

CUTS TO HOURS

In 2006 the Finance Sector Union (FSU) and the National Australia Bank (NAB) negotiated a 3 year Enterprise Agreement. If you work for NAB, this Agreement applies to you, and NAB must legally abide by the Agreement. Here's what your Agreement says about cuts to hours.

- Changes to hours of work may be proposed by either NAB or employees.
- Changes to hours of work must be mutually agreed.
- Both people leaders and affected employee(s) must participate in a process to attempt to match business and personal needs if business imperatives prompt a proposed change to hours.
- People leaders must participate in a process to attempt to resolve a request by an employee to change hours for personal reasons.
- NAB will determine the business needs of the workplace and advise affected employees in writing.
- Employees must endeavour to meet the business needs through changes to rosters, and a variety of options can be considered, that meet both the needs of the business and the personal needs of employees.
- Agreement to new working arrangements must not be unreasonably withheld by employees or people leaders.
- In the event no agreement is reached, the matter is then referred to the Head of the Business Unit for a decision.
- Parties dissatisfied with the decision can activate the Dispute Resolution Procedure in the Agreement, which is a staged, escalating process designed to prevent and resolve disputes as quickly as possible.

*Have your hours changed?
Was this done with your agreement?*

You have rights. Exercise them.

Together with your union, you can hold NAB to the Agreement.

What can I do?

- If there is a request to change your hours, firstly ask why the change is necessary
- Get advice and assistance early, before your hours are changed. Speak to your FSU Rep, your FSU Organiser of the Member Rights Centre on 1300 366 378.
- Insist on your right to mutually agreed changes. You should not be coerced into changing your hours.
- Make sure any request to change hours is made in writing and keep a copy.
- Consider what outcome would meet both your needs and the needs of the business.
- If you are unable to reach agreement with your people leader, contact FSU for assistance to work through the processes outlined in the Agreement.