Joint Union Proposal – Extension of Agreement. PSA/CPSU, United Voice, AWU

*Without Prejudice / 2 July 2015*

Changes as described below, new words underlined and where required to be removed, deleted words in strikethrough.

Amend Clause 3 to read;

This Agreement shall come into operation on the seventh day after approval by Fair Work Australia and its nominal expiry date will be ~~30 June 2015~~ 30 January 2016.

Amend Clause 27.1 .1 to read;

The salaries and rates of pay listed in the Schedules set out in Section 5, Parts A-G of this Agreement incorporate an increase of 2.27% with effect from the first full pay period commencing on or after 1 November 2013 and a further increase of 2.27% from the first full pay period commencing on or after 1 July 2014 and shall be paid in accordance with this clause. An additional increase will be provided of 2.5% from the first full pay period commencing on or after 1 July 2015.

Amend Clause 30 to read;

30.1. The salary and wage related allowances listed in the Schedules set out in Section 5,

Parts A-G of this Agreement incorporate an increase of 2.27% with effect from the first

full pay period commencing on or after 1 November 2013 and a further increase of

2.27% from the first full pay period commencing on or after 1 July 2014 and shall be

paid in accordance with this clause. The salary and wage related allowances will incorporate an additional increase of 2.5% from the first full pay period commencing on or after 1 July 2015.

30.2 Any further increases to allowances under a replacement industrial instrument shall

not be available until after 30 ~~June~~ June 2016.

The PSA proposes this to enable the parties to negotiate the full details of translating the new classification system into the next enterprise agreement. The PSA proposes that the current Agreement is amended to read as above. The amendment can occur under section 207 of the Fair Work Act 2009. This provides that employers can make a variation to the enterprise agreement, with the approval of the employees, and applying to the Fair Work Commission to approve the amendment.

This way, the parties can negotiate the full new enterprise agreement, the classification system and structure, the translation and implementation processes, the requirements around managing the ongoing operations under the new classification system, the flow on impact on hours of work, penalty rates, breaks, shift work, allowances as well as the consideration of the staff bargaining representatives’ claims.

The PSA contends that by extending the expiry date of the current Agreement it will be possible to bring the classification system into the new Enterprise Agreement while at the same time working out all the details without the requirement for a significantly increased workload for bargaining reps. It will allow for a fully negotiated and agreed framework and increase significantly the opportunity for an endorsed agreement and a Yes campaign and vote. Agreeing to the 2.5% will allay members’ concerns about pay and allow management to incorporate the offer into the budget in the knowledge that there will not be another payrise for 12 months and that this will be negotiated in the new Agreement.