

THE ASU SUPPORTS THE FUTURE OF ADOs

Union/Staff Offer:

Staff and union reps have made an offer to Vision Australia management. The key points are:

- Pay increase 2%, 2.5% , 3% *
- Sick leave 15 days each year but days without certificate now three instead of eight.
- ADOs remain for all full time staff. ADOs to be tightened so no more than two will accumulate at any time.
- Shutdown leave days maintained.

*This significant drop in the pay claim was in response to management asking for savings to be found to maintain existing conditions.

Management's Response

Management's response has been to offer a pay increase of 2%, 3% and 3% with ADOs not offered to new full time staff. Notably they even raised the pay offer for the second year from 2.5% to 3% if staff reps agreed not to pursue the ADOs for new staff.

This is a surprising position given staff reps had offered a significant financial saving to management by lowering the pay claim. Management have admitted their stance on ADOs for new staff is much more a philosophical position rather than one that will provide a financial saving.

Future of ADOs under threat

The concern is that at the UEA negotiations in three years' time management will again seek to remove ADOs for all staff at Vision Australia. This was their initial position at the beginning of current negotiations.

ADOs make Vision Australia a more family friendly workplace. ADOs contribute to a better work/life balance. These are conditions that help staff provide a better service to clients. With better administration of the ADO program (including not more than two accumulating at any time) this condition should not be an issue.

The ASU believes that all full time staff should have the option to be part of the ADO program. Vision Australia management have been offered a significantly reduced pay claim (after asking for financial savings to be found) in return for maintaining conditions for current and future staff. Their response has been to knock back a financial saving for the organisation owing to an ideological stance on ADOs.

Final Agreement requires Good Faith Bargaining

Management have also made it clear that because agreement hasn't been reached back pay to the first full pay period in July will not be offered. The ASU do not accept this. For month's management desired to negotiate a UEA covering staff from only grades 1-7. The first meeting to negotiate a UEA for staff from grades 1 -9 occurred June 18. There is no reason why there shouldn't be back pay just because negotiations haven't concluded. In 2009 negotiations continued until December and there was back pay. It is management's entrenched position on ADOs for new staff that has resulted in agreement not being reached.

If management believed the offer was good enough they would have put it to a staff ballot by now.

After several months of bargaining the ASU calls on management to meet with the SBU and resolve the remaining issue which is of little extra cost to the organisation, but valuable to staff.

The ASU has consistently rejected selling conditions for cost of living pay increases.

Your local ASU representatives

Branch	Organiser/Delegate	Email
VIC Del	Paul Roberts	Paul.Roberts@visionaustralia.org
NSW Del	Chris Waller	Chris.Waller@visionaustralia.org
QLD	Sophia Rutter	sophia.rutter@together.org.au
NSW	Diarmuid Hogue	dhogue@usu.org.au
VIC	Billy King	bking@asuvictas.com.au
NAT	John Nucifora	jnucifora@asu.asn.au

Authorised & Printed/Published by: David Smith, National Secretary, ASU 116 Queensberry Street, Carlton South VIC 3053
E-mail: info@asu.asn.au Tel: 03 9342 1400