

It's time to vote on your Agreement at UnitingCare Health Hospitals.

Negotiations have concluded between your union and UCH management. Following a lengthy negotiation process and management putting Agreements to you to vote on that were unacceptable, it is now time for you to consider their next offer.

WHAT IS THEIR OFFER?

- Payment of the wage increase from the first pay period following the conclusion of a successful vote.
- Wage increase of 3.7% for the first year and 4% for the second year.
- Higher duties to be paid from the beginning of the 1st day worked.
- Overtime to be paid after 2 hours overtime worked.
- Increase in meal allowance.
- Increase in uniform allowance.
- 7 weeks paid maternity leave to be paid at the beginning of the leave.
- A review process for the classification structure.

SO WHAT IS BETTER THIS TIME?

What is different is that we know management have heard you say no loudly and clearly to their past offers. There has been an increase to the wage offer, small it may be, but it is an improvement.

Management also withdrew their attempt to take away conditions from all casual workers. Whilst we do not agree with having split conditions for casual employees, the retention of compounding public holidays and shift/weekend penalty rates is a big saving for casuals currently employed.

WHY HAS THE UNION NOT AGREED?

Your union Delegates and Officials gave very careful consideration to this offer by management. Your Delegates have put in many long hard hours attempting to get management to improve their offer at the bargaining table.

It is clear that the current offer is as good as management are going to put to you. Union members would need to

consider taking further stronger steps beyond voting 'no' as you have done in the past, to get an offer from management that was better than this one.

WHAT DOES THE UNION RECOMMEND?

We recommend that you read the Agreement carefully. You should consider the revised wage increase, the saving of conditions for current casuals and other improvements against your claims. Some of the claims not in the Agreement are the value of your wage increase, back pay and the classification structure reflecting who the workers really are and the type of work they perform.

The union recommended to management that they should put the Agreement out to vote for you to decide on the improvements. We also recommend that you attend any management consultation sessions or contact your ASU/Together Delegates for more information.

Your union Delegates have held steadfastly throughout this process. They have put in countless hours and sat at the bargaining table on many occasions in an attempt to negotiate a better Agreement on your behalf. We would like to take this opportunity to thank – Beth Barnes, Noeleen Blatchely, Jenni Lawes, Annette Roberts and Wayne Bald for their efforts, determination and courage throughout this process.

If you have any questions about the meeting or your Agreement, please contact your workplace Delegates or your Union Official, Melissa Webster on 1800 177 244 or via email at: members@together.org.au

**YOUR COLLECTIVE AGREEMENT,
YOUR SAY**