

HAPPY XMAS AND A 3% PAY RISE!

GREAT NEWS! Your Union and RA management last week came to an agreement to provide an interim 3% pay rise backdated to 1 July 2010. All staff should have seen the joint statement in the "The Rap".

This is a STAND ALONE pay rise. It is SEPARATE to any wage increases or changes in conditions to be negotiated as part of the ongoing enterprise bargaining process. RA management and your Union have agreed that enterprise agreement negotiations will continue next year and that the pay rise will have no bearing on any future claims or negotiations.

In Feb 2011, RA Staff Voted No to the offer put to them by management. This sent a clear message to management that we are not willing to settle for anything less than a fair and reasonable EBA, with fair and decent pay increases. We welcome this pay offer and hope it sets the tone for negotiations for 2012.

Remember though SACS workers got a 3.4% wage increase in July too. So this pay rise is not quite maintaining the margin of difference between RA workers and SACS award workers.

What about Enterprise Bargaining Negotiations?

These will continue in the New Year. Our first meeting is set for 16 February when a revised log of claims will be lodged. By this time we are hopeful of a final decision from Fair Work Australia on our Equal Pay Case. Remember this claim will not be affected by the 3% pay rise.

What did you say in the RA Survey?

Thank you to all the members who completed the survey and encouraged colleagues to complete it. Your responses mean that the revised log of claims is based on what YOU see as important.

The issues with the strongest support where more than half of you indicated it was very important or essential were:

- Pay: maintaining an agreed % above award
- Annual automatic progression through the pay scale with part timers progressing at the same rate as full timers
- Inclusion of a salary packaging clause

- A strong performance management and disciplinary clause that has clear rules and processes
- Annual indexation of First Aid and Motor Vehicle Allowances.
- Keeping the stated counselling target at 19 interviews per week.
- Reducing the spread of ordinary hours to allow payment of penalty rates and standardising the spread of ordinary hours across all programs.
- Inclusion of an excursions clause.

What Can You Do to get a Decent Agreement?

Ask your colleagues to join... a strong and active membership is able to get a better Agreement.

Ensure your workplace has a Union delegate/contact person. If not nominate one and contact the ASU office. This makes communication easier and faster during bargaining.

Equal Pay!

As you all know, as a result of your efforts, the Commonwealth Government made a ground-breaking commitment to allocate over \$2billion to assist with funding the outcome of the Equal Pay Case to a level the same as those won in the Queensland Equal Pay case in 2009. A joint submission from the ASU and the Commonwealth Government was lodged with Fair Work Australia outlining details. Final hearings of Fair Work Australia concluded last week. A final decision on rates of pay is imminent.

Members Only

ASU information on how Equal Pay, transition to the Modern award classification structure (every worker in NSW will need to do this – even if you are employed on an Enterprise Agreement) and the interaction with your pay scales will only be available to Union members who have done the work to get this historic pay rise. Ask your Colleagues to join the Union and be a part of the movement to get the pay and conditions we deserve.

Your EBA Delegates are Faith Christie, faithc@ransw.org.au; Ron Simpson, rons@ransw.org.au; Sue Collette, suec@ransw.org.au; Esther Scholem, esthers@ransw.org.au.

Your ASU contact is Margaret Hickie who can be contacted at margaret@asu.org.au.