

Enterprise Agreement negotiations are underway

On 24 May 2021, we had our second enterprise agreement negotiation meeting with management. In our first two meetings, both the USU/ASU and the management team shared their Log of Claims and set out the changes each party is seeking from the negotiations. The USU/ASU Log of Claims is attached to this bulletin.

These are early days of the negotiation and there will be many more discussions and arguments around the improvements we want to your Agreement, and the changes management wants. We have also asked management to provide us with a briefing of the expected financial results for the 2020/2021 financial year and the current staffing levels across the firm. Our next bargaining meeting is scheduled for Thursday, 10 June 2021.

Keep an eye out as there will be USU/ASU members' meetings to provide an update to members following the briefing from the firm.

Meanwhile, the USU/ASU is running a Workload Committee to consider workload issues, including introducing caps on file loads, Legal Assistant ratios, staffing levels and appropriate KPIs. All USU/ASU members are welcome to be part of this group – you do not need to be a member of the EA Committee to join the Workload Committee, and we would like representatives from all parts of the firm. If you are interested in joining, please speak to your organiser or one of the delegates in your office.

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

Join the Union!

Now is the time to join the Union to ensure a fair Agreement is negotiated at Maurice Blackburn.

There is strength in numbers, and we have a better chance to secure a good deal for staff the more Members we have at the firm. Join now at: www.usu.org.au/join

USU/ASU Organisers:

Branch	Official	Contact
Vic PS	Matt Norrey	0407 873 050
Vic PS	Mike Williams	0450 314 149
QLD Together	Peter Cattach	0409 064 310
NSW US	Thomas Gao	0417 420 924
SA/NT	Daniel Spencer	0447 147 524
WA	Rebecca Thompson	0412 670 290

Join today.

 1300 136 604

 www.usu.org.au/join

 facebook.com/UnitedServicesUnion

USU/ASU Log of Claims – April 2021

USU/ASU members endorsed the following claims for the *Maurice Blackburn Employees' Agreement 2020*:

Pay and Super

1. 5% annual pay increases
2. Increase employer superannuation contribution to 12%
3. Employer superannuation 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 to the right to work at home
8. Increased parental leave and revised parental leave provisions
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 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 Australians¹
13. Increased leave entitlements – an increase in the number of annual leave and/or health and wellbeing days
14. Introduce a cap on file loads depending on seniority, and a fair and transparent system of review of workloads
15. Introduce the principle of a four-day week at Maurice Blackburn, including running a pilot to review the principle

Fair conditions

16. Maintain or improve current EBA conditions
17. Provisions to assist parents to return to work after parental leave
18. Consistent gym membership policy for all employees
19. Improve access to car parking for employees
20. Improve lunchroom facilities, and facilities in general
21. A fairer and more transparent system for trainee lawyers/graduates, including guaranteed transition to 1st Year Lawyer upon admission to practice
22. A fairer and more uniform system for hours worked within and between offices²
23. Redundancy
 - a. Increased redundancy pay benefits
 - b. A comprehensive, consultative and transparent redundancy process with a focus on mitigation and alternate options

¹ This item was included in the *Maurice Blackburn Employees' Agreement 2020*.

² This item was included in the *Maurice Blackburn Employees' Agreement 2020*.

24. Increased long service leave entitlements e.g. 13 weeks' paid leave at 10 years' service
25. 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 *Maurice Blackburn Employees' Agreement 2016*
 - 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
26. A requirement to hire paralegals on ongoing permanent contracts
27. A full-time ASU delegate employed and paid by the Firm who would act as a liaison between the ASU and Maurice Blackburn, and assist with the work-related issues of the ASU members at Maurice Blackburn from around the country
28. Such other claims that may arise during bargaining



Application For USU Membership

NEW SOUTH WALES LOCAL GOVERNMENT, CLERICAL, ADMINISTRATIVE, ENERGY, AIRLINES & UTILITIES UNION

SECTION A YOUR DETAILS:

FORM 1-230113. OFFICE USE ONLY

Membership No.

NAME: Title: Surname: Given Names: DOB: / /

EMAIL: Home: Work:

PHONE: Home: Work: Mobile:

HOME ADDRESS: Postcode:

EMPLOYER:

WORKSITE ADDRESS: Postcode:

OCCUPATION:

EMPLOYMENT BASIS: Full Time Part Time Contractor Casual Apprentice Temp Seasonal
* Please circle income threshold: A B C D E F G H I J K L M
* Please note subscription rates are determined by income thresholds - see attached rates card (also available at www.usu.org.au)

SECTION B APPLICATION FOR MEMBERSHIP:

Financial Obligations: Members shall pay subscriptions in accordance with the Rules of the Union.

Resignation: 1. A member may resign membership of the Union by written notice delivered or sent to the registered address of the Union.

- A notice of resignation takes effect:
 - where the member ceases to be eligible for membership of the Union:
 - on the day on which the notice is received; or
 - on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member; whichever is the later; or
 - in any other case:
 - at the end of two weeks after the notice is received, or
 - on the day specified in the notice; whichever is the later.

3. Any member resigning shall be liable for the payment of all subscriptions, fines and levies owing to the Union under the Rules at the date of leaving, and such monies may be sued for and recovered in the name of the Union, subject to the Fair Work Act 2009 (C'th) and the Industrial Relations Act 1996 (NSW) or any Act amending the same. Please note that the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union trades as the **United Services Union**.

I, the undersigned, hereby apply for membership of the NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union (trading as the United Services Union - USU) and the NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch of the Australian Municipal, Administrative, Clerical and Services Union (ASU).

I agree to abide by the Rules of the Union as amended from time to time in accordance with the Fair Work Act 2009 (C'th) and the Industrial Relations Act 1996 (NSW). I hereby authorise the USU/ASU to act as bargaining agent on my behalf with my employer, in all matters affecting my employment with my employer.

I understand my authorisation remains in force until I revoke it in writing in accordance with the Fair Work Act 2009 (C'th) and the Industrial Relations Act 1996 (NSW). I have read the information supplied relating to financial obligations of membership and the circumstances and manner in which I may resign my membership.

Please indicate the name of person who provided this membership form to you.
Name of person: M'ship No. (if known):

Privacy Statement

Note: The United Services Union is bound by the Privacy Act 1988 (C'th). The Union's Privacy Statement is available by contacting the USU on 1300 136 604 or on the website at www.usu.org.au

Applicant's Signature: X Date: / /

SECTION C PAYMENT METHOD:

I, Surname: Given Name/s:

wish to pay my USU subscription: Weekly Fortnightly Monthly Quarterly

on a: Monday Tuesday Wednesday Thursday Friday effective From: / /

DETAILS OF ACCOUNT TO BE DEBITED

I/We authorise, until further notice, the UNITED SERVICES UNION (User ID: 062819), to debit my/our account described in the schedule below, any amount which the USU may debit or charge me/us through the Direct Debit system.

Name of Financial Institution/Branch:

Account Name: (If joint account two signatures are required below) BSB No: Account No:

I authorise my employer to release my financial institution details, including any changes from time to time, to the USU so that direct debit of Union subscriptions can be commenced from my account. I recognise that my employer has no financial accountability in this transaction and that if I have provided details of more than one account to my employer, the USU will contact me to determine which account I wish to use for paying USU subscriptions. This authority will not lapse in its binding effect by the passage of time and will only be revoked by a further written authority.

OR CREDIT CARD DETAILS

Card Number: Expiry date: / Mastercard Visa

OR BPAY/STATEMENT/PAYROLL DEDUCTION OPTION

I will pay my subscription via BPAY/Statement. I will pay my subscription via Payroll Deduction. I understand that I will be invoiced quarterly. Payroll deduction authority can be downloaded at www.usu.org.au

I/We authorise the following: 1. The USU to verify the details of the above named account with my/our Financial institution 2. The Financial institution to release information allowing the USU to verify the above account details.

I agree at all times to have sufficient funds or credit to ensure the electronic transfers occur irrespective of the method of payment. Failure to pay could affect whether I am a financial member in accordance with the rules of the union.

Signature/s: X Date: / /

Return this form by fax to (02) 9261 3378, email to membership@usu.org.au or mail to: USU, PO Box A1154 Sydney South 1235