

6 February 2013

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Enterprise Bargaining Update for UnitingCare Health Clerical and Administrative Employees

Your Australian Services Union (ASU) Negotiating Team met with UnitingCare Health (UCH) employer representatives on Tuesday 29 January, 2013 to continue discussions for establishing a replacement Collective Agreement for your workplace.

As you will be aware, the ASU has previously flagged some fundamental issues regarding how your employer is working towards combining all groups under the one Agreement. The ASU and other unions such as the Building, Engineering and Maintenance Unions (BEMS), all agree that we wish to maintain our own separate Agreements so that we can focus on the issues specific to the jobs that you do.

At the meeting on the 29th January, 2013 your ASU Negotiating Team tabled your Log of Claims and went through each item to provide more detail and background so that Management understood what we would like to see enhanced or incorporated in our replacement Agreement.

Management were due to respond to our claims on Tuesday 5 February, 2013 however, this meeting has now been put back to Tuesday 11 February, 2013. Following that meeting we will be able to let you know what they say. **Note: Your Log of Claims is on the reverse side of this bulletin.**

Whilst the bargaining process continues, it has been agreed between UCH management and your ASU representatives to establish separate meetings for the purpose of reviewing your classification structure. This was an outcome following the conclusion of your last EBA and is a task that has not yet been undertaken.

An initial meeting occurred on 25th January, 2013 to consider the process and timelines for consultation in relation to reviewing your classification structure. What has been determined is that meetings will be organised by UCH for the following period of 12th – 19th February, 2013. **This is your opportunity to express your views about the role that you perform at UCH and we strongly encourage you to attend those sessions.**

In the meantime, should you have any questions or concerns please either contact your workplace Delegates or send your enquiries through to: info@qld.asu.net.au

What's new in 2013?

There is a new face on your ASU Negotiating Team, with ASU Lead Organiser, Valda Graham replacing Jenny Sleba who will be working on other projects for ASU/Together in 2013. Valda will be joining ASU Delegates; Beth Barnes from St Andrews; Noelene Blatchley from St Stephens and Ann Stewart from the Wesley.

Union members working Together to improve and protect their working conditions and wages.

**Your Workplace • Your Ideas • Your Conditions • Your Unity
and Solidarity • Your Outcomes • Your Union!**

Together We Win!

UnitingCare Health Clerical Log of Claims 2013



- Maintain all *UnitingCare Health Clerical Enterprise Agreement 2011* existing terms and conditions which are not improved in the new Agreement and ensure that no terms and conditions fall below the Modern Award or the National Employment Standards.
- Incorporate any undertakings given before Fair Work Australia into the new Agreement.
- 4.0 % annual wage increase for the life of the agreement.
- 3.0 % increase to employer superannuation contributions.
- Increase Casual Loading to 25%.
- Implementation of outcomes arising from the Review of the Classification Structure.
- 5 Weeks Annual Leave for all employees other than shift workers.
- Ability to access Annual Leave at half pay with double the time upon request.
- Remove the restriction on the minimum duration of leave to be taken.
- Parental Leave:
 - Amend parental leave language to change maternity and paternity to primary and secondary carer's.
 - Increase primary carer's paid leave (maternity) to 14 weeks.
 - Increase secondary carer's (paternity and same sex partners) to 4 weeks.
 - Link paid parental leave to the Federal Government Paid Parental leave Scheme by accruing all leave/s, paying superannuation and topping up Government payments to the employee's full ordinary wage rate.
- Flexibility clause:
 - Limit the current options to (to be negotiated)
- Union Rights:
 - 38 paid hours training for Delegates.
 - Access to facilities to enable Union duties to be performed.
 - Access to new employees at induction.
 - Access to paid leave to participate in the operation of the Union.
 - All Union leave to count as service.
 - Paid union meetings by agreement.
- Abolish Junior Rates of Pay.