

# Reject the EBA – Mark **1** next to Rejection

## How did we get here?

1. **Members put forward a claim for the implementation of 9 day fortnight or 19 day month for all Clerical Staff.** This would replace Clerical Leave Days and accrual of TOIL. This would mean that you would work up the hours to be able to take the time off.
2. This claim has been on the table for the past two rounds of bargaining (covering 6 years). In the first instance parity with the QTU was requested. In the second round

Comparison	QLD	NSW/ACT	VIC/TAS
	6.067 Clerical Leave Days 1.64 – TOIL Total 7.7 days 4 weeks leave Xmas closure	8 days RDOs – 1 every 6 weeks  6 weeks leave Xmas closure	14 – RDOs  4 weeks leave
<b>Total Days</b>	<b>27.7 Days</b>	<b>38 Days</b>	<b>34 Days</b>

5. The employer completely rejected this claim saying that Clerical Staff had enough time away from work.
6. When this was reported back to members a decision was made to modify the claim to one (1) week's extra leave that could be taken in the school holidays as members believed that this may have been more palatable to the employer.
7. This was conveyed to QIEU at the SBU Meeting on Tuesday, 12 February, 2013.
8. It was again rejected by the employer – they said that this was a new claim and that it would not be agreed to at any time.
9. It was explained that this was not a new claim but a negotiation around the previously listed log of claim - Claim 1. This too was rejected by the employer.
10. It should also be noted that we have only had four (4) meetings in total.
11. The SBU certainly did not believe that we had finished negotiating. It is usual practice for a counter claim to be presented when the initial claim is rejected.
12. Immediately after the SBU meeting held on Tuesday, 12 February, your employer advised Clerical Staff of their intent to ballot staff on the acceptance of the Agreement without in-principle support.

of bargaining it was requested to benchmark with other unions in Queensland. In both cases the employer rejected the claim, saying that members were benchmarking against organisations that were different to them.

3. This time your Single Bargaining Unit (SBU) requested parity with Clerical Staff in the IEU from other states. We tabled a document at the SBU Meeting held on 23 November, 2012.
4. **What do the other Clerical Staff in other states get?**  
(see comparison)

## So where to from here?

**Your SBU Delegates recommend that you Reject the EBA - Mark **1** next to the word REJECTION on your ballot paper.**

**If you wish to continue to collectively hold discussions with your employer around the 19 day month or 9 day fortnight claim, please vote NO.**

If the ballot for the EBA is voted down your employer will have to come back to the table to negotiate with you.

Your current EBA will remain in force until either it is replaced with a new EBA or you are asked to vote to terminate that Agreement.

**If you have any questions please contact one of your SBU Delegates – Kay, Marion or Tessa or telephone Jan Sheppard from Together on 3017 6184.**

**YOUR COLLECTIVE AGREEMENT  
YOUR SAY**

# Together We Win!