

21 September 2018

## Australian Unity Enterprise Bargaining update and member consultation

### Meetings held on 5 and 19 September 2018

#### Scope of the agreement

In a previous survey, CPSU NSW heard loud and clear that members want a separate enterprise agreement to the care workers.

Your union has been advocating for exactly that – YOUR OWN ENTERPRISE AGREEMENT.

It is possible for the CPSU to lodge a scope order with the Fair Work Commission.

To be able to do this, CPSU NSW is required to engage in negotiations and discussions with AU on the scope of the agreement.

Your union has to present the reasons why it is **not** appropriate to have one agreement to cover both the administration and care workers.

CPSU NSW included a separate agreement as part of its log of claims and has been corresponding with AU about a separate agreement.

CPSU NSW has a strong view that the roles of administration and care workers are so distinct that bargaining is proceeding inefficiently and unfairly.

So far, AU disagrees.

Your CPSU NSW bargaining team raised the following concerns on behalf of its members:

#### Ordinary hours:

- » Concern was expressed with AU trying to change the ordinary hours of members who had only ever been Monday – Friday workers to Monday – Sunday, 6:00am to 8:00pm

- » CPSU NSW is seeking clarification from AU as to whether this proposal would apply to existing staff.

#### Hours of work:

The proposed change from 35 hours to 37.5 hours of work per week was discussed. AU reiterated that staff would be remunerated for the increase in their hours. (see survey below).

#### Flex time:

As you would be aware, AU has proposed to delete your flex entitlement. This is an important condition to maintain according to members in a recent CPSU NSW survey.

It ensures:

- » staff have the right to balance their work life with home life
- » staff are more productive at work. Flex time addresses fatigue management.

Members have reported working 12-hour days. CPSU NSW recommends that a future model will have to allow for accrual of time worked. (see survey below)

#### On – Call

An “on call” allowance was discussed - when staff would be paid overtime for work during an “on call” period.

AU has committed to considering the feedback from the unions.

#### Consultation with members

CPSU NSW will send regular short surveys to seek feedback on the enterprise agreement.





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## **Australian Unity Enterprise Bargaining update and member consultation**

It is vital that members participate in the consultation phase of the EA bargaining process to achieve the best possible outcome.

As members, you are the CSPSU NSW and your participation in these surveys and supply of any feedback will put your union in a stronger position at the bargaining table.

Please complete the short survey on hours of work [HERE](#). The survey closes on **28 September 2018**.

If you have any questions or require clarification, please do not hesitate to contact your CPSU NSW bargaining team:

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