

## ACE Enterprise Bargaining Update

**ACE has presented a draft Enterprise Agreement to the SBU yesterday. The SBU is reviewing the document and will be meeting again on Monday 14 May, 2012 to finalise the draft Enterprise Agreement.**

The draft Agreement includes a sign on bonus of \$650 for all members but **only** if the Agreement is put to vote between 31 May and 7 June, 2012.

Below is a table outlining the status of your log of claim items:

| ASU Claim   | Bargaining Update  |
|---|--|
| 1. 3 year Agreement.                                      | Matter outstanding – ACE prefer 4 year Agreement.  |
| 2. Wage Increase.   | 3% commencement of Agreement;<br>3.15% – 1/7/2013      3.23% – 1/7/2014      3.5% – 1/7/2015<br>They also wish to reduce the classification levels from 3 levels to 2 levels.  |
| 3. 9 day fortnight.                                       | ACE will include the option to work a maximum of 8.5 hours per day as part of the flexible hour's clause.  |
| 4. Minimum 40 hours per fortnight.                        | ACE has included a flexible hour's clause in the draft Agreement.  |
| 5. Model Flexibility Clause.                              | This is the draft model clause.  |
| 6. Higher Duties.   | ACE will increase this entitlement to be accessible after two hours - cumulative per shift (previously wasn't available until a member had worked half of shift).<br>\$6.48 commencement of Agreement<br>\$6.68 – 1/7/2013      \$6.90 – 1/7/2014      \$7.14 – 1/7/2015 |
| 7. Breaks to be taken within 15 mins of allocated time.   | ACE requires operational flexibility. ACE has agreed to increase the length of some breaks see Item 10.  |
| 8. Conversion of casual or part time staff to permanent.  | A process has been included in the draft Agreement.  |
| 9. Option for Public holiday payment for permanent staff. | As ACE use a preferential rostering system members are not usually rostered to work a public holiday unless they have requested to do so. Members have agreed this is not a priority.  |
| 10. Increase Breaks from 10 to 15 mins.                   | ACE will increase some breaks to 15 mins after a shift of 5 hours & 15 mins duration.  |
| 11. Rosters to be provided 6 weeks in advance.            | As rostering is done for the most part on a preferential basis ACE do not believe this is achievable. Members have agreed.   |

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## Claims status continued ...

| ASU Claim  | Bargaining Update  |
|--|--|
| 12. Increase penalty shifts Allowances.                              | <p>There has been movement from ACE on this matter. They are prepared to look at increasing the entitlement to the shift allowance of 20%, with it starting at 10.00 pm rather than 11.00 pm. Also to Increase in the Saturday penalty from 25% to 30%.</p> <p>They have also agreed to the Overnight Allowance starting at 10.00 pm rather than 11.00 pm.</p> <p>Overnight Allowance Increase<br/>\$3.78 commencement of Agreement.<br/>\$3.90 – 1/7/2013                      \$4.03 – 1/7/2014                      \$4.17 – 1/7/2015</p> <p>Meal Allowance<br/>\$13.30 commencement of Agreement.<br/>\$13.72 – 1/7/2013                      \$14.16 – 1/7/2014                      \$14.66 – 1/7/2015</p> |
| 13. KPI Bonus removed.   | <p>ACE is committed to retaining the scheme for the financial benefit of employees. ACE will amend the scheme to include: <i>if more than 20% instead of the current 25% of employees are not eligible for the bonus then the company will agree to review the merit based criteria.</i> They have committed to review the KPIs within the first 12 months of the Agreement.</p>   |
| 14. A per hour allowance for all Captel employees - 25% hourly rate. | <p>ACE has included a clause that will ensure no current employee will be forced to do Captel.</p>   |
| 15. Casual Loading - 25% hourly rate (as per Modern Award).          | <p>ACE agrees that this is a requirement and they will meet this obligation.</p>   |
| 16. Parental Leave - in addition to government Scheme.               | <p>ACE is unable to provide paid parental leave in addition to the entitlements already available to employees under the Paid Parental Leave Act.</p>  |
| 17. NES and Modern Award Terms.                                      | <p>Fair Work Australia will make the determination as to which Award that the Better Off Overall Test (BOOT) is done against. This is a normal part of the approval process and would not cause delays so long as the Agreement passes the BOOT. We believe at this stage that this will not be a problem.</p>   |
| Backdating of Agreement to date of previous Agreement expiry date.   | <p>\$650 for all members but <b>only</b> if the Agreement is put to vote between 31 May and 7 June, 2012.</p>  |
| Redundancy Payments.   | <p>Your Delegates advised management after discussion with members that they wish to retain the current redundancy provisions from the previous EB rather than utilise the NES Provisions. ACE have agreed.</p>  |

## What's Next?

The SBU is meeting on Monday to finalise the draft Agreement. We will then be organising meetings of all members to obtain your feedback on this draft. If you have any questions please contact your workplace Union Delegates, Nick Menchise, Karen Gregory or Theresa Barnett.

## YOUR COLLECTIVE AGREEMENT – YOUR SAY