

FSU PROPOSED LOG OF CLAIMS

DRAFTED AUG 2021

1. CURRENT TERMS AND CONDITIONS

No erosion of current enterprise agreement terms and conditions.

2. TERM OF AGREEMENT

Employees prefer a 3-year agreement, however this is subject to a satisfactory annual wage increase offer.

3. PAY

Employees feel that guaranteed annual pay rises for all employees are essential, especially at a time when they are working harder and longer than ever before. The first set of wage increase should be backdated to 1 July 2021 and processed in the first pay period after a staff ballot, if a majority of workers vote in favour of the proposed new agreement.

4. SUPERANNUATION

Any superannuation guarantee increases – either government legislated or negotiated – shall not be absorbed in any wage increase negotiated during bargaining. No employee is to have a reduction in their take home pay when the superannuation guarantee is increased.

5. WORK FROM HOME

The global pandemic has seen a significant increase in employees working from home. Working from home, where practical, has become an arrangement which benefits both the employer and employees. The new agreement should provide Working From Home guidelines for both employer and employees which do not transfer the cost from employer to employee, and which give employees rights and entitlement to mutual agreement.

6. DOMESTIC AND FAMILY VIOLENCE LEAVE

This is an important provision to support victims of domestic and family violence. FSU members are seeking further improvements to this provision by increasing the entitlement to 20 days for victims, and 10 days for employees supporting a victim who is an immediate family member or a member of the same household.

7. PAID PANDEMIC LEAVE

Members seek the introduction of paid pandemic leave which could be accessed in the event an employee needs to self-isolate (where a work from arrangement is not practical) or has COVID-19 related illness – and in the case of future pandemics.

8. OVERTIME AND TIME OFF IN LIEU (TOIL)

Employees should have the right to choose between taking TOIL or getting paid overtime rates.

9. MOBILE BANKERS

There should be a clear job description and classification for mobile bankers and all enterprise agreement entitlements should apply to mobile bankers.

10. STAND-BY ALLOWANCE

Members seek clarity on this provision where employees who do not receive this allowance should have a right to disconnect.

11. BEST PRACTICE EMPLOYER

Mutual Banks are proud to be key players in introducing and improving progressive initiatives. FSU Members at TMBL propose:

- i. Paid Parental Leave – removal of the distinction between primary care giver and non-primary care giver
- ii. Removal of the 12-month qualifying period to access parental leave.

FSU will continue to seek ongoing feedback and input from members. We reserve the right to raise additional claims during bargaining, including any other clauses required to give effect to this claim and to ensure that the Enterprise Agreement is compliant with relevant legislation.