

**CODED AGENDA FOR THE UNION OF GREEK FILM,  
TELEVISION AND AUDIOVISUAL TECHNICIANS' COLLECTIVE  
EMPLOYMENT AGREEMENT.**

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On this day, August 2<sup>nd</sup>, 2010 in the presence of OMED's (Agency Mediation and Arbitration) Mediator Christos A. Ioannou the Union of Greek Film, Television and Audiovisual Technicians and the Association of Independent Audiovisual Producers, one of the most representative organizations of its kind, have signed the Collective Employment Agreement.

The following coded text governs the work ethics and the terms of payment and employment for the Film and Television Technicians who work on a fixed-term contract for employers who deal with audiovisual productions of all kinds.

**Article 1.**

The provisions of the present document apply to the Film and Television Technicians who are members of the Union of Greek Film, Television and Audiovisual Technicians (E.T.E.K.T.-O.T.) and who work on a fixed-term contract for employers who deal with audiovisual productions of all kinds.

**Article 2.**

**2.1** The minimum daily or weekly wage of the Technicians as per Article 1 which have been determined on 31/12/2009 based upon the CEA of January 3<sup>rd</sup>, 2008 (Act of submission to the Ministry of Employment and Civil Protection ΠΚ 22/16-5-08) are still in effect at 30/06/2011 based on the appendix TABLE A'.

**2.2** The minimum daily or weekly wage of the Technicians as per Article 1 which have been determined on 31/12/2011 have been raised as of 01/07/2011 to a percentage equal to the percentage of the annual rise in European inflation in 2010.

**2.3** The minimum daily or weekly wage of the Technicians as per Article 1 which have been determined on 30/06/2012 have been raised as of 01/07/2012 to a percentage equal to the percentage of the annual rise in of European inflation in 2011.

**2.4** For the purpose of applying paragraphs 2.2 and 2.3 of the present Article the term "European inflation" takes into consideration the average annual percentage change over the previous year of the Harmonized Index of Consumer Prices in the Eurozone as announced by Eurostat.

**2.5** The amounts that result from the calculation of the rises in the present Article are noted with two (2) decimal points and are rounded up to the next centime, if the mill is equal to or greater than five (5). TABLE A' will be filled in once

Eurostat announces the percentage of the annual change of the Harmonized Index of Consumer Prices compared to the previous year in the Eurozone.

### **Article 3.**

**3.1** Christmas and Easter bonuses are considered regular earnings and are to be paid in full on the condition that the working relationship is maintained for the entire period, i.e. Christmas bonus 1<sup>st</sup> January to 30<sup>th</sup> April for the Easter bonus from 1<sup>st</sup> May to 31<sup>st</sup> December. The Christmas bonus corresponds to a monthly salary for those paid on a monthly basis, and to 25 daily wages for those who are paid on a daily basis. The Easter bonus is equal to half a monthly salary for those paid on a monthly basis and to 15 daily wages to those who are paid on a daily basis.

**3.2** Employees, whose working collaboration with the employer doesn't extend to the entire period of time which is necessary for a full Christmas or Easter bonus, are entitled to:

a) a Christmas bonus equal to 2/25 of their monthly salary or two daily wages, depending on the agreed method of payment, for every nineteen days of their working collaboration.

b) an Easter bonus equal to 1/15 of their monthly salary or two daily wages, depending on the agreed method of payment, for every eight days of their working collaboration.

### **Article 4.**

Employees covered by this agreement are entitled to a monthly marriage allowance of 30€. Each employer is obligated to pay the said allowance, in the case where there is more than one consecutive employee.

### **Article 5.**

Each working hour over and above the forty hours per week is to be paid as overtime on the basis of a 40% increase for the first five (5) hours and a 60% increase over and above the first five (5) hours. Night rates (from 10 pm till 6 am) bear a percentage of 75%. Furthermore if the technician works on a Sunday or on any other day considered to be a Public or Religious holiday, his/her daily rate is to be increased by 75%. The Holidays subject to this rate are 01/01, 06/01, 25/03, the first and second day of Easter, 01/05, 15/08, 28/10, the first and second day of Christmas.

#### **Article 6.**

The employer is obliged to provide transport for the technicians at his/her own cost if the location of the work is over 30km from Syntagma Square. In the case where the technician arrives at the location via his own means of transportation, the producer must pay the transport expenses on the basis of the corresponding receipts. Travelling time for a technician to and from a location is counted as working time.

#### **Article 7.**

The Producer can employ the Technician for 8 hours on the filming set.

#### **Article 8.**

The producer is obliged to offer the Technician a full daily meal, over and above the agreed salary.

#### **Article 9.**

In the case of an on location shoot, and as long as the Technician stays overnight, the Producer is obliged to secure decent accommodation, breakfast and two (2) meals per day. Apart from the above, the producer is obliged to pay per diems fixed at thirty-five euros per day and noted in the Private Employment Agreement.

#### **Article 10.**

Regular employment is 40 hours per week, which is 8 hours per day on a five-day working week basis. It can include Saturday but not Sunday.

#### **Article 11.**

The Technicians' working hours are continual, with a compulsory one-hour break for food and rest during filming. In circumstances of bad weather there could be a two-hour pause. Working hours commence from the moment the Technician shows up at the starting point in accordance with the schedule as determined by the call times, and end with his/her return to the same point. The turnover period between two working days should be 10 hours.

### **Article 12.**

The Producer is obliged to insure the Technician in accordance with the specialty indicated on his/her license of practice, as provided by the Ministry of Culture, under IKA-ETAM at 12<sup>th</sup> scale cover (code specialties 314150 και insurance coverage code (ΚΠΚ) 101) as derives from IKA circulars no. 124 / 06.08.1986 and no. 80 / 30.05.2007, with his/her full payments as well as benefits as specified by the benefits law etc. based on his/her total income reflected in the payroll. For practical reasons, in the Technician's insurance books the employer will record ONLY the period of time that the Technician was actually occupied, the total income and the total contribution to their insurance fund, while they SHALLNOT note the days of insurance cover, is instructed via the above mentioned IKA circulars.

### **Article 13.**

The employer is obliged to provide to the Technician an End of Year Tax Form with a breakdown of their income and contributions.

### **Article 14.**

The Producer and the Technician are obliged to sign a Private Employment Agreement which stands as a vital part of this Agreement. (A signed copy is submitted together with the Collective Employment Agreement).

### **Article 15.**

Members of the crew must hold a License to Practice as a Technician in Film and Television, as stated via law 358/76 and more particularly the Ministry of Culture Decision No. ΥΠ.ΠΟ/ΔΙΚΟΜ/84148/1376/1402/27-10-2005 ΕΦ.Κ.Αρ.Φύλλου No. 1438. The specialties of the crew members are determined by the Director, the Production Manager and the Director of Photography, after the requirements of the project involved have been taken under consideration.

### **Article 16.**

The minimum number of Technicians' that should be occupied for any fictional production is 13 if the film used is 35mm and 11 if it is 16mm as specified via the law 1597/86 art. 6, par. 1, or as this may be amended in the future.

When the means of filming is digital, the number of technicians required is determined by the Director, the Production Manager and the Director of Photography, depending on the production needs, and subject to the Producer's

agreement.

#### **Article 17.**

In order for the Technician to offer his/her services under circumstances that could be considered a risk to his/her wellbeing, special provisions will be specified in the Private Agreement.

#### **Article 18.**

The present Collective Employment Agreement is in effect for “every cinematic work that is captured by means of image or image and sound and is intended for film or television or any other kind of audiovisual transmission” as specified by law 1597/21.5.86, article 4, paragraph 1.

#### **Article 19.**

In order for article 2.5 to be applied and in the case where one or more articles of the present Collective Employment Agreement should need by exception and only under special circumstances, to be modified, then such need for a different content will be commonly agreed in writing by the two parties, without requiring termination of the present CEA and by potentially using article 2 par. 5 of law 1876/90.

#### **Article 20.**

Earnings greater than those specified in the present document or more favorable working conditions that are foreseen by laws, decrees, ministerial decisions, internal regulations, customs or personal employment agreements are not affected by the provisions of the present document.

#### **Article 21.**

The present Collective Employment Agreement has been in effect since 01/01/2010.

**TABLE A' (01/01/2010 – 30/06/2011)**

SPECIALTY	WEEKLY WAGE	DAILY WAGE	COMMERCIAL DAILY WAGE
<b>PHOTOGRAPHY DEPARTMENT</b>			
CINEMATOGRAPHER/ DIRECTOR OF PHOTOGRAPHY	805 €	187 €	253 €
CAMERA OPERATOR	618 €	134 €	196 €
FIRST ASSISTANT CAMERA/ FOCUS PULLER	510 €	107 €	107 €
SECOND ASSISTANT CAMERA/ CLAPPER LOADER	375 €	85 €	85 €
STILLS PHOTOGRAPHER	429 €	97 €	97 €
KEY GRIP	525 €	114 €	114 €
GRIP ASSISTANT	429 €	97 €	97 €
<b>ADMINISTRATION DEPARTMENT</b>			
PRODUCTION MANAGER	805 €	187 €	253 €
ASS. PROD. MANAGER	590 €	128 €	128 €
PROPS MASTER	535 €	118 €	118 €
OFFICE PRODUCTION ASSISTANT	375 €		85 €
<b>PRODUCTION DESIGN DEPARTMENT</b>			
ARTDIRECTOR-COSTUME DESIGNER	895 €	187 €	252 €
ASS. ART DIRECTOR-COSTUME DESIGNER	535 €	118 €	118 €
CONSTRUCTOR/KEY SCENIC ARTIST	510 €	107 €	107 €
ASS. CONSTRUCTOR/KEY SCENIC ARTIST	429 €	97 €	97 €
CARPENTER	510 €	107 €	107 €
ASSISTANT CARPENTER	429 €	97 €	97 €
AMPIGIEZ/WARDROPE	402 €	85 €	85 €

<b>SOUND DEPARTMENT</b>			
SOUND RECORDIST	670 €	161 €	215 €
BOOM OPERATOR	510 €	107 €	107 €
<b>POST PRODUCTION DEPARTMENT</b>			
FILM EDITOR	805 €		241 €
NEGATIVE CUTTER	510 €	107 €	107 €
<b>MAKE UP DEPARTMENT</b>			
MAKE UP	535 €	118 €	118 €
2 <sup>nd</sup> MAKE UP ARTIST	429 €	97 €	97 €
HAIRDRESSER	429 €	97 €	97 €
<b>DIRECTION DEPARTMENT</b>			
1 <sup>st</sup> ASSISTANT DIRECTOR	562 €	123 €	118 €
2 <sup>nd</sup> ASS. DIRECTOR	429 €	97 €	97 €
SCRIPT SUPERVISOR	510 €	107 €	97 €
<b>LIGHTING DEPARTMENT</b>			
CHEF ELECTRICIAN	525 €	114 €	114 €
ASSISTANT LIGHTING TECHNICIAN	510 €	107 €	107 €
<b>SFX DEPARTMENT</b>			
SPECIAL EFFECTS COORDINATOR	616 €	135 €	135 €
ASSISTANT SPECIAL EFFECTS COORDINATOR	429 €	97 €	97 €
<b>ELECTRONICS/VIDEO DEPARTMENT</b>			
CCU OPERATOR- FIELD TECHNICIAN ENGINEER	643 €	151 €	
VIDEO OPERATOR	510 €	107 €	
ELECTRONICS EDITOR	643 €	151 €	
SOUND MIXER	510 €	107 €	