

ASU Enterprise Bargaining Update

Your Australian Service Union (ASU) Delegates Nick Menchise, Theresa Barnett and Karen Gregory, as well as ASU Senior Industrial Advocate, Brian Mann continue to negotiate your new Enterprise Agreement.

Below is a table outlining the status of your claims (the items you want negotiated) for your new Agreement:

ASU Claim	ACE Response	Status
3 year Agreement.	4 year Agreement.	Not Agreed.
6% per year wage increase and allowances (unless separate specific claim made).	ACE will not make a wage offer or increase Allowances until the relevant Modern Award is determined.	ACE to refer the Award matter to Fair Work Australia.
Current option for 9 day fortnight for fulltime employees to be enshrined into Agreement.	Agreed subject to drafting of clause.	Agreed.
Minimum 40 and also 60 hour option per fortnight for part time employees.	ACE agreed to retain min.40 hours per fortnight.	Partially Agreed.
Flexibility clause condition to limited to arrangements initiated by employee only.	Agreed subject to drafting of Agreement.	Agreed.
Higher Duties to be paid per hour pro rata for all time worked.	HD to be paid when min 2 hours has been worked across shift.	Not Agreed.
All breaks to be taken within 15 minutes of allocated time	ACE will not agree due to operational flexibility.	Not Agreed.
Conversion by agreement of casual or part time to either part time or full time and the reverse, by agreement.		Agreed.
Option for fulltime and part time employees to be paid for public holidays when they are not required to work.	ACE will only agree if they can withdraw preferential rostering.	Claim Withdrawn.
Increase rest breaks from 10 to 15 minutes.	ACE will increase rest breaks to 15 minutes for shifts greater than 5.35 hours.	Agreed.
Rosters to be provided 6 weeks in advance.	ACE will not agree as they believe they cannot roster that far out.	Claim Withdrawn.
Increased penalty shifts.	ACE will need to consider the financial impact of this log request further. Further discussions required. Awaiting response from ACE.	Not Agreed.

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Claims status continued ...

ASU Claim	ACE Response	Status
KPI Bonus removed and money paid in addition to the agreed wage increase.	ACE want to retain KPI bonus payment.	Not Agreed.
A per Hour allowance for all Captel employees - 25% hourly rate.	ACE do not agree that Captel employees require higher skill level and responsibility to justify the payment of an allowance in comparison to other employees.	Not Agreed.
Casual Loading - 25% hourly rate (as per Modern Award).		Not Agreed.
Parental Leave - 14 Weeks on full pay in addition to government Paid Parental Leave Scheme.		Not Agreed.
Paternity Leave - 2 Weeks on full pay.		Not Agreed.
NES and Modern Award Terms.	Discussion still occurring.	Not Agreed.

What's Next?

Your union negotiating team are awaiting a response to your wage claim. However, ACE management have advised that they cannot provide your Union team with a wage offer, because they would like to have another Award, the Telecommunications Services Award 2010 apply to Relay Officers. **Why?**

Why does ACE want another Award to replace your existing Award? Why is ACE not providing a wage offer?

Management have said they will not hold any further bargaining meetings until the issue of the Award is resolved. We say very clearly, **this is not bargaining in good faith**. We have many outstanding claims that management have not responded to, other than saying no! They have no other position on your claims except no.

Your Union will be holding workplace meetings over the next two weeks to discuss these important issues and to provide you an opportunity to ask questions about the negotiations and claims for your new Agreement.

In the mean time if you have any questions please contact your workplace Union Delegates Nick Menchise, Karen Gregory or Theresa Barnett. You can also contact ASU Lead Organiser, Melissa Webster on 3017 6193.

YOUR COLLECTIVE AGREEMENT – YOUR SAY

Together We Win!