



PINE RIVERS SHIRE 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 over the past months. The priorities of staff included:

1. A 7 % per annum wage increase with retrospectivity to the expiry of the existing agreement
1. Commitment to collective bargaining (no AWA'S).
2. Salary progression i.e. movement between levels 1 and 2 on a competency basis.
3. Paid parental leave.
4. Probationary provision only on first engagement within a Council limited to 3 months only not 6 months
5. PDs/Reclassification procedures – removal of requirement for incumbent to reapply for reclassified position.
6. Standby / call out provisions: this clause is taking into account new technology which may not require an employee to leave their residence.
7. Improvements to council's commitment to job security which regulates the use of contractors, labour hire agencies and casual employment, to retain permanent staff.
8. Internal advertising of positions revert back to level 1 – 5, level 6 and above can be simultaneously advertised.
9. Protection of the existing Local Government Superannuation Scheme, employer to provide 15% super contribution.
10. Maintain 9 day fortnight.
11. TOIL – tidy up clause to provide clear option of ability to be paid overtime or take TOIL.
12. Restructure process that quarantine positions to affected area only.
13. Improve and as a minimum maintain the payout of sick leave on retirement, redundancy and retirement.

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:

- **NEGOTIATIONS TO COMMENCE** – The unions will meet council on the 21 October 2004 to commence negotiations
- **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 Pine Rivers Shire 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.

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