



FedEx Enterprise Bargaining

FedEx staff would be aware that the *Federal Express National Enterprise Agreement 2010* expires on **4 August 2013**. An amended draft agreement has been circulated by management prior to the commencement of formal bargaining with ASU and TWU representatives.

There has been one meeting held between bargaining representatives on **Tuesday 21 May** where several issues were raised in relation to what management are proposing.

In addition to a secured minimum wage increase each year the unions are proposing the claims overleaf. If you have any further claims please let your union know.

Your enterprise agreement is a legally enforceable document which provides you with wages and conditions specific to FedEx. The relevant underpinning modern awards that apply are: the *Clerks - Private Sector Award 2010* for clerical/admin and office staff and the *Road Transport and Distribution Award 2010* for Driver and Sorter classifications.

To ensure that you get the most out of the bargaining process you should look carefully at management's proposed agreement and think about what you would like to see improved.

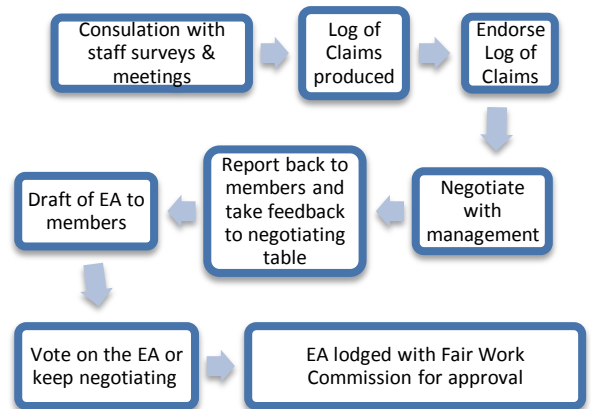
The ASU is the union for clerical/admin workers in the private sector and the TWU is the union for all driver and sorter classifications.

With every member we become stronger and make your voice louder. So if you are a clerical/admin/office worker and

you wish to join today go to <http://www.asu.asn.au/>.

Did you know that union fees are fully tax deductible and on top of providing industrial advice and advocacy members can enjoy hundreds of dollars of savings through union shopper? To find out about what savings you can get with your ASU membership go to <http://www.asu.asn.au/>.

The Bargaining process



To arrange a meeting at your workplace contact:

Branch	Contact	Telephone
NSW/US	Ted Tamplin	02 9265 8211
VIC PS	David Leydon	03 9320 6700
Qld	Jo Justo	07 3017 6183
SA/NT	Katrine Hildyard	08 8363 1322
WA	Pat Branson	08 9427 7777
National Office	John Nucifora	03 9342 1400

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UNION CLAIMS

- Unions to be identified in the body of the Agreement as a show of the company's commitment to the principles of Freedom of Association.
- Appropriate loadings for casual employees engaged on shiftwork, overtime and or public holidays.
- Complete review of the shift work provisions, i.e. span of hours of each shift and relevant allowances payable.
- Complete review of part-time employment provisions to ensure that the hours per day, days per week, and starting and finishing times of part-timers are agreed upon engagement and all hours worked outside of the agreed hours are to be paid at overtime rates.
- Employees rostered to work on public holidays (other than Christmas Day and Good Friday) to be paid at time and a half for the hours worked in addition to the ordinary weekly pay.
- Split shifts provisions to identify minimum hours per engagement and limit the break between each component of the shift.
- Delineation between 4 x 9.5 hour rosters and 5 x 7.6 hour rosters for the determination of overtime entitlements for all employees.
- Paid crib breaks for all shiftworkers.
- Paid overtime meal breaks.
- Regular meal breaks to be rostered and taken no later than five and a half hours after commencing work. If the break is not able to be taken, all time worked until the break is allowed should be paid at double time.
- Review of the sick leave provisions to ensure they are NES compliant.
- Payment for volunteer emergency services and bush fire-fighters leave.
- Clarification of the redundancy provisions.
- Broadening of the dispute resolution procedures to cover matters pertinent to the employment relationship.
- Union Recognition and Consultation provisions.

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