

## Maurice Blackburn Log of Claims – July 2019

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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.