

AAPTLE Meeting No.10

Tuesday 25th August 2020 12:00 on Zoom, chaired by CITA

Present:

CITA - Nikki Edmonds (Chair), Charlie Rungen
ALD- Zoe Spur, Mark Jonathan, Lucy Carter, Jo Town
SMA- Andy Rowley, Owen Thomas,
ASAM- Grit Eckert, Sadeysa Bailey FTF
PMF- Mandy Ivory-Castle, Dan Shelley
Stage Sight- Bruno Poet, Prema Mehta
SBTD- Fiona Watt, David Farley, Kate Scott
Scene Change- Bunny Christie, Katrina Lindsay, Simon Kenny, Grace Smart
SDUK- Alex Sutton
PMA- Tracy Elliston
FMTW- Sunita Hinduja, Peter McKintosh,
ABTT- David Evans (PMF & B SIPA)
ASD- Rob Bettle, Zoe Milton, Dominic Bilkey

Apologies:

Welcome

CITA welcomed all to the meeting. New attendees from CITA, ALD, SDUK, & SCENECHAGE welcomed.

(pinned) Weekly Reminder for New Representatives:

- Please rename adding the organisation you represent on your zoom screen.
- All AAPTLE organisations to put their basic membership numbers on Slack so they can be collated onto a google document.
- Can all organisations list their representatives for future AAPTLE meetings on Slack for continuity. The names should be put in the general section of Slack for the moment.
- Slack is an open channel so any new members can be invited to Slack through their respective organisations so they have access to it.
- With correspondence on Slack please can your name and that of the organisation you represent be added to your profile for clarity.

CULTURE TASK FORCE:

It was mentioned that it would be helpful to invite Patrick Maloney to a meeting to report back on the CTF meetings. Nikki Edmonds will reach out to Patrick.

Meeting Guests

- Schedule to be added to the slack hosting schedule by Owen in the Slack to allow for more efficient planning
- A request to have a UK producer to a future meeting. It was suggested to may be something we want to consider to be added to the UK/SOLT meeting.

SOLT/UK Theatre

Invite to be sent out after the ratification of the contract for Directors and Designers. Max from SC to advise when this is complete.

It was agreed that the premise of this meeting with Juliann Bird and Sebastian Slater would be more about ethical practices and to connect with them as an organisation, to bring Aaptle to their attention as a body of organisations that they need to speak to.

The Workforce Review is an important discussion point in this meeting.

Time frame would be end of September, after Paul Flemming and Helen Ryan.

REPRESENTATION

- The Video Code to attend meetings from 8th September onwards.
- Gathering of statistics of the ethnic make-up of each organisation is ongoing
- Recommendation to invite Amanda Parker from IncArts to a future meeting
- Encourage all organisations to sign up to the Charter that IncArts have set out.
- Solt/UKT Workforce review: Recommendation to read. Ideal to come back to it for discussion in two weeks. Sunita will write a response to it, to be available on the slack.
- Workforce Consortium Group within SOLT/UKT exists but has been paused in the current pandemic. Prema advised that she was originally part of the group and was the only freelance representative, has since left but suggests we ask who is returning to this group when it resumes and ensure freelancers have representation.
- Stage Sight is moving forwards to call the organisations who have signed up to hold them to account.

EQUITY MEETING WITH PAUL FLEMMING

Potential questions for Equity:

1. What can they offer AAPTLE?
2. What protections can they offer Freelancers in Theatre?
3. There is a spending review in the near future, what are Bectu or Equity planning to query/ consider?
4. Options for pension inclusions for freelancers working long term at certain institutions ?
5. What is the current situation regarding the Race Commission set up after the Laurence Fox incident?
6. Equity run union meetings during show techs tend to only include cast members included and exclude working freelancers who are union members. Just a query as to why this isn't open to all members in the theatre. Is this separated by fulltime employees vs part-time/ freelance hires
7. During C-19 scenarios, temporary agreements are being made. Why aren't all these agreements made public so members can see what to expect when being hired. (especially relevant for freelancers)
8. Can we please discuss whose responsibility it is for all the currently additional C-19 cleaning protocols?
9. Who is to PM Covid duties? Theatre? Production? HODs? Currently there is an environment of if you raise a concern, you are risking getting your "head bitten off". Producers need to take responsibility for people getting

sick. What is the guarantee for freelancers who risk losing work when someone gets sick on a production?
10. Member rights and can we add Inclusivity and sustainability to the list of current concerns?

Please note that the meeting with Paul Flemming was postponed after this meeting took place: new date and time TBC

FUTURE ACTIONS/ AOB

- It was raised by CITA concern about the level of responsibility being left to costume workers in the cleaning of spaces backstage used by performers and the provision of PPE. SMA added that the same concerns being raised by stage management. Agreed that no one has an issue with cleaning own areas and workspaces, but time must be taken and responsibilities agreed in advance of the first day of work, and proper training given.
- On the above it was suggested that Producers would need to be brought to the table to discuss this as it is felt to be a producer responsibility. This should now be a separate meeting than one with SOLT
- Recommended organisation representatives to keep a track of the hours spent on additional CV19 work.
- Recommendation to bring in an independent representative for advice along the lines of the HSE inspector that is in place for a longer time frame
- Suggestion to build a statement of support to all members who are returning to work with key points regarding the CV19 response. Promoted through social media information campaign
- Development of AAPTLE: Observe and take note of those people that aren't in the room and a pledge to stand together as an alliance of organisations and being a voice for those people.
- Invitation to the SMA zoom brunches that are open to anyone. Andy to add the invite to the slack with details of date and time.

ITEMS DISCUSSED TO FOLLOW ONTO AGENDA FOR NEXT WEEK

- Cost involved in setting Website up. How do we ensure costs not falling on individuals?
- Sustainability of Admin within AAPTLE going forward. Do we need to formalise and interrogate the current set up?
- Representation Weekly discussion
- Guidelines coming from ABTT/SMA on rehearsal process. Andy will advise when these are published.
- SOLT/Bectu West End Variation vote to have concluded: Helen Ryan to be invited to a meeting. Decision on which date.

Next week's host is CHAIRING ORG: FMTW