

Te Enterprise Agreement Bargaining

Titiraki ao Kaekaaia

Ti ataia ae inanon tain karekean te boraraoi ao e na bon bae ni mwaiti titiraki aika ana tabekaki. E na kataia te beeba aio ni kabwarikoi ni ikoti titiraki aika a okioki ake a mwemwe, n raonaki ma kaekaaia, ni kabonganaaki bwa te bwai ni kaetieti. Titiraki ake aki kaekaaki ikai a kona ni kanakoaki nakon te emeeri ae inano aio: CostaBerryEA@costagroup.com.au

Tera te Enterprise Agreement?

Te Enterprise Agreement bon te beeba are e kawenea te tua ni kamwakuri ibukiia taan mwakuri inanon te rabwata teuana.

Modern Awards bon beeba ake e kawenei rinanin tein te boo mai inano ao te tua ni kamwakuri ibukin kambwana ni karaobwai – ikotan mwaitiia ni kabane iaon Aotiteria ae 121. Ngkai taian tabe nako n te rabwata teuana ma teuana a kona ni mwaneaki n taian Modern Award aika a kakaokoro (n aron te katoto te Clerical Award ni kaaitara te Horticulture Award) ao te rabwata teuana ma teuana e kona n rinea te Enterprise Agreement are e na mwaneia taan mwakuri ni kabanea n onea mwiin kanuanga ibukin temanna ma temanna. Imwain are e karaoaki nanon te Enterprise Agreement, ao e bon rinanoaki iroun te Fair Work Commission ni kakoaua bwa:

- ni kabanea taan mwakuri e tabwanin raoi mwaneakiia iaan te Enterprise Agreement nakon riki are iaan te Modern Awards.
- Ni kabane taian rinan ni boo ake a kaweneaki n te Modern Awards a bon tobwaaki ke ni karakaaki riki n te Enterprise Agreement.
- E ngae ngke e bwainaki te Enterprise Agreement, ma te National Employment Standards e bon bwainaki naba.

Bukin tera ngkai ti kainanoa teuana?

Te boraraoi ae ngkai e na toki korakorana ao ni bane taina n 30 n Tuun, 2023. Tia tangiria ni moana waakinan rinanoakin te boraraoi ae ngkai, ao n tarai bwaai ake ti tangiri ni kawakin, ni ibiti, ni karinii ke ni kanakoi ibukin te boraraoi are imwiina.

E kanga aron waakin mwakurin karekean te boraraoi?

Karekean te boraraoi bon te waaki are temanna te tia kamwakuri ke a mwaiti riki n raonaki ma taan mwakuri a uaia ni karekea te boraraoi iaon taekan ma tuan te kamwakuri are e na karinaki n te boraraoi. A bon ofi mataia itera aika uoua inanon waakin karekean te boraraoi irouia aia taan tei ibukiia.

Ana bon iai aomata ake ana irekereke ma aio ni karekean te boraraoi, ake ana tei ibukin te bitiniti ae Costa Berries ao ana taan mwakuri ake a bon mwaneaki n te boraraoi.

E na bon ira buako naba te tia tei man te botaki ibukin karikirakean aroia taan mwakuri ni waakinana.

Aia taan tei taan mwakuri ana bon rineaki man ana tabo nako te Costa Berries. Taan tei ibukiia taan mwakuri aikai ana bon riki bwa ngaiia ake e na reitaki te aba nakoia ibukiia taan mwakuri – ana bon anai rongorongo mai irouia taan mwakuri ao anga nakon te tiim ibukin karekean te boraraoi, ao ni kaongoia taan

mwakuri bwaai ake a maroroakinaki n tain te bowi ibukin karekean te boraraoi n rikoi rongorongo ake ana manga uotaki rikaaki.

Rinanon bowin nako karekean te boraraoi aika a bati, mwaneakin ni kabane rongorongo mai irouia ni kabane, ao e na bon koreaki ngkanne mai iai te boraraoi ae e boou. N te tai anne, ana bane ni kaoaki ni kabane taan mwakuri ni karaoa aia rinerine ngkana arona bwa tao a boraoi ni iango ma taekan te boraraoi.

Ngkana 51% a boraoi ni iango n aia rinerine, ao te beena e na manga kanakoaki nakon te Fair Work Commission ibukin rinanoana ao kariaiakana. Ngkana arona bwa e kariaikaki irouia bwa aio e rinanon te "better off overall test" (BOOT – noora ae inano), ao te boraraoi e tabwanin ngkanne ao n riai ni bwainaki.

Tera rekerekeu ma aio?

Ni kabane ake a mwaneaki n te boraraoi a kaungaaki bwa ana ira buakon waakinan rinanoakin bwa tera ngkai are e bwainaki, ao n anga aia katamaroa.

Inanon tain karekean te boraraoi, Costa Berries ao taan mwakuri e na bon reke aia tai ni kaotii aia iango ma aia kantaninga. Ti tangiria ni karaoa te boraraoi ae e na mabiao iai ni kabane te koraki ao ni kona ni boraoi ni iango te aba iaona.

Tera ae e irekereke ma te Enterprise Agreement?

E rangi ni kakawaki te Enterprise Agreement nakon taabe ake a mwaneaki n te Horticulture Award ao a karinanaki n ana taibora n tietura te Enterprise Agreement. Ngkana ko aki raoi koaua bwa e kakawaki aio ibukim, ao taiaoka n tuoia ma am manafia.

E na kanga arou n anga au ibuobuuki?

Ngkana e a tia rineaia taan tei ibukii taan mwakuri, ao e na kabutaki n tibwaaki rongorongoia bwa ana kanga n reke. Aikai aomata ake ko riai n taetae ma ngaiia ibukin am iango. Ke, ko kona n reitaki ma rabwata ibukin boutokaan karikirakean aroia taan mwakuri ake ana ira buakon karekean te boraraoi.

Ko kona naba ni karokoi am iango rinanon te emeeri

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Tera te "better off overall test" (BOOT)?

Imwain ae e nang kabaneaki raoi aron te boraraoi, ao te kurubu ae inaomata ae te Fair Work Commission e na rinanon te boraraoi.

Te Enterprise Agreement e onea mwiin bwaai ake a kainanoaki ake a kaotaki inanon te Modern Awards. Te test ae te BOOT e kakoaua raoi bwa te rabwata teuana e aki aonikaia taan mwakuri man anganakiia taekan te kamwakuri ae e a rangi ni buakaka riki nakon are a mwaneweaki n te Modern Award. Te test ae te BOOT e taraa ni kabwaninna bwaai ake e anga te Modern Award ao te Enterprise Agreement – are nanon aei bwa taekan te boraraoi n te Enterprise Agreement ibukin temanna tao e na taraa n aonikai, ma ake tabeua aanga teutana te raka n te aro are n tokin te tai ao te tia mwakuri e na rangi ni buokaki.