



Dear Head of Production,

In response to your letter dated 21st July 2022 addressed to all crew, I would like to respond by outlining the unions response to your proposal.

In May 2021 Bectu wrote to Pact with the negotiating priorities below:

1. Withdrawal of PACT guidance
2. Better terms for above £5m budget bands
3. Prep & Wrap
4. Dailies get a rest day for night work
5. Weekend work should be paid at a premium
6. Work between 2100 and 2300 will be paid at X work between 2300 and 2400 at X.
7. Bank holidays – T2 if worked T1 if not
8. Definition of Semi-Continuous Working Day (SCWD)

During negotiations Bectu also raised overtime caps.

These points have not yet been fully addressed through negotiations and crew have the following concerns with the recent proposal from Pact.

Prep and Wrap

Art department and Script Supervisor should not be included in prep and wrap. Being 'ready to start work' is ambiguous and open to misuse by productions already applying prep and wrap to contracts incorrectly. Pact's guidance on TV drama prep and wrap resulted in departments being contracted for excessive hours before and after shooting. Many of these workers did not come under the prep and wrap departments before the guidance was published. Therefore, the wording in the proposal leaves too much ambiguity and further definition is needed.

Overtime

OT rate should not be capped. The calculation of overtime in 15 minutes increments is not enough of a penalty to curb excessive work hours.

Bank Holidays

Bank holiday should be paid at 1T if not worked. Weekend working uplift is needed to ensure schedules do not slip to weekend working to avoid paying the 2T.

Night work

Work is work and should be treated with equal value, 'shooting' needs to be removed and replaced with 'work'. Our original claim was for increased payment for crew after 9pm, increasing again after 11pm.

Budget Bands

We support the involvement of the streamers and are seeking clarity on the calculations of the proposed bands and yearly increments. We are also seeking assurances that accurate information on production budgets will be readily available to the union and crew.

Definition of Semi-Continuous Working Day

SCWD has been left off the Pact proposal. Bectu's definition is: SCWD – 9 hours work with a 30 min formal break e.g. 8am – 5.30pm in line with the MMPA.

I do not believe the current proposal from Pact provides the urgent improvements needed to address my work life balance and wellbeing. If the proposal is rejected by ballot, I request that you resume negotiations with Bectu to find a way forward.

Yours Sincerely,

A crew member