

4 June 2013

www.together.org.au

Enterprise Bargaining Update for AEIOU Health Professionals

The Together Union and Delegates have concluded the process for negotiating your first Enterprise Agreement with AEIOU Foundation.

To help explain the agreement, a Staff Briefing for all Therapists was held Monday 27 May, 2013 by AEIOU representatives and your Together union representative, Valda Graham.

Each staff member was presented with an individual letter by AEIOU outlining what wage increase applied to you and where you translate in alignment with the new Classification Structure.

Wage increases ranged from 2.7 % – 3.9 % across the Therapist stream for the first year and a further 2.7 % will be implemented in the second year of your Agreement. What you need to do now is ensure that you have been correctly aligned and if there are any doubts please check with Together for further advice.

The Together union believes this agreement only brings additional benefit and has better conditions and protections than if there were no agreement at all, and we are comfortable in having this Agreement go out to ballot and be voted in favour for by all staff.

Some of those conditions secured are as follows:

- The Agreement operates for 2 years;
- Individual Flexibility Agreement can be accessed only at the request of an employee and is limited to the matters negotiated such as: Ordinary hours of work in accordance with clause 4.1 and Professional development activities in accordance with clause 1.4.10;
- Union preferred Consultative clauses and Dispute settling procedures;
- Commitment to consult with the Union in relation to the National Disability Insurance Scheme (NDIS);
- Protections around the parameters of work for part time employees;

- Securing existing practices for non contact time;
- Securing purchase of additional annual leave of up to 5 days in a 12 month period;
- Securing existing practices for additional leave days at Christmas;
- Special leave for:
 - Family violence.
 - Ceremonial leave for Aboriginal and Torres Strait Islander Staff.
- Union rights for our Delegates; and
- Additional annual funds for Professional Development activities to the value of \$250.

So now it is time to consider if this is an Agreement you would like to vote in favour for as your first Enterprise Agreement for AEIOU. Together believes we have the foundations in place to build upon in the next time we negotiate improved terms and conditions of employment. Together we can make the difference.

The next steps are:

- You will receive ballot papers week commencing 10 June 2013
- You will need to complete and post back your ballot papers by 19 June 2013
- Ballot count will take place on 24 June 2013
- Agreement is required to be lodged to the Fair Work Commission within 14 days of the successful vote.
- The Fair Work Commission will assess the document against your Health Professionals and Support Services Award 2010 to ensure the Agreement meets the Better Off Overall Test (BOOT) and approve.

Should you have any questions please take the time now to have them answered. For more information about Together email: info@qld.asu.net.au and address to the attention of Together Lead Organiser, Valda Graham.

Union members working *Together* to improve and protect their working conditions and wages.

**Your Workplace • Your Ideas • Your Conditions • Your Unity
and Solidarity • Your Outcomes • Your Union!**