



Matchbox proposed crew conditions summary

The producer's proposed conditions for three new productions, *Apples Never Fall*, *La Brea* season 3, and "Snow Globe" are summarised below. Proposed conditions that are changed from *La Brea* season 2 are **marked in green**. The proposed agreement contains other conditions that will affect you. If you have any questions about your rights, contact Paul Stanley (Vic) paul.stanley@meaa.org or Jemma Nott (Qld) jemma.nott@meaa.org.

Daily Overtime

- 1 – 8 hours = single time
- 9 – 12 hours = time and a half
- 13th hour = double time
- 14 hours and above = triple time

Continuous Hours

10 continuous hours can be worked from general crew call without a designated lunch break. If shooting continues after 10 hours, a triple time penalty applies until camera wrap.

Notification of either continuous or standard hours must be 48 hours prior to call, unless shorter notice is caused by circumstances beyond the producer's reasonable control.

Sixth day overtime

- 1 – 2 hours = time and a half
- 3 – 12 hours = double time
- 13 hours and above = triple time

Sundays (unless location exigencies – see Working Week)

- 1 – 12 hours = double time
- 13 hours and above = triple time

Working week

Any 5 consecutive days Monday-Saturday. May be non-consecutive only in exceptional circumstances. May include a Sunday to access a restricted location without penalty. **Training on employer policies to be done on paid time.**

Turnaround

- Daily = 10 hours
- One day off = 34 hours

Two days+ off = 58 hours (may be reduced to 48 hours no more than once every third week)
If broken, triple time for shortfall.

Night loadings

No night loadings for on-set crew.

For non-set crew (i.e. not called on the call sheet with the shooting crew):

- 10% for hours worked between 8pm – 6am if called before 8pm
- 20% for all time worked if called between 8pm and 4am
- 20% for hours worked 4am – 6am if called to work between 4am – 6am

Meal breaks

Crew are entitled to meal and rest break during continuous hours. During standard hours, meal provided after 6 hours from first call or end of previous meal. An unscheduled 12 min grace period or an extension of 30 min can be used under certain circumstances.

DMB penalty = \$10 plus \$10 for every 30 min elapsed.

Travel

Travel time is paid during the working day, and to and from location beyond **30km by road from the GPO or studio (i.e. not radius 'as the crow flies')**.

Travel time is timed by location manager at the time of day at which crew will be travelling.

Public Holidays

Paid day off or double time and a half for first 13 hours, then triple time. A public holiday is part of the working

week. A public holiday during hiatus will be paid if the employee has enough annual leave accrued to bridge the gap between the beginning of hiatus and the public holiday.

Dailies (casual employees)

- 5 hours' minimum call for dailies in hair and makeup or transport, or casuals on distant location.
- 10 hours' minimum call for all other dailies.

A daily whose booking is cancelled or postponed with less than 24 hours' notice will be paid their daily rate.

Minimum wages

There are ten levels of minimum wages (i.e. not market rates). These minimums are adjusted in line with the national minimum wage.

COVID-19

Absences for COVID at the employer's direction will be paid where the employee is fit to work and cannot work from home.

Fatigue Management

Where driving home poses a risk to safety, accommodation, transport home, or reimbursement of transport costs are to be provided. **Employer to discuss factors contributing to fatigue and mitigation and response measures with HODs and HODs to consult with crew. Factors include overtime, turnaround, scheduling, crew numbers, and any other factors.**

Media Entertainment and Arts Alliance is the union for all crew working in feature film, television, and commercial production. To join your union, go to: www.meaa.org