

MINUTES OF THE LONDON PRODUCTION DIVISION COMMITTEE MEETING (LPD 1208-1213) HELD ON SATURDAY 5 SEPTEMBER 2015 AT BECTU, 373-377 CLAPHAM ROAD, LONDON SW9 9BT.

The meeting commenced at 11.00am.

PRESENT: Peter Cox (Post-Production & Facilities), Roy Dawson (Props), Lezli Everitt (Costume), Mary Hillman (Hair & Make-up), Brian Hinton (FAA), Paula Lamont (Locations), Morag Livingstone (WPDs), Pete McInerney (FAA), Tim Potter (Camera), Heather Squire (Hair & Make-up), Jane Perry (BBC Observer).

TOM BELL (Supervisory Official) was in attendance.

1 APOLOGIES:

Mark Andrew (Sound), Jay Arthur (ADs), Roger Bowles (Camera), Karen Cohen (NEC), Dan Fontain (Electricians), Maxim Ford (NEC), Phil Hooley (Post-Production & Facilities), Angie Mason (WPDs), Nick Ray (Grips), Tony Scott (New Media), Charlotte Sewell (Costume), Michael Seymour (Riggers), Mark Thornton (Electricians).

2 AGENDA:

The agenda was accepted as is.

3 MINUTES OF THE PREVIOUS MEETING:

LPD.1208(nem con)

AGREED

"That this London Production Division endorses the minutes of the meeting of 20-06-2015, which were SIGNED as a correct record."

4 MATTERS ARISING:

- 1 Black Members Sub-Committee: (LPD 1187): It was reported that Avril Evans and Michelle Brooks had been contacted and were willing to stand.
- 2 Copyright Working Group: (LPD 1197): It was reported that there had not yet been a nomination for the second position on this committee.
- 3 Job Websites: TOM BELL reported that the worst site for charging up-front fees for viewing job opportunities that were already publicly available for

free was “My First Job in Film and Television”. There were others but head office did not yet have enough information to facilitate a debate, therefore, this item should be held over to the next meeting.

- 4 Labour Party Leadership Hustings: (LPD 1205): It was reported that the proposal had been put to the NEC, but by that time a hustings for all trade unions’ members had been organized. It was therefore agreed not to have a separate BECTU hustings. The President reported on the events of this general trade union hustings. Members asked if the union would formally recommend any particular candidate, but it was reported that the general feeling of the NEC was that members should be left to make up their own minds on the available evidence.
- 5 Unmanned Aircraft Safety Policy: (LPD 1207): TOM BELL reported that the division’s endorsed policy document had not yet been circulated to branches, but would be sent out in the near future.

5 INDUSTRIAL MATTERS:

- 1 FILM: TOM BELL reported on matters around the negotiations with PACT for a new film agreement. After the failure to resolve an agreement for all feature films, it was felt that the main effort should be aimed at settling matters for the top budget end of the market. PACT’s initial proposal to limit this to £70m+ budgets had been rejected by the union and a full negotiation meeting was held on 12th July to talk solely to representatives from the six major American production houses. This meeting was well attended with 22 members from 12 branches and all the production houses present. It had been agreed to limit this meeting to conditions and not include pay. There were six main points that the union wished to address, but only the first of these (the length of the working day) was addressed. During the discussions it was established that there existed two models for the working day. The eleven working hours could either be arranged over twelve hours with one hour unpaid for lunch or over ten hours with individuals taking 20mins for lunch without any general stopping of work (the eleventh hour of pay being compensation for the curtailed lunch break). PACT tabled the proposal to add a third model consisting of 10 hours work plus a ½hr unpaid lunch break (called a “semi-continuous day”). This was vigorously opposed by the union.

There was a discussion of overtime practices. It was accepted that current practice was that the first hour is paid at £35 and the second and subsequent hours at £50. The union’s position was that these sums should be increased to £60 and £80 respectively. The meeting agreed to these increases. PACT were, however, adamant that these increases should not be extended to middle and lower budget productions as no mandate to negotiate was on the table for these areas at this meeting.

The Lighting Technicians' agreement is still in force and will remain so until a wider agreement is reached. The LTs Branch position is that this agreement is due for a pay rise which, in the absence of any new agreement, should now be negotiated. PACT strongly expressed the view that this meeting was not the time or place

(NOTE: PACT have subsequently prevaricated over a pay meeting with the LTs and at the time of writing this remains unresolved. The LTs have decided on a new rate from 1st October that members will be advised to require.)

The 12 July negotiation meeting also accepted that a separate meeting would be needed to deal solely with issues around the working of prep and wrap periods. This issue led to a general discussion of the nature of the working day. Members expressed their concerns that any agreement along the lines of the current working day models would perpetuate the excessively long working practices that members wished to fight against. It was put that the union should be pushing for a shorter base length for the standard working day. It was reported that the Camera Branch and Grips Branch had already proposed that the union should be campaigning for a 10hr day. However, TOM BELL pointed out that the 12 July negotiation had reached agreement on the two models referred to above. The union side had been unanimous in their acceptance, and TOM BELL advised against the LPD Committee challenging this. As this was an interim report the matter was not pursued any further at this stage. It was reported that PACT had expressed that they wished to rename prep and wrap hours as simply pre-call hours, but it was felt that the buy-out rate model was the major problem. The unpicking of buy-outs will give problems when trying to establish the real rates for pre-calls etc. for departments that traditionally get these hours rolled in to their deals.

TOM BELL expressed the feeling that the size of the delegation that the union had fielded for this meeting was too large for fruitful discussions. It was expressed that the two delegates per branch limit should be more strictly upheld.

LPD.1209(unanimously)

AGREED

"That this London Production Division shall limit the number of delegates to the Divisional Film Negotiating Committee to two per branch."

- 2 TELEVISION: TOM BELL reported on the recent meeting with PACT on a proposed agreement for television dramas. They were represented by producers from some of the significant major companies in the TV drama area. The overall impression was that the meeting had been positive. The union put its continued objection to the 11 day fortnight. Although the producers explained how they came to scheduling 11 day fortnights, the union put that it felt that its members should not be the ones to pay for

other failings in any productions budgeting. The meeting accepted that further research would be needed to see what might be done on this issue. The union did put that its aim was to move towards a 50hr week spread over 5 days.

Other issues raised included the hated used of 'claw-back'. This is the practice by which a shoot may move from late calls back to normal days by bringing the call time forward by one or two hours each day until the desired schedule is reached, thus avoiding the requirement for a rest day. The union also complained that sometimes the honey wagon was wrapped before all of the crew had left.

It was put at this meeting that there should be guidance for good practice that could inform future negotiations.

6 BRANCH & SUB-DIVISION MATTERS:

TOM BELL reported on the latest membership figures. The overall picture was of a substantial increase in numbers. In the last year the LPD total has risen from 7824 to 8826 (an increase of 13%).

- 1 FAA: It was reported that the branch is looking into the possibility of setting up its own agency. Although the costs would be considerable, it was looking positive.
- 2 COSTUME BRANCH: The branch reported that their next meeting had not yet taken place.
- 3 WRITERS/PRODUCERS/DIRECTORS BRANCH: The branch reported that they had increased their membership at the Freelancers Fair. Other possible events were outlined.
- 4 PROPS BRANCH: The branch reported that their next meeting had not yet taken place.
- 5 LOCATIONS DEPT. BRANCH: The branch reported that their recruitment drive had brought in many new members. They reported on their new social media presence. They are to conduct a survey of rates to clear up the confused position of fees charged within the department.
- 6 CAMERA DEPARTMENT BRANCH: The branch reported that a recent AGM had reformed the structure of the branch committee. The new structure was more focused and proactive with dedicated rapporteurs for each area covered by the branch.
- 7 MAKE-UP AND HAIR BRANCH: The branch reported on campaigns on working conditions, pay and training. The need for oversight of courses offered to Hair and Make-up artists was clearly expressed.

- 8 POST PRODUCTION BRANCH: The branch reported on their recent AGM at which a Facebook group that had been acting outside of the union had joined the branch. The meeting had discussed the issue of the very sedentary nature of the working conditions of many of the branches members, which will become the focus of a Health & Safety campaign. The branch also reported on an outreach campaign to colleges and universities.

7 2016 LPD ANNUAL MEMBERS FORUM:

The chair reported on the upcoming Trades Unions Act that is before parliament at present and the amalgamation with Prospect, both of which issues will be prominent at next year's Annual Conference. It was expressed that this division should have the opportunity to discuss these issues prior to Annual Conference and, therefore, the date of the division's Annual Members Forum should be fixed for a time early in the new year. There was a discussion of the ways in which these topics can be discussed and how the attitude of Prospect to the Act can be addressed.

LPD.1210(nem con)

AGREED

"That this London Production Division shall hold its 2016 LPD Annual Members' Forum on Sunday 17th January."

LPD.1211(nem con)

AGREED

"That this London Production Division shall make the topic of the upcoming Trades Unions Act the main issue for discussion at the AMF."

8 NEC REPORT:

The minutes of the NEC meeting of 28th June were circulated. It was noted that NEC 10956 thanked TOM BELL for his work on the Freelancers Fair. He expressed that the work of the WPDs Branch had been tremendous and worthy of the thanks. It was also noted (NEC 10958) that it was now the 30th anniversary of the 'Peoples March for Jobs' and that the film clips from the documentary of this event, which the chair had been personally storing, had now been transferred to the North West Film Archive in Manchester.

9 WEBSITE:

There were no matters of report.

10 REPORTS:

- a) DIVISIONAL:
 - 1 BBC: The President reported on the poor way the license renewal talks had been handled.
- b) WOMENS' EQUALITY COMMITTEE: A member reported on the attendance at the TUC's Womens' Conference. The committee will hold a training day / conference.
- c) HEALTH & SAFETY: Concerns over the current legislation that removes the requirement for freelance workers to be covered by Health & Safety practices have been somewhat allayed by the provision that the H&S liability still rests with the production.
- d) TRAINING: The Hair and Make-up branch will be setting up its own training committee to deal with the issue of the quality of training courses in their area. The Props Branch reported that their Diplomas were been held up by inaction at Skillset. Other branches reported difficulties in getting these Diplomas funded. It was expressed that this was an area over which the division should keep a watching brief.

LPD.1212(nem con)

AGREED

"That this London Production Division shall discuss the funding of Diplomas at the next meeting."

- e) FILM POLICY COMMITTEE: There no matters of report.
- f) COPYRIGHT WORKING GROUP: There no matters of report.

11 OTHER BUSINESS:

No business had been reported.

12 DATE OF THE NEXT MEETING:

LPD.1213(nem con)

AGREED

"That this London Production Division shall hold its next meeting on Saturday 14th November."

The Meeting closed at 12.45pm.

SIGNED:

DATE: