



Caloundra City Council

Union Bulletin

News and information for members of the Australian Services Union

8 October 2004

FEDERAL AWARD STAFF LOOK AT ISSUES FOR NEW EBA

ASU members and employees highlighted their EBA issues to negotiate with Council at the next round of enterprise bargaining at a meeting held by the ASU on the 5 October 2004. The priorities of staff included:

1. A 7 % per annum wage increase with retrospectivity to the expiry of the existing agreement – provides for cost of living and would improve councils comparability with other councils rates of pay
2. 9 day fortnight – remove 10 fortnight and tidy up arrangements for 9 day fortnight workers: i.e. Salary sacrifice to be available to employees working a nine day fortnight and Payment of full 8.06 hours on public holidays for employees working a nine day fortnight.
3. Salary progression i.e. movement between levels 1 and 2 on a competency basis
4. Paid parental leave
5. PDs/Reclassification procedures - each position to have a current PD which is benchmarked against industry standards with an agreed reclassification process
6. Improved Standby / call out provisions
7. Improvements to councils commitment to job security which regulates the use of contractors, labour hire agencies and casual employment, to retain permanent staff.
8. Protection of the existing Local Government Superannuation Scheme, employer to provide 15% super contribution.
9. Internal advertising of vacant positions at levels 1 – 5.
10. Commitment to collective bargaining – no individual agreements (AWAs)
11. Foremen and supervisors payment of 38 hour week.

This list does not include all issues raised or that will be included within the log of claims presented to the Council in the coming months.

WHERE TO FROM HERE – WHAT YOU NEED TO DO:

- **ELECT EBA REPS** – The ASU wish to confirm EBA representatives for the upcoming negotiation, and seek if you wish to nominate yourself or another member to do so by 22 October 2004.
- **Negotiations will commence in early 2005**
- **ENCOURAGE STAFF TO JOIN THE UNION** – Enterprise bargaining is an excellent time to highlight to new and existing staff what the union does and how it represents the interests of the majority of workers at Caloundra City Council. It is not compulsory to join the union when you start work at Council, so it is up to union members, delegates and officials to talk to staff about joining the union – so we all can share the responsibility, and equally share the benefits of, enterprise bargaining.

TIPS FOR DISCUSSING JOINING THE UNION WITH FELLOW STAFF:

- The ASU is currently negotiating the enterprise bargaining agreement with Council on behalf of the Federal award members at Council. Enterprise bargaining is how we achieve wage increases and improvements to our working conditions. The Council chooses to negotiate with the unions and seeks to work in partnership with the unions.
- The majority of Federal award employees and across the workforce are members of the union.
- You can join the union if you are a permanent, part time, temporary, contract, or casual employee.
- Your union membership can be paid through payroll deduction and your fees are 100% tax deductible!
- Your union membership provides you access too many other services, such as free legal advice and a free will, *Union Shopper* benefits, and *Members Equity* for home loans and credit cards.
- Join the rest of your colleagues and join up today.

For further information regarding this bulletin please contact Jennifer Earl at jennifer@asuqld.asn.au or Danny Reeves at danny@asuqld.asn.au