

1 March 2013

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Enterprise Bargaining Negotiations Update for UnitingCare Health Clerical and Administrative Employees

The ASU outlined to you in our last update of 18 February 2013, a progress report on your Log of Claims following the Bargaining meeting held 12 February 2013.

The majority of your claims were rejected. UCH then presented a working draft document combining common conditions **for all groups** with an expectation that we respond at the next meeting on Tuesday 26 February, 2013.

UCH continues to push for the one combined Agreement despite the ASU and other unions expressing our views that we wish to maintain and negotiate separate Agreements for each of our areas.

As a result, your ASU Negotiating Team gave serious thought to our next steps forward because UCH's position is in direct contrast to ours.

Previously as you would recall, ASU made an application to Fair Work Australia for a Bargaining 'scope order' to allow us to maintain our own Agreement. This meant some set backs to the bargaining process as we could not reach agreement with UCH.

Subsequently, a Conciliation Meeting in Fair Work Commission took place, where we informed the Commissioner that we required assistance to arbitrate on the matter of scope and undertook a commitment to meet and bargain with UCH.

To date, negotiations have facilitated:

- the ASU to table our claims and explain what we seek;
- for UCH to detail an 'all group' format response which roped ASU in with 65 claims;
- for UCH to reject the vast majority of the 65 claims;

UCH have not tabled their Log of Claims

We consider that our ASU claims are few in comparison to the all group approach and yet ours were rejected outright. UCH instead now want us to consider essentially a new Agreement and tell them which areas we agree with!

Your negotiating team holds the view that the UnitingCare Health Clerical Enterprise Agreement 2011 should be the starting point of future negotiations as this contains conditions previously negotiated and agreed to in previous years of enterprise bargaining.

Our position going into the meeting on the 26 February, 2013 was that we needed to get UCH commitment either way at the next meeting about keeping our own Agreement.

What followed in the meeting was UCH desire to:

- Discuss their working draft document
- discuss salary – commonality
- discuss annual leave and the shift worker definition
- discuss part time flex up

The ASU explained to UCH that we didn't believe that the approach they have adopted is an effective and efficient way to allow the ASU Claims to be negotiated fairly. Particularly when the majority of those 65 items were not agreed and it will be difficult for ASU to get any agreement on our claims with this approach.

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Enterprise Bargaining Negotiations Update cont'd

We expressed that the ASU is unsure exactly what UCH wants, nor have they tabled their Log of Claims and it seems that the working draft document as it unfolds becomes what they want, and we at this stage, are unsure of what their intentions are.

Furthermore, each time we come together to establish a replacement Agreement there is an expectation from our members that we strive to enhance conditions for employees, not to agree to slide backwards. Administrative and clerical workers already go the extra mile in their duties and attitude to providing the best health care experience for UCH patients and third parties.

Our starting base is the UCH Clerical Enterprise Agreement 2011 – this contains conditions previously won and agreed.

Disappointingly, UCH disagreed with us. **UCH essentially want a brand new Agreement for all groups.**

As a result, the ASU explained that we could not proceed in the format that they wanted and that we will now proceed to Fair Work Commission for a decision to be made on our 'scope order'.

The ASU will keep you posted. We give all of our members our 100% commitment that we will strive to ensure that your conditions are protected and that we do not slide backwards. With your support we can ensure that we get a fair outcome with fair pay and enhanced conditions.

If you wish to provide feedback please see any of your Delegates below or email direct to: info@qld.asu.net.au to the attention of ASU Lead Organiser, Valda Graham.

Your UCH ASU Negotiating Team are:

ASU Delegate Noelene Blatchely – St Stephens Private Hospital

ASU Delegate Beth Barnes – St Andrews War Memorial Hospital

ASU Delegate Ann Stewart – The Wesley Hospital

ASU Lead Organiser – Valda Graham

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and Solidarity • Your Outcomes • Your Union!**

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