

**DRAFT ADC Annual General Meeting – June 25, 2005**  
**Theatre Books – 11 St. Thomas Street, Toronto, ON**  
**1-4pm**

Attendees:

Dennis Horn – President

Sherri Helwig – Executive Director

Chris Dennis

Martha Mann

Nigel Scott

Sholem Dolgoy

Mike Walsh

Brad Trenamen

Valerie Kaelin

Alan Brodie

Scott Henderson

Ed Kotanen

Laurie Williamson

Kevin Fraser

Peter McBoyle

Liz Asselstine

Steve Ross

Guests: Bridget Steis, Gavin McDonald

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**1. Call to order**

**2. Attendance and Presentation of Proxies**

**3. Approval of Agenda** – Motion L Asselstine, Second -C. Dennis – all in favour  
slight amendment to order. – 4. Approval of 2004 minutes to follow 9, add to other  
business: Prague and Jack King Award

**5. PACT / ADC negotiation report**

Sholem:

Brief history of negotiations so far – relationship with PACT, our desire for legitimacy,  
financial stability

10 years ago consultation began

To study levels of remuneration for designers and to devise appropriate and equitable  
fees

3 years ago – working group formed (2002) a fee model generated by PACT

PACT not interested in a schedule that is related to Equity house sizes

‘Current fee schedule proposed is a snapshot of what is being paid now as an average  
mean’ – PACT

There has been little or no input from the industry – the model proposed is a staff driven  
model.

Scope and scale not included as part of the minimum fee structure at this time – PACT  
still views this as part of the individual negotiation.

Nature of negotiation was discussed

Budget seasons based on Arts Council funding – budget exists for that slot

ADC to go after scope and scale in next round of negotiations

1983- recognized contract – it had taken 18-19 years to achieve a guaranteed contract

10-12 years ago – first minimum fees proposed

Now we are to determine: Who is it for? What is its purpose?  
Whether it is approved or not at this AGM – there is a lot of work to be done

P. Silver: initial minimum fees based on averages; need a mechanism for review on an ongoing basis to move the fees up

Negotiation has achieved set and costume as separate line items

P. McBoyle: what was info based on?

PACT was unwilling to discuss.  
These fees are 15% lower than original model (generated by ADC)

Letter from M. Whitfield (expressing concern) read by L. Williamson

P. Silver: concern that ADC will lose credibility with PACT if not ratified, what will be the long term affect – depressing fees? - still have work to do

E. Kotanen: are people working for minimums? What are the incentives for PACT theatres to hire ADC?

A. Brodie/Vancouver: believe the numbers are too low, however not rejected, what is the alternative, where do we go from here?

We have a contract because we have standards; value is brought to the industry

P. McBoyle: did we do our own analysis of their numbers?

S. Dolgoy: junior members fees would be increased, maybe 10%, how do we get juniors up afterwards? Suggest to PACT that we almost didn't ratify and that we should start meeting again now to prepare for 3yrs time and improve on what we have today

B. Trenamen: this is a 3 year experiment – important to track – do the new categories work?

P. Silver: this is a started point, the closest we have come and we need to separate the issues of minimum

P.Silver/C. Dennis: lighting designers are at the top of the food chain – set and costume need more support

L.Asselstine: do we trust PACT to go to the next level

S.Dolgoy: leap of faith, Cherry willing to move to next step, there is room for more intelligent discussion. Need agreement from membership, we know where we stand

L. Williamson: we will never get a once size fits all fee, importance of mentors, need support from senior members

A. Brodie: reminded membership that the survey respondents stated improve fees as the highest priority, this is our first entrenched action towards this. Does PACT see this schedule as flawed (as we do?)

P.McBoyle: meticulous records need to be kept for 2008

S.Henderson: start tomorrow preparing for the negotiations in 3 years

PACT is committed to what is negotiable – need to educate our members!

A.Brodie: what do we do if rejected today? Work with suggested minimums? Close up?  
K.Fraser: suspicious of #of seat vs. Equity based model, who will be opposite us in 3 years?

PACT is committed to the process. We have to have a reason to present to PACT if we reject contract.

**Ratification only stands if PACT signs the joint letter**

**Other contract issues:**

Issues concerning II 3 – to be discussed in 3 years

IV 8, adjusted- design fee for first week...

XI – based on originating theatre

No formal discussion about co-pros

Motion- Phillip Silver: RESOLVED that the agreement between ADC and PACT, as presented to the members at this meeting, be approved and any director or officer be authorized to sign and deliver it on behalf of ADC, with such non-substantive changes as the signatory considers reasonably necessary and appropriate. This resolution is contingent on PACT signing the Joint Letter.

Second: Martha Mann

34 in favour

10 opposed

1 abstention

Passed

Discussion surrounding issue of possibility that PACT refuses to sign joint letter – do we need a second motion? Separate the issues? Accept contract without minimums attached?

P.McBoyle: what are the consequences to PACT (if letter is not signed?)

PACT must be willing to engage in continuing the process. No second motion required

Letter to be sent out to membership that we will be collecting info.

Motion- Sholem Dolgoy: Resolved that ADC will ask members for permission in writing every year to enable ADC to establish and maintain a contract database

Second- Martha Mann

All in favour

Agreed that member's access to info available only if you have given your permission to have access, wording in form to be signed and returned to office

## **6. Administrative Reports**

### **Presidents report:**

**Jack King Award** – awarded to Itai Erdal, awarded by Alan Brodie – at the Jessie's in Vancouver

**WSD** – copyright issues have come up as a result – to be discussed between, Equity, PAT, PWG – ADC to initiate the discussion, once contact has been made a committee will be formed to discuss

**PACT/APASQ** – negotiation is happening between the two

**Magnus** – Revenue Canada has reversed the decision concerning designers as independent contractors

Motion – Scott Henderson - to accept report

Second – Alan Brodie

All in favour

### **Executive Director's report:**

**Website:** to be updated, adding section of online forms – last page of contract to fill out and return immediately – required for invoicing the theatre

Communication online- bulletin board, private – members only

Online portfolio – specs to be determined, fee for over and above

Links

**Contract storage:** Board has voted on principle to shred after 7 years, E.D. suggests that due to storage issues to shred after 3 yrs and let the membership know what it is happening. Any contract searches to require a \$10 fee

Policy for historical data: spread sheet per year sent to Guelph

Motion – Sholem Dolgoy: Resolved that the board is to develop a policy at the next board meeting concerning archival info

Second- Valerie Kaelin

All in favour

Motion – Scott Henderson – To accept Executive Directors report

Second Ed Kotenan

No further discussion, all in favour

### **Regional and Committee reports** – refer to newsletter

Motion to accept – Martha Mann

Second: Peter McBoyle

C. Dennis requests that members send more regional info to office

40<sup>th</sup> Anniversary newsletter – contact Alan Brodie, Chris Dennis, Scott Henderson, Martha Mann

All in favour

**Financial report:**

No audited statements available (change in auditor)  
Small deficit – better than expected – unaudited – (\$3327.28)

Motion- Scott Henderson – To direct the board that audited statements are made available in a timely manner

Second: Kevin Fraser

All in favour

**7. Election/Acclamation of Board Members**

Motion – Liz Asselstine – To accept slate as presented

New Board members: Peter McBoyle, Heidi Lingren

Second – Sholem Dolgoy

All in favour

**8. Future Directions Discussion**

Motion to table (due to lack of time)

Board to contact membership individually

Discussion to be held June- Dec – and get back to membership as a whole

Next board meeting to develop questions for discussions with members on individual basis.

Committee to be struck – timetable to conclude one year from now – early spring document for discussion to be published

Motion- Sholem Dolgoy – AGM directs the board to strike a strategic planning committee - to be in place by next board meeting, representation from each region and discipline.

Second – Chris Dennis

All in favour

**9. Other Business****Prague**

Liz Asselstine – questions raised concerning ADC involvement

Motion – Liz Asselstine – ADC will morally support new OISTAT based in Vancouver and Prague '07, however ADC is unable to support financially and all questions should be directed to Peter McKinnon or Ron Fedoruk

Second- Alan Brodie

All in favour

Abstain: Phillip Silver, Martha Mann

**Jack King Award**

9 applicants

Itai Erdal awarded \$1800

ADC cannot afford to advertise/disseminate information concerning the award

Any thoughts on how the award can be administered?  
Decision by September  
Whole application digital?  
OAC/Canada Council funding available for administration?  
Martha Mann to meet with Guthrie committee  
P. McBoyle: apply to Guthrie for administration money  
Keep the connection with ADC.

Raising dues?  
To add to strategic planning

**4. Approval of 2004 AGM minutes**

Motion- Kevin Fraser - Minutes tabled  
Second – Scott Henderson  
All in favour

Motion to Adjourn – Brad Trenamen  
Second – Peter McBoyle  
All in favour