

MINUTES OF THE LONDON PRODUCTION DIVISION COMMITTEE MEETING (LPD 1055-1075) HELD ON SATURDAY 31 AUGUST 2013 AT BECTU, 373-377 CLAPHAM ROAD, LONDON SW9 9BT.

The meeting commenced at 11.00am.

Annual General Meeting

PRESENT: Izzy Charman (WPDs), Paula da Costa (WPDs), Peter Cox (Post-Production & Facilities), Roy Dawson (Props), Mike Dick (WPDs), Roger Evans (FAA), Lezli Everitt (Costume), Maxim Ford (Camera), Phil Hooley (Post-Production & Facilities), Paul Kirby (FAA), Tim Potter (Camera), Ian Sands (Sound), Charlotte Sewell (Costume), Heather Squire (Hair & Make-up), Jane Perry (BBC Observer).

MARTIN SPENCE (Assistant General Secretary), TOM BELL (Supervisory Official), and PAUL EVANS (National **Official**) were in attendance.

TOM BELL acting as returning officer.

1 APOLOGIES:

Steve Boneham (NFTS), Nick Ray (Grips), Tony Scott (New Media), Marion Weise (Costume), Drew Hartley (RPD Observer). **Karen Cohen (Media Hair and makeup and NEC and Nicole Young (Costume and Wardrobe**

2 AGENDA:

The agenda was accepted as is.

3 ELECTION OF CHAIR

LPD.1055 (nem con)

AGREED

"That the result of the election of the chair is as follows:

Peter Cox. unopposed"

PETER COX took the Chair.

4 ELECTION OF OFFICERS:

LPD.1056 (nem con)

AGREED

"That the results of the elections of the officers are as follows:

Vice-Chair: Tim Potter. unopposed

Secretary: Tony Scott. unopposed

Assist Sec: Tim Potter. unopposed

5 ELECTION OF DIVISIONAL REPRESENTATIVES:

LPD.1057 (nem con)

AGREED

"That the results of the election of Divisional Representatives to the NEC Black Members Sub-Committee is as follows:

No nomination was made

LPD.1058 (nem con)

AGREED

"That the results of the election of Divisional Representatives to the Womens' Committee is as follows:

Heather Squire . unopposed

Charlotte Sewell . unopposed

It was accepted that Heli McGrother should be asked if she wished to continue as reserve. Otherwise there was a call for branches to seek nominations for the reserve position.

LPD.1059 (nem con)

AGREED

"That the results of the election of Divisional Representatives to the Disabled Members Network is as follows:

Roy Dawson . unopposed

Chris Harwood reserve. unopposed

LPD.1060 (nem con)

AGREED

"That the results of the election of Divisional Representatives to the Health & Safety Committee is as follows:

Tony Scott . unopposed

Chris Harwood reserve. unopposed

LPD.1061 (nem con)

AGREED

"That the results of the election of Divisional Representatives to the Training Committee is as follows:

Lezli Everitt . unopposed

LPD.1062 (nem con)

AGREED

"That the results of the election of Divisional Observer to the Regional Production Division is as follows:

Peter Cox . unopposed

LPD.1063 (nem con)

AGREED

"That the results of the election of Divisional Observer to the Independent Broadcasting Division is as follows:

Roy Dawson . unopposed
Phil Hooley reserve. unopposed

LPD.1064 (nem con)

AGREED

"That the results of the election of Divisional Observer to the BBC Division is as follows:

Peter Cox . unopposed
Tony Scott reserve. unopposed

LPD.1065 (nem con)

AGREED

"That the results of the election of Divisional Observer to the Arts and Entertainment Division is as follows:

Roger Evans . unopposed

6 NOMINATIONS TO NEC SUB-COMMITTEES:

LPD.1066 (nem con)

AGREED

"That the results of the Nominations to NEC Disciplinary Sub-Committees are as follows:

Paul Kirby permanent. unopposed
Tim Potter 2nd member. unopposed

LPD.1067 (nem con)

AGREED

"That the results of the Nominations to NEC Employees' Appeals Sub-Committees are as follows:

Sue Bennett . unopposed

7 ELECTION OF DIVISIONAL SUB-COMMITTEES:

LPD.1068(nem con)

AGREED

"That the results of the election of the Divisional Films Policy sub-committees are as follows:

Tim Potter, Paul Kirby, Marcus Relton, Sue Bennett, Roger Evans, Maxim Ford, Paul Garcia, James Grant, Sarah Lane, Ken Loach, Nick Ray, Charlotte Sewell, Heather Squire, Peter Cox (ex officio)."

MARTIN SPENCE introduced the new constitution of the revived Copyright Committee. This calls for two representatives from the London Production Division and one each from the Regional Production and Arts & Entertainment Divisions.

LPD.1069(nem con)

AGREED

"That the results of the election of the NEC Copyright sub-committees are as follows:

Marcus Relton . unopposed
Digby Rumsey . unopposed

8 NOMINATIONS FOR EXTERNAL BODIES:

A member pointed out that the Division had in the past made recommendations to the National Executive Committee for candidates to be considered for positions as BECTU delegates to other organizations. One in particular had been SERTUC (South East Region Trade Unions Congress). It was expressed that without the input of the divisions and branches, the NEC could only nominate from within itself and the personal knowledge of its members. It was felt that this lack of a wider canvass had led to members of delegations who had dropped out of their positions not being replaced by new blood. An example of this was the CPBF (Campaign for Press and Broadcasting Freedom) to which the union had four delegate positions which were not fully taken up. The meeting considered names to be put to the NEC for its consideration and also asked the branches to consider further names to put to the NEC. The division's NEC members were asked to keep a watching brief on similar delegate positions and to bring the call for nominations to this committee when such occasions arise.

LPD.1070(nem con)

AGREED

"That this London Production Division submits to the NEC for its consideration the following names for the delegate positions to SERTUC:

Peter Cox, Phil Hooley, Tony Lennon.

LPD.1071(nem con)

AGREED

"That this London Production Division submits to the NEC for its consideration the following names for the delegate positions to CPBF:

Kathy Darby, Maxim Ford.

CLOSE OF AGM BUSINESS.

Ordinary Committee Meeting

1 AGENDA:

The agenda was accepted as is.

2 PRESENT/APOLOGIES:

Members should refer to the list for AGM business.

3 MINUTES OF THE PREVIOUS MEETING:

The minutes of the meeting of 15-06-2013 were SIGNED as a correct record.

4 MATTERS ARISING:

- 1 VISUAL EFFECTS BRANCH: MARTIN SPENCE reported that the VFX branch was now up and running, and had run a successful social media recruitment drive.

5 INDUSTRIAL MATTERS:

- 1 FILM: MARTIN SPENCE reported on matters around the negotiations with PACT for a new film agreement. A joint meeting of LPD and RPD had rejected PACT's text for the new agreement on the grounds that the rates were too far below the going rates and that it did not offer sufficient protection to those workers who had duties before each day's commencement of shooting and after wrap. It was explained that after fifteen months of negotiations PACT had submitted their new text at the last minute. BECTU's proposal that both sides should engage the services of ACAS for conciliation has been rejected by PACT. MARTIN SPENCE explained the correspondence that had ensued. The Union's campaign of flyers was explained and there was a general discussion of the ways that the union can exert pressure on PACT to return to the table with more reasonable proposals.

The constitution of the negotiating committee was questioned. It was explained that the traditional format of one delegate and a reserve for each branch had been followed. Reserves were encouraged to attend in order to keep up to speed with the negotiations. Other members from branches that had particular issues were also encouraged to attend to add extra information on such crucial aspects of the negotiations. It was reported that the committee had been well attended by the prep/wrap departments.

LPD.1072(nem con)

AGREED

"That this London Production Division convenes its Film Negotiating Committee on the basis of one delegate and one reserve form each affected branch."

It was also reported that members had noticed what appeared to be a coordinated effort to increase the normal working week from 55 shooting hours to 60.5 hours, by using the 11hr day (the norm for 5 day weeks) for the 'eleven day fortnight' rather than the usual 10hr day. It was also reported that several productions have been openly requiring prep/wrap departments to work 2½hrs each day for free.

- 2 TELEVISION: TOM BELL reported on the Factual TV Code of Practice. This has been sent to most of the companies that produce factual television programmes.

One company had asked for clarification on Clause 8. The SO reported that, after consultation with AGS Martin Spence, he would advise the following clarification:

That all 120 companies approached to sign up to the code be invited to participate in a newly established Factual TV Forum. This would operate through a regular set of meetings, either three or four per year, to be held with representatives from BECTU. The meetings would generally review working practice in the factual programmes TV sector, with all participants able to raise such matters as they feel appropriate, including the use of the Code. It is accepted that this would be a

consultative body with no power of negotiation or ability to take any action in regard to either participating companies or BECTU.

It was also reported that the General Secretary wished to approach the commissioning broadcasters with a view to implementing some form of compliance into the contracts in this area.

- 3 COMMERCIALS: TOM BELL reported on the current situation. MARTIN SPENCE reported on the issue of 'Idents', and the contacts that have taken place with RED BEE and SKY with the view to Idents being shot under the same terms and conditions as commercials.
- 4 BBC: TOM BELL reported on the negotiations with the Vision Drama and Continuing Drama departments. The aim of the talks was to introduce a set of accepted working practices on hours and travel (what BECTU usually calls Terms & Conditions). The first meeting had produced real progress. Helen Ryan had introduced a new agreement with the wider BBC management on the implementation of the terms of the Working Time Regulations. This included the requirement that travel for the purposes of work has to be counted for the calculation of hours. The BBC observer reported that the review of the corporations procedures for dealing with bullying are to include the manner in which freelance contracts are drawn up as it was the union's contention that freelance contracts were a 'license to bully'.

6 BRANCH & SUB-DIVISION MATTERS:

TOM BELL reported on the latest membership figures. The overall picture was of stable numbers.

- 1 COSTUME BRANCH: The branch reported good recent meetings and that the chair was now a job share.
- 2 PROPS BRANCH: The branch reported on the discrepancies between the hours deals for props and construction grades. During pre-shoot dressing the porps are working on 10hr days like the shooting crew but are working alongside construction crews who are on 8hr days plus overtime. It was also reported that the branch has been dealing with the issue of greensmen who should not be doing props work on their lower rate.
- 3 POST PRODUCTION BRANCH: The branch reported it is having to deal with an influx of recently redundant workers from the BBC and their attendant problems.
- 4 HAIR / MAKE-UP BRANCH: The branch reported a good recruitment drive.

- 5 SOUND BRANCH: The branch reported its improved committee structure with all the necessary officers in place. The branch is doing an extensive survey of rates.
- 6 WRITERS, PRODUCERS, DIRECTORS BRANCH: The branch reported an increased committee membership and a successful Freelancers Fair.
- 7 FAA: The branch reported continuing problems with ‘book fee’ scams. Tony Lennon is lobbying government on this issue. The branch is in negotiations with PACT.
- 8 CAMERA DEPARTMENT BRANCH: The branch reported a meeting will be called in two weeks time for the purposes of organizing a re-launch of the branch’s Grapevine system and its new website.
- 9 VFX BRANCH: MARTIN SPENCE reported that Cinesite is being taken to an industrial tribunal over the conduct of recent redundancies. The branch has had a good social media recruitment drive.

7 2013 LPD ANNUAL MEMBERS FORUM:

TOM BELL reported that it is proposed that the 2013 LPD Annual Members’ Forum should be held on Sunday 3rd. November, between 11am and 2pm. The shorter format was discussed. Agenda will start with an address from the Chair and a report from the Supervisory Official, which are followed by one or two main sessions on current ‘hot topics’. The suggestions for main session topics include ‘how to use social media for trade union activities’, ‘building recruitment initiatives’, ‘pay information gathering’, ‘the long hours culture’ and ‘tax and the service company’.

LPD.1073(nem con)

AGREED

"That this London Production Division shall hold its 2013 LPD Annual Members’ Forum on Sunday 3rd. November, between 11am and 2pm."

8 LPD BYE-LAWS:

As the secretary was not present this item shall be held over to the next meeting.

9 NEC REPORT:

- 1 NEC 10500: CAMERA BRANCH WEBSITE: The chair of the Camera Department Branch expressed his disquiet that the divisional chair had objected to this matter being taken directly to the NEC. It was expressed that all branches had direct access to the NEC on matters that affect only

that branch. It was accepted that the wider issue of domain name acquisition was a matter for the whole division.

After a wide ranging discussion, the branch put its case for a stand-alone website. Like other branches, the CDB wish to have an on-line presence that is open to all (members and potential members). Some branches use twitter, some facebook pages, but the CDB felt that a website like the one run by the Grips Branch would best suit its purpose. The advantage of a stand-alone website over the page provided by the BECTU official site is that, as well as being a point of contact and information to all, branch relevant matters would be right on the surface or never more than two clicks away. Non-members would be able to see what the branch was doing and know the rates they should be charging so as not to undercut the branches efforts to hold the line on pay. Such a site would appeal to those who were not natural union joiners and would act as a soft sell to show them the benefits of the union.

It was also put that the union should purchase the domain names for each branch that might wish to have a stand-alone website. If the union owned all the relevant names in the format www.<branch name>branch.org then the union and the division would be able to maintain democratic control over their use.

Members discussed the principle of whether all web communication should be through the official BECTU website or whether branches should use stand-alone means of web communication.

LPD.1074(nem con)

AGREED

"That this London Production Division recommends to the NEC that the union purchase the domain names for all branches that wish to use them."

LPD.1075(nominal opposition)

AGREED

"That this London Production Division endorses the plan of the Camera Department Branch to set up a stand-alone website."

- 2 NATIONAL PENSIONERS' FORUM: The representative to the National Pensioners' Forum reported that there had been problems with receipt of the report that he had submitted and asked that it be checked that the re-submitted report had been received.

10 WEBSITE:

It was expressed that the website should be the subject of a general discussion at the annual Members' Forum.

11 REPORTS:

a) DIVISIONAL:

1 BBC: It was reported that the union was putting it to the BBC management that the freelance contracts were a 'license to bully'.

b) EQUALITY: A member asked why the women's conference had been postponed to next year. A bullying survey was discussed.

c) HEALTH & SAFETY: No reports were submitted.

d) TRAINING: A member reported that Skillset was requiring Prop Masters to sign off the props NVQs. This was causing problems and the branch was in discussions with the relevant bodies. Another member reported that a Health & Safety course offered through the union was not available to FAA members as they did not meet the criteria for the technicians that the course was meant for. The branch is in discussions to sort this matter.

e) FILM POLICY COMMITTEE: It was reported that the survey of French film industry state organized funding had been submitted and was now available to members for discussion. The results of the survey and the consultation of the membership will form the basis of the union's submission to the Labour Party for inclusion in their manifesto.

12 OTHER BUSINESS:

No business had been reported.

The Meeting closed at 14.10pm.

SIGNED:

DATE: