



Greater Union Cinemas Renewing the Collective Agreement

Monday February 9, 2009

Pay offer: 3.5% from 1 Feb

In negotiations last week, the Alliance pushed Greater Union management to quickly implement a pay rise for staff. This had been the main concern of members who responded to the union survey.

The company first offered a pay rise of 3% from the date the agreement was certified in the Australian Industrial Relations Commission (potentially April or May 2009), then further rises of 2.5% in 2010 and 2.5% in 2011.

The Alliance flatly rejected this offer. Management later returned with an improved offer:

- **9% pay rise over the life the agreement,**
- **3.5% payable from 1 February 2009**
- **2.5% from 1 February 2010,**
- **3.0% from 1 February 2011.**

Greater Union wants in-principle agreement by 15 February or its offer will lapse. It also wants to amend three parts of the current agreement:

1. Meal breaks (company's proposed change underlined)

13.2 If there is an emergency, the employer can require the employee to work on without a meal break but it will provide a meal break at a different time agreed by the employee and employer. If there is no emergency and the employee is required to work beyond 5 hours, the employer will pay double the actual ordinary rate for the period of the meal break provided that this will only be payable where the employee submits a claim for payment for working during the meal break, which is countersigned by the employee's manager, during the pay period when the relevant work is performed.

2. Public holidays

The company proposes that public holiday rates will be paid to those working on December 25, January 1 and January 26. Currently, if those days fall on a Saturday or Sunday a holiday in lieu is observed on 27 December (for Christmas Day) or the next Monday for New Year's Day and Australia Day.

3. Statement of duties – amendments for Gold Class

The company proposes adding the following to the Statement of Duties in the agreement:

SP1 – “Hosting in Gold Class.”

SP2 – “Where appointed prepare, cook and quality assure all food items in the Gold Class or other food outlet preparation areas. Gold Class only – Gold Class Lounge Host appointed as such.”

SP3 – “Supervising candy bar, Gold Class and other Food and Beverage staff. Where appointed prepare, cook and quality assure all food items in the Gold Class or other food outlet preparation areas.

SP4 – “Where appointed co-ordinate all activities with events at the cinema including the planning, organizing and controlling of events within cinema to meet contractual obligations and offer quality customer service standards. Supervising candy bar, Gold Class and other Food and Beverage staff. Where appointed take on operational responsibility for food preparation department covering day to day operations to ensure efficient delivery of food ensuring adherence to standard recipe cards and ensuring training requirements for staff under supervision are achieved.”

Is this acceptable? Please send your feedback to richard.harris@alliance.org.au or phone 02 9333 0957 before Friday 13 February.