

NAB

EBA2022

Fighting for fair



FSU MEMBERS' PROPOSED LOG OF CLAIMS

DRAFTED JUNE 2022

SALARY AND SUPERANNUATION

FSU has an interest in securing guaranteed pay increases for all staff. Taking a simple approach to pay would support an increase across the board. FSU has an interest in ensuring that staff are better off and do not suffer real wage cuts as a result of the proposed agreement.

- » All staff to receive a guaranteed pay increase that reflects the valuable contribution of staff, and the current economic conditions.
- » Superannuation contributions of 15% to support a dignified retirement for staff.
- » Uncapped and unconditional superannuation payments on periods of unpaid Parental Leave.
- » An agreement that includes measures to improve pay transparency and give staff information about pay market.
- » Review of the casual and part time additional hours payments to ensure that staff are being properly compensated for additional hours worked.

HOURS OF WORK AND WORKLOADS

FSU has an interest in ensuring that the issue of workloads and unreasonable additional hours are brought under control with the ability for members to take back control of their work-life balance.

- » Increasing eligibility of more staff to having Rostered Days Off to give staff a better work-life balance.
- » Measures to bring the unfair, unreasonable, and unmanageable workloads at NAB under control. Including an obligation for NAB to account for factors such as caring responsibilities, fatigue management, and equality amongst relevant work groups when setting reasonable additional hours.

CONTINUED OVERLEAF

HOURS OF WORK AND WORKLOADS (CONTINUED)

- » Mechanisms to ensure workloads are manageable and achievable within working hours.
- » An obligation to consult while setting performance expectations and to ensure fairness and transparency in setting those targets.
- » Improvement to timeframes for directions to take long service leave.
- » Remove the requirement to take annual leave in blocks of 10 days
- » Measures to ensure that staffing levels including relief staff are appropriate in all workplaces and ensure that workplaces are safe.

CHOICE AND CONTROL

FSU has an interest in securing greater flexibility for members. Flexibility about when and where work is performed.

- » Industry leading working from home rights including the right to request, to be safe while working from home, to not have the costs of working from home shifted onto employees and the absolute right to privacy at home.
- » Staff should have the right to disconnect at the conclusion of their working day.
- » NAB to provide FSU with a quarterly report about the working hours including breaks, start and finish times broken down by business unit and group.
- » An obligation on NAB to actively invite and encourage staff to apply for flexible working arrangements that suit their lifestyle and needs. Where NAB wishes to reject such an application, they must provide a written response outlining specifically why the application was rejected and what criteria was considered.

BEST PRACTICE EMPLOYER

FSU has an interest in bold, progressive and industry leading employment terms and conditions.

- » The new agreement must continue to cover all the same employees that the NAB Enterprise Agreement 2016 had previously covered.
- » Supporting workers with 26 weeks of paid parental leave regardless of their gender or role in their family.
- » Paid grandparental leave.
- » Aboriginal and Torres Strait Islander cultural observance leave and an enforceable employment target for first nations staff.
- » Religious and cultural observance leave for staff with diverse backgrounds.
- » Introduce paid gender affirmation rights and leave.
- » The establishment of Menstrual and Menopause leave.

CONTINUED OVERLEAF

BEST PRACTICE EMPLOYER (CONTINUED)

- » Additional paid sick leave for the purpose of improving and maintaining mental health.
- » Adopt Paid Pandemic leave
- » Paid Natural disaster leave
- » There should be no forced redundancies over the life of the agreement.
- » Improved severance payments to reflect the cost of living pressures that redundant staff face.
- » An obligation for NAB to openly discuss with staff the future of the industry and the shifts in the work types that are needed. NAB must actively encourage and facilitate upskilling and retraining of staff to ensure they are prepared for the future of the sector.
- » Ensuring that workers are consulted when major decisions are made about their workplace. That they have the right to influence the outcome before a decision is made.
- » Measures requiring that workers are balloted prior to selling or transferring any part of the business.
- » Measures to create and develop good quality jobs in regional and rural parts of the country.

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.