

15 May 2014

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# EB Negotiations Update at TUH

**Your ASU representatives, after many robust meetings with TUH to negotiate a replacement Agreement for the Queensland Teachers Union Health Fund Enterprise Agreement 2011, are close to finalising an Agreement for you to consider.**

We have said as much as we can to influence TUH to make the right decisions and improvements for you. Soon, ASU

members will be able to consider if the changes TUH propose or offer, are acceptable to you.

The table below illustrates key points of what will be in the final package for you to consider:

***[Please note that the areas shaded pink, represent areas the ASU finds not acceptable]***

Item	Proposed Change
Consultation Procedure	Union role to be recognised within consultation process.
Make Up Time	Inclusion of new make up time provisions.
Superannuation	<ul style="list-style-type: none"> <li>Employees can now choose any superannuation fund they are eligible for.</li> <li>Removal of specified funds to which TUH will pay into.</li> <li>Introduced superannuation contributions during periods of unpaid maternity leave up to 40 weeks.</li> </ul>
Uniform Allowance	<ul style="list-style-type: none"> <li>Increased uniform allowance.</li> <li>Allowance paid per annum instead of every two years.</li> </ul>
Taking Annual Leave	Public gazetted holidays included in the 10 days consecutive annual leave an employees is required to take each year.
Evidence required for Paid Personal/Carers Leave	Evidence required for personal/carers leave taken on either side of public holiday, rostered day off or scheduled leave.
Family Violence Leave	Introduced two days paid family violence leave per annum.
Compassionate Leave	Introduced one day's paid compassionate leave in relation to extended family members.
Paid Parental Leave	<ul style="list-style-type: none"> <li>Introduced two weeks paid leave for employees who are not the primary carer within first eight weeks after baby is born.</li> <li>Removal of paid parental leave pay-back clause.</li> </ul>
Long Service Leave	<ul style="list-style-type: none"> <li>Minimum period of long service leave which may be taken changed from four weeks to one week.</li> <li>Minimum balance of long service leave before an employee can be directed to take leave changed from 16 weeks to 11 weeks. Effective from 1 July 2015.</li> <li>Payment of long service leave upon termination grandfathered at five years for current employees. Changed to seven years for new employees unless pressing domestic necessity can be proven.</li> <li>Ability to cash out long service leave changed from five years to seven years but restriction of minimum five days / maximum ten days removed.</li> </ul>
Taking Unpaid Leave – Long Term Casuals	Introduced terms for long term casuals to take unpaid leave e.g. at a time agreed between them and their manager, with four weeks' notice.

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### Final package continued ...

Item	Proposed Change
Redundancy	<ul style="list-style-type: none"> <li>Aligned with Consultation Procedure clause.</li> <li>Removal of duplication between the Redundancy and Consultation Procedure clauses. <b>Union had to claw back what TUH wanted to remove – this was achieved in part.</b></li> <li>Inclusion of protection of personal information clause.</li> </ul>
Classification Remuneration Tables	Updated to include 2.75% increase per annum over the life of the Agreement.
Classification Position Descriptions	<ul style="list-style-type: none"> <li>Removal of Level 7.</li> <li>Removal of Level 6 managers only.</li> </ul>

#### The ASU Claims TUH refused to accept were:

- Introduction of Time Out Leave;
- Wage offer of 4 % per annum;
- Improve process for return to work from parental leave.

#### The ASU Claims which TUH did accept in part, were:

- Recommended words to improve consultation procedure;
- Recommended words to improve redundancy procedure.

### A further meeting has been scheduled for Tuesday, 20 May, 2014.

The focus of this meeting will be on drafting the proposed Agreement. We will advise in due time when you will be given access to the proposed Agreement and voting procedures once agreed.

**Stay informed, support your Delegates. Together we do make the difference.**

**For more information contact the ASU at: [info@qld.asu.net.au](mailto:info@qld.asu.net.au)  
or phone the Union Office on 1800 177 244.**

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