



Authorised by Geoff Derrick Secretary, NSW/ACT Branch

FSU bites

Season's Greetings

Geoff Derrick, Joy Buckland and the NSW/ACT Executive wish you and your family a safe and happy holiday season!
See you in 2011...



'Suspend targets in flood affected areas' - FSU

Aerial view of the Lachlan River near Forbes NSW

Photo Courtesy of FSU Member Veronica Rebellato

In the wake of the devastating floods hitting large parts of NSW with many areas being declared natural disaster zones by the NSW Government, FSU has written to employers asking them to suspend sales targets for the current year for all directly impacted staff and to bring in new and agreed objectives once the full impact of the floods is known.

FSU has also asked for any absences from work as a direct result of the floods to be treated as special leave.

On Friday 10 December we contacted a number of members in the effected zones which take into Local Government areas in the Mid-Western Regional Council (centred on Mudgee) and Weddin, Wellington, Warrumbungle, Cootamundra, Coonamble, Harden and Young shires.

There were numerous stories of staff having to travel long distances to and from work to avoid the floods, branches running on skeleton staff, roads being underwater, fields and farms being flooded, broken water mains and sewage systems, flooding in branches, staff being sent to other locations, electrical problems and even one instance of a staff member going home by boat!

Members' Local Stories

"During our contact with members we heard a lot of stories including one

about someone being sent home by boat, another about broken water mains and sewerage with plumbers arriving by helicopter and many stories about significant downturns in business that is expected to last for a long time", said FSU NSW/ACT Branch Secretary Geoff Derrick.

"We heard some good stories about some of our employers understanding of the needs of staff and providing plenty of support on the spot including reports of staff being allowed to go home on full pay so as not to be stranded in towns because of road closures. It was good to hear." said Geoff.

"However, these floods will have a much longer impact than water across the road and that's why targets and objectives should be suspended immediately for all effected workplaces until the full impact is realised", said Geoff.

"Then our employers should sit down with staff and agree on new targets for the current year".

"In the meantime, FSU members should know our Member Rights Centre is open from 8am to 6pm Monday to Friday and our trained staff are ready to take your calls and assist where ever we can", said Geoff.

Get the most from your membership...

FSU Member Services
1300 366 378





NSW Public Holidays Fixed

The NSW Government Industrial Relations Minister Paul Lynch has amended the state's public holiday laws to ensure that when Christmas or Boxing Day fall on a weekend (as they do this year), the following days are also made public holidays to guarantee a long weekend for the state's workforce.

This is welcome news. In our industry it means most people will receive a 4 day long weekend over the Christmas/Boxing day period.

The changes follow a review by Sydney University's Professor of Labour Law, Joellen Riley.

The changes also deal with a number of related matters that Professor Riley was asked to review. Three of these matters also directly impact FSU members.

August Bank Holiday Survives

Firstly Professor Riley and Minister Lynch have rejected proposals from the banks and CBA in particular that the August Bank holiday should be abolished. In accepting FSU arguments backed up by more than 150 members that made separate submissions to the review, the government has gone further by reinstating the August Bank Holiday to those insurance workers who were thought to have lost it.

In her report Professor Riley said, "The interrelationship of the (Bank Holiday) Act with industrial instruments was disturbed by the former federal government's enactment of Work Choices." Because of a narrower definition of a public holiday in WorkChoices, many non-bank financial institutions such as insurance and superannuation funds had their August Bank Holiday thrown into doubt as an unintended consequence of the new modern Banking, Finance & Insurance Award in 2010.

To fix this problem, the NSW Government has extended the application of the Bank Holiday to the insurance Industry from 2011 onwards.

Weekend Trading Volunteers Only

Professor Riley and Minister Lynch also rejected the suggestions from the banks and retailers that bank trading on weekends be totally de-regulated. Instead they have accepted arguments from FSU that the current arrangements where there is a public interest test and weekend operations must be staffed by volunteers is to stay.

Easter Sunday

For the first time ever Easter Sunday has now been included in the list of public holidays from 2011 onwards. Minister Lynch said that this was necessary because while many expected that Easter Sunday was already a holiday, the 98 year old law was silent on the matter because when it was first passed all Sundays were holidays but that had changed recently with the de-regulation of shopping hours.

Happy holidays!

FSU Active:

For the period 1 Jan - 30 November

\$5,870,982 recovered on behalf of FSU members

20,824 calls to the NSW Office

2230 new cases opened on behalf of members

2422 cases resolved for FSU members

3686 workplace visits by Organisers

FSU Contact Details

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NSW/ACT Executive

The NSW/ACT Executive is made up of finance industry workers and is the governing body of FSU in NSW & the ACT.



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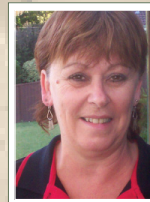
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24,000 ANZ staff covered by new Agreement

Almost 90% of staff who participated in a recent ballot have voted in favour of a new Collective Agreement at ANZ which was approved by Fair Work Australia on 14 December 2010.

The Agreement will become effective on Tuesday 21 December 2010. The new Agreement will cover close to 24,000 staff in Group 4, 5 & 6 roles in Australia.

This is the first time since 1998 that staff have had the opportunity to vote for a new, up to date set of working conditions and comes on the back of many months of negotiations between FSU and ANZ.

Whilst the agreement doesn't deliver everything FSU members asked for in relation to targets and performance assessment, it will provide a modernised wage safety net and an independent umpire for the first time on a large number of other workplace issues.

New minimum salary rates are included in the agreement for Group 5 & 6 staff. The minimum movement in 2010 ranges from 2% to 6.9% and all grades will move by a minimum of 2% in 2011.

A late improvement to the proposal came following consultation with FSU members in October which led to ANZ withdrawing its proposal to cut off district allowances for new staff in remote country towns. District

allowances compensate for the high cost of groceries, transport and services in these towns. This is a win for ANZ FSU members - congratulations!



Jenny Lennox

Jenny Lennox from the ANZ Member Council says after so long it is fantastic to see a new collective agreement voted on by staff but more work needs to be done.

"After 12 years without up to date conditions of employment it is fantastic to see a new collective agreement here at ANZ", said Jenny.

"While there are lots of good things coming out of this agreement including the pay increases and the fact we were able to keep district allowances for country staff, I do believe that more work needs to be done on targets and performance objectives", she said.

"Going forward we need to not only ensure that our new agreement is implemented properly but that we as Union members build on our collective voice and strength before we're due to bargain again", said Jenny.

An active 2010

As 2010 rapidly draws to a close the Union's NSW/ACT Annual General Meeting held on 10 November was a great opportunity to reflect on and acknowledge the efforts of members, workplace reps and staff over the past year.

Guest Speaker Bill Shorten, Assistant Federal Treasurer and Minister for Financial Services and Superannuation addressed the meeting and took questions from the floor about targets, stress, superannuation and age discrimination. The following day Minister Shorten contacted NSWACT Branch Secretary Geoff Derrick, saying that he now has a better understanding of the challenges finance workers face and how much he appreciated the opportunity to talk to FSU members, confirming his offer to take a range of issues up with our employers in his Ministerial capacity.

NSW/ACT Branch Secretary Geoff Derrick took great delight in awarding Life Membership to former FSU Workplace Rep Joan Rice from St George.

As some of the notable statistics for the year show, our Union has made a great difference in the lives of staff right across our industry and we look forward to working just as hard in the coming year to achieve even better results.

We now look forward to 2011 and meeting the challenges before us and sharing our successes with you at next year's Annual General Meeting.

Notable statistics for the year (Nov '09 - Nov 2010)

- \$6,315,753** recovered on behalf of FSU members
- 21,775** Calls to the NSW Office
- 2581** Cases resolved for FSU members
- 2477** finance workers stepped up and became FSU members
- 3731** workplace visits by organisers
- 456** FSU members stepped up and became workplace reps.



FSU Life Member Joan Rice after receiving her life membership award from NSW/ACT Branch Secretary Geoff Derrick



Minister Shorten with FSU NSW/ACT Branch President Joy Buckland

It's time for a new IAG Enterprise Agreement

pay

targets

redundancy

conditions

Following consultation including surveys and workplace visits by FSU Organisers, a claim has been put together of things FSU members want in any new agreement with IAG, the first to be negotiated since 2003!

FSU members across IAG are now considering the claim at meetings and teleconferences to make sure it contains the key issues necessary to take to the company before negotiations begin in early 2011.

The following is the 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 employer's 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 off shoring.

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.



Insurance Member Council President and IAG employee Wendy Conlan

Speak up CBA Staff!

CBA staff are being asked to make their voices heard loud and clear before negotiations for a new enterprise agreement begin in February 2011.

FSU Organisers are now visiting workplaces to talk to FSU members about the issues they want tabled at the negotiations.

Issues that members feel strongly about will form the basis of the claim on the bank.

Feedback can also be provided online via the FSU website at:

www.fsunion.org.au/News-Views/Surveys/CBA-Enterprise-Agreement-2011-Claim.aspx



Fair reward?

A large bank that has recently announced a massive multi billion dollar profit and raised the ire of almost everyone by raising interest rates well above that of the Reserve, sent a bulletin out to managers saying to celebrate your teams successes and recognise their efforts over the year, it was appropriate to host a team morning tea, but only up to the value of \$10 per person. *FSUBites* also heard on the grapevine some more senior staff at the same bank were treated to a rumoured \$169 a head dinner!

It's off, it's on, actually it's a secret

An employer who cancelled their end of year Christmas celebrations decided at the last minute to go ahead with them after all. *FSUBites* isn't sure why, but in the end it turned out staff were only given invitations on the morning of the party and those invitations were handed directly to staff via their manager advising what time and where to turn up. Suddenly media shy?

Time your fire carefully

We all know that some very important people lead very busy lives. They have no time to waste.....

A certain company times its fire drills to occur when the CEO isn't in the office so as not to cause any inconvenience.

FSUBites would hate to see anyone get hurt during an emergency, or an emergency worker injured trying to rescue someone who doesn't know anything about proper safety procedures.