



Minutes (LPD 1085-1103) of a meeting of the London Production Divisional Committee held at 1100 on Saturday 18 January 2014 in Conference Room 1 at BECTU Head Office, 373-377 Clapham Road, London SW9 9BT

1 Present

Roy Dawson (Props Branch), Heather Squire (Media Hair & Make Up Branch), Paul Kirby (Film Artistes Branch), Phil Hooley (Post Production & Facilities Branch), Lezli Everitt (Costume & Wardrobe Branch), Nick Ray (Certified Grips & Crane Technicians Branch)

Chair: Peter Cox (Post Production & Facilities Branch)

Vice Chair/Assistant Secretary: Tim Potter (Camera Department Branch)

Secretary: Tony Scott (Animation & New Media Branch)

Supervisory Official: Tom Bell

Assistant General Secretary: Martin Spence

NEC: Mike Dick

Observer: Jane Perry (BBC Division)

2 Apologies

Maxim Ford (Camera Department Branch), Ann Fenton (Media Hair & Make Up Branch), Karen Cohen (Media Hair & Make Up Branch), Ian Sands (Sound Branch), Roger Evans (Film Artistes Branch)

3 Agenda

The agenda for the meeting was submitted, and it was

Agreed (LPD 1085) to adopt the agenda.

4 Minutes of previous meeting

LPD letter 16 was submitted, and it was

Agreed (LPD 1086) in section 1 to move Nick Ray into the opening paragraph of those present, since Tim Potter was elected Vice Chair at the 2013 LPD AGM, and with this amendment to endorse LPD Committee minutes (LPD 1076-1084) of the meeting held on 9 November 2013.

5 Matters arising

- a) Networking events – Concerning LPD 1078 the Christmas event did not take place due to issues created by staffing changes at the Blue Posts. Following discussion it was then

Agreed (LPD 1087) to hold the next LPD networking event during BVE <http://www.bvexpo.com/> on the evening of Wednesday 26 February 2014, along similar lines to the event held at BVE last year in association with the Young Members Forum (YMF) <http://lpd.bectu.com/2013/02/bve-2013-social/> and that the Secretary approach the YMF to do the same again this year.

- b) Copyright Working Group – It was reported a vacancy had occurred on this recently formed group amongst one of the two LPD representatives, and it was

Agreed (LPD 1088) to seek nominations for the LPD vacancy on the Copyright Working Group from the membership of the Writers Producers & Directors Branch.

- c) Rules Revision and Annual Conference 2014 - It was reported this takes place on Saturday 17 May 2014 in Eastbourne, with a number of Divisions having meetings on the following day. Following discussion, it was then

Agreed (LPD 1089) to organise a LPD members meeting on the morning of Sunday 18 May 2014 for members of the Division attending the Rules Revision and Annual Conference 2014, similar to the meeting held in conjunction with Annual Conference 2012.

6 Industrial reports

- a) Feature film negotiations - AGS Martin Spence reported on developments since the report given at the joint LPD/RPD committees meeting of 9 November 2013 concerning negotiations on revising the feature film aspects of the PACT Production Agreement.

He said the involvement of ACAS had commenced with a procedural meeting held in December 2013, and that substantive day long meetings involving full negotiating teams would start on 22 January 2014 on ACAS premises, with four such meetings currently in the diary.

He outlined some of the difficulties with the current PACT proposals which had resulted in the rejection of the package, including problems with proposed arrangements covering location work, travel time, unsocial hours payments and rates of pay. On this last point, he said there was deep concern that during previous talks, PACT had refused to share information they had gathered concerning actual pay rates, although BECTU had shared similar data they had gathered. It was then

Agreed (LPD 1090) that in the next round of PACT feature film talks BECTU should propose that ACAS gather relevant actual pay rates and associated data for sharing between the parties.

The AGS also said that further work needed to be carried out concerning the production budget band break points and the organisation of job grades. It was then

Agreed (LPD 1091) to note the report.

- b) Red Bee promos and idents - AGS Martin Spence reported on long term discussions concerning Red Bee (formerly BBC Broadcast and before that Television Presentation) making promos (television promotional trails) and idents (television channel identification loops) for the BBC.

He said that Red Bee had argued this work was not the same as commercials, since there were lower production budgets, and therefore not covered by APA

arrangements.

At one stage during the long term discussions there had been possibility of involving all the main UK broadcasters who carry out similar work - however the other parties did not decide to progress such talks.

More recently, Red Bee have caused problems by scheduling 11 hour production days similar to APA arrangements but with lower rates, which was a change to previous informal arrangements. Feedback from a number of areas, in particular grips and electricians, was negative towards this change, along with the inconsistent way in which rates were applied.

Red Bee has now approached the union to open talks on promo and ident pay and conditions. It was clarified if such discussions took place, and since Red Bee is encompassed within the BBC Division, they would be routed via the appropriate BBC Head Office official who deals with Red Bee staff issues, in line with current policy. Following discussion it was then

Agreed (LPD 1092) to open talks with Red Bee concerning promo and ident production pay and conditions, but stressing Red Bee's current approach on these issues is unacceptable.

- c) ITV recognition - The SO said he expected an update of progress on this issue at the next meeting.
- d) Television factual campaign - The SO reported that following the Code of Practice, originating from the Freelancers' Fair 2013, being issued, the leafleting of relevant production companies' offices and a survey of those working in the area, a number of companies in the genre who had signed up to the Code of Practice.

However, he said there remained a group of significantly sized companies who had not so far signed up to the Code of Practice.

He said it is now planned to carry out a second survey of those working in the area, and after collating the results, to approach those significant companies who have not signed up to the Code of Practice. It was then

Agreed (LPD 1093) to note the report.

7 Branch and membership reports

The December 2013 LPD membership statistics, extracted from the relevant NEC Report, were submitted, and following a discussion, it was

Agreed (LPD 1094) to note the December 2013 LPD membership statistics, extracted from the relevant NEC Report.

The SO submitted the *LPD 2014 Recruitment & Retention Strategy* document, already agreed by the NEC, and following discussion, it was

Agreed (LPD 1095) to endorse the *LPD 2014 Recruitment & Retention Strategy* document.

- a) Animation & New Media Branch – Concerning LPD 1047 AGS Martin Spence gave a report of the results so far resulting from the survey of branch members. He said it was interesting that the majority of responders considered they worked in various areas covered by the overall heading of new media.
- b) Camera Department Branch – It was reported the branch AGM will take place in two weeks time, along with work building the branch website agreed in LPD 1075.

- c) Certified Grips & Crane Technicians Branch – A report was given of a recent Branch Committee meeting and of a meeting held in December 2013 with the Metropolitan Police concerning the use of cranes on public highways, during which the Police said that Grips involved in such work must have the relevant NVQ qualification.
- d) Costume & Wardrobe Branch - The current membership situation in the branch was reported.
- e) Film Artists Branch – The new booklet detailing the recently revised FAA/PACT agreement was shown to the committee.
- f) Media Hair & Makeup Branch – Nothing to report.
- g) Post Production & Facilities Branch – It was reported a branch meeting was scheduled to take place on 28 January 2014, that a Branch Secretary was still sought, and that work was taking place on revising the Post Production rate card.
- h) Props Branch – Nothing to report.
- i) Sound Branch – A report was given of the launch of the Sound Value – Value Sound campaign <http://lpd.bectu.com/events/sound-values-value-sound-campaign-launch/> which had taken place at a well attended social involving those who worked in sound, during which new members were recruited.
- j) Writers Producers & Directors Branch – A report was given of the meeting about tax-related matters and the Branch AGM, held together on 26 November 2013. It was also reported the branch is considering drafting a welcome letter for incoming LPD members, particularly those transferring from other Divisions, to organise a social event targeted at WPD Branch members, and that the next Freelancers' Fair will take place on 6 June 2014 at Ravensbourne College of Design and Communication <http://lpd.bectu.com/events/freelancers-fair-2014/>

8 Communications

The Secretary reported that NEC, Divisional Committee and related minutes are now being posted on the BECTU site Document Library <http://www.bectu.org.uk/advice-resources/library> behind the membership login as proposed in LPD 1030. He said confirmation had been sought relating to LPD Committee minutes, and it was

Agreed (LPD 1096) the LPD Committee is happy for LPD Committee meeting minutes to be posted on the BECTU site Document Library behind the membership login.

9 LPD By-laws

In connection with LPD 1080 it was

Agreed (LPD 1097) the LPD Committee will consider further the draft LPD By-laws version 1.3 at the next meeting.

10 Reports

- a) NEC - The NEC minutes of 24 November 2013 (NEC 10545-10591) were submitted. A discussion took place on the POSAR Scheme and NEC 10569, and it was

Agreed (LPD 1098) to note the NEC minutes of 24 November 2013 (NEC 10545-10591).

- b) Roger Bolton Award – Following discussion, it was **Agreed (LPD 1099)** not to make a nomination for the Roger Bolton Award 2014.
- c) Divisional - The Chair reported he had attended the BBC Divisional Committee meeting held on 15 January 2014, and a discussion took place on the background to the closure of SIS Live (formerly BBC London Television OBs).
- d) Equality – Heather Squire reported that members of the BECTU Women's Committee had been invited to attend the TUC Women's Conference in March 2014
- e) Health and safety – The Secretary reported the first meeting of the BECTU National Health and Safety Committee (NHSC) under the new structure of two delegates representing each Division (resulting from LPD 1053 and subsequent NEC agreement) took place on 5 December 2013, with LPD represented by Chris Harwood and himself.

Improving the health and safety content on the BECTU site was discussed at the NHSC, and it was agreed, rather than reproducing general advice (this can be provided by links to other sites), that specialist advice is provided specific to the union's sector. In the light of this, each Division has been asked to provide feedback on specialist health and safety advice that would be useful to their respective membership for posting on the site. Following discussion, it was

Agreed (LPD 1100) the Secretary emails LPD Committee members requesting feedback by a specific deadline concerning specialist health and safety advice that would be useful for posting on the BECTU site.

In connection with LPD 1051 (to start a campaign of Safety Representative recruitment) the Secretary reported he is carrying out research on this, and LPD 1052 (to examine further the question of Safety Representatives in the context of LPD freelance and contract members) this is being pursued within a wider context at the NHSC.

Agreed (LPD 1101) to await developments concerning Safety Representatives within LPD.

- f) Training - The SO submitted a document *Freelance Activist Day*, which had been drafted following discussion at Head Office about improving training for LPD freelance Branch Committee members. During discussion concern was expressed if the outline syllabus could be covered adequately in a day along with its applicability across all freelance LPD areas. It was then

Agreed (LPD 1102) to endorse the contents of the *Freelance Activist Day* document.

- g) Film Policy Committee - In connection with the BECTU commissioned report *Comparison of French and UK Public Policy and Support Mechanisms for the Film Industry* <http://www.bectu.org.uk/news/1965> it was reported the contents were discussed at a meeting held in the previous week. It was also stated the report will be fed into a forthcoming Labour Party event relating to cultural matters. It was then

Agreed (LPD 1103) to note the report.

11 Any other business

None!

12 Dates of future meetings

(RPD Divisional Committee 1 February 2014)

(NEC 2 February 2014)

(NEC 6 April 2014)

(RPD Divisional Committee 12 April 2014)

LPD Divisional Committee, followed by joint LPD/RPD Divisional Committees, 12 April 2014

(BBC Divisional Committee 30 April 2014)

(NEC 16 May 2014)

(BECTU Rules Revision and Annual Conference 17 May 2014)

LPD members Annual Conference meeting 18 May 2014

(NEC 8 June 2014)

(BBC Divisional Committee 9 July 2014)

(RPD Divisional Committee 30 August 2014)

LPD Divisional Committee (includes LPD AGM), followed by joint LPD/RPD Divisional Committees, 30 August 2014

(NEC 14 September 2014)

(BBC Divisional Committee 20 October 2014)

LPD Divisional Committee 1 November 2014

(RPD Divisional Committee 22 November 2014)

(NEC 23 November 2014)

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