

P&N Bank

EA 2021

FSU LOG OF CLAIMS



The FSU bargaining claim is based on survey results and feedback from the people who work at P&N Bank (including bcu).

The FSU members at P&N Bank are committed to an enterprise agreement that maintains current rights and conditions, and recognises their important contribution to the institution.

One enterprise agreement

Members support the proposal to have one agreement for all employees however the proposed new agreement should not diminish or remove any of the current entitlements. The new agreement should also ensure parity. It should include the more generous conditions of the two agreements.

Pay

Employees believe guaranteed across the board annual pay increases for all is essential that recognises their contribution and hard work. Pay increases should be paid at the 1st July in each year of the agreement with the 2021 increase backdated to 1 July 2021.

Work from home

As a result of the global pandemic working from home, where practical, has become an arrangement which benefits both the employer and employees. The proposed new agreement should have a stand alone Work from Home provision which sets guidelines for both the employer and employees.

Flexible Work Arrangements

Flexible work arrangements are important to employees at P&N Bank including the ability to access RDOs. Access to RDOs is an important benefit that assists employees in managing work/life balance.

Continued over...

P&N Bank

EA 2021



FSU LOG OF CLAIMS

Work Health and Safety

Workloads should be achievable within employee's contract hours of work. All work above contracted hours to be recorded and paid or granted as TOIL at the request of the employee.

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

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

Domestic and Family Violence Leave

This continues to be an important provision that helps victims of domestic and family violence.

Members report that the current provision is not adequate.

New agreement should have 15 days for employees and 10 days for employees assisting any immediate family member or member of their household.

Best Practice Employer

Mutual Banks are proud to be key players in introducing and improvising progressive initiatives. FSU members propose:

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

The FSU will continue to seek feedback and input from members. We reserve the right to raise additional claims during bargaining including any other clauses required to give effect to this claim and to ensure that the Enterprise Agreement is compliant with relevant legislation.