

URGENT: Enterprise Bargaining update CPSU NSW members' Zoom meetings

Voting on Agreement: Formal access period begins on 20 January 2021

The formal access period for Northcott's proposed UNFAIR Enterprise Agreement begins today (20 January 2021), and finishes on 27 January 2021. Northcott is required under the *Fair Work Act* to provide access to the proposed agreement to all those staff it is intended to cover. This means Northcott must ensure that:

- all staff are given a copy of the proposed agreement,
- they take all reasonable steps to ensure that the terms of the proposed enterprise agreement, and the effect of those terms, are explained to staff, and
- the explanation is provided in an appropriate manner (e.g. appropriate for staff from culturally diverse backgrounds).

NOTE: If you do not receive this from Northcott, please contact your CPSU NSW Organiser.

From 28 January 2021 to 10 February 2021 you will have an opportunity to vote on whether you agree to Northcott's proposed UNFAIR Enterprise Agreement.

The CPSU NSW recommends ALL members vote NO to proposed agreement. Read how and why [HERE](#).

Voting for Protected Action also starts 20 January 2021

The CPSU NSW has successfully taken steps to seek an order from the Fair Work Commission to enable its members to take protected industrial action against the proposed agreement. Read more [HERE](#).

A protected action ballot is a process by which employees can choose, by a ballot, whether or not to authorise protected industrial action for a proposed enterprise agreement.

The CPSU NSW has taken this step as Northcott's proposed unfair Enterprise Agreement will see transferred staff lose pay and conditions. The protected action ballot will ask members to vote on the following:

In support of reaching an Enterprise Agreement with The Northcott Society, do you authorise industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

1. *One hour stoppages of work?*
2. *One day stoppages of work?*
3. *Indefinite stoppages of work?*



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4. *The inclusion of statements in support of the Union's bargaining claims and/or explaining why the Union is taking industrial action, in workplaces of The Northcott Society and communications with any person?"*

The CPSU NSW recommends all members vote in the ballot and vote YES to ALL FOUR questions.

The protected industrial action can only occur if at least 50 per cent of eligible voters vote AND more than 50 per cent of valid votes approve the action.

The ballot for protected action finishes on 19 February 2021.

REMEMBER if Northcott's UNFAIR proposed Enterprise Agreement is voted down, then bargaining can resume for a better deal. Voting for protected action will provide transferred staff with greater bargaining power.

ALL MEMBER ZOOM MEETINGS

Want to know more? Your union invites all members to attend a Zoom meeting on Wednesday 27 January 2021 that will provide an update on Enterprise Bargaining with Northcott. Members will have the choice to attend one of the following two meetings:

Meeting 1

11:00am 27 January 2021

Register in advance for this meeting [HERE](#).

OR

Meeting 2

04:00pm 27 January 2021

Register in advance for this [HERE](#).

After registering for either meeting, you will receive a confirmation email containing information about joining.

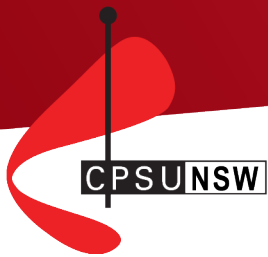
Know someone who is not a member?

Ask them to join the CPSU NSW [HERE](#).

Contact the CPSU NSW

Your Bargaining Delegates





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