



A•S•U

# A•S•U *Boystown bulletin*

Apr 18 2013

No. 5

## ***We recommend you vote “yes”***

### **The ASU is pleased to report that we have finalised a new Enterprise Agreement with BoysTown.**

On 14 April 2012 the ASU, along with employee bargaining representatives, reached in principle agreement on all terms and conditions for the new BoysTown Enterprise Agreement (EA).

We have been working closely with BoysTown management and believe we have secured a very good deal that benefits our members, all BoysTown employees and BoysTown management.

The ASU recommends the new Agreement to its members.

Attached to this Bulletin is a table of our claims and what we have achieved in the EA.

#### **Some of the highlights include:**

- A number of new allowances such as travel, transport, excursion, sleepover and first aid allowance;
- The inclusion of casual conversion clause;
- Increase in Paid Maternity Leave (PML) by 2 weeks to 8 weeks total; and
- The inclusion of an outplacement program as part of the redundancy clause.

The extra two weeks paid maternity leave will be available to primary carers utilising the BoysTown PML entitlement on or after 14<sup>th</sup> April 2013.

The Outplacement Program is a professional service aimed at assisting individual employees who have been made redundant get back into work as soon as possible.

#### **Your pay increases will be as follows:**

- Current employees as at the date of approval of the Agreement will receive back pay of 3% on their rate of pay back dated to the first full pay period on or after 1 July 2012.
- 3% from the first full pay period on or after 1 July 2013
- 2.5% from the first full pay period on or after 1 January 2014
- 3% from the first full pay period on or after 1 July 2014
- 2.5% from the first full pay period on or after 1 January 2015
- 3% from the first full pay period on or after 1 July 2015
- 3% from the first full pay period on or after 1 July 2016



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## What happens next?

The new Agreement will put to a vote of all employees. On Friday 19<sup>th</sup> April, a copy of the Agreement will be sent to all employees along with a ballot paper. We recommend that you vote “yes” to the new Agreement. Follow these steps to vote on the new Agreement:

### Step 1:

Complete the ballot paper by putting a cross in the "yes" box if you agree with the terms and conditions contained in the Agreement.

### Step 2:

Place the ballot paper in Envelope B and seal the envelope. Do not mark Envelope B with any personal identifiers.

### Step 3:

Place Envelope B inside Envelope A. Envelope A will have your employee number on it for the purposes of recording and checking eligibility to vote.

### Step 4:

Post (no postage stamp required) or deliver Envelope A to the Returning Officer, Katherine Leary, HR Operations Manager in Milton, Queensland.

Voting will close on **Tuesday 7th May 2013 at 5pm** (Queensland time). Votes received after this date and time will not be eligible to be counted so post your vote early to make sure it counts.

The confidential, sealed envelope containing the ballot paper will only be opened during the official vote counting process. The ASU will scrutineer the counting process. Employee's votes will remain anonymous.

If the Agreement receives a “yes” vote from more than 50% of votes returned, it can then be sent to the Fair Work Commission for approval.

The ASU would like to thank our members for their patience. We understand that as nobody had had an increase for almost two years, it has been long overdue.

If you'd like more information or would like to arrange a meeting in your workplace – about the EBA or Equal Pay or any workplace issue please contact:

Branch	Organiser	Contact No	Email
The Services Union (QLD)	Catherine Laherty	07 3844 5300	<a href="mailto:Catherine.Laherty@theservicesunion.com.au">Catherine.Laherty@theservicesunion.com.au</a>
C&SQ C&A	Jan Sheppard	1800 177 244	<a href="mailto:jan.sheppard@together.org.au">jan.sheppard@together.org.au</a>
NSW/ACT	Angus McFarland	02 9310 4000	<a href="mailto:angus@asu.org.au">angus@asu.org.au</a>
National Office	Warren Fridell John Nucifora	03 9342 1400	<a href="mailto:wfridell@asu.asn.au">wfridell@asu.asn.au</a> <a href="mailto:Jnucifora@asu.asn.au">Jnucifora@asu.asn.au</a>

# ASU Log of Claims

Agreement - General		Result
1	No reduction in current terms, conditions and entitlements.	Achieved
2	Undertake a classification review.	Achieved
3	Australian Super and Hesta to be listed as default superannuation funds and as funds of first preference.	Default Super fund reviewed in 3 months of the Agreement
4	Inclusion of a table that translates the agreement classification structure to those of the Modern award and pre-existing state awards.	Achieved
5	Length of agreement to be negotiated.	3 years
Fair wage and superannuation		
6	6% p.a. for all employees over the life of the agreement, backdated to the first pay period on or after 1 July 2012.	5% p.a.(avg.) for all employees (employed at date of approval) backdated to the first pay period on or after 1 July 2012 to July 2016
7	Include all relevant modern award allowances and index with wage increases.	Achieve
8	Superannuation employer contributions increased to 15%.	Increases in line with Superannuation guarantee
Fairness and security at work		
9	Performing relief duties in a higher paid role to be paid minimum 4 hours at the higher rate.	No change to existing provision
10	Ensure consultation and change provisions are followed before a final decision is made.	Claim dropped by ASU
11	Increase redundancy entitlements to a maximum of 52 weeks.	Included Outplacement Services program
12	After six months continuous employment on a regular basis a casual employee is to be offered permanent employment.	Achieved
Fair entitlements to leave		
13	Accruing Time Off In Lieu at the appropriate penalty rates.	No change to existing provision
14	1.3 weeks / year of service Long Service Leave for all staff (current entitlement for staff in S.A.).	No change to existing provision
15	Ability to take Rostered Days Off on Mondays and Fridays.	Agreed within operational requirements
16	Increased Employer Paid Parental Leave to 12 weeks.	Increased to 8 weeks
17	Inclusion of Domestic & Family Violence Clause.	Domestic violence policy to be developed, but no provision of paid leave.
18	Increase Compassionate Leave to 5 days per occurrence.	No change to existing provision
Health and wellbeing at work		
19	Commitment to the implementation of health & wellbeing of staff procedures that operate to minimise vicarious trauma, burnout, emotional and physical stresses and adoption of best practice with regard to shift work.	BoysTown to provide further training to employees to assist with vicarious trauma.
Training		
20	Improve training and development opportunities for all staff, including a commitment to professional development and career pathways, paid training leave, internal training and transparent internal recruitment practices.	Include provision to allow all employees to utilise core skills training where appropriate.