



Joint Log of Claims for ABC Enterprise Agreement Negotiations 2022

1. Pay:

- 6% per annum for 3 years.
- Adjusted increases to all ABC Allowances.
- 15.4% superannuation for all ABC employees regardless of their choice of superannuation fund.

2. Conditions:

- a. No loss of conditions for employees.** All ABC employees must be genuinely better off under the new agreement.
- b. Improved access and progression through bands.** Measures to remove impediments to ABC salary and career progression.
- c. Flexible work arrangements.** Provisions that will provide employees with genuine flexibility regarding their hours and place of work, and which will also assist the ABC to meet its Work Health and Safety obligations to its employees.
 - Introducing a 7-hour minimum call for part-time employees (4-hour minimum call allowable if genuine agreement with employee);
 - 4-week roster flex for Schedule A rostered employees;
 - Increasing consecutive roster free day days for employees on 2-week roster cycles;
 - Introducing option to work flexibly over shorter work week (e.g. 38 hours over 4 days work week);
 - Reflecting the ABC's Work From Home Policy in the new agreement;
 - Sufficient break period between shifts;
 - Supporting employees to take their Meal Breaks; and
 - Best practice rostering.
- d. Workloads.** Provisions that will provide more structural support to employees and managers to effectively deal with heavy, excessive or unsafe workloads.
- e. A fairer system for the payment of overtime.** Improvements to the way the ABC recognises and compensates employees for their additional hours or work. Widespread ABC underpayments have highlighted startling inequalities and inconsistencies in how the ABC recognises and compensates employees for additional hours of work. Importantly, this includes the retention of ABC Buyouts supported by a fit for purpose annual review process.
- f. Audit of gender and racial pay gap and transparency to ensure pay parity.** A company wide and section specific gender and racial pay audit covering pay bands, salaries and employment status, and thereafter regular reporting to Unions and employees on progress.

- g. Casual/Fixed term conversion** – remove impediments to employees converting from casual and fixed term employment to permanent employment.
- h. Improved family-friendly provisions, including improvements to paid parental leave provisions.**
- i. Delegate’s Rights.** The inclusion of a Charter of Delegate Rights in the agreement

3. Other:

Clarify or update any clauses Unions advise require such clarification.

CPSU and MEAA members reserve the right to amend and/or add to the existing log of claims during negotiations.