

Management response to ASU log of claims - 15 November 2018		
Item No.	Summary of claim	Management response
1	Agreement to remain in force for max of 3 years	Agree to 3 year term
2	All employees employed at the time of the in-principle agreement being reached by the parties to be covered by the Agreement	Covered by clause 2 of the current EBA; EBA not effective until seven days after the date of approval by FWA.
3	Part B of the agreement to be the Award	Agreed
4	Pay increase of 4%	Not agreed
5	9 day fortnight for indoor staff	Already covered in clause 26 - Work Life Balance. Monthly RDOs for office based staff is the default condition as per Clause 7 of EBA. A flexible work options procedure is currently in draft and will be shared with SCC.
6	Seasonal start times for depot staff	To be discussed
7	Minimum Band 3 for qualified CCWs	refer to item 34
8	Staff to retain current 3 day paid leave at Christmas as per current EBA	Agreed
9	Staff to receive 35% of unused sick leave or \$2500 on ceasing employment	Not agreed
10	Review of banding classification for "leading hands" and insertion of Band 6D	Not agreed - Leading Hand to remain as current higher duties arrangement.
11	End of band payment of \$500	Not agreed
12	Funeral expense upon death of employee of \$3000	Not agreed
13	Site allowance for lack of toilet and crib facilities	Not agreed - staff currently have the option to take portable toilet to worksite and portable lunchroom provided for larger jobs
14	Increase rate for use of motor vehicle to \$1.50 per km	Not agreed - Current EBA allows for a further reduction to this allowance to the equivalent of the modern award as of 30 June 2019
15	No contracting out	Not agreed
16	Redeployment - salary maintenance for 52 weeks	Not agreed - to remain at 48 weeks
17	Voluntary redundancy payments - 4 weeks per year, \$10k lump sum and \$5k for outplacement & remove 48 week cap	Not agreed - to remain at 2 weeks per year, \$6k and 48 week cap
18	Accurate and agreed position description for all staff	Already covered in clause 24 of current EBA - any changes will be made in consultation with the employee
19	Casual employment	Already covered in current EBA
20	Retention of business	Not agreed
21	Paid annual health checks for all staff	Not agreed
22	Heat Policy - if 2 days or higher work to cease and paid as per roster	To be reviewed and considered as part of Thermal Environment Policy
23	Fridges to be provided for stop and go	Not agreed however a freezer will be provided at the depot to allow for frozen water bottles
24	Commitment to training - Equal opportunity for all	Already covered in clause 19 of current EBA - Depot training to be a standing agenda item on Staff Consultative Committee Agenda
25	Union delegates - 15 days paid leave over 2 years	Not agreed - to remain as 10 days as per current EBA
26	Consultative Committee to meet on a 6 weekly basis	Agreed
27	OHS Committee to meet on a 4 weekly basis	Agree to set dates every 6 weeks
28	5 days Bereavement Leave per occasion	Current EBA already allows for up to 5 days
29	Makeup pay for work cover and TAC to be 52 weeks	Not agreed
30	5 days stand alone carer leave	Current EBA already allows for up to 5 days "family leave"
31	Annual reviews to be completed within 1 month of due date and increments paid automatically	Already covered in clause 16 of current EBA - Increments paid automatically on anniversary and reviews completed by 30 Nov each year
32	CCW - jobs cancelled with less than 24 hours notice to be paid for rostered job	Not agreed - to remain as minimum of 1 hour or if more than 1.5 hours staff to be offered training in the office for an equivalent period of time
33	CCW - minimum of 2 hours payment for any workday	Not agreed - to remain at the current 1 hour. In practice all permanent CCWs get more than 1 hour unless they ask for only 1 hour jobs. Other exceptions include "welfare checks".
34	CCW - minimum of Band 3 for qualified CCWs	Not agreed - current EBA allows for automatic progression from Band 2A through to Band 3D.