



# Summary: studio offer for offshore crew template agreement

Below are the **key conditions** for the major studios' proposed template crew agreement revised offers of **25 May** and **15 June 2018**. If agreed, it would cover any large scale offshore feature film production in Australia by Paramount, Sony, Fox, Universal, Disney or Warner Bros. The proposal also contains other conditions that may affect you.

## Key conditions summary

### Working week

Any 5 consecutive days Monday-Sunday. May be non-consecutive where exceptional circumstances apply (location availability, illness, extreme weather).

### Overtime

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

### Sixth day overtime

**1 – 8 hours = time and a half**  
**9 – 14 hours = double time**  
After 14 hours = triple time

### 7<sup>th</sup> day overtime

1 – 13 hours = double time  
After 13 hours = triple time

### Minimum Rates

Entry level rates included\*. These would increase 1% every year.

### Continuous Hours

For on-set crew, 10 hours with no set breaks from general crew call. If shooting continues after 10 hours (with 18 min grace period), triple time will be paid from beginning of 11th hour until camera wrap. Normal OT applies outside of continuous hours. A nurse, substantial craft service, and adequate facilities must be provided.

### Turnaround

Daily = 10 hours  
One day off = 34 hours

If broken, triple time for shortfall.

**General crew call on a Friday during a Mon-Fri week will be no later than 3pm unless required for location, script or actor scheduling reasons.**

### Night loadings

No night loadings for on-set crew. For non-set crew (ie. 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

### Public Holidays

**1 – 13 hours = double time and a half**  
**After 13 hours = triple time**

OR paid day off

OR can substitute another paid day off if majority of affected employees agree.

Holiday counts towards working week.

### Travel Radius

Time travelling beyond the radius is time worked. The radius is 30km from Village, Fox, or capital city GPO and for distant locations, 20 km from overnight accommodation. Travel time is as timed by location manager at the time of day at which crew will be travelling.

### Meal breaks

Meal break provided after 6 hours, with unscheduled 12 min grace period for production efficiency, or can be extended by half hour without penalty when used for wrapping up or to complete the camera take in progress.

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

### Provision of meals

Meals or meal allowance to be provided on distant (i.e. overnight) location only. **Where the shooting crew is provided with a meal on location, off set crew working on the same location, schedule and unit will also be provided with a meal.**

### Dailies (casual employees)

No casual loading (normally 25%).\*  
5 hours' minimum call for all dailies in the hair and makeup department.  
4 hours' minimum call for transport and distant location dailies. 10 hours' minimum call for all other dailies.  
A daily whose booking is cancelled or postponed with less than 24 hours' notice before the day will be paid their agreed daily rate.

### Flat Fee employees\*

Generally an HOD or senior management – rate must be "higher than the minimum 38-hour week rate".

\* Rates, casual loadings and flat fee arrangements to be discussed if there is agreement on conditions.

For more information, or if you have any questions about your rights, contact Michelle Rae on 07 3846 0145 or [michelle.rae@meaa.org](mailto:michelle.rae@meaa.org); or Kelly Wood on 02 9333 0930 or [kelly.wood@meaa.org](mailto:kelly.wood@meaa.org).