

	AGREED		On going discussion		REJECTED		WITHDRAWN
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BARGAINING PROGRESS REPORT

NUW #1	That the current agreement forms the basis of the new agreement.	Agreed
NUW #2	That day shift receive a RDO per month and that both afternoon and night shift receive loadings for their entire shift.	Toll have refused
NUW #3	That the new agreement operate for 3 years	Agreed
NUW #4	That the company consult with the Union prior to employing casuals and subsequently should there be any concerns.	Toll have refused
NUW #5	That there be a pay increase of 7% per year for 3 years (payable on all wages and allowances	Toll has proposed 2.75%-3% per year.
NUW #6	That casuals be offered permanent work after 3 months of regular engagement.	Toll have refused
NUW #7	That a ratio be introduced of 10 permanent workers for every casual.	Toll have refused
NUW #8	That direct engagement will be the principle and preferred method of engagement and that labour hire workers receive the same rates of pay as direct employees.	Agreed
NUW #9	Union Delegates will be allowed paid time to meet with Labour Hire workers at their inductions.	Agreed
NUW #10	That the company will consult with employees and the Union prior to engaging new labour hire providers and subsequently should there be any concerns.	Toll have refused
NUW #11	That employees be paid either 17.5% annual leave loading, or their ordinary shift loading, whichever is higher.	Agreed
NUW #12	<p>That in relation to public holidays:</p> <ul style="list-style-type: none"> • That it be voluntary for employees to work. • That if you work a public holiday you will get a option of being paid 250% or 150% plus a day in lieu. • That permanent employees receive the benefits of public holidays, whether they fall on a rostered day or not. 	<ul style="list-style-type: none"> • Default to a voluntary system, and where not enough volunteers a fair system for being forced to work. • Day in lieu agreed. • Benefits to all employees has been refused by Toll.
NUW #13	That a Union noticeboard be provided and that all Delegates have access to this noticeboard and its keys.	Agreed
NUW #14	That Delegates have access to resources they need to perform their role, that they be given 5 days paid training per year and that	<ul style="list-style-type: none"> * Resources- agreed * 20 days p/y for all

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BARGAINING PROGRESS REPORT

	they be given paid time to conduct on site and off- site business.	delegates to share. * Paid time ONLY with prior approval from management, on a case by case basis.
NUW #15	That four hours paid time be provided per year for Union meetings.	Toll have refused
NUW #16	That Union representatives (Organisers) have right of entry in your agreement.	Toll have refused
NUW #17	That the Union have access to time and wages records for its members.	Agreed
NUW #18	That a Coles discount card be provided to all employees.	Toll have refused
NUW #19	That unpaid leave be accessible.	Agreed
NUW #20	That the redundancy package be increased to 5 weeks per year of service.	Toll have refused
NUW #21	That the disciplinary procedure be amended.	Toll have refused

TOLL'S CLAIMS

TOLL # 1	Application of engineered standards (pick rates).	NUW refused- awaiting proposal from Toll
TOLL # 2	That the minimum casual engagement be 3 hours.	NUW refused
TOLL #3	That the meal allowance be payable and crib time be accessible after 2 hours over time, not 1.	NUW refused
TOLL #4	Leave without pay entitlements be clarified.	Agreed
TOLL #5	Walking/ wash up time be clarified at end of shift.	In process- awaiting proposal from Toll
TOLL #6	Clarification of disputes procedure.	NUW refused
TOLL #7	Clarify business' right to direct the taking of annual leave.	Agreed not to include in agreement. Process clarified.
TOLL #8	That the agreement span 4 years	Agreed on 3.