

YOUR NATIONAL ENTERPRISE COUNCIL IS LOOKING OUT FOR YOU

Photographer: Ollie Winter-Iving



Multiple Employers NEC Delegate Jacqui Flegg, QLD (pictured) attended a planning day in Melbourne on 30 March 2007 to undertake planning for the coming year. Not pictured: Ingrid Geli (President, NSW/ACT) and Jacinta Hill (VIC/TAS).

Last year the FSU reached an important milestone in the structure of the Union with the establishment of member councils that represent various parts of the industry. The new Councils are crucial in ensuring that the FSU is a democratic organisation, and that it accurately represents the views of a diverse cross section of the Union's members.

There are seven state based Local Enterprise Councils (LEC's) representing members in banks, insurance and other financial institutions. Each LEC nominates a President who then represents the LEC at a National level. These delegates are called National Enterprise Councils (NEC's).

Before embarking on the first National Planning cycles for the FSU, NEC delegates met in Melbourne on 30 March for a Planning Day.

Delegates were given an overview of FSU's policy position on offshoring, pay equity and superannuation before breaking into Enterprise groups to discuss plans for the next 12 months. The Multiple Employers NEC resolved to increase membership by 10%, increase reps across the NEC and keep members informed of possible takeovers/mergers/acquisitions.

The top 4 issues are:

1. Staffing/Targets/Workloads/Stress
2. Takeovers/Acquisitions/Mergers

3. Protection of Conditions
4. Recruit to increase density and therefore protect/improve our jobs/conditions

EDS PLAY HARD BALL

In late 2006, the EDS Credit Services Centre in SA (responsible for mortgage processing for Westpac) confirmed that they would continue on with the non-union EDS Agreement (to which FSU is bound), rather than seek to implement AWAs or make a new Agreement.

The FSU and its members were pleased with this, not least because as it is a pre-WorkChoices Agreement, the Union would have access to the Australian Industrial Relations Commission (AIRC) over disputes, and the range of Union rights in the Enterprise Agreement would remain intact.

However, over the last six months, EDS have become increasingly hostile, ignoring previous rights and protocols by baulking at Workplace Reps helping members, refusing representation in meetings, bullying and attempting to impose managerial prerogative on staff.

Since November they have sought to prevent staff working before 7am, despite the fact that many have worked that way for more than eight years. One of the most valued conditions in the Enterprise Agreement is mutual agreement over rostering. EDS have pressured many staff to change their start times, leaving many members in a bind as they try to meet their family and other responsibilities. Some staff stand to lose their current loadings as a result. Employees are also being kept in the dark as to whether it's happening to others and the FSU has been excluded from the process while EDS remain tight lipped about the extent of the change - a breach of the Introduction of Change clause in the Agreement and FSU's right to be notified and consulted.

FSU requested that the AIRC conciliate, but EDS kept



"It's hard to believe EDS are genuine in wanting to become an employer of choice", says Adam Crabbe.

“ ***I'm excited to be part of the NEC and look forward to working with other members from around the country to build the strength of the Union to improve the working lives of people in the finance sector.*** ”

Multiple Employers NEC Delegate Ingrid Geli.

Photo supplied by the FSU

putting barriers in our way, arguing that we are not technically 'in dispute'. The Union prepared submissions for the Commission, including key evidence from members, to demonstrate the breadth of the dispute. Under the EDS Dispute Settling Procedure, the Commission only has the power to conciliate, unless the parties agree to allow the Commission to arbitrate. EDS are very unlikely to ever do this. So, the Commission attempted to conciliate and this has taken several gruelling months and again wasted time.

As an FSU member you have rights and cannot be bullied into forgoing these rights. Please contact your local Union office for advice.

What are the key issues?

- ❖ EDS lack of consultation and lack of respect for union rights.
- ❖ Attempts at blatant union busting - locking the Union out of every process, despite the fact we have rights which they are legally bound to follow.
- ❖ Members' ability to balance their work/home lives and be treated with respect.
- ❖ The attraction of loadings for working certain hours - the dispute has meant cuts in take-home pay for some people.
- ❖ Collective representation and the right to be represented by the Union.
- ❖ The rights of workplace representatives.

NEW AND IMPROVED CONDITIONS AT ISLAND STATE CREDIT UNION



Photo supplied by the FSU

Island State bargaining consultative committee members Annette Harper (left) and Lee Cowen (right) a big part in negotiating improved conditions for all staff.

The FSU and the Workplace Representatives on the Bargaining Consultative Committee recently secured a large number of benefits for all staff in the Island State Credit Union Enterprise Agreement - the first Agreement with Island State to which the FSU has been party.

The Agreement delivers considerable changes

to current wages and conditions, which will now match banking/finance sector entitlements rather than the clerical conditions under their previous working arrangement.

The main features of the new Agreement are:

- ❖ The Agreement is to operate for a period of approximately 3 years, expiring on 19th November, 2010;
- ❖ The Agreement provides for 5 across the board salary increases totaling 19.5%;
- ❖ Improvements to the Parental Leave clause;
- ❖ Improvement to redundancy & retrenchment;
- ❖ Improvement to hours of work;
- ❖ Probationary employment reduced to 3 months;
- ❖ Public holidays clause now includes regional specific holidays as extra leave;
- ❖ Casual loading to increase from 20% to 25% from 1 July 2008; and
- ❖ The agreement provides for limited cashing out of leave.

NOTE: Island State and Connect Financial will merge to form MyState Financial on 1 July 2007.

See next page for more Collective Outcomes delivered by the Union.

SKILLS SHORTAGES PREDICTED IN INDUSTRY

In an article published in the Australian Financial Review on 15 March 2007, the journalist Helen Zampetakis suggested that the scarcity of skilled professionals is emerging as the biggest issue facing Australia's rapidly changing finance industry.

To begin addressing skill shortages, the FSU is planning to host an industry forum later this year. The aim of the forum is to bring together the major employers in our industry, including key employers, to discuss what could be done to minimise skill shortages in the future.

FSU is keen to hear from you about any training, career development and skills issues you are facing in your workplace. For example, are you aware of other companies poaching or head hunting skilled staff from your workplace? Have increased regulatory requirements in your industry meant that you have self-funded training so you remain employable? Do barriers exist that may impede women from returning to work after parental leave? Email your comments to fsuinfo@fsunion.org.au.



Back row L-R: ACTU Secretary, Greg Combet with FSU Reps Julian Smith, Jacinta Hill, Paul Chapman. Front row L-R: FSU Reps Jo Prossimo, Anne Hamalainen, Rosemary Zanatta, Glen Clark.

ME/IFS EA - STEP UP YOUR INVOLVEMENT

Following the merger of Members Equity and IFS, this round of Enterprise Agreement negotiations will require building a common set of conditions for all staff, crucial to the ongoing development of your opportunities in the Bank and to build on your current standard of employment.

FSU staff and FSU Reps from ME, IFS and IFCC have been meeting to prepare for upcoming negotiations. FSU Reps will play a vital role in ensuring the free flow of information between members and your FSU negotiating team in the upcoming discussions.

ME Bank and the FSU have agreed to the following timetable for the development of a new EA.

Members and staff will be asked to participate in a round of focus groups in late June and July that will help identify key issues for staff at ME/IFS. This will be followed by a comprehensive workplace survey which will help your negotiating committee identify those issues that are a priority for you and your colleagues.

It is then planned that formal negotiations will run through August and September in time for a remuneration increase in October this year. The IFS EBA requires remuneration increases to be paid in the first pay fortnight in July.

As members of FSU you have the unique opportunity to play a vital role in the development of your new terms and conditions for the coming years. Please take every opportunity to participate in each aspect of the Enterprise Bargaining process.

COLLECTIVE OUTCOMES DELIVER FOR MEMBERS

With the Government pursuing changes to IR laws that undermine rights at work, collective bargaining to protect and advance employment conditions has never been more important. For the 13 months post-WorkChoices, the average wage outcome per annum in FSU Collective Agreements is 4.35%*. In the Credit Union sector the average is 4.8%*.

B&E Ltd/FSU Collective - 5% from 31/1/07 & 4% from 31/1/08.

Bank of Queensland Collective Agreement 2006-2009 - 4.5% from 1/9/07; 4% from 1/9/08 & 4% from 1/9/09. If an employee contributes 5% of their salary to super, BOQ will make an additional 2% super contribution.

CitiStreet Australia Pty Ltd Collective Agreement 2006 - 3.5% from FFPP 1/07; 3% from FFPP 1/08 & 3% from FFPP 1/09 + market rate adjustment of a further 0.5% in 2008 & 2009; + performance pay pool of 1% in each year of the Agreement.

Credit Union Australia (CUA) EA 2006-2008 - 3.5% from 1/7/06 & 3.5% from 1/7/07.

Firefighters & Affiliates Credit Co-operative Collective Agreement 2006-2008 - 4% from 1/1/07 & 4% from 1/1/08. 17% employer super contributions.

Heritage Isle Credit Union Collective Agreement 2006 - 4% backdated to 1/12/06; 3% from 25/6/07 & 4% from 1/12/07.

HESTA Union Collective Agreement 2006 - 2% from 1/9/06; 3% from 1/3/07; 2% from 1/9/07; 3% from 1/3/08; 2% from 1/9/08 & 3% from 1/3/09. 15% employer super contributions.

Island State Credit Union Workplace Agreement 2007 - 4% from 17/11/06; 2% from 14/12/06; 4.5% from 19/11/07; 4.5% from 19/11/08 & 4.5% from 19/11/09.

LUCRF/FSU EA 2006-2008 - 4% backdated to 1/8/06; 1.3% from 1/12/06 & 2% from 1/8/07. 16% employer super contributions.

NSW Teachers Credit Union Workplace Agreement 2006 - 5% from 1/7/06; 4% from 1/7/07 & 4% from 1/7/08. Employer will match employee super contributions dollar for dollar, up to 3% of the employee's salary.

Police Association Credit Co-operative Ltd & FSU EA 2007 - 4% from 1/7/07 & 4% from 1/7/08

* average increase p.a. calculated for each of the listed agreements, totalled, then divided by 15 (Agreements) = average outcome per annum.

BOQ COLLECTIVE AGREEMENT MOVES CONDITIONS FORWARD

Negotiations have concluded for a new union Collective Agreement with Bank of Queensland. The Agreement was negotiated by three FSU reps and two FSU officials and replaces the Bank of Queensland Certified Agreement 2004.

The Agreement continues to move employees' conditions of employment forward and comes at a time when other employers like the Commonwealth Bank are using the Federal Government's new workplace laws to strip away many hard won conditions of employment.

Here are the main improvements in the proposed Agreement:

Pay Increases

All employees covered by the proposed Agreement will receive a 4.5% pay increase in September 2007 followed by a 4% increase in September 2008 and a further 4% increase in September 2009.

Bonuses will continue to be paid in addition to these across the board pay increases.

Public Holiday Pay

Pay for working on a public holiday will be increased. Currently you receive double time for working on a public holiday. Under the proposed agreement, you will receive double time and a half.

Retrenchment Pay

Retrenchment payments will increase. Currently, if an employee is retrenched you receive 6 weeks pay for the first year of service, 3 weeks pay for subsequent years of service up to 15 years, and then 2 weeks pay for any years of service after the first 15. Payments are capped at 65 weeks pay.

Under the proposed Agreement, an employee will receive 6 weeks pay for the first year of service and then 3 weeks pay for all subsequent years of service. Payment remains capped at 65 weeks pay.

Parental Leave

Paid parental leave has been increased to the equivalent of 10 weeks pay. You will receive 6 weeks pay when you commence parental leave and you will receive the final four weeks pay as a bonus if you return to work for a minimum period of three months.

In addition, employees will be able to request to extend unpaid parental leave for an additional twelve months (taking leave up to a maximum of two years), request to return from parental leave on a part time basis until your child reaches school age, and request to have simultaneous leave with your partner for a maximum of 8 weeks.



FSU

Stepping Up

***To Protect Your
Rights at Work***

Professional Advice

Enforcing your rights

Insuring your job

Contact your union

1300 366 378

www.fsunion.org.au