

29 November 2012

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Enterprise Bargaining Update

Latest Round of Negotiations Postponed

The Australian Services Union was scheduled to meet with Armaguard management yesterday afternoon, 28 November, 2012. The main item on the agenda was for Armaguard to provide their response to your claims.

All items on your log of claims have been presented in detail to management with the exception of the review on classification levels.

Armaguard management have acknowledged receipt of the classification proposals but they require further time to consider the Metropolitan proposal. As a result, the meeting was postponed and management have committed to responding to your log of claims in full, in writing by week ending Friday, 7th November, 2012.

Classification Structure Details

You will have recently received a copy of the classification proposal via email. This proposal is the outcome we are seeking as a result of the review of the classification structure in comparison to your colleagues under the Queensland Country Agreement and the NSW Agreement. If this proposal was accepted, your positions would then be reclassified in line with your co-workers in those locations.

It is a big ask! But it is an ask that you have stated very clearly is important to you and that you believe would introduce fairness and equity to your classifications. For clarity, the key elements being sought under the review of the classification grades are; that a Grade (1) employee is an employee who is new to the company and remains on this level until they have passed probation. At the successful conclusion of probation they move automatically to the base Grade for processors. The flow-on results in each current Grade above moving up, so if you were for example currently a Grade (2) employee, your position description would be re-graded to Grade (3) and so on up the scale. There would be no automatic move from Grade (3) to Grade (4) for example, as each Grade is relevant to where the position description is classified.

Classification structure reviews and the proposals to remedy the inequities are complex documents. It is important that you take the time to consider the draft that you have received and if you have any questions or feedback, speak to a member of your bargaining team, Irene Bird or Mandy Peacock.

If you are seeking further information on the classification review or wish to share your thoughts on the Armaguard proposals thus far, union officials will be available on site on Friday 30 November, 2012 between 3.00pm and 5.30pm.

YOUR COLLECTIVE AGREEMENT – YOUR SAY