Finance Sector Union

Community First Bank Enterprise Agreement 2026

FSU bargaining agenda

Pay

- Annual pay increases of 5% or the Consumer Price Index (CPI), whichever is greater, for all employees from February 2026.
- Compensation for the below-inflation wage outcome, with back pay to February 2025.
- Equal pay for the same roles across the former Community First Credit Union and former Illawarra Credit Union, back paid to September 2025.
- A transparent pay and classification structure that:
    - Clearly defines applicable roles, duties and responsibilities.
    - Includes pay ranges for each role.
    - Outlines career progression opportunities.
- All allowances to be indexed annually in line with CPI.
- An increase to the rotating roster loading.

Job security and artificial intelligence

- A commitment to a digital just transition when introducing artificial intelligence or similar technologies, including enhanced consultation, education opportunities, data security and surveillance protections, and improved redundancy rights.

Leave entitlements

- Increased paid parental leave for all employees, regardless of gender or carer status, available from the commencement of employment.
- Superannuation contributions to continue during unpaid parental leave for up to 12 months.
- Uncapped paid family and domestic violence leave for employees experiencing family and domestic violence, and 15 days of paid leave for employees supporting a family or household member experiencing family and domestic violence.
- Paid reproductive health leave for employees who require time away from work to deal with reproductive health issues.
- Five days of paid wellbeing leave.
- Five days of paid Aboriginal and Torres Strait Islander cultural and Sorry Business leave

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Workloads and staffing

- Workload and staffing protections to ensure adequate resourcing so work, including mandatory learning and training, can be completed during ordinary working hours.
- The right to request a review of staffing levels where employees have ongoing resourcing concerns.
- A requirement that each retail region has a relief pool to cover staffing shortfalls and planned and unplanned absences.
- Vacancies to be advertised as soon as reasonably practicable.

Rostering

- A review of rostering practices across the former Community First Credit Union and former Illawarra Credit Union to ensure consistency and fairness.
- Measures to eliminate "start before you start" expectations.

Other matters

- An allowance to compensate employees for additional costs associated with the relocation from Auburn to the Sydney CBD.
- The automatic right for all employees affected by the relocation from Auburn to the Sydney CBD to work remotely or from home if they choose.
- A Finance Sector Union rights clause, including union consultation rights and induction rights for new employees.
- The most favourable terms and conditions from each of the existing Enterprise Agreements to apply in the new Enterprise Agreement.

The 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.

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