



To Whom it may concern,

The Certified Grip department would like to inform you that at our AGM the members have voted and given a mandate to BECTU to request an opportunity to meet with the relevant employers and organisations to discuss the future rates and conditions for the department in feature films for 2015 and onwards.

The department feels that with the breakdown of the PACT agreement, which has been under negotiation for the past 2 years, it has now become an almost untenable position between both employer and crew members after the unanimous rejection of the proposal put forward by PACT. The branch therefore believes that it is time for our department, like the electricians and construction grades, to have our own agreement and terms of employment.

The membership have requested that BECTU present the attached rate card for discussion. The membership understands that the budgets for many films which are either in principal photography or are in prep have already been submitted and would be difficult to adjust at this time so we propose that the rate change be implemented towards the later part of the year if an agreement can be met.

The membership recognise that production will have reservations in agreeing to a pay rise without any discussion so the branch would ask that production meet to discuss our reasons and discuss the future of pay, working conditions, tax breaks, qualifications and the future of the British film industry.

We look forward to a meeting to discuss the above.

Kind regards

The Certified Grips and Cane Technicians Branch
CERTIFIED GRIPS BRANCH RATES 2015

THE CERTIFIED AND UNCERTIFIED BRANCHES PROPOSE THE BELOW RATES FOR THE GRIP DEPARTMENT ENGAGED OR EMPLOYED IN ANY OF THE SECTORS OR GRADES SET BELOW, STARTING FROM LATE 2015, DATE TO BE AGREED.

1 **SCOPE** f

THE PROPOSAL AGREEMENT WILL APPLY TO ALL MEMBERS OF THE GRIP DEPARTMENT ENGAGED ON MAJOR STUDIO AND LOWER BUDGET FEATURES PRODUCED IN THE UK WHICH MEET THE CURRENT UK TAX BREAKS FOR MOTION PICTURE PRODUCTION..
IT WILL APPLY TO MID OR LOW BUDGET FEATURES PRODUCED BY BRITISH INDEPENDENT PRODUCTIONS AND PRODUCERS

2. **PAY/HOURS**

- ARRANGEMENTS FOR SHOOTING CREW AND RIGGING CREW APPLY BELOW:

2015 FILM RATES			
HIGH END BUDGETS ABOVE £20 MILLION RATES			
GRADE / JOB DESCRIPTION	DAILY RATE	WEEKLY RATE - 5 DAYS - MON - FRI	HRS ON CAMERA
KEY GRIP	£450+	£2250+	10HRS CONT OR 12HRS WITH BREAK
BEST BOY GRIP	£420	£2100	10HRS CONT OR 12HRS WITH BREAK
LEVEL 3 GRIP	£400	£2000	10HRS CONT OR 12HRS WITH BREAK
LEVEL 2 GRIP	£380	£1900	10HRS CONT OR 12HRS WITH BREAK
LEVEL 2 CRANE TECH	£380	£1900	10HRS CONT OR 12HRS WITH BREAK
HEAD TECH	£380	£1900	10HRS CONT OR 12HRS WITH BREAK
TRAINEE	£110	£550	10HRS CONT OR 12HRS WITH BREAK

3. **WORKING WEEK**

- THE WORKING WEEK WILL BE A 5 DAY WEEK MONDAY TO FRIDAY
- THE SHOOTING CREWS DAY IS BASED ON EITHER A 10 HR CONTINUOUS WORKING DAY (CWD) OR A 12 HR DAY WITH 1 HR LUNCH AND 11 PAID HRS
- ON A 5 DAY WORKING WEEK WHERE A 6TH DAY IS WORKED. - THE 6TH DAY WILL BE CHARGED AT TIME AND HALF (PRO-RATA)

- ON ANY 5 DAY WORKING WEEK, WHERE A 7 TH DAY IS WORKED CONTINUOUSLY - THE 7 TH DAY WILL BE CHARGED AT DOUBLE TIME (pro rata)
- WHERE A BANK HOLIDAY IS WORKED IT WILL BE CHARGED AT DOUBLE TIME (PRO-RATA) AND SINGLE TIME IF NOT WORKED.

3. **OVERTIME**

- OVERTIME WOULD BE AS FOLLOWS
- ALL OVERTIME IS VOLUNTARY
- ALL OVERTIME IS CHARGED AT A SINGLE RATE IRRESPECTIVE OF WHETHER CAMERA IS SHOOTING
- OVERTIME IN EXCESS OF 4HRS (16HR DAY) WILL BE CHARGED AT £100 POUNDS A HR,
- TO CONTINUE EXISTING PRACTICE A 15 MIN GRACE PERIOD WHICH WILL BE AVAILABLE ON 2 SEPARATE OCCASIONS IN THE WORKING WEEK (5 DAYS IN 7), NOT INCLUDING CWD OR NIGHT WORK.

OVERTIME RATES	
DESCRIPTION	RATE
UNSOCIAL HRS - HOURS BEFORE 6.30AM	£60
PRE CALLS	£60
CAMERA OVERTIME	£60
EXCESSIVE OVERTIME - OVER 4HRS NOT INCLUSIVE OF PRE CALLS - 16HR DAY	£100
WRAP OVERTIME	£60

4. **NIGHT WORK**

- NIGHT WORK IS LIMITED TO 10HRS CONTINUOUS
- A REST DAY WILL BE PAID AT THE END OF A BLOCK OF NIGHT WORK
- NO GRACE WILL BE GIVEN ON NIGHT WORK
- A PAYMENT OF £100 WILL BE PAID IF ANY 5 NIGHTS ARE WORKED WITHIN 7 (PAYMENT WILL ONLY BE REQUIRED IF SHOOTING IS PART OF A CONTINUOUS BLOCK OF NIGHTS ON A 5 OR 6 DAY WEEK)

5. TRAVEL

- ON LOCATION THE WORKING DAY WILL INCLUDE TRAVEL WHICH WILL BE HOTEL TO HOTEL
- TRAVEL AND MILEAGE WILL BE CHARGED OUTSIDE A 40 ROAD MILE RADIUS OF THE STUDIO OR PRODUCTION OFFICE. PRODUCTION OFFICE CANNOT BE MOVED ONCE ESTABLISHED.
- MILEAGE WILL BE CHARGED AT THE RATE OF 80P PER MILE
- IF REQUIRED TO TRAVEL ABROAD ON A PLANE THE DAY WILL BE RECOGNISED AS A TRAVEL DAY AND WILL NOT INCLUDE ANY PREP, ANY TRAVEL OVER 4HRS FLIGHT TIME, A REST DAY WILL BE REQUIRED, THE MINIMUM CLASS OF TRAVEL WILL BE BUSINESS OR PRIVATE CHARTER.

6. MEAL BREAKS AND ALLOWANCES

- A MEAL PENALTY OF SINGLE TIME (PRO RATA TO DAILY RATE) WILL BE PAID IF THE MEAL IS MISSED CURTAILED OR DELAYED WHILST WORKING ON A NON CONTINUOUS DAY OR NOT TAKEN WITHIN 6 HRS FROM MAIN UNIT CALL
- A MEAL ALLOWANCE OF £10 WILL BE CHARGED BY ANY CREW WHO UNDERTAKES EITHER PRE RIGGING OR PREP AWAY FROM MAIN UNIT CATERING UNLESS PROVIDED BY PRODUCTION

7. TURN AROUND

- REST PERIOD ON A 5 DAY WEEK WILL BE 59 HRS (2X 24HR AND 1X 11HR) ANY BREAKING OF THIS WILL INCURE TOC @ SINGLE TIME (PRO-RATA TO DAILY RATE)
- REST PERIOD ON A 6 DAY WEEK WILL BE 35 HRS (1X 24HR 1X 11HR) ANY BREAKING OF THIS WILL INCURE TOC @ SINGLE TIME (PRO-RATA TO DAILY RATE)
- 11HR BREAK BETWEEN CALL AND WRAP INCLUDING ANY TRAVEL TIME ANY BREAKING OF THIS WILL INCURE TOC @ SINGLE TIME (PRO-RATA TO DAILY RATE)
- IF TOC IS BROKEN THE PENALTY RATE OF SINGLE TIME (PRO-RATA TO DAILY RATE) WILL BE CHARGED

8. DISPUTE RESOLUTION

- SEE PACT AND BECTU DISPUTE PROCEDURE
- ANY INDIVIDUAL WORKING IN EXCESS OF 28 DAYS ON A DAILY BASIS CONTINUOUSLY WILL BE PLACED ON A WEEKLY CONTRACT ON THE TERMS SET OUT IN THIS PROPOSAL.
- A MINIMUM OF ONE WEEK (7 DAYS) NOTICE NEEDS TO BE GIVEN BEFORE TERMINATION OF EMPLOYMENT/ CONTRACT.

9. LOW AND MID RANGE BUDGET FILMS

THE BELOW RATE TABLE WILL APPLY TO LOW OR MID BUDGET FEATURES PRODUCED BY BRITISH INDEPENDENT PRODUCTIONS AND PRODUCERS.

DISCOUNTED RATE USING PERCENTAGE AS USED IN THE SPRK AGREEMENT

2015 FILM RATES				
LOW AND MID BUDGETS BELOW 20 MILLION RATES				
GRADE / JOB DESCRIPTION	DAILY RATE	% DISCOUNT used in sparks agreement	WEEKLY RATE - 5 DAYS - MON - SUN	HRS ON CAMERA
KEY GRIP	400	11% - £50 OF £450	£2000	10HRS CONT OR 12HRS WITH BREAK
LEVEL 3 GRIP	376	5% - £24 of £400	£1880	10HRS CONT OR 12HRS WITH BREAK
LEVEL 2 GRIP	361	5% - £19 of £380	£1805	10HRS CONT OR 12HRS WITH BREAK
TRAINEE	110		£550	10HRS CONT OR 12HRS WITH BREAK

2015 FILM RATES				
LOW AND MID BUDGETS BELOW 10 MILLION RATES				
GRADE / JOB DESCRIPTION	DAILY RATE	% DISCOUNT used in sparks agreement	WEEKLY RATE - 5 DAYS - MON - SUN	HRS ON CAMERA
KEY GRIP	352	12% - £48 of £400	£1760	10HRS CONT OR 12HRS WITH BREAK
LEVEL 3 GRIP	352	12% - £48 of £400	£1760	10HRS CONT OR 12HRS WITH BREAK
LEVEL 2 GRIP	352	12% - £48 of £400	£1760	10HRS CONT OR 12HRS WITH BREAK
TRAINEE	110		£550	10HRS CONT OR 12HRS WITH BREAK

