



A•S•U

A•S•U Boystown bulletin

Mar 18 2013

No. 4

BoysTown pay offer

Since the last bulletin the ASU negotiating team met twice with BoysTown management. We are making good progress toward a number of our claims including some allowances, a casual conversion clause, training and health and wellbeing practices and the default super scheme.

There remain some claims where the ASU and BoysTown remain apart including increasing paid parental leave, the redundancy entitlement, increasing compassionate leave, domestic and family violence leave, long service leave and higher duties allowance.

Our previous meetings on 15 February and 5 March 2013 focused on the BiPers classification structure and our claims to improve staff health and wellbeing procedures and improve training and development opportunities. Discussions have been constructive.

After careful deliberation, the ASU and employee reps have given in principle agreement to continue using the BiPers classification structure for the new agreement.

The new agreement will maintain the option for employees to have their position reviewed if they wish and the ASU would encourage members who believe they have been incorrectly classified to contact their delegate or organiser.

Supporting BiPers has meant we have had to revise our pay claim from matching the Queensland Award rates plus 5% p.a. to increasing pay by 6% p.a. for all employees

over the life of the agreement, backdated to the first pay period on or after 1 July 2012.

BoysTown have provided us with a pay offer. It is important to note that **the offer is not final**; it is an initial offer that is subject to further negotiation. The negotiating team will need to carefully consider the offer in light of our other claims and input from members. The BoysTown pay offer is attached to this bulletin.

The ASU understands that the bargaining process can appear frustratingly slow at times, but there is always a balance we need to strike between getting a good agreement and a quick agreement. ASU is continuing to work hard to get a good deal, but we would be doing you a disservice if we skimmed on important issues like pay and classification for the sake of expediency. We thank you for your patience and support.

The next bargaining meeting is scheduled for **Wednesday 20 March 2013**.

If you'd like more information or would like to arrange a meeting in your workplace – about the EBA or Equal Pay or any workplace issue please contact:

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BoysTown Proposal for 20 March 2013

The proposal outlined below delivers on BoysTown's principle to ensure a positive benefit for all employees, based on the objectives of aligning conditions in a fair, equitable and sustainable manner.

The following is proposed as a total package and we reserve the right to change any or all elements.

Remuneration

It is proposed that the BiPers method of sizing positions is retained and a 3 percent increase is applied to the BoysTown Enterprise Agreement pay rate table (attached) effective from the first full pay period on or after 1 July each year for the life of the agreement, commencing with July 2012.

It is proposed that the Agreement will be in effect for three years after the date of approval by Fair Work Australia.

Back-payment of pay rates to July 2012 will be processed for those still employed on the date at which the Agreement takes effect.

An additional 2.5% increase will be applied to all pay rates, from the first full pay period on or after 1 January 2014 and 1 January 2015 in recognition of the ERO increases.

Employees who are paid above the highest level of their position grade (i.e. red-ringed) will receive a one-off increase of 3% from the effective date of the Agreement. Further increases will not apply until such time as the pay rate for the position grade exceeds the employee's pay rate.

Level increments to be applied as per the current Enterprise Agreement, that is, at an individual's second and third anniversary, at four per cent each increment.

In summary the proposal allows for a salary increase for all employees at a minimum of 3% and a maximum of 9.5% in the first year, in addition to the July 2012 increase.

Superannuation to be paid in line with Superannuation Guarantee legislation, i.e. 9.25% from 1 July 2013 and the default super fund to be changed to Hesta, pending meeting to be held on 20th March.

Overtime meal allowance to be increased to \$13.64 and indexed annually at the same percentage rate as is applied to the pay scales (i.e. 3%).

The On Call rates are to be indexed in line with the pay increase rate of 3% from July each year for the life of the Agreement.