

FSE Board Meeting (Executive Committee)
12-14 January 2017
Madrid

Present

Robert Taylor, Carolin Otto, Maciej Karpinski, Marie Roussin. STAFF Amélie Clément, David Kavanagh

Absent : Monica Boracco

SUMMARY OF DECISIONS

The board

- unanimously acknowledged the great commitment of ALMA, the efforts (human, financial) made to welcome FSE in Madrid and the quality of the meetings and very constructive discussions.
- welcomed Marie Roussin as coopted board member ;
- acknowledged the resignation of Jean André Yerlès ;
- approved the minutes of the previous board meetings of 2016 ;
- approved the budget 2017 ;
- renewed staff's contracts for 2017 ;
- agreed to reconduct the survey on screenwriters' income (depending on fundraising) ;
- agreed to communicate on a quarterly basis with Partner members and exchange information more regularly.
- Agreed to propose a new membership fee scheme at the next AGM ;

MAIN TASKS

David will

- write an FSE statement/policy position on the new EU copyright directive.
- contact FSE member guilds to ask them to lobby their national MEPs and permanent representations in Brussels (campaign the European Council).
- propose to FSE member guilds concerned by the issue of competition law in their country to work together : basic questionnaire and meeting (probably in Brussels).
- contact guilds to work on setting a common basis of credits.
- Contact Uni-Mei to agree/prepare a new application to DG Employment (collective bargaining).

Amélie will

- work on the new website (project, hire webmaster...).
- work on the preparation of the FSE Award and fundraising (contact guilds and CMOs, applications).
- bring admin and organisation support to all projects and meetings.
- Send a brief report to guilds on meetings in Madrid.

Robert will

- address a thank you letter to ALMA
- address a letter to FSE member guilds
- write to the director of the film festival of Gdynia to present a project (intermediary : Maciej).
- Contact ALCS (partner member)

Carolin will

- make contacts for the FSE Award
- make contacts for WCOS 04 Berlin 2018

Maciej will

- organise the FSE meetings in Poland in September 2017
- contact Karlo Vary Festival for a FSE meeting

The board approved the proposed agenda with the addition of an item entirely focused on communication proposed by Amélie (internal/external).

EU POLICIES

Competition law

David told about a request introduced by email by FAGA and ALMA, on the possibility to send a questionnaire to all FSE member guilds on competition law. David shared with the board the reply he sent to FAGA, on how to do that questionnaire. He proposes to organise a meeting in Brussels with the guilds concerned by the issue of competition law willing to take part in a working group (but how to finance it ? Contribution from guilds?).

Credits

David reminded another issue raised by some FSE member guilds, and since long a project at FSE: establish a common set of credits among guilds (written by...) and recommend it - guidelines (in particular to CMOs – ask them to update their systems). Robert thinks it is useful to get involved in it. David proposes to contact guilds with a basis of credits, ask guilds to see how much it is in contradiction with the uses in their country, and agree on common terms.

After discussing these two issues raised by guilds, board members agree that

- EU lobbying remains the priority for FSE
- however FSE should continue to run other campaigns.

Copyright Directive

David detailed the recent discussions among the Authors Group (FERA, FSE, ECSA, EWC, EFJ). He will write a statement on FSE's position on all aspects of the new EU Copyright Directive :

- support the « transparency triangle »
- support SAA's proposal on unwaivable equitable remuneration
- support GESAC's proposal on the « value gap ».

The lobbying by the Authors Group at the European parliament has been quite efficient. But there is still a lot to do at the **European Council**. David will ask **individual member guilds to contact their MEPs at national level**.

The FSE Award and FSE AGM in Brussels in Fall will be another good opportunity for guilds to lobby though it might be a bit late regarding the EU Copyright directive.

What FSE should provide guilds to help them lobby (a kind of EU lobbying toolkit):

- A few key points, summarizing FSE's policy position (nice presentation).

- Identify key MEPs to contact, and for some countries representatives of permanent representations. Ask guilds to contact them in priority.
- Guilds free to address also national politicians.
- A document explaining the EU legislative process.
- Explain the work done by the Authors' Group in Europe.
- Invite guilds to lobby at national level together with other creators group.

Ideas

- Carolin proposes that FSE organises a workshop on EU legislative process (FSE proposed one session on this issue on 1st June 2016 in Brussels).
- Amélie proposes to work on a power point presentation on EU legislative process, for David to present at meetings, and to improve the presentation David made on FSE at the panel discussion in Madrid.
- Carolin reminded the proposal made by Belgian participants at FSE AGM in Paris : contribute to lobbying in Brussels. David will contact Vincente Vanneste to help and represent FSE when he cannot go to Brussels. Carolin proposes that the board sends him a letter of intention.

Who is the primary creator of an audiovisual work ?

David mentioned a document issued by FERA (their own position on EU directive) in which directors are said to be the primary creators of the audiovisual work (interpretations : the first or the most important). Discussions with FERA had already pointed out this problem in the past. David is surprised that it appears again considering the very good relationship with FERA CEO. The board agrees that FSE cannot accept this position. Maciej said that no profession should present itself as « the first » in a sector.

David will write unformally and friendly to Pauline Durand-Vialle to ask for clarification. If a more formal approach is needed, Robert will write a letter to the chair of FERA.

WORKPLAN 2017 - PROJECTS

Collective bargaining

UNI-Mei (Johannes Studinger) was not opposed to try a new application to DG Employment in 2017. David and Amélie will plan a meeting with Johannes to discuss changes to make to increase our chances of success.

Survey on remuneration

The aim is to update the survey on remuneration done in 2013 on the revenue of screenwriters in 2012. Despite the uncomplete results, this survey has had an impact (the publication has been quoted by other organisations to demonstrate the bad income of most screenwriters).

This project requires to find money and hire a researcher to conduct the survey, produce an analysis, compare with studies made at national level and produce some results for a publication...

Marie Roussin questioned the necessity of a questionnaire. She said that the most interesting figure is the median income, not the average one ; that it is more interesting to know how much a writer earns regarding what he does. David explained the function of this survey and its lobbying logic : show that screenwriters are generally badly paid. Carolin added that the idea is to create a « EU » writer, not in reality but something that speaks to EU officers and MEPs.

Next Board meetings

Second BM in Brussels

27-28 April (from 12 am Thursday).

FSE will propose representatives of Belgian Guilds to join for dinner.

Third BM in Poland, Gdynia

The meeting will be hosted by the film festival (16-23 September 2017 - www.festiwalgdynia.pl/en) : accommodation and venue for meeting (however they will not cover flights).

FSE will be asked to take part in some open meetings with polish filmmakers and writers.

Robert will write a short letter to the director of the festival to propose our plan for the meetings :

- a panel on remuneration (presentation of FSE, of EU legislative process, show various national situations...).
- a panel on the profession : writing.
- a promotion of FSE towards Central and Eastern countries.
- meet Zaiks and ZAPA (CMOs).

Creators Conference

The Authors Group was partner of the Creators Conference in 2016. No date has yet been fixed. If the event happens again in 2017, FSE will be partner (contribution : 3000 euros).

IAWG Meeting

David, Robert and Carolin will attend, as well as the French guild. Dates : 9-11 October 2017.

FSE AGM

The board agrees to propose to hold the FSE AGM 2017 in Brussels at the same time as the FSE Award.

FSE Award 2017

Dates and venue :

FSE will try to organise the event during the meetings of the committees of the European Parliament (JURI, CULT...). Carolin is making contacts with the Bavarian Representation. Another option could be the meeting room of the Palace (International Federation of Journalists).

FSE will plan meetings in Spring with Belgian guilds to propose them to help organise the event, and with the team of the Bavarian representation.

Money :

Amélie proposed a budget of 35000 euros. The board suggested to lower it to 25-28 000 euros.

- Carolin will meet Robert Staat (VG Wort).
- Robert Taylor will contact ALCS to propose them to become Partner member. In case ALCS refuses/cannot, FSE will introduce an application for the FSE Award.
- Amélie will contact several guilds to ask them to support/introduce an application for money to their CMOs for the organisation of the FSE Award.
- Carolin proposes to lobby BMW Brussels (Jochen Greve has personal contact who attended the 1st FSE Award).

The « Award committee »

The board discussed the procedure for selecting a winner and the need for clarification. FSE will write to the

guilds (in March) to explain 1) the FSE Award it mainly a lobbying event ; 2) the procedure : guilds will be invited to propose names (writers from their country but also names from other EU countries). These names will not be nominees for a short list, but suggestions to help board members find the best winner (give the main criteria).

If FSE raises enough money, Amélie proposes to commission the illustrator who made portraits of screenwriters last year to draw new portraits (for publication, exhibition). It will be important to make it clear that these portraits are NOT nominees.

The board will meet in June to discuss the suggestions.

WCOS 04

Carolyn gave some information on the first steps to look for a venue in Berlin. VDD will present more details in February (budget, subsidies, proposals for an agenda).

VDD will apply to IAWG for financial contribution.

FSE/VDD/IAWG will get the formal steering group in place in the coming months.

PARTNER MEMBERS

Improve communication with PM

Following meetings with the board of ALMA and with SGAE and DAMA, FSE board acknowledged the need for more transparency and communication.

- FSE will send a letter to partner members on a quarterly basis to inform them on FSE lobbying, activities and projects (copy to member guilds).
- FSE will invite partner members at opened meetings.
- FSE will send them a report on FSE lobbying in 2016 (same format as the report 2015). Copy to member guilds.
- Robert proposes to divide annual meetings in different parts and propose partner members to join an opened session.

New partner members

Partner members are now 5 and bring more than half the annual income of FSE. Recruiting partner members remain a priority for FSE board.

Robert Taylor will contact Barbara Hayes at ALCS (UK) to propose them to become partner member.

Marie encouraged the board and staff to present FSE **in a more positive way** : Yes, there is something to do at European level. BE MORE OPTIMISTIC IN THE WAY WE PRESENT OURSELVES and SET SPECIFIC GOALS. The board agreed that FSE should « sell » a more positive message.

The board discussed a plan for approaching CMOs : give priority to recruiting partner members or proposing a project.

Two main projects in 2017 : Lobbying / FSE Award

The « lobbying » project will comprise :

- the Creators Conference
- the participation of FSE in the Authors Group in Brussels
- the new survey/publication on remuneration

- a new Three-Year plan : prepare a proposal for the next AGM
- campaign the EU Council

Amélie proposed to include the FSE Award as a part of the global project on lobbying but the board prefers to present it as a separate project.

The board would like to give more thought to other types of organisations to approach for partner memberships.

NEW FULL MEMBERS - PROSPECTION

FSE renewed contact with the directors and screenwriters' union of Czech Republic and a new guild of screenwriters in Croatia. Maciej considers their answer too vague. He proposes that FSE writes a letter to Karlo Vary Festival in which we propose them to organise a meeting with guilds in neighbouring countries. Try to have them finance the meeting (4-5 people hotel + travels). Next edition : 30 June – 8 July 2017. Maciej will write a letter (propose an event, explain on FSE, on Europe, meet screenwriters of several countries).

Amélie proposes to associate DSR Screenwriters of Slovenia in this project if it happens.

FSE ADMIN AND FINANCES

Budget 2017

Despite the new official financial year for the accounting (June-July), Robert proposes that FSE continues to work on a calendar year for the budget (January-December). The board discussed a budget prepared by Amélie.

The board made a few comments/corrections and approved the budget.

New fee scheme

The board will make a proposal at the next AGM for a new plan for membership fees and will consult the guilds in advance – possibly after the next board meeting (in case guilds' boards will need to approve the new scheme before the AGM). This new scheme will then apply from 2018 on.

First step : update the current fees according to the number of individual members of each guild (actually some guilds should already have changed bands and pay a higher fee).

Then propose a 10%-20% increase of the updated fees.

1. Amélie will contacts guilds to update the number of members (screenwriters).
2. She will update the current scheme.
3. the board will decide on the raise (10% ? 20%).

Marie said that the situation also depends on turnover.

She gave two convincing arguments to give to guilds :

- FSE is doing great things (profile FSE more positively)
- partner members now give more than member guilds....

The board agreed with this proposal and will rediscuss it at the next board meeting before contacting guilds.

Staff contracts

The board approved the new contracts of Amélie Clément and David Kavanagh (2017), on the same basis as in 2016 : same amount of hours, same fee. Amélie's contract includes a revised job description. The board also agreed to David and Amélie invoicing extra hours, providing 1) the finances allow it, 2) they make a request to the president, 3) the president approves.

COMMUNICATION

New website

Following discussions on the need to profile FSE more positively on any support of communication, the board wants to make the new website as optimistic as possible and show that FSE does a lot of things. Amélie will make a proposal for the new website.

The board gives proxy to Amélie to hire a webmaster to make the website and trusts her to work with suppliers.

Newsletters and reports

The board agrees on the following proposals :

- 4 newsletters a year for members (shorter, less news, David's edito).
- 4 quarterly reports to partner members.
- Regular emails to member guilds from staff on what's going on (factual information from office or posts on specific lobbying/EU policies).
- Regular letters to member guilds from the president (the board speaks directly to guilds).

FSE president's letters to member guilds

The board had decided at the previous meeting to improve communication with members and that FSE president should write regularly to the guilds. In a second letter Robert will thank guilds for paying their membership fee, and will present two projects (FSE Award + Survey) to which guilds will be invited to contribute. He will also invite guilds to help contact their CMOs for applications to subsidies for the FSE Award.

Presentation of FSE at meetings

David made a presentation of FSE as an introduction to the panel discussion organised by ALMA in Madrid. Amélie proposes to improve this presentation for David to use at meetings.