



Restore the Trust

Union meeting outcome

Following the “final offer” presented to us by M&OP at the EBA meeting last week, we held a union meeting on Wednesday night to discuss the proposal and decide how to proceed.

We have achieved several significant improvements to your conditions of employment so far during this bargaining period, which has been achieved largely through member action on the ground.

All members and delegates need to be congratulated for a great effort during this process so far.

- Your MEAA delegates have conducted surveys which have been significant:
 - The first was during the Australian Open which showed us what was important to you all – rostering and job security were the two biggest issues identified.
 - The second was to gain feedback about the changes M&OP had proposed, and with the aid of the findings from this survey, M&OP have since dropped all of their claims
- Your delegates conducted a petition recently, which more than 100 of you and/or your colleagues signed in just 5 days. After presentation of this petition, M&OP agreed to provide 8 weeks paid parental leave for permanent staff, to provide 2 hours payment for staff who attend hearing tests off site, and to provide information about your union to all new employees.
- Furthermore, your delegates have taken part in countless hours of planning, speaking to colleagues, writing emails to management, and attending meetings. It has been a huge effort and should be acknowledged.

At Wednesday’s meeting, we outlined some of the gains achieved so far.

Cuts that were defeated

- Minimum call reduction to 3 hours
- Meal allowance rolled into hourly rate
- Uniform allowance rolled into hourly rate
- Bank of hours
- Personal leave for long time employees and several other leave changes
- Changes to disciplinary procedure
- Pay rise – M&OP initially stated they could not provide any pay rise unless it was offset by cuts to conditions, such as the minimum call

Improvements won by MEAA members

- M&OP staff given priority to shifts
- Fair and equitable rostering
- 2 hours payment to attend off-site hearing tests
- Travel provided for shifts ending after 11:30pm, security escorts if you have a car

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BUILT ON INTEGRITY, POWERED BY CREATIVITY

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- A new allowance for forklift operating
- Limit of 30 minutes in elevators
- 20 days family violence leave
- 8 weeks paid parental leave for permanent staff
- 1 day community volunteering leave
- Better access to superannuation information
- Info about MEAA provided to new staff
- Improved delegates rights & noticeboard access
- Improved consultation - including a new position on JCC for SuperBox
- Clarity around previous grandfathered pay rates
- Crowd Control licence paid for staff on leave
- Additional training if changing roles
- A commitment to review classifications
- Shift swapping
- New uniforms with \$70 bond payable

All in all, it is looking like an excellent outcome for all members at M&OP! However, there still remains one unresolved matter.

Your pay

M&OP have offered pay rises of 3% per year, as long as we agree to this new condition of employment:

All team members must adhere to the M&OP rostering policy as amended from time to time.

We cannot accept this as the rostering policy is currently unachievable and we have agreed in good faith to review the rostering policy. We have since sent a letter to M&OP outlining the concerns and proposing alternative wording to allow for the 3% pay rises (instead of 2.8%):

Review of the Rostering Policy with a view to achieving fair and equitable rostering, including improvements to roster acceptance rates.

It was decided by members at Wednesday's meeting that we would be able to agree in principle to the new EBA if wording to the effect of MEAA's proposal was accepted by M&OP.

With this endorsement from members, we will now advise M&OP and we expect an agreement from them soon. MEAA will then take a final look over the entire document to check for any issues before agreeing in-principle. The first pay rise under the new agreement will be backdated to that date of in-principle agreement.

It was excellent to see so many of you attend the meeting on Wednesday! Good on you all for coming along and taking part in this process.

We'll keep you updated with any further progress.

Your union is as strong as **you** make it. To join, visit www.meaa.org/membership-application

For more information, please contact your MEAA Delegates or your MEAA Organiser, Anthony Hack on 0425 252 127 / anthony.hack@meaa.org