



Minutes (LPD 1140-1155) of a meeting of the London Production Divisional Committee held at 1100 on Saturday 13 September 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), Maxim Ford (Camera Department Branch), Peter McInerney (Film Artistes Branch), Ian Sands (Sound Branch), Pascal Recher (Media Hair & Make Up Branch), Mark Andrews (Sound Branch), Martin Sheffield (Laboratories General Branch), Ian Mansfield (Film Artistes Branch), Heather Squire (Media Hair & Make Up Branch), Roger Bowles (Camera Department 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

National Official: Paul Evans

Observer: Jane Perry (BBC Division)

2 Apologies

Mike Dick (NEC)

3 Minutes of previous meeting

LPD letter 18 was submitted, and it was

Agreed (LPD 1140) in 7c to delete Nick Ray, and with this amendment to endorse LPD Committee minutes (LPD 1104-1139) version 1.0 of the meeting held on 31 May 2014.

4 Matters arising

a) Networking events – Following discussion it was

Agreed (LPD 1141) to hold the next LPD networking event in early December 2014.

5 Industrial reports

a) Feature film negotiations – The SO reported on developments since the report given at the last LPD Committee meeting concerning negotiations relating to introducing a new PACT feature film agreement.

In connection with LPD 1127 he said the documentation relating to the proposals had been circulated to both the branches and the LPD Committee. However, shortly afterwards, these documents had been leaked onto the web, leading to uniformed comments on social media. After it was also discovered that PACT had published the documents on their site, the documents were then posted on the BECTU site.

Concerning LPD 1128 and 1129, it was reported that the high level of feature film production had made it difficult to organise branch meetings to discuss the proposals – therefore the planned joint LPD/RPD Divisional Committees meeting, scheduled for

Saturday 26 July 2014, had been moved to Sunday 12 October 2014. In connection with this meeting, it was pointed out the proposals have less impact on RPD members than in LPD since most feature film production is in the South East – it was then

Agreed (LPD 1142) the representation at the joint LPD/RPD Divisional Committees meeting, scheduled for Sunday 12 October 2014, will be three from each LPD branch effected by the PACT feature film proposals, and two from each similarly effected RPD branch.

- b) Red Bee promos and idents - The SO 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 a meeting with Red Bee management had taken place on 26 July 2014 at which they had proposed to apply the APA rates for 11 hours, but not for 10 hours. Agreement had not therefore been reached, and although the grips and lighting technicians can apply pressure to increase the rates for themselves, it leaves the problem of other categories falling behind.

Agreed (LPD 1043) to continue to monitor the situation.

- c) ITV recognition – No report.
- d) Television factual campaign - The SO reported on the meeting held on 24 June 2014 with a number of HR personnel from independent production companies to discuss the Code of Practice originating from the Freelancers' Fair 2013. He said the HR people said the companies abided by the content of the Code of Practice, and therefore did not need to sign up to the document. The SO said they were told that BECTU had a list of companies that did not stand by the code. They responded by saying they needed to go back to their respective companies to discuss the issue further, and feedback is awaited.

Agreed (LPD 1044) to await feedback from the independent production companies.

- e) Television drama production – Following the ballot result reported at the last meeting, the Vice Chair said that ITV had made a suitable proposal to resolve the issue for Grips working on high end drama productions, and he expected the BBC to follow along similar lines.

Agreed (LPD 1045) to note the report.

- f) Independent television drama production – The document *A proposal from PACT: A PACT-BECTU freelance agreement for TV drama*, dated August 2014, was submitted. This said that PACT had invited BECTU into exploratory talks aimed at reaching a collective agreement for freelances working on television drama produced by independent production companies.

As a result, two meetings had taken place on 2 July and 6 August 2014 at which they outlined their draft proposals, which have some similarities to the current form of the proposed feature film agreement.

Following discussion, during which the interrelation with the feature film proposals was raised, it was

Agreed (LPD 1046) to establish a Joint Divisional TV Drama Negotiating Committee, which should incorporate and extend the already existing BBC Freelance Drama Negotiating Committee, so as to maintain a consistent approach across our dealings with BBC, PACT and potentially ITV and others.

Agreed (LPD 1047) to inform PACT that we are willing in principle to enter into negotiations.

6 Branch and membership reports

The July and August 2014 LPD membership statistics, extracted from the relevant NEC Reports, were submitted. The SO noted that LPD membership has risen above the 8000 mark for the first time, and that the Division has achieved a net increase of 527 so far this year. He noted that, given the current rate of increase, LPD is set to achieve a net gain of 791 by the end of the year. This compares to the 2015 Recruitment and Retention Plan target increase of 229. The SO thanked all members for their contribution to this achievement. Following discussion, it was

Agreed (LPD 1048) to note the July and August 2014 LPD membership statistics, extracted from the relevant NEC Reports.

- a) Animation & New Media Branch – Nothing to report.
- b) Camera Department Branch – Two branch meetings held to discuss the feature film proposals, work on updating the rate card and branch related web activity were reported.
- c) Certified Grips & Crane Technicians Branch – Branch related web activity was reported.
- d) Costume & Wardrobe Branch – It was reported the branch had not had an opportunity to meet since the last LPD Committee meeting.
- e) Film Artists Branch – The possibility of commissioning an application for mobile devices in connection with the PACT/FAA rates was discussed, and it was **Agreed (LPD 1049)** not to oppose the FAA Branch discussing this issue with an outside company.
- f) Media Hair & Make Up Branch – A recent branch meeting was reported.
- g) Post Production & Facilities Branch – Branch related web activity was reported.
- h) Props Branch – A meeting of seventy members was held in August 2014 to discuss the feature film proposals. A further meeting is scheduled for Tuesday 16 September 2014 which will be followed by a meeting with Props Masters a week later.
- i) Sound Branch – Branch discussion on the feature film proposals were reported, and a document *PACT/BECTU issues by LPD Sound Branch*, concerning the film proposals, was circulated.
- j) Writers Producers & Directors Branch – The SO gave a report of the Freelancers Fair held on Friday 6 June 2014 at a new venue: Ravensbourne College. It was attended by a record 343 visitors (up from 230 last year), with 33 new members signed up on the day. A new format of nine seminars was followed this year, and 23 organisations provided stalls in the exhibition hall. He said the Freelancers' Fair is probably the biggest public event run by BECTU every year; and it takes a great deal of organisation from staff who are already heavily committed with other BECTU tasks and from Writers Producers & Directors Branch Committee members who are working freelancers with their careers to maintain. So the union can be proud of this contribution made to the film and television industry, both to its workers and the broader culture.

7 Communications

No report.

8 Annual Members Forum 2014

Following discussion, it was

Agreed (LPD 1050) to determine the main topic for the forum at the next meeting.

9 Reports

- a) NEC - The NEC minutes of 8 June 2014 (NEC 10693-10726) were submitted. The Chair said he wished to make a statement concerning his resignation from the NEC following that executive meeting. The SO said the GS had asked him to circulate to the meeting an email to the Chair, date stamped 1208 on 3 September 2014 subject BECTU negotiations, and then move next business. It was then
Agreed (LPD 1051) to circulate the email referred to above.
Agreed (LPD 1052) to note the NEC minutes of 8 June 2014 (NEC 10693-10726).
Agreed (LPD 1053) to move next business.
- b) Divisional – A report was given of the last RPD Committee meeting.
- c) Equality – Heather Squire reported on the BECTU Womens' Conference scheduled for 0945 on Saturday 11 October 2014 at Head Office.
- d) Health and safety – The Secretary drew the attention of the committee to the resolution passed at last week's TUC opposing the aspects of the Deregulation Bill that exclude self-employed film, broadcasting and theatre workers from health and safety regulations.
- e) Training – It was reported the Freelance Activist day pilot course did not happen on 2 August 2014 as reported at the last meeting and will be rescheduled for later in the year.
- f) Film Policy Committee – The SO proposed the membership of the committee be re-examined, and it was
Agreed (LPD 1154) to re-examine the composition of the Film Policy Committee at the next meeting.
- g) Copyright Working Group – The NO explained the background to this new group.

10 Any other business

None!

11 Dates of future meetings

Following discussion, it was

Agreed (LPD 1155) to change the date of the next LPD Committee meeting as detailed below.

(NEC: Sunday 14 September 2014)

Joint LPD/RPD Divisional Committees: Sunday 12 October 2014

(BBC Divisional Committee: Wednesday 29 October 2014)

LPD Committee: Saturday 15 November 2014

(RPD Committee: Saturday 22 November 2014)

(NEC: Sunday 23 November 2014)

LPD Annual Members Forum: Sunday 7 December 2014

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 LPD Committee Secretary