

## Your EA offer – Have your say next week!

Dear Member,

Following several months of negotiation with management, we have an offer for a new Enterprise Agreement.

This includes a wage offer, with full back pay to 1 July 2018, as well as improvements to several conditions and the protection of your key rights.

Management are offering the following wage increase:

- 2.25% from the first full pay period on or after 1 July 2018 (with full back pay paid on a successful 'yes' vote)
- 2.5% from the first full pay period on or after 1 July 2019.

The proposed agreement also has the following new provisions:

- New provision providing additional support to victims of family or domestic violence.
- New provision for paid leave in cases where you can't attend work due to a natural disaster.
- New Peak Consultative Committee between the union and management to improve consultation and encourage workplace discussion.
- New commitment to use internal employees before engaging contractors or agency hire.

Other key entitlements that have been protected or improved:

- Improved minimum engagements for home care workers.
- Increased vehicle allowance from 78c to 86c per kilometre.
- Preserves your superior redundancy pay entitlements, giving you stronger job security.
- Protects your superior long service leave entitlements.
- Ensures that SVCS will pay for the renewal of police checks for all existing employees.
- Rights for part-time employees to have their hours reviewed and increased if consistently working additional hours.
- Rights of casuals to elect to have their contract converted to permanent employment, when rostered regularly and systematically.
- Protects rights for purchased additional leave and cashing out of annual leave, at employees' election.

This is your agreement, so we encourage everyone to read the proposal and have a say in the voting process. The vote will open on Friday 21 December at 7am and will be open until Sunday 23 December at 7am. If a majority vote 'yes' then the agreement will be accepted. If a majority vote 'no' then we will return to the bargaining table. The HSU believes that this is a good agreement and we encourage you to support it.

If your colleagues are not yet HSU members, please encourage them to join up now. They can join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679. We get the best deal when we are active and united!

If you have any questions about the offer, please contact your local delegate or the HSU office for advice.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', written in a cursive style.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD