



Enterprise Bargaining Agreement Update.

As most staff would be aware the current Enterprise Bargaining Agreement (EBA) expires on the 31st of December. The current Agreement covered only the Melbourne Customer Service Centre; however this new Agreement will be a National Agreement covering all States.

The ASU recently distributed a survey for all staff to complete in order to prepare for the renegotiation of the Agreement. The ASU would like to thank all those staff who did complete the survey. Your input is vital to these negotiations.

The ASU then collated the responses from all States and these responses were used to formulate the "Log of Claims" put to TNT management at the first negotiation meeting on Monday the 8th of November.

The ASU presented the following "Log of Claims" on behalf of staff:

1. 6% wage increase each year of a 2 year agreement.
2. RDOs to be incorporated back into EBA.
3. Clerks – Private Sector Award 2010 to be incorporated into EBA.
4. Annual Leave approval –
 - i. Approval notification to be given to employees within 7 days of written request for Annual Leave.
 - ii. Shorter more clearly defined Annual Leave blackout periods.
 - iii. Ability to cash out Annual Leave in excess of 4 weeks as per Fair Work Act.
5. Voluntary late shifts – staff to have the ability to elect to work late shifts and be removed at any time.
6. Bereavement leave proof requirements to include Statutory Declarations.
7. Amending the EBA to meet the obligations of the Fair Work Act.

TNT Management had prior to the first Negotiation meeting provided the Bargaining Representatives with a draft copy of the Agreement that it would like to see as the Agreement. The proposed Agreement provides staff with a wage increase of 3% each year. The ASU is assessing this proposed draft and will shortly be in a position to provide feedback to staff.

The Agreement is the document that will cover your working conditions and your wage increase in the coming proposed 3 years. It is vital that you keep yourself update about what is happening throughout these negotiations. Please ensure you read all Bulletins.

Also the ASU is working with TNT management to arrange for the ASU to attend on site to speak directly with staff about where the negotiations are at. It will also give staff the opportunity to provide feedback on the directions these negotiations take. The ASU will advise when we will be on site to allow you the chance to come and talk to the ASU about any questions, concerns or feedback you have.

The ASU will continue to work to ensure that this Agreement delivers the best possible outcomes for all staff.

If you are not already a Union member you can become one by completing the membership form on the reverse and either handing it to your Delegate Jo Craddock or faxing it to the ASU on 9320 6799.

