



EBA Offer at BlueWave

Below is a summary of the BlueWave's EBA offer to staff. **This is your agreement and we encourage everyone to have a say in this important vote.**

If a majority vote 'yes' to accept the offer, the agreement will be sent to the Fair Work Commission for approval. If a majority vote 'no' the HSU will represent members in further negotiations with management.

Voting is scheduled for Friday 11 December to Wednesday 16 December. Make sure you have your say!

The Pay Offer

BlueWave are offering the following pay increases during the life of the agreement:

- 2.0% from the date of operation (i.e. after the EA is approved by Fair Work)
- 2.25% from 1 July 2021; and,
- 2.25% from 1 July 2022.

Other improvements to conditions

- Improved conditions to review contracted hours – meaning that staff can request a review of their contract to reflect regular additional hours every 6 months, up from once per year.
- Improved sick leave provisions, removing the requirement to provide a doctors certificate for up to 2 single sick days, per year.
- Improvement for casuals to request conversion to permanent employment, with a stronger commitment that requests will not be unreasonably refused.
- Improved overtime penalty rates on Saturday – All overtime on Saturday will now be paid at double-time rates for permanent employees.
- Improved shift penalties for casuals – Casual loading will now be paid in addition to shift penalties, where previously it was not.
- Improved weekend rates for casuals – Casual loading will now be paid in addition to weekend penalties, where previously it was not.
- Improved public holiday rates for casuals – Casual loading will now be paid in addition to the public holiday rates for casual, where previously it was not.
- Improved meal allowance for employees who work overtime, removing restrictions from the current agreement.

Protecting current conditions

- Continue to recognise the HSU as a party to the agreement.
- Clear commitment that part-time employees may be asked, but not required, to work additional hours at ordinary rates of pay.
- Employees shall not be required to work more than 5 hours without a meal break, unless by mutual agreement.
- Retained natural disaster leave.
- Retained superior redundancy rates