



## CWA No 4 – Parking Lot Issues(not related to pay levels/classifications)

### Post Meeting 28 April

30 April 2022

	<b>Parking Lot</b>	<b>Response</b>
<b>1</b>	Length of agreement (clause 1.4)	SNP maintains the position that the agreement is a 4 yr term.
<b>2</b>	Consultation about major changes (clause 2.6)	SNP remains of the view that the proposed consultation clauses at 2.6 and 2.7 of the draft agreement are fair and appropriate. In response to the position put forward by the bargaining representatives at the last meeting, SNP has agreed to retain the consultative committee and this body can be a forum for consultation during the term of the agreement.
<b>3</b>	Purpose and function of WACC (clause 2.7)	In response to the position put forward by the bargaining representatives at the last meeting, SNP agrees to retain the consultative committee and has proposed wording for the agreement (see item 11 of In-principle agreed claims document)..
<b>4</b>	Definition of shift worker	SNP has proposed wording for the definition of a shift worker (see item 23 of In-principle agreed claims document).
<b>5</b>	Flexible part-time work arrangements: a. Definition of flexible part-time worker; b. Right to refuse additional shifts; c. Nominated days off; d. Ability to change between flexible and non-flexible.	SNP has proposed new wording for part-time employees (see item 14 of In-principle agreed claims document).
<b>6</b>	Uniforms (clause 3.8)	SNP maintains its position that the existing uniform clause is appropriate.
<b>7</b>	Leave claims (section 5): a. Family and domestic violence leave;	SNP has proposed wording for 10 days paid family and domestic violence leave per year in addition to the entitlement to unpaid leave provided for in the NES (see item 35 of In-principle agreed claims document).

	<ul style="list-style-type: none"> <li>b. Parental leave;</li>   <li>c. Special maternity leave;</li>   <li>d. Union delegate leave;</li>   <li>e. Cashing out personal leave.</li> </ul>	<p>SNP has proposed wording for an entitlement to 12 weeks paid leave for primary care-givers and 2 weeks for secondary care-givers.</p> <p>SNP has also proposed wording for the payment of superannuation during the first year of parental leave (see item 29 of the In-principle agreed claims document).</p> <p>SNP has proposed wording for special maternity leave (see item 37 of the In-principle agreed claims document).</p> <p>SNP has proposed wording for Union delegate leave (see item 38 of the In-principle agreed claims document).</p> <p>SNP has proposed a wording that retains the right for employees to cash out sick leave (see item 28 of the In-principle agreed claims document).</p>
<b>8</b>	Description of ordinary hours of work	In response to the HSU's position of 75 hours over 2 weeks for the majority of the workforce, SNP has proposed updated wording for ordinary hours of work see item 13 of the In-principle agreed claims document).
<b>9</b>	Overtime claims: <ul style="list-style-type: none"> <li>a. First 15 minutes of overtime;</li> <li>b. Employee choice on payment vs TOIL.</li> </ul>	SNP maintains its position of rounding overtime to the nearest 15 minutes. SNP agrees to amend existing clause to include the first 15 minutes
<b>10</b>	Roster arrangements: <ul style="list-style-type: none"> <li>a. Roster patterns;</li>   <li>b. Minimum engagement;</li>   <li>c. Roster changes.</li> </ul>	<p>SNP remains of the view these principles provide a flexible but fair system of roster management and SNP is committed to ensure the principles are adhered to.</p> <p>A claim for 3.5 hour minimum has been made however, SNP maintains it's position that a minimum 3 hours engagement is required for operational reasons</p> <p>SNP agrees to pay double time for the hours not already rostered if less than 24 hours of a roster change is given</p>

11	<p>WorkCover claims:</p> <ul style="list-style-type: none"> <li>a. Make-up pay to 100% pre-injury earnings;</li> <li>b. Payment of superannuation during periods of WorkCover.</li> </ul>	<p>SNP maintains its position on these claims that SNP will apply the statutory requirements of the scheme</p>
<b>Additional Parking Lot Issues Raised at Meeting 14 April 2022</b>		
12	<ul style="list-style-type: none"> <li>a. Employees be granted 4 hours paid time annually to attend union meetings on-site</li> <li>b. Clause 4.10 Called back to work. Phone advice paid at minimum call out criteria</li> <li>c. Proposed slight change to Laboratory Assistant Pay Scale to include an extra 2 bands for Training/Supervisor Positions</li> </ul> <p>Unlike ALL of the other Schedule Classifications (Laboratory Scientists, Laboratory Technicians, Pathology Services Assistants, Pathology Specimen Collectors, Couriers) there is no mention of training responsibilities or “Designated Trainer” in any of the Laboratory Assistant Classifications.</p>	<p>SNP does not agree to this claim. SNP has proposed wording for union delegate leave to be included in the new agreement (see item 38 of the In-principle agreed claims document).</p> <p>SNP agrees to pay 30 mins or the actual amount of time on the phone, whichever is the greater for each phone consultation out of hours. SNP has proposed wording at item 20 of the In-principle agreed claims document.</p> <p>SNP agrees to this proposal.</p>