

Aware Super Enterprise Agreement 2021 - CPSU Bargaining Update

Your CPSU Bargaining team has met with the Company on 18 January and 2 February this year to continue negotiations for a new enterprise agreement. This is a unique and unusual set of negotiations due to FSS+VicSuper+WA Super merging, 2 enterprise agreements + 1 modern award + employer policies & hundreds of individual contracts being the starting point.

Union consultation has been hampered by the Company proposing a very, very limited and difficult to understand scope of who they intend the agreement to apply to. Part of the main confusion is regarding which groups of employees are in 'core coverage' and which are in 'annexure'.

Under the Company's proposal:

- » Former First State Super employees will be one of:
 - » Core coverage,
 - » Award covered contract or
 - » non-award contract.
- » Former VicSuper employees will be one of:
 - » Core coverage,
 - » Annexure coverage,
 - » Award covered contract or
 - » non-award contract

To find out which instrument may apply to you, so you can then find out which set of pay & conditions may apply to you, review the documents that AwareSuper has placed on the intranet, and see if your job title is listed under

Core coverage or Annexure. The relevant document has two pages, the first called Current job titles in the Core coverage of the EA with the second page titled VicSuper job titles covered by the Annexure.

If you cannot find your current job title, or it is listed under both groups, seek clarification from HR and copy the Union in on your request: enquiry@cpsuVIC.org (VIC)
cpsunsw@psa.asn.au (NSW)

There have been a number of changes made to certain positions that were wrongly listed after enquiries from the affected staff. This is why it is very important to check where you

The Union considers that **this proposal by Aware Super attempts to cut wages & conditions** from as many employees as possible, hand **maximum power to management** as possible, and **deny employees a collective voice**, while **extracting as much labour as possible** (ie work) from each employee and **hope that no one notices that they could be underpaid** when compared to the national minimum wages & conditions for their work in this industry.

To view your Unions summary and assessment of the Company's proposal regarding remuneration and related conditions, please click [HERE](#)



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Your CPSU Bargaining Team cannot recommend that members accept this proposal as it stands as we consider that what you are being offered, will result in:

- » significant cuts to wages & conditions for the majority of employees;
- » increased disparity between workers doing the same or substantially similar work with reduced transparency;
- » a widening of the pay gap between women and men working at Aware Super;
- » increases in bullying and nepotism as managers are given increasing power over their employees with less and less oversight and accountability; and
- » expanding systemic risks of potential underpayment of employees to become a structural, inherent feature of how the Company chooses to regulate the employment relationship with you & your colleagues

For full time workers, we spend more than a third of our working week either being at, or going to and from, work. The way your workplace is regulated, and the pay & conditions you and your colleagues are provided with, play a key role in your experience of being at work.

Please start thinking about

- » what sort of workplace you want to spend a majority of you time each week being a part of, and

- » what would the key features be of this sort of workplace? A workplace that you want to be a part of?
- » What other elements would you have in a workplace you would want to be a part of all day every day, week after week?

Please keep an eye out for invitations later this week or next week for meetings to discuss with your Union and Bargaining Representatives in Victoria and in NSW, regarding how you feel about the Company's proposal, what you would like to see for yourself and your colleagues that you consider is fair, reasonable, equitable and inclusive.

Further summaries and analysis are on their way. Please keep an eye out for those as well.

Forward this to the colleagues in your team and anyone you know at Aware Super. If you know someone who isn't yet a CPSU member, **ask them to JOIN the CPSU today.**

Employees in Victoria can join the CPSU VIC Branch www.cpsuVIC.org or CPSU VIC Industrial Officer Mandy Coulson, mcoulson@cpsuVIC.org

Employees in NSW can join the CPSU NSW Branch www.cpsunsw.org.au/join

Your CPSU Bargaining Team (CPSU NSW):

- » Jodie Haydon (Strategic Partnership Manager, Aware Super)
- » Blake Stephens (CPSU Federal Office)

Local Bargaining Representatives (CPSU VIC)





17 February 2021

Aware Super Enterprise Agreement 2021 - CPSU Bargaining Update

- » Phoebe Day (Complaints Office)
- » Wayne Farrugia (Insurance and Claims)
- » Conor Workman (Client Engagement)
- » Daniel Pollock (Assistant Accountant)
- » Paul Asselman (Superannuation Advisor)
- » Ryan Han
- » Victoria Hill (Campaign Marketing Manager)

If you are in the same team or work unit of any of the above Bargaining Representatives, you can find out more about what is happening in bargaining and have direct, local input into the negotiations by JOINING the CPSU. We also recommend (if you're comfortable doing so) to copy & paste the following into an email and send to Mark Bartlett at mark.bartlett@aware.com.au, and copy your local Bargaining Representative.

Dear Mark Bartlett,

I nominate (Bargaining Representative name) as my Bargaining Representative for the negotiations for an enterprise agreement at Aware Super,

Regards

(your name)

