

31 August 2012

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Country Armaguard Enterprise Bargaining Update

Your Union representatives are currently negotiating your pay and condition for the next three years. We surveyed members and held meetings at all Armaguard worksites to ascertain what you wanted in your agreement. We have met with Armaguard management to negotiate improvements to your pay and conditions.

ASU Claims	Armaguard Response
Pay Increase of 5% per annum or current WPI whichever is greater.	Pay increase of 3% per annum. (Road crew received 5%)
Back-pay of wages to June 2012.	Not agreed. (Road crew received back-pay)
Current agreement to be the base of all terms and conditions with no trade-offs or reductions of current conditions.	Not agreed.
Meal Allowance increase to \$13.64.	Agreed to increase allowances by quantum of wage offer.
Uniform Allowance of \$3.55 per week.	Not agreed.
Firearms allowance of \$10 per day.	Not agreed.
Increase Superannuation compulsory contributions to 11% and maintain 2% above legislative guarantee.	Not Agreed.
Two ten minute breaks in a six hour shift, with the ability to combine to make a 20 minute break.	Agreed in part – further discussion to occur.
Increase of overtime paid at 1.5 x for the first two hours and 2 x thereafter.	Not agreed.
Increase minimum part time to 25 hours per week.	Not agreed.
Increase minimum hours of work on weekends to 5 hours.	Not agreed.
Include no forced redundancy clause.	Not agreed.
Amend redundancy clause to include casual workers.	Not agreed.
Increase redundancy entitlement to five (5) weeks' severance pay per year of continuous service, uncapped.	Not agreed.
Personal protective Equipment (PPE) to be provided to all staff.	Not agreed. Armaguard state that PPE is already available to all staff.
Introduce workplace bullying and harassment clause.	Not agreed.
Insertion of a Domestic & Family Violence leave provision providing five days paid special leave when TMs experience family violence.	Not agreed.

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Country Armaguard Enterprise Bargaining Update continued ...

ASU Claims	Armaguard Response
Insert a disaster leave clause to provide five days disaster leave per occurrence separate from other leave entitlements. Penalty rates where TMs are required to work during cyclone, flood or other severe weather conditions.	Not agreed.
Parental leave top up to an average of last twelve months salary. 18 weeks' paid parental leave claim. Leave to be accrued and superannuation paid during parental leave.	Not agreed.
Amend clause to acknowledge currency counselling provision during probation period.	Not agreed.
We are seeking further information about this process.	Revision of the classification structure. Draft classification structure proposed is set out in the Agreement.
Improved Union rights.	Agreed in part - further discussion to occur.
Agreement to be certified in Fair Work Australia.	Agreed.

The current offer is a 3% pay rise with reductions in conditions.

Union members know that by working together they can achieve better bargaining outcomes.

What should you do next?

Members are speaking to their colleagues already and asking for their support in achieving a fair return.

Non-members need to complete the membership application form included with this flyer and send it in today.

United We Bargain. Divided We Beg.

YOUR COLLECTIVE AGREEMENT – YOUR SAY

Together We Win!