



MEAA and CPSU

SBS Bargaining Campaign
12 August 2008



SBS Agreement Negotiations #4

Have you and your colleagues been keeping up to date with your CA discussions?

Our Claims	Management's Response
MONEY AND SALARY BANDS	
5% pay increases per annum for the next 3 years.	Year 1 – 4% Year 2 – 4.3% Year 3 – 4.2%
Review of staffing grades	<ul style="list-style-type: none"> SBS agreed to review employee grades and will soon advertise some positions of higher grade internally.
New skill loadings for employees affected by TV transition to non-linear newsroom.	<ul style="list-style-type: none"> This will be considered and reviewed at a later date when changes to newsroom completed.
SPECIFIED PERIOD/TASK CONTRACTS	
SBS to review all non-ongoing employees to determine if their positions can be made permanent. Estimated 51% of SBS employees were not permanent last year.	<ul style="list-style-type: none"> Some positions have been reviewed. Management informed your Unions that a number of positions have been recently made permanent.
Improving access to ongoing employment within SBS.	<ul style="list-style-type: none"> All ongoing positions to be advertised in SBS intranet.
PMP	
Review current PMP system to make it more meaningful and transparent.	<ul style="list-style-type: none"> Offered to introduce a completely new system in replacement of PMPs. Working document describing new system will be released soon.
EMPLOYEE CONSULTATION	
Employee consultation is to be more than just information sharing.	<ul style="list-style-type: none"> Agreement to distinguish what consultation and information sharing is. SBS will have to discuss with affected employees workplace matters affecting them
WORK LIFE BALANCE	
Flexibility and control of work hours is an employee entitlement. If arrangement denied, management is to provide reasons in writing.	<ul style="list-style-type: none"> Employees have right to request manager to enter into a Flexible Working Arrangements Agreement (FWAA). Management still considering need for refusal to be in writing.
Two consecutive days off per week.	<ul style="list-style-type: none"> Where operational circumstances permit, single days off will be minimised for full-time rostered employees.
Increasing un/paid leave provisions for employees considering having children.	<ul style="list-style-type: none"> Paid Maternity leave – from 12 to 14 weeks Unpaid Maternity leave – from 1 to 2 years (within a 3 year period). Spouse/Partner leave – from 1 to 3 weeks paid leave around the time of birth, with one week as a stand alone entitlement and the remaining 2 weeks from personal leave. Adoption leave – to be the same as paid maternity leave.
SBS to respect employees' privacy when ill or injured.	<ul style="list-style-type: none"> Unfit for work medical certificate sufficient. SBS to only request more information when employee has been away on extended or frequent short term periods that has implications for their employment.



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CommunicationsUnion

CLAIMS YET TO BE RESOLVED

SBS Code of Conduct in Agreement.	Management still refuses to agree to this claim.
Clarification of redundancy pay entitlements.	Management request Agreement to reflect Award provisions concerning part-time employment
Agreement to include recognition and commitment by SBS to meet challenges faced by climate change.	Management refused to include this in the Agreement.
Employees on composite pay to retain composite pay on sick leave.	Still under discussion.

Have you had your say yet on the future of your pay and conditions?

This Agreement will cover your work entitlements for the next **THREE** years.
What do you think of the offer so far? Are there still any issues needing further discussion?

Come to our Report back Meetings to have your say!

**When: Tuesday 19 August at 12.30 – 1.30pm
Thursday 21 August at 1.00pm – 2.00pm**

Where: CONFERENCE ROOM B

**To have your voice heard it is important that
you are union members and attend these report back meetings.**

Membership forms can be completed during these meetings.

Do you want your Issues heard? Join Your Union

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