Company Claims and outcome - Maurice Blackburn EBA– October 2016

#	Maurice Blackburn Claim	Result
1	EBA not to cover employees whose salary (excluding superannuation) is $185,000 or more;	**NOT ACHIEVED**
2	Delete the probationary clause;	**NOT ACHIEVED**
3	Guaranteed salary increases to apply only to salary rates below $80,000. Guaranteed salary increases not to apply to lawyer rates.	**NOT ACHIEVED**
4	Extend span of ordinary hours to 8pm;	**NOT ACHIEVED**
5	Approved work during Christmas Closure Leave to be taken as time in lieu before 30 April in the following year;	**ACHIEVED**
6	Personal leave to accrue progressively;	**Only for new employees for first year of service**
7	Religious/volunteer/other leave to be tied to year of service;	**NOT ACHIEVED**
8	Cap study leave at 26 days per year of service for law graduate trainees and 6 days per year of service for other employees;	**NOT ACHIEVED**
9	Expand the matters that can be the subject of an individual flexibility arrangement for employees who request a flexible working arrangement;	**NOT ACHIEVED**
10	Separate the grievance and dispute resolution procedures;	**NOT ACHIEVED**
11	Delete the trainee lawyers matters clause (to be replaced by policy);	**NOT ACHIEVED**
12	Internal advertising of positions not to be required when they are to be filled by employees returning from long-term absence and graduate trainees moving into 1st year lawyer roles;	**ACHIEVED**
13	Retrenched employees to be provided with a statement of service;	**NOT ACHIEVED**
14	Replace clause 21.5 with: *"Paid annual leave may be taken for a period agreed between an employee and Maurice Blackburn. Maurice Blackburn must not unreasonably refuse to agree to a request by an employee to take paid annual leave"*; and	**ACHIEVED**
15	Replace clause 21.6 with: *"Maurice Blackburn may direct an employee to take annual leave where it is reasonable to do so and where the employee has annual leave that accrued in excess of two years earlier."*	**ACHIEVED**
16	Secondary carers to be able to take parental leave in more than a single period by agreement.	**ACHIEVED**