

# EBA negotiations are underway

USU/ASU  
Maurice  
Blackburn

On the 10 July 2019 we had our second EBA meeting. While the first EBA meeting on the 26 June was largely administrative in nature, in this second meeting we performed the important task of tabling our respective Log of Claims and having an introductory discussion regarding each item in the respective Logs (see attached USU/ASU Log and MB Log-the MB Log was slightly amended as a result of the 10 July meeting).

Members will appreciate these are early days of the negotiation and there shall be lots more discussions and arguments concerning these Log items. To clarify some of the items, both the USU/ASU and MB have agreed to provide each other more information, details, draft clauses etc. in time for the next EBA meeting on the 31 July 2019. It is expected that both parties will be clearer where each of them stand on certain issues after the meeting on the 31 July.

Meanwhile, the MB Log will also be discussed at the USU/ASU EBA training day for EBA delegates on the 24 July in Melbourne.

The USU/ASU will keep members informed of any major developments during the EBA negotiations.

## Want more information?

If you have a question, don't hesitate to contact your organisers or delegates:

ASU Organiser	Branch	Contact
Emily Callachor	USU Branch (NSW)	0417 420 924
Daniel Bevis	QLD Together	0449 207 363
Sarah Haar	Victoria	0409 778 890
Lovisa Muyderman	SA & NT	0437 858 814
Rebecca Gillis	Western Australia	0417 969 502
Michael Rizzo	ASU National Office Melbourne	0418 513 843

## USU BARGAINING REPS

Kara Hill	khill@mauriceblackburn.com.au
Katherine McCallum	kmccallum@mauriceblackburn.com.au
Lewis Hamilton	lhamilton@mauriceblackburn.com.au
Lucy Minter	lminter@mauriceblackburn.com.au
Mutu Yolbulan	myolbulan@mauriceblackburn.com.au
Penny Parker	pparker@mauriceblackburn.com.au
Tim McGinley	tmcginley@mauriceblackburn.com.au

EBA Bulletin # 2  
10 July 2019



Join today.

 1300 136 604

 <https://www.usu.org.au/join>



# USU/ASU Log of Claims – June 2019

USU/ASU members endorsed the following claims for the *Maurice Blackburn Employees' Agreement 2019*:

## Pay and Super

1. 5% annual pay increases
2. Increase employer superannuation contribution to 12%
3. Employer super contributions to be maintained during paid and UNPAID parental leave
4. A fair and transparent system for the allocation of bonuses
5. Same pay rates and conditions for all employees in comparable positions (including gender pay parity), including the inclusion of pay bands in the EBA
6. Preference for a 3 year agreement unless otherwise agreed

## Work/Life Balance and Access to Leave

7. A fair system for working flex-time, time off in lieu, a regular rostered day off, and clauses relating for the right to work at home
8. Increased parental leave
9. Christmas shutdown paid leave available to ALL employees
10. Fairer access to annual leave and long service leave
11. Revised study leave provisions which promote a fairer and more transparent access to leave especially for those studying for their law degree
12. Alternative Australia Day leave arrangements so staff are able to elect to take the Australia Day public holiday on 26 January, or an alternative date, for those staff who recognise the issues this date causes for Indigenous Australians
13. Increased leave entitlements – an increase in the number of annual leave and/or health and wellbeing days

## Fair conditions

14. Maintain or improve current EBA conditions
15. Provisions to assist parents to return to work after parental leave
16. Consistent gym membership policy for all employees
17. Improve access to car parking for employees
18. Improve lunchroom facilities, and facilities in general

19. A fairer and more transparent system for trainee lawyers/graduates, including guaranteed transition to 1<sup>st</sup> Year Lawyer upon admission to practice
20. A fairer and more uniform system for hours worked within and between offices
21. Redundancy
  - a. Increased redundancy pay benefits
  - b. A comprehensive, consultative and transparent redundancy process with a focus on mitigation and alternate options
22. Increased long service leave entitlements e.g. 13 weeks paid leave at 10 years' service
23. Improved role/pay classification schedule to the agreement, including:
  - a. Steps to progress and finalise the classification structure review as per clause 58 of the EBA
  - b. Expansion of the "Minimum Salaries" tables in the EBA to include clear salary and career progression for shared services staff, legal assistants and paralegals
24. A requirement to hire paralegals on ongoing permanent contracts
25. Such other claims that may arise during bargaining

## Maurice Blackburn Log of Claims – July 2019

---

Maurice Blackburn Pty Ltd and Zabulon Pty Ltd (**Maurice Blackburn**) has the following claims for the *Maurice Blackburn Employees' Agreement 2020*:

1. The Agreement will cover all General Employees.  
  
    'General Employees' means all employees except for senior employees in the following roles: Senior Associate; Special Counsel; General Counsel; Principal; Supervising Principal; National Manager; Executive; Senior Executive; and equivalent.
2. Amend the classification structure.
3. Clear salary and progression bands for General Employees.
4. Remove the obligation to provide income protection insurance.
5. Amend the Performance and Discipline clause so that it includes a transparent process for performance management.
6. Amend the Performance and Discipline clause so that it includes a transparent process for the management of misconduct.
7. Amend the annual leave clause to allow for cashing out of annual leave and management of excessive annual leave balances.
8. Amend the study support clause so that it applies only to Law Graduates and is consistent with the entitlement in the *Legal Services Award 2010*.
9. Amend the grievance resolution procedure.
10. Amend the overtime clause. Overtime is payable at overtime rates only for overtime that is required and approved in advanced by Maurice Blackburn. All other approved additional hours are payable at ordinary rates.
11. Remove the requirement to advertise positions internally when they relate to promotion, where required to avoid retrenchment and in cases of urgent business need.
12. Such other claims that may arise during bargaining.

