



OUTLINE OF CLAIMS – 26 AUGUST 2010

AMSRO and its members recognise the benefits in taking an industry wide approach to the setting of employment terms and conditions for market and social research staff and confirm that a cooperative approach between employers in the industry and the National Union of Workers (NUW) assists in maintaining a stable industrial relations system that is fair and equitable to both employers and employees.

The market research industry faces a number of challenges, both at present and into the future, including competition from low cost offshore field operators and the shift to online research. AMSRO believes that to maintain viable domestic field operations, high productivity, high levels of efficiency and cost sensitivity are critical. AMSRO therefore hopes that a new Market and Social Research Industry Agreement can be agreed upon that reflects fairness, flexibility and the need for a competitive focus in a global market.

To help achieve this outcome, and while reserving its position with respect to matters contained in a NUW log of claims, the member companies of AMSRO seek to have the following terms and conditions included in the proposed 2010 Agreement ("the Agreement"). All other terms of the 2009-2010 agreement would be retained.

- **Period of Operation:** 4 year Agreement commencing 1 January 2011.
- **Coverage:** Enterprise Agreement coverage to be linked to coverage of Modern Market and Social Research Industry Award 2010.
- **Individual Flexibility** - Individual Flexibility Clause to reflect the model clause in the *Fair Work Act 2009*.
- **Shift Allocation** - Addition of further criterion - "reliability" - to selection criteria in clause 17.11A.3.
- **Casual Rostering Requirement Changes** - Minimum shift requirements or shift pattern changes allowed with 4 weeks' written notice to casual employees by employer.
- **Removal of mandatory deduction of union dues by employers** – up to discretion of individual AMSRO companies;
- **Right of Entry** – removal from enterprise agreement *Fair Work Act 2009* provisions to apply (Pt 3-4 of Chapter 3).
- **NUW delegates** - Limit on union delegate numbers per field operation to 1 NUW delegate per 50 casual employees at a particular site.
- **Independent contracting arrangements** - Removal of restriction on use of contractors by AMSRO members by deletion of clause 4.2.
- **NUW Delegate Conduct** - formulation of a union delegate Code of Conduct covering employee delegates undertaking union related business with sanctions (reduced paid time etc/right of entry restrictions) for breach.