

## **Guide Dogs NSW/ACT: The latest from the Bargaining Table**

Dear Member,

Yesterday your HSU Bargaining Team met again with Guide Dogs NSW ACT.

Along with the broader Bargaining Representatives group, we put to GDN the following:

- Superannuation to be payable on entire grossed up salary
- Evidence for personal leave to be extended to include statutory declarations and statements from health professionals
- Evidence required in the event of more than two days absence on personal leave
- Personal/carer's leave be extended to 15 days per annum – accruable and non-discretionary
- Consistency in accessing Long Service Leave after 7 years of service
- A Union recognition clause
- Casuals to be paid the same rates on the weekend
- That Stand Down days be preserved and that all employees should have access to a rostered day off every four weeks (pro rata for part timers) as a minimum condition of flexible working hours policy
- That TIL on weekends and public holidays should be compensated at relevant penalty rates
- Royal Guide Dogs Staff to retain their conditions

We also requested that a formal review process should be put in place to deal with classification disputes considering recent issues.

There was some progress made with agreement reached to:

- including 10 days unpaid ceremonial leave
- swapping public holidays
- resolving WHS issues using existing legislation rather than including a clause in the agreement

But we are still yet to receive further information about salaries, and note that GDN continues to push for a Support Wage System.

A further meeting is scheduled for 11<sup>th</sup> April.

## **The Draft Car Policy**

Thank you to everyone who completed the recent survey. It's fair to say that the proposed changes have raised serious concerns.

The key issues raised have been:

- The fundamental change in position from GDN from cars being part of salary package to now a tool of trade
- The reduction in personal use
- The installation of GPS
- The withdrawal of company cars from part time employees
- Insurance and excess

There were also a number of other important points raised.

We have requested a meeting with GDN to table all the deidentified comments. In the meantime, if you would like to add any additional comments, please send these to your HSU Industrial Bargaining Officer Lauren Hutchins at email [lauren.hutchins@hsu.asn.au](mailto:lauren.hutchins@hsu.asn.au).

### **Do you want to get more involved?**

Nominations have opened to become an HSU Delegate. If you are interested and would like to nominate, or would like to know more about the role, contact Rob Sheehy via email [rob.sheehy@hsu.asn.au](mailto:rob.sheehy@hsu.asn.au).

### **Who can join the HSU?**

There have been questions raised about who can join the Health Services Union. The Health Services Union is the union for all workers at Guide Dogs – even the CEO! If you want to be part of our campaign for a good agreement at GDN you can join at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or call 1300 478 679. We are stronger together!

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD