

## EA UNDER ATTACK! AGAIN!

24 June 2021

## VOTE “NO” – Stop APM’s proposal to terminate your Enterprise Agreement

**APM are once again attempting to strip your rights at work. APM have asked you to vote in favour of terminating the *Konekt Employment Enterprise Agreement 2018*. If this vote is successful, you will be moved to the much less-favourable *Labour Market Assistance Industry Award 2020*.**

The ASU recommends that members vote “No” when the voting period opens on **Thursday, 1 July 2021**. Once your Enterprise Agreement is terminated, your rights and entitlements at work will no longer be protected.

The ASU is aware that APM are conducting information sessions and distributing information in advance of the voting period. The ASU is concerned that APM are misleading employees. This bulletin answers some of the common questions we have been asked by members:

### ***Is terminating the Enterprise Agreement the only way I can receive a pay rise?***

No – the ASU had begun speaking to APM about negotiating a new enterprise agreement for employees covered by the Konekt Agreement. This would have involved employees receiving a pay increase while retaining their existing entitlements. APM abandoned these discussions because they say it would be too hard to have some employees covered by the more beneficial Konekt Agreement.

APM have also told you that your pay will increase as required to comply with the Award. This means that if you are paid above the Award rate (which you probably are under the Konekt Agreement), you will not be guaranteed to receive a pay increase if the Agreement is terminated.

### ***Keeping my RDO is the most important issue to me – will I still get my RDO if the Konekt Agreement is terminated?***

APM have told employees that they can choose between keeping their RDOs or having access to APM’s bonus scheme. What APM haven’t told you is that your right to an RDO will no longer be protected. APM previously claimed that it was too hard to allow you to continue taking RDOs – there will be nothing stopping them doing this again in 6 months’ time.

### ***What other entitlements will no longer be protected?***

APM have claimed that many of your entitlements under the Konekt Agreement will be maintained if the Agreement is terminated. However, the following entitlements will no longer be protected:

- Taking annual leave at half pay;
- Taking personal leave at half pay;
- Taking extra compassionate leave if you are required to travel overseas or interstate;
- Taking unpaid leave to care for elderly or disabled family members;
- The Konekt Employment day during the Christmas / New Year period; and
- Additional redundancy entitlements for those employed longer than 10 years.

## ***Will I receive the same benefits under the Labour Market Assistance Industry Award 2020?***

No – before the Konekt Agreement was approved, the Fair Work Commission tested the Agreement to make sure you were ‘better off overall’. If you move back to the *Labour Market Assistance Industry Award 2020*, you will lose the following entitlements:

- Shift loadings will only apply to work completed before 6am (instead of 7am) and after 8pm (instead of 7pm);
- Overtime will be calculated at the end of the week, instead of being applied to each shift;
- Parental leave entitlements will be reduced;
- Additional annual leave for service recognition will no longer apply; and
- Study leave will be completely removed.

### **We need to work together to stop your Agreement being terminated!**

The best way to stop APM from attacking your entitlements is to act collectively. We fought hard to win the rights and entitlements in your current Enterprise Agreement – don’t let APM take these from you!

Please send this bulletin to any of your workmates who are not members of the ASU and encourage them to join. We have strength in numbers.

You can sign up to join the Union at [www.asu.asn.au/asujoin](http://www.asu.asn.au/asujoin)

If you have more questions, please get in touch with your organiser.

Do you have colleagues who are not members of the union? Please send them a copy of this bulletin. If you are not yet an ASU member – it is not too late to join. Sign up now to make sure you are supported during this difficult time:

#### **ASU Organisers:**

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