

Enterprise Bargaining Update

VINNIES STILL REFUSING TO BARGAIN PICOT REFUSES TO GUARANTEE YOU WILL BE BETTER OFF

1. Senior Management at Vinnies want staff to agree to a new EBA – an EBA that
 - improves some of your conditions,
 - claims to offer you a 4.5% pay increase each year for three years
 - removes you from the SACS Award FOREVER

Is this a good deal? We need answers to questions, and negotiations with the employer to sort that out.

2. The wages charts that your employer had distributed to you that they say are designed to help you make a decision on the proposed agreement are WRONG. The ASU has pointed this out to John Picot and asked him to tell us if we are wrong. The Society has NOT denied its charts are wrong and so we assume that we are correct. The charts are wrong in two ways:

- a) The Vinnies rates in the translation scale sent to you all late last year appear to be wrong
- b) The new comparison tables sent to your managers last week are wrong

Why won't Vinnies correct the errors?

3. The ASU believes that there are many unanswered questions about your new agreement and we have asked that Vinnies extend the timeline for voting (just by a week) so we can better assess whether this is a good deal and negotiate improvements.
 - Vinnies refuses to negotiate, and
 - says that if Vinnies accepts the ASU's request to slow down the process, then they will penalise staff by delaying pay increases.

Vinnies want you to take 30 pieces of silver in exchange for a good agreement – that's not acting in good faith.

4. Your employer's proposal will remove you from the SACS Award forever. **There is a better way to do this agreement – a way that would not remove you from SACS Award conditions. If the employer would come to the bargaining table we could sort this out.**

5. Your employer refused to give an undertaking that you will be better off under the new agreement. **The ASU specifically asked John Picot to guarantee that you would be better off under the new agreement rather than staying on the SACS Award conditions, getting annual increments (not 18 month increments) and getting 4.5% each year – he has refused to give this undertaking.**

6. Your employer has been asked to address 10 concerns or questions the ASU has about your agreement (see the info sheets provided). **Most of the answers are unacceptable or avoid the issue. The society is refusing to make any changes.**

7. Your employer is using John Howards WorkChoices laws for this agreement. These laws will disappear on 1 July and be replaced by new “Good Faith Bargaining Laws” that mean your employer would have to bargain with you and your union.

- **Why is your employer rushing to use bad laws that the Australian community has rejected?**
- **Why won't your employer bargain under the new laws?**
- **There is no rush – many, many agreements contain back pay for their staff – why won't Senior Management at Vinnies do this?**

8. When the new laws become operative on 1 July 2009 – just 16 weeks away – employers will have to bargain in good faith.

9. Before we all agree to remove ourselves from the SACS Award forever, before we tie our wages and conditions up in an agreement for three years – we need to be sure that this is a good deal.

10. Vinnies “so called” above award conditions of Parental Leave and Study Leave have already been provided to you.

What can we do?

There are lots of things we can do – here is what we propose to do.

1. The ASU will meet with Vinnies and attempt to get Vinnies to answer our questions, and make improvements to the Agreement.
2. Members need to decide whether or not the Union should agree to the Agreement – set out below is a plan for how we will make that decision.
3. Next week the ASU will distribute a final report on the agreement to members.
4. Members will then be asked to decide whether or not the ASU should support the agreement – the ASU will provide a recommendation to members.
5. It's important to remember you do have options – you do not have to accept an agreement that is not good enough.
6. Your employer has now agreed that even if you vote NO to the agreement they will still pay you a 4.5% pay increase on 1 July 2009.
7. In the end there are two options:
 - Vote to accept the Agreement
 - Vote NO to the Agreement, get a 4.5% pay increase on 1 July, and negotiate a new agreement under the new laws starting 1 July. Remember that your employer will be compelled by LAW to bargain for an EBA if you want one, and they will be compelled to bargain in good faith.

ASU members will decide which way we go.