

FIELDWORK EBA

THE COMPANY'S OFFER &
DETAILS OF THE VOTE

15 JULY 2019

ABOUT THIS PRESENTATION

- This is a summary of the **Company's offer** for the new **Fieldwork EBA**
- The Vote will be held on **31 July – 1 August**
- **A copy of the EBA** has been **emailed** to your work email
- If you have **questions** or to request any documents:
 - Ventia Intranet TheVine
 - Talk to your Leader, Employee Bargaining Reps or the Union
- **Before 23 July** you will be provided with the final versions of all documents prior to the Vote



QUESTIONS?

- Intranet site [TheVine](#) – Agreement, comparison documents
- vseba@Visionstream.com.au – response within 24 hours
- Talk to your Leader Representatives, Union or Employee Bargaining Reps

Location	NBN Local Leader	Carrier Local Leader
WA	Kuek Chin	Gavin McIntosh, Andrew Angelatos, Andrew McCullough, Jonathan Arthurell
SA	Kuek Chin	Gavin McIntosh, Andrew Angelatos, Andrew McCullough
VIC	Sam Evans, Adam McPhie	Nik Kudeweh, Andrew McCullough, Ross McPherson, Chris Cosopodiotis, Tony Doyle, Thomas Winter (Warehouse)
NSW/ACT	Scott Meuleman, Sean Alderton	Fred Whiteman, Ragheb Ismail, Simon Holloway
QLD	Andrew Desmarchelier	Gavin McIntosh, Ian Hutchinson, Ian Makey
TAS	Kevin Erickson	N/A

State	Nominee	Business Unit
QLD	Jeremy Reimann Fraser Creese Jordan Carter	Carrier Wireless NBN Network Ops Carrier FNS
WA	Kaj Bicker Robert Owens	Carrier FNS Carrier Wireless
SA	Dennis Pleskot	Carrier Whse SA
Vic	Daniel Hurtado Tristan Bell	Carrier Wireless
NSW	Anthony McDermid Marcello Bortone Nathan Jones	Carrier FNS Carrier FNS Carrier Wireless



THE COMPANY'S OFFER

KEY FEATURES

- 4 year duration
- Key terms and conditions **unchanged** or **minimal change** i.e Redundancy, leave
- **Wage increase - 2.5% pa** and **1.5% pa** ex-Silcar employees
- **New Hourly rates** - paid within two weeks after a Vote
- **Backpay – January to July**, at Ordinary Hourly rate, paid two weeks after a Vote
- **Allowances** – increases to most allowances, paid when FWC approves EBA

The final EBA and details about the offer will be emailed to you by 23 July
Available on TheVine (intranet) or talk to your Leader or P&C



WHY VOTE 'YES'

- A fair wage increase - back pay, new rates paid now
- Protects your core terms and conditions
- Company's best offer

This is YOUR EBA – Have your Say!
Make sure you Vote



VOTING – HOW IT WORKS

PRE-VOTE

- External independent company (IRIQ) – confidential
- SMS voting
- **23 July 2019** you will receive an SMS

“This is a pre-ballot check for your upcoming Enterprise Agreement Ballot”

- If you **do not receive a text** contact jennifer.gambell@Ventia.com.au or call **0418 637 636**



VOTING - 31 JULY – 1 AUGUST

- **By 23 July** email / posting of EBA and voting documents
- Opens: **8am Wednesday 31 July (EST)** (SMS to your mobile)
- Closes: **7pm Thursday 1 Aug (EST)**
- Reply 'Y' or 'N'
- Results notified by **Friday, 2 August**



This is YOUR EBA – Have your Say!
Make sure you Vote



COMPANY'S OFFER

KEY FEATURES

Clause	Company's Offer
Duration	<ul style="list-style-type: none"> • 4 Years
Wages / Classifications	<ul style="list-style-type: none"> • Retain dual classification structures • FW employees – 2.5% p/a / 1.5% p/a (former Silcar employees)
Pay Related	<ul style="list-style-type: none"> • Backpay – Ord Hourly rate, period 1 Jan – 1 July • New Hourly rates effective within 2 weeks of 'Yes' Vote • Fortnightly pay (everyone) • All other terms, conditions and payments effective when FWC approves EBA
Clause 22: Redundancy	<ul style="list-style-type: none"> • Additional one (1) week redundancy pay after 11 year's service (not applicable to former Silcar employees) • Redundancy Trust schemes - retained for former Silcar employees • PCRE - retained for VPL employees (pre January 2010)
Use of Contractors	<ul style="list-style-type: none"> • Preference is to engage employees directly wherever practical, having regard to workload and operational issues (part of Objectives clause)
Clause 25: Shift Work	<ul style="list-style-type: none"> • Increased to 30% from commencement of shift work



COMPANY'S OFFER

KEY FEATURES – CONTINUED

Clause	Company's Offer
Clause 27: Breaks	<ul style="list-style-type: none">• Compulsory 14th rest day processed as "Time in Lieu" when remote/on site and impractical to return home (excludes those on FIFO and Flexible Work Arrangements)
Clause 30: Superannuation	<ul style="list-style-type: none">• 10% of OTE or Superannuation Guarantee amount (which ever is greater)
Clause 32: Company Required Travel	<ul style="list-style-type: none">• Fixed for life of Agreement• Meal allowance - \$90• Capital Cities - \$290• Regional - \$230
Clause 33: Meal Allowance	<ul style="list-style-type: none">• \$30• Fixed for life of Agreement
Clauses 36: Daily Travel Time	<ul style="list-style-type: none">• 60 mins each way, each day
Clause 38: Leading Hand Allowance	<ul style="list-style-type: none">• \$68 per week• Fixed for life of Agreement



COMPANY'S OFFER

KEY FEATURES - CONTINUED

Clause	Company's Offer
Clause 39: Height Allowance	<ul style="list-style-type: none">• Increases to rates (refer to table in EBA)• Fixed for life of Agreement
Clause 40: On Call	<ul style="list-style-type: none">• Increased to \$147 per week• Fixed for life of Agreement
Clause 44: Parental Leave	<ul style="list-style-type: none">• 5 days paid for secondary carer
Clause 45: Compassionate Leave	<ul style="list-style-type: none">• 3 days paid• Employees can access other leave as required
Clause 47: Long Service Leave	<ul style="list-style-type: none">• Portable Long Service Leave Fund (if eligible per Fund rules)
Clause 48: Family & Domestic Leave	<ul style="list-style-type: none">• 5 days unpaid
Clause 50: Picnic Day	<ul style="list-style-type: none">• Former Silcar employees retain benefit (paid day)• Applies to former Silcar employees only

