

# P&N BANK EA2021



## FSU PROPOSED LOG OF CLAIMS

DRAFTED JUNE 2021

The P&N Bank Enterprise Agreement and the P&N Recruitment Pty Ltd Enterprise Agreement have passed their nominal expiry dates.

P&N Bank and your union, the FSU, will commence negotiations for a new enterprise agreement that will cover employees at both P&N Bank and bcu. Negotiations will commence on 28 June.

In preparation for the negotiations FSU has collated feedback from the recent union Survey completed by members and have developed a Log of Claims.

**The key elements of FSU's claim are below.**

### 1. ONE ENTERPRISE AGREEMENT

Members support the proposal to have one agreement for all employees that enshrines and improves current entitlements.

### 2. PAY

Employees support across-the-board guaranteed annual pay increases that recognise their contribution and hard work.

Pay increases should be paid on the 1st July in each year of the agreement.

### **3. WORK FROM HOME**

As a consequence of the global pandemic, working from home, where practical, has become an arrangement which benefits both the employer and employees.

The new agreement should provide Work From Home guidelines for both the employer and employees which do not transfer the cost from employer to employee, and give employees rights and entitlement to mutual agreement.

### **4. WORK, HEALTH AND SAFETY**

Members say workloads should be achievable within their contracted hours of work. All work above contracted hours is to be recorded and paid, or granted as TOIL at the request of the employee.

Branches should be adequately staffed with experienced staff to reduce work pressure to meet targets and timelines.

Members support introduction of a Mental Health Day in addition to Personal Leave, to allow for employees to have a break when it is needed.

### **5. DOMESTIC AND FAMILY VIOLENCE LEAVE**

This is an important provision to support victims of domestic and family violence. The community and members' expectation is for 20 days paid leave where required.

## **6. BEST PRACTICE EMPLOYER**

Mutual Banks are proud to be key players in introducing and improving progressive initiatives. P&N and bcu members want to see:

- i. Paid Parental Leave – removal of the distinction between primary care giver and non-primary care giver
- ii. Removal of the 12-month qualifying period for accessing parental leave
- iii. Any superannuation guarantee increases, either government legislated or negotiated, shall not be absorbed in any wage increase negotiated during bargaining. No employee is to have a reduction in their take home pay as a result of the superannuation guarantee increases.

## **NEXT STEPS**

A Consultative Committee of FSU Reps from P&N and bcu has been formed and will actively provide ongoing feedback to FSU negotiators. If you have questions or feedback, or wish to be more involved in the negotiations, please make contact with your Reps (Laura Richards or Diane Hawkins ) or email [fsuinfo@fsunion.org.au](mailto:fsuinfo@fsunion.org.au)