



ENDEAVOUR – RESIDENTIALS

Union Bulletin

News and information for members of the Australian Services Union

26 October 2004

ENDEAVOUR RESIDENTIAL AGREEMENT NO. 2 2004 GOES TO BALLOT

The Endeavour residential agreement No.2 2004 is now in the process of going out to all residential staff for a 14 day period for all employees to review the document and attend information sessions held by endeavour and the unions. At the end of the 14 day period all employees have the opportunity to vote on the EBA, this vote will open on the 8th November and close at 12 pm on the 22nd November 2004. All employees will be issued with a ballot paper. If the agreement is accepted by the majority of staff it will come into effect after the agreement has been certified in the Queensland Industrial Relations Commission. It is expected the payment of your new conditions will commence from the following pay period approximately on the 13th December 2004. The transition period will be from December 2004 – February 2005 to allow for appropriate consultation to occur locally regarding changes to rosters. Overtime payment will not occur during the transition period, however all other increases including penalties and allowances will be paid from the certification of the agreement.

QSU connect (the union's contact centre) has fielded a large number of calls over the past few weeks in relation to the progress of the EBA. Our union explained to the membership that any delays in getting the document out to the residential staff lay with Endeavour and restructure they are also proceeding with at present. The QSU has been actively supporting our members within those services that Endeavour propose to close down around the state and during the same time as finalising this EBA our union has also lodged a dispute in the Queensland Industrial Relations Commission against Endeavour with relation to the closure of a number of services. You can review the details of this dispute in the attached newsletter. With the amount of unrest at Endeavour it is essential union members support each other and provide some consideration to the amount of resources the QSU is dedicating to all areas of your workforce.

As the EBA has now in its final form with the majority of issues agreed to the QSU has notified Endeavour that all work bans in place will cease as at the 29th October 2004 (the union has allowed for a number of days for communication to reach staff across the state). In brief, the EBA has addressed the majority of the QSU membership log of claims, including:

Wage increases: 3% per annum or Safety Net Adjustment, whichever is the greater (payable in September 2004 and September 2005).

Payment for hours worked: Agreement to use a range of frameworks, including 4 on and 3 off or 3 on and 4 off over a 14 day period or 7 on and 7 off over a 14 day period, as a guideline with payment for 9.5 hours paid Monday to Friday with a 6.5 hour break per day and payment for all hours worked on Saturday and Sunday i.e. 16 hours per day. Each roster will be determined locally.

Penalty rates: Monday to Friday from 9 pm – 7 am (excluding sleepovers) at penalty rates of an additional 15% per hour.

Saturday rate to be time and a half (50%) and **Sunday** rate to be time and three quarters (75%).

Sleepover Allowance: Increase to \$42 per sleepover (maximum of 8 hrs) with the ability to have an awake allowance if significant duties required eg. take client to hospital.

Overtime: Hours worked beyond 76 hours per fortnight to be paid at overtime rates i.e. the first 3 hours at time and a half and double time thereafter.

Removal of unpaid training days and emergency days: Any training or work carried out in the duty free period will be paid at ordinary rates or can be added to annual leave balance.

The introduction of a new classification structure: All existing level 2 employees will become level 3 employees upon the certification of the agreement. There will be a new additional pay point for a 'senior support worker': one person on each shift will be responsible for making decisions (replaces existing 'supervisor' position). Level 4 has been included within the structure as it exists within the existing agreement, however level 5 has been removed from the agreement as requested by the membership.

Retrospectivity: The agreed proposed classification structure and reimbursement for unpaid training and emergency days to be back paid to the expiry date of the existing agreement i.e. November 2003.

Transition period to allow for implementation of the above: 3 month period from certification of the agreement.

A big thanks to our hard working delegates who have attended various meetings. The 'in principle' agreement is a very huge step forward and meets most of our log of claims.

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