



A•S•U

A•S•U Boystown bulletin

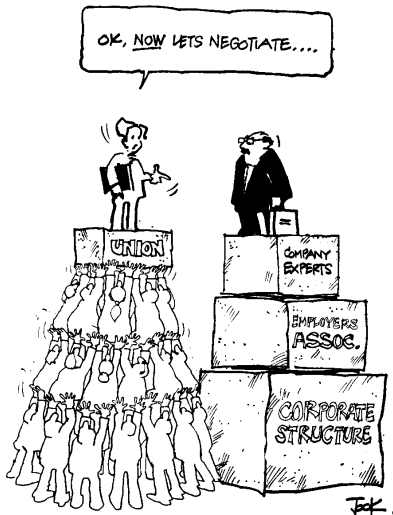
Dec 21 2012

No. 1

Enterprise bargaining – underway

On 15 & 30 November ASU Reps joined other bargaining reps in the first meetings with management about a replacement agreement.

The ASU bargaining team were: Warren Fridell (National), Jenny Sleba (C&SQ C&A) and delegates Michael Mohr and Terri-Ann Fisher.



Management were represented by HR Manager Cara Benoit, Geoff Walshaw and Michael O'Brien.

The meetings provided time for each Bargaining Rep to go through their log of claims.

The ASU log of claims is on the other side of this Bulletin.

An important issue to be addressed from the ASU point of view is that of comparing the BiPers classification structure with the SACS Equal Pay outcomes.

The ASU requested more information from Boystown about existing classifications which management have agreed to do – without this it is difficult to negotiate details and ensure that we are working for an improved set of conditions for workers.

The next bargaining meeting is scheduled for **Tuesday 15 January 2013** following which progress on outcomes will be communicated to all staff.

Why do our underpinning classifications matter?

The ASU Equal Pay decision and order will be applied and calculated against these classifications. This is how we will calculate pay increases for all Social, Community and Disability Workers in Australia.

To be able to negotiate your pay and conditions we need to make sure that you stay above the correct minimum standards; now and into the future.

If you'd like more information or would like to arrange a meeting in your workplace – about the EBA or Equal Pay or any workplace issue please contact:

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ASU Log of Claims - Boystown Enterprise Agreement

Agreement - General

- 1 No reduction in current terms, conditions and entitlements.
- 2 Undertake a classification review.
- 3 Australian Super and Hesta to be listed as default superannuation funds and as funds of first preference.
- 4 Inclusion of a table that translates the agreement classification structure to those of the Modern award and pre-existing state awards.
- 5 Length of agreement to be negotiated.

Fair wage and superannuation

- 6 Implement Qld Pay Equity pay rates then pay increases of 5% p.a. from 10 November 2012 for the life of the agreement.
- 7 Include all relevant modern award allowances and index with wage increases.
- 8 Superannuation employer contributions increased to 15%.

Fairness and security at work

- 9 Performing relief duties in a higher paid role to be paid minimum 4 hours at the higher rate.
- 10 Ensure consultation and change provisions are followed before a final decision is made.
- 11 Increase redundancy entitlements to a maximum of 52 weeks.
- 12 After six months continuous employment on a regular basis a casual employee is to be offered permanent employment.

Fair entitlements to leave

- 13 Accruing Time Off In Lieu at the appropriate penalty rates.
- 14 1.3 weeks / year of service Long Service Leave for all staff (current entitlement for staff in S.A.).
- 15 Ability to take Rostered Days Off on Mondays and Fridays.
- 16 Increased Employer Paid Parental Leave to 12 weeks.
- 17 Inclusion of Domestic & Family Violence Clause.
- 18 Increase Compassionate Leave to 5 days per occurrence.

Health and wellbeing at work

- 19 Commitment to the implementation of health & wellbeing of staff procedures that operate to minimise vicarious trauma, burnout, emotional and physical stresses and adoption of best practice with regard to shift work.

Training

- 20 Improve training and development opportunities for all staff, including a commitment to professional development and career pathways, paid training leave, internal training and transparent internal recruitment practices.