



A•S•U

**THURINGOWA CITY COUNCIL**

# Union Bulletin

News and information for members of the Australian Services Union  
30 September 2004

## EB Progress Report Sessions

On 15 September 2004 the unions met with Council's management team to continue to progress negotiations for EBA5. Negotiations are progressing well with the majority of negotiating focused on conditions of work.

The negotiating team are down to the big ticket EBA items, such as job security and wage increases. As you are aware council have proposed a wage offer of 5% per annum with KPIs as part of achieving this wage increase over a 2 year period. The initial feedback from ASU members was to reject Councils initial offer of 5% and were seeking a higher percentage to move more in line with Townsville City Council. To move closer to TCC would be in the vicinity of 6 - 8% per annum would be required.

If you compare existing rates of pay for TCC now and COTs rates of pay after the final 2% payable, the difference ranges from TCC being 3% ahead to 5% ahead of COT. What staff will need to consider is TCC will receive a further wage increase in February 2005 which on average has been 4% per annum. Staff should consider councils 5% as a generous offer and as part of an entire package which also includes the likes of paid maternity leave, however members should be reminded that the basis of Councils wage offer is based on KPIs and employment security is yet to be resolved.

The enterprise bargaining team will meet again on the 6<sup>th</sup> October 2004 to attempt to finalise negotiations to our best ability. In particular, the ASU is seeking to resolve the outstanding issue of employment security and review councils proposal which deals with the use of external service providers. The ASU will hold report back sessions to discuss agreed items to date and those items in which no agreement could be reached.

### **PAID REPORT BACK MEETINGS FOR FEDERAL AWARD** **STAFF:**

**WHEN:** WEDNESDAY 13<sup>TH</sup> OCTOBER 2004 AT 4.00 PM  
**WHERE:**  
**TOPIC:** ENTERPRISE BARGAINING AGREEMENT

**The ASU encourage all federal workers to attend this meeting whether you are a member of our union or not. The unions and staff representatives need your feedback on the issues that affect your wages and conditions at Thuringowa City Council to enable the team to conclude negotiations.**

<b>LEVEL</b>	<b>COT RATE OF PAY WITH THE FINAL EBA PAYMENT</b>	<b>TCC RATE OF PAY</b>	<b>DIFFERENCE BETWEEN COT RATE OF PAY AND TCC</b>	<b>COT 5% PAYMENT</b>	<b>TCC ESTIMATED PAYMENT OF 4%</b>	<b>DIFFERENCE BETWEEN COT RATE OF PAY AND TCC</b>
Level 1.1	30342	31148	2.7%	31883	32394	1.6%
Level 1.2	30994	31832	2.7%	32569	33105	1.6%
Level 1.3	31903	32812	2.8%	33524	34125	1.8%
Level 1.4	32882	33923	3.16%	34553	35280	2.1%
Level 1.5	33860	35027	3.5%	35580	36428	2.4%
Level 1.6	34836	36248	4%	36606	37698	2.9%
Level 2.1	35825	37369	4.3%	37645	38864	3.2%
Level 2.2	36804	38477	4.5%	38674	40016	3.4%
Level 2.3	37777	39585	4.8%	39696	41169	3.7%
Level 2.4	38756	40692	5%	40725	42320	3.9%
Level 3.1	39733	41796	5.2%	41752	43468	4%
Level 3.2	40712	42904	5.4%	42780	44620	4%
Level 3.3	41690	44010	5.6%	43808	45771	4.4%
Level 3.4	42667	45119	5.7%	44835	46924	4.6%
Level 4.1	43661	46224	5.9%	45879	48073	4.7%
Level 4.2	44695	47332	5.9%	46966	49225	4.7%
Level 4.3	45753	48438	5.9%	48077	50376	4.7%
Level 4.4	46820	49547	5.9%	49199	51529	4.7%
Level 5.1	47888	50653	5.8%	50321	52680	4.7%
Level 5.2	48954	51758	5.7%	51441	53828	4.6%
Level 5.3	50020	52866	5.7%	52561	54981	4.6%
Level 6.1	51798	54709	5.7%	54430	56898	4.5%
Level 6.2	53578	56555	5.6%	56300	58817	4.4%
Level 6.3	55359	58400	5.5%	58171	60736	4.4%
Level 7.1	57135	60242	5.5%	60038	62652	4.3%
Level 7.2	58915	62089	5.4%	61908	64573	4.3%
Level 7.3	60692	63934	5.3%	63775	66492	4.2%
Level 8.1	62830	66148	5.3%	66022	68794	4.4%
Level 8.2	64961	68359	5.2%	68261	71094	4.1%
Level 8.3	67098	70572	5.2%	70507	73395	4%
Level 8.4	69097	72653	5.1%	72607	75559	4%
Level 8.5	71101	74728	5.1%	74713	77717	4%

Award Level	Current Award	Award after \$19 Safety net increase Sept 2004	Final payment of EB4	First Proposed increase 2%	% over award	Second proposed increase 1%	% over award	Third proposed increase 2%	% over award	Fourth proposed increase 1.5%	% over award	Fifth proposed increase 2%	% over award	Sixth proposed increase 1.5%	% over award
Level 1.1	26937	27925	30342	30949	11%	31258	12%	31883	14%	32362	16%	33009	18%	33504	20%
Level 1.2	27450	28438	30994	31614	11%	31930	12%	32569	15%	33057	16%	33718	19%	34224	20%
Level 1.3	28271	29259	31903	32541	11%	32866	12%	33524	15%	34027	16%	34707	19%	35228	20%
Level 1.4	29040	30028	32882	33540	12%	33875	13%	34553	15%	35071	17%	35772	19%	36309	21%
Level 1.5	29809	30797	33860	34537	12%	34883	13%	35580	16%	36114	17%	36836	20%	37389	21%
Level 1.6	30473	31461	34836	35533	13%	35888	14%	36606	16%	37155	18%	37898	20%	38466	22%
Level 2.1	31252	32240	35825	36542	13%	36907	14%	37645	17%	38210	19%	38974	21%	39559	23%
Level 2.2	32021	33009	36804	37540	14%	37915	15%	38674	17%	39254	19%	40039	21%	40640	23%
Level 2.3	32790	33778	37777	38533	14%	38918	15%	39696	18%	40292	19%	41097	22%	41714	23%
Level 2.4	33559	34547	38756	39531	14%	39926	16%	40725	18%	41336	20%	42163	22%	42795	24%
Level 3.1	34327	35315	39733	40528	15%	40933	16%	41752	18%	42378	20%	43225	22%	43874	24%
Level 3.2	35096	36084	40712	41526	15%	41942	16%	42780	19%	43422	20%	44290	23%	44955	25%
Level 3.3	35865	36853	41690	42524	15%	42949	17%	43808	19%	44465	21%	45354	23%	46035	25%
Level 3.4	36634	37622	42667	43520	16%	43956	17%	44835	19%	45507	21%	46417	23%	47114	25%
Level 4.1	37402	38390	43661	44534	16%	44980	17%	45879	20%	46567	21%	47499	24%	48211	26%
Level 4.2	38171	39159	44695	45589	16%	46045	18%	46966	20%	47670	22%	48624	24%	49353	26%
Level 4.3	38836	39824	45753	46668	17%	47135	18%	48077	21%	48799	23%	49775	25%	50521	27%
Level 4.4	39605	40593	46820	47756	18%	48234	19%	49199	21%	49937	23%	50935	25%	51699	27%
Level 5.1	40373	41361	47888	48846	18%	49334	19%	50321	22%	51076	23%	52097	26%	52879	28%
Level 5.2	41038	42026	48954	49933	19%	50432	20%	51441	22%	52213	24%	53257	27%	54056	29%
Level 5.3	41807	42795	50020	51020	19%	51531	20%	52561	23%	53350	25%	54417	27%	55233	29%
Level 6.1	43088	44076	51798	52834	20%	53362	21%	54430	23%	55246	25%	56351	28%	57196	30%
Level 6.2	44369	45357	53578	54650	20%	55196	22%	56300	24%	57144	26%	58287	29%	59162	30%
Level 6.3	45651	46639	55359	56466	21%	57031	22%	58171	25%	59044	27%	60225	29%	61128	31%
Level 7.1	46932	47920	57135	58278	22%	58860	23%	60038	25%	60938	27%	62157	30%	63089	32%
Level 7.2	48213	49201	58915	60093	22%	60694	23%	61908	26%	62837	28%	64093	30%	65055	32%
Level 7.3	49494	50482	60692	61906	23%	62525	24%	63775	26%	64732	28%	66027	31%	67017	33%
Level 8.1	51032	52020	62830	64087	23%	64727	24%	66022	27%	67012	29%	68353	31%	69378	33%
Level 8.2	52569	53557	64961	66260	24%	66923	25%	68261	27%	69285	29%	70671	32%	71731	34%
Level 8.3	54107	55095	67098	68440	24%	69124	25%	70507	28%	71564	30%	72996	32%	74091	34%
Level 8.4	55550	56538	69097	70479	25%	71184	26%	72607	28%	73697	30%	75170	33%	76298	35%
Level 8.5	56993	57981	71101	72523	25%	73248	26%	74713	29%	75834	31%	77351	33%	78511	35%

### Townsville City Council projections

Award Level	Current Award	Award after \$19 Safety net increase Sept 2004	Townsville City Council current rates	Townsville City Council after projected 4% increase	% over Award	Townsville City Council after projected 4% increase	% over Award
			End of EB5	Initial payment of EB6		Second payment of EB6	
Level 1.1	26937	27925	31148	32394	16%	33690	21%
Level 1.2	27450	28438	31832	33105	16%	34430	21%
Level 1.3	28271	29259	32812	34125	17%	35490	21%
Level 1.4	29040	30028	33923	35280	17%	36691	22%
Level 1.5	29809	30797	35027	36428	18%	37885	23%
Level 1.6	30473	31461	36248	37698	20%	39205	25%
Level 2.1	31252	32240	37369	38864	21%	40419	25%
Level 2.2	32021	33009	38477	40016	21%	41617	26%
Level 2.3	32790	33778	39585	41169	22%	42816	27%
Level 2.4	33559	34547	40692	42320	22%	44012	27%
Level 3.1	34327	35315	41796	43468	23%	45207	28%
Level 3.2	35096	36084	42904	44620	24%	46405	29%
Level 3.3	35865	36853	44010	45771	24%	47602	29%
Level 3.4	36634	37622	45119	46924	25%	48801	30%
Level 4.1	37402	38390	46224	48073	25%	49996	30%
Level 4.2	38171	39159	47332	49225	26%	51194	31%
Level 4.3	38836	39824	48438	50376	26%	52391	32%
Level 4.4	39605	40593	49547	51529	27%	53590	32%
Level 5.1	40373	41361	50653	52680	27%	54787	32%
Level 5.2	41038	42026	51758	53828	28%	55981	33%
Level 5.3	41807	42795	52866	54981	28%	57180	34%
Level 6.1	43088	44076	54709	56898	29%	59174	34%
Level 6.2	44369	45357	56555	58817	30%	61170	35%
Level 6.3	45651	46639	58400	60736	30%	63165	35%
Level 7.1	46932	47920	60242	62652	31%	65158	36%
Level 7.2	48213	49201	62089	64573	31%	67156	36%
Level 7.3	49494	50482	63934	66492	32%	69152	37%
Level 8.1	51032	52020	66148	68794	32%	71546	38%
Level 8.2	52569	53557	68359	71094	33%	73937	38%
Level 8.3	54107	55095	70572	73395	33%	76331	39%
Level 8.4	55550	56538	72653	75559	34%	78582	39%
Level 8.5	56993	57981	74728	77717	34%	80826	39%