



Minutes (LPD 1419-1440) of a meeting of the London Production Divisional Committee held at 1100 on Saturday 12 January 2019 in Conference Room 1 at BECTU Head Office, 373-377 Clapham Road, London SW9 9BT

1 Present

Guy Bishop (Locations Department Branch), Nicky Clarke (Media Hair & Makeup Branch), Leone White (Media Hair & Makeup Branch), Stuart Jerome Learmouth (Assistant Directors Branch), Rab Wilson (Post Production & Facilities Branch), Jon Howard (Camera Department Branch), Tim Bertaini (Camera Department Branch), Charlotte Sewel (Costume & Wardrobe Branch), Claire Anderson (Costume & Wardrobe Branch), Mark Foris (Writers Producers & Directors Branch), Sue Bennett (Writers Producers & Directors Branch), Joe Pavlo (Visual Effects Branch), Duncan Craig (Sound Branch)

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

Secretary: Tony Scott (Animation & New Media Branch)

Assistant National Secretary: Paul Evans

Freelance and Research Officer: Tony Lennon

RPD Observer: Faisal Squireship (North West Freelance Branch)

2 Apologies

Paula Lamont (Location Department Branch), Mark Thornton (Lighting Technicians Branch), Tony Miller (Production Accountants Branch), Tim Potter (Camera Department Branch), Darral Briggs (Sound Branch), Liliana Gove (Film Artistes Branch), Rosanna Armentant (Runners Branch), Chester Yang (Writers Producers & Directors Branch)

3 Agenda

LPD letter 46 was submitted, and it was

Agreed (LPD 1419) to endorse LPD letter 46: LPD Committee agenda version 1.1 for the meeting of 12 January 2019 with the addition of a two new items – tax issues, future Sector and National Conferences from 2020.

4 Minutes of previous meeting

LPD letter 45 was submitted, and it was

Agreed (LPD 1420) to endorse LPD letter 45: LPD Committee minutes (LPD 1407-1418) version 1.0 for the meeting held on 24 November 2018.

5 Industrial report

- a) Feature film production agreement – It was reported that following the union-side pre-meet the first meeting with PACT concerning the second year of the operation of the agreement would take place at the end of January 2019.
- b) Independent television drama production agreement – Following discussion on the current situation, it was

Agreed (LPD 1421) that no extracts from deal memos would be provided to the employees, due to the possibility of identifying individuals on certain productions, without the permission of the applicable

branch.

Agreed (LPD 1422) to accelerate the discussions covering terms and conditions.

- c) APA Agreement – It was reported that the union would be meeting the APA in April 2019, and after discussion, it was **Agreed (LPD 1423)** that other branches, above those already involved, may attend this and subsequent meetings if they make a request to the ANS.
- d) Outside Broadcasts Network – No report.
- e) BBC Drama Agreement – Awaiting a response from the BBC to points previously made by the union.
- f) Rate cards – Following discussion, it was **Agreed (LPD 1424)** that all rate cards would add an inflation factor in April 2019.
- g) Death of Mark Millsome – It was reported it was likely that disclosure in forthcoming legal action would reveal the health and safety report of the incident.
- h) Tax issues – The Freelance and Research Officer gave a talk, and answered questions, on current tax issues, including personal service companies, self employment, PAYE and proposed changes to the HMRC Film and Television Guidance Notes.

6 Membership report

A discussion took place on the current level of subscription discount offered on some occasions to new members.

7 Branch reports

Animation & New Media Branch – See item 8b.

Assistant Directors Branch – Recent branch activity was reported.

Camera Department Branch – Current branch activities were outlined.

Costume & Wardrobe Branch – A report of the branch AGM was made.

Hair & Make-Up Branch – It was reported the branch was now co-ordinating nationally and that a membership drive had taken place at recent industry conferences.

Location Department Branch – It was reported training was being developed for junior grades, and that the rate card would be updated shortly.

Post Production & Facilities Branch – No report.

Sound Branch – Current branch activity was reported.

Visual Effects Branch – It was reported a branch strategy meeting had taken place

Writers Producers & Directors Branch – Recent activity was reported including the forthcoming Freelancers Fair on 21 June 2019.

8 Organisational report

- a) Prospect Union Week – The current situation concerning the LPD campaign Standing Up was outlined.
- b) Animation & New Media and Visual Effects branch organisation – Feedback from members was being collated concerning their preferred branch placement, and, when completed, the reorganisation would be implemented.
- c) Production Accountants Branch bye-laws and manifesto – Awaiting SEC feedback.
- d) Runners Branch propositions – It was reported talks had started out between Runners Branch, the New Film Makers Branch and the New Entrants & Graduates Branch on an improved branch, and, depending on the outcome of these talks, the junior grades LPD sub-committee may not be required.

- e) Proposal for LPD including LPD Annual Members Forum 2019 – It was noted that work had commenced on this subject.
- f) Subject for LPD meeting at BECTU Sector Conference 2019 – Following discussion on the LPD meeting at the BECTU Sector Conference, on Saturday 18 May 2019 1400-1700, it was
Agreed (LPD 1425) that the subject for this meeting would be organising branches with 25% of the time spent on bullying.
- g) Roger Bolton Award 2019 nomination – Following discussion, it was
Agreed (LPD 1426) that LPD nominates to the SEC Jai Lusser for the Roger Bolton Award 2019.
- h) Brian Kelly Memorial Award 2019 nomination – Following discussion, it was
Agreed (LPD 1427) not to make a nomination for the Brian Kelly Memorial Award 2019.
- i) Future Sector and National Conference from 2020 - The paper *The Future of National and Sector Conference from 2020 Proposals* dated 10 January 2019 was submitted. Following discussion, it was
Agreed (LPD 1428) that LPD endorses the content of this paper and therefore recommends that the SEC agrees to the proposals made in the *The Future of National and Sector Conference from 2020 Proposals* paper dated 10 January 2019.

9 LPD AGM 2018 update

- a) Disabled Members Network – It was reported that there had been no nominations from branches, and it was
Agreed (LPD 1429) to leave an open invitation to branches to make nominations.
- b) Arts and Entertainment Division Observer – It was reported that the previous incumbent had resigned from the position. After discussion, it was
Agreed (LPD 1430) not to nominate a post holder currently.
- c) SEC Black Members Sub-Committee – Following discussion, it was
Agreed (LPD 1431) to check if Avril Evans wishes to take up the vacancy.
- d) Copyright Working Group – It was reported that branches had not made any further nominations, and it was
Agreed (LPD 1432) to close the group to further nominations.
- e) Film Policy Committee – It was reported that branches had not made further nominations, and it was
Agreed (LPD 1433) to close the group to further nominations.
- f) South East Region TUC – It was not known if LPD nominations had been accepted by the SEC, and it was
Agreed (LPD 1434) to enquire on the current status on this matter.
- g) Campaign for Press and Broadcasting Freedom – It was reported that the organisation had closed, and it was
Agreed (LPD 1435) to note this matter.
- h) LGBT+ Committee – This committee had formed since the AGM, and it was
Agreed (LPD 1436) to seek nominations from branches.

10 Reports

- a) SEC – The SEC minutes for 25 November 2018 (SEC 11632-11664) were submitted, and it was

Agreed (LPD 1437) to note the SEC minutes for 25 November 2018 (SEC 11632-11664).

- b) Communications – It was reported that Sharon Elliot had retired from her communications post. Following discussion, it was

Agreed (LPD 1438) due to the difficulty of searching on the BECTU site document library, where LPD Committee meeting minutes were posted, to post the LPD Committee meeting minutes on the LPD site.

- c) Divisional – It was reported that the IB Division had decided that if its membership figure did not increase, they would propose to the SEC that the IB Division amalgamates with the RPD Division. Following discussion, it was

Agreed (LPD 1439) to instruct LPD SEC representatives that if it is proposed that IB Division amalgamates with RPD Division, that the LPD representatives object to this course of action, and alternatively proposes that IB Division amalgamates with the BBC Division because of the similarities of their respective memberships.

It was also reported the negative implication of the BBC taking over funding for over 75 ‘free’ licence fees which should remain a government responsibility, on which the BBC was currently carrying out consultation.

- d) Equality – No report.
e) Health and safety – No report.
f) Training – No report.
g) Film Policy Committee – No report.
h) Young Members Forum – No report.
i) Copyright Committee - It was

Agreed (LPD 1440) to progress LPD 1356 directly with the officer concerned.

11 Dates of future meetings

(All **LPD Committee meetings** on Saturday at 1100) [27 January 2019 BECTU SEC], [24 March 2019 BECTU SEC], **27 April 2018** (followed by joint LPD/RPD meeting), [18 May 2019 BECTU SEC], [18-20 May 2019 BECTU Sector Conference], **13 July 2018**, [28 July 2019 BECTU SEC], **9 November 2018** (followed by proposed joint LPD/RPD meeting), [24 November 2019 BECTU SEC]

Tony Scott
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