



Key conditions for offshore crew template agreement

Below is a summary of the **key conditions** for the template offshore crew agreement between MEAA and the major studios. The agreement will cover any **feature film production** in Australia by Paramount, Sony, Universal, Disney or Warner Bros with a budget of more than \$15M. Other international producers may use the template for feature films by agreeing to use it for any subsequent feature film production up to June 2022. Those who have done so include Legendary and Netflix.

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

7th day overtime

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

Minimum rates

Minimum rates are listed for each role and will increase by 2% on 1 July each year. Where personal margins are negotiated, the pay increase will not be absorbed into the margin.

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 (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)

Casual loading = 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

Nominated positions are paid five day 'flat', that is, without an entitlement to claim additional overtime or night loadings. Payments for additional days are negotiated between the employee and UPM.

For more information, or if you have any questions about your rights, contact MEAA Member Central on 1300 65 65 13 or members@meaa.org.