

# A great uncovering

JUNE'S London Freelance Branch heard from Mike Schwarz, a lawyer with Bindmans partners, who's representing people who were the victims of police undercover surveillance, some of those affected being journalists.

In particular, Mike is representing some passengers were on the "Fairford coaches" taking protesters to the bomber base at Fairford in Gloucestershire back in the 2003 Gulf War. The coaches were forcibly turned back by police – protesters, drivers and journalists were all imprisoned on board all the way back to London. This, it later emerged, was despite possible evidence from "undercovers" that may have indicated that they need not be detained.

The Pitchford Inquiry into Undercover Policing has been going on since last year, says Mike. The business of hearing evidence might start as early as this autumn.

It's an inquiry that "the Home Sec-

retary didn't want," until the public admission that Baroness (Doreen) Lawrence was spied on by the state meant "something had to happen". Before that, says Mike, most of what we knew about undercovers came from the detective work of victims of undercover policing – activists and journalists – especially Rob Evans and Paul Lewis in the *Guardian*. Women activists uncovered relationships with men they thought were their boyfriends, who turned out to have been undercover cops all along. These "endeavours of activists" have uncovered about "16 out of 150" undercovers so far. The police have still refused to confirm or deny the identity of undercover police.

In 2010, the trial of six environmental activists for aggravated trespass at a power station collapsed when undercover police officer Mark Kennedy's involvement emerged. There followed a "domino effect". Undercovers were found to

have been active in "family justice campaigns... (Stephen) Lawrence, (Jean Charles de) Menezes." As a result, to date there have been "50 convictions overturned".

The Inquiry covers a period going back all the way to 1968, when during Vietnam War protests "a covert police unit was set up that became the Special Demonstration Squad" (SDS) with a mission to infiltrate protest movements. Mike related how over 40 years, from "1968 to about 2008, hundreds of individuals and organisations" were targeted by the SDS. This was closed down and replaced by the National Public Order Intelligence Unit (NPIOU). An estimated "150-odd undercover police" have been deployed with these units over that period.

Currently the Inquiry's dealing with legal arguments about "how much anonymity and restrictions" will be allowed, as well as "who is going to be a Core Participant" (CP). Being a CP "means you get... evidence in advance, a certain amount of leverage." There are about 200 CPs, of which about 20 are "state", mostly as-yet-unidentified individual police officers. Then there are "a whole load of other CPs, people affected" by undercover policing. These include "people affected by blacklisting" of trade unionists, with undercover police playing "some sort of role" we're not sure of yet. The National Union of Mineworkers (NUM) and construction union UCATT are thought to have been targets of blacklisting operations and undercovers.

The NUJ applied for CP status, arguing that as other unions were tar-



Mike Schwarz Photo: © Bindmans Partners

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## Referendum fallout for freelances

WHAT WILL be the effects of the UK's referendum vote on freelance journalists? Of course, there is always the likelihood of something happening while this ink is drying that changes everything: this is the normal condition of journalism, but more so.

What will be the result of legal challenges to the process, or the utter absence of process? Or might the government – a government – fall back in desperation on the sarcastically logical suggestion by Professor Ross Anderson (who spoke at our May meeting) that England and Wales should simply withdraw from the United Kingdom? For a while it

seemed likely an actual Lewis Carroll character would be Prime Minister... But we reckon it's still worth thinking about what may happen.

First, there are the effects that everyone in these islands faces – but freelance journalists possibly more so. "Business confidence" seems a nebulous abstraction: but its collapse in the face of uncertainty has the real-world effect that investment is unlikely. A collapse of the remaining print advertising market is not impossible. And so on.

Second, the whole process provides a focus for distrust in journalists and journalism. Few are in a mood to make subtle distinctions

between the output of certain newspapers and the mass of ethical journalism that continues. Indeed, it's possible that the referendum result was caused by a large segment of voters getting fed up with subtle distinctions.

Third, there are the direct legal effects of any move to disengage the UK from the EU. Removing obstacles to weakening labour and social rights seems, after all, to have been the entire point for at least some of those funding the Leave campaign.

The UK remains a member of the EU for at least two years. That gives us time to watch for moves by the

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LFB meetings

Aug – no meeting

13 September

Working with  
technologists

10 Oct

New ways to  
sell photos

See back page &  
twitter.com/NUJ\_LFB



This QR code shall cause your internet-enabled smartphone to convey you forthwith to the Rate for the Job page online at [www.londonfreelance.org/rates](http://www.londonfreelance.org/rates)

# The Rate for the Job

HELP US out, colleagues! Make it nice and easy for us. We guess – after spending too long looking it up – that “RTP” is national Radio Television Portugal, and that “JC” is *Jewish Chronicle*. But, please, give us in full any name that may possibly be ambiguous. Thinking about work for a company you’ve not dealt with before? Simply look at the Rate for the Job to find out what companies in similar niches have paid. Then aim

higher. You can submit rates online, in confidence, at any time, at [www.londonfreelance.org/rates](http://www.londonfreelance.org/rates) – please give not only the basic rate (e.g. for FBS, First British Serial rights) but extra payments negotiated for extra uses, like the Web – or for print if it’s a Rate for the Online Job.

Rates marked **X** are, in the editor’s fallible opinion, below par. Treat all rates as minima, even perhaps the happy ☺ few.

**Broadcast(?)**: RTP (Portugal?) “11 minutes” news gathering £500.

**Photography**: Narratively three-hour shoot, 11 photos used, offer of US\$100 rejected, raised to US\$150 **XX**; *Canoe Focus* photos £50.

**Shifts**: ILO (International Labour Organization?) per day book editing, Swiss francs 5000 = £3500 [£3860 at press time]; *The Mirror*, special projects subbing, writing day £165; *Webuser* subbing/production day £130 **X**; Namibian publisher, per day “OK as Namibian rate!” £60.

**Training**: Private client social media, publisher advice, per hour £36.

**Words, per 1000**: *The Establishment* (Empress Media Inc.) 1250-word feature, \$1/word, good international terms US\$1250; *Bandcamp Daily* 800-word interview @ \$400 = \$500; *Daily Mail* 1400-word health interview @ £700 = £500; *The Tower* 2000 words £700 = £350; *Ronda* 900 words @ £300, FBS, travel expenses paid = £333; *The National* (UAE) opinion 800 words @ £208 = £260; *JC* (*Jewish Chronicle*?) 1200 words @ £300 = £250; Russian lifestyle magazine 800-word review @ £200 = £250; Pro Sound News Europe feature all rights £200 **X**; Red Bull Music Academy 2200-word feature @ €400 all rights = €180; *Times* (Ireland digital edition) news, 600 words @ €100 = €167 **X**; *World of Cruising* feature £100 **XXX**; small music mag 600-word reviews (rate unchanged in 30 years) £40.

**Words, other**: *Metropolitan* restaurant review £100; *Condé Nast Traveller* 200-word review £100; *Huck Magazine* feature: 4-5hr write-up of meeting £90.



## The Trireme Award

This month’s Trireme Award, for “the worst terms since I was last chained to the oars,” in the words of one freelance, is a retro 1980s-style summer special. It goes to an unnamed “small music mag, part staff-owned and in the business for at least three decades”. (It’s not too hard for a journalist to look them up, given that information!) In any event, they pay the princely sum of £40 for a 300-word review, around 13p a word, a “rate unchanged for 30 years.” As our freelance contributor commented, “**XXXX**”.

## Google News Labs training on tour

TECHNOLOGY changes fast, and keeping up with those changes can be tough as a freelance. The NUJ’s Freelance Industrial Council is aware that as freelancers we can often miss out on the skills that can assist our work and enable us to deliver it to the high level promoted by training that staffers are routinely receiving.

Google News Labs work with many publications training them to use Google tools, which help on specific aspects on reporting and so, as an FIC initiative we have organised a half-day workshop, run by Google News Labs, which will teach you many of aspects of Google tools. This will include three sessions on Google tools journalists can use to research, report and visualise a

story. One session will walk through advanced Search and Image Search, Google Trends, Public Data and the practical tips and tricks you can use on a daily basis. Also included is an introduction to video and YouTube, with lessons and case studies from around the world.

A map can help tell a thousand stories. In this session you will see how embeddable maps can help visualise a story in an engaging format. A workshop will teach you how to build your own Google Maps, how to explore and integrate StreetView and Earth imagery and organise data to create compelling interactives.

The training sessions are in: Manchester **6 September** (Google, Manchester); Edinburgh **8 Novem-**

ber (Double Tree Hilton, City Centre); Cardiff **25 October**; Belfast **30 September** (venues to be confirmed); and **Brussels** (event to be confirmed, in which case details will follow). Sign up free now at [freelanceoffice@nuj.org.uk](mailto:freelanceoffice@nuj.org.uk). Places limited.

For a report of a successful NUJ freelancers Google News Lab training in London, see [www.londonfreelance.org/fl/1605goog.html](http://www.londonfreelance.org/fl/1605goog.html)

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Google  
News Lab

## BBC News Channel reprieved after pressure

IF THE BBC had gone ahead with plans for its News Channel to disappear, Sky would have been left with a domestic monopoly in continuous UK television news.

The NUJ believes both the News Channel and the BBC World News channel play important and different roles. As part of its campaign for retention of the News Channel the union submitted ideas that could save millions of pounds across the newsroom by reducing waste and duplication, while safeguarding jobs

and services. The NUJ encouraged members to sign a petition and to encourage their MPs to sign a parliamentary Early Day Motion in defence of maintaining the channels’ separate identities and output.

And when the proposal went before the BBC News executive board in July, it was rejected.

NUJ broadcasting organiser Sue Harris said: “This is good news and I am pleased the BBC has acknowledged that the two channels provide distinct services. I would also like

to thank Martine Croxall and David Campanale, our reps at the News Channel and BBC World, and both chapels for their amazing campaign to save the channel and to all the MPs, peers and other supporters who wrote to the BBC in its defence.” Pressure has paid off.

But Sue had to continue: “We are being told it will mean 10 per cent cuts: the union is prepared to discuss with management how savings can be made without reducing the headcount.”

# Police and media reviewed

THE NUJ has just sent in its submission to the College of Policing consultation on police-media relations, which recently ended.

Of particular importance – in the light of the controversial investigation into Cliff Richard (a singer) and the filming of the police raid on his home by the BBC from a helicopter following a police tip-off – is suspect anonymity. The consultation proposes that “the police will not name those arrested, or suspected of a crime, save in exceptional circumstances where there is a legitimate policing purpose to do so.”

The consultation covers issues around dealing with working journalists covering events at which police are present. Specific points include police cordons and “taking the media on police operations”, and ensuring this is done “in a manner which avoids favouritism.” Best practice around “media briefings” is also included.

The NUJ submission noted that most journalists in local media have a good relationship with the police. It challenged the guideline stating

that “in most cases” communication with the police should go via “press officers or police corporate communications departments.” The Union noted that these have in recent years been filled from the world of PR and marketing and therefore tend to have an agenda of “positive promotion.” Having to go through the press office would also hinder journalists working to a tight deadline.

Also noted in the NUJ submission was that it the consultation propos-

als had very little to say on using social media, increasingly the preferred means of “getting the police message out”.

It further noted a “long history of mistrust” between police and journalists, with six NUJ members currently in legal action after

it was discovered their “lawful journalistic” activities were the subject of intelligence-gathering by the Met.

The NUJ submission is at [www.nuj.org.uk/news/nuj-calls-for-greater-openness-between-the-police-and-press/](http://www.nuj.org.uk/news/nuj-calls-for-greater-openness-between-the-police-and-press/)

Watch this space for any guidelines or recommendations emerging from this consultation. Details are linked from [www.londonfreelance.org/fl/1607cop.html](http://www.londonfreelance.org/fl/1607cop.html).

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geted, there “must have been some undercover police” around the NUJ. But we “don’t have – by definition – the evidence” of any such activity. Six Data Protection Act requests by journalists revealed that police had “gathered intelligence on them”: the NUJ put this argument in an oral submission to the Inquiry last October, but, as Mike explained, the Chair ruled “there was no evidence of spying (by undercover) on the NUJ in particular. The Chair will keep it under review.”

Passengers detained on the Fairford coaches (including some working journalists) brought a Judicial Review and sued the Met and other police forces deployed in the operation. The plaintiffs won and got com-

pensation. It came to light that there may have been at least two undercover cops in the operation. One is supposed to have been part of the group that organised the coaches. Another, suspected by other police of being predisposed to violence, turned out to have been an alleged undercover all along. This fact was kept secret from campaigners’ lawyers during civil proceedings, and also kept secret from some of the uniformed police, for the best part of ten years.

On some of those coaches, there were freelance journalists who had an NUJ Press Card, reporting on the journey to the Fairford protests. The “right of a journalist to faithfully report” was denied. While “those journalists do not have a seat at the

table” via the NUJ, there may yet be an opportunity to “pick up the offer to keep this under review.”

Article 10 of the Human Rights Act, freedom of expression and Article 11, right to protest and freedom of assembly, formed the basis of the successful Judicial Review of police conduct at Fairford. Mike emphasised that “what the journalists did on the Fairford coaches is completely legal,” they were newsgathering. Watch this space.

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- For reasons of client confidentiality and the protection of sources, this report was agreed between LFB and the speaker but should not be relied on as an accurate or complete account for legal purposes.

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bosses to “take back control” over us – unless, that is, it is after all possible to have a Norway-style fudge involving access to the single market and continued application of EU rules, or something even closer.

Would the bosses attack the EU Working Time Directive, which among other things gives freelancers who work shifts the right to paid time off? Or that giving agency workers rights similar to those of employees they work alongside? Or rules on authors’ rights – given that newspaper owners would love to move to fullblown US-style corporate copyright law, in which all our-

lovely “content” belongs to them?

Things that are very unlikely to change include payments from ALCS and DACS for photocopying and so forth done overseas. You are entitled to these under the laws of those countries, and they are administered by direct agreement between collecting societies. In principle a UK government outside the EU could remove regulation of collecting societies: but that’s hardly likely to be a priority in the long queue of things to “deregulate” over many years.

The many citizens of other EU member states working in the UK as freelance journalists – who include NUJ members – will continue to

have exactly the same rights to live and work in the UK. These won’t change until there is actual legislation passed in the UK, if any.

In the next few years it’s less legal changes than the spirit of the thing that’s worrying. Will it get harder in practice to enforce EU-related rights that are still the letter of the law? Mention to colleagues that now is a very good time to join a trade union and work together in mutual defence.

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- For a review that explains some of the actual policy relationship between the EU and UK government see [www.londonfreelance.org/fl/1607eu.html](http://www.londonfreelance.org/fl/1607eu.html)

Police and press coming into contact, London 2013

Photo: ©

Matt Salusbury

## Human rights confusion

One of the many areas of deliberate confusion propagated in the Brexit campaign was the role of the European Court of Human Rights (ECHR). NUJ members who have successfully defended freedoms there include Bill Goodwin, on the right to protect sources, and Pennie Quinton, on detention without cause. The ECHR is not a European Union institution: it is administered by the Council of Europe, which has 47 member states – and its early proponents included Winston Churchill. When she was Home Secretary, Theresa May nevertheless proposed that the UK withdraw from the ECHR, annoyed that it had overruled her. Now she is Prime Minister, May seems to have dropped this, and tried, and failed, to delete from the Web the speech in which she most recently suggested it.

# Collecting what, for whom?

PHOTOGRAPHERS' representative bodies are organising to challenge a plan to set up a body in competition with DACS, the Design & Artists' Collecting Society. DACS distributes monies such as those paid by university libraries for copying works for students, on the basis of surveys of such "secondary uses".

It was the Editorial Photo UK group [www.epuk.org.uk](http://www.epuk.org.uk) that exposed practices at the Rex agency that are now the subject of a police investigation. EPUK is now aware of such investigations into four major picture agencies.

The *Freelance* cannot currently comment on these investigations. But a major concern is that agencies and libraries are taking a growing share of the money paid for secondary use. EPUK believes that all this money is in law due to individual photographers. Until recently there has been no contractual basis for agencies taking any "rake-off". Earlier this year the Alamy agency – his-

torically one of those better regarded by photographers – issued a new contract including this (see below).

Now the British Association of Picture Libraries and Agencies [www.bapla.org.uk](http://www.bapla.org.uk) has launched a new collecting society in competition with DACS, to be called PICSEL. BAPLA has stated that there will be no requirement for a mandate from the photographer. EPUK says this shows a willingness to claim secondary rights payments without the creators' permission or even perhaps their knowledge.

But requiring PICSEL members to show the agreement of contributors would not solve this problem. It is regrettably well-known that agencies put pressure on photographers to allow them to claim when the photographers do not want them to do so. EPUK has examples of bullying letters from agencies claiming non-existent legal rights, even threatening that the agency may terminate their contract unless they agreed

to authorise agency claims. Agencies withhold the sales data that photographers need for their claim.

Further, PICSEL has stated that undistributed money will be used for the benefit of its members, the agencies. DACS found more than 400 untraceable names in the REX list of contributors for whom claims had been made. This raises the question of where the money for those claims has gone in the past and why they have continued to be made. Under PICSEL the money due to the creators for those claims would be handed to the agencies. This policy, EPUK notes, "creates a perverse incentive for an agency to be unable to trace a contributor".

This story is set to run and run.

The immediate practical advice is: anyone receiving a new contract, or being asked to agree to varying a contract, must seek advice from your Union before signing anything. Which means being in the union.

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## New members meet

LFB members new to freelance journalism are invited to meet other people new to the Branch, and members with more experience of freelance journalism, at the Camera Café, Museum Street, London WC1A 1LY on **Thursday 27 October** from 6pm.

These meetings happen there on the last Thursday of every third month. The Branch hopes to resume inviting new members who come to their first Branch meeting to have their photo taken and give a few words about themselves: see them at [www.londonfreelance.org/lfb/intros.html](http://www.londonfreelance.org/lfb/intros.html)

## Battle of the Alamy been and gone

THE PICTURE agency Alamy sent a new contract to photographers – including a clause stating that "You authorise Alamy to grant to the Collecting Society a mandate to negotiate, claim and administer the rights in respect of Secondary Uses of your Images that you have authorised Alamy to represent you for."

This would give the agency a right to skim off money due to photographers for "secondary uses" of their work. The NUJ produced a model letter for photographers to opt out of this clause. The deadline was 30 July. Sorry this happened between issues of the *Freelance* and we couldn't do a special edition to alert you.

So do regularly visit [www.londonfreelance.org/fl](http://www.londonfreelance.org/fl) for such urgent updates. We were able to email photographers whose addresses London Freelance Branch has. If you want these monthly mailings – even if you are not an LFB member – visit [www.londonfreelance.org/link-up](http://www.londonfreelance.org/link-up) to request them.

## Ce n'est pas Agence Fair Price

IT'S NOT JUST English-speaking clients that are trying it on. Agence France Presse (AFP) is demanding its photographic stringers across the globe, in offices outside of France, sign unacceptable contracts which include handing over all rights to exploit their photos without any additional payment.

The International Federation of Journalists (IFJ) has called for an immediate revision of these contracts and is advising photographers not to sign them as they stand.

The standard contract requires photographers to sign a global, irrevocable and perpetual licence to

use their photos and videos in any medium, in any language, in any form including in any future products. Journalists working under a collective agreement made in 2012 and governed by French law, in contrast, receive payment for the re-use of their images.

AFP is seeking to justify this new practice by claiming that payments for photographers' time also cover this wide licensing of their authors' rights. Currently these are two distinct payments. IFJ president Philippe Leruth said: "We ask AFP to immediately review its terms of exploitation of photographic works and strongly

encourage photographers not to sign any contract...

that does not provide additional payment for [each] use." For more on the IFJ's campaign against such unfair contracts please see [www.ifj.org/campaigns/fair-contracts-for-journalists](http://www.ifj.org/campaigns/fair-contracts-for-journalists)

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## Leave.EU stole Vice pix

VICE magazine sent Chris Bethell to cover the premiere of *Brexit: The Movie*, which Vice describes as "farical" – not surprising since it was directed by Martin Durkin... about whom the less said the better. Not much surprise either that 12 hours later Chris noticed that the Leave.EU campaign had "taken my photographs, re-appropriated them into another photographic artwork and posted them

on Facebook and Twitter." The campaign had taken all the photos from the article and stuck them in a film-reel-style image with a caption claiming "A great turn out at the Brexit: The Movie premiere".

Chris "contacted them the same night asking to have them taken down. The next day I sent them an invoice, to which they replied that they would take them down immediately. It was at least a further 24 hours before they were taken down. Obviously they'd had their

use out of them on social media, and it didn't matter at all if they took it down at that point."

NUJ Freelance Organiser John Toner told Vice that Chris "is well within his rights" to pursue the campaign for payment. The case illustrates – again – how photographers' (and other authors') right to determine how our work is used is about more than cash – it's about reputation, integrity and ethics. Shame, then, about the contracts Vice is imposing – see page 5 opposite.



# Victory for Irish freelances

WHAT A contrast to the feverish political dramas unfolding in the UK! On 6 July across the Irish Sea, Parliament's second chamber, the *Seanad*, gave its approval, at committee stage, to the Competition Amendment Bill. The *Seanad*, the upper chamber in Ireland's parliament, did not divide on the legislation and the Irish trade union movement secured the support of all the political parties.

This makes it almost certain that a pernicious 2004 ruling by the Irish Competition Authority will no longer prevent unions providing rudimentary support for freelance members. It should allow the NUJ as well as representatives of musicians and actors to publish fees guides to try and enforce the very lowest rates that skilled creative workers should accept.

The Irish Government has signalled that it will table technical amendments at Report stage – and then it goes to the *Dáil*. But there is every reason to believe there will be consensus on the nature of the amendments and both the NUJ and the Services Industrial Professional and Technical Union (SIPTU) will be working with the politicians on this.

NUJ's Irish Secretary, Séamus Dooley's briefing on the Competition Amendment Bill (at [www.londonfreelance.org/fl/1607prez3.html](http://www.londonfreelance.org/fl/1607prez3.html)) modestly leaves unsaid the extraordinary work that has brought Ireland's legislators to this point.

From the moment this ruling was handed down, the affected unions did their utmost to unpick its consequences. Legal opinions were sought. Lobbying commenced. International allies were brought on board. In 2006, Michael D Higgins, today Ireland's president, introduced a Private Member's Bill to return to freelance workers the rights they were denied. It failed. A further attempt in 2012 also faltered when the Troika

(EU, European Central Bank and the International Monetary Fund) were invoked to deny the unions.

Throughout, the NUJ and others maintained the pressure: charming, arguing and arm-twisting in equal measure.

Ireland's Minister for Jobs Mary Mitchell O'Connor (of the *Fine Gael* party) signalled her Government's acceptance of the Bill. "The whole house can agree to the principle of protection for vulnerable freelance workers", she said, agreeing a slot in Government time when the Bill could be heard.

Preceding her contribution, a range of senators from across Irish life praised for freelances, and the importance of their being represented by unions.

Ivana Bacik, introducing her Bill said it was needed to ensure "the right of collective bargaining for vulnerable workers who are freelance, particularly those in the arts, creative and media sectors." Setting a minimum floor for fees will impact on the incomes and lives of thousands of freelance workers.

*Sinn Féin* senator Paul Gavan acknowledged that the trades unions "have done a hell of a job running a concerted campaign over a number of years to build the case for justice".

The Government's amendments will require scrutiny: the Bill's application could fall short of trades unions' aspirations and employers may prove dogged in continuing to refuse our rights.

Here in the UK, the very idea that the UK's parliaments might give such consideration to our issues, much less debate so sympathetically about freelance concerns, has the quality of a fairy tale.

For so dire a situation as was faced in Ireland to be reversed, however, should stand as inspiration to all of us who campaign for fair treat-

ment for freelances. Determination, tenacity and imagination has driven the campaign for Irish freelance rights. Within a year, real changes in freelance workers' lives should become evident.

The lobbying and letter-writing that have propelled this campaign is the stuff of politics that links citizen actions with outcomes that will improve scores of journalists' lives. For everyone who despairs of politics, it should be a clarion call. Raise issues during elections, tell legislators what you think of their actions and write to government ministers. Immediate results are few, but with time, discipline and determination, our demands will prove irresistible.

© Tim Dawson



Senator Ivana Bacik introducing her Bill  
Image © *Seanad Éireann*

## President's platform

The *Freelance* is pleased to offer Tim Dawson the chance to document his experiences as President of the NUJ. Go to [www.londonfreelance.org/president](http://www.londonfreelance.org/president) for more, including:

- **View from the top** at the International Federation of Journalists' Congress – 22/06/16
- **Music-hall operatives; a lament** for sister union BECTU's merger – 09/06/16

## All Vice and no virtue in unfair contract

IT IS BAD enough when a publisher wants all rights to use your work through technologies yet to be discovered in all universes yet to be invented for less than they should pay for one use. *Photo District News* reports a response to its appeal for examples of unfair contracts, from a website in the Vice group. In 2013 Rupert Murdoch paid \$70m for a 5% stake in the Vice group, valuing the company at more than \$1bn back then (and maybe \$4 billion now).

The contract includes: "Photographer grants, transfers and assigns to Vice, its agents, assigns, licensees and

successors, in perpetuity ..." and so distressingly familiar on. But then: "Photographer hereby expressly releases and indemnifies Vice, its agents, assigns, employees, licensees and successors from and against any and all claims, liabilities, demands, actions, causes of action, cost and expenses, whether at law or in equity, which a third party may have or may in the future have for invasion of privacy, commercial exploitation, false light, copyright or trademark infringement, libel, defamation, or any other cause of action arising out of the exploitation of the Pho-

tographs or any part thereof or by reason of Photographer's breach of any representations, warranties or agreements contained herein. Photographer acknowledges that Vice is relying upon the rights granted to it hereunder in entering into this Agreement."

The company did not answer the photographer's questions about the contract, so they declined.

It appears to the *Freelance* that the contract would make the photographer liable for any damage done to Vice's reputation by abuse of their images... and worse: see page 4.

## More online

Please visit the *Freelance* website at [www.londonfreelance.org/fl](http://www.londonfreelance.org/fl) for frequent updates – including a report from Richenda Powers of a conference on "precarious work" – that would be us, then.

# LONDON FREELANCE BRANCH MEETINGS

## Work with hackers; new ways to sell photos

PLEASE BE aware that there is no London Freelance Branch meeting in August.

Older readers may remember the "holidays" that used to be taken at around this time of year. Remember now that if you receive holiday pay for regular shifts, it's on the understanding that you actually take some sort of time off.

LFB meetings return for an autumn season starting on **Monday 12 September**, as usual on the second Monday of the month.

Our speaker at the September meeting will be Cassie Werber, co-organiser of Hacks Hackers London, part of an international grassroots organization "to create a network of journalists ('hacks') and technologists ('hackers') who rethink the future of news and info... to help people make sense of their world" for example hackers exploring technologies to filter and visualize infor-

mation and journalists using technology to find and tell stories.

The LFB meeting on **Monday 10 October** will feature John D. McHugh speaking about new ways of selling photos online.

John, a conflict photographer whose work includes Afghanistan, recently founded Verifeye Media. This is a Mobile Journalism (MoJo) photo agency. Its new tech for mobiles and web-enabled cameras tags images with metadata verifying where they were taken, who the creator is, specifying the licences under which they are seeking to sell a re-use of that image. Verifeye uses "eyewitnesses" and paid-for freelancers, selling licences for uses of your images on to news outlets.

This issue went to press on **19 July**  
Deadline for the September issue: **22 August**.

• LFB meetings are from 7pm to 9pm at Friends' House, Euston Road NW1 (opposite Euston Station), which is accessible to people who use wheelchairs. If you need the Branch to pay for care for a child or dependent so you can attend a meeting, call a Branch officer.

• For updates on meetings (including new members' meetings) see the Branch calendar web page [www.londonfreelance.org/lfb/meetings.html](http://www.londonfreelance.org/lfb/meetings.html) and LFB's Twitter feed [http://twitter.com/NUJ\\_LFB](http://twitter.com/NUJ_LFB).

Can members who have difficulty reading the agenda on paper please contact us to get the agenda in electronic form ahead of the meeting.

For etiquette on recording or live-tweeting from LFB meetings, see [www.londonfreelance.org/fl/1507film.html](http://www.londonfreelance.org/fl/1507film.html).

For details of NUJ London Photographers' Branch meetings, see [londonphotographers.org](http://londonphotographers.org).

# FREELANCE

Branch contacts: [www.londonfreelance.org/lfb](http://www.londonfreelance.org/lfb)  
Online Freelance contents: [www.londonfreelance.org/fl](http://www.londonfreelance.org/fl)

## UNION HISTORY

### The Grunwick dispute 40 years on

AUGUST this year marks the fortieth anniversary of the start of the two-year Grunwick dispute. Older readers may remember how Asian women working in the Grunwick Film Processing Laboratories in Willesden went on a long strike over a number of workplace issues including union recognition.

The strikers received widespread support from the trade union movement, with postal workers refusing to deliver film reels for processing by the company. There were 550 arrests on the picket line, many by the notorious police Special Patrol Group.

To get details of "Grunwick 40" events see: [www.facebook.com/Grunwick40](http://www.facebook.com/Grunwick40)

## THE FREELANCE

THIS PRINT edition of the *Freelance* is mailed out along with the *Journalist*, the magazine of the NUJ nationally. The schedule for sending out the *Journalist* – and the *Freelance* with it – has got increasingly out of synch with LFB meetings in recent times. (This issue was expected to arrive a full five weeks before the next meeting, for example.)

So LFB passed a motion at June's Branch meeting authorising a budget for a possible mail-out of an extra print edition of the *Freelance*, arriving in an envelope all of its own. This would arrive sometime in the first full week of September – better timed to remind members (especially new members) of the by then imminent resumption of Branch meetings after the summer break.

This is subject to Branch Committee approval: watch this space.

## RESOURCES

London Freelance Branch has a vast amount of information and advice available for members (and others).

• The Freelance Directory is the first and best listing of actual freelance journalists – rather than wannabes – and entries in it are free to NUJ members: see [www.freelance-directory.org](http://www.freelance-directory.org)

• The *Freelance Fees Guide* suggests rates for hundreds of categories of work, and provides a mass of advice on your working life as a freelance: see [www.londonfreelance.org/feesguide](http://www.londonfreelance.org/feesguide)

• The Branch has a Frequently Asked Questions page – let us know what needs updating at [www.londonfreelance.org/FAQ](http://www.londonfreelance.org/FAQ)

• Members who join as freelancers, or shift to freelancing, can download the *Freelance Fact Pack* – [www.nuj.org.uk/work/freelance/freelance-fact-pack](http://www.nuj.org.uk/work/freelance/freelance-fact-pack)

## UNCLASSIFIED ADS

**FREELANCE UNCLASSIFIEDS** are FREE to members for non-commercial purposes. To non-members and for commercial purposes, £10 for this much. Acceptance is at the editors' whim; appearance does not imply endorsement. If you have any comments on an advertiser, tell us. Submit ads by email to [unclassified@londonfreelance.org](mailto:unclassified@londonfreelance.org)

**LEGAL EDITING/PROOFREADING.** At sea with legal material and jargon? Wondering when the ECJ became the CJEU or which 'European Court' is featured? Freelance legal editor with 20 years' experience of copy-editing, digesting, proofreading and researching legal

texts and law reports is here to help. Reasonable rates and fast-turnaround. Contact David [dnh@sfp.net](mailto:dnh@sfp.net)

**FAR EAST** I'm a freelance correspondent, 36 years experience in S.E. Asia including BBC work, with a vast network of contacts. I'm Manila-based and available for freelance assignments. Contact Robert at [rharland@mozcom.com](mailto:rharland@mozcom.com)

**PHOTOGRAPHER** and NUJ member Colin McPherson is offering short, residential photography courses on the unique Scottish island of Easdale from September 2016. Contact [colinmcpherson@mac.com](mailto:colinmcpherson@mac.com) for further details.

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