaking time.
- Attendees are expected to be respectful. Anyone engaging in disrespectful conduct may no longer be recognized to speak by the Chair.

4. ADOPTION OF AGENDA

Resolved. A motion entertained by the Chair *(Keith Martin Gordey),* moved by Member 13218 (*Stefania Indelicato*) and seconded by Member 799 *(Frances Flanagan)* that the agenda be adopted as presented, was carried.
Abstained – 0

5. APPROVAL OF MINUTES OF PREVIOUS MEETINGS

a. General Membership Meeting #107 – July 23, 2025

#25/MEM#109 – 286 Resolved. A motion by Member 7337 (*Mackenzie Gray*), seconded by Member 11222 (*Patti Kim*), that the meeting minutes from General Membership Meeting #107 be adopted as presented, was carried.
Abstained - 2

b. Annual General Membership Meeting #108 – October 8, 2025

#25/MEM#109 – 287 Resolved. A motion by Member 443 (*Douglas Newell*), seconded by Member 7337 (*Mackenzie Gray*), that the meeting minutes from Annual General Membership Meeting #108 be adopted as amended, was carried.
Abstained - 2

6. BUSINESS ARISING FROM MINUTES OF PREVIOUS MEETING

The President noted that a previous suggestion he had raised at General Membership Meeting #107 to include discussion of allowing individual members or sponsors to donate food at General Membership Meetings on a future agenda had not yet been brought forward, and may be considered in the new year.

7. PRESIDENT'S REPORT

- The President reported on recent activities including attendance at the International Federation of Actors (FIA) conference in Birmingham, England with Executive Board Director Brian Doe Chua and Director of Contracts Lesley Brady and attendance with the UBCP/ACTRA contingent at the 2025 Whistler Film Festival.

8. MANAGER'S REPORT

Director of Contracts – Lesley Brady

- The renegotiation of CBC television and radio agreements is underway, marking the first full negotiation in 10 years. Jackson Davies is serving as BC's representative on the committee.
- Preparations for January renegotiations of the BC Master Animation Agreement are complete. The bargaining committee is in place and ready to proceed.
- The Union continues to participate in Ubisoft negotiations, one of our video game agreements. While Ubisoft operates mainly out of Montreal and Toronto, many of our BC members work on their games. Lesley along with Executive Board Director Brian Doe Chua attended on behalf of BC. The negotiations were successful but not finalized, and a follow-up trip is scheduled with the goal of concluding.
- Attendance at International Federation of Actors meetings provided opportunities to engage with SAG/AFTRA leadership to share information on upcoming negotiations and industry trends, including AI and organizing work.

- Ongoing outreach to productions and non-union performers working in emerging areas ("verticals") continues, with efforts focused on securing agreements and improving working conditions through union representation.
- The Union observed SAG-AFTRA Intimacy Coordinator negotiations, providing valuable insight into key issues, priorities, and producer responses.
- The Union co-hosted an AI panel at the Whistler Film Festival featuring Executive Board Director Brian Doe Chua. Also on the panel was ACTRA National Executive Director & Chief Negotiator Marie Kelly, highlighting concerns about unauthorized AI use of performers' work and broader industry implications, which received strong audience response and engagement. Another one of the panelists, filmmaker Jeffery Lando, expressed pro AI views that were not well received by the audience. Marie Kelly delivered a strong and memorable response emphasizing the importance of protecting performers and their work, which resonated widely with attendees and continued to be a topic of discussion throughout the event.
- We are still waiting for the decision of the Ontario Labour Relations Board regarding the National Commercial Agreement. In the interim, the Union continues to increase work opportunities by engaging and signing individual Agencies to the NCA.

Manager of Film, TV & New Media – Phil Klapwyk

- Since the last meeting in October, Phil attended the BC Federation of Labour 2025 Lobby Days in Victoria, participating in meetings with Members of the Legislative Assembly alongside other labour representatives.
- In November 2025, Phil attended the annual Screen BC marketing junket in Los Angeles on behalf of UBCP/ACTRA, alongside industry partners including Creative BC, local producers, and union representatives, participating in approximately 50 meetings over two and a half days.
- It was reported that many studio representatives had prior experience working in BC and spoke positively about production in BC in the coming year.

Manager of Engagement – Henry Williams

- Henry acknowledged the Communications Team for their efforts in promoting the awards and for consistently delivering weekly updates that keep members informed.
- Recognition was also given to the Member Serves Team for:
    - Delivering more educational programming to members than in recent years, often at, or below cost.
    - Supporting members through concerns related to dues and mental health.
    - Contributing to membership growth and ongoing engagement.

9. STRATEGIC PRIORITIES DISCUSSION

The President reviewed that, at the October 2025 AGM, members did not approve the proposed

strategic priorities document, and outlined the follow-up steps taken since then:

- Conversations with members and a membership survey was circulated to gather input on what the Union should focus on.
- Over 50 members responded, primarily offering suggestions and specific initiatives that contribute to the development and success of achieving the existing strategic priorities.
- The Executive Board compiled these suggestions for future consideration, evaluating feasibility, timing, and cost.

Manager of Engagement Henry Williams reviewed the Strategic Priorities:

Strategic Priority #1: Increased Work Opportunities for Members

- Focus on local production and high-paying projects, including supporting domestic BC productions and networking opportunities with Canadian directors.
- Continued organizing of non-union productions, video games, commercials, and verticals.
- Support for background and apprenticeship upgrades to ensure timely qualification for members.
- Fair casting practices, including disclosure of conflicts of interest and advocacy for transparency.
- Provide members with industry forecasts (e.g. incoming productions, Ontario Labour Relations Board decisions) and expand commercial jurisdiction where possible.

Strategic Priority #2: Expand Member Engagement and Labour-Focused Education

- Educate members on the benefits of union membership and the role of the House of Labour.
- Provide training on the craft of performance and acting.
- Enhance hybrid access to educational and industry events.
- Create member showcases and opportunities, such as a UBCP/ACTRA version of “Crazy 8’s,” to highlight talent internally and to the industry.

Strategic Priority #3: Strengthen Political Advocacy and Industry Relations

- Build relationships with key stakeholders and municipal governments.
- Advocate for financial and tax policies that support domestic production, including potential performance-based provincial tax credits.
- Pursue WorkSafe BC reforms and improvements for gig worker safety.

Strategic Priority #4: Improve Operational Excellence and Governance

- Enhance transparency in how we can better explain the work of the Executive Board, National Council, and committees.
- Cost optimize and improve the office situation and building operations.

- Improve marketing of performers through tools such as a public-facing portal.
- Focus on timely payment of residuals and long-term financial sustainability.

#25/MEM#109 – 288 Resolved. A motion entertained by the Chair (*Keith Martin Gordey*), moved by Member 7337 (*Mackenzie Gray*), seconded by Member 12928 (*Jane Craven*) to approve the UBCP/ACTRA 2024-2026 Strategic Priorities as presented, was carried.
Abstained - 4

10. TREASURER'S REPORT

- The Treasurer reported active participation in union governance, including attending ACTRA National meetings, chairing the Finance & Administration Committee, attending an Office Lease Review meeting, attending Executive Board meetings, and continued service as liaison to the Guardians of Minors Committee and chair of the Scholarship Committee.
- Sandy noted that her contributions represent only a small portion of the work carried out by staff and managers, expressing strong appreciation for their work ethic, dedication, and commitment to serving the membership.
- Financially, Sandy reported that since the AGM, where a deficit position had been noted, the Union is now in an operating surplus position attributed to increased production activity, strong investment portfolio performance, reduced spending, and some unfilled staff positions.

11. OTHER BUSINESS

a) Iron Mountain Project

The President introduced the Iron Mountain records storage project, noting the volume of confidential records held offsite and the need to address long-term storage and accessibility.

- The Executive Board issued a recommendation report on November 25, 2025, which set out two options for consideration:
  - Option A: Maintain existing storage and digitize records on a go-forward basis only
  - Option B: Retrieve stored materials, conduct a triage process, and digitize required records for organized and accessible storage, which is estimated to cost up to $1 million.
  - The Executive Board recommended Option B.

Members discussed the importance of transparency, oversight, and ensuring that a detailed plan, including budget and implementation approach, is provided prior to approval of any extraordinary expenditure.

#25/MEM#109 – 289 Resolved. A motion by Member 13334 (*Annette Reilly*), seconded by Member 7337 (*Mackenzie Gray*), to approve Option B – Retrieval & Triage: Retrieve boxes to the union office for structured sorting and triage process and digitize only those records that must be retained, was carried.
Abstained - 6

- Phil Klapwyk reported that approximately 4.5 million pages require digitization. Progress to date includes:
  - From 2020 until June 2025, staff have scanned approximately 370,000 pages using in-house resources.
  - Since July, with additional scanners and increased effort, an additional 344,000 pages have been scanned.
  - Payroll providers including EP Canada and Cast & Crew have transitioned to digital delivery, significantly reducing future paper intake.
- Members engaged in further discussion about the execution and funding of the project. Member 1242 (*Christine Willes*) suggested that, given Option B had been strongly endorsed by the membership, discussion be tabled to allow staff time to present clearer and more detailed information outlining the proposed expenditure.

Following input from Member 7171 (*Angela Moore*) and Member 1242 (*Christine Willes*), a straw vote supported tabling the second motion (to approve an extraordinary spend to fund Option B up to $1 million) in order to allow for a more detailed plan, including costs and timelines, to be presented at a future membership meeting.

12. GOOD AND WELFARE

- Member 11232 (*Jacqueline Robbins*) highlighted the locally filmed production "Bau: Artist at War", noting that several union members appear in the film. The film is now showing in limited engagement at international cinemas, and members were encouraged to see the film.
- Member 96 (*Dax Belanger*) announced his appearance in a Christmas film titled "She's Making a List" noting it as his first Hallmark Santa role. He also offered to provide free personalized Santa messages for children and families, continuing a tradition he's been doing for a number of years.
- Member 13334 (*Annette Reilly*) invited members to a film industry mixer taking place Sunday evening at Big Baby Film Rentals, a women-owned company in Strathcona. She also announced her intention to run again for Vancouver City Council in the October 2026 election, emphasizing the importance of supporting the arts in the city.
- Member 1242 (*Christine Willes*) highlighted the success of a project produced under the UBCP/ACTRA Ultra Low Budget agreement called Hunting Matthew Nichols. Noting that the film, created with minimal resources, has screened at multiple festivals and secured a U.S. theatrical release in 2026, describing it as a rare but encouraging success story.

Motion to adjourn.

8. CONCLUSION OF MEETING

The meeting was adjourned at approximately 8:13 p.m.

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President: Keith Martin Gordey Secretary: Shawn Macdonald