

Armaguard Metropolitan EBA Update

Your Bargaining Team – Irene Bird, Mandy Peacock and Jan Sheppard (ASU) met with your employer on Friday 5 April 2013.

The Agenda was:

1. Employee Bargaining Representatives' Log of Claims
2. The Company's Offer
3. Next Steps

1. Unfortunately we haven't seen this claim so we are unable to comment. The employer is going to send the log of claims through to both unions.

2. The employer's offer which is:

- 3% per annum pay rise; and
 - Increase of 1% into Superannuation;
- hasn't changed and neither has the unions response to that claim.

Employer's Claims

Span of Hours:

- A change to the ordinary hours of work to: 0430 – 2400 hrs (4:30am - 12:00 midnight equates to 16 hours ordinary time - current hours are 4:30am - 10:00pm).

Overtime:

- Team members ordinary hours of work will be averaged across a week and accordingly overtime will not be payable until after working 38 hours in a week (rather than 7.6 hours in a day).

Saturday Work:

- Currently the Agreement provides (at clause 19.2.4) for the first two hours of work on a Saturday to be at ordinary time. It is proposed to extend this to the first four hours of work.

Public Holiday:

- Work that commences on a day before a public holiday and extends into the public holiday will be paid at ordinary rates rather than public holiday rates for the portion that is on the public holiday.

What does this mean for you as an employee?

What does the change in penalties mean to you?

- **Grade 1 Year 1** – if you worked 10:00 pm to 4:30 am you will be losing **\$23.3424 per shift**.
- **Grade 2 Year 1** – if you worked 10:00 pm to 4:30 am you will be losing **\$25.1682 per shift**.

		Grade 1 Year 1	Grade 2 Year 1
Currently	10:00 pm to Midnight = 115%	\$ 40.5189	\$ 43.6883
	Midnight to 4:30 am = 125%	\$ 99.0951	\$ 106.8463
	Total	\$ 139.6140	\$ 150.5346
Change	10:00 am to Midnight = Normal time	\$ 35.2338	\$ 37.9898
	Midnight to 2:00 am = 110%	\$ 38.7572	\$ 41.7888
	02:00 am to 04:00 am = 120%	\$ 42.2806	\$ 45.5878
		\$ 116.2716	\$ 125.3664
	Loss	-\$23.3424	-\$25.1682

What does Saturday change mean to you?

- **Grade 1 Level 1** – equals a loss of \$17.62 per Saturday if you worked 4 hours.
- **Grade 2 Level 1** – equals a loss of \$18.99 per Saturday if you worked 4 hours.

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3. Armaguard will supply a response to the Employee Bargaining Representative Log of Claims.

Floor Meetings with management, Union and Employee Bargaining Representatives will be held as follows:

- 2:00 pm – 18 April, 2013
- 6:00 pm – 18 April, 2013
- 9:00 am – 19 April, 2013

We expect that the employer will want to ballot members on the current offer.

As such, we have asked for paid union meetings to be able to get your feedback.

The employer made it clear that the increase in wages and superannuation is tied directly to the cuts that Armaguard want to make to your conditions.

Do you think this is fair?

It is clear that this employer offer will leave you worse off:

A 3% pay rise will only give you:

- **Grade 1 Level 1** – .5285¢ per hour which equals \$20.0830 per 38 hour week.
- **Grade 2 Level 1** is– .5698¢ per hour which equals \$21.6524 per 38 hour week.

Please let us know what you think by emailing: info@qld.asu.net.au or speak to one of your Union Bargaining Representatives – Irene Bird or Mandy Peacock.

Your ASU representative, Jan Sheppard can be contacted by phone on **3017 6184**.

YOUR COLLECTIVE AGREEMENT – YOUR SAY

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