# Seven commits to fixing overtime problem and MEAA can now recommend Seven’s latest offer

The negotiations between your MEAA bargaining team, and Seven management are nearly completed.

After staff handed Seven a resounding “No” to its initial proposal for your new pay and workplace agreement in February this year, your MEAA bargaining team has secured a number of key improvements to Seven’s initial offer.

These include:

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| Key points from Seven’s proposal to staff | Explanation |
| * A 2 per cent per annum wage rise, backdated to January 1, 2016 and occurring January 1, 2017.
 | 1. Seven will back date 2% wage rise to January 1, 2016.
2. This means all staff, including contract, part-time and casual staff, will receive a lump sum payment of the 2% pay increase in their bank accounts once Fair Work has approved your agreement. Your pay will also go up 2% as of January 1, 2017.
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| * $750 Commencement Bonus paid to all staff, including contract staff, and to part-time and casual staff pro rata, if the agreement is voted up.
 | If Seven staff vote in favour of this agreement proposal, Seven will pay you an additional $750 Commencement Bonus once the Agreement is approved by Fair Work.This essentially covers the 6-month lag in late 2015 where you missed out on a pay increase due to negotiations being underway. |
| * Seven makes Overtime and Time in lieu commitment.

Seven has undertaken to work with local managers to ensure all overtime you work is recognised as per your workplace agreement and are paid accordingly.**Is your boss not playing the game? Seven has committed to fixing this problem so if you don’t see a change contact MEAA.** | 1. Head of Television David Porter has committed to ensuring you get your full entitlements regarding overtime as part of this enterprise agreement

**What is overtime and how should I be paid/compensated?** **ALL** local managers will be formally issued with a reminder by the company to recognise **ALL** additional hours you work.This includes lunch breaks missed while on the road or in the office, live crosses completed at the end of a shift, and travel time back to the office at the end of the day – all of these constitute “approved” overtime. So, when you work additional hours, your workplace agreement states that you should either accrue time in lieu of overtime worked at a rate of one hour worked for one hour off, and it should be taken as soon as possible - or that you should be paid out the additional time at overtime rates. Remember, your boss is not a mind-reader. If you work additional hours and your boss isn’t around to take note, simply write them down in your work diary. At the end of the week, take the diary to your manager and the appropriate TOIL will be credited to you. If you are worried about this conversation, take a colleague and a copy of the side letter with you.  |
| * New safeguards around the introduction of a 38-hour Worker classification put in place.
 | 1. Existing Seven staff, including contract staff, may be asked to become a 38-hour Worker and paid a lesser wage accordingly (as opposed to the current 45-hour Shift Worker rate of Base Salary + 60% loading)
2. However, under Seven’s improved proposal, you can elect to have your workload and pay rate reviewed at three-monthly increments during the year.
3. If your contract changes from a 45-hour Shift Worker classification to a 38-hour Worker arrangement and, after three months working on the new arrangement you think you are disadvantaged – i.e., working significant weekend shifts, or night shifts, or working big amounts of overtime – you can request this review.
4. Seven will conduct the review and if they find you are being underpaid, you will be moved to a 38 Hour Shift Worker category, and paid a 30% loading on top of your Base Rate, which is a significant improvement on Seven’s previous version of this provision;
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| * New safeguards around Seven’s proposal to introduce a Salaried Employment category, which the company can ask you to become if you earn more than $100,000 a year including superannuation.
 | 1. All *current* staff, including contract staff, may be asked by the company to agree to become a Salaried Employee if you earn more than $100,000 including superannuation.
2. IMPROVEMENT: Seven is now giving staff a 12-month window to opt-out of this arrangement and go back onto the penalties, loadings and allowances set out in the Agreement if you believe you will be better off.
3. And you DON’T have to agree to become a Salaried Employee in the first place – MEAA recommends you read the list of conditions this buys out **carefully** and DO NOT agree or sign anything if you believe it will disadvantage you.
4. This Salaried Employment category buys out a long list of loadings and allowances, including any 45-hour or 38-hour Shift worker Loadings, Night Shift loadings, penalties, overtime, hours of work and rosters (meaning you could be changed without notice), meal breaks and Salary Increases, meaning you would no longer receive the annual wage increase.
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| Family Violence Leave | Seven has agreed to include a pool of additional, discretionary leave to support those experiencing family violence, or supporting someone who is experiencing violence at home. It is great to see Seven implementing this important provision, and to send a clear message to all employees that Seven supports all staff at this difficult time.  |

**So what does this mean? Next steps…**

It is the view of your MEAA bargaining team that Seven’s latest offer is the best deal achievable without MEAA members taking significant industrial action at Seven.

**So, you have a choice,**

1. **Vote YES to the deal; or**
2. **Campaign to get your colleagues to take protected industrial action– another “No” vote will not improve the offer further.**

Given that Seven management have agreed to deal with MEAA members concerns regarding overtime, and that Seven have put key safeguards in place to lessen disadvantage to existing staff with the introduction of new categories of employment, MEAA is now recommending our members vote Yes to this deal.