

ASU Claims & Outcome - Maurice Blackburn EBA – October 2016

ASU Claim		Result
Pay and Super		
1.	5% annual pay increases	1/7/16 – 3.5% 1/7/17 – 3% 1/7/18 – 3% 1/7/19 – 3.5%
2.	Increase employer superannuation contribution to 12%	NOT ACHIEVED
3.	A fair and transparent system for the allocation of bonuses	ACHIEVED – review of pilot program and consultation on total rewards framework
Work/life balance and access to leave		
4.	A system for working flexi-time, time off in lieu, or a regular rostered day off	ACHIEVED – 3 health and wellbeing days per year
5.	Increased paid parental leave	ACHIEVED – 18 weeks paid primary carer leave, parental leave available at half pay, secondary carer can take leave in different periods
6.	Access to family violence leave	ACHIEVED – 20 days paid family violence leave
7.	Christmas shutdown leave available to all employees	PARTIALLY ACHIEVED – if work during Christmas closure get time in lieu
8.	Fairer access to personal leave, bereavement leave, and annual leave	ACHIEVED – 3 health and wellbeing days per year, extended definition for bereavement leave, annual leave can be broken into number of periods, access to personal leave for medical appointment etc.
9.	Enshrine the ‘swap pay for leave’ policy in the agreement	ACHIEVED
Fair Conditions		
10.	Provisions to assist parents to return to work after parental leave	ACHIEVED – breastfeeding workplace accreditation, salary maintenance for employees returning from parental leave
11.	A fair disciplinary investigation process	ACHIEVED
12.	Consistent gym membership policy for all employees	ACHIEVED
13.	Health and wellbeing initiatives included in the agreement	ACHIEVED – 3 days health and wellbeing days

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14.	Payment of full relocation costs of staff moving offices, including moving interstate	ACHIEVED – consistency and clarification of entitlements
15.	Improve access to car parking for employees in suburban offices	ACHIEVED – Acknowledgement of issue and need to take account of this in new offices
16.	Improve lunchroom facilities for employees in non-CBD offices	ACHIEVED – (same as 15)
17.	A fairer and more transparent system for trainee lawyers/graduates	ACHIEVED
18.	Such other claims that may arise during bargaining	ACHIEVED <ul style="list-style-type: none"> • Salary sacrifice for bonuses transition to retirement • On call allowance for IT • Consultation group established to discuss application of study leave • Vastly improved fixed term employees clause including conversion to full time after 24 months and over 45 employees converted to permanent
19.	Improve long service leave entitlements	NOT ACHIEVED