

Trades Unions Bargaining Position (Log of Claims)

Without prejudice

10/05/2016

- 1) 4 year term
- 2) 15% increase over the term of the Agreement
- 3) Clause 16.12

Casual/Labour hire Conversion to take effect after 6 months of employment (Maintenance only).

PROPOSED SUBCLAUSE:

16.13 Conversion of Casual Appointments and Labour Hire Employees to Fixed Term Appointments (Maintenance Trade Staff)

16.13.1 This Clause 16.13 applies only to Maintenance Trade Staff Members.

16.13.2 An eligible Casual Staff Member or Labour Hire Employee can apply in writing for conversion to non-casual employment in accordance with this Clause 16.13 and Schedule 11, Conversion of Casual Appointments to Fixed Term Appointments (Professional and General Staff).

16.13.3 A Staff Member or Labour Hire Employee will not be engaged and re-engaged nor have their hours reduced in order to avoid any obligation under this Clause 16.13.

16.13.4 Upon appointment, the University will advise a Casual Staff Member or Labour Hire Employee that after serving the qualifying periods referred to in Schedule 11(1.1.3), Casual Staff Members and Labour Hire Employees will have a right to apply for conversion and a copy of the conversion provisions of this Agreement will be made available to such Staff Members.

16.13.5 The University must also take reasonable steps from time to time to inform Casual Staff Members and Labour Hire Employees of the conversion provisions of this Agreement.

Schedule 11 Conversion of Casual Appointments to Fixed Term Appointments (Professional and General Staff)

1. The provisions of this Schedule 11 apply only to Professional and General Staff Members in conjunction with Clause 16.12 **and 16.13**.

1.1. Eligibility for conversion

1.1.1. To be eligible to apply for conversion, a Casual Staff Member must be employed on a regular and systematic basis in the same or a similar and identically classified position in the same School/Area (or equivalent), either:

a) over the immediately preceding period of 12 months and in those immediately preceding 12 months the average weekly hours worked equalled at least 50% of the ordinary weekly hours that would have been worked by an equivalent Full-time Staff Member; or

b) over the immediately preceding period of at least 24 months.

1.1.2. For the purposes of this Schedule 11 occasional and short-term work performed by the Staff Member in another classification, job or School/Area must not:

a) affect the Staff Member's eligibility for conversion;

b) be included in determining whether the Staff Member meets or does not meet the eligibility requirements.

1.1.3. For Maintenance Trade Staff to be eligible to apply for conversion, a Casual Staff Member or a Labour Hire Employee must be employed on a regular and systematic basis in the same or a similar and identically classified position for a period of 6 months.

4) Clause 15.5

Fixed Term Staff to Continuing Status conversion to take effect after 6 months of employment as a fixed term staff member (Maintenance only).

PROPOSED SUBCLAUSE:

15.6 Conversion of Fixed Term Staff Members to Continuing Status (Maintenance Trade Staff)

15.6.1 Where a Staff Member has been engaged on consecutive Fixed Term Appointments in the same Area over a period of 6 months, they will be eligible to apply for, and will be granted, Continuing Appointment status, provided that the Staff Member:

- a) is undertaking work of a continuing nature; and
- b) is not the subject of an Unsatisfactory Work Performance process.

5) Hepatitis A & B shots for plumbers.