

Summary of outcomes

Agreement details			
Agreement Name			
AE Number			
Start Date		Expiry Date	
Previous Agreement			
Sites covered <i>Attach relevant mapping data</i>	State	Factory Code	

Campaign details			
AMWU Organisers and officials involved	At the table		
	Lead Negotiator	Other organisers involved	
	On the ground		
	Organisers involved		
Any other unions	Name of union (name of officials if relevant)		
Campaign Goals (Industrial and Power building)	Industrial <i>attach Log of Claims and/or list any key items here</i> Power building <i>attach bargaining and organising plan (if relevant) and/or list key objectives here</i>		
Delegates involved	Name	Site/State	Role
	Did regular delegate meetings feature as part of the campaign?		
Number of members/ density at the commencement and conclusion of negotiations	Commencement		Conclusion
	<i>Summarise any changes to density overall and broken down by state/site, if relevant, with details explaining changes</i> <i>Attach any mapping or tracking documents (if relevant)</i>		
Number of meetings (bargaining)			
Number of meetings (delegates/activists/ Organisers)	<i>Inclusive of bargaining caucuses/debriefs. If organiser meetings occurred separate to delegates meetings, list these meetings also.</i>		

Agreement outcomes

Wages							
Total wage increase				Over (months)			
Year 1		Year 2		Year 3		Year 4	
First trade rate				Amount per week			
Notes	(optional, e.g. sign on bonus)						
Agreement benchmarks (tick those that apply)							Claims achieved
Application of Agreement	☐ Incorporation of Award/s ☐ No extra claims						___ / 2
Consultation and dispute settlement	☐ All matters are able to be disputed ☐ Ability to refer disputes to FWC for arbitration ☐ Ability for FWC to make enforceable wage claim orders ☐ Creation of Joint Consultative Committee ☐ Genuine consultation before decisions are made, including mitigating detrimental outcomes ☐ Pre-dispute status quo while dispute being settled						___ / 6
Casuals and contractors	☐ Casual and contractor wages and loadings based on site rate ☐ Direct hire casuals ☐ Casuals right to convert after 3 months ☐ Ratio or delegate approval of casual and contractor use and work to be performed						___ / 4
Hours of work	☐ 36-hour week with no loss in pay as standard ☐ Overtime to be voluntary and shared equally ☐ Short notice overtime to incur provision of a meal ☐ Mutual agreement for change of shifts						___ / 4
Better working life	☐ Leave accumulated and paid at shift length ☐ Income protection (WageGuard) paid for by employer at 100% gross earnings for 2 years for personal injury or illness ☐ No medical certificate for single days (at a minimum) ☐ Maximum 2 company shut downs per year ☐ Additional leave – compassionate 5 days, personal 15 days and extra week annual leave ☐ 15 days paid family and domestic violence leave 12 days paid reproductive health leave ☐ Long service leave standard 13 weeks after 10 years, portable for all employees ☐ Entitlements secured in NEST ☐ Share technology benefits, no job losses but shorter working week with no loss in pay ☐ Appropriate facilities for all genders and abilities, including dedicated change rooms and toilets for women						___ / 10
Redundancies	☐ No redundancies if labour hire or casuals doing same or similar work ☐ Redeployment and voluntary redundancies before any forced redundancies ☐ Payment minimum 4 weeks per year, including of loadings, and all leave paid out						___ / 3

Classification and training	☐ Clear process for classification and reclassification ☐ Training in paid time ☐ Apprentices under the Agreement, paid based on C10 rate at site and no less than the National Minimum Wage; commitment to hire apprentices; company to pay all training costs ☐ MISTAS and implementation guide incorporated into Agreement	____ / 4
Safety	☐ Adoption of ISO4500 international standard for WHS ☐ Workers compensation training on site for HSRs and delegates, with extra training days for HSRs ☐ Company and insurance company to pay workers compensation waiting period pre-decision ☐ 2 years make up pay ☐ Superannuation paid on all periods for workers compensation ☐ Provisions for extreme weather and climate disasters	____ / 6
Union building	☐ No limit on delegate numbers, on ability to represent, or to attend inductions ☐ 10 days paid training as if worked ☐ 6 days paid meeting leave and 4 days representation leave ☐ Minimum 4 mass meetings per year ☐ Access for union officials as needed	____ / 5
Other terms to note	<i>Please add</i>	
Overall rating against benchmarks	☐ Minimum Standards all achieved ☐ Below benchmark <i>Less than 9 claims achieved OR more than 9 claims but no Incorporation of Award</i> ☐ Bronze <i>9-22 claims achieved, including Incorporation of Award</i> ☐ Silver <i>23-35 claims achieved, including Incorporation of Award</i> ☐ Gold <i>36+ claims achieved, including Incorporation of Award</i>	

Member action and Endorsement

Any industrial action, its nature and length	
PAB results (if applicable)	
Did the AMWU support the agreement? (If no, why not?)	
Agreement Endorsement Vote Results	

Lead Negotiator Recommendation around signing agreement	<i>Provide recommendation and further rationale if not already covered earlier in the document</i>
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Key Learnings and reflections

Optional: List any key learnings or reflections which may provide further context for what has been provided above, or for future bargaining.

Recommendations for next bargaining round and implementation/enforcement of this EA

Optional: Provide any preliminary recommendations, and/or information about any debriefing or future planning that will take place