



October 14, 2016

Changing Workplaces Review
ELCPB 400 University Ave., 12th Floor
Toronto, Ontario M7A 1T7
e-mail: CWR.SpecialAdvisors@ontario.ca

Submission From the Professional Association of Canadian Theatres

About PACT

PACT, the Professional Association of Canadian Theatres, is the collective voice of professional Canadian theatres, a leader in the performing arts community and a devoted advocate of the value of live performance.

We represent almost 150 professional theatre companies operating in English-language communities across the country and 51 professional companies in Ontario. Our members are diverse, ranging from the Stratford Festival (the largest performing arts organization in Canada) to smaller theatre companies that serve their audiences in a wide variety of communities across the province and from coast to coast to coast.

Summary

PACT supports any changes to Ontario legislation and regulations that recognize PACT's current and existing bargaining structure. We appreciate the opportunity to participate in the Review and comment on the Special Advisors' Interim Report. We look forward to being kept informed of any developments and participating in future discussions.

Current Bargaining Structure

PACT has been negotiating voluntary recognition agreements with labour organizations representing Artists and other cultural workers for forty years. Our bargaining relationships are stable, mature, successful and mutually beneficial. Our bargaining structure has many similarities to the sectoral bargaining structure in the Ontario Construction Industry.

Our negotiated agreements include guaranteed minimum fees, maximum hours of work, and inclusive, safe harassment-free workplaces. Our agreements also provide our employees, dependent contractors and

...2

independent contractors with access to health and insurance benefits and RRSP plans. All cultural workers covered by our collective agreements sign fixed-term, project-based, personal services contracts for durations ranging from four hours to several months. The workers regularly negotiate fees that exceed the minimum terms and conditions of the scale agreements.

Do No Harm

It is essential that no changes are adopted that jeopardize or undermine the long-standing sectoral practices and bargaining relationships. Any change, such as splitting up the existing bargaining units on the basis of tax status and/or by excluding non-Artists from labour legislation limited solely to Artists engaged as independent contractors, would be extremely deleterious to the continued health of the professional theatre sector. Even more damaging would be forcing an individual Theatre to negotiate collective agreements with its cultural workers on a project by project basis. Furthermore, any changes that would force PACT to bargain province by province would destroy our national agreements.

We thank you for your continued support of the Ontario professional theatre sector. We look forward to the opportunity to have continued input on these and other labour issues as they affect professional theatre.

Should you have any questions, please do not hesitate to contact me at sara@pact.ca or via 416-595-6455 ext 11.

Sincerely

A handwritten signature in blue ink, appearing to be 'Sara Meurling', written over a light blue horizontal line.

Sara Meurling
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cc. Samantha Fox | Senior Policy Advisor, Arts and Culture, Ministry of Tourism, Culture and Sport