



Minutes (LPD 1441-14xx) of a meeting of the London Production Divisional Committee held at 1100 on Saturday 4 May 2019 in Conference Room 1 at BECTU Head Office, 373-377 Clapham Road, London SW9 9BT

1 Present

Tim Bertaini (Camera Department Branch), Sue Bennett (Writers Producers & Directors Branch), Ann Fenton (Media Hair & Make Up Branch), Darius Hant-Clatbild (Sound Branch), Joe Pavlo (Visual Effects Branch), Charlotte Sewel (Costume & Wardrobe Branch), Yolanda Sangareau (Assistant Directors Branch), Oliver Williamson (Assistant Directors Branch), Rab Wilson (Post Production & Facilities Branch), Joanna Wright (Costume) (Costume & Wardrobe Branch)

Chair: Tim Potter (Camera Department Branch)

Secretary: Jon Howard (Camera Department Branch),

Assistant National Secretary: Paul Evans

Observer: Phil Rhodes (Camera Department Branch)

2 Apologies

Nick Ray (Certified Grips & Crane Technicians Branch), Tony Scott (Animation & New Media Branch)

3 Agenda

LPD letter 48 was submitted, and it was

Agreed (LPD 1441) to endorse LPD letter 48: LPD Committee agenda version 1.1 for the meeting of 4 May 2019 with the addition of a one new item – ???? tax issues, future Sector and National Conferences from 2020.

4 Minutes of previous meeting

LPD letter 47 was submitted, and it was

Agreed (LPD 1442) to endorse LPD letter 47: LPD Committee minutes (LPD 1419-1440) version 1.2 for the meeting held on 12 January 2019.

5 Industrial report

- a) Feature film production agreement – The Chair and the ANS reported on the negotiating meeting held with PACT on 2 April 2019 to review the Major Motion Pictures Agreement (MMPA). It was expressed that the make-up of the PACT delegation included a higher than usual number of representatives of the six US major studios - this was seen as a positive step. The points discussed were reported:

Items of implementation for agreement:

SCWD definition: PACT agreed to BECTU's version (ie 10 hours work + 0.5 hour lunch).

Late Cancellation: PACT agreed that any call that is cancelled after 1500 on the previous working day should attract full payment. This includes dailies. (the time of emails or texts can be used to confirm the time of cancellation).

Box Rental: to be included on the deal memo.

Treatment of working day for workshops: Those who work away from sets in workshops (ie costume making workshops) are not included in the provisions of Clause 3.2 (a). They therefore do not do the extra 30 minutes prep and wrap.

Application of the payment for a turnaround day after nightwork: PACT agreed that a turnaround day is payable on each individual workers schedule. This means that it is wrong to only pay the turnaround day when the principle unit gets one.

Departments appearing in the list in Clause 3.2 (a): PACT did not agree to any change to the list at this time, but did confirm that this list was in the agreement as a transitional arrangement which will eventually be phased out.

SVOD commissions: PACT agreed that any production that met the £30m budget condition was covered by the agreement. This means that video-on-demand productions, streaming only productions and any 'not for theatrical release' productions are covered.

Treatment of travel days for purpose of calculating 6th/7th day worked: PACT were adamant that a travel day does not count as a work day. BECTU was adamant that a travel day was not a rest day. There was no movement in either position. We await their wording for this position.

Recognition of extra Studios: PACT asked for Bray and West London Studios to be added to the list in Clause 6.1 (d) (recognized studios). BECTU said it would consult its membership.

- b) 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.
- c) 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.
- d) 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.
- e) Outside Broadcasts Network – No report.
- f) BBC Drama Agreement – Awaiting a response from the BBC to points previously made by the union.
- g) Rate cards – Following discussion, it was
 - Agreed (LPD 1424)** that all rate cards would add an inflation factor in April 2019.
- h) 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.
- i) 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
tonyscott.org.uk
LPD Committee Secretary