



It's a BIG YES to the new Agreement!

Mission Australia staff have voted overwhelmingly to endorse the new Mission Australia Service Delivery Enterprise Agreement negotiated and recommended by the ASU's National Negotiating Team.

Voting on the Agreement closed last Friday – and a whopping 97% of employees who voted, voted in favour of the Agreement.

This is not surprising, as the Agreement contains some great provisions like a wellbeing day for all employees each year, increased personal leave, increased paid parental leave, and family violence leave. Plus employees will get annual wage increases, and will be able to pursue a reclassification.

This EBA is a credit to the hard work of the ASU national negotiating team and ASU members who pursued their claims and wouldn't take 'no' from management for an answer!

What next?

Mission Australia and the ASU will prepare documentation to be lodged in the Fair Work Commission. The Agreement commences 7 days after it is approved by the Fair Work Commission. We will keep you updated.

What about backpay?

The ASU negotiated with management that employees will get some of their back pay straight away, without having to wait for the Agreement to be approved by the Fair Work Commission.

Employees will get 2.5% backpay on the wages earned from 1 July 2015 – 30 June 2016. This will be paid to you on 3 November 2016.

Once the Agreement is approved by the Fair Work Commission you will get further back pay for the period from 1 July 2016 once the Agreement is approved by the Fair Work Commission.

Reclassification process

Once the Agreement is approved by the Fair Work Commission Mission Australia will continue reclassification reviews. You will be advised by management when your position is being considered, and given the opportunity to provide information. So far, the ASU has achieved more than 100 reclassifications:

- 58 Program Managers from level 5 to level 6
- 17 employees from level 1 to level 2
- 31 employees from level 2 to level 3

The ASU will only be providing assistance with reclassifications to ASU members during the review process. If you are not yet a member you can join here:

<https://www.asu.asn.au/asujoin>

If you have any queries, contact your local organiser:

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