

Statement from the The BECTU Hair, Make-up & Prosthetic Negotiation team

**Drafted in conjunction with Props, Costume, Locations, Art Dept,
Production & AD's Branch Reps on behalf of their members.**

On May 7th, members of the Prep and Wrap branches (in this instance Costume, AD's, HMU and Locations) attended a meeting with PACT in London. The purpose was to resolve issues surrounding P&W in order to advance the renegotiation of the 2017 TV Agreement. Two previous meetings attended by all departments failed to reach a satisfactory resolution and it was clear that P&W was considered the foremost issue to resolve before negotiations could continue. Talks on the 7th of May were positive and a tentative idea was formulated. Subsequently PACT proposed a solution and the P&W branches took the necessary time to work through scenarios and their implications for all crew. This information was returned to PACT for their members consideration before they issued a reply on the 11th July 2022 in the form of a proposal which they have asked to be formally balloted by BECTU members.

You will see from the PACT proposal that we have achieved the possibility of 1 hour paid at 1T to cover what would have been considered "given time" or Prep & Wrap. Whilst this is not yet parity with all departments in our industry, it is a step in the right direction and puts us on track to further push for parity in the not too distant future.

However, there are other areas of this proposal which require clarification, consideration and revision. Whilst the 2017 TV Agreement gives a certain structure to the terms and conditions of our work, it is open to misinterpretation which causes disagreements and unnecessary negotiation in an effort to reach resolution. You will therefore see our replies to PACT's proposals and a list of issues which need resolving in order to move forward.

We are therefore asking our members to consider voting 'NO' to this proposal. A 'NO' vote result will require PACT to help resolve these issues.

Throughout the negotiation process BECTU branches have been working on a new set of Terms & Conditions which will be used from the 1st September should a resolution with PACT not be made in time. Camera, Grips, Sound and Lighting departments chose to ballot their members on their initial Terms & Conditions document but the negotiation team of this branch along with Props, Costume, Locations, Art dept & AD's, chose not to. This was because the document still required further revision to encompass all departments needs and requirements such as P&W in particular. Only after reaching a potential solution on P&W could we add clauses into a T&C document with the aim of reflecting the requirements of our branch.

Once this T&C document is completed, you will be asked to vote on this too. It is hoped by then we will have been in talks with PACT and will be moving forward to a resolution.

Your opinions and voice are vital to us during this time and we encourage you to reach out and talk to us. We will look to hold a webinar to give you as many details we are able to and we ask that you email us your thoughts and concerns.

The negotiation team are massively aware that BECTU membership amongst Hair, Make-up and Prosthetic artists is far lower than other branches yet any choices we are making affect everyone whether they are members or not. This is a huge responsibility and we have not taken any of these choices lightly.

Only members are allowed to vote on these issues so please consider joining and supporting us in making your working terms and conditions better. Please see the BECTU website. It is not too late!

Please email your considerations to bectuhairmakeup@gmail.com