



Bargaining has commenced at Etihad Stadium

All members at Etihad would have seen the “Notice of Representational Rights” (NORR) sent to all employees this week.

As outlined previously to members, this followed a meeting between MEAA and MSL in August this year where MEAA proposed to management that they should make an immediate pay rise for all employees because the last pay rise was in September 2015. After three months and several emails from MEAA to follow up and to find their response, MSL has finally responded and advised that they will not provide an immediate pay rise, and that they want to negotiate a longer agreement.

MEAA is concerned that this plan will make it more difficult to ensure a fair outcome for workers during these negotiations. MEAA has sought commitment from MSL to pay back pay to all staff to ensure that the lack of a pay rise does not take away from our ability to negotiate properly, however MSL have refused to make that commitment upfront. We are hopeful to be able to reach agreement on back pay once the other items have been finalised. Workers should not be penalized for the fact that MSL took three months to respond to a simple proposal.

Thankfully, your MEAA delegates met in September and planned for this scenario so that we were ready for it.

Read on for more details:

What is this letter from MSL management about?

The letter outlines to all employees that you are entitled to representation. The notice is significant because it signifies the commencement of bargaining.

If you are a MEAA member, you are automatically represented in bargaining. You do not need to do anything or nominate anyone.

MEAA members will be represented in bargaining by a team of your MEAA delegates and your MEAA organiser, with the support of the union as a whole.

This is an important time for all workers to stick together.

We will be bargaining for improvements to pay, superannuation and rostering conditions, to name just a few.

Please encourage your fellow workers who are not yet members to join up to MEAA with you. The more members we have the stronger our voice in bargaining.

If any non-members want to be represented by MEAA in bargaining, they can simply join their union and they will then be automatically represented like you.

What are we seeking to improve?

Your MEAA organiser and your MEAA delegates have been speaking with workers at several events to find out the issues that are important to you all and we have prepared a comprehensive list of conditions we will seek to improve for you at work at Etihad.

Please have a look at this list and provide us any final feedback before 5pm on Tuesday, December 6. We will be presenting the list to management on Wednesday, Dec 7.

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- Workers to be able to choose any industry superannuation fund of their choice,
- Superannuation to be provided on all dollars earned,
- Increased pay for cash handling duties,
- An allowance for when the end time of shift is changed without notice,
- Allowances for venue setup for duties such as forklift driving and working at heights,
- Allowance for workers with first aid certificate,
- Consultation meetings between MEAA and MSL,
- Uniform allowance increased,
- Increased minimum call,
- Longer breaks – 15 min at least,
- At least one break every shift,
- Ability for workers to take their lunch break early without having to have given notice prior to shift start,
- Mats to stand on in standing positions,
- MEAA to be able to make a presentation during new staff inductions,
- Delegate training improved – less restrictive,
- Paid MEAA meetings for all staff.

If you have any important feedback to provide before we submit the list to management, please contact MEAA before 5pm Tuesday, Dec 6.

Delegates survey

Your MEAA delegates will be conducting a survey for the rest of 2016, prior to gates opening at each of the upcoming events. The survey will be to gauge how strongly you all feel about these issues.

If you see one of your delegates with the surveys, please take the time to complete a survey and please encourage your colleagues to do so too.

MEAA visit

Your MEAA organiser will be visiting the uniform muster room on Friday December 9 before the first Coldplay concert. Please speak to him for an update at that time and to ask any questions that you may have.

There is a bargaining meeting on that same day and we are expecting that management would have given us their initial views on all of our claims at that meeting.

These are exciting times. Enterprise bargaining is a time where you as workers get to have a real say on issues that will make a difference to your lives and work at Etihad.

Please encourage your fellow workers at Etihad to get involved and to join MEAA with you.

For further information and to provide any feedback, please contact your MEAA Organiser, Anthony Hack on 0425 252 127 or anthony.hack@meaa.org



www.meaa.org/join

Authorised by Carolyn Dunbar, regional director, Victoria and Tasmania