

EBA update from meeting – October 18

Further negotiations were held on Thursday 18 October, 2012. Following a number of procedural issues concerning future meetings and communications, a complete consolidated log of claims from all parties was finalised.

Our Union has also added a new claim for pro rata Long Service Leave payout after 5 years service.

Council has now provided background to its claim "Pay Standardisation and Simplification", excluding Bus Drivers who Council are seeking to deal with under a separate process. Some of the issues raised were:-

- Economic Climate including Global Financial Crisis (GFC)
- Impact of BASE requiring a simple system if Council is to avoid problems
- Demand for 24/7 services

Our Union has made it clear that none of the above issues were a result of our members not being diligent in the performance of their duties. Our Union also asserted that in relation to the demand for 24/7 services the delivery of such should not be at the expense of current penalties and conditions of employment. Further, ratepayers should be made aware of the actual cost to deliver 24/7 service, so that they can decide if they are prepared to pay for such a service.

Council acknowledged that pay simplification initiatives from previous Agreements have already contributed to some savings, but claimed that further streamlining would allow the system to run more efficiently and minimise adjustments and variations which would lead to savings.

Some of the pay simplification initiatives being sought by Council would go across all areas of Council for example, meal allowances while some pay simplification initiatives would affect only specific work areas such as construction / site allowance.

It has been proposed that any proposed standardised arrangements which the Council wants to pursue be presented to the Enterprise Bargaining Unit (EBU). Simplification that would affect all of Council will be discussed by the EBU. Where the simplifications sought are specific to a single area, for example libraries, then these items will be discussed with those unions affected, with reports provided to the EBU.

The following are two examples of simplifications being proposed by Council that would impact upon our members:

- Overtime/ Call out payment after midnight where Council is proposing to pay 200% for any work performed after midnight to 6am. This would be irrespective of when the work commenced prior to midnight. Current arrangements require a minimum of 3 hours at 150% to be worked prior to the 200% penalty applying.
- While the span of hours for other staff is 6am to 6pm for Salaried Staff Award (SSA) staff it is from 7am to 6pm. The SSA however provides a 6am start, by agreement.

Members will continue to get updates following each meeting of the Enterprise Bargaining Unit. For any further information please contact your local workplace Delegate.

Together We Win!