

From: Lisa Brown [mailto:lisa.brown@alc.org.au]
Sent: Tuesday, 31 March 2020 2:41 PM
To: Thane Pearce <tpearce@psa.asn.au>
Subject: RE: NSWALC - Enterprise Bargaining - Without Prejudice

Dear Thane,

Without Prejudice

Thank you for your below email offering a rollover of the existing enterprise agreement for a period of one year.

The proposed offer was conditional upon:

- * A 2.5% increase in rates of pay, payable from 1 July 2020
- * Relevant adjustments in allowances to reflect movement in NSW public sector rates (from 1 July 2020)
- * Minor amendments to update the current document as necessary and incorporate existing undertakings

In reflecting upon our response we are mindful of the changing business environment, and our focus on maintaining our staff and serving the needs of our Council. We believe therefore it would not be prudent to make any adjustment to wages or allowances at the moment outside of the bargaining process. We recall NSWALC and the Union's past negotiations have not been adversarial and we do not anticipate any shift.

The current agreement is more complex than necessary and we concur the document would best serve our staff if it was simplified.

In relation to barriers to bargaining, we do not share this view. Through the bargaining process opportunities for engagement and participation are in built.

However, In light of your concerns about bargaining during the current environment, we would be agreeable to a period of roll-over of 12 months on the current agreement.

Thank you for your offer and I trust you will appreciate our position and focus at this time.

Regards,
Lisa
Lisa Brown
Manager
People & Workplace

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From: Thane Pearce <tpearce@psa.asn.au>
Sent: Tuesday, 17 March 2020 11:46 AM
To: Lisa Brown <lisa.brown@alc.org.au>
Cc: Kirra Jackson <kjackson@psa.asn.au>
Subject: NSWALC - Enterprise Bargaining - Without Prejudice
Importance: High

Dear Lisa,

- Without Prejudice -

I refer to our recent discussion and correspondence regarding enterprise bargaining at the NSW Aboriginal Land Council (below and attached).

In view of the evolving COVID-19 health crisis, and the likely difficulty associated with conducting bargaining in this environment, it is our strong preference to adopt an industrial relations approach that is mature, cooperative, informed, balanced and cautious.

To this end, we proposed - on a without prejudice basis - that the NSW Aboriginal Land Council consider rolling over the current enterprise agreement for a period of one (1) year, including:

- * A 2.5% increase in rates of pay, payable from 1 July 2020
- * Relevant adjustments in allowances to reflect movement in NSW public sector rates (from 1 July 2020)
- * Minor amendments to update the current document as necessary and incorporate existing undertakings

We believe this proposal is measured and sensible. It would provide staff with financial certainty, and allow the leadership of the NSW Aboriginal Land Council the opportunity to focus on core business activities without the distraction of a potentially adversarial bargaining process.

I thank you for your attention to this matter and look forward to your reply.

Yours faithfully,

Thane Pearce
Senior Industrial Officer, National System
CPSU, the Community and Public Sector Union (SPSF Group) NSW Branch |
Public Service Association of NSW
160 Clarence St Sydney NSW 2000
Websites: www.cpsunsw.org.au | www.psa.asn.au |
Social Media: www.facebook.com/CPSUnsw | www.facebook.com/OurTAFE |
www.facebook.com/PSANSW |

Contact: 1300 772 679 | 0408 223 276 | tpearce@psa.asn.au |
cpsu.nsw@psa.asn.au |
membership@psa.asn.au