

Broadmeadow Update

Monday 23 January 2012

In this Update, we explain exactly what staff at Broadmeadow are working for in an enterprise agreement.

Staff want to be valued, fairly rewarded and maintain conditions in an ever changing work environment.



Improving minimum standards

We are working to improve transparency and fairness by working for:

- **A common standard contract for everyone** that does not affect or erode your ability to negotiate or maintain better conditions or remuneration.
- **More transparency about your pay and promotion opportunities** through better information on pay bands and how your performance rating relates to pay increases.
- **A fair minimum 5% pay increase for everyone**, based on the performance management system.
- **An annual pay review** to ensure you are being paid at least 75% quartile of market.
- **An annual retention bonus** of either \$10,000 or 10% of your base salary, whichever is the greater, when you have been employed for 12 months or more.
- **Confirming award conditions in an enterprise agreement.**

Improving conditions

We are working to improve your conditions with:

- **Equal Access to BMA Housing.**
- **Recognition of regular work on days off** and compensation.
- **Adjustments to allowances.**
- **Payout of sick leave** in excess of two years.
- **Inclusion of the redundancy policy** in the enterprise agreement.
- **Higher duties payments.**
- **Right to a nine day fortnight and flexible working hours.**
- **Annual leave, long service leave, and redundancy pay to be paid as if at work.**

Support this initiative to bargain collectively and achieve these goals.

The answer is to bargain collectively.

Show your support, visit:

www.apesma.com.au/groups/collieries