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To: [Eileen McEvoy](#); [Elizabeth McDonald](#)
Subject: 14th EBA Negotiation Meeting Update
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Attachments: [image005.png](#)

Dear Members,

Yesterday, Wednesday 06/03/2024, we held our 14th EBA negotiation meeting.

A couple of key points were worked through at this meeting which culminated in some notable decisions.

In my last update I made reference to employee bargaining representatives unanimously rejecting the reduction in conditions proposed in the latest draft EBA provided by Lifeblood. After some heated discussions I can announce that Lifeblood has agreed to **no reduction** in conditions in the following areas;

- Weekend overtime hours will remain at 200% for all hours worked
- Minimum recall payable hours for staff completing work from home and on site will remain unchanged at 2hrs and 4hrs respectively
- Staff working on public holidays opting in for TOIL + pay will retain current entitlement for 150% loading + 1 day of TOIL
- New clause requiring staff to take leave during mandatory shutdown will be removed
- Annual leave and Union representative leave conditions will remain unchanged

Keep in mind these are NOT GAINS! All employees under the NSW/ACT/NT agreement are already entitled to these conditions.

There was also some concerns around staff on increment “M” and their eligibility for the offer of \$1500 for staff on increment “6”. We can confirm that both staff will be entitled to this.

I would like to add a note to these conditions. We should not see Lifeblood’s decision to not remove conditions as a positive.

These conditions have been fought for over many years and Lifeblood should be keeping these standards as they are as a minimum!

The purpose of collective bargaining is to negotiate better conditions in order for employee’s pay to increase or at least keep up with inflation. No change results in a loss of over all pay for all.

Employee bargaining representatives have been tirelessly meeting with Lifeblood in order to bring staff’s concerns to senior leadership. We are still fighting hard to get a better wage offer.

It is the opinion of all employee representatives that the current wage offer is **TOO LOW!**

We presented Lifeblood with the latest figures released by the Fair Work Commission on approved EBAs throughout the country. These figures show that an average yearly increase of 5.15% is being approved in EBAs by the commission this financial year. (link to source data: [enterprise-agreements-data.xlsx \(live.com\)](#)). Further detailed reports can be found here.

[Statistical reports on enterprise agreements data | Fair Work Commission \(fwc.gov.au\)](#)

We have actively sought to meet Lifeblood in the middle of our initial claims and proposed a yearly increase of 4.8%, this has been rejected outright. We have also asked if Lifeblood is willing to move from their offer, however it does not seem senior leadership is interested in moving on this front.

We have also continuously voiced our disapproval at the removal of our increment-based structure without a replacement policy to improve salaries based on merit.

I must make this clear, under the new classification structure, there is no ability for staff to increase their salary within their level/band. If you wish to increase your salary outside of the wage offer you would need to apply for a promotion.

Lifeblood has cancelled our next meeting, which was due to be held on the 20th of March, in order to allow them time to provide a new draft agreement. It is Lifeblood's hope that this new draft will serve as a final draft on which employees will get a chance to review and vote.

We are extremely disappointed that our push for better pay has fallen short on senior management. We would also like to encourage you all to talk about these conditions with the leaders in your sections.

I hope everyone has a chance to have a good review of the draft agreement once provided. If you have any questions, please do not hesitate in contacting me.

Regards,

Francisco Sanabria

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