

HSU prepares to take action at acquired Health Care sites

Dear Member,

Our Bargaining team has been meeting with your employer since October last year to create a transitional enterprise agreement. This agreement is aimed at bringing your current entitlements in line with those of Health Care's other sites. This is not uncommon when businesses change ownership and the new owners wish to have all of their sites and workers paid equally.

However, what is uncommon is when the first major hurdle – classification matching and pay rates – takes 7 months and still hasn't been finalised. This means that many workers have not had yearly pay rises, and there seems to be no end in sight. The HSU has received many complaints from our members who work at the newly acquired sites, and quite rightly so.

The union has issued Health Care a notice of intent to lodge a bargaining order. The *Fair Work Act 2009* allows bargaining representatives to request the assistance of a Fair Work Commissioner when they have concerns about the bargaining process. In this case it's a lack of timeliness. Our Private Health team is currently visiting these sites to consult with workers.

Your employer needs to commit to a timeframe and stick to the deadlines. The HSU will continue to fight for your right to a timely and transparent enterprise bargaining process. Please don't hesitate to talk to members of the team when they visit your site. Alternatively, please send any comments or questions you may have to Bargaining Officer, Emma Williams on emma.williams@hsu.asn.au.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD