



Marvel Stadium Log of Claims

Claim	Description
Wage	<ul style="list-style-type: none"> Employees seek a wage increase that brings parity with their MCC/MCG colleagues and then a further 3% increase on each anniversary of the EBA.
Length of Agreement	<ul style="list-style-type: none"> 3 Year Agreement The new agreement to commence on 17th March 2025. If any delay pay increases will be backdated to the nominated commencement date.
Classifications	<ul style="list-style-type: none"> Review of structure to create greater opportunities for advancement, as well as pathways for recognitions of experience of employees. Create greater depth to current structure to provide greater remuneration for employees who are placed in roles with supervisory elements (i.e. Team Leaders) Create a tiered structure payment scale based on years of employment e.g. 1-5 years (2%); 6-10 years (2.5%); 11 – 15 years (3%); 16 -20 years (3.5%); 21 years and beyond (4%). This amount to be paid on top of the agreed fixed rate. Review of the structure specifically within Venue Set Ups to create a separate structure that better reflects complexities and responsibilities of the various roles within the department.
Penalty Rates	<ul style="list-style-type: none"> Improvements to, or introduction of, the following penalty rates: <ul style="list-style-type: none"> Weekend Penalty Rates Public Holiday Penalty Rates Overnight Penalty Rates (after midnight) Penalties to be applied for any shifts that are posted late
Parking	<ul style="list-style-type: none"> Free parking to be provided on site for all staff members rostered to work
Minimum Call	<ul style="list-style-type: none"> Minimum length of shift to be 4 hours across the board
Casual Sick Leave	<ul style="list-style-type: none"> Marvel employees to have access to 5 days of paid sick leave.
Career Development & Training	<ul style="list-style-type: none"> Employee's to be provided training opportunities for the purposes of professional development. Conflict Management training to be offered to all employees Providing opportunities for staff to work in other departments within the stadium Audit of current training system to ensure training is offered online and in-person at times suitable for staff More Emergency and Evacuation training to occur, including live drills. Team leaders to be provided with a structured and professionally assessed pathway, not one assessed by those that have never been team leaders or supervisors.
Diversity and Equity	<ul style="list-style-type: none"> A commitment from the AFL to promote Diversity, Equity and Inclusion across the site by: <ul style="list-style-type: none"> Ensuring equality across gender within Team Leader positions Auditing staff turnover and retention rates

	<ul style="list-style-type: none"> ○ Ensuring hiring and promotion practices are impartial and representative ○ Review hiring practices to remove impact of any unconscious biases ○ Monitor and look to create parity when it comes to hours worked by gender ○ Continual reporting on improvements made in diversity and equity in terms of participation levels and role in the workforce
Allowances	<ul style="list-style-type: none"> ● Wherein not referred to below, Increase to Allowance rates alongside Wage increase ● An IT allowance for any employee who must utilise their personal devices either during their shift or for when an employee is required to use their personal device for work purposes at home. \$2 a week. ● Increase uniform Care Allowance to \$4 per shift ● High Risk Work Allowance
Food Outlets	<ul style="list-style-type: none"> ● Increase to Staff Food discounts to 75% at all food outlets within the stadium ● Food Outlets to be available from start of employee shift times (including Venue Set-ups)
Union	<ul style="list-style-type: none"> ● MEAA Members to have access to 8 paid hours per calendar year for the purposes of attending Union meetings ● Provide paid time on shift for a Union Delegate to perform their duties. ● MEAA delegates to be invited to any inductions as and where they occur.
Health and Safety	<ul style="list-style-type: none"> ● AFL commits to adequate staffing of security personnel on site during events. ● Employees to be given more authority to remove unruly patrons from site with Introduction of Tiered criteria for behaviour that leads to removal of unruly patrons. Creation of this tiered criteria to be done so in conjunction with the OH&S Committee who will play a crucial role in supporting staff with aggressive patrons ● OH&S representative on the JCC and to attend JCC meetings
Missed Meal Penalty	<ul style="list-style-type: none"> ● If an employee misses their 30-minute break, they will be paid a penalty of 150% until such a time that they take the break or their shift ends.
Shift Cancellation	<ul style="list-style-type: none"> ● If an employee is sent home prior to their shift finishing without mutual agreement, they should be paid for the entirety of their shift as if it had been worked.
Rosters	<ul style="list-style-type: none"> ● Venue Set up Rosters to be released 5 weeks in advance
Employee Events Entitlement	<ul style="list-style-type: none"> ● All Casual employees to have access to two free GA tickets per season to attend an AFL game at Marvel Stadium.
Breaks/Break Rooms	<ul style="list-style-type: none"> ● Half hour meal breaks to be paid when staff work more than 6.5 hours. ● More staff break rooms available on site, especially on Level 1 & 2. ● Refurbishment of break rooms, lockers and changerooms across the site including the B2 break room. ● Venue Set up Shed to be renovated, more facilities (tea & coffee, fridge, lockers, new chairs etc) to be provided and its capacity increased
Secure Employment	<ul style="list-style-type: none"> ● Marvel to commit to limiting and minimising their use of contractors/labour hire on site and ensuring the use of these contractors is not done to undermine the job security of Marvel employee's.

	<ul style="list-style-type: none"> • No Marvel employee shall be paid at a rate lower than a contractor/labour hire who works in the same role. • Situations of Marvel employee's having their shifts cancelled in favour of keeping contractors on site should not occur
Late Travel Home	<ul style="list-style-type: none"> • If an employee finishes their shift after they could reasonably go home via public transport, they will be provided with a CabCharge or Uber voucher.
Long Service Recognition	<ul style="list-style-type: none"> • Employees to be recognised and rewarded for their tenure at the stadium at 5, 10, 15, 20 and 25 year intervals
Policy Development and Review	<p>In consultation with JCC, the following policies to be developed and/or reviewed:</p> <ul style="list-style-type: none"> • Whistle Blower policy • Crowd Control and response • Staff safety and Risk Assessment policy • Diversity and Equity • Fair and Equitable Rostering • Discipline Policy • Staff Car Park policy • Reward and Recognition program • Break room policy • Communication Policy

Presented - 20th November 2024