

World record bargaining meeting at NCR.

How many times do you need to say no in one meeting to set the record? Well NCR gave it a really good nudge today when we lost count after at least 20 no's to our claims. But we added one more NO when we rejected the company's 2.5% wage increase along with no real substantial changes to other key claims.

So what does this all mean?

This means that whilst there are a few issues which continue to be negotiated it is very clear what the intention of the company is. To not provide decent working conditions and to not provide you with a wage that will at the very least keep pace with the cost of living.

Your Claims

Listed below are your key claims with the company response alongside. There are several issues which are listed as 'ongoing' and while we await the company response, those listed with an * we expect the response to remain unchanged.

WAGES	NCR response 23/02/09	SHIFTS	NCR response 23/02/09
Wage increase - 7%, 6%, 6% - Base rate increase to replace % pool	No – 2.5% to 3% in subsequent years based on performance	4 x 4 shift workers – meal changes from 2 x 20mins to 2 x 30 mins	Agreed
Band base levels to be increased		4 x 4 shift allowance increase by one off 9% and then wage increase per year	10% conditional on non consecutive 4 x 4 days
Super Call rate to be increased to \$150	No but they will recalculate*	4 x 4 shift – changes from stand by to 4 x 4 cannot be done without mutual agreement	Current practice
All overtime travel time paid at overtime rates	Ongoing	Shift patterns cannot be changed without agreement	Current practice
All allowances to be increased by equal to wage or CPI	3%	Clarification of shift clauses throughout the agreement	Ongoing
Public holidays falling on a weekday's overtime to be paid at double time	No	HOURS OF WORK	
Remote Support Allowance – either to be worked by NCR or payment for overtime for minimum hours whilst calls made.	No	24 hour time to be used consistently through the agreement	Agreed
Overtime between 00:00 and 06:00 to be paid at double time on any day.	No	Start of Day – POP's need to change to 30 mins from home for start of day	No
Increase severance in redundancy to 5 weeks per year of service on a sliding scale	No	Start of Day – 30km radius to be removed	No
CARS			
Car allowance indexed to \$18,000 + motor association	\$16,000 for 1st 25,000km then	Start of Day – jobs scheduled prior to end of	Under consideration

increase + fuel card	28.7c per km, indexed @ 3%	day – 8.30am on the job start.	dependant on wage offer
Options for exit and entry to company vehicle	No	Start of Day – jobs allocated after work hours - to include travel time.	No
No excess insurance to be paid by CE unless proven negligence	Ongoing*	Add words – and/or service coordinator (about meal breaks being taken)	No change to escalate to TM
Private use excess to be limited to \$300-\$500	Agreed	Secure the 10 hour break between shifts to account for overtime during stand by and call back	No
Road Tolls to be administered by NCR	No – but possible pilot project	Set a maximum number of hours per week i.e. 65	No
ETOLL devices to be provided by NCR	No	Review contracts for type of out of hours calls	No
ETOLL device available from NCR for CE's on car allowance	No	Return stand by to stand by	Agreed if 4 x 4 shifts finalised
Guarantees on type of vehicle – 5 seater	No	Maintenance of 13 RDO's – not direct claim just keep in as is.	Agreed
NCR to provide and install all safety accessories required for all vehicles company or private use	No – is covered by car allowance	Higher Duties – all time worked in higher duties to be paid in full from commencement	Ongoing
LEAVES		24/7 contact in regional areas needs to be on the table as it affects hours of work	No
Regional CE's to have back up plan for illness, leave etc which is not reliable on the next nearest CE.	No	Admin time for CE's should be a claim as it affects hours of work	Already available
Personal leave – increase availability of unused sick leave for extended compassionate leave, carer's leave or personal leave	Agreed for carer's leave only	GENERAL	
Community / Emergency Leave	No	Control tower – system needs to be addressed in line with performance pay if it remains	No
Work from home – NCR must provide full insurance, OH&S assessments and all equipment installed for the safe work from home.	No – not in agreement	Ensure all new Award rates are incorporated for all allowances, minimum rates etc.	Ongoing

What happens next?

We are waiting for the responses from the company on the 'ongoing' issues. Your negotiating team rep will feedback to you further detail on the claims. You need to make sure your Team Leader knows exactly how you feel about the company's response to date. We will bring you further details as the company responds.

STATE	NAME	EMAIL
NAT	Jo Justo	jjusto@asu.asn.au
QLD	Andrew Matters	andrew@asuqld.asn.au
NSW	Carl Harris	carl@asu.org.au
VIC	Jonathon Smallbone	jsmallbone@asuvic.com
SA	Charles Wright	cwright@asu-sant.asn.au
WA	Pat Branson	pat.branson@asuwa.org