

MCEC union meeting
21/04/2016





Today's meeting

- Please ensure you sign an attendance sheet
 - Update – where are we at
 - Recap of bargaining campaign
 - The proposed Agreement explained
 - How to vote
 - Update on other issues:
 - Inductions & lockers
 - Next steps



Voting process

- December 10, 2015 – Agreement in principle
 - March 31, 2016 – Government approval
 - April 1 – MEAA & MCEC meeting
- April 7 – MEAA & MCEC finalised document
 - April 8-11 – workers provided with info
- 9am April 21 to 5pm April 28 – ballot open

Your MEAA union Delegates

F & B:

Chad Cavuoto
Rosie Adarmes
Pete Nicol

Set Up:

Darren Scharenguivel

Loading Dock:

Mark O'Malley
Troy Collings

TSD:

David Haidon
Alex Lee
Walter Ponce
Ben Cook
Amy Wright

Retail:

Sally Yuritta

Customer Service:

Jeanette McWhinney
Suzanne Gay

Kitchen:

Jess Cheetham
Jen McCall

Stewarding:

Hector Kourbetis

The beginning – late 2014!

What were we all up against?

More than 40 of your employment conditions proposed to be **cut!**

- **Minimum call**
- **Overtime**
- **Fair and equitable rostering**
- **Overnight loading**
- **OHS obligations**
- **Union rights**





The beginning – late 2014!

What were we asking for?

MEAA members' claims included:

- **No cuts**
- **Fair pay increase**
- **Job security**
- **Roles and Classifications**
- **Consistent Overtime, Penalties & Allowances**
- **Improved Higher Duties Allowance & overnight loading**
- **Improved Union rights – delegates, consultation etc**
- **Family Violence leave**



Survey

MCEC has “biggest month and year in history”

“MCEC has officially completed its most successful month in history hosting more than 100 events, attracting over 87,600 delegates, achieving just under \$10.5 million in operating revenue. Our forward bookings and business outlook remain incredibly healthy for the foreseeable future so we are looking forward to forging ahead into another busy month,” said CEO Peter King.” – *MCEC Media Release, 5 September 2014*

The MCEC has just had its biggest year ever - so why do they want to cut our pay and working conditions?

The story so far...

On the 9th of September our union reps met with CEO Peter King and MCEC management. MCEC management gave a presentation on their new 'vision' for our working lives at the MCEC. The changes that management want to make are only **proposed** at this stage, but if they are supported by a majority of employees, these changes will affect our take-home pay, our working lives and our ability to have a voice at work for years.

What do the bosses at MCEC want to take away?

- **Cut the minimum shift from 4 to 3 hours for all casuals:** This would see a significant cut in our take-home pay.
- **Cuts to penalty rates and overtime:** They want to make overtime 'kick in' later in our shifts, and they want to reduce our penalty rates, slashing our take-home pay.
- **Bring in split shifts:** They want to be allowed to roster us for two shifts in one day, with a break of "dead time" in-between. This will affect our work/life balance and reduce time with friends and family.
- **They want to abolish the need for "Fair and Equitable rostering":** they want to delete the rule that says they must do the right thing and avoid things like favouritism in rostering. Management call this a "non-core" employment issue.
- **New, harsh availability requirements:** Casuals will have to work a minimum of 4 shifts every 8 weeks to be deemed 'satisfactory' and continue as employees.
- **Cuts to superannuation:** After a successful union campaign to make the MCEC fulfil their obligations under law by paying super to casuals, now the MCEC wants to change the rules so they don't have to pay anyone super for overtime work. They say this will mean 'significant cost savings' – for them, not us.

It's not fair. We can stop this vision becoming our reality. We love our jobs at the MCEC, and we want to keep it that way. We want to share in the success of the MCEC together, not be sent backwards.



MEDIA ENTERTAINMENT & ARTS ALLIANCE MCEC Collective Agreement Survey 2014

Surname First name
Mobile Department
Work status Full-time Part-time Casual
Personal email

Do you agree? Management plans to...

1. **Cut the minimum shift from 4 to 3 hours for all casuals:** This would see a significant cut in our take-home pay.
 I agree No, this isn't fair.

We want:
A decent wage increase to keep pace with the cost of living, and no cuts to our existing conditions.
 I agree I disagree

2. **Cuts to penalty rates and overtime:** They want to make overtime 'kick in' later in our shifts, and they want to reduce our penalty rates, slashing our take-home pay.
 I agree No, this isn't fair.

Keep me in the loop on the campaign?
 Yes No

3. **Bring in split shifts:** They want to be allowed to roster us for two shifts in one day, with a break of "dead time" in-between. This will affect our work/life balance and reduce time with friends and family.
 I agree No, this isn't fair.

I can help with the campaign by talking to my workmates
 Yes No

4. **They want to abolish the need for "Fair and Equitable rostering":** they want to delete the rule that says they must do the right thing and avoid things like favouritism in rostering. Management call this a "non-core" employment issue.
 I agree No, this isn't fair.

I want to join the union
 Yes No

Other feedback?

5. **New, harsh availability requirements:** Casuals will have to work a minimum of 4 shifts every 8 weeks to be deemed 'satisfactory' and continue as employees.
 I agree No, this isn't fair.

6. **Cuts to superannuation:** After a successful union campaign to make the MCEC fulfil their obligations under the law and pay super on overtime for casuals, MCEC now want to change the rules so they don't pay casuals super for overtime work. They say this will mean "significant cost savings" – for them, not us.
 I agree No, this isn't fair.

Your MEAA Organiser is Jake Wishart • 0413 208 134 • jake.wishart@alliance.org.au

Results of survey – David Haidon

- Overwhelming rejection to all cuts,
 - except for new availability requirements

Management did not listen to the results we presented.

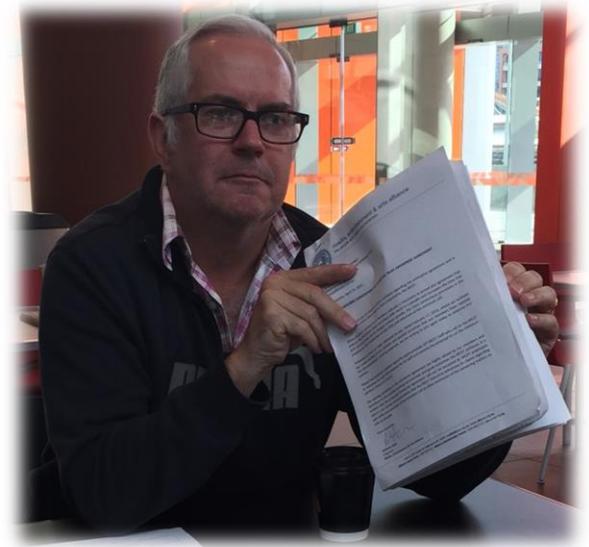
- Still a positive step, with many workers joining MEAA for the first time!

Petition for a fair agreement

“ We, the undersigned employees of the Melbourne Convention & Exhibition Centre reject the MCEC’s enterprise agreement offer. We call on the MCEC to make an offer for a fair and reasonable agreement that does not cut our key conditions. We call on the MCEC to:

- **Withdraw the split shift proposal for all staff, not just non-hospitality staff;**
- **Remove the proposal to cut our minimum call from 4 hours to 3 hours.**

We are committed and dedicated to the MCEC, and we enjoy working here; our conditions are a key part of that. We call on the MCEC to come to the table with an offer worthy of further consideration so that we can reach an agreement as soon as possible.”



Their response: **“There’s only one poll that counts”**

Union meeting – May 8, 2015



Planning day – June 5, 2015 – Alex Lee

Delegate led planning day – 13 delegates in attendance

Decided Goal: Maintaining and improving conditions

Mapped a plan of actions to achieve the goal,
including, among others:

- Posters/flyers
- Letter to Trust
- Social media
- ALP National Conference
 - Industrial action

Posters / flyers

SPOT THE DIFFERENCE

between how workers and management interpret the MCEC 'Guiding Principles'

Your working conditions are currently being negotiated at MCEC. The attitude toward the conditions on the bargaining table shows a split view between what MCEC workers want, and the proposal from management. Spot the difference below

EXCELLENCE

Proud of who we are and excel to be the very best
But management wants this: Overtime to begin after 12 hours of work instead of 10

INNOVATION

Embracing new ideas and creativity
But management wants this: Reduction in minimum call (it was only just increased in the last EBA)

INTEGRITY

A commitment to being honest and ethical
But management wants this: Removal of overnight loading for casuals if their shift finishes after midnight

RESPECT

Act with consideration and appreciation
But management wants this: Reduction of timeframe for minimum payment for cancelled shifts, from 48 hours to 12 hours' notice

WORKING TOGETHER

As one we are empowered, supported and recognised
But management wants this: Split shifts

WHAT EMPLOYEES SAY:

"There is always work to do around the MCEC so why do we need split shifts? Keep us around for the three hour gap and put us to work!"

"If you cancel shifts with only 12 hours' notice... That's basically a call the night before your shift. And there will be no payment for the inconvenience."

"Basically, any opportunity they get, they will want to cut your shift in half and only pay you for some of it"



Become a MEAA member today:
<http://www.alliance.org.au/join.htm>



Authorised by Mal Tulloch, Director of Entertainment, Crew & Sport
Web: <http://www.alliance.org.au> | Email: mail@meaa.org.au | Phone: MEAA Member Central: 1300 656 512

Meet Amanda

Amanda is a casual worker in F&B.

She works at MCEC for 45 weeks in the year.

She does not do any overtime or work higher duties, but works around one weekend day per week.

Given her extra rate at weekends, her average pay is \$25.44 per hour, and

She works about 30 hours per week

making her annual income \$34,344.



How would MCEC management's proposed changes affect Amanda?

MCEC propose to reduce the minimum call from 4 hours to 3 hours: On average, Amanda will do a short shift twice each week. With the short shift changed to 3 hours, instead of 4, she would lose:
 $(\$25.44/\text{hr} \times 2 \text{ hr/wk} \times 45 \text{ weeks}) = \$2,289.60 \text{ per year}$

MCEC propose to introduce split shifts, allowing a shift to be able to be split into two shorter shifts with an unpaid gap in the middle of up to three hours: If this happened to one of Amanda's shifts just once every fortnight, it would result in a loss of:

$(\$25.44/\text{hr} \times 3\text{hr}/\text{fortnight} \times 22.5 \text{ fortnights}) = \$1,717.2 \text{ per year}$

(note: if Amanda refuses to do split shifts in her availability – without any protection in the EBA – this may result in her simply losing all work for that day, resulting in even higher financial losses.)

MCEC propose to be able to cancel shifts with no penalty with 24 hours notice instead of 48 hours notice: At the moment, Amanda has a shift cancelled roughly five times each year, but with the notice period changing, it is possible these cancellations will increase. In the instance that they simply double, Amanda could lose:

$(\$25.44/\text{hr} \times 6\text{hr shift} \times 5 \text{ shifts}) = \763.20 per year

MCEC propose to be able to change a shift start time by up to 2 hours with no notice: If this happened to Amanda just once per fortnight, resulting in her shift being shortened, it would result in the following loss:
 $(\$25.44/\text{hr} \times 2\text{hr/wk} \times 22.5 \text{ fortnights}) = \$1,144.80 \text{ per year}$

In this example, Amanda loses \$5,914 per year under the proposed changes.
If she was awarded a 2.5% pay increase it would add \$858 per year to her pay.
Overall Amanda will still be worse off by \$5,056 per year.
This could also be seen as a 14.7% cut.



Become a MEAA member today:

alliance.org.au/join.htm or 1300 65 65 13

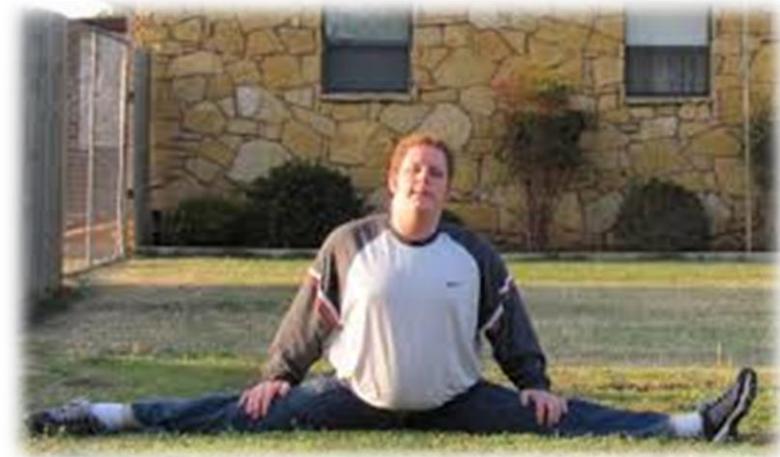
Authorised by Mal Tulloch, Director Entertainment, Crew & Sport, Media Entertainment and Arts Alliance



Letter to the Trust

- Minimum call retained
- Split shifts off the table
- Change time retained

Excellent result!



... but, more work to be done

Still on the table

Cuts to:

- Overtime
- Overnight loading
- Superannuation
- Cancelled shifts with 12 hours notice, instead of 48
- Start times modified by up to 5 hours, instead of 2
- Minimum of 4 shifts to be worked every 8 weeks
- And a pay offer of **just 1.75%** for each year!
- Added to this, still not 1 of MEAA's claims had been agreed



Still seeking:

- **Fair pay increase**
 - **Job security**
- **Roles and Classifications**
 - **Consistent Overtime, Penalties & Allowances**
- **Improved Higher Duties Allowance & overnight loading**
- **Improved Union rights – delegates, consultation etc**
 - **Family Violence leave**

Address to the Australian Labor Party



ALP National Conference – July 24-26



ALP National Conference – July 24



What happened next

- MEAA wrote to MCEC on the Monday after the conference, seeking MCEC review their offer – July 28
- August 26 – MCEC responded with a revised offer – much improved
- September 2 – Your delegates met to review offer and plan the next steps



Genuine negotiation – Jeanette McWhinney



Cuts fought & defeated by members

- **Minimum call**
- Notice period for cancelled shifts
- **Notice period for modified shifts**
 - **Overtime**
 - Split shifts
- **Fair and equitable rostering**
- **Fixed Term Contract conditions**
 - Uniform change time
 - Job search entitlements
- Statement of employment when terminated
- Superannuation paid on workers compensation
 - Call back payment decrease
- **Expectation to use “other” public transport, rather than a taxi voucher**
 - Paid travel time during work
- Unpaid religious, cultural or ceremonial leave considered continuous service
- Increase in movement and assembling of furniture, staging and dance floor modules
 - Multiskilling opportunities
 - **Definitions of dismissible offences**
 - Unsociable hours payment
 - Decrease in payment for cancelled long shifts
 - Paid training for elevated work platform card
- **OHS obligations, such as paid training for reps, and compliance with codes of practice and standards**
 - **Obligation to provide first aid kits on site**
 - Disciplinary procedure
- Union rights, including access to notice boards, **paid meetings**, trade union training, and delegates in the workplace
 - Training and development commitments
 - **Reduction in pay for ushers**

What was won

- Pay: 3% per annum, effective from first pay period after December 10, 2015
 - Pay rises to follow on Jan 1st 2017, & Jan 1st 2018
- Job security: MCEC will use reasonable endeavours to engage MCEC employees for work before it engages contractors or agency staff
- Family Violence Leave: 5 days per year. FT/PT – paid, Casual – unpaid, with no adverse action regarding rostering requirements
- MEAA Delegates: No limitations on number of delegates recognised by MCEC
- Classifications:
 - Cust Service desk staff – Lev 2 to Lev 3
 - Customer Service TL – Lev 4
 - Uniform attendants – Lev 1 to Lev 2
 - Several Non-Hosp workers able to achieve individual upgrades
- Overnight Loading: Increased to 7.5% for casual non-hosp
- Direction to take excessive leave: process improved
- Major rostering changes: Consultation obligations improved
- Consultative Committee: Improved procedure for elections
- Higher Duties Allowance: New provision for a 25% payment if no classification is relevant

Other changes

- Superannuation not to be paid on overtime hours – Government direction. Allowed for pay rises of 3% per annum instead of 2.5%
- Removal of Broadcast Allowance – Lev 3 & 4 non-hosp staff to receive bigger pay rise to compensate.
- Removal of Workplace Trainer Allowance
- Removal of Variable Part Time employment option
- Probation period changed from 3 months to 6 months
- Permanent employees need to apply for leave if unavailable in some circumstances
- Change in process for payment on Jury Duty
- Removal of all references to continuous shift work
- Employees now required to work at least 2 shifts every 8 weeks, however does not apply if available but not offered shifts by MCEC
- Employees now need to submit availability, rather than unavailability
- Permanent staff rostering brought into line with casual rostering conditions

One more issue – Peter Nicol

Delegates wrote to the Trust, seeking backpay

“Having settled on a substantial number of key matters, we finally seek recognition of the delays we have experienced in bargaining, in the form of an upfront sign on payment.”

“We love working for the MCET and contributing to its success but we need a fair go. We feel that an upfront payment for all staff will go some way to restoring any lost good will between the employer and employees caused through this long process and we ask that the Trust intervene. With your support, we hope we can deliver a fair agreement for our members before Christmas.”

- **Back pay won: 1.5% of your earnings from July 1st 2015 to December 31st 2015**

Join your union

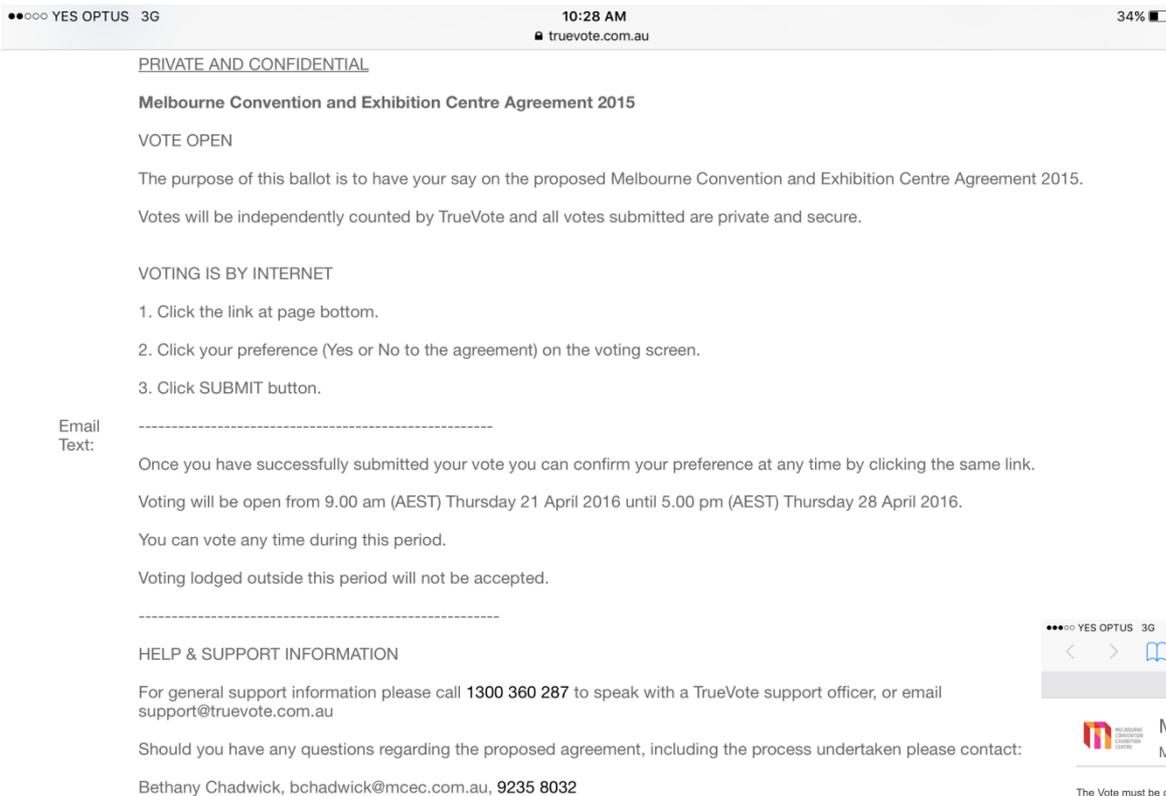


Recommendation

YES!

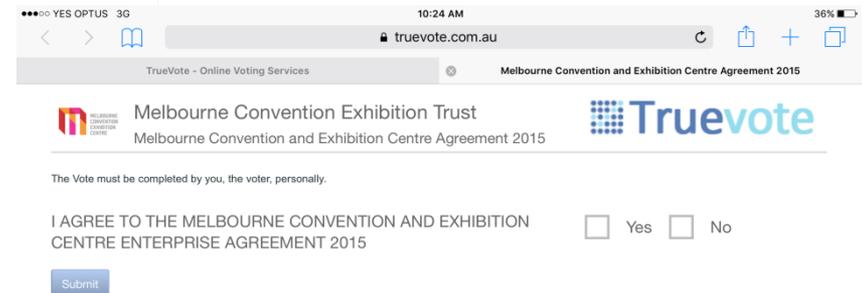


How to vote – Amy Wright



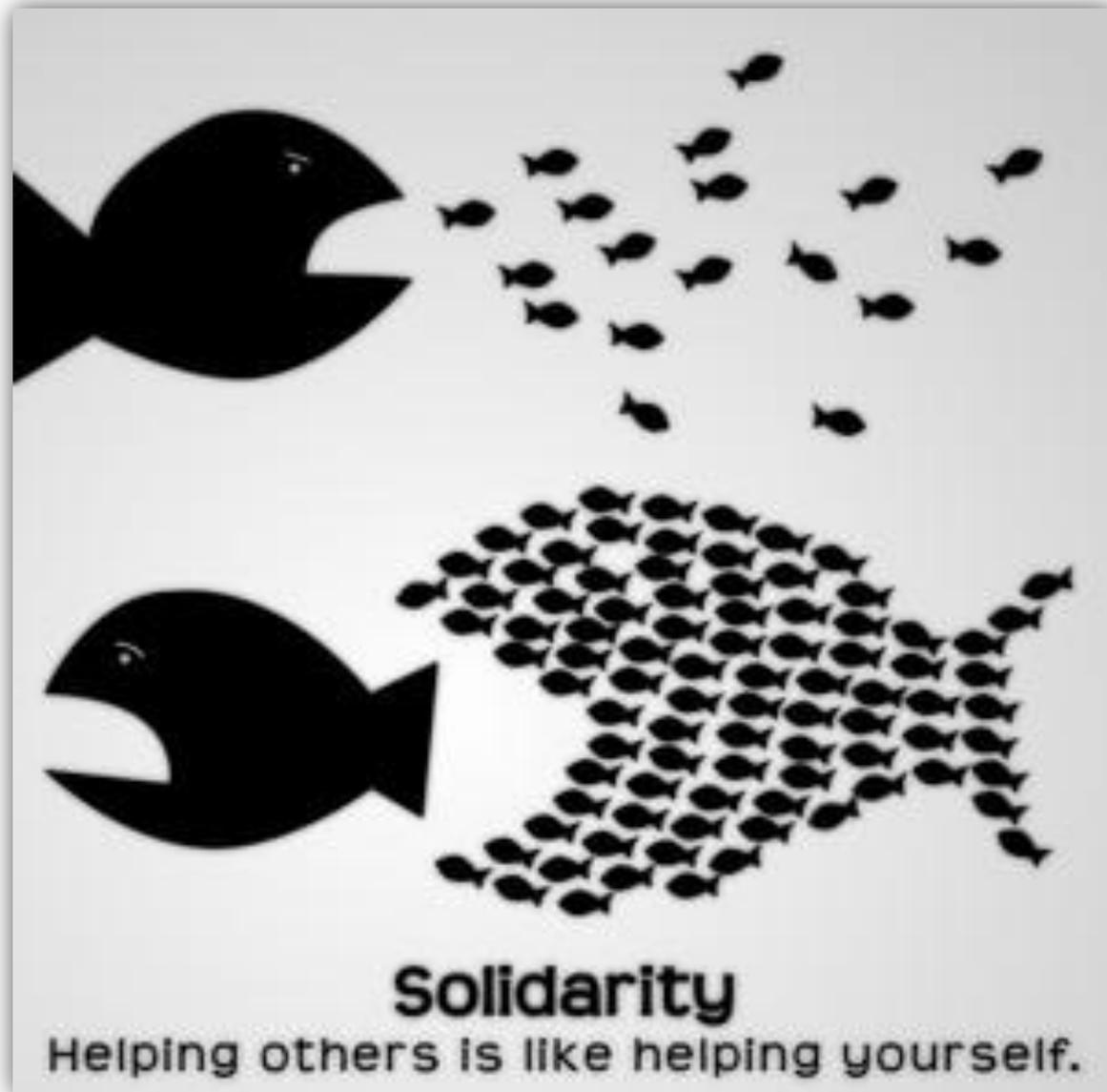
email@mcec.com.au

**ICT can be contacted
on 9235 8085 for
assistance with
passwords etc.**



Close

Union doesn't stop – David Haidon



Updates on other important issues

- Staff lockers – Mark O'Malley
- Staff inductions – Peter Nicol



Next Steps

- 5pm April 28 – Ballot closes
- April 29 – MEAA and MCEC meeting

If a “yes” vote:

- May 12 – deadline to submit paperwork to the Fair Work Commission
- All going well, FWC will approve and register the agreement
– usually takes 2-6 weeks
- Agreement will come into operation 7 days after registration
- Backpay will be paid in the first pay period after operation
– we are hoping for it to be during this financial year

If a “no” vote:

- Bargaining will recommence.

Questions/Discussion



