

# Decipha Enterprise Agreement

Union Bargaining Bulletin #2

4 September 2015

The second Decipha EA bargaining meeting was held on Wednesday 2 September. It was attended by CWU national and state officials and the local CWU delegate. And, of course Decipha and curiously Australia Post.

The CWU presented the key issues that we wanted discussed, as did Decipha.

## Fair wage increase

Our claims included a fair wage increase based on cost of living catchup and acknowledging that Decipha workers on low wages spend a greater proportion of their wages on keeping the lights and gas going and food on the table.

## Hours of work & shiftwork

We told Decipha that fixing the situation where workers start work at 4am and are only paid 15% penalty for work between 4am and 6am is a priority for members.

“Most workers get less than \$25 a week for starting work at 4am. This is crazy.”

“Do they realize what it is like to not to be there for your kids when they wake up.”

“We don’t choose to work these hours – we HAVE too!”

## Superannuation

Right now women working in Decipha have significantly less money saved for their retirement than men. Because women move in and out of paid work to care for family. Our claim includes an increase in the Superannuation Guarantee (SG) for female workers. And, continuation of SG contributions while an employee (male or female) is on parental leave for up to 12 months.

## Leave

The CWU raised issues of an increase in sick leave, payout of sick leave on termination, increase in domestic violence leave and access to RDOs.

## Redundancy

Members have said they want an increase in redundancy pay.

## Allowances

Increased in line with pay increases.

## Training & promotion

Fair processes for filling vacancies, promotion, higher duties, and training are areas of membership concern.

## What does Decipha want?

The big issues flagged by Decipha were:

- Roster changes after 7 days notice, currently 14 days.
- Overtime meal allowance paid after 2 hours of overtime, currently 1 hour.
- Minimum engagement of 3 hours for new employees.

**It is time to take an active role in raising your wages and conditions.**

## Get involved. JOIN YOUR UNION

Contact us on (03) 9349 2100. Or email [cwu@cwu.org.au](mailto:cwu@cwu.org.au) or website [www.cwu.org.au](http://www.cwu.org.au)

