

60

CREW TOOK THIS SURVEY
(SOME WITH DUAL ROLES)

Chicago Photo Crew October 2020

14
PHOTO
ASSISTANTS

13
DIGITAL TECHS +
REMOTE
STREAMING TECHS

4
PRODUCTION
ASSISTANTS

3
PRODUCTION
COORDINATORS

18
STYLISTS (PROP,
WARDROBE, SET, FX)
+ ASSISTANTS

7
FOOD STYLISTS
+ ASSISTANTS

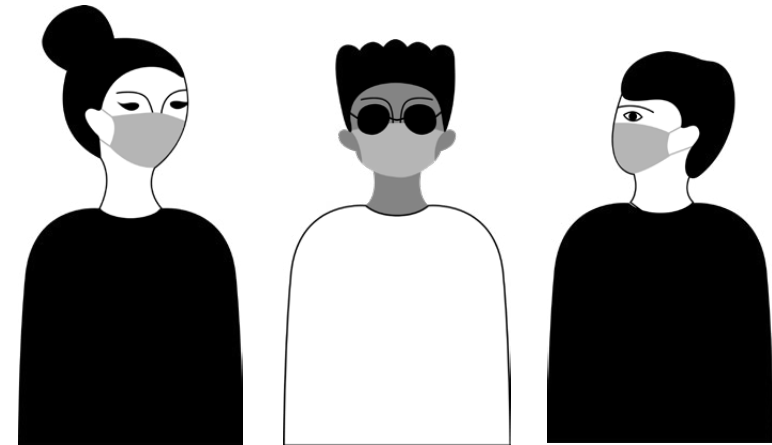
10
HMUA'S +
ASSISTANTS

3
FILM TEAM THAT
WORK CLOSELY WITH
STILLS

This survey is based on crew feedback about what is working, what is not working and what is creating the safest environments. I hope the findings of this survey can open up conversations to help support our Chicago crew and production community during Covid-19. **THANK YOU** to everyone who took the time to share their thoughts!

*Spelling and grammar in comments have not been corrected.

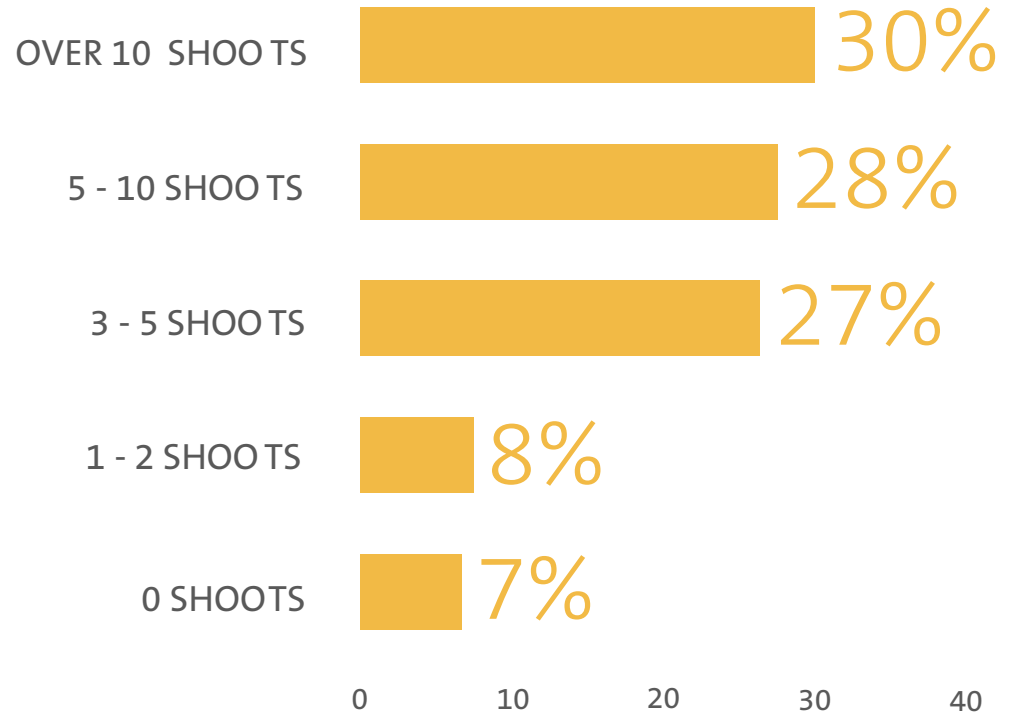
* Names have been omitted if used.



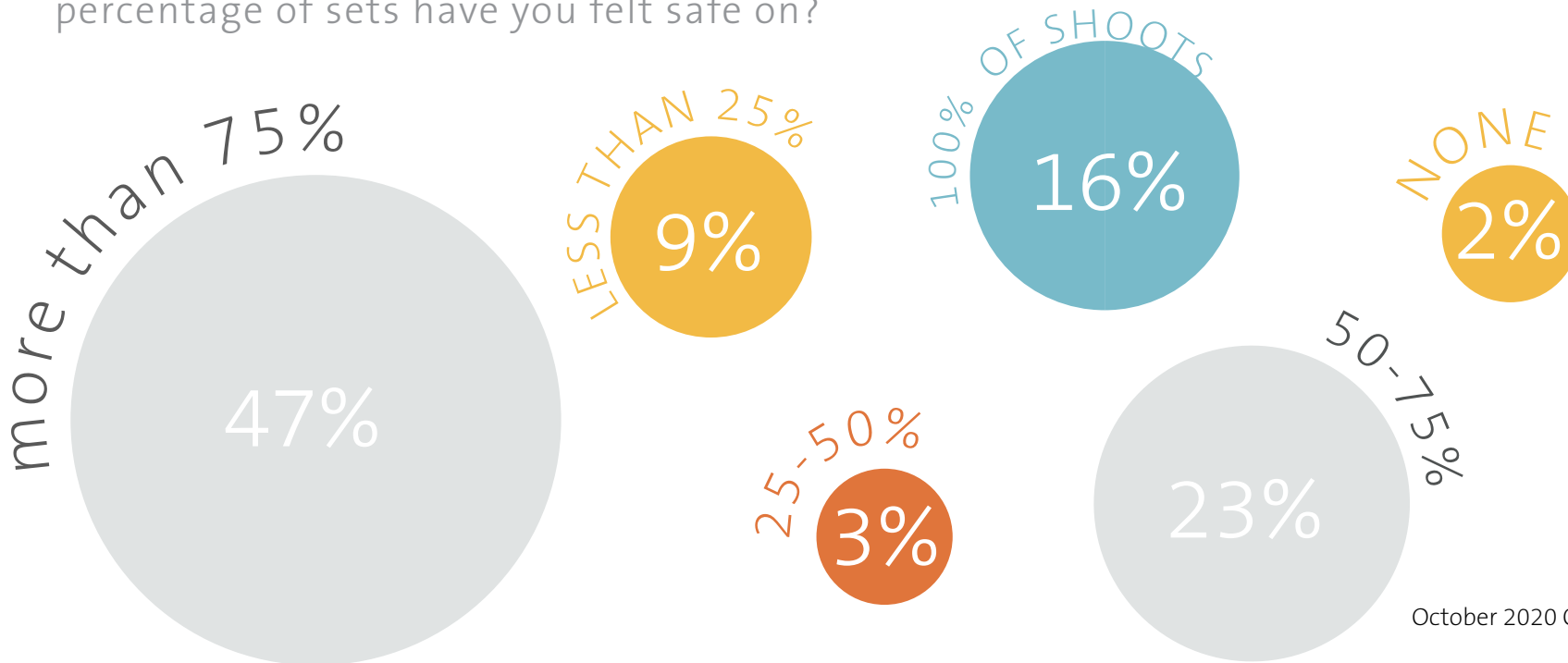
Back to Set



Roughly how many shoots have you been on since Covid-19 lock down?



If you've been back on set, what percentage of sets have you felt safe on?



What is something you'd like fellow crew on set with you to know?

Please don't hug me without asking!

Just be respectful, this isn't ideal for anyone but we all know and care about someone that is high risk. We spread it to others, even if WE are healthy. And my hand sani and wipes are not part of production, they are part of my kit.

It is up to us to set a new standard in the industry. We should work together to create safe sets and call out the ones that aren't.

I take precautions still with my life outside of work... please do the same!

I will hold you to a high standard as well. I expect that you will respect my life as a coworker and be safe as possible.

Please wear your masks properly and keep your distance.

Be respectful of space and those around you

that i respect people i work with and would not come to work if i was sick or was knowingly in contact with someone with covid-19

Same answer. Think about your actions because they effect more than just you.

Speak up if you feel the slightest bit uncomfortable.

I feel it is very important to respect the safety guidelines, regardless of personal views, when it comes to etiquette behavior on set.

Please keep your distance and be respectful of safety/health concerns. Please don't interact or touch products/set up.

Even if we are friends, I have anxiety when you are too close to me and/or not wearing your mask properly. Saying that you feel the same anxiety but then coming too close to me a few minutes later, just causes more anxiety. Keeping myself hyper vigilant on this level all day long because you are not being mindful is exhausting. Please be spatially aware of yourself, and please do not be in anyone else's 6 foot bubble. Please be conscious that if you are done with your specific task on a set, you should move out of the way to let other people into that space to handle their tasks.

Also do not stand mindlessly in places that keep people from being able to distance. (These things seem obvious but apparently are not... things like: Do not stand starring into your phone in front of the only sink in the room. If you have to cough or sneeze and you remove your mask to do so - please go wash your hands and/or replace your mask.)

I'm trying to be as safe as possible and am taking this very seriously.

That it's okay to talk openly about all their possible safety concerns with me.

Respect the distance of mua/hair products and supplies.

I wish people would consider if we go into lockdown again and the Cares Act is no longer there for 1099 people, putting people on payroll jobs would ensure they get unemployment since the client is paying the payroll tax for them. Under normal circumstances, if you aren't contributing to the payroll tax system, you don't receive those unemployment benefits... People who are S-Corps don't have taxes withheld during payroll jobs, but they issue themselves a W2 and and their company pays the payroll tax on them as an employee in addition to other taxes.

What is something you'd like fellow crew on set with you to know?

stay within your department. don't touch my stuff, i won't touch yours. if you need/want help, ask, but know I could refuse if I don't feel safe.

I like living and with my Asthma I take Covid seriously.

That even though I'm not super scared of covid I am for others and it's very important for me to be responsible and protect others.

I practice safe social distancing. Hope everyone else has been too.

You're not standing 6 feet away from me.

I'm taking this f***** seriously.

The scary thing about this virus, is that you can experience it by having no symptoms at all or it can put you in the hospital for months, and no one really knows what causes that - we need to be vigilante. Also don't take your mask off to talk. I can still hear you.

Stay away.

I'm scared the whole time I'm on set now.

I am careful in and away from work.

let's still take this pandemic seriously.

Please communicate your boundaries.

Just communicate and lets just all sanitize regularly. please don't touch my stuff unless you have to, and if you do, just let me know.

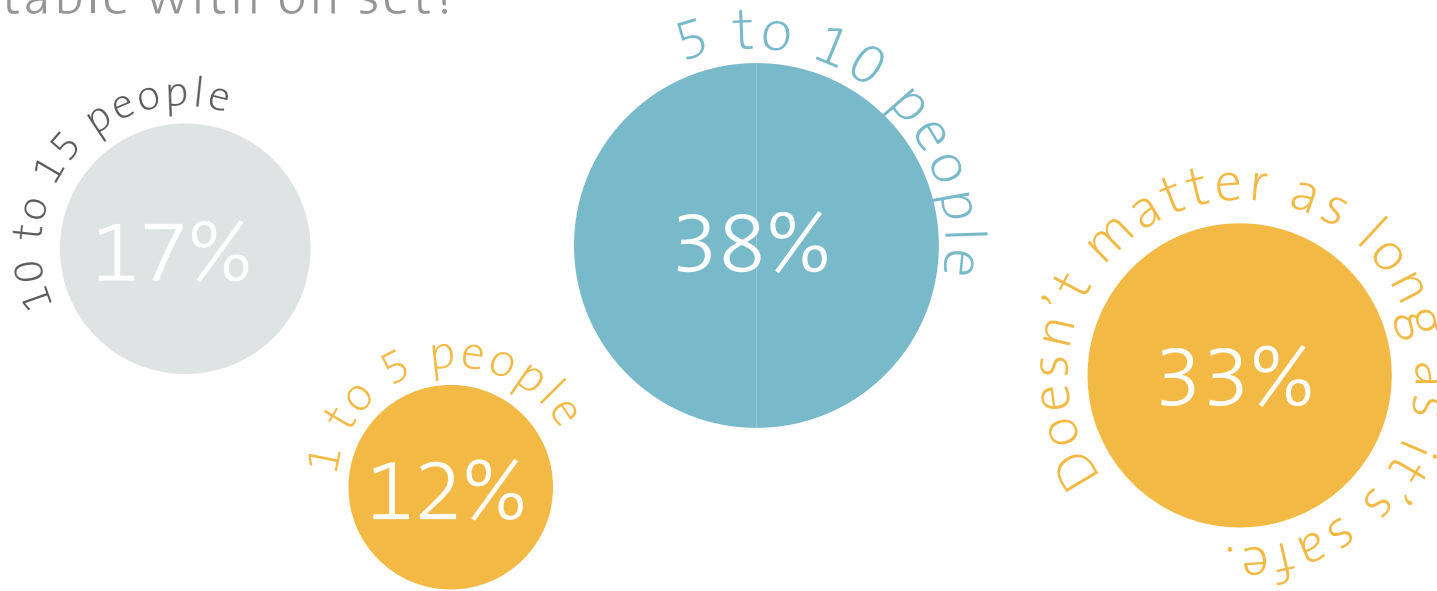
- Please keep 6ft and wear your mask (at least 3 layers) properly

- Wash hands frequently

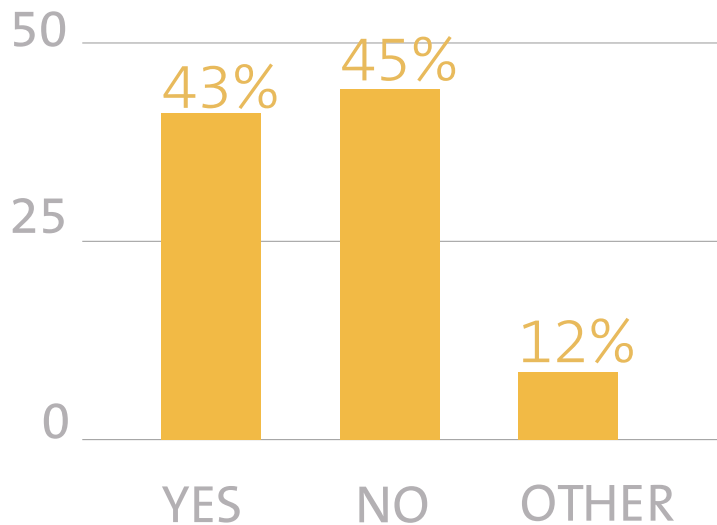
- If you Ha for somebody else's equipment etc please wear fresh pair of gloves

That I am a resource for disinfection products and am happy to share.

How many people would you be most comfortable with on set?



If money wasn't an issue, would you be taking jobs right now?



I've raised my rate to allow myself to be more selective.

I feel safe with the new systems I have set for my assistants and myself.

if money wasn't an issue would any of us be working a crazy job in a crazy industry with no predicability, benefits or consistency? Well, maybe we would because then we could just enjoy it.

Would anyone be working if money wasn't an issue?

Yes and No. I would pick even more picky about the jobs I took.

After talking to trusted medical professionals I actually won't be taking most gigs anymore.

What is something you'd like the people who hire you to know?

That everyone is being safe. trying to stay home as much as possible when not on a job. that i temp checks and med check everyday regardless of working or not.

I have new systems in place and am keeping up with the CDC guidelines and regulations. I'm not going out to eat, I'm staying distant, masked and educated.

That I care and take it seriously about your safety and I expect that you will hold a high standard of safety out of respect of our industry. If we get sick, it all gets shut down. Our livelihoods depend on work - so maintain a high status quo on delivery including speaking to your agency and clients about proper conduct to that standard.

Please allow for far more prep and wrap time than prior to covid. And be flexible with shopping requests- the stores have less selection and lower stock.

Expect to keep anything that goes into set- returns are trickier now.

I have been getting tested for COVID.

That I take Covid precautions VERY seriously and respect the rest of the crew enough to stop traveling, socially distance in my personal life, and adhere to safety protocols at all times.

It sucks getting a boxed lunch that you didn't get to choose.

I'm trying to be as safe as possible and am taking this very seriously.

That I am doing my part in my personal life in addition to my work life to maintain healthy. I have people in my life that are immunocompromised so I take this very seriously.

Higher the risk, higher the pay!

Safety is first... if I get to a set and the crew's safety is not priority, I will walk off.

Wardrobe department is at high risk due to shopping runs in store and lots of exposures (people don't wear proper masks). Wardrobe shopping takes twice as long due to limited merchandise availability. Fittings the morning of a shoot create more risk than necessary due to not enough time given for set up and fitting - unsafe behavior starts to presents.

- PAs should be wearing fresh gloves handling each department

- talent should be ask not to speak without a mask during make up or wardrobe adjustments

- a kit fee for prep days should be offered for extra PPE/ sanitation

- N95 masks vs KN95, gloves for every day worked for each crew member should be provided

- bathrooms should be sanitized and double flushed with lid down frequently

dont be stupid.

If I'm on set with a company, and I see something unsafe, I'm going to say something at the time, but if I don't feel like it's fixed right then? I may "not be available," the next time they call.

I feel safe as long as there is a plan. that shows me you are taking it seriously and that the other people I'm working with are taking it seriously as well.

To place the CDC guidelines and practices as a priority over everything else.

I expect the the producer or photographer to have the same safety expectations they have of me.

That I am working because I have to not because I want to. So safety is very important to me. Freelancers are risking a lot to get back to work.

What is something you'd like the people who hire you to know?

I take COVID precautions very seriously and hope that they are holding themselves and their team to the same standard.

No one is perfect 100% of the time. The tone we set, should be that we always have to make a reasonable effort to protect ourselves and each other. That will protect us more than anything.

Pretty sure I had covid (before testing was available to me, early March. I put a lot of effort into my health and well-being and even more so during covid. Hiring healthy people who don't have smoking and drinking habits is safest.

Be aware of what is going on!

I take covid very seriously for myself and those around me. And being the person that has some of the most contact, I need to be diligent on sanitation protocols and need people around my station to do the same.

I'm high risk if I get this I will probably die.

I'm charging hazard pay/ increasing my rate.

I have immuno-compromised people in my life and I take safety protocols VERY seriously.

Prop shopping takes longer than it did prior to Covid and there are supply chain issues that are noticeable. Clients need to give stylists more time to prep. Often things that used to be found easily in stores now have to be ordered. For example, I was styling a job this week where I needed cleaning supplies in a specific colorway for a client and had to order almost everything we used because cleaning supplies are hard to get these days. Thankfully, I got my general prop list a little over a week out and was able to order the items online with enough time for delivery, which has also been taking longer than normal.

Everyone acts cool on set, but talks A LOT about who is enforcing safety protocols well and who doesn't.

I believe that we can make this work safely.

Please allow more time for setup and breakdown when using extra equipment and Video Conferencing.

I am willing to work.

I get tested been several times and tell them why.

My rates are higher, my work takes more time, I need my safety needs met as I'm at the highest risk.

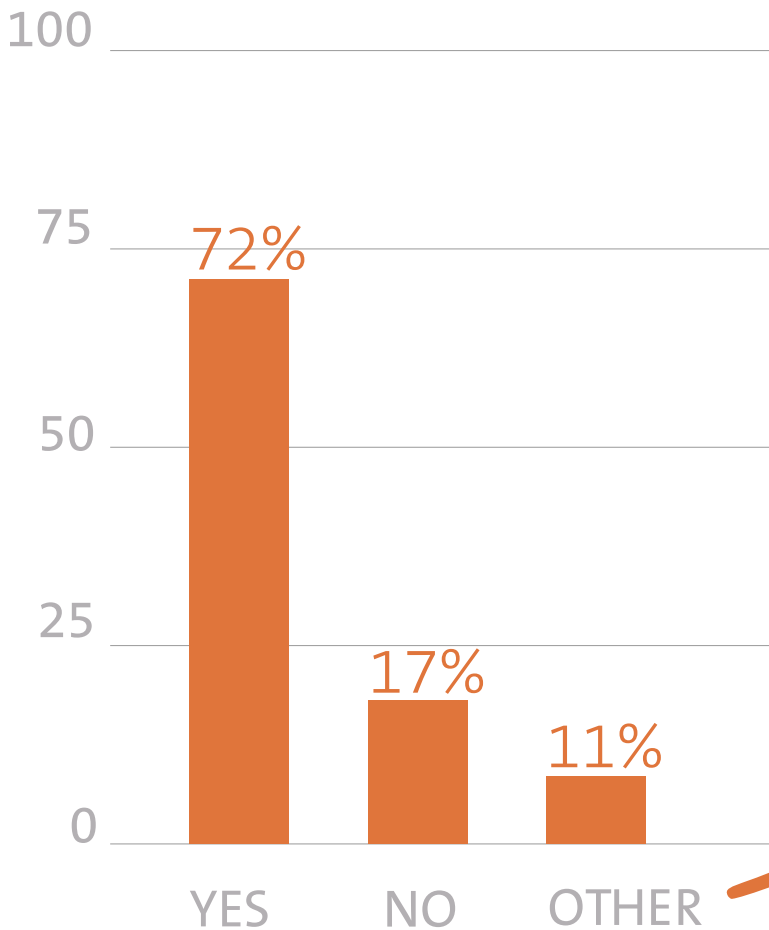
I want them to take the safety precautions as seriously as I do.

Don't try to cut our rate, we are taking a risk coming onto set. If I get sick the BEST case scenario is that I dont work for 2 weeks, that's if the covid doesn't cause serious complications.

Covid 19 is real and as of today 210k people have died from it. We can NOT work in the same way that we have prior and your clients should know this before we get on set. All crew members are taking a risk with their lives (and those they live with) by being on your set. Please respect this and do not ask anyone to work without very mindful safety measures that you have put in place, and please do not ask people to work for low rates right now. Please do not expect crew to complete normal tasks in the same way as they did prior to the pandemic. We need more space, more awareness of others, and more time to complete the same tasks as we did prior to the pandemic. We need for your clients to understand this, and for your set to be an environment that puts safety at the forefront beyond client expectations.

I will not be staged in a room with another department/ craft services/ Extras or in a bathroom.

Do you feel comfortable approaching your photographer or producer with concerns about set safety, paperwork or how they are running things?



Depends on the producer.

Depends on who it is.

Only on jobs where my role is "important enough" or if I have a good relationship with the producer/photographer.

I feel comfortable discussing obvious safety protocols, but it becomes more complicated once on set if things aren't feeling safe. For example if the client or just one of your crew members is being unconscious or not following obvious protocol.

Depends on how close I am with them.

It's mind boggling to me on set why I have to be the one to speak out about Covid safety. When a single tech tries saying something to a Photographer, Producer, and set of 10 crew members about how everyone is not following basic safety guidance, then the fight is already lost.

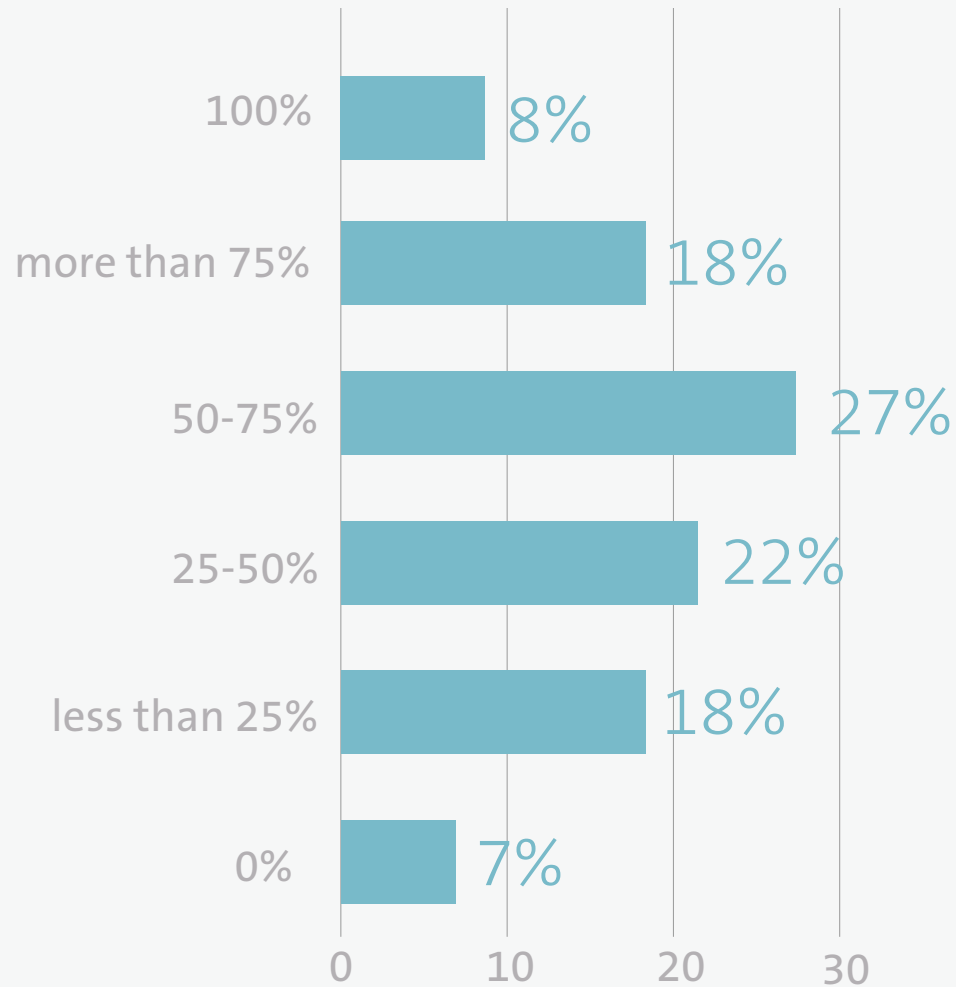
Depending on who it is.

Holding Etiquette

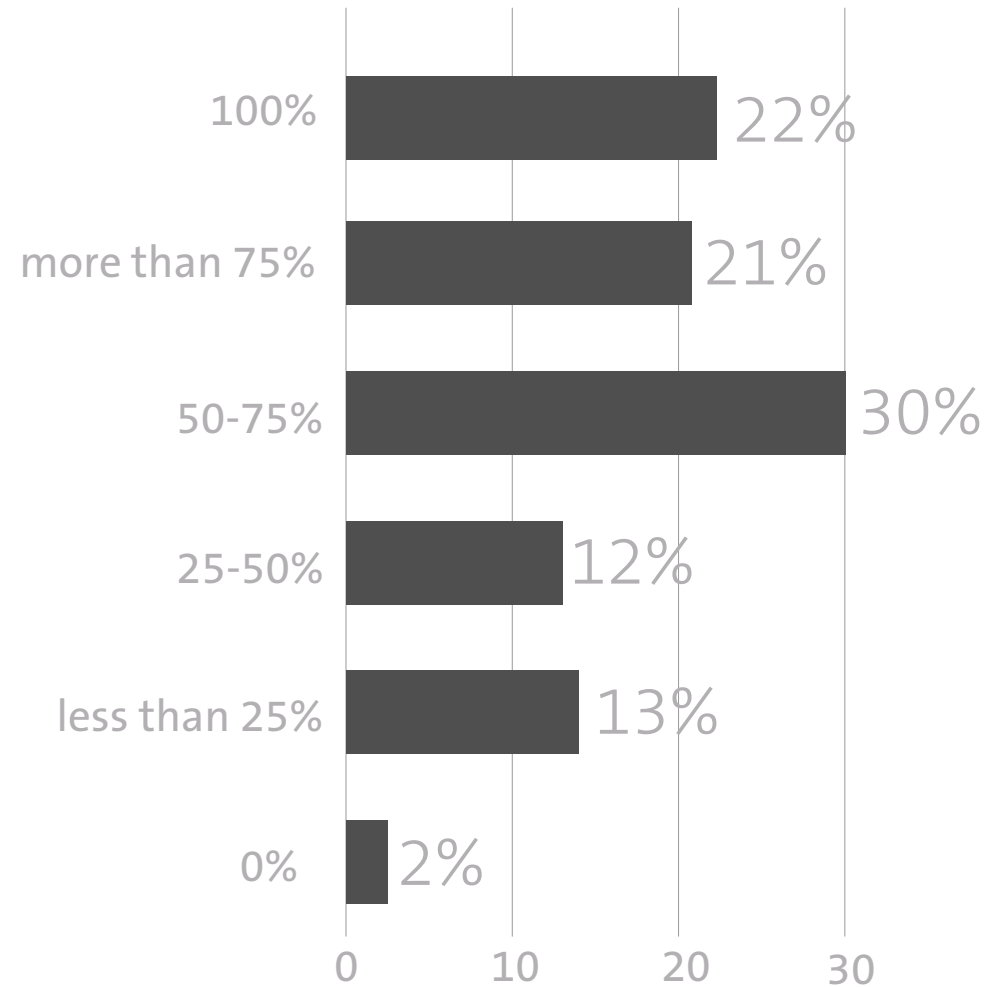


Can you hold
the last week
of October?

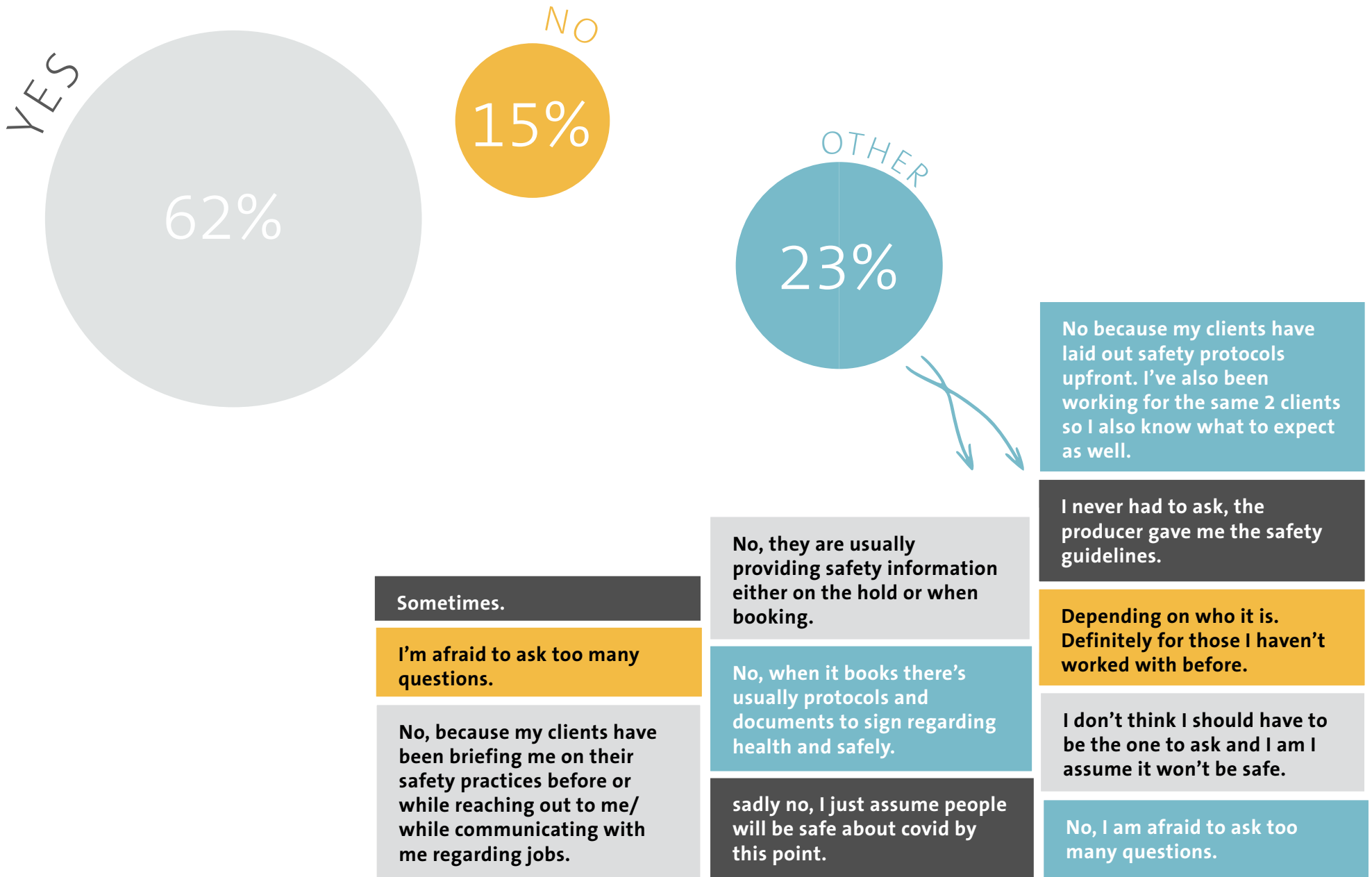
Roughly what percentage of people give you information about the job when they are ASKING YOU TO HOLD DATES?



Roughly what percentage of people give you information about the job before BOOKING you?



Are you asking safety questions when people put you on hold?



Are you comfortable with giving people a first hold without safety info about the job?

20%

Yes

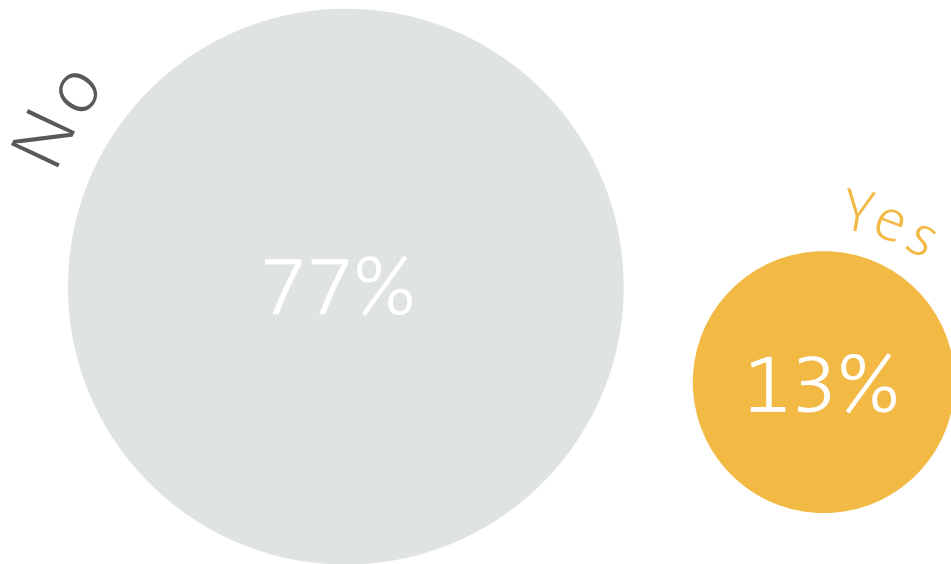
22%

No

58%

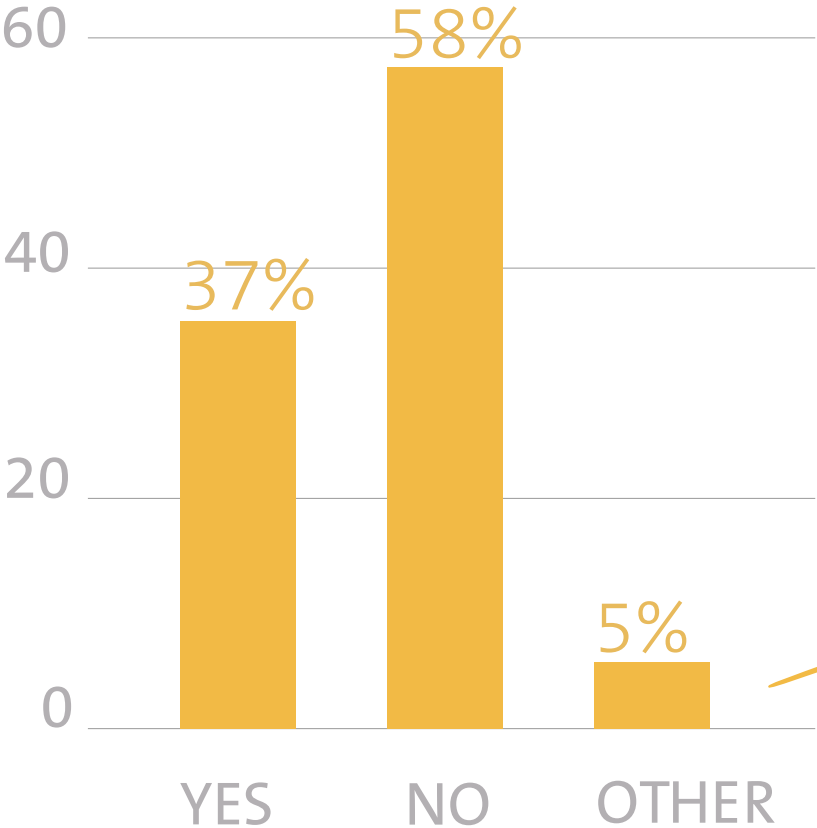
It depends on who is asking

Do you think anyone is not asking you to hold for jobs anymore due to your level of Covid safety concerns?



- Maybe.
- No idea.
- I'm not sure I'd like to work but not getting calls.
- Perhaps because of pregnancy plus COVID.
- Too hard to tell.

Have you said no to any job requests because you didn't know if they were being safe or had heard they were being unsafe on set?



Again, depends on if I've worked with them before.

Turned down a Florida job because I didn't want to fly.

Not yet but I would.

Safety on Set



What is something that made you feel SAFE on set?

Masks, hand sanitizer supplied, social distance and separate work areas, minimal crew on set while shooting.

Wearing masks. keeping distant. only working skill for type of job. DT only touches computer. photog only touches camera. assistant/light tech only touches lights.

now this isnt always possible so using wipes and hand sanitizer between set moves. some light takes more then one person. IE the 12x13 silk and high rollers i had to put up and needed help cause i was the only assistant.

Producers, who gave their best efforts to following the safety guidelines, and making me feel safe.

masks, temp taken , lunch 6ft apart.

assigning people to bathrooms so there was less contamination in them.

Knowing that the majority of one of my crews had been tested right before the job.

Having a separate staging area for styling and a separate area for talent. Talent typically waits in the styling or beauty staging areas and they need to have their own space. Also enforced mask wearing. Someone needs to be in a position to be the enforcer!

Morning safety meeting at the top of each set day .

Crew properly wearing their masks and keeping a minimum of 6 feet apart.

Oximeter readings and wearing a shield.

Everyone wearing masks, separate areas for departments, boxed meals, all craft wrapped/package.

Health and safety officer (but one that actually does their job).

Reducing the number of people in studio by having clients checking in remotely via Zoom. Having lots of hand sanitizer available. Extending the length of shoots to accommodate smaller crew sizes. Omitting breakfast crafty.

Allowing more time. For example, less shots packed into a day to allow time to ready the set while still having time to remain sanitary and distant and more prep time before the shoot to find the necessary props and have a strong plan/vision before coming onto set. So that there's less figuring it out as you go.

Everyone getting tested before the shoot, disinfecting at intervals, having limited number of people in staging areas, extra monitors set up.

Everyone wearing masks and being in a big enough studio space or shooting outside.

A safety monitor.

Having a compliance officer on set enforcing the safely rules.

Only production handing out meals/drinks, masks being required, locations that are professionally cleaned daily.

Someone speaking up about wearing masks.

Lots of hand sanitizer available.

Everyone adhering to the protocols.

Safety monitor. Sanitizing.

Producer(s) are completed informed and have all the safety precautions always around on set.

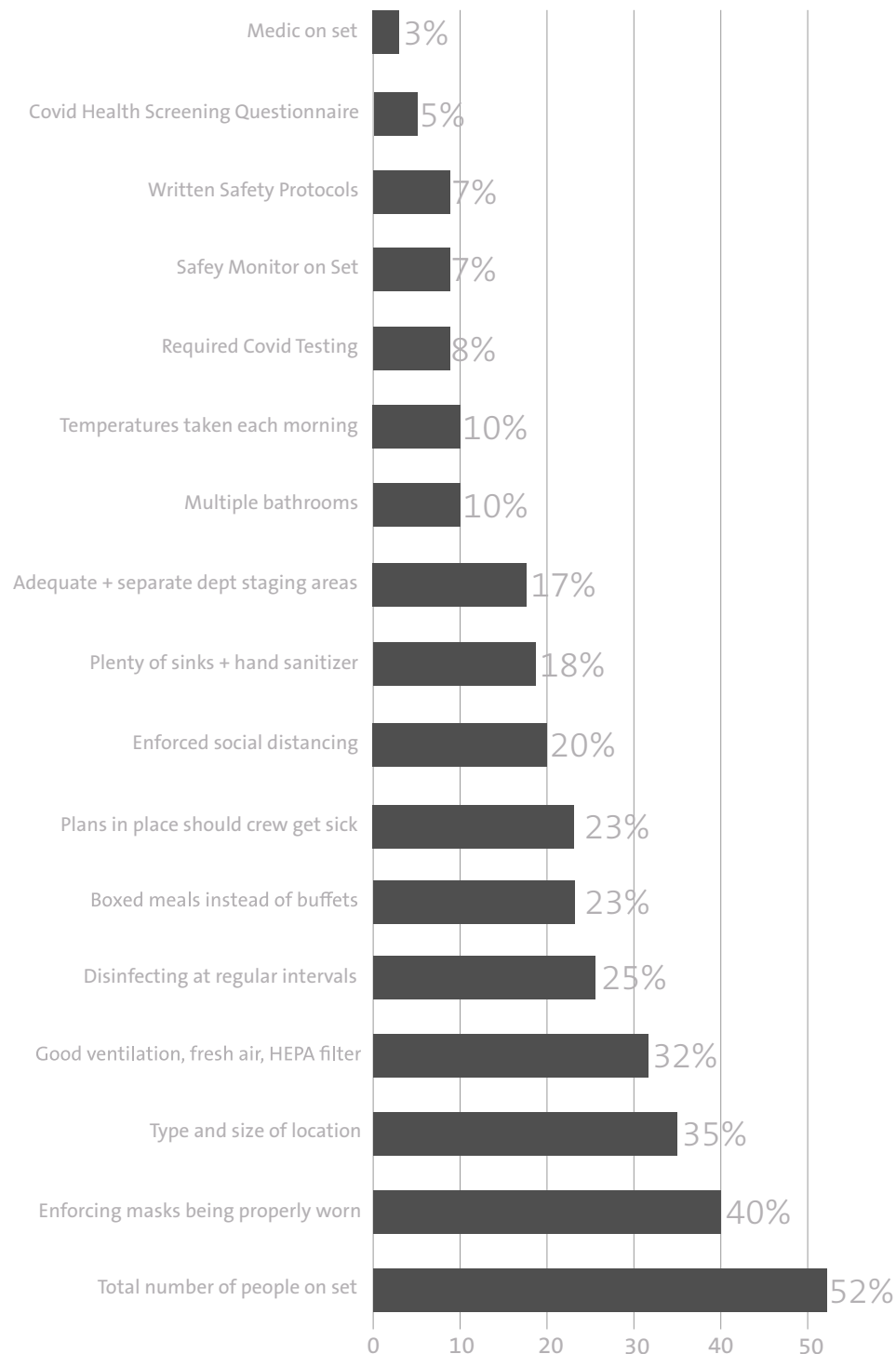
Real EMT/Medic on set whose only job is to enforce Covid guidelines. Not a PA who PA who happened to take some "certification" course.

What is something that made you feel SAFE on set?

Enforcing hand washing and social distancing.	First job I did I felt INCREDIBLY safe and heard. Talent was shot one by one- they were in and out within 2 hours. I was placed in a giant room by myself with an open door. PPE was supplied to all the crew. Boxed lunches- social distancing practiced- ate outdoors- private ipad to watch talent on set from my own area.	Hourly check point cleaning and constant reminders to space out. We naturally gather - so its nice to have a kind reminder you're too close.	Masks, shields, plenty sanitizers, more space and time to do my job safely.
When the safety monitor is actually enforcing social distancing, proper mask use, etc.			temp checks, hand washing stations, Covid questionnaires for tracking, large enough spaces for crew to keep 6 feet distance. Having one person handle and serve at the craft tables.
PAs disinfecting surfaces regularly. All wearing masks.		A designated safety officer, being a nag, reminding us all to step back, don't talk so close, move away from a coworker once the task at hand is done. That constant reminder, and that excuse to step away from someone, was really great, on one job I was on.	Hand Sanitizer/open windows/People that are social distancing.
strict mask wearing guidelines. Having a safety crew wiping down surfaces and offering hand sanitizer. The last job I was on, the Safety person was washing the fruit on the snack table.	Whole crew and talent had to get tested before job and prove results. PA or whomever at food table passing out snacks, lunch, drinks. Air filters, UV boxes, back up PPE.	Everyone wearing masks, no noses hanging out, corrections when necessary	Someone enforcing masks and walking around enforcing distancing
Fresh air flow and ventilation.	just making sure there was enough space for people to spread out, not being in small studios/spaces.	Testing beforehand.	N95 and PPE, proper hand sanitizer, hourly hand washing breaks, proper ventilation, enough time for set up and getting talent ready given
When there is a COVID/ Safety monitor.	Masks, sanitizer, 6ft distance, reminders to constantly be safe.	Working with people who aren't in the vulnerable group- more worried about others.	Know the talent has been isolating for 3 weeks before the shoot.
Having the safety officer go around multiple times a day offering hand sanitizer and wiping things down, remind people to have their masks cover both nose and mouth and maintain distance.	Hepa filters/ air purifiers (when indoors)	Feeling like the whole team understood the risks/protocol and taking it seriously.	eating outside rather than inside.
Knowing that the Photographer and Producer are firm in the safety of their crew.	Keeping my distance, wearing mask and washing my hands often	UVC , REGULAR TESTING (ITS FREE)	

What are the top 3 safety concerns you have about being on set?

Of course productions should be implementing most, if not all, of these safety protocols - this question was to help understand what crew feel most strongly about.



Anything else you'd like to add about safety concerns on set?

It's hard for me to pick my top 3 safety concerns as I truly believe all things mentioned here are important. Limited number of people on set is key, as are extra monitors so that not as many people are crowding around a monitor. I also think clients need to be on set only virtually. Styling needs its own staging area with good ventilation (air filters, if indoors), with talent having their own waiting area as well. I'd like to see all crew and cast be tested before shooting and temps to be taken on set each day. I also think it's important to continue individual boxed lunches and snacks to be delivered by 1-2 designated crew members. *** has been my favorite so far — they have strict guidelines that are outlined in the call sheet and posted in numerous areas on set.

I've been on set with a lot of "safety officers" who were not willing to be vigilant about enforcing rules and ultimately just got drinks from a cooler for people. Titles and intentions are on every set, but real enforcement has been universally lacking in every job I've worked.

I hear that the number one thing we can do, besides the obvious masks, hand washing, etc, is air flow. Fresh air moving in all the time. That's a big concern of mine.

Ultimately everyone must be responsible.

I'm concerned that there's no protocol to cover crew that contracts covid or is sick. I'm getting tested regularly and am honest about my health, but worry that other people might hide if they're feeling ill as they're in need of work.

Transparency about what happens if someone cannot come to set or gets sent home.

Everyone is handling it differently and I wish there was more consistency. Also wish people would take an oximeter reading along with the temperature reading.

Being a makeup artist, if my talent has covid without knowing and they remove that mask- I'm at the Highest risk of catching it. I need people to put me in my own well ventilated area- where people aren't allowed to be in or walk through- Outdoors is best if available.

It's been really hard to segregate departments. It seems like it is still expected of others to help out other departments as a "team effort" in being there. Department vehicles and equipment/materials should be handled only by that department and having the support of the Photographer and Producer is crucial in enforcing this.

There have been way too many instances where Photographer and/or Producer were afraid to speak up about removing people from set that shouldn't be there or regarding masks and social distancing. **DONT BE AFRAID TO SPEAK UP PEOPLE!**

I like to know I can wash my hands because sanitizer is ripping my hands apart and feels unsafe having dry broken skin while touching gear.

Also in regards to the amount of people on set, Producers need to set into play some kind of document talent/guardians need to sign stating they need to be off set. Having parents or friends should not be allowed on the actual set, there needs to be a holding area strictly for talent/guardians.

Love the idea of All crew and talent getting tested before a job!!

Anything else you'd like to add about safety concerns on set?

I think test results clears up a lot of uncertainty and fear so that is #1.

Being able to tell someone to wear their mask properly without being worried about getting fired. It is hard to stand up for your self when the producer/photographer isn't willing to do it for you.

Communication protocol. In tabletop we're used to overlapping on set. Now we need to make sure that the team knows who's coming into set and who's leaving set. It's a drag to be working on set and look up to see a photo assistant face to face with you while they are adjusting a card.

If I could choose two more, they would definitely be adequate staging and someone enforcing people to wear masks properly!

They're hasn't been consistency across the board with the protocols. I prefer they be consistently strict, especially about wearing masks and enforcing them.

I like having a safety monitor on set. There still are some people improperly wearing their mask not covering their nose! It's uncomfortable for me to tell someone for fear that I'd anger someone.

Having hair and makeup not be staged with holding/extra actors. Our makeup and supplies is out in the open sometimes and at risk of air born droplets.

For makeup artist especially we are in close connect with someone with no mask. We should be give info on the shoot. If I have to ask I'm turning down the gig.

Get photographers a mask that won't steam their eyepiece, it happens every time so they end up pulling it off.

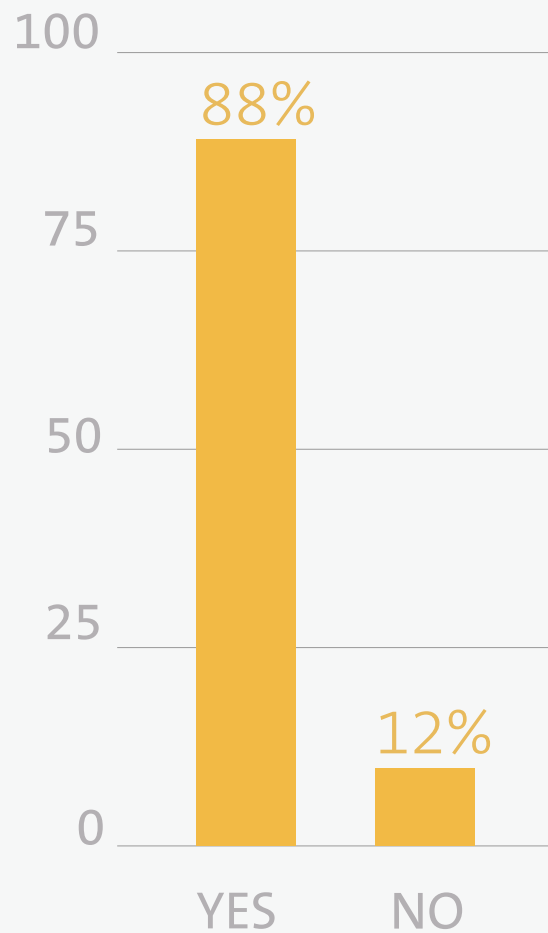
I have seen a decent amount to crew with single layer cloth masks that don't really do anything.

6ft apart rule, N95 rather than KN95 masks should be supplied to each person on set and for each day worked .

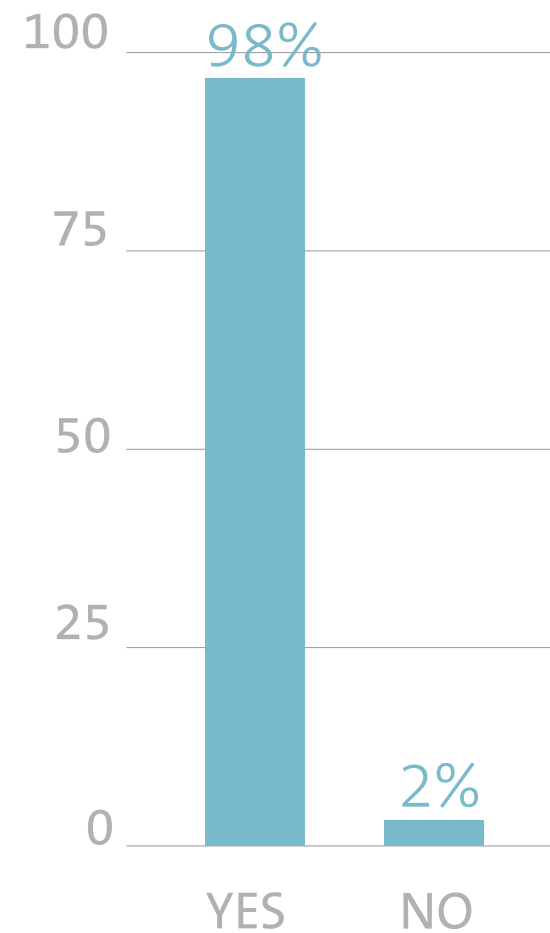
Safety Officers not doing their job properly or enforcing good practices.

So many times there is a lot of prep and focus in one area and then in the rest it fall short. Budgeting for extra monitors and remote viewing, even if it is 6ft away is really critical here. Sometimes we do everything right until lunchtime, and then a producer will have everyone order lunch from my computer. Or everyone sits in the same room to eat directly across from each other, and its kind of like, why did we even bother with the masks all day if we are just going to do this? Did the rules change because we are hungry? Even things like paper health screening forms seem a little odd if we are trying to avoid contact with each other.

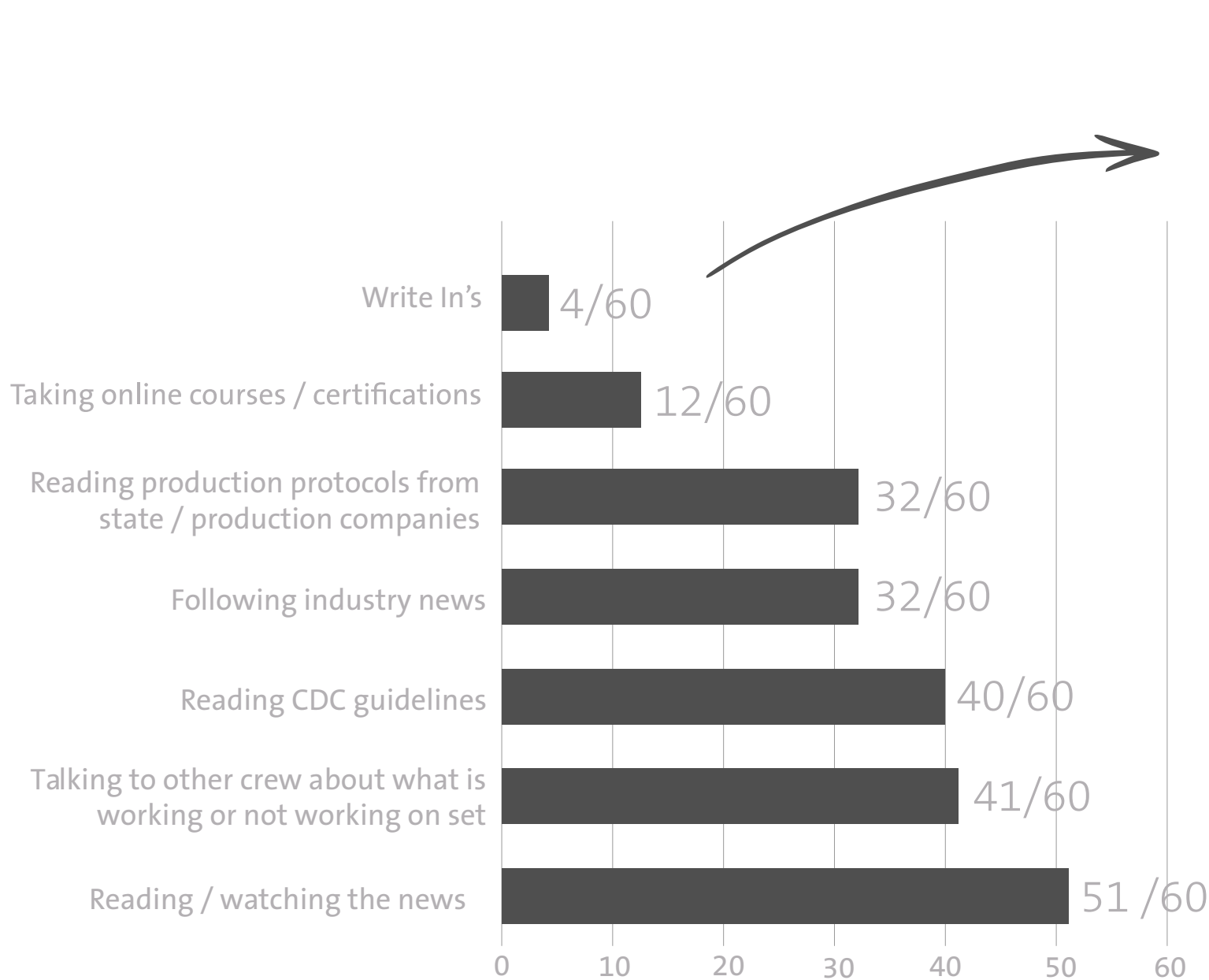
Do you think its important that all people on set fill out a Covid Health Screening questionnaire before arriving on set?



Is it important for you to keep up to date on Covid news and safety?



What are you doing to stay up to date with Covid Safety?



Communicating directly with medical professionals.

My Significant other is a Nurse in oncology, so not exactly on the front lines and has minimal contact with risky patients, bc all of her patients are immune-suppressed, but she has a lot of real-world applicable knowledge on the matter.

Reading studies and statistics to get a more balanced view- more clarity to news I get from the media by reading scientific studies.

Foreign News/Updates

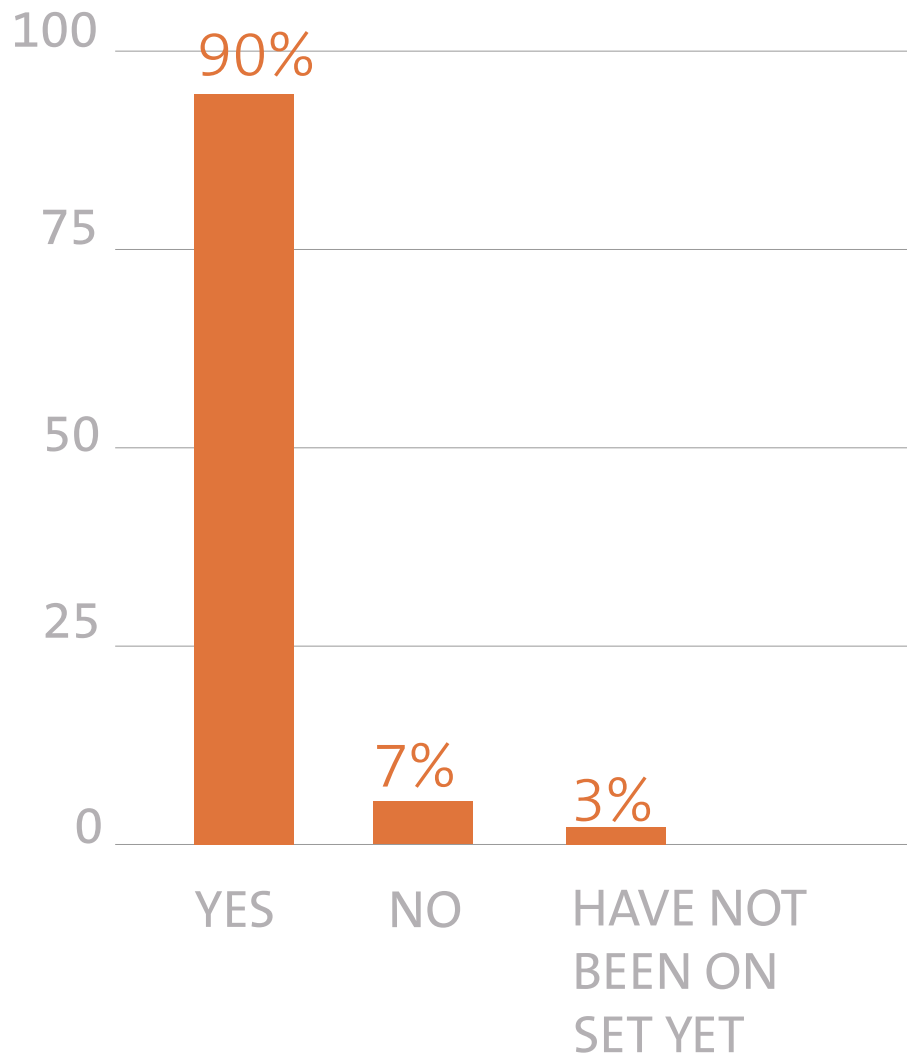
What is something that made you feel UNSAFE on set?

Buffet style food.	People not distancing.	clients or people from out of my circle or out of state that were not as Diligent wearing masks. these situations got corrected. but wearing a mask is important and sometimes in the what of a shot it could drop. but please don't come close to me.	Close quarters.
Not wearing masks consistly and sitting too close to each other during lunch.	Photographers and other crew members not wearing masks. Also, talent walking around maskless — hairspray shields should be available for talent to hold in front of their faces when going to and from set, testing lighting, etc.		People taking off their masks when not socially distant.
Individual's lack of spacial awareness and moving too quickly in and out of tight situations too close to others and not being mindful of social distancing once on task. Ironically, these same people talk about safety concerns but are just not mindful of it when actually working.	Seeing people not having masks on, staging extra/ talent in the same room as food/hair and makeup.	Mask wearing not being enforced. In particular, agency or clients removing their masks to talk to crew and talent, them putting the mask back in place after talking.	Too many people not social distancing.
Working with people not concerned about wearing their mask 100% of the time.	Too many people in one area at the same time, small spaces, crew being loose with masks.	Talent w no masks (when not on set).	People not telling the client or photog to put their damn mask on
Clients that wear their mask incorrectly or not at all & producers/photographers that do not correct them!	People not properly wearing masks. Too many ppl on set, hovering around monitors etc	Too many people. Once we get too busy and crew needs to push the pace to keep up and get shots done, everyone falls back into the same habits of being too close to one another. There need to be harder expectations of time when it comes to art directors and clients decisions. There is no sense of urgency, in fact because they aren't on set, they have no sense of time or how their decisions affect crew.	Buffet style lunches.
Models being flown in without enough time to rest or get tested before the shoot date	Anytime someone has a mask off close to me inside.		Too many people crowded onto set- not enough monitors.
	sitting near multiple people unmasked during lunch. too many people in small space. no air filters in studio		working with out of state crew
			buffet catering, crowded spaces with inadequate staging, not enough PPE on site.
			Too many talent held ALL day together in one space.
			Too many people congregating without 6ft distance.

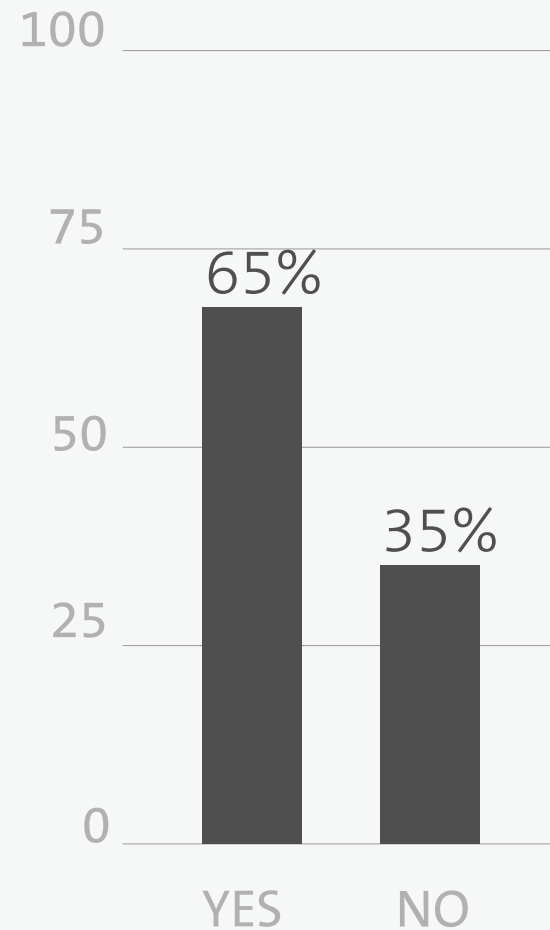
What is something that made you feel UNSAFE on set?

<p>Models and client not wanting to wear masks, acting like they were above the rule. Multiple requests to place it back on.</p>	<p>Loose mask use.</p>	<p>People crowding my workstation</p>	<p>crew members still standing too close and crew members not listening to PAs or Craft about not serving themselves.</p>
<p>When there are too many people in a room, and people not wearing masks!</p>	<p>Complete disregard for social distancing and mask etiquette.</p>	<p>Lots of people with masks down.</p>	<p>People constantly not social distancing and getting too close to me and my equipment.</p>
<p>witnessing the medic mask-less indoors having multiple conversations.</p> <p>having people on set that don't need to be on set taking BTS.</p>	<p>when people forget the 6ft apart rule</p>	<p>I was on a shoot last month that was just way too crowded. Too many people in one room. Windows were not open, (which had to do with light control, which I understand, but I want fresh air on set.) There was a nurse on set, but all she did was walk around occasionally offering hand sanitizer. There was child talent on set, and parents and siblings were allowed to be on set watching them perform. They didn't need to be in the room. But mostly, the space was too small. Or the crew was too big. And no place to escape. Masking and hand washing were enforced, but that's the most unsafe I've ever felt, in covid time.</p>	<p>People crowding around the computer is common but I'm truly not afraid - we all wear masks, some of us think we had it already or had it already, etc. I have been reading studies and statistics and healthy people under 50 just don't seem to be at risk. People who drink excessively and eat poorly are at risk and I worry about there being no guidelines as to how people can improve their personal health during covid to lessen their chances of complications if infected</p>
<p>buffets, shared food utensils, fridge handles and often touched surfaces not being regularly wiped down.</p>	<p>The fact that there are no backups and losing money during a time when everyone is desperate for work- puts pressure on people to work through illness and I bet that is happening</p>	<p>People getting too close, pulling down their mask.</p>	<p>People who don't wear their masks properly</p>
<p>No one wearing masks.</p>	<p>People not wearing their masks properly. In my experience, it tends to be the client who is not following the rules, not the crew.</p>	<p>mask non compliance</p>	<p>photographers/models not using face shield or mask</p>
<p>People wearing their mask under the nose.</p>	<p>Clients not wearing masks at all times and no one feeling like they can ask them to wear a mask.</p>	<p>Having to make on camera adjustments on talent while they are unmasked and talking (directors often use the time to "loosen" talent up)</p>	
<p>too many people on set indoors</p>			

Before a shoot, are you taking extra precautions in your daily life knowing you will be on set working with others soon?



Are you comfortable holding as a back up crew member? (in case someone gets sick and you need to replace them on set)



*Comments on following page.

Thoughts on the best ways to hold back-up crew:

Hold several backups in case your backup gets booked somewhere else.

Offer compensation or the next job that comes through if you keep putting the same ppl on hold.

Offer an incentive in case they have to turn down other work to be on call.

Just be straight forward that it's a backup hold. Treat it like a 2nd hold in a way.

I have no clue. I have not encountered this yet and I'm curious to hear how this is going to work...

I think this is easier when things are slow, it will get more complicated when things are not as slow. I also think more skilled crew should be asked and budgeted to hold. I would honestly pay 25% of my tech fee for some one to back up hold for me

Taking over a potentially contaminated department is a lot to ask.

Offer compensation or the next job that comes through if you keep putting the same ppl on hold.

Not sure how that works. but the work is slower so i'm not as busy as i was. if i'm available i would hold dates.

Gotta pay em something as a hold fee.

I would give a second hold and would appreciate knowing that I was holding as a replacement in reciprocity for letting the holder know ASAP if I was booked elsewhere to give them an opportunity to secure another replacement.

There is no current system in place for backup crew bookings. Until systems are in place, no.

oof, no idea on this. its a new concept I guess. How would that work if another job came up?

Pay them something no matter what.

I just view it as a hold and if I need to challenge then I challenge the hold. I think it's too much extra time and work to put people on hold as backup, I think we should treat covid as other sick day situations--once you know you're sick start looking for replacements.

Hold as a backup but not guarantee ultimate availability or 1/2day rate to serve as backup.

It's complicated, as you're basically asking someone to keep a hold without any assurances that they'd have work. I think it's a good concept, but might be hard to pull off. Perhaps have a small rate set aside for crew if they don't get booked?

Maybe look into how airlines & hospitals do this type of things. Having a release of hold 8 - 10 before said start time.

Pay them something -at least half

I had to get replaced because I was feeling unwell and for everyone safety I did what I thought was correct. The photographer got pissed at me and will likely never book me again.

Providing a holding fee.

No idea. Sorry! Possibly offer a half day rate for the hold??

I'm not sure. Maybe if you know ahead of time that you are the back up crew? I don't want to give a 1st hold to someone, be just the back up unknowingly, get a call for work from someone that actually wants to hire me, & either have to turn them down or give them a 2nd. Seems unfair if I have to potentially lose out on work.

Transparency! Letting people know it is a backup hold.

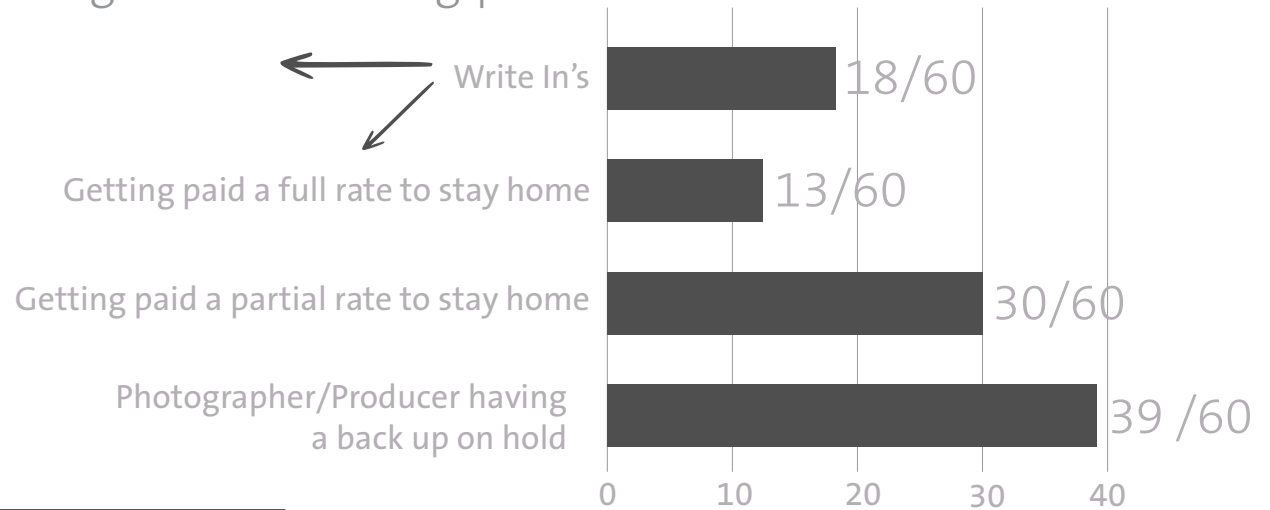
a percentage pay for the day you held especially if you had other holds

Hold assistants only.

Depends on how far out the hold is - if you are on hold and then not brought on or released less than 24 hours before the shoot maybe you are paid \$100

I don't see how someone can hold dates, turn down other work for this type of commitment.

What would you expect if you had to stay home due to not feeling well or testing positive for Covid?



This is so tough, I frequently work as a photographer and sometimes as a tech. I don't know what is even possible/fair here. In the past I have paid out of pocket when one of my crew twisted her ankle for the day she missed and hired a replacement and paid them as well.

Not being an asshole about it and actually being thankful not risking anyones health.

I really don't know the best way to approach this! In the past if we were sick, we would just have to release the booking and wouldn't get paid.

If I had to stay home i would help to find a replacement. I'm not sure on the payment. yes i would like my fee. but i wouldn't want to turn someone off by asking for money.

tricky territory

Gettting paid a partial rate to stay home;if i was booked already.

If it was in the middle of the job, a partial rate would certainly be welcome.

Not sure.

Only for not feeling well. Positive test before shoot should not get paid.

I would not expect to get paid for the day(s) and I would expect and hope that calling in sick and doing the right thing would not endanger future opportunities with that producer/photograher. I would hope that my previous dependability and work ethic would be considered for future jobs.

This is something I think about, stylists are at a greater risk of exposure because of going to so many stores to prep for a job. I'm worried that I could contract Covid while prepping and in that case what would happen if I could not be on set.

I'm only booking seasoned assistants that I feel comfortable can take over if I get sick.

This is hard! I would not bill cancellation if I were ill.

I think it's a group effort to find the replacement, but I understand if you're sick you may not want to be on the phone looking for a backup. I don't know how the money should be handled. I'm afraid if you don't pay people to stay home they may come to work even if they test positive.

None of the above.

Happy to negotiate

this is difficult to answer with cold and flu season coming up. because would i normally go to work with a cold, yes. so many symptoms are the same. i almost feel like it would be mandatory to provide negative covid test results if you're displaying any symptoms but that's relying on rapid testing to come through. and then if you are negative and only have a cold, are you allowed on set?

Its hard to say get paid to stay home, but if you got sick in the middle of a shoot then I dont know. This is all so new and hard to work around.

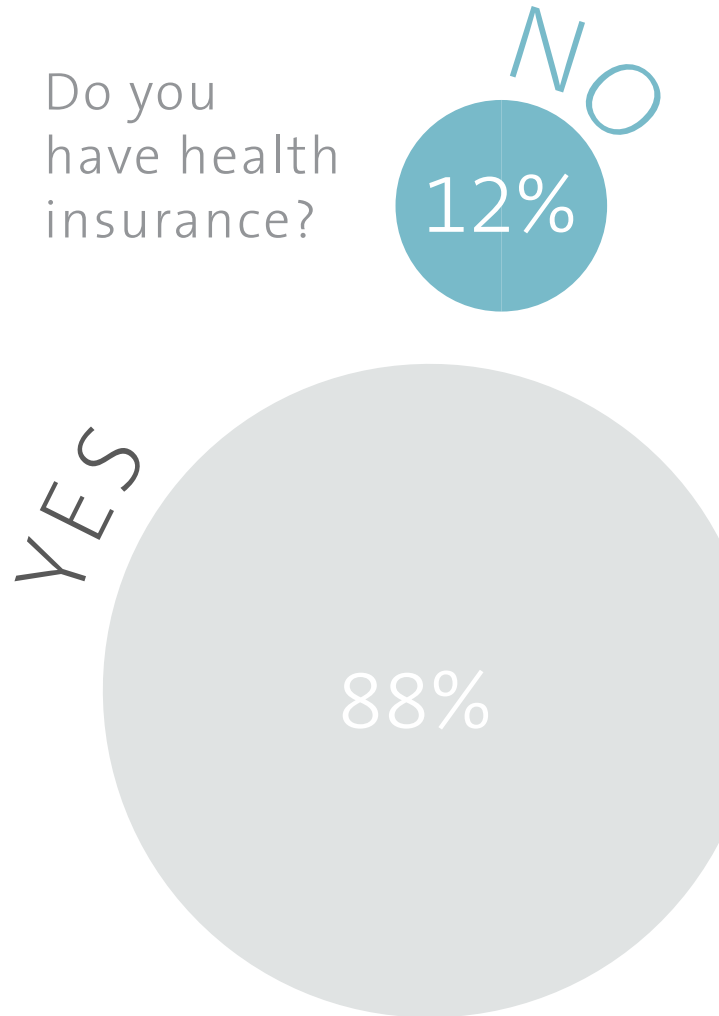
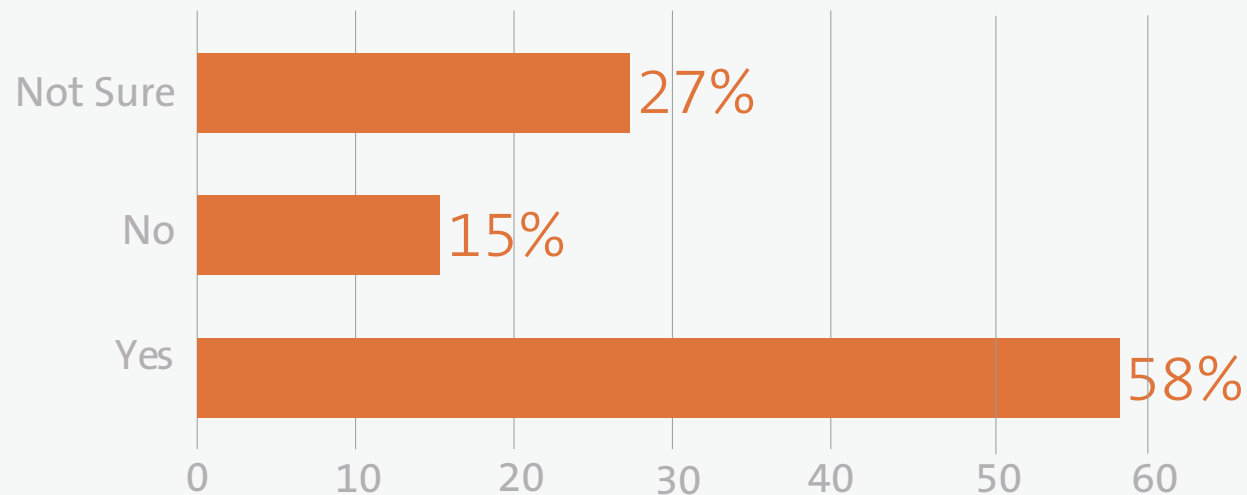
Health



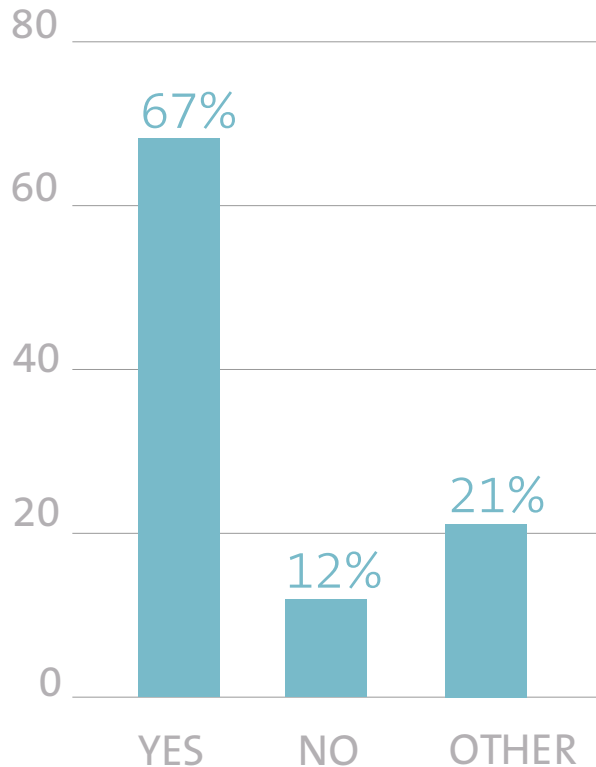
Have you been exposed to Covid-19?



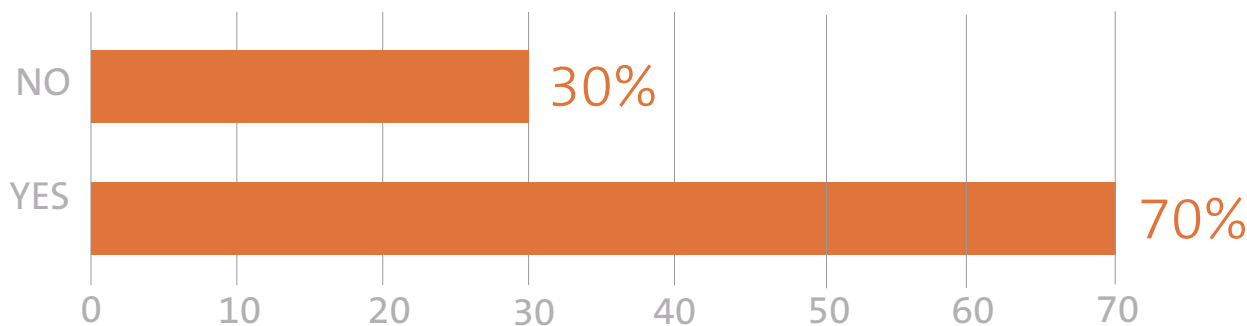
Are you worried about catching Covid on set?



Do you think people working on set should get tested regularly?



Have you been tested for Covid? (on your own accord or required by production)



Yes but what about the expense. there is different information out there. get tested without without symptoms some places won't test. I think having a list of places you could go before a job to test is good. but once you get tested you should stay home till the results come back

Because testing takes 3-5 days, it might give people false comfort state.

yes test, hiring company pay for test.

If it helps people's comfort levels to be tested, I am all for it.

ideally yes, but this isn't always feasible in the current climate. if only there were cheap readily available rapid tests all over the place...

Probably.

hard to say, you can test negative one day and on the way driving to set someone driving next to you can sneeze and you both have your windows open and bam, you're exposed...which leads the test pointless..

I think its a good idea to get tested regularly, but it can also be difficult to get into the free spots if you're consistently working throughout the week.

I think for people on shows there should be testing due to large crew sizes.

I don't think that's a bad idea, but cost, how to monitor...

As long as they are truthful with their current status with symptoms of any kind. I do not believe anyone should get tested frequently for the sake of getting tested.

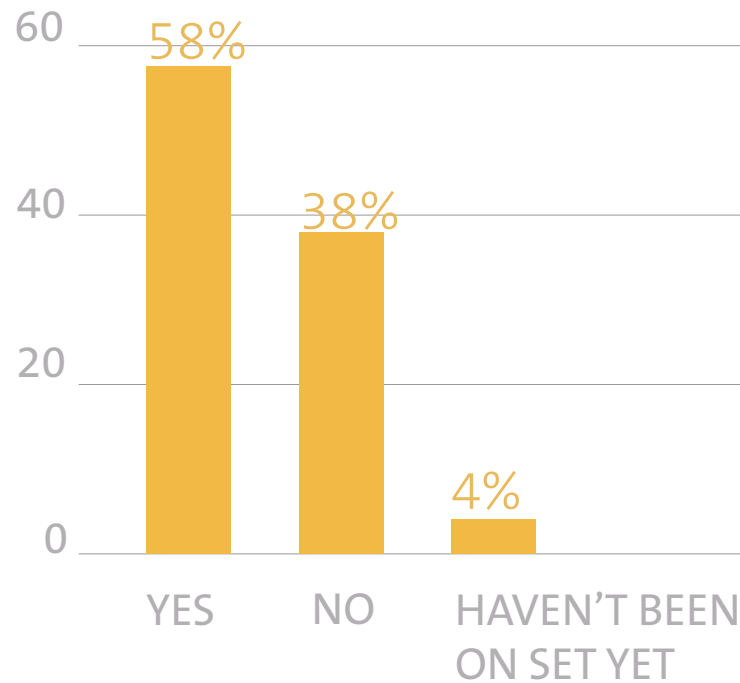
I think as flu season starts up, yes.

If it's a studio with a history of infection, most likely.



Liability Waivers

Have you been asked to sign a hold harmless liability waiver?



Thoughts on signing a hold harmless waiver:

I understand the situation. Do not plan on suing.	I'm not sure what this is!	<p>My union advises me not to do it. I avoid if I can. My understanding is that, it's a fairly useless document anyway - if it could be proven that a production company knew their director was positive, but pressed on anyway, that document wouldn't protect the production company. But it's all about proving it, which is very difficult. What I fear is seeing some sort of waiver for the flip side of that - being sued by the production company, because I came on set, unknowingly asymptotically positive, and caused a shutdown. But again, almost impossible to prove.</p>	Seems kinda useless and probably wouldn't really hold up in court (who knows) but if it makes clients feel comfortable to start scheduling shoots again I've got no problem signing one.
I'm comfortable!	It's pretty standard.		I have no objections.
I've signed them. I don't know the legal case for signing one.	It's garbage and seems wrong to force crew to sign.		I don't like it- this happened on the set that held 20 talent in one room ALL DAY. Never again working with that producer.
Just another signal of our dispensability. Protect the company and let the people on set fend for themselves.	I am conflicted on the use of them. I get the productions point of view but as a civilian I also need to protect myself.		
No problem with it at all.	I understand we are all independent contractors and have to have checks and balances.		
I've done it but I don't like it.			

Thoughts on signing a hold harmless waiver (continued):

I would need to read an example to be able to form an opinion.

If your incorporated, you should have the producer fill out the form for your Corp as well. If you are expected not to hold them liable, your company should also not be held liable. If they won't sign yours, you should be free to be released from the work. Knowing that anyone not signing your release should be made public to the industry.

Seems shitty if we aren't getting hazard pay.

Not sure what it is.

It's very understandable. But if a harmless waiver is required I also expect good safety protocol on set.

I understand where it is coming from. As long as proper safety precautions are being put in place to ensure production / client is doing everything possible to keep us safe on set, I feel like that is fair.

I hate it. Everyone needs to take the proper precautions, and provide a safe environment. I feel this takes some of that accountability away.

I didn't even read it, just signed it

If it makes the client feel better I would sign, however legally meaningless it is.

fine with it, as long as set is safe

Have not heard of this!

I am not the litigious type

I'd do it, if it protects me within the waiver.

I have mixed feelings about this. I understand a studio's fear of being liable, and I don't mind signing a waiver if the studio has actually put detailed safety measures in place and is actually enforcing them, but it is often hard to assess how safe a set is (or isn't) until you're days into working on it. I have also noticed that even when day one feels quite safe, day 3 or 4 generally gets a little looser and less safe feeling.

Only for Covid related. Will not sign to release all liability. Employer must also release me from liability.

According to the local union we shouldn't be signing anything without them approving it 1st.

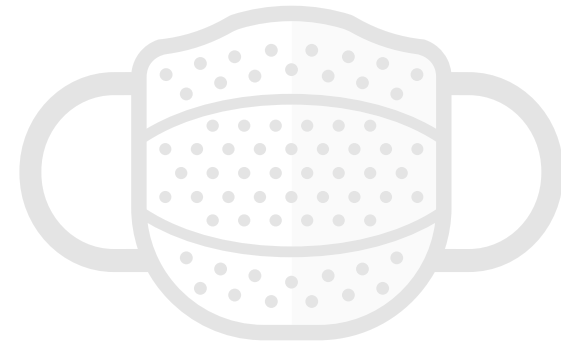
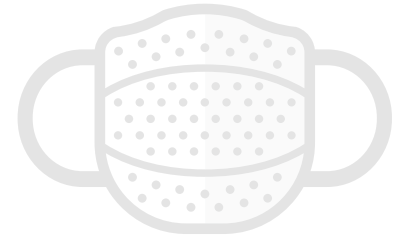
I dont agree with it.

I think the only way this doesn't feel coercive, is if the set safety protocols are as equally robust as the legal protections were being asked to agree to.

Very conflicted.

I'll sign yours as long as you sign mine.

Won't do it.



Final Thoughts

Anything else you'd like to share?

An industry-wide mandatory protocol would be awesome. The main thing is that we are all honest about our behaviors and that we respect one another.

It feels like agencies are pushing for more shots, for less money, at a time when they should be expecting the opposite. We're going to be working more slowly, more carefully, on bigger stages, and less efficiently for a while. Production companies have to stick together, and push back, and avoid a race to the bottom.

I do expect that if the safety officer is hired that they are holding everyone to a high standard and really ensuring a safe space to work. Its not just a temperature check and done, its making sure inside and out is running at a high level safety. It is not a joke position and they should be active.

I appreciate the thought and efforts being put behind a lot of these shoots, but some are still lacking in making me feel safe. I've decided to turn down work and stay on unemployment (even though it's not much) because working right now is too much of a risk and really not enjoyable. It's hard as a freelancer to make this decision but I can't risk my family's health in the name of a job.

If rapid test were an option I would do them before a job! Providing face shields or making models bring them once makeup is done is better than no mask or wearing a mask and ruining lips or whatever.

I want to know how we can keep things consistent and informed across the board. From smaller shoots with no producer, to bigger shoots with producers. It seems like the Producers are sharing info and safety precautions, but photographers that don't have producers are doing their own thing.

There needs to be a way to keep Makeup and actors safer because letting someone with no mask be on close connect with someone for a long period of time is asking for trouble.

I am worried about catching it on set, but no more than any other situation, walking down the street etc. I don't think anyone wants to catch a potentially deadly disease over a few hundred or a thousand bucks.

There should be hazard pay for crew!

Require talent to get tested and get results before set. they're the most likely to contract and spread.

Not just worried to catch COVID on set but also during prep/ shopping/returns in stores.

Indoor table top sets are difficult but not impossible to spatially navigate. Right now it is important to SLOW DOWN, be clear with your movements and become conscious of distancing even on tight sets - otherwise we will start to see our friends get sick.

I'm trying to limit my jobs to working with producers and photographers I know and trust right now due to safety concerns on set.

I'm noticing people taking advantage of the situation. We don't get lunch breaks any more . Where we used to hang out and socialize, somehow people are eating while working as if that's the only way to socially distance while taking a break. I've noticed not getting breaks due to lack of socializing during lunchtime

thank you for putting these together!

Survey crafted by

Christy Schmid
PRODUCTIONS

with help + feedback from Chicago crew members + producers!

I hope you all feel safe to make choices that are right for you and your specific situation. Please consider talking to the people you work with most often about safety on set and please ask as many questions as you need to in order to feel confident in your decisions.

More info at christyschmid.com/covid-19/