

## **Minchinbury Manor EA – what do we do next?**

Dear Member,

Recently members voted to accept the offer of a new enterprise agreement.

However, when the agreement was sent to the Fair Work Commission for approval, the Commission had several concerns, including with the span of hours, and the rostering and overtime arrangements for part-time employees.

The HSU tried very hard to negotiate a way forward with Minchinbury Manor and the Fair Work Commission to get the agreement approved.

Unfortunately, Minchinbury Manor decided to withdraw your enterprise agreement from the Fair Work Commission, meaning your new agreement is not approved and you remain on your old Minchinbury Manor enterprise agreement.

This is very disappointing given that you and your colleagues voted YES for the new agreement.

### **Next steps - The way forward**

In more welcome news, Minchinbury Manor has said that it will honour all pay increases – this would come by way of a policy. It has to be noted that this means it's not legally enforceable and relies on the good will of management.

Minchinbury Manor has also indicated that they are willing to recommence negotiation in 2020.

### **What do you want to do next?**

Are you happy to have your payrise come from policy and recommence bargaining next year? Or would you prefer to call for management to recommence negotiations now?

We want to hear from you. HSU Organisers will be on site tomorrow and you can send feedback to HSU Bargaining Officer Chris Friend at [chris.friend@hsu.asn.au](mailto:chris.friend@hsu.asn.au)

We want to hear from all HSU members. We can decide on the next steps together.

If your colleagues are not yet HSU members, please encourage them to join the union either online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679.

We will keep you up to date as things progress.

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