



Bleeding Steel crew agreement summary

Hours of Work

Ordinary hours can be worked on any five consecutive days, Monday to Saturday.

Travel: All time spent travelling outside the radius is time worked (i.e. paid time). The radius is 20km measured from the GPO (Martin Place, Sydney).

Daily (casual) employees: Minimum call for daily employees (other than locals hired on location) is one day. Dailies must be paid at least the minimum Agreement rate plus 20%.

Continuous Hours: Continuous Hours is a period from general crew call to camera wrap with no scheduled breaks for on-set crew. Where camera wrap occurs after 10 hours, triple time will be paid from the end of the 10th hour. A 15 minute grace period can be called by the production. (See [Continuous Hours summary](#) for more).

Turnaround

| | |
|---------------------------|-----------|
| Between consecutive days: | 10 hours |
| For one day off: | 34 hours |
| For two days off: | 58 hours* |

*Can be reduced to 54 hours where it occurs no more than once in every four weeks or a majority of affected employees agree.

Overtime and Penalty rates

Overtime Rates: Overtime applies after eight hours on ordinary days, and for any time worked on a sixth day or Sunday.

| | |
|--|--|
| Monday – Saturday | Time and a half for the first 2 hours, double time up to 12 hours. |
| Sunday | Double time up to 12 hours. |
| Any day exceeding 12 hours (or 13 hours on overnight location) | Triple time |

Night and Saturday Loadings:

| Time | Loading |
|--|---------|
| 8pm to Midnight - Monday to Friday 12.01 am to 6am - Monday to Friday 6am to 8pm* - Saturday | 25% |
| 12.01am to 6am- Saturday 8pm to Midnight- Saturday | 50% |
| 12.01am to 6am** - Monday | 100% |

*unless contracted for a 6 day week

**where work commenced on Sunday

Contracted fee/wages: Penalties, superannuation and any annual leave are calculated on gross agreed remuneration. An employee's gross agreed remuneration is the gross wages payable (including over-agreement payments) for the number of hours the employee has contracted to work in that week for the employer.

Meal breaks and rest periods

Meal breaks must commence no later than five hours from the start of the work session or end of the last meal break. This may be extended to six hours where the individual employee agrees, or the majority of affected employees agree, provided that when agreement is sought the employer indicated the reason and likely duration of the delay.

A 15-minute grace period may be called to complete a shot.

The employer shall provide meals upon location as required, or pay an allowance.

Delayed Meal Breaks: If a meal break is not provided when it falls due, a delayed meal break penalty (DMB) must be paid at the rate of double time from the time the meal break falls due until the time it actually commences.

Breakfast: If duty commences before 5am, the employer shall allow a paid half hour break between the hours of 6.30am and 8am, and breakfast shall be provided by the employer or an allowance paid. Where the employer provides a catered breakfast to employees whose duty does not commence before 5am, a half hour break shall be allowed for breakfast of which 15 minutes shall be paid time on duty.

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Rest Periods: Employees are entitled to paid rest periods of 10 minutes during the morning (if no breakfast provided) and afternoon of each day, to be taken at times agreed between the employer and the employee(s).

Allowances

Meal Allowance:

| | Allowance |
|-----------|-----------|
| Breakfast | \$ 16.50 |
| Lunch | \$ 18.60 |
| Dinner | \$ 28.50 |
| Supper | \$ 18.60 |

Travel Allowance: Where it is agreed that the employee who is paid the minimum agreement rate arranges their own transport to any location within a 20km radius from the GPO, an allowance of \$7.40 per day shall be payable.

When an employee who is paid the minimum agreement rate is required to drive any kind of vehicle of more than two tonnes tare they shall be paid a loading of \$5.20 per day.

Where an employee agrees to use their own car or motor cycle during the working day they shall be paid the following:

| | |
|------------------------|------------------|
| Use of own motor car | \$ 0.85 cents/km |
| Use of own motor cycle | \$ 0.42 cents/km |

Accommodation Allowance: Overnight accommodation shall be unshared modern motel-type accommodation or similar. Where this is impossible and an employee is accommodated in lesser accommodation, the following allowances shall be paid to each employee.

Where accommodation is provided at the standard of:

- A private home, homestead, or hotel with shared facilities or where unshared accommodation is not provided: **\$ 11.80 per day**

- Air-conditioned caravans or air-conditioned and sewerer camps: **\$ 23.40 per day**
- Shearers' quarters, rough mining camps, or by camping: **\$46.60 per day**

Laundry Allowance: Employees living away from home are entitled to a laundry allowance of \$13.50 per day unless the employer provides a cleaning service.

Superannuation

Superannuation contributions of 9.5% calculated on your gross agreed remuneration must be paid on a monthly basis into MEDIA Super, Australian Super or another complying fund agreed between the employee and employer.

Minimum Rates

The rates in the table below reflect a 50 hour week. The base hourly rate is calculated by dividing the relevant rate by 55.

| Classification Level | Minimum Rates (50 hours) |
|----------------------|--------------------------|
| | \$ per week |
| Level 1 | 1058 |
| Level 2 | 1136 |
| Level 3 | 1194 |
| Level 4 | 1277 |
| Level 5 | 1360 |
| Level 6 | 1470 |
| Level 7 | 1605 |
| Level 8 | 1757 |
| Level 9 | 1830 |
| Level 10 | 1934 |

Need more information?

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