

MEMORANDUM

To: All Union Members
From: Danielle Lendich
Date: 22 May 2018
Re: Expiry of Unite's Collective Agreement

The collective agreement expired on 21 May 2018, which means each union member who was a member of the union and who was employed before that date ('expired collective union members') is now employed on an individual employment agreement with the same terms and conditions as the expired collective agreement. This means a law that was introduced recently applies to those union members' employment agreements now. If you've joined the union after 21 May 2018, this doesn't apply to you.

There will be a change to the way in which we offer expired collective union members additional hours. We will still roster you 80% as your guaranteed hours and that will not change. However, any additional hours need to be by mutual agreement. We cannot just roster you for them.

The way this will work is that a proposed roster will come out on a Tuesday and you will be rostered your 80%. There will be a form that comes out with the roster which expired collective union members will need to fill out if they want to volunteer for additional hours. Expired collective union members will need to say how many additional hours they want. This is the number of hours, not specific shifts. You will need to fill out the form within 48 hours. If you fill out the form saying you want additional hours, we will try to give you additional hours. Any additional hours will be set out in the confirmed roster that comes out the following Tuesday.

We are still bargaining with the union for a collective agreement. We are prepared to offer 100% guaranteed hours as part of a collective agreement provided the rest of our offer is agreed to. The union has not agreed to recommend this.

Please do not discuss anything about this with your managers, you may discuss this with your union instead.