

Working Continuous Hours Under the Motion Picture Production Agreement



Working Continuous Hours

Continuous Hours or 'French hours' is when there is no designated lunch break during the shoot day, and crew stop to eat lunch or take breaks where possible.

The Motion Picture Production Agreement (MPPA) does not include a provision to work continuous hours, so a legal deed needs to be created between MEAA and the production to adjust the MPPA in relation to lunch breaks.

The MPPA is an agreement negotiated between producers and MEAA members therefore, MEAA members vote on the use of continuous hours and if approved a deed is drawn up and signed.

The continuous hours deed provides the following conditions.

Notification of Use

Notification of 48 hours to work Continuous Hours or change back to non-Continuous Hours.

Breaks and Rest Periods

Meal and rest breaks are to be provided where possible.

Although meal and rest breaks aren't scheduled for all crew at a particular time, an employer still has the general duty of care to provide safe systems for work for employees. This includes ensuring that workers have adequate rest breaks or rest periods to control risks, to relieve fatigue and to be able to eat a meal.

Adequate break facilities such as seating, toilets, and washing facilities are to be provided in the **immediate vicinity of the set for the duration of the day**.

Any day where Continuous Hours are worked, reasonable endeavours will be used to avoid requiring work beyond the 10th hour.

A nurse is to be available to all crew as required.

Meals

Hot breakfast (or meal appropriate for the time of day), will be provided prior to crew call.

The meal provided during Continuous Hours will be kept hot (where appropriate and when requested) and readily accessible.

Substantial craft services (nutritious food, e.g. buffet, sandwiches, cheese, bread rolls and spreads, fresh fruit, yoghurt, tea/coffee/ juices) will be available and accessible for extended periods from general crew call time until camera wrap.

Overtime and Penalty rates

During Continuous Hours, overtime will be payable in accordance with the overtime rates set out in the MPPA, except for overtime worked after the end of the 10th hour until camera wrap, in which case time from the beginning of the 11th hour until camera wrap will be paid at three times the Hourly Rate.

Note: There is no grace period.

Overtime Rates: Overtime applies after 8hrs on ordinary days and for any time worked on the 6th day usually Saturday 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
Continuous Hours Worked - any day exceeding 10 hours until camera wrap	Triple time

For example, if you started at 700 and camera wrap was at 1800, you would be paid:

700-1500 8 hours @1x

1500-1700 2 hours @1.5x

1700-1800 1 hour @3x

If you work past camera wrap at 1800, the overtime penalty reverts to 2x until 1900, then 3x thereafter.