

Armaguard Metropolitan EBA Update

Your Bargaining Team – Irene Bird, Mandy Peacock and Jan Sheppard (ASU) along with the TWU and other bargaining representatives met with your employer on Thursday 18 April, 2013. The only agenda item was an updated offer from your Employer.

Your employer has moved substantially on several matters.

They have withdrawn the attack on your hours of work and penalties but the wage offer of 3% is well below our claim and they are only offering for back pay to 24 November, 2012. Your country counterparts are being given back pay to the end of the previous Agreement.

Do you think this is acceptable?

Please give your feedback to one of the bargaining representatives Irene or Mandy or send an email to: info@qld.asu.net.au

Below is the amended offer from Armaguard.

25 January 2013 Offer / Claim	18 April 2013 Offer / Claim
3% per annum pay rise.	3% per annum pay rise – Back paid to 24 November 2012.
Increase of 1% into Superannuation.	Increase of 1% into Superannuation.
Hours of Work 4.30 am to Midnight = Normal time Midnight to 2:00 am = 10% 2:00 am to 4:00 am = 20%	Hours of Work – Span of Hours unchanged Current Penalties 10:00 pm to Midnight – 15% Midnight to 4.30 am – 30% Offer 9:00 pm to 11:00 pm – 15% 11:00 pm to 4.30 am – 30%
Overtime Team members will work their ordinary hours averaged over a week and accordingly overtime will not be payable until after 38 hours in a week (rather than 7.6 hours in a day).	Overtime – Current arrangements kept in place.
Saturday Currently the Agreement provides (<i>at clause 19.2.4</i>) 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.	Saturday Ordinary hours from 7:00 am to 12.30 pm. Armaguard is prepared to consider a provision providing for this to be on a voluntary basis.
Public Holiday Work that commences on a day before a public holiday and extends into the public holiday will be paid at ordinary rates (<i>i.e. those applicable if the day was not a public holiday</i>) rather than public holiday rates for the portion that is on the public holiday.	Public Holiday – Current arrangements kept in place.
Meal Breaks Meal breaks to occur after 6.5 hours (<i>not 6 hours as currently</i>) in circumstances where operationally required (<i>e.g. where work would finish in 6.5 hours if meal break not taken</i>).	Meal Breaks Meal break may be foregone and Team Members may work 6.5 hours without a break on a voluntary basis, where work is anticipated to finish within 6.5 hours.
Classification Structure Armaguard is prepared to review the classification structure and suggests that rather than delay the negotiation outcome the parties to commit to this occurring in the first period of the Agreement.	Classification Structure Commitment to commence review of classification structures within 6 weeks of lodgement of Agreement with Fair Work Commission and concluded within 6 months of date of approval of the Agreement by Fair Work Commission.