

Agreement Scope

1. This agreement will be a full and comprehensive agreement. All relevant employment conditions including the National Employment Standards, union rights provisions, Award, over Award and enterprise agreement conditions that can be legally contained in an agreement be incorporated into this document.
2. That the current agreement forms the basis of the new agreement.
3. A 3 year agreement on Wage related matters.
4. Continued recognition of dispute processes commenced under CWA No. 3 in the replacement agreement.

Wages

5. Annual increase of 10% per annum.
6. Ensure any allowances and penalties which are currently being paid and are not recorded in the CWA No3 are included in CWA4.
7. Allowances increase in line with Quantum increases.

Reviews

8. Review appropriate remuneration and recognition for the work performed benchmarked against best practice, including a review of work value for lab staff and administration officers including Pathology Queensland and Mater Pathology as benchmarks be completed within 12 months.
9. Review the access to current entitlements with respect to equity across labs and worksites.
10. A review of the accessibility of 10 hour shift rosters which are currently allowed for under the CWA.

Hours of Work

11. No extension of ordinary hours.
12. Create a more repeatable and predictable roster pattern for shift workers.
13. Ensure that increments for part time staff are awarded based on years of service, not on hours worked.

Leave

14. Ability to take rec leave at half pay.
15. 20 days paid domestic and family violence leave.
16. 14 weeks paid parental leave which reflects contemporary social diversity.
17. Expand the use of personal compassionate leave to include pets and close friends etc.
18. Ability to apply for 104 weeks unpaid parental leave.
19. Access to parental leave at half pay

Employment Security

20. Improvements to job security including a pathway to permanency for long term temp and casual staff.
21. That a redundancy package be included that provides for 6 weeks notice, 3 weeks pay per year of service or part year of service, pay out of pro rata long service leave for all employees and provision of outplacement services by an employee nominated provider.

Consultation

22. Consultation process to be initiated when employer is giving serious consideration to introducing a significant change.
23. The employer will commit to giving demonstrated, genuine consideration to employee/union feedback resulting from consultation.
24. Improved communication channels regarding change.

25. Regular lab meetings.

Pandemic

26. New pandemic/epidemic clause. A comprehensive policy to be developed outlining operating procedures under pandemic conditions. If employees cannot work due to health risks including but not limited to caring for family members, they should not lose pay. Employees must be consulted about the employer response to the pandemic/epidemic. Employees must be entitled to avoid unsafe workplace situations and be provided with appropriate personal protective equipment. Any employees required to work during the pandemic/epidemic to be paid either an allowance or an increase in their hourly rate of pay.

27. Paid time to attend covid testing and vaccination.

Flexibility

28. Mutually agreed individual flexibility arrangements as required.

29. Allow for working from home.

Professional Development

30. Inhouse training programs and in service training which includes allocated work time.

31. Career development plans (PDPs).

32. Transparent and clear pathways for progression.

33. Stated organizational commitment professional development.

34. Improve ability to provide input and contribute to improvements.

35. Paid professional development allowance and leave to access PD not included in Conference and study leave.
36. Management training for managers.
37. Ensure management structures reflect the diversity within the staff and the community e.g. LGBTIQ+, neurodiverse CALD and engage in affirmative action to provide opportunities for promotion.

Unions

38. For the purposes of consultation regarding major change and changes to regular rosters and hours of work the unions are recognized as appointed representatives.
40. That the agreement provide for union recognition and promotion of union membership.
41. That the agreement provide for a union notice board for the union or union delegates to post notices on.
42. That in relation to nominated union delegates, the employer will recognise delegates as the on-site representatives of the union. Delegates will be provided with access to resources to perform their role. The employer will provide delegates up to 5 days paid trade union training leave each year and allow delegates paid time to conduct on-site and off-site union business.
43. Employees be granted up to 4 hours paid time annually to attend union meetings on-site.
44. That the agreement provide for an authorised union representative to enter the worksite to induct new employees, distribute union information to union delegates and employees, and to participate under the disputes procedure of the agreement.

Work Injuries

45. In relation to employees receiving WorkCover payments, the employer will provide make up pay to 100% of the employee's pre-injury earnings for a period up to 52 weeks.

Together reserves the right to raise further claims through the negotiation on behalf of its members.



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