



## **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