

Relationships Australia (RAV)

WITHOUT PREJUDICE REVISED LOC

1. RAV pass on the national minimum wage order which is made by the Fair Work Commission's (FWC) Expert Panel and which will apply from the first full pay period on or after 1 July 2018 to all Employees covered by the present SEA.
ASU position is 2% pay increase each year
2. Or RAV agree to back-pay this national minimum wage order increase to 1 July 2018 when both parties reach an in-principle agreement.
RAV have paid increases each year
3. If negotiations are not completed by 1 December 2018, RAV also agree to pass on the full amount of ERO payment on the first full pay period on or after 1 December 2018 to all Employees as per present wages clause in the SEA.
RAV have advised us that they have passed on the 1st December ERO and will continue to do so until 1st December 2020. Further discussions need to occur now government has agreed to ongoing funding
4. Retain all terms and conditions including wages in the present agreement
RAV have advised the SEA will reflect the agreed terms resulting from the negotiations
5. Improve and increase current Redundancy conditions
This claim traded and has been removed
6. Pay increases, ASU reserve their position
ASU position is a 2% pay increase each year
7. Mandatory training for all management on the new SEA
RAV have agreed but we need to discuss clause for SEA
8. Mandatory training for all staff/Management in bullying and harassment policy
RAV have agreed but we need to discuss clause for SEA
9. Increase to all allowances in EBA
RAV have agreed to increase travel, meal allowances based on the SCHADS Award allowances increases in draft
10. Clause on all policies included in the EBA
RAV have agreed to add clause in SEA that states a list of policies will be provided to the SCC to identify specific policies for consultation.
This has been included in draft
11. SCHCADS Shift allowances included in the EBA
This claim traded and has been removed
12. Over-time clause v TOIL clause, Saturday over-time after three hours
This claim traded and has been removed
13. Supervision clause to include all staff, Admin
RAV Agreed wording is in draft
14. Long Service Leave
 - a. To be accessible after 7 years pro-rata
 - b. Clarify on minimum and maximum length of time which can be taken
 - c. Adjusted to reflect amended Victorian LSL actRAV Agreed as per current LSL ACT working on final wording

15. Clause to increase personal leave to 5 days without certification
RAV have agreed to increase from 2 days to 3 days
16. New clause on Sick leave pool
RAV Agreed proposed wording is in draft
17. New clause on hours of work, span of hours
Discussions in line with Mgt LOC Claim 4
18. New clause for ADO's for full-time staff
This claim traded and has been removed
19. New clause compassionate leave for companion animals
This claim traded and has been removed
20. New clause on flexitime within span of hours
This claim traded and has been removed
21. New clause on pay-point increments
This claim traded and has been removed
22. New clause on staff titles, positions
This claim traded and has been removed
23. New clause on extra weeks leave as in line with other RAV EBA
This claim traded and has been removed
24. New clause on definitions
RAV Agreed and included in draft
25. Increase to compassionate leave to 5 days
RAV have agreed to increase from 2 to 3 days
26. New clause on workplace Health and safety HSR's
RAV Agreed and wording/clause proposed is in Draft 4
27. Elected staff member to the Board
This claim traded and has been removed
28. Review of Clause 13 section (b)
Parties have agreed wording in the draft
29. Review of Clause 8 & 9 hours of work non admin, admin staff
This claim traded and has been removed
30. New clause on compensation for staff using own car with high Kms usage
RAV have agreed to increase travel rate from ATO to SCHADS award in draft Clause 15 a) i
31. New clause on RAV paying the excess on insurance claims when private car being used for work
RAV have agreed to one-of excess payment related to an employee's comprehensive car insurance policy, if an employee has an accident travelling for work related purposes during working hours. This is not limited to a single claim every year. Agreed wording is in Clause is in draft Clause 15 c) X

32. New clause on review of Admin staffing levels with increased number of new services, clients, and programs
RAV advised they already do this. This claim traded and has been removed
33. New updated clauses on Parental leave including Parental leave without pay
RAV Agreed need to add wording in draft
34. Increase to paid Parental leave 10 weeks and 4 weeks Partner leave
RAV have agreed to increase to 8 weeks paid parental leave and 4 weeks partner leave. However, discussions were held about 6 for both. The ASU position is to keep offer 8 weeks paid parental leave and 4 weeks partner leave
35. New clause on Lactation facilities and breaks
RAV have agreed to update current policy to reflect current practice
36. Review of clause 17 Superannuation payments
This claim traded and has been removed
37. New clause on Transition to Retirement provisions
RAV Agreed and agreed wording is in draft Clause 20
38. New Clause on 5 days (pro rata for part-time) preventative self-care / mental health leave to prevent compassion fatigue and burnout (does not accumulate)
RAV have provided a clause and all parties agreed and has been inserted into draft
39. Any other claims

ASU Revised Position Mgt LOC

Claim 1 – Overtime Rates - Not in agreement to RAV's proposed changes to overtime. Our position is that it remains as currently is in SEA as it was won and fought for last SEA negotiations

Claim 3 – Fixed Term Contracts – We will agree to 3 years

Claim 4 – Weekly Hours – We will agree to a second evening for all newly created roles to paid at single time or if a current staff member agrees to work second evening. This will not include vacant positions within RAV unless it is a vacancy from a newly created role that had already stipulated second evening would be paid at single time.

All newly created vacant positions that existed within RAV in some form will be advertised internally in the first instance. (e.g. the changing of FTE). No current staff member to be compelled to work a second evening.

Claim 11 – Study and Exam Leave – We want to maintain .6FTE and will not agree to 4hrs a fortnight but would agree to 8hrs per fortnight