



2 December 2022

Crown Melbourne Limited Enterprise Agreement 2022

Crown Melbourne Limited and the United Workers' Union have concluded negotiations for a proposed new enterprise agreement, the *Crown Melbourne Limited Enterprise Agreement 2022*.

This proposed new enterprise agreement is subject to consideration and approval by a majority of employees intended to be covered by it who cast a valid vote in the ballot. Full details regarding the voting process will be provided to employees separately.

A copy of the proposed new agreement can be accessed from Compass. The agreement should also be read in conjunction with the following awards, legislation, other industrial instruments, and Crown policies, which can be accessed at the following web sites:

<p>Federal legislation:</p> <p><i>Fair Work Act 2009 (Cth)</i></p>	<p>comlaw.gov.au</p> <p>austlii.edu.au</p>
<p>Victorian legislation:</p> <ul style="list-style-type: none"> • <i>Accident Compensation Act 1985 (Vic)</i> • <i>Long Service Act 2018 (Vic)</i> • <i>Occupational Health and Safety Act 2004 (Vic)</i> • <i>Transport Accident Act 1986 (Vic)</i> • <i>Workplace Injury Rehabilitation and Compensation Act 2013 (Vic)</i> 	<p>austlii.edu.au</p>
<p>Current Agreement:</p> <p><i>Crown Melbourne Limited Enterprise Agreement 2019</i></p>	<p>fwc@gov.au</p>
<p>Modern awards:</p> <p><i>Hospitality Industry (General) Award 2010</i></p> <p><i>Live Performance Arts Award 2010</i></p>	<p>fwc@gov.au</p>
<p>Crown Policies:</p> <ul style="list-style-type: none"> • Conduct and Counselling • Parental leave • Domestic 	<p>Compass</p>

Key changes made to the existing agreement include the following:

1. Wage Increases

The increases set out in this clause apply during the term of the Agreement only.

It provides that wages will increase by 5% from the first pay period to commence on or after 1 July 2022.

Full details of the new rates of pay are set out in Attachment A of the proposed agreement.

The rates provided in the Agreement are generally higher than the comparable rates provided in the Award. They also compensate for shift penalties and other penalties (depending on when ordinary hours are worked).

2. Weekend Allowance

Employees will be paid a new allowance when they work the following

Time work performed	Allowance amount
From 7pm Friday to 7am Saturday	\$6 per hour
Between 7am and 7pm Saturday	\$3 per hour
From 7pm Saturday to 7am Sunday	\$6 per hour
Between 7am and 7pm Sunday	\$3 per hour
From 7pm Sunday to 7am Monday	\$6 per hour

3. Personal Leave

The number of personal leave days will increase from 10 to 12 for full and part time employees.

The number of days without supporting documentation will increase from 3 to 5 days.

4. Pandemic Leave

All employees will be able to access paid pandemic leave for declared pandemic diseases if they are required to self-isolate or quarantine or is suffering from symptoms of the declared pandemic disease; or if Crown directs the employee to not attend at work.

5. Other changes

Other key changes made to the current agreement include the following:

- New provisions regarding contractors and labour hire providers
- Improved union rights terms at Attachment B of the agreement

A document fully summarising the changes can be accessed at Compass.

If you have any queries regarding the proposed new agreement please contact HR Support or your Manager.