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IAG UNION NEWS



WHAT WE ARE AIMING FOR:

- PROTECTION OF JOBS IN OUR INDUSTRY
- ANNUAL COST OF LIVING INCREASES
- REWARD FOR PERFORMANCE
- ACHIEVABLE TARGETS

Paid Parental Leave Scheme

From 1 January 2011, the Australian Government will deliver Australia's first national Paid Parental Leave scheme. The scheme will provide Parental leave pay to the primary caregivers who have been working and who have a baby or adopt a child on or after 1 January 2011.

A maximum of 18 weeks paid at the minimum wage (currently \$569.90 per week), will be provided to eligible parents to complement their entitlements to leave such as unpaid parental leave under the National Employment Standards.

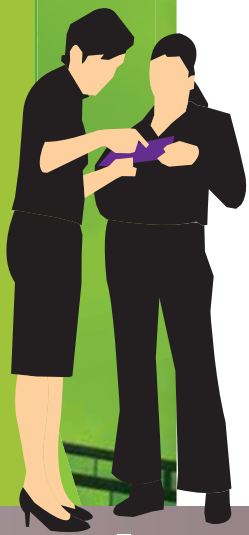
Parental Leave pay can be received before, after, or at the same time as employer-provided paid leave such as annual leave and employer-provided paternity leave. This means that you will receive the 18 weeks Parental Leave pay in addition to the current paid Parental Leave entitlements paid to eligible IAG employees.

To be eligible for the scheme, you must have met the Paid Parental Leave work test before the birth or adoption occurs, have an individual income \$150,000 a year or less, are living in Australia and meet the residence requirements and are the primary carer of a newborn child or a recently adopted child under 16 years of age.

This scheme along with the current Parental & Childcare provisions in the IAG Enterprise Agreement and Flexible Work Arrangements reported in the Summer Pay Talk allows workers the chance to meet the challenges and realities of modern family life that can only be improved by a new Agreement.

STOP PRESS
Part of the Union's claim for a new Agreement will include increasing the employer paid Parental Leave to 14 weeks and superannuation to be paid on all paid leave.





In your workplace

FSU Organisers have been visiting IAG workplaces in recent weeks building momentum on the Union's Collective Bargaining Campaign and asking staff to pledge their support for a fair FSU negotiated Agreement.

If you have not signed a card yet to show your support, talk to your local Workplace Rep or FSU Organiser.

Next steps...

IAG staff will shortly be completing FSU surveys about what is most important to have as part of any new Agreement.

The results of that survey will be used to develop the FSU claim which will need to be endorsed by IAG FSU members before it is presented to the company.

What you need to know if your business unit operates on a system of Flexi-Time

Flex time is a flexible way of working where you can accrue hours to create a bank of hours that can later be taken as paid time off work.

Employees can carry a maximum of 10 hours credit from one four-week cycle to the next.

This credit time should be taken as flex time at a time that is mutually agreed upon by you and your manager.

If it is not possible for flex time to be taken, you and your manager should agree to either:

- reschedule your flex leave within the current cycle; or
- bank your flex time for later use

If you are likely to accrue flex time in excess of 10 hours in a four-week cycle, you should discuss with your manager ways to reduce the need to work additional hours.

You and your manager may also mutually agree that:

- flex time may be taken; or
- additional hours should not be worked; or
- hours in excess of 10 will be paid at single time.

Banked leave should be taken within twelve months of its accrual.

If you have any questions regarding flex time entitlements contact the FSU Member Rights Centre on 1300 366 378.



FACTFILE

KPI/STI FRAMEWORK

IAG have informed the FSU they are changing their KPI/STI framework for the sales network across Australia. If you have any questions or concerns regarding the changes speak to your Workplace Rep, FSU Organiser or contact the FSU Member Rights Centre on 1300 366 378.

SUPERANNUATION

Did you know the Australian Government has recently announced that beginning on 1 July 2013 they will be gradually increasing the Superannuation Guarantee from 9% to 12%? IAG currently pays an employer superannuation contribution of 13%. The FSU will be looking to ensure IAG maintain the additional 4% contribution as part of negotiations this year.

IAG Hurstville Reps Training

Reps from the IAG site at Hurstville, NSW recently attended training at the FSU office in preparation for Collective Bargaining.

The Reps were taken through an information session that provided an overview of the role of Fair Work Australia and the Fair Work Act, the new safety net, changes to unfair dismissal laws and new collective bargaining arrangements.

This was followed up with Ben Gallen, FSU Lead Organiser and Stephen Povey, FSU Organiser leading the Reps in discussions

regarding the Collective Bargaining process and how they can be involved. They discussed how as Reps they can assist in building on that power and a values based discussion that linked issues in the workplace with values.

Following their attendance Reps went back to the workplace and collectively managed to get management to reverse a decision made regarding flex time.

The FSU also invited Megan Sposari, FSU Representative, to attend the annual Remuneration Review Committee to voice some of the concerns in relation to targets and performance procedures that were raised during the discussions.

If you would like further information on the Fair Work Act or the Bargaining Process, check out the FSU website: www.fsunion.org.au/News-Views/Publications/Your-rights-under-the-Fair.aspx or contact the Member Rights Centre on 1300 366 378.

FSU Reps at work in CGU Commercial Claims Melbourne

Most staff at CGU Commercial Claims Melbourne don't need reminding that their colleague, David Peers, has been their committed FSU Rep for a number of years.

Earlier this year, concerned members approached David to address the issues of staffing, excessive workloads and a spate of formal warnings being issued. David undertook the important task of representing members at a one on one meeting with management to raise these issues.

As a result of this meeting management subsequently brought on additional staff in the Commercial lodgement, motor and property teams

in an attempt to address workload and staffing.

Members again approached David and the FSU in April this year, when management had decided to suspend their RDO's. David sought a meeting with management and raised member rights with regard to RDOs under the IAG Enterprise Agreement 2003. This successfully resulted in this directive being dropped.

If you are continuing to have workload issues or other issues such as suspension of your RDO's, then it is important to know your rights and contact your local FSU Rep or the FSU Member Rights Centre on 1300 366 378.

UPDATE ON RECENT BARGAINING CAMPAIGNS

The FSU has negotiated new Fair Work Agreements in:

- Allianz Australia;
- AXA Australia;
- BUPA Australia;
- RAC (WA) Insurance;
- Zurich Australia; and
- Westpac

We are currently negotiating new Fair Work Agreements in:

- Suncorp Group;
- RACQ;
- ANZ; and
- CBA

If you would like more information on current bargaining by the FSU visit the FSU website at: www.fsunion.org.au

FSU Member Rights Centre
1300 366 378
www.fsunion.org.au
fsuinfo@fsunion.org.au

