

EB NEGOTIATIONS – THE STATE OF PLAY

14 December 2011

KEY AGREED ITEMS

WAGES

- Partial agreement reached – the SBU has indicated preparedness to agree on 2.5% + 1% productivity, but parties have not yet agreed on the productivity measures.

DURATION ON AGREEMENT

- 3 year agreement from nominal expiry date of current agreement. Application of wages and entitlements from 1st of the month in which in-principle agreement is reached.

OVERTIME

- Increase the current overtime cap from salary point 12.5 to salary point 15.0

UNION RIGHTS

- Improved clauses providing for union delegates' rights

CASUAL EMPLOYEES

- Casual employees to be notified by the employer of the option to apply for conversion to permanent employment where certain criteria are met, prior to the completion of twelve (12) months service.

LONG SERVICE LEAVE

- Access to long service leave on a pro rata basis after seven years' service

PARENTAL LEAVE

- Paid special maternity leave up to fourteen (14) weeks to employees when a pregnancy results in an outcome other than the birth of a living child after 20 weeks of pregnancy.
- Fourteen (14) weeks payment for maternity and adoption leave and one (1) week payment for paternity leave will be treated as leave for the purposes of superannuation and accrual of other leave entitlements.

BEREAVEMENT ENTITLEMENTS

- Funeral benefit increased to \$10 000
- Access up to 5 days personal leave on experiencing a bereavement (certain circumstances) in addition to existing bereavement leave entitlements

YOUR ENTERPRISE AGREEMENT – YOUR SAY

UNIONS' OUTSTANDING ISSUES

- On-call allowance - \$45 regular, \$50 more than 1 in 3 with an additional \$5 per annum
 - PICW Allowance
 - RPEQ Allowance – SBU seeking \$3000 payment
 - EDSD allowance/payment improvements –increase by averaged 0.5% off wages per annum
- Superannuation - Income protection – reduce waiting period to 14 days

ERGON'S OUTSTANDING ISSUES

1. Annual 0.5% Off Wages payment for acceptance of Ergon Energy's identified productivity initiatives. (how paid and applied)
(SBU position - EDSD allowance/payment improvements –increase by averaged 0.5% off wages per annum)
2. Increases to Availability/Emergency Work provisions:
 - Increase to Availability Duty Allowance to \$45 per day for employees rostered as Supervisor On Call. This will be indexed by 3.5% annual wage increase for subsequent years.
 - Increase to Availability Duty Allowance to \$50 per day for employees rostered on an Availability Duty Roster frequency of one (1) week in three (3) weeks or more frequent. This will be indexed by 3.5% annual wage increase for subsequent years.
 - Increase to Availability Duty Allowance to \$40 per day for employees rostered on an Availability Duty Roster frequency of one (1) week in four (4) weeks or less frequent. This will be indexed by 3.5% annual wage increase for subsequent years.*(SBU Position - On-call allowance - \$45 regular, \$50 more than 1 in 3 with an additional \$5 per annum)*
3. For Operational Control Centre employees, a revised procedure relating to the utilisation of sixteen (16) prepaid additional hours for short notice (less than twenty-four (24) hours notice) of availability due to illness the following procedure will apply to cover shift/s for which the employee is unavailable.
4. Productivity measures sought:
 - Option to contract out low and high-voltage work
 - Start and finish on the job (outside 15 kilometre radius)
 - Control centre – flexibility and standardisation of rosters

YOUR ENTERPRISE AGREEMENT – YOUR SAY