

30 May, 2013

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## IMPORTANT INFORMATION FOR CHURCHES OF CHRIST ADMIN STAFF

The Australian Services Union last met with bargaining representatives and Churches of Christ (CoC) representatives on Wednesday 28 May, 2013.

ASU members across CoC have said the following claims are important to all admin staff. You will see what CoC has to say about these claims, which are reasonable and important to improving your working conditions

ASU Claims	What Your Employer Said ...
<p><b>Wages and Allowances:</b></p> <ul style="list-style-type: none"> <li>• 4 % annual wage increases;</li> <li>• Allowances indexed in-line with annual wage increases.</li> </ul>	<ul style="list-style-type: none"> <li>• No - CoC are only prepared to pay 3.0 % increase in the first year. In the 2nd year you will receive the National Minimum Wage Order to a maximum of 3.0 %. (To avoid doubt this will include the 0.25 % Superannuation Employer Contribution)</li> <li>• No.</li> </ul>
<p><b>Casual Loading:</b></p> <ul style="list-style-type: none"> <li>• Increase loading of 24.6% to 25% from July 2014.</li> </ul>	<ul style="list-style-type: none"> <li>• Yes - effective 2013</li> </ul>
<p><b>Classification improvements:</b></p> <p>Clearer position descriptions that are consistent throughout the organisation;</p> <p>Recognition/remuneration of multi-skilling and higher duties;</p> <p>Clearer pathway to advance through levels;</p> <p>Review of workloads throughout the life of the Agreement with a focus on:</p> <ul style="list-style-type: none"> <li>• efficiency of computer programs;</li> <li>• ability to complete work in ordinary hours;</li> <li>• overtime and work performed in unpaid hours;</li> <li>• breaks and meal times.</li> </ul>	<ul style="list-style-type: none"> <li>• No</li> <li>• No</li> <li>• No</li> <li>• No</li> <li>• No</li> <li>• No</li> <li>• No</li> <li>• No</li> </ul>
<p><b>Long Service Leave:</b></p> <ul style="list-style-type: none"> <li>• Access to pro-rata leave after 5 years of service.</li> </ul>	<ul style="list-style-type: none"> <li>• Yes - but after 7 years.</li> </ul>
<p><b>Parental Leave:</b></p> <ul style="list-style-type: none"> <li>• Increase primary carer's paid leave (maternity) to 14 weeks;</li> <li>• Increase secondary carer's (<i>paternity and same sex partners</i>) to 4 weeks;</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• No</li> <li>• No</li> <li>• No</li> </ul>
<p><b>Ensure Ambiguity is removed from the Agreement:</b></p> <ul style="list-style-type: none"> <li>• Clause 16.1 – pay points and progression;</li> <li>• Clause 18.1 – Uniforms – propose a min of 3 shirts per year;</li> <li>• Clause 18.4 – Higher Duties- want payment after 2 hours as reflected in Modern Award</li> </ul>	<ul style="list-style-type: none"> <li>• No</li> <li>• No – do not require staff to wear Uniforms</li> <li>• No – maintain after 5 days</li> </ul>

The opportunity will arise to have your say. Let us know how you feel – send an email to: [info@qld.asu.net.au](mailto:info@qld.asu.net.au) to the attention of ASU Lead Organiser, Valda Graham.