



**New South Wales
Aboriginal Land Council**
ABN 82 726 507 500
alc.org.au

23 October 2020

**Exchange of Letters (of Understanding)
Concerning Enterprise Bargaining for a New Agreement to cover NSWALC employees.**

Preamble

The NSW Aboriginal Land Council (NSWALC) and the Community and Public Sector Union (CPSU) are engaged in good faith bargaining for a new enterprise agreement since July 2020.

During the course of the bargaining period the CPSU filed an application for a Protected Ballot Order with the Fair Work Commission.

Prior to the CPSU's application being heard by the Fair Work Commission, the parties agreed to enter into private conciliation with Deputy President Boyce and subsequently agreed that while the conciliation process continued:

- the CPSU would not press its Application for a Protected Ballot Order, and
- NSWALC would not seek to terminate the current enterprise agreement or put a proposed agreement to a ballot of staff

The parties also agreed to enter into a round of intensive negotiation sessions with the CPSU and a report back on progress to the Deputy President acting in the role of conciliator on 23 October 2020.

The parties have now participated in over 6 intensive sessions and a degree of consensus emerged allowing progress towards finalising the enterprise agreement, despite areas of difference, to still be resolved.

Undertakings under this Exchange of Letters

To ensure the on-going momentum of the bargaining process, the parties now agree to the following commitments:

- Should Council at any stage apply to terminate the current EA in the FWC, NSWALC will provide the CPSU with 5 working day's-notice, prior to lodging the application with the FWC.
- In return the CPSU agrees to file a notice of discontinuance with the Fair Work Commission in relation to the Application for a Protected Action Ballot Order.

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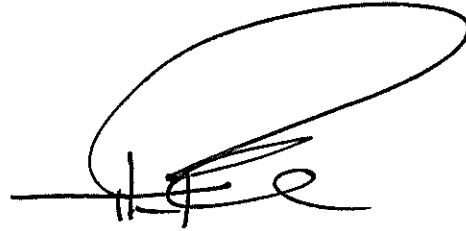
Resolution of implementation Issues

In the event of a disagreement about the implementation of these undertakings, both parties agreed to refer the areas of disagreement to the Deputy President acting as a conciliator.

Signed on behalf of their respective organisation:

A handwritten signature in black ink, appearing to be 'J. Christian', with a large, sweeping flourish at the end.

James Christian PSM
Chief Executive Officer

A handwritten signature in black ink, appearing to be 'Thane Pearce', with a large, looping flourish at the end.

Thane Pearce
Manager, CPSU