



Minutes (LPD 1511-1538) of a meeting of the London Production Divisional Committee held at 1400 on Thursday 23 June 2020 via Zoom video conference.

1 Present

Jay Arthur (Assistant Directors Branch), Louise Ben-Nathan (Camera Department Branch), Tim Bertani (Camera Department Branch), Darrell Briggs (Sound Branch), Martin Denham (Writers Producers & Directors Branch), Ann Fenton (Media Hair & Makeup Branch), Charlotte Finlay (Costume & Wardrobe Branch), Jon Howard (Camera Department Branch), Stuart Jerome Learmonth (Assistant Directors Branch), Kathryn Lees (Props Branch), Helene Lenszner (Locations Department Branch), Russ Sargent (Set Crafts Branch), Charlotte Sewell (Costume & Wardrobe Branch), Sam Smart (Media Hair & Makeup Branch), Dawn Spragg (Film Artistes Branch), Grace Taylor (Art Department Branch), Mark Thornton (Lighting Technicians Branch), Dan Roberts (Post Production & Facilities Branch)

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

Vice Chair & Assistant Secretary: Tim Potter (Camera Department Branch)

Secretary: Tony Scott (Animation & New Media Branch)

Assistant National Secretary: Paul Evans

National Secretary: Spencer MacDonald

Observers: Micka [Michael] Agosta (Costume & Wardrobe Branch), Rianna Charles (Costume & Wardrobe Branch), Thomas Coxon (Art Department Branch), Sarah Dutton (Costume & Wardrobe Branch), Laurence Johnson (Camera Department Branch), Clarissa Livock (Art Department Branch), Polixeni Kyriacou (Costume & Wardrobe Branch), Molly Rowe (Costume & Wardrobe Branch), Fabrice Spelta (Art Department Branch)

2 Apologies

None.

LPD Annual General Meeting 2020

3 Agenda of AGM

LPD letter 58 was submitted, and it was

Agreed (LPD 1511) to endorse LPD letter 58: LPD Committee agenda version 1.0 for the meeting of 23 July 2020 with the addition of

4 Minutes of previous AGM

LPD letter 51 was submitted, and it was

Agreed (LPD 1512) to endorse LPD letter 51: LPD AGM 2019 minutes (LPD 1455-1485) version 1.0 of the meeting held on 20 July 2019.

5 Election of Chair

Agreed (LPD 1513) LPD Chair: Nick Ray.

6 Election of Officers

- a) Vice Chair
Agreed (LPD 1514) LPD Vice Chair: Tim Potter.
- b) Secretary
Agreed (LPD 1515) LPD Secretary: Tony Scott.
- c) Assistant Secretary
Agreed (LPD 1516) LPD Assistant Secretary: Tim Potter.

7 Election of Divisional Representatives

- a) Womens' Committee
Agreed (LPD 1517) Womens' Committee: Sarah Dutton, Dawn Spragg, Molly Rowe, Helene Lenszner
- b) Disabled Members Network
Agreed (LPD 1518) Disabled Members Network: seek nominations from branches.
- c) National Health & Safety Committee
Agreed (LPD 1519) National Health & Safety Committee: Tony Scott and Nick Ray.
- d) Regional Production Division Observer
Agreed (LPD 1520) Regional Production Division Observer: Spob O'Brien and Ruth Winkard
- e) Independent Broadcasting Division Observer
Agreed (LPD 1521) Independent Broadcasting Division Observer: Tony Scott
- f) BBC Division Observer
Agreed (LPD 1522) BBC Division Observer: Tony Scott.
- g) Arts and Entertainment Division Observer
Agreed (LPD 1523) Arts and Entertainment Division Observer: Phil Rhodes.
- h) BT Division Observer
Agreed (LPD 1524) Arts and Entertainment Division Observer: Tony Scott.
- i) Digital Division Observer
Agreed (LPD 1525) Digital Division Observer: Seek nominations from branches.

8 Nominations to SEC sub-committees

- a) SEC Black Members Sub-Committee
Agreed (LPD 1526) NEC Black Members Sub-Committee: Rianna Charles and Avril Evans.
- b) Copyright Working Group
Agreed (LPD 1527) Copyright Working Group: Seek nominations from branches.
- c) Training Advisory Committee
Agreed (LPD 1528) Training Advisory Committee: Tunji Akinsehinwa (Jay Arthur substitute)
- d) LGBT+ Committee
Agreed (LPD 1529) LGBT+ Committee: Ricardo Musch.
- e) Communications Committee
Agreed (LPD 1530) Communications Committee: Tony Scott {Micka Agosta substitute)

9 LPD sub-committees

a) Film Policy Committee

Agreed (LPD 1531) Film Policy Committee: Tim Potter, Marcus Relton, Sue Bennett, Nick Ray, Sarah Lane, Ken Loach, Charlotte Sewell, Heather Squire, Steve Paice, Jane Barret, Mark Caldwell, Louise Ben-Nathan, Chester Yang, Jay Arthur.

10 Nominations for external bodies

a) South East Region TUC

Agreed (LPD 1532) to recommend the SEC consider Phil Hooley and Peter Cox.

11 Disciplinary and employee appeal nominations

The AGS reported that these committees no longer existed as Prospect carried out these functions through different procedures.

London Production Divisional Committee

12 Agenda

LPD letter 56 was submitted. The Secretary explained that items there was no report and/or the item could not be actioned had been dropped until the situation normalised. It was

Agreed (LPD 1533) to endorse LPD letter 56: LPD Committee agenda version 1.0 for the meeting of 23 June 2020.

13 Minutes of previous meeting

Following discussion it was

Agreed (LPD 1534) to defer endorsement of previous minutes until the next meeting.

14 Industrial reports

- a) Coronavirus (Covid-19) – The NS reported on the various codes of practice for returning to work under pandemic conditions from the British Film Commission (BFC), the APA, the Broadcasters and Bectu. They vary in stringency and detail. The ANS reported that there will be a meeting next Monday to update the BECTU document. There are questions around the use of make-up procedures which will need the input of a virologist who has yet to report their findings. It was welcomed that the BFC document has made it clear that the unions must be consulted when production develop their working procedures. There will be a meeting with the major studios next Friday to discuss how this will work.

It was reported that there had been some disquiet over the last minute introduction of appendices to the BFC document that reflected the government's views on protection matters. Over several meetings during the past few weeks it had been accepted that the union should put out strong advice on the use of protective equipment when social distancing was not practical. As the union's and branches' advice differed from some government advice it was put that the union should seek the advice of an appropriate expert, who was independent of the government, to verify and/or correct the advice in the union's documents. The NS reported that the BMA had been approached to advise on an appropriate expert. The existing documents deal with scripted productions. There is a need for an equivalent document for the factual and entertainment sectors. There will be a meeting to cover this at 1000 on 1 July 2020.

- b) New Deal for Freelancers – The ANS reported on the progress of the New Deal for Freelancers documents through the six working groups meetings. Over the next few

weeks there will be meetings finalise the wording (Thursday: Welfare Group, Friday: Terms & Conditions, Management.). The sustainability issue that have arisen in the management group will now be dealt with by the Sustainability Sub-Committee. After this round of revisions there will be discussions of how to implement the issues raised by the New deal.

- c) Agreements - It was put to the meeting that some issues in the agreements might now be subject to changed laws. Although the agreements were given the once over by the union's lawyers at the time of signing some specific areas may now need another examination. These areas might include travel time, prep/wrap, night work and broken rest breaks. After a general discussion on the legal issues that affect the agreements it was felt that the negotiators might need some legal advice during negotiations. The form and manner of such advice it yet to be decided.

15 Organisational report

- a) Annual Members Forum and Freelancers Fair 2020 – The ANS reported that the Annual Members Forum and Freelancers Fair for 2020 had been cancelled. It had been proposed to hold them concurrently. It is unlikely that they will be reinstated before 2021.
- b) NEC elections – It was reported that the NEC election were now over and the results reported to branches.
- c) Proposed Tony Garnett award & event – Nothing to report.
- d) Womens Equality Committee reserve seats – There is no longer a need for a by-election for the LPD seats on this committee as that matter was dealt with earlier in the meeting.
- e) Environmental matters - The following motion was put on behalf of several branches:
Agreed (LPD 1535) That this London Production Division notes that the issue of Sustainability within the Film & TV Industry is a fast moving conversation that we need to be at the forefront of and wants to encourage Reps from all Branches to participate in an active Divisional Sub-Committee. This Committee believes that creating a Divisional Sub-Committee to concentrate on Branch specific issues regarding Sustainability and working practice will engage and promote this to our membership within our sector. This Divisional Committee authorises the creation of the Sustainability Divisional Sub-Committee within LPD. Each branch should be encouraged to elect representatives to the Sustainability Divisional Sub-Committee to vote on matters put to the committee on behalf of their branch, and members should be able to contribute to the discussions of the quarterly meetings.
- f) Equality matters - The following motion was put on behalf of several branches:
Agreed (LPD 1536) that his London Production Division Committee believes that the 'New Deal' Equality & Diversity working group offered the opportunity to start discussion within LPD about how this important issue could be tackled, and that this valuable conversation should be a priority for LPD moving forward. This committee proposes that a new platform for discussion on Equality & Diversity is needed within LPD. The platform should be widely accessible in order to create a safe space within the union that is inclusive and intersectional to empower the members to have their voices heard. This divisional committee authorises the creation of the Equality & Diversity Divisional Sub-Committee

(EDDSC) within LPD. Each branch should be able to elect a representative to the EDDSC to vote on matters put to the committee on behalf of their branch, and members should be able to contribute to the discussions of the quarterly meetings.

- g) Sexual harassment - The following motion was put on behalf of Costume & Wardrobe Branch Committee.

Agreed (LPD 1537) that this London Production Division Committee notes with concern that sexual harassment is still prevalent in the TV & Film industries. This divisional committee believes that this is due, in part, to freelance workers fearing the repercussions of reporting sexual harassment to their employer or the Union. This divisional committee instructs the NEC and SEC to authorise Prospect and Bectu to publicly endorse the Film & TV Charity helpline as a resource the membership can use in instances of sexual harassment at work.

- h) BMSC - At the last meeting there was a discussion of the BMSC and its practice of only allowing observers to attend if they had been agreed/invited by the previous meeting of the BMSC. It had been agreed that a copy of the BMSC By-Laws would be requested and propose a change to the by-laws that would mean that observers could attend without agreement in advance. It was then

Agreed (LPD 1538) in the BMSC By-laws replace "7. Attendance by Others: The Subcommittee may on occasion be attended by invited speakers or observers, subject to agreement of the meeting and financial constraints." with: "Attendance by Others: The Subcommittee will allow each division to send additional observers, and may on occasion, be attended by invited speakers, subject to agreement of the committee by email or other means to respond quickly to requests, subject to financial constraints."

16 Reports

- a) SEC – No report.
- b) Communications – The ANS reported that several branches have reported issue with both navigation and content on the union’s website. It was proposed that there should be a meeting of concerned branches.
- c) Divisional – No report.
- 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 – No report.

17 Dates of future meetings

(All **LPD Committee meetings** on Saturday at 1100) [20 September 2020 Bectu SEC], **7 November 2020**, [22 November 2020 Bectu SEC], [31 January 2021 Bectu SEC], [21 March 2021 Bectu SEC], [15 May 2021 Bectu SEC], [16-17 May 2021 Bectu Sector Conference, Bournemouth]

Tony Scott
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 LPD Committee Secretary