Decipha Enterprise Agreement

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Why Decipha EA negotiations stalled?

CWU negotiators met with Decipha management today. We have not met with management for several weeks because the bean counters are costing our claims.

That may be true. **But** the real problem is that the deal proposed by management leaves Decipha workers worse off than under the new relevant award.

By law, any worker covered by an enterprise agreement must be "better off overall" than under the award.

Vulnerable workers, such as, part-time workers starting work at 4.00am will be most at risk of being worse off.

The deal proposed by Decipha provides for only a 15% penalty for work between 4.00am and 6.00am compared to significantly higher penalties under the award.

A detailed analysis of Decipha management's proposed deal by the union indicated it was too close to call, if not, clearly in breach of that test.

The proposed deal has a higher hourly base rate but pays significantly less penalty rates when compared to the award.

The union would not be doing its job if it reached an agreement that did not really stack up in terms of workers "better off overall", let alone left workers at risk of being worse off than under the award.

Hardworking Decipha workers deserve an agreement that leaves them better off than they would be under the award. We will continue to negotiate until we get a fair agreement.

The CWU has said management is applying the wrong test and that the Graphic Arts, Printing and Publishing Award is the appropriate benchmark. We seem to have agreement on that now.

We have told management that workers should not be disadvantaged by stalled negotiations and should be paid from the expiry of the current agreement (22 October 2015). They have said they would look at back pay being part of the deal.

CWU negotiators are due to met with management later next week. We will keep you informed.

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