

Unity Bank Enterprise Agreement 2026

FSU bargaining agenda

Coverage and common terms

- All employees to be covered by the Unity Bank Enterprise Agreement.
- The terms and conditions of the current Unity Bank Enterprise Agreement 2023-2026 to form the basis of the new Agreement, except where the corresponding provision of the G&C Mutual Bank Enterprise Agreement provides a more favourable entitlement.

Pay

- Annual salary increases of 5% or the Consumer Price Index (CPI), whichever is greater, for the life of the Agreement.
- All allowances to increase annually in line with CPI.

Leave entitlements

- 26 weeks of paid parental leave for all employees, regardless of gender, carer status or family role, available from the commencement of employment.
- 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.
- Five days of paid cultural, religious observance and wellbeing leave.
- Five days of paid Aboriginal and Torres Strait Islander cultural and Sorry Business leave.
- 12 days of paid menopause and reproductive health leave.

Working from home

- An enshrined commitment to hybrid working wherever operational requirements allow.
- No increase in mandatory office attendance for the life of the Agreement.

Workloads and staffing

- Vacancies to be filled as soon as reasonably practicable to minimise adverse impacts on remaining employees.
- A formal mechanism for employees to request a review of excessive or unreasonable workloads.
- All mandatory training, compliance learning and required professional development to be completed during ordinary working hours.

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.

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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Authorised by Julia Angrisano, FSU National Secretary