



February 4, 2011

ACTRA National Statement of Support for UBCP
re: Warner Bros. *Mortal Kombat* and *Red Riding Hood Prequel* Webisodes

Recently, you may have seen a letter circulated via the breakdown services from Warner Bros. labour relations department directed at UBCP members with respect to two digital media projects the studio is producing, *Red Riding Hood Prequel*, and *Mortal Kombat* webisodes. In that letter, the U.S. studio announced its intention to bargain directly with B.C. performers ignoring the minimum rates and residuals for digital media production in the UBCP Master Production Agreement. Warner's position substantially undermines UBCP's ability to negotiate the best possible rates and terms on your behalf. UBCP has urged B.C. members to insist that Option A of the New Media provisions of the UBCP Master Production Agreement apply to the production of these webisodes. ACTRA National fully supports UBCP and B.C. members in resisting Warner's efforts to undermine the UBCP Master Agreement.

New Media provisions in both the UBCP Master Production Agreement and ACTRA's Independent Production Agreement (IPA) (which applies in all provinces outside B.C.) have been in place for 4 years. In that time, all production under both the B.C. Master Production Agreement and ACTRA's IPA has been produced under Option A, which is in both Agreements. That's because this Option already provides Producers with special digital media rates and fair compensation for residual use. These special rates were negotiated with both the B.C. and Canadian producers' associations, and recognize the experimental nature of content produced for digital media. Over the past 4 years, the made-in-Canada terms for digital media production have worked to the benefit of all Canadian performers and producers.

The first strike in ACTRA's history occurred in 2007 because we knew that digital media is our future, and ACTRA members were prepared to fight to be fairly compensated for work in digital media. ACTRA won that strike, and since 2007 more and more performers across the country have worked on digital media production, always under the terms of Option A. If B.C. performers now accept Warner's conditions, then producers across the country will also try to undermine ACTRA's collective bargaining agreement by negotiating directly with performers in order to save a few bucks.

Mortal Kombat is a hugely successful franchise; and *Red Riding Hood*, while not yet released, will also make millions of dollars for the studio. These 2 web projects are designed to promote the game and movie, and make even more money for Warner Bros. It's only reasonable that the B.C. performers who help Warner's to increase their bottom line by working on these projects should be fairly compensated for their work.

We urge you to follow UBCP's advice, and insist on being paid under the provisions of Option A of the New Media section of UBCP's Master Production Agreement if you're offered a role on either of these projects.

In solidarity,

Ferne Downey - National President

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)

Branch Offices: Vancouver · Edmonton · Calgary · Regina · Winnipeg
Toronto · Ottawa · Montreal · Halifax · St. John's