

Screen Technicians Associations of Australia
Motion Picture Production Agreement 2007-2009
Film Technicians, Production and Post Production Personnel



YOUR RIGHTS AT A GLANCE

Updated Feb 2010

HOURS OF WORK

The Motion Picture Production Agreement 2007-2009 is based on a 40 hour week.

Hours can be worked on any 5 day, Monday to Saturday.

Hours of work commence and finish at the employer's usual place of business or place of call if an employee elects to travel straight to the place of call.

The place of call must be a place within 20km of the GPO or within 20km of the employer's usual place of business.

On location (i.e. more than 20km from the GPO or the employer's usual place of business) time spent travelling to and from the location is regarded as time worked.

SIX DAY WEEK

The 6 day week can only be scheduled in the following circumstances;

- In the case of:
 - a location away from home, or
 - extenuating circumstances (and MEAA must be informed and agreement reached), or
 - production where the total engagement is 4 weeks or less.
- In a capital city, only 1 week in 6 may be contracted as a six day week.
- Where more than 70% of the crew are imported and the production is shooting outside Melbourne or Sydney.
- 6 day weeks can only be contracted to a maximum of 10 hours per day.

The Alliance must be informed of any intended 6 day week contracts as early as possible.

CONTRACTED FEE / WAGES

Your gross wages should include:

The ordinary hours of work for persons employed under the terms of the Agreement shall be 40 per week (made up of 38 hours ordinary hours and 2 hours reasonable overtime), to be worked in five consecutive days of eight hours per day, exclusive of meal breaks.

It does not include:

- unscheduled overtime
- reimbursements for expenses or hire equipment
- late night/early morning penalties
- public holiday/Saturday/Sunday penalty rates

OVERTIME RATES

Monday - Saturday	Time and a half for the first 2 hours, double time thereafter.
Sunday	Double time.
Any day exceeding 12 hours	Triple time

WORK WEEK ON PRODUCTIONS CREATIVELY CONTROLLED BY CITIZENS OR RESIDENTS OF THE USA

An employee may be engaged to work 56.25 hours per week (5x 11.25 hours per day, exclusive of meal breaks), on television series, television serials, telemovies, mini-series and feature film productions creatively controlled by citizens or residents of the United States of America. This provision does not apply to pre-production, post-production and employees engaged in the construction and manufacturing departments.

BREAK BETWEEN WORK DAYS

Between 2 consecutive work days you must receive 10 clear hours. If you do not receive this break you are entitled to double time until a 10 hour break is taken.

SUPERANNUATION

9% of the gross fee must be paid into JUST SUPER, the Superannuation Trust of Australia (STA) or another fund that has the approval of the MEAA.

Superannuation is in addition to your wages.

MEAL ALLOWANCES

Meals must be provided on location or the following allowances paid:

	<u>Allowance</u>
Breakfast	\$ 14.50
Lunch	\$ 16.30
Dinner	\$ 24.90
Supper	\$ 16.30

Breakfast applies if work starts before 5am, but a catered breakfast can be supplied to provide a full 5hrs work to lunchtime. This type of breakfast break is 30 mins, but only 15 mins is paid time. Supper is always a paid meal break.

MEAL BREAKS AND REST PERIODS

Meal breaks should commence not later than 5 hours from the start of the work session or end of the last meal break, whichever is the later. If a meal break is not provided, a delayed meal break (**DMB**) must be paid at the rate of single time additional for all time worked from the time the meal break became available until the time it actually commences.

Where an employee is required to work beyond the time of their second meal break, that meal must be provided by the employer or the appropriate allowance paid.

Employees are entitled to paid rest periods of ten minutes during the morning and afternoon of each day, to be taken at times agreed between the employer and the employee(s).

NIGHT LOADINGS

Time	Loading
6:00 a.m. to 8 p.m.- Monday to Friday	Nil
8 p.m. to Midnight- Monday to Friday	25%
12.01 a.m. to 6:00 a.m.- Monday to Friday	
6:00 a.m. to 8 p.m.*- Saturday	
12.01 a.m. to 6:00 a.m.- Saturday	50%
8 p.m. to Midnight- Saturday	
12.01 a.m. to 6:00 a.m.** - Monday	100%

TRAVEL TO AND FROM LOCATION

If the location is within a 20km radius of the GPO, the location is considered to be the place of call and work time is calculated from the call location.

If a location is more than 20km from the GPO and an employee uses their own transport, with the agreement of the employer, then travel time to and from the location is paid at 1 minute per km for the distance between the 20km radius of the GPO and the location.

Alternatively, the employer may provide transport from their usual place of business (eg. production office) to the location, in which case work starts from the call time at the employer's production office.

Allowances and Loadings .

Where it is mutually agreed that the employee arranges his/her own transport, within a 20km radius, an allowance of \$7.40 per day shall be payable in addition to minimum rates of pay.

When an employee on duty is required to drive any kind of vehicle of more than two tonnes tare he/she shall be paid a loading of \$5.20 per day in addition to minimum rates.

Use of own motor car \$ 0.85 cents/km

Use of own motor cycle \$ 0.40 cents/km

Accommodation:

Employees required to stay away overnight from their place of residence shall be provided with 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:

- (i) a private home, homestead, or hotel with shared facilities or where unshared accommodation is not provided - \$ 9.60 per day.
- (ii) air conditioned caravans or air-conditioned and sewerage camps - \$ 19.30 per day.
- (iii) shearers' quarters, rough mining camps, or by camping - \$ 38.30 per day.

Clothing:

Employees on location are entitled to a laundry allowance of \$ 11.60 per day unless the employer provides a cleaning service.

LEAVE

Annual Leave

After 12 months service you are entitled to four weeks leave plus 17.5% loading.

For less than 12 months service an employee is entitled to pro rata annual leave based on the number of weeks worked.

Sick Leave

10 days per year – entitlement accumulates on a monthly basis.

Carer's and bereavement leave

An employee may use up to five days of any accrued personal leave each year to care for members of his/her immediate family or household who are sick and require care and support.

An employee may take up to 2 days compassionate leave when a member of the employee's immediate family or household suffers an injury or illness which poses a significant threat to their life or dies.

PUBLIC HOLIDAYS

You are entitled to public holidays (or the days observed as such) off without loss of pay.

If you work on a public holiday you are entitled to double time and a half (based on your contracted fee) for a minimum call of 4 hours.

SAFETY CODE

There is a comprehensive safety code included in the agreement.

As part of this code each production must engage a safety consultant to write a safety report, an on-set safety supervisor and a stunt/sfx co-ordinator.

The primary responsibility for safety will fall on the production company.

To find out more about the safety code, your rights and responsibilities, call your local Alliance office.

For more information, contact the Alliance Information Desk on 1300 65 65 12

Join the Alliance, contact the Alliance Membership Centre on 1300 656 513

This document is a summary of your basic rights and conditions. It is not a comprehensive summary of all your rights contained in the Agreement. For further information please contact your local branch of the alliance. Whilst every effort has been made to ensure the accuracy of the information in this leaflet, the Alliance accepts no liability for loss arising from inaccuracies, if any, contained within.

MPPA MINIMUM RATES

Film & TV Freelance Technicians

Classification Level	Agreement Rate from 19 March 2007	Agreement Rate from 1 Jan 2008	Agreement Rate from 1 Jan 2009
	<i>\$ per week</i>	<i>\$ per week</i>	<i>\$ per week</i>
Level 1	838.95	863.38	887.83
Level 2	900.97	927.21	953.46
Level 3	946.34	973.90	1001.47
Level 4	1012.51	1042.00	1071.49
Level 5	1078.66	1110.08	1141.49
Level 6	1165.64	1199.59	1233.54
Level 7	1273.01	1310.09	1347.16
Level 8	1393.06	1433.63	1474.21
Level 9	1450.91	1493.17	1535.43
Level 10	1533.52	1578.19	1622.85

The Base Hourly Rate is calculated by dividing the above rates by 55.

The above rates reflect a 50 hour week.

Classification Level	Production	Post-Production	Animation
Level 1	Stable Hand Brush Hand Construction Assistant Labourer Unit Assistant Driver/Runner	Assistant Tape Operator	Art Room Assistant Animation Runner Xerox Operator
Level 2	Production Assistant/Runner Wardrobe Assistant Casting Assistant SFX Assistant Occupational First Aider	Edge Numberer 2 nd Assistant Sound Editor Assistant Tape Operator 2 Post Production Assistant	Production Assistant/Digital Scanner Assistant Cel Painter Assistant Background Artist 3 Layout Artist 3 Animator 3
Level 3	Clapper Loader Camera Assistant Third AD Production Secretary Assistant Make-up Assistant Hairdresser Assistant Floor Manager Wrangler Assistant Grip Lighting Assistant 3rd / 4th Electrics Location Scout (TVC)	2 nd Assistant Picture Editor Assistant Tape Operator 1 Visual Effects Assistant 2	Assistant Digital Camera Operator Animation Library Assistant 1st Assistant Layout Artist Assistant Checker Digital Colour Grader Storyboard Assistant Digital Painter Assistant Digital Animation Compositor Digital Painter
Level 4	Armourer Carpenter Electrician Lighting Technician Generator Operator Assistant Animal Trainer/Pick-up Rider Draftsperson (Art Department) Set Dresser Set Maker Standby Props Standby Wardrobe Pattern Cutter Transport Manager Production Accounts Assistant Sign Writer	Assistant Sound Editor Broadcast Tape Operator Visual Effects 1	Checker Assistant Animator Assistant Animation (Rostrum) Camera Operator Digital Painter (HoD) Colour Stylist Digital Camera Operator Assistant Background Artist Assistant Layout Artist Track Reader Tracer /Painter (HoD) In-betweener/Clean-up Artist Digital Animation Compositor

	Extras Casting Enrolled Nurse Chaperone Tutor		
Level 5	Assistant Art Director Props Buyer/Master Model Maker Scenic Artist SFX Technician Mechanic Best Boy Grip Boom Operator Make-up Artist Hairdresser Director's Assistant Production Co-ordinator Second AD Unit Manager Floor Manager Art Department Co-ordinator Registered Nurse	1st Assistant Picture Editor Supervising Tape Operator On-Line Editor 3 Telecine 3 Foley Artist 2 Neg Cutter 2	Digital Camera (HoD) Layout Co-ordinator Animation Production Co-ordinator Animator 3
Level 6	Set Designer Location Manager Gaffer Key Grip Focus Puller Technical Director Make-up Supervisor Hairdressing Supervisor Wardrobe Supervisor Construction Manager Production Accountant Head Wrangler/Horse Master/Animal Trainer Safety Supervisor SFX Co-ordinator Continuity Person Stills Photographer Story Editor	Dialogue Editor Effects/sound Editor On-Line Editor 2 Telecine 2 Digital Composer 1 Foley Engineer Foley Artist 1 Neg Cutter 1	Background Artist Layout Artist Assistant Storyboard Artist Animation (Rostrum) Camera Operator (Film) Animator 2 Assistant Animator (HoD) Senior In-betweening/Clean-up Assistant Character Designer
Level 7	First AD Camera Operator Sound Recordist Gaffer (HoD) Key Grip (HoD) Continuity (HoD) Casting Director Art Director Lighting Designer Production Manager Costume Designer SFX Make-up Supervisor SFX Designer	Sound Designer Supervising Sound Editor Mixer On-Line Editor 1 Post Production Supervisor Music Editor Telecine 1 Visual Effects Designer Visual Effects Supervisor	Animator 1 Digital Production Supervisor Studio/Production Manager Digital Systems Manager Animation (HoD) Layout Artist (HOD) Storyboard Artist Production/Character Designer Assistant Animation Director
Level 8	Director of Photography Second Unit Director Production Designer	Picture Editor	
Level 9	Director (series & serial)*		Animation Director
Level 10	Director (features & mini-series)*		