



ASC/AMWU/ETU NEGOTIATIONS

WHAT THE PROPOSED OFFER MEANS: Provisions which have been removed/changed from your terms and conditions in the proposed Agreement

- Removal of the Unions from party's bound to the agreement.
- Removal of clause 4 preamble the objects which gives commitment to better wages and job security as well as a commitment of cooperation between management and maintenance staff.
- Changes to operational support with the word "suitable" added for volunteers which gives the right of refusal for any one volunteering for away work.
- Clause 5 removed, No Extra claims, replaced with policies procedures and guidelines, which do not form part of the proposed agreement which means, terms and conditions of employment will be contained in policy if not expressly covered in the enterprise agreement.
- Clause 6 changed and modified from structural efficiency's to operational support, with provisions removed such as referencing the JCC which reduces the JCC ability to effectively create change in the workplace.
- Clause 7 training significantly altered removing references to the JCC and any consultation on any training matters.
- Clause 8 contract of employment altered with provisions removed, employees who leave and return within six months will have to recommence the probationary period.
- Clause 9 disputes procedures, replaced with the FWC modal clause, which reduces stages and status quo provisions removed.
- Clause 10 disciplinary procedures, all stages have been removed there will be no provision for your union representative to act in a meaningful manner, disciplinary matters will be at the discretion of management.
- Clause 15 flexibility clause, altered from only being subject to hours of work, shift work, meal breaks, to being subject too, penalty rates ,leave loading, enumeration and allowances which means the company could ask you to reduce wages as well as penalty rates.
- Clause 16 hours of work.
- RDO hour's implantation of split roster.
- Clause 17 (D) shift work removal of start and finish times and reference to the RDO week, which means irregular rostered hours can be implemented, remembering Status Q provisions removed from dispute procedure, the proposed agreement removes any loading for alternate Fridays.
- Meal breaks, increase from 5 working hours to six working hours without a meal break.
- Clause 35, redundancy 9 (k) removed which gave the ability for the employee to raise a dispute if the company sought to reduce severance payments.
- 37 OH&S removal of references to inclement weather policy, the implementation of urine testing which is an invasive method current practice is saliva testing which is endorsed by our Union.

The AMWU & ETU Officials and Delegates do not endorse the current offer in its current form; although we have agreed on how the wage increase will occur (TORA) we cannot recommend you except the document. We ask that you vote NO collectively.