



# Opera Australia Technical and Non-Repertory agreements summary

Your workplace representatives at Opera Australia have reached an in-principle agreement with management for the Technical and Non-Repertory Agreements. Your MEAA delegates worked hard to address OA's claims while seeking a fair return for your work.

The bargaining team also addressed some long-held issues, such as formalising compensation for overnight work, establishing which TOIL accrues when on secondment, and gaining clarity on the scope of the Non Repertory agreement.

Below is a summary of the original claims by Opera Australia, and a summary of the final offer.

## OA Technical Agreement

OA initial claim	Final Offer
<b>Pay rises for Technical Agreement:</b>  Pay rises may be frozen.	<ol style="list-style-type: none"><li>1. 2017 - <b>2%</b> (back paid from first pay period in January 2017)</li><li>2. 2018 – <b>2.5%</b></li><li>3. 2019 – <b>3%</b></li></ol> For casual employees: Casual loading changing from 23% to 25% - back paid from first pay period in January 2017
<b>Abolish the inter-season break.</b>	Agree to abolishing inter-season break
<b>To reduce two travel days to one.</b>	Opera Australia withdrew this claim. MEAA and OA also clarified that Sundays are not part of an employee's travel time, except in emergencies or by mutual agreement.
<b>All NEW Production Staff including permanent and seasonals will have a roll up of 45 hours per week, with a maximum of 12 ordinary hours per day.</b>	Agreed to formalise the 45 hour option which was currently being applied under the part time/ pro rata clause. Annual leave is to remain at five weeks per annum under this option.  This is for seasonal employees Level 4 and below. Seasonals will still be employed on the 50 hour salary as required.
<b>Abolish the Sunday and Public Holiday TOIL</b> that are rolled up in Production.	Keep TOIL provisions, but provide the option for Technical Management to direct the taking of TOIL.  <ol style="list-style-type: none"><li>1. Employees can bank five TOILs without being directed</li><li>2. TOILs accrued above the banked five can be directed (with two weeks notice) but only when taken consecutive with another day off – Including Sundays, Public holidays, RDOs, travel days, other TOIL days, etc..</li><li>3. Formalise overtime and TOIL arrangements for overnight work: Before 5am to be paid at overtime, any work past this time will accrue TOIL</li><li>4. Remove clause whereby The Technical Director had the ability to wipe unused TOIL balances annually.</li></ol>

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<b>Flexibility of staff movement from Technical Agreement to Non-Repertory Agreement.</b>	<p>Permanent Staff can now be directed to work on non rep productions (Sydney productions only).</p> <ol style="list-style-type: none"> <li>1. There must be a minimum of eight weeks notice given.</li> <li>2. Staff are first given the option to take annual leave, long service leave, or Leave without pay.</li> <li>3. When seconded to a production, as is current practice, the TOIL that would otherwise accrue for Sunday work will not accrue for any rolled up Sundays. Sundays worked beyond an employee's number of rolled up Sundays per annum will be paid at double time for a minimum call of seven hours.</li> <li>4. TOIL for worked RDO's, Public Holidays, etc. will accrue when on secondment.</li> </ol>
<b>Fatigue Management Committee</b>	<p>Opera Australia, Staff representatives and the Media, Entertainment, Arts Alliance will commit to a review of season scheduling, rostering, work practices, and the taking of leave and TOIL to improve the safe working conditions of all employees.</p> <p>In particular, the committee will review employees are working appropriate hours in relation to their annualised salaries. If there is to be a 45 hour option, then we want staff to be relieved of the work load accordingly.</p>
<b>Classifications</b>	<p>Classification descriptors section will be created and inserted into the agreement when complete. To be achieved during the life of this agreement.</p>

## OA Non-Repertory Agreement

OA initial Claim	Final Offer
<p><b>Pay rises for Non-Rep Agreement</b></p> <p>Pay rises may be frozen.</p>	<ol style="list-style-type: none"> <li>1. 2017 - <b>2%</b> (Back paid from July 1<sup>st</sup> 2017)</li> <li>2. 2018 – <b>2.5%</b></li> <li>3. 2019 – <b>3%</b></li> </ol>
<p><b>Renew as a Greenfields agreement</b> (Employees do not vote on the agreement)</p>	<p>Change from Greenfields to Single Enterprise Agreement (Staff employed on the non rep can now vote).</p>
<p><b>OA wanted the Non-Repertory agreement to apply to Non-Repertory Main Stage Opera</b></p>	<p>This agreement will apply to musicals, regional opera, and outdoor opera only. The parties agree Main stage Opera is beyond the scope of this agreement, whether performed in repertory or non rep.</p>