

# Media, Entertainment & Arts Alliance

## Cinema Section

### Village Roadshow Workers

## 2006-2008 Village Roadshow Agreement



## Your Entitlements

Under the Village Roadshow Agreement 2006 you are entitled to the following:

### HOURS OF WORK

Full time, part time and casual employees work a minimum of 3 and maximum of 8 hours per day. You can increase your maximum hours to 10 per day by mutual consent.

You will be paid time and a half for the first two hours and double time after that for ordinary hours worked between 1am and 7am.

**Full time employees** work 152 ordinary hours in each 28 day cycle.

**Part time employees** work less than 152 ordinary hours at any time in a 28 day cycle

If you are full or part time, you can only work more than 20 days in each cycle if you request it.

### CASUAL EMPLOYMENT

Casual employees receive a loading of 20% on ordinary pay rates in lieu of annual, sick, long service, bereavement and jury leave.

Casual employees should tell Village when available to work at least 14 days before the start of the week (Thursday). If your availability changes you should give 14 days notice.

In case of unplanned absences, i.e. sickness casuals must give their location manager 2 hours notice.

### OVERTIME

Authorised overtime will be paid to employees who work:

- more than 152 hours in any 28 day cycle or
- more than 8 hours (10 by agreement) on any day

Overtime is paid at time and one half for the first 2 hours and double time after that.

### Leave in Lieu

You can request up to 40 overtime hours be taken as time off in lieu of payment. Time off in lieu is calculated at single time.

### REST PERIOD

You must have 8 consecutive hours off duty between the end of your ordinary day or rostered shift and starting ordinary work on your next day or shift

If you are required to work having had less than an 8 hour break you will be paid double time until released from duty at which time you are entitled to 8 consecutive hours off.

### ROSTERS

Rosters will be posted at least 5 days before the start of a week (Thursday). Rosters can be changed by agreement.

Village can change your roster at short notice due to unforeseen operational requirements (ie. increase or decrease in demand resulting from unseasonal weather, strikes, unexpected interest or lack of interest in a film absence of staff at short notice and like circumstances). If Village changes your roster for other reasons they will pay you time and a half for hours worked outside the original roster.

### MEAL BREAKS

You are entitled to at least 30 minutes break when you are rostered to work more than 5 hours (unless you would finish during that break)

If Village requires you to work without a break and beyond 5 hours they will pay you double time for that break.

### SUPERANNUATION

Permanent and casuals will receive superannuation contributions of 9%.

### TRANSPORT

If you work past midnight, public transport is not running at the end of your shift and you do not normally provide your own transport, you will be provided with appropriate transport to your home.

If you provide your own vehicle then Village will reimburse parking fees.

### ANNUAL LEAVE

You are entitled to 20 days annual leave. If you were employed before 12 June 1998 you are entitled to 25 days annual leave.

When you take annual leave your pay will be based on the average pay you received over the most recent 48 week period. Annual leave loading of 17.5% is paid in addition to this.

Casual employees are not entitled to annual leave.

### **SICK LEAVE**

Full and part time employees are entitled to 61 hours sick leave for first year of employment and 76 hours for every year of employment after that.

Sick Leave accrues every year to a maximum of 760 hours. Unused sick leave will not be paid out when you resign.

Where you are away for more than one rostered shift you must give Village a medical certificate. You must also give Village a certificate for single day absences when you have already had 3 single sick days in a year of employment. Village may ask you for a certificate for other absences.

If you have run out of sick leave Village may decide to give you extra paid or unpaid sick leave.

You can use your sick leave to care for immediate family members.

### **BEREAVEMENT LEAVE**

Full and part time employees can have up to 3 paid days leave on the death within Australia of any immediate family member.

### **PARENTAL/ADOPTION LEAVE**

Employees with 12 months continuous service with the company are entitled to 4 weeks' paid maternity, paternity or adoption leave, and a further 48 weeks unpaid leave.

### **UNIFORMS**

Where you are responsible for laundering your uniform you will receive an allowance of \$1.06 per day to a maximum of \$5.32 per week.

### **DISPUTE SETTLEMENT PROCEDURE**

1. Speak to your manager.
2. If the issue is not resolved or it is inappropriate for you to raise with your manager you should raise with the General Manager.
3. If still unresolved, the matter may be referred to the Human Resources Department
4. If still unresolved the matter be submitted to the Australian Industrial Relations Commission
5. Work should continue while this procedure is being followed

You can obtain the assistance of the MEAA at any time during this process

### **UNION ISSUES**

Village encourages MEAA membership and will give new employees an application form.

MEAA fees can be deducted from your wage

You are entitled to attend up to 3 Union meetings per year without loss of pay. The timing and location of these meetings will be by agreement.

MEAA delegates are entitled to 10 paid days leave per year to attend trade union training courses.

### **WAGES**

<b>Wages from 24/01/2006</b>	<b>Weekly Rate</b>	<b>Hourly Rate</b>	<b>Casual Rate</b>
<b>ESP 1</b>	\$548.90	\$14.44	\$17.33
<b>ESP 2</b>	\$597.95	\$15.74	\$18.88
<b>ESP 3</b>	\$629.55	\$16.57	\$19.88
<b>ESP 4</b>	\$662.76	\$17.44	\$20.93
<b>ESP 5</b>	\$717.47	\$18.88	\$22.66
<b>Wages from 24/01/2007</b>	<b>Weekly Rate</b>	<b>Hourly Rate</b>	<b>Casual Rate</b>
<b>ESP 1</b>	\$565.37	\$14.88	\$17.86
<b>ESP 2</b>	\$615.89	\$16.21	\$19.45
<b>ESP 3</b>	\$648.44	\$17.06	\$20.47
<b>ESP 4</b>	\$682.64	\$17.96	\$21.56
<b>ESP 5</b>	\$738.99	\$19.45	\$23.34
<b>Wages from 24/01/2008</b>	<b>Weekly Rate</b>	<b>Hourly Rate</b>	<b>Casual Rate</b>
<b>ESP 1</b>	\$582.33	\$15.32	\$18.38
<b>ESP 2</b>	\$634.37	\$16.69	\$20.03
<b>ESP 3</b>	\$667.89	\$17.58	\$21.09
<b>ESP 4</b>	\$703.12	\$18.50	\$22.20
<b>ESP 5</b>	\$761.16	\$20.03	\$24.04

### **Junior rates of pay**

- Less than 19 years of age - 70% of ordinary rate
- 19 to 21 years of age - 90% of ordinary rate

### **MORE INFORMATION**

**website: [www.alliance.org.au](http://www.alliance.org.au)**

**National Inquiry Desk: 1300 65 65 12**  
**National Membership Centre: 1300 65 65 13**

