

10 September 2020

NSW Aboriginal Land Council seeks conciliation with CPSU NSW

Dear members,

I'm writing to clarify a couple of issues in relation to our bulletin of 8 September 2020 [HERE](#).

Firstly, NSW Aboriginal Land Council (NSWALC) has not proposed to abolish extended leave entitlements for long-serving staff – those who commenced employment prior to 17 February 2003. Rather, NSWALC is proposing to make the entitlement available at the employer's discretion in future.

Secondly, NSWALC plans to combine and redesign a range of leave entitlements. Under its proposal, Sick Leave will become Personal and Carer's Leave and the entitlement will be reduced from 15 days per-annum (cumulative) to 10 days per-annum for full-time staff (pro rata for part-timers).

Family and Community Services Leave will be overhauled and the entitlement reallocated, however the paid component relating to the illness of a family member changes from five days after two completed years of service (plus one day for every year thereafter accruing), to three days per occasion under new criteria (Compassionate Leave).

A new category of leave called NSWALC Additional Leave Bank will be created and will accumulate at the rate of five days per year (again, pro rata for part-time staff).

The NSWALC Leave model is complex and worth reviewing, I have attached a copy for your information. Click [HERE](#) to read it alongside the current enterprise agreement [HERE](#).

Thirdly, NSWALC wrote to us yesterday evening to request a conciliation conference with the Fair Work Commission, before our PABO application is determined. I have advised NSWALC we are amenable to this and I will provide further updates as things unfold.

I do however remain deeply concerned about NSWALC's bargaining agenda and believe the remuneration proposal will, if implemented, result in a gradual decline in real wages for staff covered by the enterprise agreement. I am convinced NSWALC can (and will) improve on its offer. However, we need leverage. If we are unable to resolve bargaining during conciliation, we plan to continue with a protected action ballot and we will be asking you to VOTE YES in support of protect action.

Don't hesitate to contact me on 0408 223 276 if you have any questions.

In solidarity,

Thane Pearce
Industrial Manager, National Team
CPSU, the Community and Public Sector Union (SPSF Group) NSW Branch
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