



Minutes (LPD 1104-1139) of a meeting of the London Production Divisional Committee held at 1100 on Saturday 31 May 2014 in Conference Room 1 at BECTU Head Office, 373-377 Clapham Road, London SW9 9BT

1 Present

Roy Dawson (Props Branch), Phil Hooley (Post Production & Facilities Branch), Lezli Everitt (Costume & Wardrobe Branch), Nikos Nikolaleos (Sound Branch), Maxim Ford (Camera Department Branch), Peter McInerney (Film Artistes Branch), Ian Mansfield (Film Artistes Branch)

Chair: Peter Cox (Post Production & Facilities Branch)

Vice Chair: Nick Ray (Certified Grips & Crane Technicians Branch)

Secretary: Tony Scott (Animation & New Media Branch)

Assistant Secretary: Tim Potter (Camera Department Branch)

Supervisory Official: Tom Bell

Assistant General Secretary: Martin Spence

Observers: Paul Kirby (Film Artistes Branch), Shirley Bridges (Film Artists Branch)

2 Apologies

Heather Squire (Media Hair & Make Up Branch), Mike Dick (NEC), James Barret (Writers Producers & Directors Branch)

LPD Annual General Meeting 2014

3 Agenda

The agenda for the Annual General Meeting was submitted, and it was **Agreed (LPD 1104)** to adopt the agenda.

4 Minutes of previous Annual General Meeting

LPD Committee minutes (LPD 1055-1075) of the meeting held on 31 August 2013 were submitted, and it was

Agreed (LPD 1105) to endorse the minutes of the LPD Annual General Meeting 2013.

5 Election of Chair

Agreed (LPD 1106) LPD Chair: Peter Cox.

6 Election of Officers

a) Vice Chair

Agreed (LPD 1107) LPD Vice Chair: Tim Potter and Nick Ray (job share).

b) Secretary

Agreed (LPD 1108) LPD Secretary: Tony Scott.

c) Assistant Secretary

Agreed (LPD 1109) LPD Assistant Secretary: Tim Potter.

7 Election of Divisional Representatives

- a) NEC Black Members Sub-Committee
Agreed (LPD 1110) NEC Black Members Sub-Committee: no nomination.
- b) Womens' Committee
Agreed (LPD 1111) Womens' Committee: Heather Squire, Charlotte Sewell.
- c) Disabled Members Network
Agreed (LPD 1112) Disabled Members Network: Roy Dawson, Nick Ray.
- d) National Health & Safety Committee
Agreed (LPD 1113) National Health & Safety Committee: Tony Scott, Nick Ray (Nick Ray conditional on resolving NHSC diary issues).
- e) Training Committee
Agreed (LPD 1114) Training Committee: Lezli Everitt (reserve: Maxim Ford).
- f) Womens' Committee
Agreed (LPD 1115) Womens' Committee: Heather Squire, Charlotte Sewell.
- g) Regional Production Division Observer
Agreed (LPD 1116) Regional Production Division Observer: Peter Cox.
- h) Independent Broadcasting Division Observer
Agreed (LPD 1117) Independent Broadcasting Division Observer: Roy Dawson (reserve: Phil Hooley).
- i) BBC Division Observer
Agreed (LPD 1118) BBC Division Observer: Peter Cox (reserve: Tony Scott).
- j) Arts and Entertainment Division Observer
Agreed (LPD 1119) Arts and Entertainment Division Observer: Ian Mansfield.
- k) Copyright Working Group
Agreed (LPD 1120) Copyright Working Group: Marcus Relton and to seek a second nomination from the Writers Producers & Directors Branch.

8 Nominations to NEC sub-committees

- a) Disciplinary Committee
Agreed (LPD 1121) Disciplinary Committee: Tim Potter (permanent member), Peter McInerney (second member).
- b) Employee Appeals Committee
Agreed (LPD 1122) Employee Appeals Committee: Maxim Ford.

9 LPD sub-committees

- a) Film Policy Committee
Agreed (LPD 1123) to endorse the following as members of the Film Policy Committee: Tim Potter, Marcus Relton, Sue Bennett, Nick Ray, Roger Evans, Maxim Form, Paul Garcia, James Grant, Sarah Lane, Ken Loach, Charlotte Sewell, Heather Squire, Peter McInerney, Ian Mansfield, Shirley Bridges, Peter Cox.

10 Nominations for external bodies

- a) South East Region TUC
Agreed (LPD 1124) to recommend the NEC consider the following as delegates to SERTUC: Peter Cox, Phil Hooley, Maxim Ford

- b) Campaign for Press and Broadcasting Freedom

Agreed (LPD 1125) to recommend the NEC consider the following as delegates to CPBF: Kathy Darby, Maxim Ford

London Production Divisional Committee

11 Minutes of previous meeting

LPD letter 17 was submitted, and it was

Agreed (LPD 1126) in 5e paragraph 1 delete 'Young' and insert 'Bell', and with this amendment to endorse LPD Committee minutes (LPD 1085-1103) version 1.0 of the meeting held on 18 January 2014.

12 Matters arising

- a) Networking events - In connection with LPD 1087 it was reported the joint LPD/YMF (Young Members Forum) networking event had taken place at the BVE on Wednesday 26 February 2014, and that a networking event, similar to last year, is not planned to take after the Freelancers Fair on Friday 6 June 2014.
- b) Rules Revision and Annual Conference 2014 - In connection with LPD 1089 it was reported, following discussion at the NEC, the meeting that actually took place 1000-1100 on Sunday 18 May 2014 in Eastbourne was a joint LPD/RPD members meeting held to discuss the PACT feature film negotiations.

13 Industrial reports

- a) Feature film negotiations - AGS Martin Spence reported on developments since the report given at the last LPD Committee meeting concerning negotiations on introducing a new PACT feature film agreement.

He said negotiations with PACT have continued at ACAS through a series of meetings, with the last scheduled meeting taking place the day before (Friday 30 May 2014).

He went to say documentation from the conclusion of the talks, currently being finalised, includes grade ladders, rates, terms and conditions, and an avoidance of disputes procedure, and are intended to form the proposed new agreement covering film production in the UK. The proposals have significant differences in approach compared to the current feature film arrangements, and it will be important that everyone covered by the proposals understands them fully before a decision is taken on their acceptability.

Following the detailed negotiations, he said, the proposals were being tabled as a package, and therefore the final decision will take the form of accepting or rejecting the proposals as a package.

Discussion then took place covering a range of issues, including how to ensure as many relevant members as possible understand the nature of the proposals and the options relating to the mechanics of making a decision about accepting or rejecting the proposals. It was then

Agreed (LPD 1127) to circulate to the LPD Committee by email as soon as possible the final form of the ACAS documentation covering the proposed PACT feature film production agreement.

Agreed (LPD 1128) to engage in a briefing exercise for the next few weeks to ensure the relevant membership understand the content and implications of the proposed PACT feature film production agreement and for

relevant Branches to hold meetings to discuss the proposals,
Agreed (LPD 1129) to hold a joint LPD/RPD Divisional Committees meeting on Saturday 26 July 2014 to discuss the proposed PACT feature film production agreement, including how to consult the relevant membership about accepting or rejecting the proposals.

- b) Red Bee promos and idents - The AGS reported on developments since the last meeting concerning Red Bee (formerly BBC Broadcast and before that BBC Television Presentation) making promos (television promotional trails) and idents (television channel identification loops) for the BBC.

He said disagreements about the rate paid for 10 and 11 hour days on BBC promos and idents, as they relate to APA rates for shooting crews, had lead to discussion with Red Bee.

Red Bee has proposed opening discussions on the basis of APA rates for an 11 hour shooting day - however, during discussion it was stated that Red Bee's approach was unacceptable, and it was

Agreed (LPD 1130) to open discussions with Red Bee with no preconditions concerning shooting crew rates for working on BBC promos and idents, and to involve the relevant Branch representatives in such talks.

- c) ITV recognition – No report.
 d) Television factual campaign - The SO reported a meeting has been scheduled for 24 June 2014 with a number of production companies to discuss the Code of Practice originating from the Freelancers' Fair 2013. It was

Agreed (LPD 1031) to note the report.

- e) Television drama production - The AGS gave a report of the ongoing dispute concerning the rates paid for Grips working on BBC, ITV and independent sector high end drama productions, relating to a claim for a £300 daily minimum rate <https://www.bectu.org.uk/news/2159> At one stage productions were alleged to have used grips from other countries in an attempt to undermine the claim.

A ballot was carried out of the relevant members, with 99% of those responding backing the claim <https://www.bectu.org.uk/news/2172> and the union has proposed to the BBC and ITV that members would accept immediate agreement to pay £300 for an 11-hour shooting day, subject to the introduction of a £300 daily rate for 10 hours with effect from April 2015.

Over the past week the BBC and ITV have been invited to talks at ACAS by BECTU in an attempt to resolve the dispute <https://www.bectu.org.uk/news/2187>

The AGS added that PACT has approached the union to explore the possibility of introducing a new television drama production agreement. It was

Agreed (LPD 1032) to note developments in television drama production.

14 Branch and membership reports

The April 2014 LPD membership statistics, extracted from the relevant NEC Report, were submitted, and following a discussion, it was

Agreed (LPD 1033) to note the April 2014 LPD membership statistics, extracted from the relevant NEC Report.

- a) Animation & New Media Branch – Nothing to report.
 b) Camera Department Branch – Current branch activities were reported.
 c) Certified Grips & Crane Technicians Branch – Issues connected with ITV were reported as well as informal communications with one of the craft guilds in relation to

film camera operators. Following discussion of potential complications it was **Agreed (LPD 1034)** to refer the point concerning film camera operators to the Camera Department Branch.

- d) Costume & Wardrobe Branch – The branch AGM and a networking event, which had resulted in the recruitment of 16 new members, were reported, along with the branch meeting scheduled to take place following the current meeting.
- e) Film Artists Branch – Action concerning recruitment was reported, along with the alleged actions of some agents.
- f) Post Production & Facilities Branch – Recruitment along with liaison with a Facebook group were reported.
- g) Props Branch – Nothing to report.
- h) Sound Branch – The AGM and the issuing of a new sound rate card were reported along with introduction of a grapevine communications system.
- i) Writers Producers & Directors Branch – The branch involvement in the television factual campaign and final preparations for the Freelancers Fair on 6 June 2014 were reported.

15 Communications

No report.

16 Annual Members Forum 2014

Following discussion, including the impact of ongoing issues on the appropriate timing of the event, it was

Agreed (LPD 1035) to hold the LPD Annual Members Forum 2014 on Sunday 7 December 2014.

17 LPD By-laws

In connection with LPD 1097 the Secretary proposed to withdraw the draft LPD By-laws version 1.3, which he had previously tabled. He said the main change proposed in this draft was to codify LPD Committee email decision making, but the current formulation is convoluted. He noted that email decisions have been made between LPD Committee meetings when required, by the expedient of naming a time and date to respond to a proposal, which has worked without a problem. Therefore he did not propose to replace the current LPD By-laws version 1.2 <http://lpd.bectu.com/about/bylaws/> with a new version and as a consequence continue the current practice regarding decision making by email. Following discussion it was

Agreed (LPD 1036) to accept the withdrawal of the current draft LPD By-laws version 1.3, and to continue LPD Committee email decision making between meetings as outlined above.

18 Reports

- a) NEC - The NEC minutes of 16 May 2014 (NEC 10681-10692) were submitted, and following discussion it was **Agreed (LPD 1037)** to note the NEC minutes of 16 May 2014 (NEC 10681-10692).
- b) Divisional – No report.
- c) Equality – Heather Squire reported by email on the activities of the BECTU Womens' Committee. At its 22 February 2014 meeting a report was given of the Brussels' Equality Conference which took place in November 2013 and that Heather had attended the Age Immaterial Conference at Westminster. The committee had also met

on 19 May 2014. In March 2013 BECTU delegates had attended the TUC Womens' Conference, and had proposed two motions, seconded another and spoke in support of two more. A report of the conference was distributed at the Annual Conference welcoming session.

The BECTU Womens' Conference 2014 is scheduled to take place 18 October 2014 at BECTU Head Office, as will be the next Womens' Committee on 12 July 2014.

- d) Health and safety – The Secretary drew the attention of the committee to the potentially grave implications of the Deregulation Bill currently making its way through Parliament. The situation was outlined on page 3 of the April/May 2014 Stage Screen & Radio: the final version of the bill has been amended to exclude self-employed film, broadcasting and theatre workers from health and safety regulations. Following discussion it was

Agreed (LPD 1138) there will be grave negative health and safety implications for everyone working in film, broadcasting and theatre if the current version of the Deregulation Bill is brought into law, and urges the NEC to take all appropriate steps to influence the amendment of this bill.

- e) Training – In connection with LPD 1102, concerning Freelance Activist day, it was reported a pilot course will be held on 2 August 2014; and that the next meeting of the Training Committee will be held on 26 June 2014.
- f) Film Policy Committee – It was reported the union had submitted a film policy document to the Labour Party.

19 Any other business

None!

20 Dates of future meetings

Following discussion, it was

Agreed (LPD 1139) to change the dates of LPD Committee meetings for the rest of the year as detailed below.

(BBC Divisional Committee: Wednesday 4 June 2014)

(NEC: Sunday 8 June 2014)

(BBC Divisional Committee: Wednesday 9 July 2014)

Joint LPD/RPD Divisional Committees: Saturday 26 July 2014

(RPD Committee: Saturday 30 August 2014)

LPD Committee: Saturday 13 September 2014

(NEC: Sunday 14 September 2014)

(BBC Divisional Committee: Wednesday 29 October 2014)

LPD Committee: Saturday 22 November 2014

(RPD Committee: Saturday 22 November 2014)

(NEC: Sunday 23 November 2014)

LPD Annual Members Forum: Sunday 7 December 2014

Tony Scott
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 LPD Committee Secretary