

Mr. Fortier: How many of ACTRA members are fully professionals? The view has been expressed, for example, by television stations and radio stations before this committee that they were required to pay a minimum wage to actors some of which were fully professional and others, in their opinion, who did not deserve even the minimum wage that was written into your contract.

Mr. Knight: I would suggest that it is very bad management practice that can't recognize good talent from bad talent in advance of putting on a show. If he doesn't have a discrimination in judgment to recognize good talent from bad then he shouldn't be in the business.

Mr. Fortier: Is there bad talent in ACTRA?

Mr. Knight: Yes, there is bad talent everywhere. You see we don't control who is hired and we don't control, therefore, those people who become eligible for membership. The broadcasters do that and it is only the broadcasters who can hire a person as a performer and it is only by being hired as a performer that you become eligible as a member of ACTRA. If the person is a bad performer—and there are not that many of them but there are some—you know, it is a fairly large membership—and if a person is a bad performer it is a result of four bad judgments by broadcasters.

Mr. Fortier: So there is no self-discipline or internal discipline?

Mr. Knight: Oh, by all means.

Mr. Fortier: There is?

Mr. Knight: Yes, there is. We have a Code of Discipline which we impose on our members by a system of fines and suspensions etc. for un-professional behaviour but we cannot be the judge of their talent. We are not equipped to judge anybody else's talent. The only person that can make that judgement is the person who is willing to pay for it.

Mr. Fortier: And the only sanction, of course, would be that a qualified broadcaster does not hire a bad actor?

Mr. Knight: Well certainly not a second time I shouldn't think.

Mr. Fortier: Another criticism which we have heard expressed justifies queries that the minimum salaries, negotiated by ACTRA

on behalf of its members, are much too high and that they inhibit some broadcasters from going into areas of original programming as much as they would like to because they can't afford the going prices?

Mr. Knight: I don't believe so. This is a question that depends on a number of relationships with ACTRA. We base our negotiations with the broadcasters and negotiate with them. We don't impose prices or conditions. We negotiate with the broadcaster in order to achieve this and the resulting public agreement is signed by both parties. It is something that they both agree to and they agree to this as a result of very brief negotiations.

Now, our rates are set up on the basis of a minimum rate for a network performance and there are a series of discounts by which they can reduce that rate by the fact that they have reduced the size of the audience that the broadcast is being sent to; or by the frequency of use; or for the number of times a performer is being engaged. That is presuming that we are dealing with the CBC and the CTV.

With local stations we negotiate local rates, specifically designed for their needs and local conditions. Now very frequently, of course, some of the local broadcasters have refused to have anything to do with us; they won't negotiate rates and then they come and want to hire an individual performer. The rate that is available to him is the public rates but I think the problem lies in the fact that sometimes we haven't been able to negotiate the local rate for them.

Mr. Paul Siren: Mr. Chairman, may I extend on Mr. Knight's remark?

The Chairman: By all means.

Mr. Siren: I think that we really should be aware that, as far as the CBC and CTV are concerned, we have not had an increase of any kind in our minimum rate since 1966 so that the industry should not be complaining that the professional performing community demand increases very often or very frequently. We are probably one of the few communities that has not demanded increases in this period of four years, and just as an example, in the case of CTV network, for a half-hour show the rate for a performer is \$66.00. Surely this is not something that could not be handled by the network. In the case of