



“It takes a moment to dismantle progress, and decades to recover and build it.”

- ACTRA performer & RCAP Signee #96

TL;DR

RCAP is Advocating for a No Vote on the NCA Ratification. Our values and vision have not changed: We are pro-union. It is crucial that we unite and take action *now* to shape and secure a commercial future for all ACTRA members. Let us convene, engage in meaningful discussions, and build a strategic path forward. Let's send leadership back to the table empowered with member solidarity.

One of our mentors, who has been in the labour movement for the last fifty years, shares, "*A strong no vote is the single most effective, tried and true motion to push the employer and the union officials to give us a better agreement!*"

Email us back or contact us on [Instagram](#) to schedule a call or join a meeting. We are here and remain committed to organizing and amplifying members' voices.

- [Zoom meeting Tuesday May 23rd from 11-12:30 EST](#): We will hear concerns, answer questions and use breakout rooms to discuss and build our plans. **Bring a friend!**

- **In person Toronto meeting Tuesday May 23rd @ 7pm**, [Madison Ave Pub](#), 14 Madison Avenue (Spadina Subway station). Several RCAP members will be there to talk, share, organize!

- [Check out](#) RCAP Steering Committee Members in the [KW Record \(TorStar\)](#) talking about the need for reform and the fight to save commercial jurisdiction in Canada!

Please don't hesitate to share this email.

RCAP // IN OUR OWN WORDS

Hello RCAPPIES!

Union members were presented the details of the new contract up for ratification at an ACTRA Town Hall on May 17th, which over 300 members attended. Voting was open the following morning, May 18th. This tight timeline is as a direct result of, what could be seen as, a violation of our own by-laws, which dictate a **14-day period of time for "membership meetings or to distribute information and materials to members regarding the matters upon which they will be asked to vote"**:

BY-LAW NO. 17

REFERENDUM PROCEDURES

Section I - Procedure

Whenever a national referendum vote is ordered by the ACTRA National Council or ACTRA National Executive on any question, including constitutional amendments and Agreement ratification, such voting may take place online or by mailed ballot. The procedure shall be as follows:

1. The National Executive Director shall notify all the Branch/Local Union Presidents and ACTRA National Councillors of an impending referendum vote together with details concerning the subject matter of the vote a minimum of fourteen (14) days prior to the distribution to members of a voting package.
2. The purpose of this minimum fourteen (14) day period of notice is to provide Branches/Local Unions time to arrange for membership meetings or to distribute information and materials to members regarding the matters upon which they will be asked to vote.
3. After the expiry of the minimum fourteen (14) day period the National Executive Director shall prepare and send a notice of referendum containing nothing more than the necessary information concerning the question to be decided. Such notice may take the form of an email linking the member to the voting site where their vote may be cast.

The minimum fourteen-day period is to give the membership time to digest the information before voting. In this case, the elected officials provided less than 24-hrs before opening the vote. Council granted an extension to the voting window, but more time to vote is different than time to prepare before voting opens.

Since May 17th, we have continued our organizing work. We invite you to continue this work with us at the proposed times below:

- [**Zoom meeting Tuesday May 23rd from 11-12:30 EST**](#): Bring a friend! We will answer questions, hear from members, use breakout rooms to discuss and build our plans! (Link)
- In person Toronto meeting Tuesday May 23rd @ 7pm, [**Madison Ave Pub**](#), 14 Madison Avenue (Spadina Subway station). Several RCAP members will be there to talk, share, organize!

On the contravention of By-law 17 from a fellow member, as communicated to union officials, after the Town Hall on May 17th:

“...I’m left really scratching my head at this one. I watched in disbelief as member after member, strained to maintain composure, while begging you to delay the vote to ratify the agreement with the ACA by the two weeks AS PRESCRIBED IN OUR BY-LAWS. Why do we even need to ASK for this?!!!! As a postscript, I was shocked to learn that voting opened yesterday morning as planned. How on earth can you justify putting us in this position and then asking for solidarity and confidence in you?”

Some powerful thoughts from a member and RCAP Signee #96

“Friends. I have voted NO on this ratification.

In this increasingly capitalist, Conservative society, we are seeing the systemic and systematic devaluation of the arts, our industry, and our work in the labour market. That devaluation benefits only the wealthy engagers, sets us back decades, and it’s frankly false.

No society has value without artists, without art. But beyond that, we as workers have value, and I think those in leadership may have lost sight of that—not maliciously, but perhaps just unable to see the forest through the trees.

Why would the engager hire union? Well, because we bring things to the table that are guaranteed as union actors. Talent. Experience. Professionalism. A set standard and expectation for our product. Because the union not only protects our rights, but it also guarantees our responsibilities. Our labour capital is VALUABLE. To agree to this devaluation we are being asked to ratify, to let the myth stand that we bring little more to the table than non-union workers and therefore should be bringing our wages down to “compete” with them, is to render our union and collective power toothless. Why are we being sold a false narrative that we need to “compete” with non-union as though non-union workers bring just as much to the table as we do?

It takes a moment to dismantle progress, and decades to recover and build it.

Our engagers are making record profits. Historically, unions fought against capitalist greed to establish and protect the value and rights of workers. I am dismayed to see my union actively asking us to ratify this, and I cannot in good conscience be an active party in our own devaluation.”