**Current status of the ABC revised offer – as at September 8**

(We have always sought a fair pay increase and no cuts to current conditions.)

M**embers rejected the ABC Executive's offer because 7 critical issues remained unresolved**:

 **1.       Shutdown**: Executive is still seeking to introduce an annual closedown and a new management right to be able to direct staff to take between 3 days and 2 weeks of annual leave between the December 15 and January 15. Executive is no longer proposing staff can be directed to use Long Service Leave, take Leave Without Pay or go into leave debit if they do not have sufficient annual leave accrued.
Do you support a shutdown in principle? In future, the ABC may seek to extend the date range, the number of times it could force a shutdown and the amount of leave you could be required to take.

**2.       Rosters**: The ABC wants to determine 2 and 4 week rosters cycles without agreement. Currently roster cycles are determined by agreement with the affected workgroup.
The current right to change cycles by agreement is important for all rostered ABC rostered shift workers. This change could affect staff currently on 4 week roster cycles working in excess of the minimum daily hours in return for additional Roster Free Days (RFD). Many of these ABC staff could lose up to 36 RFDs over the life of a new agreement.

**3.       Travel Allowance**: The ABC has withdrawn its claim to remove the Allowance.

**4.       Casuals**: Executive seeks to reduce the minimum call for casuals from 4 hours to 2 hours by agreement, in limited circumstances. But the proposed circumstances would sit in a side letter which is not legally enforceable. The current drafting of this change would give the ABC a unilateral right to reduce the minimum call for casuals. Executive says it will consider feedback.
Do you support reducing the minimum call by agreement? What are the implications for you and/or casuals who do not agree to work for 2 hours?

**5.       Redundancy**: Executive refuses to include an expression of interest process for voluntary redundancy as proposed by the unions. ABC would retain the right to say yes or no. Executive knocked back other union proposals to improve redundancy and redeployment, including introducing retention periods and developing an active retraining and redeployment policy (no policy currently exists).
Union members overwhelmingly support a process for voluntary redundancy. More redundancies are likely in coming years. How important is it that your agreement includes a process that minimises forced redundancies when job cuts are deemed necessary?

**6.       Recruitment**: Executive wants to remove the Recruitment & Selection Guidelines from your agreement. The unions offered to forfeit our current right to nominate union members to sit on selection panels in return for the ABC retaining the rights of internal candidates for ABC jobs in the new agreement. Executive agreed to this but the agreement drafting is still not there. Executive wants to retain the current appeal process for selection decisions and make other amendments.
Does the proposed clause on the rights of internal candidates support the removing the Recruitment and Selection (R&S) guidelines from the agreement? What other R&S guidelines could adversely affect you if they were no longer legally enforceable?

**7.       Performance Management:**Executive wants to strip back this section but retain “core rights”. It is also proposing improvements to problem areas like reward for staff at the top of their bands. The unions have put drafting improvements to the ABC.

**Further drafting meetings will be held next week. The unions’ ability to recommend an agreement relies on these critically important details.**

**Both unions now have Fair Work’s approval for a protected action ballot.**

**CURRENT STATUS OF YOUR CLAIMS:**

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| **Claim** | **Status** |
| **Pay** |  2% a year  |
| **Retain current conditions** |  7 proposed conditions cut.  |
| **Converting to ongoing employment** |  Executive has not agreed to initiating conversion conversations with non-ongoing staff at relevant trigger points in the agreement.  |
| **Work intensification and rostering** |  Agreed to include new clauses so staff can address workload and rosters concern. Executive’s proposed Roster changes still an issue.  |
| **Rosters** |  Agreed to steps staff can take to address roster concerns.  |
| **Casuals loading increased from 20% to 25%** |  Agreed but  the reduction of the Casual minimum call from 4 hours to 2 hours still an issue.  |
| **Side letter commitment on Casual agreement entitlements and pay** | Agreed. |
| **Parental Leave** |  Agreed to increase paid maternity leave from 14 to 16 weeks, and supporting partner leave from 2 to 4 weeks.  |
| **Superannuation be paid during unpaid periods of maternity leave regardless of the employee’s choice of super fund** | Agreed.  |
| **Family Violence Leave** |  Agreed to provide up to 7 days leave.  |
| **Improved gender reporting** |  Executive indicates it will do this.  |
| **Learning & Development Claims** | Not agreed, further clarity sought. |
| **Joint Consultative Committee** |  Unions withdrew this claim. However, Executive has subsequently proposed a quarterly discussion forum with unions.  |
| **Broaden the span of hours that apply to assistance when traveling to and from work** | Issue satisfactorily resolved outside of bargaining, and the claim withdrawn.  |
| **TOIL** |  Unions withdrew this claim.  |
| **Higher Duties** |  Not agreed.  |
| **Delegate Rights** |  Not agreed.  |

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