



HERVEY BAY CITY COUNCIL

Union Bulletin

News and information for members of the Australian Services Union

21 October 2004

A•S•U

UNIONS AND COUNCIL REACH AN 'IN PRINCIPLE' AGREEMENT FOR EBA - STAFF SUPPORT TO GO TO BALLOT

The unions held 4 paid report back sessions with staff on Wednesday 20 October 2004 to discuss the draft EBA agreement to date. The EBA offer on the table included such items as:

- Wage increase – (federal staff)
 - 5% payable from the 1 November 2004
 - 4% payable from the 1 November 2005
 - 3.5% payable from the 1 November 2006
- Agreement to commence from 1 November 2004 term 3 years
- Commitment to collective bargaining – no individual contracts below level 7
- PD's and Reclassification process
- Commitment to employment security – agreed with no forced redundancies through life of agreement
- Salary sacrifice for superannuation available to all employees
- Roll over of 9 day fortnight
- Continuation of simultaneous advertising from level 5 and up
- Improved Bereavement and carers leave – employees can access accrued leave for any additional time beyond current award conditions – still not in agreement - to tidy up with Council
- Part time loading- 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%.
- TOIL –Banked TOIL currently accrued be paid out on 31 December 2004; from 1 January 2005 employees can bank up to 5 days of TOIL be accrued at time only; If accrue more than 5 days, then all time worked over 5 days will be paid at over time rates. If an employee can not take TOIL within 6 months TOIL to be paid out at overtime rates. It is the employees option to take TOIL or be paid overtime.
- Banked RDOs – Management propose all banked RDOs currently accrued be paid out on 31 December 2004, from 1 January 2005 employees can bank up to 5 days.
- Parental leave –
 - Parental leave is to funded from sick leave
 - Employees must retain a minimum of 2 weeks sick leave
 - Employees can access a max of 6 weeks, or half pay over 12 weeks
 - Parental leave is for primary carers only
 - If fed govnt bring is paid parental leave – this scheme ends