



# Suncorp Agreement FAQ 2010

## ● Why are we discussing one Agreement when we've always had separate Agreements?

Suncorp have indicated to staff and to the FSU that they want to replace the Suncorp, Promina, AAMI, Vero and AAI Agreements with one Agreement to cover all of the staff and business units across Suncorp Promina. Suncorp have said that they want to reduce the complexity of industrial arrangements across the Group.

Since earlier this year all new employees working in any part of the Suncorp Promina Group have been employed on the Suncorp Working Together Agreement. If this were to continue it would mean that over time the better conditions in the Promina Group Agreements would be lost.

The current AAMI, Promina, Vero and AAI Agreements will cease to apply if a new Fair Work Act Agreement is made to cover the whole Suncorp Promina Group. That means that if a majority of employees from across the whole group vote in favour of a new Enterprise Agreement, that new Agreement will automatically replace all of the current Agreements. It is vitally important that the FSU have your support in negotiations to ensure that employees keep their conditions of employment in this process. (Turn over for a comparison of conditions).

We have an opportunity to negotiate an Agreement that will preserve the best conditions from all the Agreements across the Group. However, we can't do it without your support.

## ● What is the timeline for negotiations?

The FSU want to know what you think about a new Suncorp Agreement. From 19 April FSU Organisers will be conducting visits and distributing cards to employees to find out whether there are concerns about moving to a single Suncorp Agreement and whether employees want to see their conditions protected.

Starting 3 May, the FSU will be giving you the opportunity to have your say on what is important to have in a new Suncorp Agreement.

In mid-May the FSU will present a claim to Suncorp based on your feedback.

Throughout negotiations the FSU will be asking you for your ideas and participation.

Ultimately the Agreement we get will be up to you. Negotiations are scheduled every three weeks until 1 September.

## ● What can I do?

- Pass on surveys and campaign updates to colleagues
- Put up Union information on notice boards
- Be a link with the Union office and a source of up to date campaign information in your workplace
- Help organise a workplace meeting
- Talk to colleagues about the need for a new Agreement
- Ask non-members to join the Union and contribute to the campaign for a better Agreement
- Establish a local Collective Agreement Campaign Committee
- Go to our website for more information

Turn over for a comparison of key conditions

# Comparison of key conditions across the Group

	Best				Worst								
<b>Number of weeks notice if role redundant</b>	8 weeks salary 4 weeks extra notice if 25 years service and/or over 45 years old (Promina EA)	8 weeks salary (Promina FS, AAMI, Vero, AAI EAs)	Minimum budget pool of total salary budget for salary increases:	Minimum increase of 3% to total remuneration pool in each year of the agreement. (AAI EA)	6 weeks salary (Suncorp EA)								
<b>Pay Increases</b>	An across the board fixed pay increase of 3% for each year of the Agreement. A merit increase in recognition of performance in role from a guaranteed merit pool of 1%. (Suncorp EA)	An amount equal to at least 4% of the total remuneration budget will be distributed amongst employees as annual pay increases. (AAMI EA)	<table border="1"> <thead> <tr> <th>Year</th> <th>Increase</th> </tr> </thead> <tbody> <tr> <td>2009</td> <td>3%</td> </tr> <tr> <td>2010</td> <td>3%</td> </tr> <tr> <td>2011</td> <td>4%</td> </tr> </tbody> </table> (Promina, Vero EAs)	Year	Increase	2009	3%	2010	3%	2011	4%		Minimum pool for increases in 2% each year. (Promina FS EA)
Year	Increase												
2009	3%												
2010	3%												
2011	4%												
<b>Weekly Hours</b>	36.25 hours per week. Maximum of ten hours per day, 50 hours per week or 145 hours per 4 week cycle. (AAMI EA)				37.5 hours per week. Not exceeding 10 hours per day, 50 hours per week or 150 hours per 4 week cycle. (Promina, Promina FS, Vero, AAI, Suncorp EAs)								
<b>Span of Hours</b>	7am – 7pm Monday to Friday. May be extended to 7am to 9pm Monday to Sunday by agreement of an employee or employees. (Promina, Promina FS EAs)	6am to 8pm Monday to Friday. (Suncorp EA)	6am to 9pm Monday to Friday. Can extend to 6am to 9pm Monday to Sunday by agreement. (Vero EA)	6am to 9pm Monday to Saturday (AAMI EA)	7am to 11pm Monday to Sunday (AAI EA)								