

Maurice Blackburn employees' agreement approved by the Fair Work Commission

On Monday 20 February 2017 the Fair Work Commission approved the new Enterprise Agreement.

Given the vote for the Enterprise Agreement concluded on 9 November 2016 it has taken a bit of time for the Fair Work Commission to approve the Agreement, but that said the ASU had secured agreement from MB management to pay back pay when the Agreement was voted up so you should have received your back pay in early December 2016.

Now the Agreement is approved your terms and conditions of employment are secured until 31 December 2019 when this Enterprise Agreement reaches its nominal expiry date. Benefits in the Enterprise Agreement include:

- Pay increases of:
 - 1/7/16 – 3.5%
 - 1/7/17 – 3%
 - 1/7/18 – 3%
 - 1/7/19 – 3.5%
- 3 health and wellbeing days per year;
- Extended definition for bereavement leave, annual leave can be broken into number of periods, access to personal leave for medical appointment etc.; and
- 18 weeks paid primary carer leave, parental leave available at half pay, secondary carer can take leave in different periods.

The FWC approval of the Agreement is all the sweeter given the sustained hard work of Delegates and Members to achieve this outcome. The ASU thanks you for the hard work. Now the Agreement is approved the champagne can be broken out

What next?

Well once the champagne is drunk there are action items from the Enterprise Agreement that need to be implemented. Yes, no rest for the wicked. The Approval of the Enterprise Agreement triggers a number of consultation and working groups including:

- Consultation with the ASU regarding the Total Rewards Framework;
- A working group regarding the application of study leave;
- The Consultative Committee to meet on a quarterly basis with up to 9 ASU delegates and up to 3 ASU officials; and
- Consultation about change to regular roster or hours of work.

The ASU with the active participation and feedback of our Delegates and Members will ensure these groups are implemented and that our Members derive maximum benefit from the outcomes of these groups. The ASU will keep you informed with the progress of these committees. If you would like to participate or become involved in any of the ongoing implementation of the Agreement make sure you contact your local ASU office.

Need more information?

If you have a question, don't hesitate to contact ASU organisers or delegates.

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