

Ibis Care Miranda EA Update

Dear Member,

As you would be aware, the proposed Ibis Care Miranda Enterprise Agreement is out for a vote.

This is your agreement about your conditions at work, so we encourage everyone to get involved and be active in the process.

Following several discussions with management, we have been able to secure 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.
- Enhanced workload management clause, including clearer process for raising and responding to issues.
- Clearer provisions about taking annual leave, including a fairer process if being directed to take excessive annual leave.
- Stronger provisions for part-time staff to ensure that they can only work additional hours by mutual agreement.
- Increased minimum engagements when attending compulsory meetings or training.
- 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.

We have also secured an important clause ensuring that staff will not be directed to work at another work site, without mutual agreement.

Pay increase

Management are offering the following wage increases, commencing from the first full pay period on or after:

After a successful 'yes' vote – 2%

1 July 2019 – 2%

1 July 2020 – 3.5%

1 July 2021 – 3.5%

Next steps

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 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,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD