

Deciphia Enterprise Agreement

Union Bargaining Bulletin #3

The CWU was due to meet with Deciphia on Thursday, 24 September for enterprise bargaining negotiations. But Deciphia negotiators cancelled the meeting.

The most recent enterprise bargaining meeting with Deciphia was held on Wednesday, 16 September.

In that meeting Deciphia negotiators said that they wanted a roll over agreement. And, they wanted the union to drop off on its claims. But, this time they were prepared to forgo their claims for greater workforce flexibility (i.e. reduced notice for roster changes and reduced minimum hours for new employees) and for the overtime meal allowance to be paid after 2 hours. And, they put a wage offer of 3% p.a. over 3 years on the table.

CWU “top line” issues

The CWU negotiators indicated that the “top line” issues based on membership feedback were:

- A fair wage increase. *Rising living costs are hitting the mostly low paid part-time Deciphia workers hard.*
- More than 15% penalty for work between 4am and 6am. *Starting work at 4am and getting 15% for 2 hours is crazy.*
- Allowances adjusted in line with pay increases. This includes: the overtime meal, forklift and first aid allowances.
- Increased employer Superannuation contributions for female workers.
Because women have less money saved for retirement, many will live in poverty when they retire.

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Other issues identified by members that Deciphia is happy to implement were:

- Fair and transparent internal advertising of all vacancies and higher duties so that all Deciphia workers have the opportunity to apply.
- Easy access to employee balances of accrued leave entitlements, e.g. sick leave.
- Training in handling domestic and family violence to help workers access leave etc.

What next?

No final position has been agreed. Whatever they come back with, it is Deciphia workers who must have the final say.

Contact your CWU Branch or email cwu@cwu.org.au or website www.cwu.org.au to join the CWU and have your say.

