



Enterprise Bargaining Agreement Update.

The ASU and your Bargaining Representatives met with TNT management on Monday the 29th of November in an attempt to further negotiations for your new Agreement.

It was a disappointing meeting and went as previously predicted with TNT Management responding “NO” to every item on your Claims list. The Company say they have given consideration to all items but they cannot accommodate your requests.

Having met with most of the staff last week the ASU advised that this was the last scheduled meeting and that the ASU was of the belief that TNT Management would then seek to test the EBA among staff with a vote on the proposed Agreement.

As the ASU have previously advised this is to be a National Agreement, encompassing Brisbane and Sydney Call Centres. The ASU also met with staff in these 2 States and staff there have advised the ASU that they are not at all happy with the proposed EBA. They too feel the Wage increase offer is low and are not happy with the loss of other conditions.

TNT management have advised that they are not prepared to accommodate any of the requests put forward by staff being:

1. **Annual Leave approval to be notified to staff within 7 days of the application being submitted** – whilst this would be at no cost to TNT, the Company will not agree to lock into the Agreement that they will provide staff with written approval of their leave within 7 days.
2. **Blackout period to be defined** – this would have given staff certainty around when leave could not be applied for and would mean that it could not be changed on a whim during the life of the Agreement. However again TNT will not commit to this in the Agreement but will rely on Standard Operating procedures.
3. **40 hour Week and Rostered Days off** – TNT will not accommodate staffs request for RDO's despite rostering staff a 40 hour week, which TNT say is compensated through a 38 hour week and 2 hour of overtime. The ASU sought clarification regarding the 2 hours Overtime and was advised that staff cannot decline the 2 additional hours Overtime as it is built into their rosters and this would have a major impact on the business.

Your Claims would not have resulted in additional costs to TNT, however TNT Management are unwilling to discuss these matters further.

So what does the new EBA look like?

Whilst there is a lot of information in the changes to the EBA listed below, and you may think it is complicated, it is vital that all staff have an understanding of the issues and the possible impact on you. Remember this Agreement is proposed to run for 3 years and during that time no changes can be made to the Agreement.

The proposed Agreement sets out the following:

1. **A wage increase of 3% each year of a 3 year Agreement** - Whilst this was the same as the current Agreement, TNT have not taken into account the increased cost of living and will not negotiate any further in relation to wages.





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- The current Agreement clearly sets out your detailed conditions/rights of employment*** - The proposed Agreement has been stripped back to a minimum and does not clearly spell your conditions of employment. To find your conditions of employment you would need to look through HR policies, Standard Operating procedures, the Fair Work Act and the Clerical Award. The major problem with this will be firstly finding your entitlements and then the major problem will be should any of the above documents change during the life of the Agreement then the changes will automatically apply to all staff. If these conditions were in the Agreement they would be secure for the duration of the Agreement (ie 3 years). The ASU have proposed to TNT to have all conditions guaranteed in the Agreement.
Meal breaks is one example of this – they have now been removed from the EBA
- Public Holidays clearly defined*** – This has also been removed from the Agreement and TNT will rely on the Act. TNT have indicated that as per the Fair Work Act, staff “may be required to work on Public Holidays in accordance with their rosters”. Staff have not previously been made to work on Public Holidays.
- Sick Leave*** – TNT Propose that all staff will now accrue Sick Leave on a monthly basis rather the current system of it being allocated in your anniversary date. This will mean that you may not have enough leave in the bank to utilise on sick days until such time as you can accrue it and you may be forced to take unpaid Sick Leave.
- Higher Duties Allowance*** – This is currently paid after 1 day but will not be paid until a staff member has performed at a higher role for 5 days.

The ASU is disappointed that TNT management are unwilling to negotiate further in relation to this Agreement. The ASU is concerned that this EBA will see an erosion of conditions from the previous Agreement.

So what can you do?

The ASU and your Bargaining Representatives did seek another meeting with management to further negotiations, however TNT Management have indicated that they intend to put the Agreement to all staff to “test” whether staff are happy with the Agreement in its current form.

TNT must now provide copies of the Agreement to staff for your consideration. From there TNT have indicated they will conduct an in-house ballot to allow staff to vote on this Agreement. Once the ASU have received details for this process we will communicate this to all staff.

You have a real chance to make a difference to this Agreement. If you believe the wages and conditions provided under this new Agreement are not acceptable – you have the chance to send a message to TNT and vote **NO** to this agreement. Tell TNT you want further negotiations around your list of claims and addressing your concerns with the Agreement. Direct TNT back to the negotiating table with your Bargaining Representatives.

It is vital that you understand what is contained in the proposed Agreement. Should you have any questions or concerns contact ASU Organiser Rachel Takats on 0419 312 326 or speak with one of your Workplace Bargaining Representatives.





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