

## **Tulich Enterprise Agreements to go to the vote**

Dear Member,

The process of negotiation has finally come to an end. Over the past week, you have had information sessions provided to you by management. Despite a lengthy negotiation and some serious problems encountered on the way, members have a lot to be proud of from the round of bargaining.

In the new agreements, members have won:

- 9% pay and allowance rises over 3 years (well above the rest of the industry)
- Legal obligation to renegotiate 6 months before the expiry of the agreement to avoid a repeat of last time when agreements were not renegotiated for an extended period
- Status quo to be maintained in the event of a workplace dispute which protects members' rights until the dispute is resolved (very important)
- Arbitration available for workload matters, meaning that the Fair Work Commission can order more staff on if Tulich are understaffed
- Backfilling obligation – Tulich must replace staff if they are sick or otherwise unavailable for work
- 4 hours minimum engagement for part-time and casual employees (the industry average is 2 hours)
- Maintained existing redundancy entitlements which are up to 8 weeks better off than the national employment standards
- 2 week turnaround period for responses to applications for annual leave
- Uniforms to be provided to staff according to the amount of shifts they work
- 3 days paid natural disaster leave
- Clause dealing with the prevention of workplace bullying
- 3 days paid domestic violence leave
- 5 days paid for union representatives to conduct union business
- Union noticeboard at each site
- Union inductions of 20 minutes on an annual basis for new employees

The voting for the new agreement will commence on 11 May 2018 and go to 16 May 2018. The HSU encourages all members to vote and have your say on your conditions of employment for the next 3 years. Over the next few days, management will provide you with access to a copy of the agreement for you to read. We encourage you to do so.

The first 3% pay increase will be payable the day that a YES vote is returned.

If you have any questions about the new enterprise agreement, please send your inquiry to [agedcare@hsu.asn.au](mailto:agedcare@hsu.asn.au).

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD