

## Enterprise Agreement News

### Moreland Enterprise Agreement (EA)

contains your terms and conditions of employment, including your rates of pay and matters such as annual leave, personal leave and other workplace entitlements. The Agreement is a legal document which includes the provisions of the old Victorian Local Authorities Award. This now obsolete Award has been replaced by the Modern Local Government Award. The old Award still forms part of your current conditions of employment and as such is attached to your Agreement and is read in conjunction with the terms and conditions that have been negotiated on your behalf.

### Changes to the current EA

We have now begun the process of Enterprise Agreement consolidation as part of the lead up to the Enterprise Bargaining. Your current Agreement expires in under a year, given these difficult times, this gives us a good lead into the bargaining process.

The consolidation of the Agreement seeks to combine all aspects of the current terms and conditions into one easy to follow document. The current format also has several irrelevant, repeated or outdated terms that can make interpretation difficult at times.

### Who will be making the changes?

All Registered Employee Organisations (ASU, ANMF and Professionals Australia) are a party to your Agreement and will be directly involved in consultation with Moreland management representatives throughout this process. Regular updates will be made available to all members.

### How will this take place?

Given current circumstances regarding Covid19 we are undertaking this process remotely, this format is new to some, however, Moreland management has agreed to make IT equipment available and provide training to ASU Delegates and other relevant ASU participants if required.

### How does this affect me?

It won't affect your pay or terms and conditions of employment in any way, the consolidation and bargaining process still needs to go through the ordinary Fair Work Act processes, before going to a Council-wide vote then meet approval by the Fair Work Commission, that will not occur until well into next year.

### Do I need to do anything?

You don't need to do anything, however, we are looking for Delegates / Active ASU members from across Council to be a part of this process. Ideally, we would like to see a representative available from each of the different departments as we will be covering off on every part of the Agreement including the Local Work Area sections which broadly includes City Infrastructure and Home Support which are broken down into Waste, Administration, Open Space, Maintenance etc

### What do I do if I am interested in being involved?

You can contact your ASU Branch Organiser who will explain this to you in more detail, however in brief terms, we are looking for Delegates / Active Members willing to commit to the process over several months. Meetings are held fortnightly for two hours, currently running between 11.00am and 1.00pm (although this can be altered by consensus)

### That sounds like a big commitment, can I just attend the sections of the Enterprise Agreement that directly affects my work area?

Yes, we are looking for a core group of participants who will be able to commit to the fortnightly meetings, however, there are also opportunities for you to be a part of the process when we are dealing with specific areas eg: Local Laws, Fleet, Roads etc. A schedule is being drawn up so we can let you know with regular updates where we are up to in the process. When your area is due to be on the agenda you will be invited to participate.

### We don't have an ASU Delegate in my workgroup, what can we do?

Not all areas of Council have active ASU Delegates, if you would like to put a nomination forward or nominate yourself to be a part of this don't be shy! These are YOUR terms and conditions of employment, speak to your ASU Organiser.

### Can everyone from my workgroup nominate and attend?

There will be a sensible limit on the numbers of core participants, however, any ASU members who want the opportunity to provide input about their department through the process will have regular opportunities to do so.

### For further information please contact:

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