



Serco EBA Update.

The ASU has met with Management on 3 occasions now to negotiate a new EBA for all staff. The EBA covers both city staff and staff at Tullamarine and is also negotiated jointly with the CPSU which is the Union that covers the mobile Camera Operators.

At the first meeting the ASU put to Serco Management a "Log of Claims" specific to the Serco City office, this was based on input from staff who attend an ASU meeting. The claim is as follows:

1. 3 year Agreement.
2. Wage increase of 6% per year each year of the Agreement.
3. Award to be consolidated into EBA.
4. EBA to be updated in relation to Fair Work Australia Compliance.
5. Redundancy provisions to be changed to 4 weeks for every year of service, and pro-rata there after. Further:
 - i. Employees aged under 50 will receive an additional 2 weeks pay.
 - ii. Employees aged between 50 and under age 55 will receive and additional 3 weeks pay.
 - iii. Employees aged over 55 will receive an additional 4 weeks pay.
6. Union Rights to be included in EBA.
7. Writing Rostered Days Off into the EBA.
8. Writing a clause in the EBA in relation to bonuses.

At the same meeting that the ASU tabled your "Log of Claims", Serco Management provided the Representatives with a proposed draft agreement. This is without any due consideration for your proposals above.

At the next meeting on Thursday the 7th of October, the Company responded that it was not in a position to accommodate any of the requests, with the exception of RDO's and a bonus clause of which the Company are still to come back to us. At the next meeting on the 14th of October no further progress was made.

The proposal put forward by Serco Management is also a direct copy of the current EBA. However the Company is proposing only a 3% wage increase each year of the Agreement totalling 9% over 3 years, compared to the previous wage increase of 11.25% over 3 years.

The Company have also sought to insert a Flexibility clause, as is required by the Fair Work Act. However, the Company is seeking to have the ability to seek to alter working conditions such as when work is performed, penalty rates, Annual leave loading and allowances on an individual basis. This clause can be limited in its scope through the process of negotiations, and as these conditions are protected elsewhere with the EBA the ASU cannot understand why the Company would require this clause to be written this way.

The ASU is concerned that Serco is rushing to reach agreement with staff prior to the expiry of this EBA on the 31st of October 2010. To this end we need your feedback on the proposal put forward by Serco. As such a meeting is being held on Tuesday the 19th of October to give staff the opportunity to put their concerns forward.

