

Let's make Hostplus an industry-leading super fund

Hostplus
**ENTERPRISE
BARGAINING
2022** FSU

FSU LOG OF CLAIMS

DRAFTED JUNE 2022

CATEGORY	2022 LOG OF CLAIMS
1. PAY AND PAY TRANSPARENCY	<ul style="list-style-type: none">• 7% pay increase first year (predicted CPI) backdated to 1 July 2022.• 5% or CPI, whichever is greater in 2023, 2024.• A ban on pay secrecy• Regular publication of information on pay rates by job grade, title, gender, and race.• A mechanism for pay to be reviewed where inequality is discovered including access to the dispute resolution procedure.
2. FLEXIBLE WORK	<ul style="list-style-type: none">• Work from Home option be made available to employees• Flexible work arrangements must be based on employee choice and control.• Employees must have a right to disconnect from work.• Workers must not be encouraged or rewarded for being constantly connected.• Working from home should not lead to cost shifting from employers to workers• Privacy and fundamental rights must be respected• Introduction of a Rostered Day Off arrangement for employees.

3. HOURS OF WORK AND WORKLOADS	<ul style="list-style-type: none"> • A 30-hour working week for all staff • Staffing levels must be appropriate to perform the required work, including where staff are on leave. • Vacant roles must be promptly filled. • Performance objectives and appraisals will be set and completed in consultation with staff. • Flex time arrangements to allow better workload management.
4. SUPERANNUATION	<ul style="list-style-type: none"> • 17% superannuation with SG increases to be paid in addition to this amount and not deducted from take home pay. • Superannuation to be paid on all parental leave at pre-parental leave rates.
5. JOB SECURITY	<ul style="list-style-type: none"> • Commitment to secure employment including no forced retrenchments for the life of the agreement. • Review of insecure work arrangements
6. OVERTIME	<ul style="list-style-type: none"> • Overtime payments are available for all staff working in excess of their contracted hours of work.
7. PARENTAL LEAVE	<ul style="list-style-type: none"> • 26 weeks paid leave available to all parents regardless of their role or gender in addition to 2 years of unpaid leave if requested.
8. REDUNDANCY	<ul style="list-style-type: none"> • 4 Weeks' retrenchment payment per year of service and 5 weeks in the event of a merger. • Right to opt to be retrenched rather than be transferred to a new employer.
9. BEST PRACTICE LEAVE AND CONDITIONS	<ul style="list-style-type: none"> • Unlimited family and domestic violence leave • Menstruation and menopause leave • Gender affirmation leave • Grandparental leave • Religious and cultural observance leave • Income protection insurance and life insurance for all staff
10. A FAIR CLASSIFICATION STRUCTURE	<ul style="list-style-type: none"> • A classification structure that includes everyone working at Hostplus with consistent job grades, pay rates and classification levels.
11. MISCELLANEOUS	<ul style="list-style-type: none"> • 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.