

Flex vs RDOs

Are you a day worker working to the Flexible Working Hours Agreement (FWHA) or are you working on a roster where you accrue RDOs?

You should be one or the other.

The union's position is – it is unreasonable and goes against the spirit of the idea of flexible work, for a given manager to impose standard hours (such as seven-hour days) on a workplace unit and deny workers the opportunity to accrue flexitime.

This has been happening occasionally – when it shouldn't.

It should be, in the first instance, a conversation between you and your manager/supervisor with the aim of exploring options and reaching "mutual agreement" as to how you can work and accrue (and take) flex - taking into consideration your workload and TAFE's operational requirements.

A union representative is also entitled to be involved in these conversations, if necessary.

If the end result is that flex cannot be accrued and standard hours prevail – then, in the alternative, please be advised that it is your right, in accordance with the *TAFE Administrative, Support and Related Employees Enterprise Agreement 2019*, to be classified as a rostered worker.

Clause 41.3 of the EA reads:

An employee who is rostered over a 12-week period shall be entitled to three rostered days off over the work cycle. A rostered employee may defer the taking of a rostered day off to a later date where agreed, where operational requirements permit.

So, it's one or the other.

If you are experiencing difficulty with taking flexitime or RDOs, however you would like to – contact your union or union delegates listed below?

Join your union! cpsunsw.org.au

Members – please consider forwarding this bulletin to non-member colleagues, placing it in notice boards and distributing in your workplace.

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