



TSF enterprise agreement update

Negotiations for the TSF Social Enterprise Agreement 2013 continued on 15th February. During the meeting TSF management outlined issues they wished to address as follows (*ASU response in red italics*):

- Amend TSF Vision and Mission Statement. ***Agreed.***
- Remove reference to awards. ***Agreement to clearer reference to underpinning awards: Social, Community, Home Care and Disability Services industry and Clerks – Private Sector.***
- Reduce Clerical weekly hours from 38 to 37.5 as per LFL staff. ***Agreed.***
- Reduce minimum hours for casuals on proposed “after school” project from 3 to 1 and increase pay loading to time and half. ***Subject to further negotiation on loading.***
- TIL to be taken within 6 weeks reduced from 6 months. ***Negotiable for health and well-being reasons but subject to membership consultation.***
- Removal of obsolete Call Back, installation and rental for fixed phone. ***Subject to further consultation with members.***
- All wage increases from the same date for admin efficiency. In first year many staff members will receive annual increments in advance. ***Subject to further membership consultation.***

- Amend vehicle allowance to ATO rates. ***Negotiable if no less than current rates.***
- Withdraw option to request leave paid in advance. ***Subject to no disadvantage to staff.***
- Remove deemed annual leave clause and replace with excessive leave provision. ***Negotiable***
- Purchased leave to be fully paid before Leave. ***Negotiable.***
- Consistent Accident Make up Pay. ***Subject to no disadvantage.***
- Amend redundancy to remove option of employee refusing reasonable redeployment. ***Negotiable.***

TSF Pay Offer:

- 1.2% Date of FWC Approval
- 2.2% - 12 months later (2014)
- 2.2% - 12 months later (2015)

The ASU is opposed to the wage offer being significantly discounted because of annual incremental increases and reduction in clerical hours.

TSF Response to ASU Log of Claims was as follows (*TSF Response in red italics*):

- 5% wage increase per year. ***Opposed as per TSF offer above.***
- 2 year agreement. ***Opposed prefer 3 year agreement.***

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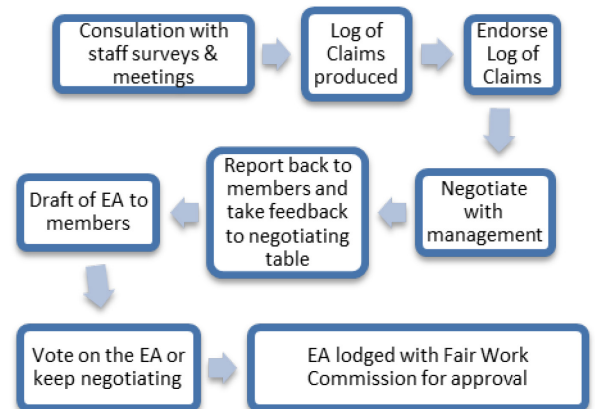
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- Roll over of all current agreement conditions. **Agreed except for TSF proposed changes to EA.**
- Inclusion of a table that translates the agreement classification structure to those of the Modern award and pre-existing state awards. **Opposed but will draft if required for Fair Work Commission.**
- Review and Update TSF Learning for Life classification structure including workload, new work functions and integrating clerical/administrative support roles. **Opposed except for minor TSF changes yet to be discussed.**
- Removal of barriers to access working hours arrangements to suit work/life balance and improvements to Overtime, Agreed Additional Hours and Time in Lieu entitlements and consistency in their application. **Opposed but will share TSF initiatives.**
- Superannuation employer contributions increased to 15%. **Opposed**
- Increased Employer Paid Parental Leave to 12 weeks. **Opposed**
- Inclusion of Domestic & Family Violence Clause. **Will consider within current staff welfare policy and share details.**
- Review of all OHS arrangements including reporting structures with a commitment to the implementation of health & wellbeing of staff procedures which operate to minimise vicarious trauma, burnout, emotional and physical stresses. **Opposed but will share current TSF initiatives.**
- 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. **Opposed but will share current TSF initiatives.**

The next meeting is scheduled for Friday 1st March 2013.

The bargaining process is now at the 5th Stage of the 8 step process below. We need your feedback on the issues discussed so far.



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VIC/TAS A&S	Emma Bagg	03 9342 3400
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