



A•S•U
Australian Services Union

EBA Negotiations: Bargaining update

The ASU National Negotiating Team met with management for a further meeting about the EBA last Friday 12th September. This bulletin provides a brief snapshot of where negotiations are at for a new Enterprise Agreement.

Lawyers proposal – is it the same proposal rebadged?

Management put an alternative proposal on the table to the ‘job sizing tool’ outlined in the last bulletin. The proposal, seeks to replace the ‘job sizing tool’ with minimum rates for Graduates and 1st year Lawyers. The ASU is reviewing this proposal in detail and will respond to management at the next meeting. We are struggling to see how this new proposal addresses the ASU concerns about cuts to minimum rates.

The alternative proposal:

- Reduces minimum rates for Graduates to \$55,000 in VIC, WA, QLD and ACT, to \$59,202 in NSW and \$51,667.20 in SA and Tas;
- Reduces minimum rates for 1st year lawyers to \$65,122.20 in VIC, WA, QLD, ACT and NSW and \$56,833.92 in SA and Tas;
- Removes minimum rates for 2nd and 3rd year lawyers;
- Only provides a small pay increase from year to year.

We are keen to hear your feedback about this alternative proposal. Please contact your local ASU organizer or delegate (contact details overleaf) with your views about the proposal.

Support Staff proposal – read the fine print

Management have made no change to the support staff ‘job families’ proposal since the last meeting. The current proposal:

- Cuts minimum rates so that you earn less upon promotion;
- Imposes a wage cap that eliminates any base rate pay increases for people on or above the cap, which is likely to be long term staff and top performers (the company proposal is to instead pay a lump sum which will not be used in any calculations for annual leave, long service leave, redundancy etc);
- Cuts minimum rates for new starters.

The ASU has put a counter proposal that works within the ‘job families’ idea but maintains minimum rates and improves the career path structure, particularly for the legal assistant roles. We want to make sure that as people are promoted, their skill and experience is recognised and remunerated fairly. We also want to make sure that new starters aren’t disadvantaged.

Beware of managers bearing gifts

Over the coming weeks you may be invited to a meeting with a member of the management team to discuss job families. Management have told us they are going to speak to staff to ‘sell’ the ‘job families’ proposal. We encourage you to attend these meetings and ask lots of questions. Remember the devil is in the detail. Management may promise you the world but be careful to read the fine print. The company really wants this proposal and may assure you, that you will not be individually affected. However managers come and go, the only way to preserve your conditions is to ensure those conditions are protected in a legally binding document such as an EBA.

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What's next?

Future negotiating meetings are scheduled for:

- Friday 19th September
- Monday 22nd September
- Thursday 25th September
- Friday 26th September

Join the Union

Concerned about job families? Please pass this flyer on to your colleagues and ask them to join the Union. The only way we can get management to change their mind about job families is by acting collectively to oppose the proposal. Now, more than ever it's time to join the Union. You can do so here: <https://www.asu.asn.au/asujoin>

Key contacts

ASU Organisers

Branch	Name	Phone
New South Wales	Clare Raffan	0417 177 266
Queensland	Jenny Sleba	1800 177 244
South Australia	Darryl Anthony	0418 940 648
Victoria	Andy Lewis	0409 778 890
Tasmania	Kath Ryman	0429 004 237
Western Australia	Jennifer Greeney	0427 007 166

ASU Delegates

Name	Location
Adrian McMillan	Melbourne CPL
Tristan Nathanielz	Footscray, Superannuation
Serina Dowding	Melbourne MVA
Joanne Aldous	Melbourne, New Client Services
Mathew Chuk	Melbourne CPL
Yi Chuan Chen	Frankston, MVA
David Scaife	Perth, Industrial
Daniel Stojanoski	Perth
Courtney Hogg	Perth
Kelly Gatehouse	Brisbane, Estate Litigation
Jasmine Sears	Brisbane, Personal Injury
Kylie Browne	Brisbane, Union Services
Linda Howell	TML, QLD
Chloe Davies	Conveyancing Works
Darryl Robinson	TML, QLD