



Commercial TV Guild

A united voice for commercial TV employees



Know your Rights @ Seven

<http://ctvg.wordpress.com>

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Time, more time - Overtime

As an employee of Network 7, you are aware of the company's business and the unexpected demands of the industry resulting in a fair amount of overtime. But are you aware of your entitlements when it comes to being paid or compensated for this additional time worked?

Your Overtime entitlements are set out in your Enterprise Bargaining Agreement (EBA) and you are also protected by the National Employment Standards. Here is a brief summary of what every member needs know about overtime.

Can I be directed to work overtime?

The National Employment Standards (NES) are the 10 legislative minimum standards to which all employees are entitled. The NES states that an average working week is 38 hours, plus reasonable overtime. Agreements can provide superior entitlements, but cannot make you worse off. Your employer can direct you to work overtime, but you have the right to refuse, if the request is unreasonable under the circumstances.



When is it unreasonable for my employer to direct me to work overtime?

Several factors come into consideration when determining the reasonableness of an overtime request. These could be things such as caring responsibilities, numbers of hours already worked, whether you get paid for the overtime etc. Your EBA also states that any hours in excess of 45 hours per week can only be worked with your agreement.

If I work overtime do I have to accept TOIL instead of Overtime Payment?

No. Your EBA clearly stipulates that you will be paid overtime rates for all overtime worked. However, the EBA allows YOU to request to have the overtime compensated by time off in lieu instead. The Company can agree to your request, but cannot force you to take TOIL instead of the overtime payment. The choice is yours, not theirs.

What do I do if my supervisor tells me I have to take TOIL instead of payment for Overtime?

If you have been required to work overtime and you are refused payment at the appropriate rate your supervisor is in breach of your EBA. Contact your union delegate or organiser immediately.

Your involvement and your membership matters

- ✓ Please, share this bulletin and ask one of your workmates to join your union.
- ✓ Want to learn more? The CTVG needs to hear from you, tell us what matters.

For more information, or to join or learn more about the Guild go to:

<http://ctvg.wordpress.com>

or contact:

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