

Friday 20 March, 2020

## **UPDATE:**

### **UNION REPS MET WITH CIVICA MANAGEMENT AFTER UNION MEMBERS MEETINGS ON THURSDAY**

Following all the Union members meetings held on Thursday at Civica your Union delegates and Organiser David Leydon met with Civica management to discuss a range of workplace issues around the Covid-19 crisis.

The starting position of the Union is that all Union members must, as a minimum:

- Have their jobs protected
- Have their terms and conditions of employment that are contained in the hard fought and hard-won Enterprise Agreement (EBA) maintained and guaranteed throughout the crisis
- Make sure all Union members continue to be able to work and take home a weekly wage
- Put any measures in place to ensure the health and safety of all Union members both within the workplace and for those working from other locations including home based workers.

Civica have agreed that it is their intention to do everything they can to ensure jobs are protected and ongoing. They have further guaranteed that they will ensure all the terms and conditions of the EBA will apply which includes employees normal weekly wage.

#### **SPECIAL LEAVE FOR COVID-19**

The Union pressed Civica to guarantee that employees will continue to be paid under a range of circumstances that may arise as a result of Covid-19. These circumstances include:

- If an employee suspects they may be showing signs / symptoms of the virus and takes time off to get checked
- If Civica asks an employee to leave the workplace because they believe the person is showing signs / symptoms of the virus
- If a Doctor or relevant medical authority confines a worker
- If a Government regulation confines a worker (eg. Someone returning from overseas who is asked to self-isolate for 14 days).

In each of these circumstances the Union has asked that Civica make available to Union members two weeks of “special paid leave” above and beyond the employees normal leave entitlements. The position we have put to management is that this leave should apply to employees whether they are full time, part time or casual employees. Many other major employers such as Coles, Woolworths, and RACV have already given such guarantees to their employees.

Civica have clearly understood what the Union has asked for in this regard and have advised they will consider the matter further and respond to us as soon as possible. We will monitor their response over the next few days and continue to press for an answer if none is forthcoming from Civica. Management made a point of telling us they genuinely care for their employees – this is their real chance to show it.

## OTHER MATTERS

The Union asked management to cease all Hot Desking arrangements within the workplace to ensure a cleaner and safer working environment for employees. Management have agreed to the Unions request.

The Union asked management about the possibility of setting up temporary work options from other locations such as Geelong. Management have agreed that these options may become available in the days ahead. They stated that Geelong is a real possibility subject to clearing it with the State.

A question was asked by Union members about internet and power costs associated with working from home. We put this to management and made the point that Union members should not be footing the bill for any increased use on the home front. Management agreed and stated that employees can claim \$250 worth of use as a tax deduction. Further to this management agreed to look at this matter further should the use go beyond \$250 in any cases.

On the matter of how people were consulted about options for Working From Home management advised that there are still roughly 50 spots to be filled that haven't been finalised yet. If Union members would like to be considered for one of these roles they should tell their team leaders as soon as possible. If there are any problems around this issue then Union members should contact their delegates straight away.

Management have also agreed with the Union position that KPIs for individual employees will not be relevant throughout this ongoing crisis. Their view is that they want people to do the very best they can under the difficult and changed circumstances that prevail.

## WHERE TO FROM HERE?

Civica management now have several matters they need to respond to us quickly on – particularly certainty around employees continuing to be paid and “special leave” entitlements we have asked for if anyone is put into confinement.

As soon as management respond to the Union we will let you know.

As we said in the Union meetings it's important for Union members to stick together and try and be positive throughout this difficult time. The Union will always be here to help and support our members so make sure you monitor our updates as they are sent out and contact your workplace delegates or Organiser David Leydon at the Union either via email: [dleydon@asupsvic.org](mailto:dleydon@asupsvic.org) or phone: 0408 998849) if you have any queries or concerns.