

29 February 2008



Mr John Carter
Committee Secretary
Senate Education, Employment and Workplace Relations Committee
Department of the Senate
PO Box 6100
Parliament House
Canberra ACT 2600
Email: eewr.sen@aph.gov.au

Dear Mr Carter,

**Inquiry into Workplace Relations Amendment (Transition to Forward with Fairness)
Bill**

The Finance Sector Union of Australia (FSU) welcomes the opportunity to contribute to and support the submission of the Australian Council of Trade Unions (ACTU) to the Senate inquiry into the *Workplace Relations Amendment (Transition to Forward with Fairness) Bill*.

The FSU represents 55,000 members employed in the finance sector across Australia and exists for the purposes of providing a collective forum for them in pursuing fairness in their employment and improvements to their working conditions. Clearly, to achieve these ends, the FSU has a real interest in the proposed amendments.

The FSU supports the Bill in setting in place processes to establish a new safety net of awards and legislated minimum standards, with the new safety net to be tailored to a system that does not provide for statutory individual contracts.

The FSU is particularly supportive of the provisions of the Bill that prevent the making of new AWAs. The membership of the FSU has been presented with a number of AWAs that have significantly eroded or cut their conditions of employment. AWAs offered to FSU members at the Commonwealth Bank of Australia (CBA) illustrate this well. Under the AWAs offered to CBA staff some of the *Commonwealth Bank of Australia (Core) Enterprise Bargaining Agreement 2002* conditions of employment that are no longer available include:

- » Annual leave loading worth between \$475 and \$1023
- » RDOs – worth between \$1623 and \$3861
- » Payment for overtime
- » Payment for separate attendance on weekdays
- » Payment for higher duty
- » Allowances (including meal, car, and first aid)
- » Military Leave

Like the ACTU we are thus very supportive of the *Workplace Relations Amendment (Transition to Forward with Fairness) Bill* under which such AWAs will no longer be able to be made.

If you have any questions in relation to this letter please contact our National Enforcement Unit Manager, Margaret Maloney, on (03) 9261 5463.

Yours sincerely

A handwritten signature in black ink, appearing to read 'LC', with a horizontal line extending to the right from the end of the signature.

Leon Carter
National Secretary