

FSE Board Meeting 7 June 2019, Brussels

INITIAL AGENDA

1. Propose a new three-year policy plan at the next annual general assembly
2. Collaboration with SAA, what next?
3. Report on the financial situation of FSE
4. Financial plan : the non-distributable money hold by CMOs in Europe / WGA W
5. Decisions on FSE staff
6. New website and new logo
7. New candidate member (full membership at next AGM)

ATTENDANCE

- Robert Taylor, President
- Carolin Otto, Vice-President
- Alexandre Manneville, Treasurer
- Maciej Karpinski, Board Member
- Ana Pineda, Board Member
- Vincent Vanneste, Board Member
- Nikolaj Scherfig, Board Member
- Amélie Clément, Coordinator
- David Kavanagh, Executive Officer

MAIN DECISIONS

1. **New Policy Plan covering the coming period of implementation of the Copyright Directive**
2. **A letter to FERA about future collaboration**
3. **FSE will make a contribution to the revision of the CMOs directive**
4. **A letter from the FSE president to the guilds to ask them to raise their contribution (on top of the annual fees) – before the AGM**
5. **Staff: from September 2019, with a review at the end of 2019, David will work 3 days/week (as freelance) and Amélie 90 hours/month (as employee)**
6. **The Estonian guild of screenwriters is now officially Candidate Member.**

MINUTES

(approved at BM 13 Sept 2019)

1. Assessment of the workshop (5-6 June) and Employers' seminar (7 June) – in the frame of the FERA/FSE/UNI-MEI collaboration on contracts and collective bargaining.

- A really good workshop, very positive outcome, a lot of enthusiasm from the participants.
- We now have got a directive that will be implemented and the support from the European Commission : it changes the agenda.
- The Employer's seminar was going better than expected. People seemed to be quite engaged.
- Netflix did not come but was invited.
- Johannes was very happy with the workshop both at political and administrative level.
- Effective work with FERA.

Next step:

- FERA, FSE and Uni-Mei will propose a meeting in September to the representatives of the employers, to go more in details (based on documents).

2. Three Year Policy Plan

The previous plan covered the period 2015-2018. Most of the items listed in the policy plan have been achieved. FSE needs another one corresponding to the coming implementation period. David will draft it. It will be presented to the board at the next board meeting, then to the general assembly.

The board discussed the future of the close collaboration with FERA. It is efficient, however there are some possible friction points. If we continue this collaboration, we have to be very clear on where we go together and see what points do we have in common.

Example of possible friction points :

- Directors' strategy : they want TV series to be directors' work again.
- Ana said that the final results of the remuneration study show that directors' revenue is lower than screenwriters' income. It could be a threat.

Opinions:

- Maciej - what is our agenda, our specificities as screenwriters? Build up our independent identity and at times work with FERA on common interests.
- Carolin - we want to be visible as writers.
- Maciej - writers' work is still not recognized as it should be. FSE should fight for visibility of screenwriters at festivals.
- Robert - is there a danger with the idea of merging the organisations FSE/FERA (common office, share structural means)? In terms of structure we are weaker than FERA.
- Vincent - what has been achieved was possible through this partnership with FERA. We have more to gain than to loose to continue to work together.

>> David will draft a letter to FERA.

>> David will draft the policy plan for the next BM for approval before presenting it to the general assembly.

3. Collaboration with SAA, what next?

Robert detailed the history of several meetings with SAA and FERA and the recent letter sent by SAA to FERA and FSE following their request for financial support (23 May 2019). FERA and FSE cancelled a meeting and replied to SAA's letter (26 May).

Discussion on the possible consequences of this exchange of letters:

- Ana – Her main concern is a possible conflict between CMOs and guilds, that will damage the relationship between guilds and CMOs. If we ask them for money, what message do we convey?
- CMOs fear that guilds want to become CMOs.
- Vincent – In Belgium guilds are actually building up a strategy to own CMOs.
- David - What is the future of SAA after the failure of the campaign on URR? What are the next plans of SAA? Will it continue to be financed?

Robert concluded the discussion : limit our contacts with SAA in the coming months and wait until September to see whether SAA will come back to us.

4. Funding Plan through CMOs

Robert presented the first lines of a plan to finance FSE and guilds through “undistributable money”. As an example, SADC in France has 10 000 000 euros of undistributable money and ALCS is talking about giving money to FSE from its undistributable money.

- select CMOs (with the support of Janine Lorente) who are supposed to be more on our side,
- approach them through national guilds.

Robert asked the board :

- 1) Is it a good policy?
- 2) Is Janine Lorente the right person?
- 3) How to pay her?

Carolin – Janine Lorente cannot replace national guilds.

Ana - FSE must ask for a financial effort from its members before going to ask for money to other organisations.

Another approach : CMOs do not support directly FSE but guilds who in turn fund FSE.

David – We need a separate fund to finance FERA and FSE to win a war at European level.

This issue is linked to the Revision of the Directive on CMOs

- 1) FSE will give an opinion;
- 2) FSE and FERA raised this issue at meetings with SAA. Do FERA and FSE want to attack CMOs through this directive?

5. Financial situation- improve income

Robert and Amélie presented the intermediary financial account.

A plan is to ask WGA W to contribute 50,000 USD each year for 3 years (Robert and David will travel to Los Angeles in September).

Ana proposed that annual fees should be based on guilds' general budget (they would contribute a percentage). David replied that FSE already thought about that but did not retain the idea for several reasons.

>> Robert will write a letter to the boards of the guilds telling them the situation and asking them to contribute more : FSE will present guilds a policy plan (new three-year plan + budget) as well as a special funding project (related to the three year plan). Robert will ask guilds to contribute on top of their fees (fixed amount) with their own sources or other resources they would find.

FSE will approach the guilds before the general assembly and ask them to commit before.

6. Progress on the 5th World Conference

- There will be working groups to develop the programme. A meeting is planed early September.
- The Danes are looking into a new venue (Radio House)
- First meeting of the steering committee during the IAWG annual meeting in London

7. Staff

In order to cover more work for FSE, both Amélie and David proposed to increase their working hours. However this would weight on FSE finances. Robert presented several budgets to the board in a closed session (without staff members). The final decision of the board was communicated to Amélie and David:

David > 3 days/week (freelance)

Amélie > 90 hours/month (employee)

From September 2019, with a reviewat the end of 2019.

8. New member guild

The board unanimously approved the Estonian application to Candidate membership.

9. Logo

Amélie presented a new version of the logo of FSE. The board exchanged opinions.

Amélie will work on a new proposal.

End of the meeting