



A•S•U
Australian Services Union

Meeting 4: Negotiations heat up

On 5 June 2014, the ASU National Negotiating team met with S&G Management for the fourth round of negotiations for a new Enterprise Agreement.

Job Families proposal

At the meeting Management expressed concerns about the content of the last ASU bulletin. Your negotiating team stands by the bulletin and its accuracy. ASU members need to be alert to proposals that seek to water down hard won pay and conditions. We are committed to continue to provide you with updates about what is proposed at Enterprise Agreement negotiations.

If you didn't see the last bulletin, contact your local ASU organiser for a copy. It provides information about management's proposal for a new 'job families' pay structure. The proposal is just a proposal at this stage and we don't have all the detail, but the fundamental proposition that jobs are grouped in a family and a minimum pay rate is applied to the whole family rather than each classification, is very concerning. We expect Slater & Gordon management will contact staff directly with more information over the coming weeks.

Management respond to ASU claims

At this meeting, management responded to the ASU claims put so far, see overleaf.

ASU put further claims

The ASU presented our claims on long service leave, access to parental leave, increasing annual leave to 5 weeks, extending bereavement leave and providing a career path into legal roles. Management will consider these issues and respond at future meetings.

Car parking safety working group

As flagged in the table overleaf, management and the ASU will be establishing a working group to identify access and safety issues related to car parking. We are looking for ASU representatives to participate in this

working group, particularly those most affected in suburban offices. If you're keen to get involved in this working group, please volunteer yourself as a representative by contacting your local ASU organiser.

Fill out the car parking survey

The ASU is conducting a survey of members at S&G to get further information about the issue relating to car parking. Management have asked us to provide concrete examples of where it's not working. We want to know how much it costs you, whether it's adequate and whether it's safe.

The survey can be accessed here: <https://www.surveymonkey.com/s/sg-carpark>

What's next?

Due to the pressures associated with the end of the financial year, the next meeting won't be until July. ASU organisers will be visiting workplaces over the next few weeks to hear from you about what you think about the job family proposal and other EBA issues. If you have any issues you want raised, please contact your ASU organiser.

Time to join the ASU

Now is the time to join the ASU - you can join on line at www.asu.asn.au/asujoin

Organisers

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Management response to ASU claims as at 5 June 2014

Claim #	ASU claim	Management response
20.	Introduce casual conversion to permanent employees after 12 months employment	In discussion – management will consider a draft claim at next meeting
21.	Affirm commitment not the offshore labour to developing countries	Management have indicated that they are committed to not offshoring labour, but do not want this in the EBA.
22.	Improve access to car parking and improve safety of staff accessing car parking	Management will establish a joint ASU/S&G working group to consider particular examples of offices with inadequate and unsafe parking arrangements. The ASU will conduct a survey to identify areas of concern. The working group will report back to future EBA meetings.
23.	Introduce an office temperature policy	The S&G Works group is currently addressing this issue. Management have committed to appoint an ASU delegate to this committee and will report back to future EBA meetings about the S&G Works Group decisions.
24.	Improve arrangements for employees leaving work & travelling home after daylight	This issue will also be deferred to the working group to discuss further and will report back to future meetings.
25.	Maintain TML wellbeing initiatives and expand these initiatives to other sites	Management have indicated that they have no plans to remove these benefits.
26.	Affirm S&G's commitment to not opt in to Comcare	Agree
27.	Maintain uniform allowance in the Brisbane office	Management want to consider this issue further.