

Ausgrid Enterprise Agreement 2018 declared a majority yes vote

This is an important announcement from your union to advise you that the *Ausgrid Enterprise Agreement 2018* has been declared on 6 March 2018 to be made in a majority yes vote. The final result was: 88% of employees under the agreement voted and of those who voted, 73% voted yes and 27% voted no. This bulletin will advise you on the industrial implications of the yes vote.

What happens with protected industrial action?

The CPSU NSW has formally withdrawn our notice to take protected industrial action on 9 March 2018. Accordingly, protected industrial action will not proceed and you can continue to work as normal.

When do pay and conditions of employment come into effect?

The incentive payment of \$1600 and 2.75% per annum pay increase will be effective and backdated from the 6 March 2018 but the pay will go through on the next pay cycle on 13 March 2018.

Apart from pay, all the other terms of the agreement will not come into effect for 7 calendar days after the agreement is approved by the Fair Work Commission.

What will happen next?

The parties will now proceed to lodge the enterprise agreement in the Fair Work Commission and the unions will complete forms and the respective union secretaries will sign the agreement.

The Fair Work Commission may convene a hearing to ensure that the agreement complies with the *Fair Work Act 2009*. We advise members to be patient as the Fair Work Commission process can take some time.

What are the industrial wins?

The CPSU NSW made bargaining claims around issues affecting working families. We won an increase to paid parental leave to 16 weeks (up from 14 weeks), lactation break rights and the inclusion of a cessation of pregnancy clause. The CPSU NSW will continue to progress positive social change to promote equality, fairness and to support working families struggling with the financial pressures and struggle juggling work and family life. We also secured better recognition of part-time delegates, to recognise delegates that have family commitments that may work part-time.

The other major win by the combined unions was the cap on redundancies, meaning there is a global cap (involuntary and voluntary combined) of 500 Full Time Equivalent (FTE) positions during the life of the agreement.

Implementation and enforcement of the agreement

There are a lot of changes in this agreement compared to the 2012 agreement and union membership will be critical to ensure that the new agreement is implemented properly and enforced by the unions. There is no point having an agreement that no one enforces and we encourage members to identify any concerns and raise them with your union.

Questions?

If you have any questions please contact your Industrial Officer, Vera Babicheva on vbabicheva@psa.asn.au.

Join up a member

If you have a colleague that is not a member sign them up to the CPSU NSW by directing them to the following link: <https://membership.psa.asn.au/Register>

