

## CBA Enterprise Agreement

# Consultation and Change

## Know Your Rights



When change occurs in the workplace it's important to know your rights and entitlements.

### Should I be Consulted?

Yes. One of the benefits of a CBA Group Enterprise Agreement is a Group-wide right to be consulted around major workplace changes, and being able to take up problems with consultation to the independent umpire, the Fair Work Commission, if the matter cannot be resolved at the workplace.

### When should I be consulted?

Where CBA has made a decision to introduce major changes that are likely to have a significant effect on you, they need to consult you and the FSU.

Major changes include the termination of employment, major changes in the composition, operation or size of the workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the alternation of hours of work, the need for retraining or transfer of employees to other work or locations, and restructuring of jobs.

### Discuss changes with affected employees and the FSU

Before a proposed change is implemented there must be a discussion of the proposed changes with the employees affected by the change, as well as with the union. This discussion should include an opportunity to ask questions to clarify and obtain more detail on the proposed changes, with those questions being answered either at the meeting or shortly thereafter.

### Information must be provided in writing to assist in consultation

Information should be provided in writing around what is the change being proposed and the expected effects of the changes on employees. The information should also include a rationale for the change, and a clear timeline outlining how the proposal is expected to be implemented.

### Discussion must have the opportunity to influence how a decision is implemented

Consultation isn't a veto on change, but nor is it being advised of a change. You have a right to provide your views, and even propose an alternative change, which must be considered before further action is taken. This usually means you are provided reasons as to why your feedback is being rejected, or a clear outline of how the proposal is being modified to take your feedback into account.

### You're Not Alone in the Union

Even if the issue only affects one employee, Union members are not alone and will be supported by the industrial knowledge and expertise of the Union to make sure you get a fair go. FSU members have the right to contact the FSU for advice, information and representation.

Chances are if the issue affects you they may be affected as well, and it's much more effective and positive for workplace harmony to have an issue which affects a group of employees dealt with collectively involving everyone affected by it.

### Need More Information?

For more information on your rights under the CBA Group Enterprise Agreement contact your FSU Organiser or the FSU Member Rights Centre on 1300 366 378.

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