



HERVEY BAY CITY COUNCIL

Union Bulletin

News and information for members of the Australian Services Union

8 October 2004

A•S•U

EBA PROGRESS TO REPORT BACK SESSIONS

Unions met with council to continue negotiations on the 28th September 2004. As negotiations progress the issue of a wage increase has finally come to the table. Council provided a response to the ASU claim for 7% per annum increase to wages. The unions based their claim on the increase to cost of living, and comparing HBCC rates of pay with other councils.

Wage offer

- *Councils first offer*

Council proposed as their first initial response: (5% - Year 1, 3% - Year 2, 2.5% - Year 3)

The unions rejected this offer. The unions were open to councils year 1 payment of 5% in recognition that would bring employees up to a more reasonable rate of pay, however year 2 and 3 reduces this step forward reducing the amount over three years to be a 3.5% per annum payment.

The union responded with a counter offer that members may consider as reasonable to progress with negotiations: FEDERAL (Union offer 5% - Year 1, 4% - Year 2 and 4% - Year 3).

- *Councils second offer*

Council has considered the offer put forward by you on behalf of its employees and responds as follows: -

FEDERAL (Union offer 5%, 4% and 4%)

In response Council offers 5%, 3.5% and 3% (Inclusive of any SNA) with the following amendment -

That all loading for new permanent part time employees be removed. That the ceiling of 10% of total workforce for permanent part time be increased to 20% and that permanent part time employees will receive overtime penalty rates once they have worked in excess of a standard fortnight hours (eg 72.5hrs). Any hours worked within normal fortnightly hours will be paid at the normal hourly rate.

The proposed EBA is also include statements with regard to Transmission of Business, Employment Security and Healthy Staff Program, subject to IR requirements in relation to the Electrolux Decision.

These offers are made without prejudice and require official endorsement by Council. It is expected that Council will consider the EBA and wage increases proposed at its meeting of 13 October.

IT IS TIME TO DISCUSS THE OFFER:

Date of meetings below - Wednesday 20 October 2004

- **Ellengowan Roads Depot** **7am to 8am** (Federal and State union organiser to address the meeting)
All state and federal award employees from roads & parks depot to attend.
- **Library/Gallery** **8.30am to 9.30am** (Federal union organiser to address the meeting)
All federal award employees from library/gallery to attend.
- **Administration Centre
Court Yard** **10am to 11am** (Federal union organiser to address the meeting)
For all federal award employees from administration centre

11.15am to 12.15pm (Federal union organiser to address the meeting)
All federal award employees from administration centre and other federal award employees unable to attend any other meeting.

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Where does councils wage offer place workers at Hervey Bay City Council?

Some facts and figures to benchmark councils wage offer

Date	Overall rates and changes approximate % Increase for HBCC	% Increase COUNCILLORS wages (as per state politicians increase)	% Increase STAFF WAGES
2001/2002	6%	3.93%	11% above award = \$17 per week i.e. 1.3%
2002/2003	6%	3.36%	11% above award = \$18 per week i.e. 1.4%
2003/2004	6%	4.03%	11% above award = \$17 per week i.e. 1.3%

Award levels HBCC current rates 5% 3.50% 3%

L1a	31134	32690	33834	34849
L1b	31647	33229	34392	35424
L1c	32476	34099	35293	36352
L1d	33330	34996	36221	37308
L1e	34184	35893	37149	38263
L1f	34920	36666	37949	39087
L2a	35785	37574	38889	40056
L2b	36639	38470	39817	41011
L2c	37492	39366	40744	41966
L2d	38346	40263	41672	42922
L3a	39198	41157	42598	43876
L3b	40052	42054	43526	44832
L3c	40906	42951	44454	45788
L3d	41760	43848	45382	46744
L4a	42612	44742	46308	47697
L4b	43466	45639	47236	48653
L4c	44204	46414	48038	49479
L4d	45027	47278	48933	50401
L5a	45909	48204	49891	51388
L5b	46648	48980	50694	52215
L5c	47501	49876	51621	53170
L6a	48924	51370	53168	54763
L6b	50345	52862	54712	56353
L6c	51768	54356	56258	57946
L7a	53190	55849	57804	59538
L7b	54612	57342	59349	61130
L7c	56034	58835	60894	62721
L8a	57741	60628	62750	64632
L8b	59447	62419	64604	66542
L8c	61154	64211	66459	68452
L8d	62756	65893	68200	70246
L8e	64358	67575	69941	72039