

## HOT POINTS FROM THE NEW £30m+ FILMS AGREEMENT

*This is an agreement reached between PACT, BECTU and the Production Guild for feature films with budgets in excess of £30 million. It is due to come into force on any picture that commences principal photography after the 31<sup>st</sup> January 2018.*

There has been an enormous amount of dis-information doing the rounds recently that has given a false spin on what has been achieved during negotiations.

The **REAL FACTS** are:

1. The 'grace period' is gone. FULL STOP. If you carry on shooting beyond the scheduled wrap time, overtime payments begin immediately (in 15-minute increments).
2. Camera overtime is now at 2T (double time), with a minimum of £25/hr and a cap of £81.82p/hr. Non-camera overtime (i.e. pre-calls, extended wraps) will be at 1½T (time and a half) with the same cap but no minimum.

This means that anyone who earns more than £963/wk will get more than the £35/hr OT that they used to get on a Standard Working Day and anyone who earns more than £1375/wk will get more than the £50/hr OT that they used to get on a Continuous Working Day.

This is a huge win on its own. (it means that Loaders on £1400/wk will get £50.90p/hr OT, FPs on £2200/wk will get £80/hr and Operators on £3300/wk will get the £81.82p maximum).

It is true that trainees will get less than the £35/hr and £50/hr that are the current flat rates for everyone, but they will get overtime for all hours outside of shooting hours which they didn't get before.

3. The hours have not changed, but they are now all counting for payment. This is a good thing for all departments. We in camera have been able to keep a good grasp on payments for all hours but many others have not.
4. Time-off-the-clock is now being paid at 1½T (time and a half). The work also gets paid at 1½T (time and a half) if it's non-camera and 2T (double time) if it is on-camera. This means that those hours earn a total of 3T or 3½T respectively.
5. The rules for nightwork are now clearly laid down. £20/night payment. Sixth consecutive night at 1½T (time and a half) + £20. There will be a paid rest day at the end of a block of night work (or at the end of the week if claw-back has been used to return the schedule to day hours). Six-night weeks are limited to shooting 2 weeks in a row followed by a 35hr break (i.e. one x 24-hour day plus 11 hours) and can only be followed by a 5-night week.

6. Bank Holidays are now paid at 1T (single time) if not worked and 2T (double time) if worked.

7. Travel time now has clear rules and is paid beyond certain limits.

There are some points where we have had to compromise, but we believe they are worth making at this point. Some grades who used to give a lot of overtime for free (like costume, make-up & art dept.) will now have that limited to half an hour before and half after camera hours. There will be a list of departments and grades that have to give this time. The only member of the camera department on that list will be the Script Supervisor.

Those in certain grades earning over £3000/wk will have to make their own case to get overtime, but only Cinematographers/DoPs are affected by this in camera (we managed to get Camera Operators off this list thanks to the furious reaction that came back to us).

These points are the highlights. The full text of the agreement will give you chapter and verse, and will be published soon. Following implementation this agreement will be reviewed at regular intervals.

Make sure you are all arguing for the same working conditions and for rates, check the BECTU rate card on: [www.camerabranch.org.uk](http://www.camerabranch.org.uk). This rate card is regularly updated to keep it as current as possible.

## **NEW INCREMENTS FOR OVERTIME:**

The new increments are complicated:

1. For camera overtime: the first two hours of OT will be in 15-minute increments and subsequent hours in full hours.
2. Non-camera OT will be in 30-minute increments.
3. After the hour of travel the time is paid in 30-minute increments as OT at 1½T (time and a half) with a cap of £45/hr.
4. After the hour of travel from a hotel, on Resident Location, the time is paid in 15-minute increments as OT at 1½T (time and a half) with a cap of £45/hr.
5. When an 11hr break is breached the penalty is in 30-minute increments.