

Joint Statement From PACT and Equity regarding CTA Negotiations

The Professional Association of Canadian Theatres (PACT) and Equity announce that bargaining for the 2018-2021 Canadian Theatre Agreement (CTA) has successfully concluded. The negotiated changes to the Agreement will soon be sent to each association's respective membership for ratification.

Both PACT and Equity believe that these negotiations continue to build on the progressive changes made in the last round of bargaining by addressing concerns expressed by both parties. The bargaining teams of both Equity and PACT unanimously endorse the newly negotiated amendments as fair and progressive.

The two associations negotiated for 19 days starting in January 2018, preceded by several days of preparatory meetings in the late fall of 2017. The negotiations were collegial and cooperative as both sides sought to address issues around company category, inclusion, harassment, marketing and promotion, and non-standard activities. The negotiation teams of both PACT and Equity are confident these material changes will address significant issues important to both bargaining partners.

The proposed financial increases for the 2018-2021 CTA are: 1% in year-1; 2% in year-2; and 2% in year-3 with the same increases for TYA in each year and a 5% to all single monetary fees and amounts in force for the term of the CTA. All proposed minimum fees are rounded to the nearest quarter. Additionally, all applicable fees will increase to meet current applicable provincial minimum wage requirements (Performer Level 2 at G-D; Performers in TYA; Assistant Stage Managers at G-F; and accordingly the fee for Stage Managers at G has increased). Choreographers for musicals will receive increases of 15% in year-1; 25% in year-2; and achieve parity with Director fees in year-3.

PACT Regular members will vote on ratification the terms of the 2018-2021 CTA at PACT's AGM in early May.

Regular, regular-extended visa and life members of Equity, in good standing and who worked under the CTA between 2012-2018, or who worked under any theatre agreement or policy (with the exception of engagement under the Artists' Collective Policy or the Festival Policy), or who registered to vote before March 29, 2018, will vote on ratification of the proposed changes in an electronic (telephone and Internet) ratification that will commence in early June.

Upon ratification by the respective memberships of Equity and PACT, the negotiated terms for 2018-2021 will come into effect June 25, 2018.

Equity members may direct questions to Executive Director Arden R. Ryshpan either by [email](#) or by phone (1-800-387-1856 or 416-867-9165 in Toronto).

PACT members may direct questions to Labour Relations Manager Eleanor Antoncic either by [email](#) or by phone (1-800-263-7228 or 416-595-6455 extension 14 in Toronto).