

19th June 2017

Wayne Lee
Head of Employment Relations
Society of London Theatre/UK Theatre
32 Rose Street
London
WC2E 9ET

Dear Wayne

SOLT pay claim 2017/18

As you are aware the 3 year pay deal expires on 1 October 2017 accordingly I am writing in accordance with the provisions of the SOLT/BECTU Agreement to set out BECTU's pay claim for 2017/18 three months in advance of the date the current deal expires.

Our claim for this year consists of financial aspects and proposed amendments to clauses of the SOLT/BECTU agreement and we intend to discuss all aspects as part of this year's pay negotiations. I set out below the details of our claim:

1. BECTU is submitting the pay claim against the background of a steady increase in cost of living with RPI currently standing at 3.7% with an anticipation that it will continue to rise throughout the year. We also believe that the high transport and housing costs in London the actual level of RPI is greater than the national figure. We are therefore proposing a 9% increase to all rates of pay and allowances.
2. Commitment to pay the London Living Wage (LLW) as determined by the Living Wage Foundation (new rate to be announced November 2017) as a minimum for all staff.
3. All breaks are to be paid and all current terms in the Agreement regarding breaks to remain unchanged.
4. The Rest Period (Continuous working) (section 2.3) to be amended so that payment will be made until an 11 hour break is given.
5. The Stage Door pay grade to be regraded to Grade 2.
6. The minimum call of 3.75 hours for FOH staff to be universally recognised and adhered to by all companies.
7. The current Stage and Electrics Departmental Pay and Conditions regarding minimum calls should also apply to Stage Door.
8. Harmonisation of holiday entitlement to the pre 2012 holiday provisions.



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9. The introduction of time limits to clause 2.26 of the agreement:
 - A two-week time limit on continuing to perform duties if no meeting is convened to discuss any special requirements
 - A two-month limit will apply from the start of discussions to a Conciliation Board, if no agreement is reached.
10. A time limit of one month for a Conciliation Board to be convened for a claim. Unless an extension is mutually agreed the complaint will automatically be ruled in favour of complainant by default if time limit is exceeded.
11. To revise the current wording of the 2014 Amendment to the Scope of the Agreement to 'all work covered by the SOLT/BECTU agreement will be carried out by those employed in one of the relevant BECTU grades'
12. A commitment from employers to a substantial training program for the provision of the skills required for employees in their respective roles.

We look forward to hearing from you and to the provision of dates when the SOLT Committee are available to meet with our negotiating team and we will be happy to provide more details of the rationale behind our claim and the considerations that are driving it.

Yours sincerely



Helen Ryan
Assistant National Secretary