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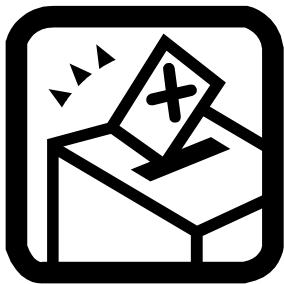
Auscript Enterprise Agreement 2010

Bulletin No. 3

June 3, 2010

Auscript Agreement 2010 – your VOTE your say

The Auscript Draft Agreement has been finalised by management and will soon be subject to a ballot of Staff.



The offer is for a 3 year agreement. The ASU sought to negotiate the best outcome possible but now it is time for you to decide.

All Staff covered by the Agreement will have the opportunity to vote once either “Yes” or “No” on whether the enterprise agreement is acceptable.

After meeting with the ASU management have only agreed to make some minor changes.

The final draft agreement is not one the ASU can recommend because of uncertainty particularly in relation to pay. The ASU claims the final draft was not the result of genuine Good Faith Bargaining as required under the Fair Work Act. One way or another your vote and/or Fair Work Australia will finally determine this.

The ASU has consulted with members about the proposal when compared with the original union log of claims. Below is the ASU Log of Claims and immediately following **in bold** is management’s response.

ASU Log of Claims Comparison

1. Pay

- Minimum 6% or CPI (whichever greater) annual increases which keep up with cost of living increases (separate from any performance based pay). **Management claim increases on base rates will be in the order of 6.5% for permanents and 11% for casuals however actual secured**

increases for individuals remain unclear. They have agreed with ASU’s claim for unconditional annual CPI increases and equitable annualised salary for senior staff e.g. Document Mergers.

- A review of grading structure and classification of work including: quality of audio, OHS and recognition of competency standards with stable base rates.

Base rates with competency standards are above the award. Additional incentive payments for audio transcribers provide additional payments ranging from \$1 to \$5.50 per hour. Subject to effects on OHS and quality concerns higher rates may be possible in the life of the agreement. The 90 day performance review cycle has been increased to 120 as management claim most staff wanted this. The ASU feedback is to the contrary. Staff need to ask more questions about how the incentive pay will operate such as:

- **Are payments only for permanents (not casuals) and days in the cycle where productivity levels are met?**
- **What about factors outside the control of employees like poor audio quality?**
- **Does less “normal” (minus poor audio and low word density time) typing time reduce incentive pay?**

The ASU still prefers base rates to be lifted higher to reflect the necessary competency required to perform all specialised audio transcribing, court monitoring and clerical work.

- Industry Fund as the default superannuation fund. **Rejected**

2. Hours of Work

- Span of hours: Monday to Friday 7am to 7pm. **Agreed**
- A minimum of 5 minute break every hour for continuous work e.g. typing and transcribing. **Rejected**
- 19 day month for permanent staff. **Rejected**

3. Work Life Balance

- Mutually Agreed, Fair and Achievable workloads and targets. **Rejected**
- Flexible work and leave arrangements to assist with caring responsibilities. **No more than statutory requirements**
- Paid Study/Training leave. **Rejected**
- Top up of government 18 weeks paid parental leave scheme from 1 Jan 2011 (with full superannuation). **Rejected**
- Retain work life balance in hours of work and leave entitlements. **Rejected**

4. Job Security

- Incentives to encourage shift from Casual to Full time or Part time employment e.g. recognition for all prior casual service for Long Service Leave and Redundancy entitlements. Conversion from casual to permanent employment after 6 months service for all new starters. **Rejected**
- Redundancy pay increased to 3 weeks per year of service. **Rejected**

5. Protect current entitlements

- Roll over Auscript EA 2006 except for changes as a result of this claim. **Rejected**
- Incorporate modern Clerks Private Sector Award 2010 except where inconsistent with proposed agreement. **Rejected**

6. Consultation and Union recognition

- Genuine consultation and consideration of feedback with Employee Representatives (including union reps). **Rejected**
- A national consultative committee of employee reps. eg one from each office to

discuss implementation of agreement and related issues. **Rejected in favour of a Quality Council**

- Union recognition clause such as facilities in relation to workplace delegates and officials. **Rejected any formalised constructive relationship with ASU and will only recognise union where legislation requires it i.e. Fair Work Act – no more no less.**
- Management have agreed to insert reference to the Union in the Definitions clause and the Disputes Procedure.

7. Provide suitable head sets and refund where bought by staff. **Agreed**

8. Dispute Resolution

A Disputes Resolution Procedure which includes access to union representation and Fair Work Australia for conciliation and arbitration. **Agreed**

Be sure to vote – your vote counts!

As you will be aware, the voting period will commence soon. It is important that **everyone** votes. The Enterprise Agreement will be made if a majority of those employees who vote approve the agreement.

If you do not agree with the proposed enterprise agreement, then it is better that you vote **NO** than remain silent, otherwise those that vote will set the conditions for all. Your vote counts!

We hope this bulletin assists you to make an informed choice in the forthcoming ballot, but please do not hesitate to contact the ASU on any related matter as follows:

Branch	Organiser/delegate	Contact
NSW/USU	Julie Griffiths	(02) 9265 8211
VIC	Rachel Takats	(03) 9320 6700
QLD	Rana Watson	(07) 3844 8402
SA	Angela Martini	(08) 8363 1322
WA	Wayne Wood	(08) 9427 7777
TAS	Sean Kelly	(03) 6224 3411
National Office	John Nucifora	(03) 9342 1477

Authorised and published by Linda White,
Assistant National Secretary, Australian Services Union,
Ground floor, 116 Queensberry Street,
Carlton South, Victoria, 3053, Australia