

You're invited: Union meeting next week Tuesday 5 August

Dear Member,

All HSU members are invited to an important union meeting next Tuesday at 5pm. This will be a combined meeting of all Health Services Union and Nurses Association members, to agree on a collective response to the recent wage offer from management.

As you know, management have made the following offer to you:

- To adopt the updated ACSA template Enterprise Agreement negotiated with unions
- To offer no wage increase for 2017
- 1.5% wage increase from the first full pay period in July 2018
- 2.0% wage increase from the first full pay period in July 2019

A copy of the letter from the Director of Nursing is attached to this newsletter, outlining the exact wording of management's offer.

This offer is less than the 2.4% per annum increase that was negotiated between other organisations and the union. We must now come together as a group to discuss the offer and to determine our response.

All members are invited to attend a meeting next Tuesday 7 August at 5pm at the Cootamundra Ex-Services Club to agree on the union response. Non-members are invited to attend for general discussion, however only union members will take part in the decision making. Non-members are welcome to join the union on the day, in order to stay and participate.

If your colleagues are not yet HSU members, now is the time for them to join. Only union members will be able to participate in determining our response. Non-members can join up today either online at www.hsu.asn.au/join or by calling 1300 478 679.

We need to be strong and united if we're going to get a good result. Only when you're an HSU member are you part of the team campaigning for a fair workplace and only HSU members are covered for assistance from the union, like our Member Services Division or our HSU journey insurance.

Please share this with all your colleagues. We look forward to seeing you next week.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



THE COOTAMUNDRA NURSING HOME

(CONDUCTED BY COOTAMUNDRA HEALTH CARE CO-OPERATIVE LIMITED)

121 MACKAY STREET, COOTAMUNDRA

ABN : 66 028 168 206 - E-Mail : admin@ctanurse.com.au

Tel: 02 6942 3511

Fax : 02 6942 4175

PO Box 243

Cootamundra, 2590

28/06/2018

Dear Cootamundra Nursing Home Staff,

As many of you are aware, we have had several general discussions with the HSU and NSWNMA over the past few months regarding a new Enterprise Agreement (EA). We would like to update you directly with our proposal for a new EA to be negotiated.

Cootamundra Nursing Home's financial position has been seriously challenged over the last few years with an average annual loss of \$332,378, with the largest loss sustained in 2016: \$627,148. We have made significant in-roads in managing this loss through a series of measures and were able to reduce the loss to \$494,898 in 2017. Our 2018 results will demonstrate further improvements in reducing the loss however, it is projected that we still make a loss. We have no capacity to absorb any further losses. In addition, we are managing an on-going commitment with our bank to repay our debt which is now at \$1.08 million.

Our peak body, Aged & Community Services Australia (ACSA), negotiated a new template EA with the HSU and NSWNMA. Their members, including Cootamundra Nursing Home, had the option of adopting the new EA to supersede the 2014-2017 EA. The template provides for a wages increase of 2.4% in 2017, 2018 and 2019. Due to our current financial situation, Cootamundra Nursing Home is not in a position to offer wage increments of 2.4%. We would however like to propose to adopt the template EA for a 2 year term and implement modified increases of 1.5% (from first full pay period on or after 1 July 2018) and 2% (from first full pay period on or after July 2019). We are working on improving our financial position to the extent that we would move to adopt the new ACSA template EA come 2020 once it has been negotiated.

From the Board's and Management's perspective, we would have liked for nothing more than to adopt the new the ACSA template unchanged and apply the new wage rates. We recognise the exceptional dedication of our staff in caring for our residents. However, we are not currently in a position to apply the higher increases.

We have been made aware by the NSWNMA that a petition has been signed by staff wishing to commence negotiations for a new EA. We have tried over the last 7 months to have more in-depth meetings with the NSWNMA in order to fully discuss our financial position and our proposal prior to entering into negotiations, however this has been to no avail. We believe that if those members of the NSWNMA had been better informed via the NSWNMA, you, our staff would have had a much

better understanding of the position we are proposing to take moving forward i.e. 2 year EA with 1.5% an 2% increases.

We do not wish to draw the process out any further and ask you to please consider the proposal above bearing in mind our organisation's financial situation. We are working with you to improve our financial position and it is our sincere hope that we will be in a position to enter into a new ACSA EA in 2020. We will be convening a compulsory staff meeting (date TBA) where this proposal will be discussed further and it will provide you with an opportunity to ask questions.

Kind regards,

Alex Mckenna

CEO