

FILMING IN BC

UBCP/ACTRA

Casting Requirements

Hiring a BC Casting Director

To ensure that you are in compliance with the BC Master Production Agreement (BCMPA), it is strongly suggested that a local BC Casting Director be engaged as early in the process as possible.

Opportunities for Canadian Performers

The BCMPA states that the Producer agrees that the progressive development of a pool of Canadian talent of all kinds should be encouraged, and that Canadian Performers should be given the opportunity to play leading and challenging roles in all areas of motion picture production.

Preference of Audition and Engagement

The BCMPA requires that members of the Union and Canadian Performers be given preference of audition and engagement. To give meaning to this principle, Producers must commit to real and bona fide casting sessions with UBCP/ACTRA members in advance and separate from non-UBCP/ACTRA Performers.

While the Union understands that a breakdown may need to be released simultaneously in multiple regions in order to meet certain timelines, Canadian auditions must nonetheless be viewed and considered prior to those of non-Canadians. **The simultaneous viewing of submissions from both Canadians and non-Canadians does not meet the obligations of this requirement, and violations may result in the refusal of the work permit.**

Work Permits

Any Performer who is not a member of UBCP/ACTRA requires an approved work permit from the Union prior to working on a Production in BC. These work permits are separate from the Temporary Foreign Worker Permits required to work in Canada.

Applications for work permits from the Union must be submitted to the UBCP/ACTRA office, no less than 48 hours in advance, along with verification that preference of audition and engagement to Union and Canadian Performers has been met.

Please see the reverse for the specific 2021-2024 BCMPA provisions.

UBCP/ACTRA

A401 Preference of Engagement

The Producer shall give preference of engagement to members of the Union. For the purposes of this Article, Apprentice members shall be considered members of the Union except as provided for in Article D301(a) (Preference of Engagement).

A411 Right to Negotiate Above Minimum Terms

The Producer shall not restrict the right of the Performer to negotiate terms (including rates or fees) and conditions in excess of the minimum provisions of this Agreement. While the Producer may advise that a Role has been budgeted at Minimum Fees, such advisement, in oral or written notices, must state that Performers who work above Minimum Fees are welcome to audition and will be considered.

A601 Work Permits

a) In accordance with A401 (Preference of Engagement), preference of engagement shall be given to Union Members. However, after making reasonable efforts to comply and having established that a person who is not a Member of the Union is required in a Production, then application shall be made for a work permit at the Union office, on an appropriate work permit application form supplied by the Union, at least forty-eight (48) hours prior to the commencement of work. The following procedure will apply for the issuance of work permits:

(i) Subject to the other provisions of this Article, when a work permit is issued to a Performer who is a Canadian citizen or landed immigrant and is not a Member or Member in good standing of the Union, the fee for such work permit shall be the amount authorized by the Performer on the work permit form for each week of recorded performance for which the Canadian Performer is engaged.

(ii) Subject to the other provisions of this Article, when a work permit is issued to a Performer who is not a Canadian citizen or landed immigrant and not a Member of the Union, the fee for such work permit shall be two hundred twenty-five dollars (\$225.00) for the first week and one hundred seventy-five dollars (\$175.00) for each subsequent week of recorded performance for which the non-Canadian Performer is engaged.

Note: For purposes of clarification, a "week" as used in this A601 (Work Permits) is understood to be seven (7) consecutive days, commencing from the Performer's first contracted day.

(b) In addition to the foregoing, the UBCP and the Producers agree to the following principles:

(i) The UBCP's past practice with regard to the numbers of permits issued will continue.

(ii) The UBCP will consider requests for work permits promptly, reasonably and in good faith, managed by a single point of contact in regions covered by the UBCP's jurisdiction; ("promptly" means within three (3) business days from the date on which the Producer provides all the necessary documentation and information).

(iii) Work permits will not be unreasonably withheld.

(iv) Canadian Performers will be given preference of audition and engagement.

(v) To give meaning to this principle, Producers commit themselves to real and bona fide casting sessions for UBCP members in a professional audition environment consistent with good industry standards.

(vi) The Producer shall, at the earliest opportunity, meet with UBCP to review and discuss cast requirements of Production.

A609 Preference to Canadian Performers

The Producer agrees to undertake best efforts to engage Canadian Performers in all Roles in the Production. "Best efforts" shall be interpreted to mean that Union members and Canadian Performers shall be auditioned in good faith prior to the engagement of non-resident Performers. If a distributor demands the engagement of a particular foreign "star" Performer or lead, the Union shall not unreasonably withhold waivers of this provision.

A2809 Preference of Audition

The Producer agrees to give Union members preference in the auditioning of Performers. In the case of "open calls", Union Members shall be Auditioned in advance of and separate from non-Union members. However, Union members may be Auditioned during non-member Auditions if they are unavailable during member Audition time.