

14 April, 2014

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ASU EB Negotiations Update at TUH

Your ASU negotiating team met with TUH representatives on Tuesday 8 April, 2014 to advance negotiations on your claims.

Your No.1 Log of Claims item is to ensure that no conditions are reduced. TUH don't seem to accept that this is a very important issue for ASU members. In fact we want to ensure that any of your terms and conditions which may fall below the Award or National Employment Standards (NES) are strengthened. We also need to ensure that those terms which have not been implemented by TUH correctly during the life of the current Agreement are remedied.

One of these very important terms is consultation. There have been a number of concerns raised over the processes used in the past when there has been a lack of consultation during a restructure. The ASU believes that TUH needs to respond positively to your claims and ensure your rights are protected.

TUH have said "no" to improving your consultation provisions and we have to question "why"? Is it because TUH want to continue making decisions which impact on your lives, without scrutiny?

What can you do about this?

Email us at: info@qld.asu.net.au and let us know:

- How important it is that your Union is notified when TUH introduces "Change" in your work areas and that the Union be involved in the consultation process that follows?
- Talk to your colleagues about what if TUH didn't have to notify and consult with the Unions, what type of workplace would you be left with?

Make sure you support your ASU Delegates during bargaining to protect your rights at work. If your colleagues are not in the Union, ask them to join and be involved.

The following table reflects TUH response to our Log of Claims:

ASU Log of Claims	Status as at 8 April 2014
Maintain all existing terms and conditions of our Agreement which are not improved as a result of this negotiation process and ensure that no term or conditions fall below the Modern Award and/or NES.	Not agreed but progress being made
Introduction of Family Violence Leave	Partially agreed – 2 days but introduce as a trial
Introduction of Time Out Leave	Rejected
Improve the consultation procedure	Rejected
Improve the redundancy procedure	Reflected in TUH Claims Table below
Wage increase of 4% per annum	Must be a 3 Year Agreement with the following wage increases: 1 st Year = 2.25 % 2 nd Year = 2.25 % 3 rd Year = 2.25 %
Improve process for 'return to work from parental leave'	Rejected see policy

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The following table reflects ASU response to TUH Log of Claims:

TUH Log of Claims	Status as at 8 April 2014
<p>Changes to Clause 1.3 and definitions</p> <p>Long term casual employees:</p> <p>Emergency: The ordinary general meaning of 'emergency' in the dictionary is 'a sudden state of danger, conflict, etc requiring immediate action, a medical condition requiring immediate action' NES definition of an emergency</p>	<ul style="list-style-type: none"> • Agreed • TUH withdrew emergency definition.
<p>1.6.2 Discuss who is covered by this Agreement</p> <p>L6 & L 7 – they are Department Managers who sit under the Executive such as: Business Analyst; Member Services Manager; Finance Manager; Info Services Manager; Sales Manager; Operations & Health Benefits Manager.</p>	<ul style="list-style-type: none"> • Not agreed
<p>3. Consultation – changes to consulting with the Union</p>	<ul style="list-style-type: none"> • Not agreed
<p>New Clause. Make up Time</p> <p>Taking time off during ordinary working hours and instead work those hours at an earlier time or later time.</p>	<ul style="list-style-type: none"> • Agreed
<p>New Clause under 5.8 Temporary and Permanent Relocation</p>	<ul style="list-style-type: none"> • TUH withdrew.
<p>6.1 Remuneration</p> <p>TUH does not want to pay any further wage increases for those L2, L3 & L4 admin staff whose pay rate is higher than the Agreement until the Agreement rate catches up with their higher rate. TUH compromise to allow these staff to receive half of what the agreed wage increase would be.</p>	<ul style="list-style-type: none"> • Not agreed
<p>6.5.2 Superannuation</p> <p>Choice of approved fund. Default fund HESTA.</p>	<ul style="list-style-type: none"> • Agreed
<p>6.5.4 Superannuation</p> <p>Employees may elect to change the fund into which contributions will be made once every 12 months.</p>	<ul style="list-style-type: none"> • Agreed
<p>6.5.5 Superannuation</p> <p>Reduce additional employer and employee super contributions by compulsory super increase.</p>	<ul style="list-style-type: none"> • TUH withdraw this time but want in next EB. Not agreed

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The following table reflects ASU response to TUH Log of Claims:

<p>7.2.2 (b) Annual Leave TUH will require all employees to take a period of at least 10 consecutive days each year which may include a combination of leave and gazette Queensland public holidays off. <i>TUH also added that (4 weeks option and 6 weeks option) annual leave arrangement will remain for existing employees only. New employees will only have option of 4 weeks annual leave per year at higher rate.</i></p>	<ul style="list-style-type: none"> • Not agreed
<p>7.3.3 and 7.3.4 Personal/Carer's Leave Evidence is required and if not provided, subject to disciplinary action.</p>	<ul style="list-style-type: none"> • TUH withdrew.
<p>7.12.3 Long Service Leave The minimum period of long service leave which may be taken is one week</p>	<ul style="list-style-type: none"> • Agreed
<p>7.12.5 Long Service Leave TUH can direct you to take leave if you have accrued 10.5 weeks leave accrued as opposed to existing 16 weeks.</p>	<ul style="list-style-type: none"> • Not agreed
<p>7.12.8 Long Service Leave 1. 5 years employed and made redundant = you get pay out on termination of accrued long service leave; 2. 7 years employed and you leave employment for other reasons other than: 3. Redundancy / or illness = you will only be paid out your accrued long service leave after 7 years.</p>	<ul style="list-style-type: none"> • Not agreed
<p>7.12.9 Long Service Leave An employee may, with the approval of their manager, cash out accumulated long service leave entitlement per annum if the employee has more than <u>seven</u> years service</p>	<ul style="list-style-type: none"> • Not agreed.
<p>7.13 Operational Shutdown & Leave Duplicated in 7.2.2. (c) - remove clause 7.13.</p>	<ul style="list-style-type: none"> • Agreed
<p>New Clause 7.14 (1) and (2) Taking Unpaid Leave for Long Term Casual Employees</p>	<ul style="list-style-type: none"> • Agreed
<p>8.4 Redundancy Proposed Clause to replace current clause 8.4:</p>	<ul style="list-style-type: none"> • TUH accept ASU position Agreed

Together/ASU Membership Application Form



Please complete these details about you:

Title (please circle) Mr Mrs Miss Ms Dr Other		Name	
Preferred name		Date of Birth / /	Male <input type="checkbox"/> Female <input type="checkbox"/>
Home address		Suburb/city	
Postcode	Phone (H)	Phone (W)	
Fax (W)		Mobile	
Work email			
Home email			
Job title		Pay level (eg AO2.1 or HP 3.1)	
Status: Full-time <input type="checkbox"/> Part-time/casual <input type="checkbox"/> Under 21 or less than 50% <input type="checkbox"/> More than 50%, but less than 100% <input type="checkbox"/>			
Employer		Street address	
Would you like to identify as Aboriginal and/or Torres Strait Islander? <input type="checkbox"/> Or LGBTQ? <input type="checkbox"/>			
Fee level: Please circle in the membership fees table at right -->			

...and select one of the following payment options

OPTION ONE: FORTNIGHTLY DIRECT DEBIT PAYMENTS

In the event I am eligible to join the ASU I hereby authorise ASU/Together to arrange for funds to be debited from my account as set out below. USER ID: 063459. In the event I am not eligible to join the ASU I hereby authorise ASU/Together to arrange for funds to be debited from my account as set out below. USER ID: 064272.

Amount: (see right for union fees)

Name account is held in

Name of your Bank or Credit Union

Address of Bank or Credit Union

BSB no. - Account number

OPTION TWO: MONTHLY CREDIT CARD PAYMENTS

Card holder's name

Expiry Date Mastercard Visa

Card no.

PLEASE NOTE: Our fees are revised each financial year. This Authority remains until we receive a cancellation, with 2 weeks notice, in writing and covers any future increases in subscriptions.

I want to join!

I hereby make application for membership of Together, Industrial Union of Employees and, if I am eligible to be a member of the ASU and attached to the Central and Southern Queensland Clerical and Administrative Branch of the Australian Services Union ("ASU") as and from the date of this application, and agree to abide by the Rules of the ASU and Together, respectively, as they may be amended from time to time.



X SIGN HERE

Date

Once you have completed this form, **hand back** to an organiser, **fax** to 3017 6235, or **mail** to REPLY PAID PO BOX 3272 South Brisbane BC 4101 (no stamp required)



Union fees fortnightly (for Direct Debit) to June 30, 2014

Income/employment status	General	Indemnity levy*	Custodial Corrections**
Members under 21 or working less than 50% FTE	\$9.75	\$10.75	\$12.25
Members working 50% or more but less than 100% FTE	\$16.50	\$17.50	\$19.00
Gross salary: \$1582.20-\$2738	\$20.00	\$21.00	\$22.50
Gross salary: \$2738.10 - \$3141.50	\$20.50	\$21.50	\$23.00
Gross salary: \$3141.60 and above	\$21.50	\$22.50	\$24.00

Union fees monthly (for Credit Card) to June 30, 2014

Income/employment status	General	Indemnity levy*	Custodial Corrections**
Members under 21 or working less than 50% FTE	\$21.13	\$23.29	\$26.54
Members working 50% or more but less than 100% FTE	\$35.75	\$37.92	\$41.17
Gross salary: \$1582.20-\$2738	\$43.33	\$45.50	\$48.75
Gross salary: \$2738.10 - \$3141.50	\$44.42	\$46.58	\$49.83
Gross salary: \$3141.60 and above	\$46.58	\$48.75	\$52.00

*The Together Professional Indemnity Levy is paid by Queensland Health employees (except for admin staff, doctors, dentists and corporate office) plus all therapists working in Housing, Education Queensland or the private sector. Some workers in Disability Services Queensland (DSQ) are also covered. Please call 1800 177 244 if you are unsure if your occupational group pays the levy as part of their union fees. ** Includes legal expenses group insurance for Custodial Corrections officers.

Please note indemnity cover only applies to financial members.

ABOUT DIRECT DEBIT: All your bank information is kept confidential. We will provide 14 days notice of any change in the terms of your arrangement. If you wish to cancel or change your arrangements please provide 14 days notice. Please ensure your nominated account can accept debits of this kind and there are enough funds to cover the payment. Your bank may charge you a dishonour fee if there is insufficient funds.

PRIVACY INFORMATION: We use members' personal information for membership management and provision of other services including industrial, health, insurance, financial advice, education and similar. Signing the membership form indicates your consent to the above.

DISCLOSURE: Your personal information is only disclosed to union staff, delegates, organisers and officials with whom you might deal or if we are required to do so by law, or for the purpose of sending you information about our services.

ACCESS: You may ask for a copy of the information the union office holds about you. Requests must not interfere with anyone else's privacy and must be lawful. If you have any concern about privacy call 1800 177 244.

For industrial assistance call 1800 177 244