



MyState EA 2021

PROPOSED LOG OF CLAIMS

The FSU bargaining claim is based on survey results and feedback from the people who work at MyState. While there is a diversity of views, overall, people feel that MyState is a good place to work. Employees are committed to MyState and want to make the bank better. FSU members at MyState are committed to an enterprise agreement that maintains current rights and conditions, and recognises their important contribution to the bank.

Rewarding Our Contribution

Members feel that their pay and entitlements should keep up with the cost of living, allow for a dignified retirement, and ensure a better balance between working and life.

FSU Claim

- » 3.5% per annum pay increase with the first set of wage increase backdated to 1 October 2020. This increase shall be processed in the first pay cycle immediately after a staff ballot on the proposed new agreement, if majority of employees vote in favour of the proposed new agreement
- » Paid parental leave entitlements should be increased from 10 weeks to 16 weeks
- » Employee superannuation entitlement should be 14.5%
- » Employees should be given one Rostered Day Off (RDO) each calendar month

Work From Home

Members are generally happy with the flexible and work-from-home arrangements put in place by MyState during the COVID-19 pandemic. Members would like to see this flexibility formalised and continue into the future, while also ensuring that employees working from home do not incur additional costs or workload.

FSU Claim

- » Work from home option should continue to be made available to all employees
- » Employees who work from home should be given a utilities allowance to compensate the costs of maintaining a home office
- » Employees must have a right to disconnect from work.
- » Workers must not be encouraged or rewarded for being constantly connected.
- » Records regarding employee working hours including breaks, starting and finishing times, must be kept and made available for inspection by a properly authorised person when required.
- » Working from home should not lead to cost shifting from employers to workers.
- » Privacy and fundamental rights must be respected.
- » Surveillance and performance monitoring is underpinned by principles of privacy, ethics and transparency.
- » Technology and equipment required to work from home should be provided by MyState unless otherwise agreed.

Our Performance Objectives and Assessments

Members generally feel that performance objectives should be set so that employee workloads are manageable. Members also feel that performance objectives and assessments should be transparent and reflective of employees' outcomes.

FSU Claim

- » A genuine, collaborative process in setting performance objectives.
- » Setting performance objectives that are fair, and achievable in ordinary working hours.
- » Transparency in performance assessment, with the ability to appeal an outcome in a timely fashion.
- » Employees should not be penalised or assessed according to customer behaviour. E.g., if a customer fails to make a promised payment to the bank, employees should not be penalised for this.

Staffing and Higher Duties

Members want to ensure MyState employees are able to perform their role to the best of their ability, and are compensated for the work they do and the duties they perform.

FSU Claim

- » Employees authorised to take on higher duties for one day or more should be paid at the minimum wage rate in the higher band
- » Commitment for MyState to maintain staffing levels and fill vacancies as they occur.

A Best Practice Employer

Members are proud to work at a progressive organisation like MyState. They enjoy having the purpose of putting customers first. Members consider that MyState has an opportunity to set the standard with work entitlements to demonstrate our values.

FSU Claim

- » Superannuation on unpaid parental leave.
- » Removal of distinction between primary and secondary carers so that every employee who has a baby come into their life (whether by birth, adoption or surrogacy) is entitled to the same amount of paid parental leave.
- » Ability to take parental leave as one block of leave or smaller blocks of leave
- » 20 Days aid Domestic and Family Violence (DV) . This should include those employees who are assisting/caring for an immediate family member or member of their household who is a victim of domestic violence Access to pro rata long service leave after 5 years of service.

A Best Practice Employer cont.

- » Payment of pro rata long service leave upon cessation of employment after 5 years of service.
- » Religious and cultural observance leave.
- » Pandemic leave if you are required to isolate or contract COVID-19

Developing Our Skills

The industry continues to work through a period of transition as automation is introduced leading to the abolition of the jobs of the past.

FSU Claim

- » Workers need professional development, training and upskilling to future-proof our careers.
- » Training and development should be focused on providing transferable industry skills based on a genuine understanding and utilising our skills so we are future-ready.
- » MyState should invest in retraining and redeploying staff into these new jobs.
- » This EA should deliver all employees annual training in their role or training to develop skills for the jobs of the future.

Miscellaneous

- » Review of agreement to ensure it is compliant with the relevant legislation
- » FSU will continue to seek feedback and input from members. We reserve the right to raise additional claims during bargaining.