

## Coal Services Enterprise Bargaining update: CPSU NSW secures 'in-principle agreement' for 3% annual pay rise over 3 years

CPSU NSW bargaining representatives have reached an 'in-principle agreement' with management on a new Enterprise Agreement (EA). A copy of the draft EA can be found [HERE](#). It has not yet been endorsed and remains a draft until endorsed.

Bargaining committee meetings were held from February 2019 through to 31 May 2019.

CPSU NSW Organiser, Ian Braithwaite will be attending district sites for member meetings in order to provide an update on the 'in-principle agreement' as follows:

- » Woonona 13th June at 11 am to 12 pm - Woonona Board room
- » Singleton 14th June at 10.00 am to 11.00 am – Singleton Board room
- » Speers Point 14th June at 12.30pm to 1.30 pm – Upstairs Training room

As a result of member feedback provided through the Survey Monkey dated 6 March 2019 your CPSU NSW bargaining representatives submitted a log of claims and we are happy to report that the proposed new Enterprise Agreement contains the following improvements:

- » **Pay increase** – CSPL have proposed a 3% pay increase year on year, which will equate to a 9% pay increase over a 3-year period or the CPI (whichever is greater).
- » **Time in lieu** instead of payment for overtime must be equivalent to the overtime payment that would have been made in accordance with the overtime provision in *Clause 34.6* of the Coal Services Enterprise Agreement 2017 and be taken by employees within 8 weeks of being accrued. If the employee has not taken TOIL after 8 weeks, then the accrued hours will be paid at the base hourly rate.
- » **Accident pay** for 52 weeks in line with the Coal Industry and Mines Rescue enterprise agreements.
- » **Increased Compassionate Leave** – CSPL will maintain 4 days leave in each instance and will extend the discretionary payment from 3 days to 4 days leave.
- » **Classification structure** – CSPL has undertaken to review the current classification structure within 12 months following the ratification of the EA with the Fair Work Commission.

- » **Total Remuneration Package (TRP)** to be made consistent with positions ('same job, same pay') – CSPL agrees that insofar as it is appropriate to make the TRP consistent in comparable positions it will do so, based on consideration of individual skills and experience.
- » **Ensure motor vehicle allowances remain in line with the CPI** - CSPL has agreed to this claim and will continue to pay 'Travel expenses' and 'Use of private motor vehicle for business purpose' allowance in accordance with the compulsory ATO amounts published each year.

### Where to from here?

CSPL will commence a 7-day access period from Monday 17 June 2019 and circulate a final copy of the proposed Enterprise Agreement and a summary of agreed terms to employees.

On 25 June 2019 online voting will commence and employees will be notified by email. Voting will close on 1 July 2019. It is proposed to lodge the proposed Enterprise Agreement with the Fair Work Commission for approval by 3 July 2019.

The CPSU NSW supports a Yes vote for the proposed Enterprise Agreement and encourage members to do so when online voting commences on 25 June 2019.

### For further information, contact:

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### What can you do?

- » Give a copy of this bulletin to your colleagues.
- » Print this bulletin and put it up on your notice board.
- » Ask a colleague to join the CPSU.
- » Not a member – join online – [www.cpsunsw.org.au/join](http://www.cpsunsw.org.au/join)

