

23 November 2012

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Armaguard Metro Bargaining Update

Your Bargaining Team – Irene Bird, Mandy Peacock and Jan Sheppard (ASU) attended an enterprise bargaining meeting on 31 October, 2012. At this meeting Armaguard presented their 'log of claims'.

Below is Armaguard's wages and superannuation offer as at 31 October, 2012.

- Wage increase of CPI each year over the life of the Agreement (currently 2%)
- Increase of 1% to superannuation contribution each year over the life of the Agreement

Armaguard have offered your Queensland Country colleagues 3% per annum without any reductions to their conditions. So why does Armaguard wish to reduce your conditions?

Does that seem fair to you?

Have your say at the next meeting which is scheduled for **28 November, 2012**.

What reductions in your conditions does Armaguard want?

Armaguard Claims	Current Provision	What are you losing
Span of Ordinary Hours A change to the ordinary hours of work to 04.30 to 24.00	The normal spread of hours is 4.30am to 10pm, Monday to Friday (inclusive)	15% penalty on the 2 hours.
Public Holiday Work Work that commences on a day before a public holiday and extends into the public holiday will be paid at ordinary rates (i.e.: those applicable if the day was not a public holiday) rather than public holiday rates for the portion that is on the public holiday.	All work performed on a Public Holiday shall be paid at double time and a half with a minimum of four hours.	250 x the number of hours you work after midnight on the public holiday. eg: Shift 1000 to 0400 Currently: 10:00 am to Midnight = 115% Midnight to 4:30 am = 125% Change: 10:00 am to Midnight = Normal time Midnight to 2:00 am = 110% 02:00 am to 04:00 am = 120%
Meal Breaks Meal breaks may occur after 6.5 hours (rather than 6 hours) in circumstances where required – such as in cases where it is anticipated that work would finish within 6.5 hours if the meal break was not provided.	Employees rostered to work at least 6 continuous hours shall be allowed an unpaid meal break of 30 minutes at a time agreed between Armaguard and the employee. Timing of the meal break may vary according to Armaguard's operation. By mutual agreement, where an employee's shift is scheduled to conclude within 1 hour of the scheduled unpaid meal break, the meal break period need not apply.	<i>continued over page >>></i>

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What reduction in your conditions does Armaguard want? continued ...

Armaguard Claims	Current Provision	What are you losing
<p>Averaging of Hours</p> <p>Team members ordinary hours of work will be averaged across a week and accordingly overtime will not be payable until after working 38 hours in a week (rather than 7.6 hours in a day).</p>	<p>Irrespective of the duration or when worked, all Overtime (Reasonable Additional Hours), unless otherwise specified in this Agreement, shall be paid at the rate of time and one half for the first three hours and double-time thereafter.</p>	<p>Currently overtime is paid daily after 8 hours.</p>
<p>Changes in Shift Penalties</p> <p>Shift penalties payable will be adjusted to:</p> <ul style="list-style-type: none"> • 10% for hours worked between 24.00 and 02.00 Monday to Friday • 20% for hours worked between 02.00 and 04.30 Monday to Friday 	<p>For work between 10.00pm and 12.00am Monday to Friday inclusive will attract a premium of 15%.</p> <p>For work between 12.00am and 4.30am Monday to Friday inclusive will attract a premium of 25%.</p>	<p>Currently 04:30 am to 10:00 pm = Normal time</p> <p>10:00 pm to midnight = 115%</p> <p>Midnight to 04:30 am = 125%</p> <p>Change time 04:30 am to midnight = Normal time</p> <p>Loss of 15% for 2 hours Midnight to 02:00 am = 110%</p> <p>Loss of 15% for 2 hours 02:00 am to 04:30 am = 120%</p> <p>Loss of 10% for 2 hours</p>
<p>Saturday Work</p> <p>Currently the Agreement provides (at clause 19.2.4) for the first two hours of work on a Saturday to be at ordinary time. It is proposed to extend this to the first four hours of work.</p>	<p>The first two hours of work on a Saturday will be at ordinary time after which the overtime rates in clause 20 will apply. Work on a Saturday will be for a minimum of 4 hours.</p>	<p>Loss of 2 hours at overtime rates</p> <p>Even if you have completed 38 hours in the week they only want to pay normal rate for the 4 hours worked on a Saturday.</p>

If you have queries regarding this bulletin, please contact your Armaguard bargaining representatives, Irene Bird or Mandy Peacock at Armaguard or ASU Organiser, Jan Sheppard on 1800 177 244.

You can show your support for a fair Agreement by joining your union today!
See your workplace Delegate or go to: www.together.org.au and click 'Join' or phone the union office on **1800 177 244**.

Together We Win!