

ASU Enterprise Bargaining Update

The negotiations are now entering the final stages. The parties have all agreed that we will be moving forward together to complete the negotiations as soon as is practical.

ACE expect to present the SBU with a Draft Enterprise Agreement at the next meeting on 10 May 2012. Below is a table outlining the status of your log of claim items:

| ASU Claim | Bargaining Update |
|---|---|
| 1. 3 year Agreement. | Matter outstanding – ACE prefer 4 year Agreement. |
| 2. Wage Increase. | Matter outstanding. ACE will provide wage increase in the Draft Agreement to be tabled at the next meeting. |
| 3. 9 day fortnight. | ACE will include the option to work a maximum of 8.5 hours per day as part of the flexible hour's clause. |
| 4. Minimum 40 hours per fortnight. | ACE will include a flexible hours clause in the draft agreement to be tabled at the next meeting. |
| 5. Model Flexibility Clause. | This is the draft model clause. |
| 6. Higher Duties. | ACE will increase this entitlement to be accessible after two hours - cumulative per shift (previously wasn't available until a member had worked half of shift). |
| 7. Breaks to be taken within 15 mins of allocated time. | ACE requires operational flexibility. ACE has agreed to increase the length of some breaks - see Item 10. |
| 8. Conversion of casual or part time staff to permanent. | ACE has agreed to consider requests for conversion and they have agreed that the parties are to review the conversion process and this will be included in the Draft Agreement to be tabled at the next meeting. |
| 9. Option for Public holiday payment for permanent staff. | As ACE use a preferential rostering system members are not usually rostered to work a public holiday unless they have requested to do so. Members have agreed this is not a priority. |
| 10. Increase Breaks from 10 mins to 15 mins. | ACE will increase some breaks to 15 mins after a shift of 5 hours and 15 mins duration. |
| 11. Rosters to be provided 6 weeks in advance. | As rostering is done for the most part on a preferential basis, ACE do not believe this is achievable. Members have agreed. |
| 12. Increase penalty Shifts Allowances. | There has been movement from ACE on this matter. They are prepared to look at increasing the entitlement to the shift allowance of 20%, with it starting at 10 pm rather than 11 pm. Also to Increase in the Saturday penalty from 25% to 30%. ACE is also willing to look at Meal, Overnight and Higher Duty Allowances and may consider indexation for future yearly increases. They have also agreed to the Overnight Allowance starting at 10 pm rather than 11 pm. These will be included in the draft agreement to be tabled at the next meeting. |

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Claims status continued ...

| ASU Claim | Bargaining Update |
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| 13. KPI Bonus removed. | ACE is committed to retaining the scheme for the financial benefit of employees. ACE will amend the scheme to include: if more than 20% instead of the current 25% of employees are not eligible for the bonus then the company will agree to review the merit based criteria. They have committed to review the KPIs within the first 12 months of the Agreement. |
| 14. A per hour allowance for all Captel employees - 25% hourly rate. | ACE has agreed to look at a clause that will ensure no current employee will be forced to do Captel. |
| 15. Casual Loading - 25% hourly rate (as per Modern Award). | ACE agrees that this is a requirement and they will meet this obligation. |
| 16. Parental Leave - in addition to government Scheme. | ACE is unable to provide paid parental leave in addition to the entitlements already available to employees under the Paid Parental Leave Act. |
| 17. NES and Modern Award Terms. | ACE has correspondence from the Workplace Ombudsman advising the Telecommunications Award 2010 can be used. The ASU has correspondence from the Workplace Ombudsman advising the Clerks - Private Sector Award 2010 can be used. Fair Work Australia will make the determination as to which Award that the Better Off Overall Test is done against. This is a normal part of the approval process and would not cause delays so long as the Agreement passes the Better Off Overall test. We believe at this stage that this will not be a problem. |
| Backdating of Agreement to date of previous Agreement expiry date. | ACE is willing to consider a sign on bonus and this will be included in the draft agreement to be tabled at the next meeting. |
| Redundancy Payments. | Your Delegates advised management after discussion with members that they wish to retain the current redundancy provisions from the previous EB rather than utilise the NES Provisions. ACE have agreed. |

What's Next?

The next SBU meeting is on the 10th of May, 2012 and at this meeting your negotiating team will be presented with a Draft Agreement that will include a wages offer. We will communicate this to you as soon as possible for your further instructions.

If you have any questions please contact your workplace Union Delegates: Nick Menchise, Karen Gregory or Theresa Barnett.

YOUR COLLECTIVE AGREEMENT – YOUR SAY

Together We Win!