

## Ibis Care Enterprise Agreement Update

Dear Member,

As you would be aware, your union has been representing you in enterprise bargaining with Ibis management. Thanks to everyone who has participated so far in workplace meetings or by filling out our bargaining survey.

Ibis management are proposing to roll out a new enterprise agreement to the Ibis Blakehurst site first, followed by the Miranda site.

The HSU argued that it makes more sense to roll both out together and management are now proposing to finalise the EA for Blakehurst this year and then enter into discussions with Miranda staff early in the new year, so that everyone is on a new agreement around the same time.

Remember, this is a democratic process and everyone will have a chance to have their say on any new agreement. This is your agreement about your conditions at work, so we encourage everyone to get involved and be active in the process.

### **Ibis Blakehurst**

Following several discussions with management, we have been able to secure some positive improvements to your current conditions. Management have agreed to:

- New paid parental leave provisions, including 4 weeks paid leave for the primary care giver and 2 weeks paid leave for partners.
- 5 days paid leave and an additional 5 days unpaid leave, to deal with issues of family or domestic violence.
- Increased minimum engagements when attending compulsory meetings or training.
- Enhanced workload management clause, including clearer process for raising and responding to issues.
- Stronger provisions for part-time staff to ensure that they can only work additional hours by mutual agreement.
- Clearer provisions about taking annual leave, including a fairer process if being directed to take excessive annual leave.
- New union rights clause to support union delegates in the workplace.

These improvements have been reached without having to give up any current entitlements or conditions.

## **Pay increase**

Management have also proposed the following wage increases, commencing from the first full pay period on or after:

1 Jan 2019 – 2%  
1 July 2019 – 2%  
1 July 2020 – 3.5%  
1 July 2021 – 3.5%

For some classifications, management are offering a slightly higher increase to meet market rates. Full details will be provided to you in a copy of the draft agreement.

## **Next steps**

Management are proposing to put the agreement out to a vote for all Ibis Blakehurst staff, over the coming weeks. The HSU will be holding workplace visits, to discuss the agreement and the voting process.

If a majority of staff vote 'yes' to accept the offer, the agreement will be sent to the Fair Work Commission for approval. If a majority vote 'no', then we will go back to the bargaining table and continue to represent HSU members.

If your colleagues are not yet HSU members, please share this update with them and ask them to join the union. Only when we are strong and united do we get the best deal. Members can join online now at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679.

If you have any questions, please contact your workplace rep or the HSU office for assistance. We encourage everyone to get active and have your say in this important process.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD