

Calvary Health Riverina HSU Log of Claims for 2025-2028 EBA



The Log of Claims below represents the members' collective priorities for improvements to your wages, conditions and rights at work. These were developed through member survey results and will be presented to Calvary Riverina to commence negotiations for your next Enterprise Agreement.

HSU members believe that:

- No one should be worse off because of bargaining.
- They should have a 3-year EBA.
- No conditions or entitlements should be traded off.
- We should bargain in good faith, which may lead to claims being added or removed.
- Backpay should be guaranteed on agreement of first wage increase, back to 2024

HSU members want better wages. We want:

- 6% for every year or 18% over the 3-year agreement.
- Superannuation increased to 15% and paid on Paid Parental leave.
- Overtime paid for any time worked over contracted hours for part timers.
- Our classification structure and grading to be more comprehensive to facilitate professional development

HSU members want better leave entitlements. We want:

- Personal Leave (sick/carers) to be increased to 15 days per year.
- Paid Parental Leave to include leave for stillbirth, premature birth, and infant death.
- Reproductive Health Leave to be introduced for up to 12 days per year.
- An additional week of Annual Leave
- An accessible long service leave entitlement of 2 months after 5 years' services instead of ten years
- Ceremonial Leave: Clause 30 Ceremonial Leave to change to Ceremonial and Religious Leave

HSU members want recognition and better job security. We want:

- Improved consultation around change prior to a decision being made in accordance with Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

Calvary Health Riverina HSU Log of Claims for 2025-2028 EBA



HSU members want improved Work Health and Safety. We want:

- Clause 40 Workload Management reviewed
- Improved rostering rights including 4 weeks' notice of rosters in advance with no changes for Permanent Full Time and Permanent Part Time Staff without consultation before changing the roster

HSU members want improved union rights.

- Delegates Rights Clause in accordance with the Closing Loopholes amendments to the Fair Work Act
- Union involvement in dispute resolution and consultation about major changes

HSU members want a clause referring to Right to Disconnect:

- As per Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

By endorsing the above Log of Claims members support HSU Bargaining Representatives to formally submit these claims to negotiate through the bargaining process.