

Union members claims	Company response	Status
That the current EA forms the basis of the new EA	Yes, keep the current format / content of EBA (subject to claims being discussed in negotiations)	Agreed-in-principle
That the EA goes for 2 – 3 years	The Company want a 4 year deal, finishing in 2025. Prepared to consider length of EA when wage rises are being discussed	Further discussion
That the EA include a fair and reasonable wage increase for each year and that the increase be payable on allowances.	The Company has not put a wage offer to members yet.	Further discussion
That the Agreement be amended to provide for 5th week annual leave	The Company is prepared to consider offering 5th week annual leave for permanent TMs working in departments with 7 day rosters – subject to ‘overall package’.	Subject to overall package
That the EA provide for improved redundancy provisions	The Company is prepared to add in wording about consultation, options regarding voluntary redundancy and/or proposal re severance payments beyond what is currently in the EA.	For further discussion and subject to overall package
That the Super contribution be increased – particularly if the Federal government doesn’t increase the SG	The Company is ‘not looking to increase’.	Rejected by the Company
That the EA contain a Preferred Shift for all workers, and better processes for access/ changing the Preferred Shift	This hasn’t yet been fully discussed. The Company has a view that the annual review process is not required. Your delegates are meeting next week to prepare further/ positions to the Company.	Further discussion
That CI 3.4 be amended to ensure that FT members can only be rostered a max of 40hr a week.	The Company indicated that: ‘this would have adverse impacts’ on workers in departments doing longer shifts and would impact on the 4 week roster cycle.	Further discussion
		Company wants to reduce min shift length for FT to 6hrs.
That by end of March 2021, the Star recommence rostering (incl: hours, duties, shift patterns) in accordance with the EA (rather than in accordance with JK Directions)	Rosters will return to normal in the next roster cycle. Some workers are on ‘temporary contract variations’ re their duties. There are some workers who haven’t been returned to their duties and the Union is working on resolving these issues	Agreed-in-principle
		‘Duties’ issues escalated
Including clauses in the EA that improve rostering stability for all workers including : <ul style="list-style-type: none"> <li>• Certainty around days off; and</li> <li>• Mechanisms to allow PT workers access to guaranteed, higher min hours of work</li> </ul>	The Company is of the view that the current provisions ‘maximise flexibility’ for the Star and workers and would prefer to work within the existing PT frame work rather than intro ranges/bands. No discussion yet on certainty around days off.	Further discussion
That the EA include increased flexibility and better processes around shift swaps, give-aways and pick-ups (particularly with respect to coding).	This hasn’t yet been fully discussed. The Company sees coding concerns as capable of being dealt with in TMCC. Your delegates are meeting next week to prepare further/ positions to the Company.	Further discussion
That the EA contain a clause which promotes a respectful and safe workplace, including principles for how management respectfully interacts with workers.	The Union put to the Company that workers would like to develop a Respect Charter about how they would like to be treated at work. The Company wants further information from the union about what this would look like.	Further discussion

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That the parties discuss the quality of meals provided under the Agreement, with a view to establishing an ongoing quality assessment mechanism.	The Union put to the Company that there should be a forum to discuss this. The Company believes that this could be dealt with through TMCC structures.  The Union also mentioned that access/swipes are relevant.	Further discussion
That the EA contain 'Pandemic Provisions' which provide protection and support for workers in the event of stand-downs, lockdowns or required isolation in connection with COVID.	Very relevant this week as Brisbane went back into lockdown! The Company's view is that they would rather consult on specific measures as they arose, rather than put it in the EA.	Further discussion
That the EA include transparent processes and criteria for career progression for team members from all departments. That the classification structure takes skills and experience into account.	The Union suggested that the EA should include a Career Progression committee to review career progression (PDs, training, classification etc). Star wants to do this through the TMCC. We are going to work on the criteria for progression in F&B (in particular) before next meeting. Star thinks that the best way to distinguish between L2 and L3 cooks is with a cert 3.	Further discussion
All TG TMs be offered access to training in two major games within the first two years of employment and that all Table Games employees will be offered access to training in a third major game during their third year of employment (subject to satisfying other criteria)	The Company has put on the table that all TG Dealers will be offer a second major game within 2yrs of employment, with a transition period up to 31 Dec 2023. Your delegates asked question about the implementation of this	Further discussion
That the Agreement include the 'Union Rights' including the rights and responsibilities of delegates, workplace meetings, inductions and a right to arbitration.	The Company thinks the current arrangements 'balance the needs of the parties'. The Company is further considering this claim and will provide a more detailed response.	Further discussion
Agreement contain a commitment to roster workers who perform work covered by the Agreement before seeking to utilize contractors	The Company is prepared to include wording provided by the union in the EA with respect to exhausting internal worker options before getting contractors/labour hire to do the work.	Agreed-in-principle
The EA contain a clause regarding consultation before outsourcing and that an outsourced workers will be engaged on terms and conditions no less favourable than the EA.	The Company is prepared to consult with the union before seeking to outsource. The Company believes contractors are responsible for setting their conditions.	Further discussion
Coverage of the Agreement be extended to cover cleaning work at or on The Star Sydney premises.	The Company is prepared to include cleaning roles in the EA (should Star decide to directly hire cleaners)	Agreed-in-principle
The EA contain a guaranteed minimum percentage of permanent jobs offered in each department at no less than current levels. That the casual conversion clause be strengthened to better facilitate conversion to permanent and secure employment.	The Union proposed a casual ratio of 10% of TMs. The Company is not prepared to put this in the EA. No discussion of casual conversation as yet.	Rejected
		Further discussion