



A•S•U
Australian Services Union

EBA Win! Support Staff promotions to be processed over the next week

Today you will have received an email from Ken Fowlie announcing that support staff promotions will now be processed. This is a significant back down from the company, who until now has refused to process promotions until the EBA process has been finalised. The ASU has been organising about this issue in the workplace over the last couple of months. Many of you have contacted us telling us you think it's unfair that you have been doing the work at a higher level, but have not received the promotion due to the EBA. We have raised the issue collectively with management in EBA meetings and in individual instances with local management.

This latest back down is a result of the pressure you are applying in the workplace. It shows the strength of what workers at Slater & Gordon can achieve when you join the Union and act collectively.

Over the coming weeks the ASU will be working with individual members to ensure the promotions are processed fairly. We want to make sure all promotions are honoured, and that back pay is awarded where people have been undertaking the work at the higher level for a significant period of time. Please contact your local ASU organiser if you are affected by this policy change and require assistance in ensuring the promotion is processed fairly.

Collective Action wins results

This announcement is the latest in a series of wins achieved by ASU members working together:

Lawyer's progression payments

In September we discovered that about 20 Lawyers had their progression payments withheld due to the EBA. This was a clear breach of the Enterprise Agreement as the progression payments are guaranteed under the Agreement, which continues to be legally enforceable despite the fact it has nominally expired. The ASU raised this at an EBA meeting and warned the company they were in breach of the law. The company backed down and awarded the progression payments.

Slater & Gordon paying below the minimum wage

As part of the EBA process, the ASU requests a range of salary data to understand how people's wages might be affected by the new EBA. Upon analysis of this data, we discovered that Slater & Gordon was paying below the legal minimum wage for one employee. This employee happened to be the most junior and low paid Slater & Gordon employee. The company has since addressed this issue after we pointed out they were in breach of their legal obligations under the *Legal Services Award 2010*.

Promotions under the 'job families' proposal

This latest announcement will mean support staff will be promoted on the current Enterprise Agreement rates. As you know management's job family proposal seeks to reduce the wage rates you get on promotion. The employees affected by today's announcement are lucky in that they have received their promotion at a time when the company has an Enterprise Agreement that preserves fair minimum rates. Future promotions, if management get their way with job families, will receive lower rates.

The Union is fighting to preserve fair minimum rates. Please share this bulletin with your colleagues who haven't yet joined and encourage them to join at <https://www.asu.asn.au/asujoin>

Join now

www.asu.asn.au/asujoin



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