



casting directors association

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CDA Meeting 19/01/16 Minutes

Members Present:

Lou Clouter
Paul DeFreitas
Tree Petts
Greg Kyle
Shakyrá Dowling
Kate Evans
Sue Odell
Mark Summers
Amanda Tabak

Apologies From:

Ali Fearnley
Andrea Clark
Claire Catterson
Claire Toeman
Hannah Simons
Hannah Birkett
Lou Smernicki
Francesca Greene
Nicci Topping
Brendan McNamara
Emma Ashton

No Response:

Anna Kennedy
Camilla Arthur
Heather March
Jody Furlong
Suzy Korel

Voted In:

Emily Tilelli (ET Casting)

Money

- £1647 in account now
- Renew fees about to come in of £3675
- Plus possible new members fees

Money Need ASAP

- £600 website
- Lawyers fees TBC but estimated at £750+vat

Equity

Sue Odell - tells how she got a threatening letter from Equity about writing specific age on a Spotlight brief.

Spoke to Hamida from Equity, spoke all about occupational requirement, said you can't write that you want an ethnic minority. Kate talks about medical jobs for example: On medical jobs casting has to hit the requirements. Clients do research into the exact people they need.

Tree- "we need to get legal advice" she spoke to Jamie Feldman from Harbottle & Lewis.

Tree asked for a paragraph or a few lines from Equity telling us what we should write. Tree reads out email from them about what we should write- Paragraph that they sent her was way too long.

-Amanda says: "As professionals when we write age on briefs we mean playing age" this was then cleared up that Equity will not see it like that and pick you up on it straight away.

-Tree points out that Equity want to make an "example" of somebody!

Conclusion: All agreed that we need a paragraph or few sentences of what we can say re this. If we say all ethnicities we get the wrong suggestions, how can we reconcile this whilst staying within policy?

-Casting call- playing age. You can never ask age.

-Ethnicity- Only lawful to ask if it is an occupational requirement.

Action:

Tree is going to speak to solicitor about all in link sent to her. Kate wants to know what happens if you're doing worldwide jobs. Disclaimer needs to go to lawyer asking: does this cover us?

Lawyer

Harbottle & Lewis: Jamie Feldman

He knows the industry and has said, based on what we have told him, they will charge £750+vat

Tree pointed out that Kim Knowles (IPA) said there have been a lot of new directives from EU and the IPA have got their legal team on it – which hopefully will help CDs as the ad agency producers and creatives need to keep the law in mind when writing commercials and briefs..

-It was said that people were concerned that sending a paragraph out may put producer off using you, can we talk about using alternative methods? Solicitor to help with this

Need to bring up: Disclaimer, Occupational requirement- What does this mean? Real people- "I'm a real woman but I'm an actress" but you can't say no actors/actresses as its discriminating against them.

-Amanda: I don't understand why it is different in TV and film. In film you can specify. Is this not discriminating against commercial?

Idea: Jamie (lawyer) - if we like him can it be an option to have him on board? Maybe having a deal with them

Conclusion: It was decided not to wait and that we need to get legal on it ASAP. We need to protect ourselves.

All on the lookout! Equity are definitely going for one of us. The little power they have they want to use.

Amanda says they go after commercials as they see them as the lowest of the low. Have equity gone after CDG about any of this? If not this is discriminatory against CDA!

Was decided it would be nice if we could push back a little bit against Equity.

CDA Members Concerns: (see notes)

Tree then reads out Francesca's points

Spotlight was spoken about: Having dates on photos to see how old/recent they are

Other points discussed about this:

Are we responsible for asking age on casting forms?

Taking photo copies of passports is a good idea to protect ourselves- Can they work in this country!?

Greg: "Can we not just make it a general rule to bring passports to castings?"

Conclusion: It was decided Tree is going to collate all these points and put them forward to legal.

Co-Crediting

Mark tells everyone about Nicci Topping... at British Craft Arrows and how they "forgot" to mention her name. Mark pointed out how they don't appreciate us!

Sharing castings-

Can you co-credit when two casting directors cast but only one casting director's people get used?

-Amanda Tabak: thinks if they have put the work in then it is fair.

-Tree Petts: then asked what happens if they only pick people from one of the casting directors?

-How do you reconcile co-crediting?

-There is a difference in putting it on your cv and taking credit for it e.g. on your website.

- Idea put out that there should be something to sign for casting director saying if none of your people are used you cannot credit

Conclusion: As an association we should work together not play off each other! CDG members have had trouble with this too! Let's not fight with each other about it. If you co-cast you can only credit if your people got used for job!

Casting Breakdowns being Trolled on internet!

Equity need to talk to actors about Trolling

Sue Odell - said she has stopped putting her name on briefs because of the abuse she got.

- We as the CDA are here to back her up with incidents like this

Tree Petts - tells about when she cast for an Estate Agent and put out a breakdown with the name of company! Someone tweeted with the name of this company about them being a "shit" company with shit adverts. In conclusion to Tree's story: They found this girl (she's @proresting). It is illegal for her to lift Tree's breakdowns from spotlight. Now tree puts on her breakdowns that you CAN NOT lift things off her breakdowns

Mark Summers - points out "If it's more than 3 tweets is officially harassment" Mark says he thinks we should be warned who these people are so we can protect ourselves. This specific girl's name is data protected! "If there are nutters out there we should be allowed to know!" We have to look after each other

Amanda Tabak - told us about an actress getting her home phone number and harassing her, she had to get the police involved.

Conclusion: If attacked personally go to police. If it is petty comment then just don't rise to it!

Mark Summers point was read out

-Do we all get a legal form so that we are all protected?

-Get our legal person to look into our booking forms

-Paul pointed out that sending a form is a bit confrontational but they don't want to have that conversation

Lou tells how she sends out standard Job sheet and says "Sign off on this and I will start the job"

Kate tells us she gets 50% upfront on foreign jobs or companies she has not worked for before. All production companies get start up costs this includes casting fees, stylist fees and location fees.

Terms of engagement.

This was discussed and Lou Clouter said she uses a BOOKING FORM

Lou Clouter: said she will send us her template

Paul De Fretas - asked what we do if they refuse to pay or go bust.

-Decided that we tell other members.

-Do we get legal involved?

Idea: To set up a fund for members that goes towards support and legal, also to help out if people get screwed over.

Equity re Pencilling

Tree reads out email from Equity

-TAKE PENCILS OFF- we must make sure we take the pencils off people otherwise equity are going to make us pay to pencil people.

Kate tells how she charges a prep day if she is casting over 5 characters – its takes a day to pencil people (5 characters – 5 people per character pencilled = 25 agents to call)

Conclusion: Yes to taking pencils off- it's just good manners.

CDA- Getting the word out there!

-Newsletters go out because there is news for you - Please read them.

-CDA Members should ensure CDA name is on LinkedIn profiles, websites, twitter handles etc.

Amanda Tabak - talks about the sort of tweets should be posting:

-Projects that are on air

-Equality

-Work of CDA members

All of the above and more. Not the irrelevant posts we put on day to day- All agreed.

Conclusion:

Kate Evans: tells how at present Zita is tweeting for CDA on a regular basis.

Zita looks at ALL CDA members twitter and re-tweets important information and jobs that the members have done but she should not be responsible for the more important tweets about, for example, Equity.

Paul De Fretas: points out that we need to be very careful about what we tweet Spoke about getting more members in and the possibility of awards

Conclusion: We need to do more of the little positive comments as this gets us followers. It needs to be all about working together and about our success.

Amanda is going to think about what needs to be said, to decide what to write is to keep her eye on the big stuff and Zita to stay doing everyday tweets!

Encouraging new members to join- can we all think about this please!