

# Claims of the Retail and Fast Food Workers Union at Aesop

UNANIMOUSLY ENDORSED BY MEMBERS ON WEDNESDAY 4 JUNE

RETAIL AND  
FAST FOOD  
WORKERS  
UNION

*That L'Oreal include in a new enterprise agreement, to cover all retail workers at Victorian retail stores, the following terms and conditions:*

## **Wages**

1. A living wage of \$38.04 per hour base with all loadings to be paid in addition to the rate;
2. Annual wage increases of 7%;
3. Progressive wage levels beyond the living wage recognising tenure, skills, experience & knowledge;
4. An agreed commission structure based on fair and achievable targets;
5. Right to be paid wages earned in each pay week and not offset against any alleged overpayment;

## **Job Security**

6. Casual workers to be entitled to conversion to ongoing permanent employment;
7. No additional appointments in a store until all workers employed on a casual or part-time basis have been offered the hours;
8. Rosters for all workers to not change other than by agreement, casual worker rosters to be issued one month in advance, full payment for all shifts once commenced, no requirement for any worker to be available other than rostered hours and hours only to be rostered within a worker's availability;
9. Right to a home store with transfer or travel only by agreement;

## **Fair Processes**

10. An enforceable statement of ethical principles which will be applied in all employment matters, including that no worker will be subjected to any disciplinary process or action for exercising or acting on the basis of a belief they hold;
11. Procedural protections for workers to always be treated in an ethical, fair and reasonable manner, including any worker the subject of disciplinary or performance investigations;
12. No worker to be required to perform work for any other L'Oreal brand;

## **Safety**

13. Guaranteed right to a healthy and safe workplace, free from any discrimination;
14. Minimum safe staffing levels agreed between Aesop workers and L'Oreal for each store;
15. Comprehensive schedule of actions for abuse incidents in store;

## **Leave**

16. Annual Leave to be automatically granted where 4 weeks' notice is given to employer;
17. Paid Cultural Leave for all First Nations employees;
18. 60 days paid gender affirmation leave;
19. 24 days paid menstruation, IVF or menopause leave;

## **Other**

20. Full amenities equivalent to the L'Oreal head office standard within close proximity to all stores including bathrooms, fridge, microwave and resting area;
21. Paid rest breaks to be 20 minutes;
22. 50% discount at any Aesop store;
23. Complimentary product offerings for all Aesop products in full sizes;
24. Non-discriminatory uniform policy with an agreed range of wearable colours and agreed purchasing & laundering allowance;
25. Comprehensive dispute resolution provisions including the right to arbitration and status quo of issues while a dispute is unresolved;
26. No term which is inferior in any way to an equivalent Award term;
27. Any other claim made during the course of negotiations.

