



# MCG Union News

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## Your new collective agreement has been voted in

As most of you would now be aware, voting for your agreement ended on Monday evening and a majority of workers voted “yes” for the new agreement.

A significant proportion of MCC staff participated in the vote and all members should be commended for voting.

Those of you who voted yes have helped to endorse a good agreement that sees no cuts to your existing conditions and back pay secured back to July 1<sup>st</sup>.

Improvements that have been won:

- 3 year agreement, with annual pay rises of 3% (backdated to July 1, 2016), 2.5% and 2.5%.
- A return to democratic elections for the JCC
- Stronger rights for union delegates
- Uniform allowance increased in line with pay rises
- Consultation provisions for changes to regular roster or ordinary hours
- A commitment from the MCC to review rostering and the availability policy annually and to genuinely consider staff proposals in that process
- A commitment to commence bargaining for the next agreement at least 4 months prior to the expiry of this agreement
- NO CUTS TO EXISTING CONDITIONS

Everyone should be congratulated for the efforts and action put in during the campaign. This result could not have been achieved without the pressure put on at various points by members and delegates.

Actions included:

- More than 600 workers signed a petition which forced the MCC to enter negotiations in the first place
- MEAA membership increased by a huge amount over the last year
- Countless hours of delegates and activists own time spent in planning sessions, training, and meetings
- Discussions in the workplace at staff briefings and other times
- Distribution of union news in the workplace

Management made it quite clear to MEAA that they wanted to reduce the minimum call, and they were very reluctant to include the new consultation provisions around rostering, however we have defeated all cuts and won some significant improvements, with pay rises comparable to other industry agreements, and everyone should be proud of their contributions to this result.

Despite all of this, a number of matters remain unresolved that we all need to continue to work on:

- Fair compensation for work on Sundays and Public Holidays – this is in the hands of the Fair Work Commission now to determine if staff are appropriately compensated for work on these days
- Fair and equitable rostering
- Staff to see their own medical practitioner for MCC medical assessments

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- Priority access for staff to car parking near the SMC
- Staff who have forgotten their staff ID pass, to be given a temporary pass and be allowed into work
- Staff to be consulted on changes to their uniform

Those of you who voted no have sent a message to management that the unresolved claims are still important to workers. We won't be able to have these conditions included in the EBA, however we know that they are important to members and we will continue to fight for them with members and delegates.

Over a quarter of staff who voted, voted against the new agreement. For a deal that did not include any cuts and had a reasonable pay offer, 26% is a considerably high number of workers who voted no. Despite this, the MCC is saying that is about what they expected. It is disappointing management would want to push through a deal that they expected more than a quarter of the workforce to be against.

#### **Next steps**

Both MEAA and the MCC need to lodge the agreement with the Fair Work Commission. The Commission will then assess the agreement to ensure it is better off than the Award.

If the Commission approves the Agreement, it will be registered and come into operation 1 week later. Your first pay rise and back pay will be applied at that time. We will keep members up to date with progress.

#### **After the collective agreement comes into operation**

Several immediate actions will take place:

- The Joint Consultative Committee will be elected
- Two operational improvement workshops will be conducted in October/November
- We need to keep the momentum going and continue to build our power to fight for the remaining unresolved issues
- Stay tuned to your union news for more info at the time

#### **Union visit:**

Your union organiser, Anthony Hack will be visiting the MCG this Friday evening before the Hawks v Cats game. He will mainly be in the SMC and will be available to answer any questions that you have.

MEAA is as strong as you make it. Join your union and encourage your colleagues to join with you: [meaa.org/join](http://meaa.org/join)

For more information, please contact your MEAA delegates, or your Organiser, Anthony Hack on 0425 252 127 / [anthony.hack@meaa.org](mailto:anthony.hack@meaa.org)