



As of April 1, 2021

**NOTICE TO PRODUCERS REPRESENTED BY THE AMPTP AND CMPA-BC IN
NEGOTIATIONS FOR THE 2021-2024 UBCP MASTER PRODUCTION AGREEMENT:**

Re: Performers With Disabilities

During negotiations for the 2021-2024 UBCP Master Production Agreement, the Union raised concerns about the need for Producers to make reasonable accommodations for Performers with disabilities while at work and during the casting/audition process. In particular, the Union raised concerns about situations in which casting or production facilities were not accessible to Performers with disabilities, as well as situations in which reasonable accommodations were not made for visually and/or hearing-impaired performers during interviews, auditions and engagements.

As a result, the parties agreed to add a new Article A406 to the 2021-2024 UBCP Master Production Agreement, which requires Producers to use casting or production facilities which are accessible to Performers with disabilities when such facilities exist and are available, as well as an obligation to provide reasonable accommodations for hearing-impaired and/or visually impaired Performers during interviews, auditions, and engagements in accordance with and to the extent required by legislation applicable to disability or accessibility, including the BC Human Rights Code.

Performers with disabilities are encouraged to advise casting personnel and/or production personnel if they require reasonable accommodations, so that the Producer has an adequate opportunity to make arrangements for reasonable accommodations. In addition, casting personnel should advise production personnel if a Performer with disabilities who requires reasonable accommodations has been cast, so that the production has adequate opportunity to make arrangements for reasonable accommodations.

Please ensure that a copy of this bulletin is distributed to the appropriate casting and production personnel at your company.

A blue ink signature of Carol A. Lombardini.

Carol A. Lombardini
On behalf of the Canadian Affiliates
of the AMPTP

A blue ink signature of Jason Lee.

Jason Lee
On behalf of the CMPA-BC Producers
Branch