

RACQ Bargaining Update

Your Bargaining Team have met with RACQ management now on four occasions to negotiate and obtain a clear picture of exactly what management are offering you in your next Agreement.

As of the 29th August, 2013 negotiations have reached the stage of an 'in principle' agreement on the claims listed below. The next steps are to finalise the in principle negotiations into a draft document for your consideration. Once the drafting work has been completed RACQ management will then move to commence the balloting process.

ASU Claim	Final Agreed Position
Maintain existing terms and conditions of employment which are not improved through negotiation and ensure that no terms and conditions fall below the Modern Award and/ or the National Employment Standards.	Agreed in principle.
Wage increase of 5% each year of the Agreement or CPI, whichever is greater and payable from the first full pay period following 1 October, 2013.	2.5% - first year. 3.2% - second year. 3.2% - third year. To be paid from 1 October, 2013 on successful ballot outcome.
Increase the current training allowance from \$2.70 per hour to \$5.00 per hour.	\$4.00 per hour.
Employer superannuation contributions to be increased to 12% per annum.	Not agreed.
Parental Leave: a. Remove all gender based language from Parental Leave Clause and introduce: b. Paid Primary Parental Leave of 14 weeks. c. Paid Secondary Parental Leave of 4 weeks. d. Paid leave to include Adoption. e. Link RACQ Parental Leave to the Federal Government Paid Parental Leave Scheme by accruing all leave/s, paying superannuation and topping up of Government payments to the employees full ordinary wage rate.	a. Agreed. b. Not agreed. c. Not agreed. d. Agreed. e. Not agreed.
Family Violence Leave Clause to be inserted.	Agreed.
Introduction of comprehensive training budget for employees for ongoing learning and professional development.	Agreed to commit to professional development clause to be inserted to EA.

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RACQ Bargaining Update cont'd.

ASU Claim	Final Agreed Position
Individual Flexibility term to be either employee only or list of matters to be flexible on to be negotiated.	Not agreed. Existing clause to remain unchanged.
Applying 17.5% annual leave loading to all annual leave at the time it is taken or paid out.	Agreed.
Include a definition for continuous shift workers who are entitled to receive an additional week's annual leave as per FWA Undertaking dated 12/9/2011.	Agreed.
Include a term allowing for the substitution of public holidays where they fall on rostered days off as per FWA Undertaking dated 12/9/2011 however accessible for all employees.	Not agreed. Will be referred to the Joint Consultative Committee (JCC) for ongoing discussions.
Annual Leave blocks on amounts of leave to be removed and a flexible approach to taking of annual leave to be negotiated.	Agreed.
Sick Leave to be paid at the rolled up rate.	Agreed.
Ability to refuse work on a public holiday.	Not agreed.
Rotational loading to be increased by 1%.	Not agreed.

What's next?

The ASU has been advised by RACQ management that the draft copy of the Agreement will be provided within the next week for review.

ASU members will be advised of the outcome of the review prior to voting.

If you have any further questions please contact your ASU Delegates Ann- Marie Byrne or Leeanne Dicken or alternatively call Jenny Sleba on 1800 177 244.

Join your Union online today at: www.qld.asu.net.au and click 'Join' in the top left menu bar or call the union office on 1800 177 244.

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