

It's time for a new IAG Enterprise Agreement

The FSU and IAG are about to commence negotiations for a new IAG Collective Agreement.



pay

targets

redundancy

conditions

This will be the first Enterprise Agreement to be negotiated at IAG since 2003. Your Enterprise Agreement is important because it is the legally enforceable document that sets out your pay, conditions, protections relating to job security, your targets and workloads. The new workplace laws provide a much fairer framework for bargaining – but to get a good Agreement we need a strong collective voice on the key issues.

Together we have an opportunity to protect and make improvements to workplace conditions at IAG through the new Enterprise Agreement. Here's an outline of how you can be involved:

➔ **Consultation:**

Having a say about what you want in a new Agreement. The FSU has conducted surveys in your workplace to understand what members want in their new Agreement.

➔ **Endorsement:**

Your opportunity to make sure your key issues are contained in the FSU Claim for a new Agreement. This is the stage we are at now.

➔ **Support:**

Once negotiations commence your ongoing involvement will help demonstrate to IAG how strongly members feel about important issues and to highlight the merits of our claim.

➔ **Ballot:**

You'll get the final say on whether a new draft Agreement delivers a better place to work.



'Make IAG a better place to work'

Help us '**Make IAG a better place to work**'. Only together can we make improvements to your conditions and entitlements and working environment at IAG.

IAG Agreement 2011

Inside Survey Results

FSU Claim for your endorsement - What you can do to 'make IAG a better place to work'.

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'Working for IAG' Survey Results

The FSU has surveyed members to identify the main issues to be addressed in a new Enterprise Agreement. Here are the results:

Pay

- ➔ 96% say pay increases should keep ahead of the cost of living (inflation)
- ➔ 93.5% say a new Agreement should include guaranteed annual pay increases
- ➔ 92% say pay outcomes should be a mix of guaranteed and performance based pay
- ➔ Only 5.5% of people don't believe that the overtime threshold should be indexed annually
- ➔ 81% of people believe that weekend penalties should be increased to industry standard of 100% on Sundays.

'There needs to be greater transparency and better pay conditions. A certain % increase each year to meet the cost of living increases. A better bonus system if you achieve.'

FSU IAG Survey comment 2010

job security

- ➔ Only 56% felt secure in their employment
- ➔ 83% believed that consultation and mutual agreement clauses should be retained.
- ➔ Only 4.5% believed the current retrenchment pay cap of 75 weeks should not be increased.

'Unpaid work has become an issue in my workplace. The phones and staffing are set up as such that you are literally forced to stay back after your shift has finished but if you work more than 10 hours flex time you lose it without consultation.'

FSU IAG Survey comment 2010

Targets & Performance

- ➔ 92% expect a transparent sharing of IAG's success
- ➔ 58.5% do not have any input into their performance targets
- ➔ 60% did not agree that the performance management system in their workplace was fair and transparent
- ➔ 35.5% say their performance objectives are not achievable in normal work time
- ➔ 38% regularly work unpaid overtime to achieve targets.

Leave

- ➔ 90.5% said they would like the flexibility of a RDO
- ➔ 87% of those who currently have a RDO want to keep it
- ➔ 71% believed parental leave should be increased to 14 weeks in addition to the government scheme
- ➔ 96% of those surveyed in NSW and ACT said retaining the bank holiday was important.

Career and Role

- ➔ 60.5% said career progression depends on how well they get along with their manager / team leader
- ➔ 60.5% said their role had changed substantially but their position description had not
- ➔ 54% did not consider they had access to good career opportunities at IAG.

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FSU Claim 'Make IAG a better place to work'.

The following is the FSU's proposed Claim for a new and improved IAG Enterprise Agreement .

→ Pay

Guaranteed 4% annual pay increases for all employees that keep ahead of the cost of living. Performance pay in addition to guaranteed pay increases. Increases to employers superannuation contributions. Pay equity initiatives.

→ Job Security and Investing in Australia.

Better redeployment options and increased retrenchment payments. Genuine consultation and consideration of personal preference during workplace change. Protections from offshoring. A new skills fund for retraining employees who lose their jobs.

→ Staffing/ Workloads

Measures to ensure adequate staffing levels. Adequate relief to cover planned and unplanned absences. Mutual agreement on any changes to rosters and hours. Protections to ensure that all overtime is paid. Adequate regular breaks.

→ Targets and Performance

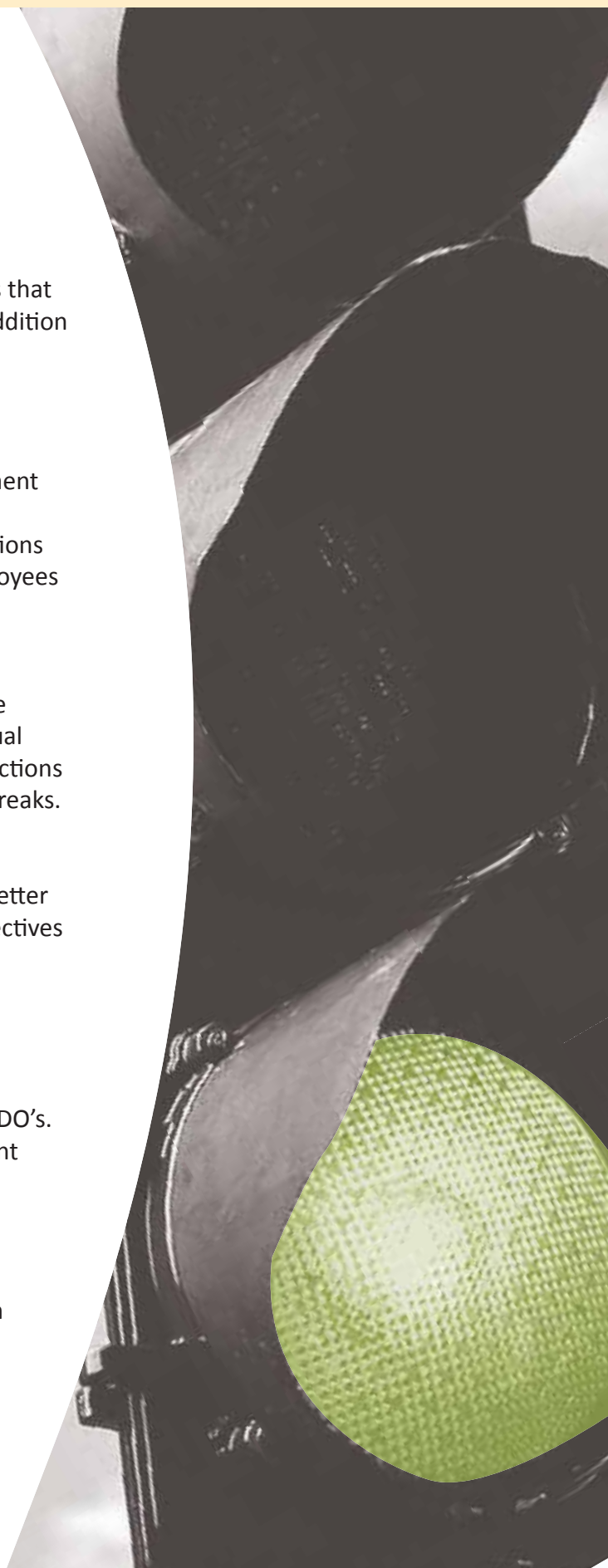
Fair and transparent performance review processes. Better rights to negotiate / dispute targets. Performance objectives adjusted for all approved absences. A transparent pay system linked to achievable targets.

→ Leave

Better access to annual leave when you want it. Protection for accrued flex time. Improved access to RDO's. Increased paid parental leave in addition to government statutory scheme. Increased work life balance and transition to retirement initiatives.

→ Award provisions

Protect relevant insurance industry award and modern award provisions.



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What you can do to 'Make IAG a better place to work'.



Workplace Team Meetings

➔ Workplace Team Meetings

Talk to your Manager/Team Leader to arrange a brief meeting of your team to consider and endorse the FSU Claim. Use the form 'What does your team say?' to record details of any issues and the result of the endorsement vote and fax back to the FSU office on 1300 307 943, or scan and email to fsuinfo@fsunion.org.au



Talk to Colleagues

➔ Talk to Colleagues

who are not yet a member and ask them to join the Union and support the move to make IAG a better place to work.



Get Involved!

➔ Get Involved

During the negotiations we will be asking members to demonstrate to IAG how strongly you feel about particular issues such as pay, job security, staffing and targets.

**A strong collective voice on the key issues
will greatly improve the final outcomes.**

Authorised by Leon Carter, National Secretary - November 2010