

# Melbourne City Council Enterprise Agreement 2020

## Post-COVID Position

Tuesday 14 July 2020

“Without Prejudice”

### Duration of Agreement:

- Proposed Nominal Expiry date of 30 September 2023.

### Wage Offer:

- 2.5% Individual Salary Increase for Schedule A Employees below Midpoint on 1 July 2021
- 1.5% Wage Offer for all employees on 1 July 2022

### Extension Offer:

- Offer to extend the nominal expiry to 30 September 2024 and include 1.5% Wage Offer for all employees on 1 July 2023

### Top of Band Payments (Schedule AA):

- Remove Top of Band Payments for Schedule AA Employees with final Top of Band Payment payable to eligible employees on 1 July 2020.

### Redundancy:

- Maintain current provision as prescribed in EA 2016.
- No change to redundancy.

### Permanent Part Time Irregular (PPTI):

- CoM agree to no longer engaged staff as PPTI.
- Current PPTI staff able to remain as PPTI.
- Current PPTI employees can apply to convert to Part Time or Casual positions as they arise over the life of EA 2020.
  - *No overtime beyond agreed hours for part-time (regular)*
  - *Overtime to apply beyond fulltime hours (35/38 hours)*

### Casual Employees:

- Casual Conversion – casual employees can request permanent employment.
- Minimum Hours of Engagement of 3 Hours, save for School Crossing Supervisors.

### On-street Support and Compliance:

- Removal of 150 Staffing Levels in On-street Support and Compliance.
- Removal of travel time for overtime in On-street Support and Compliance.
- Amendment to annualised loading for On-street Support and Compliance
  - *Local laws Employees to move from 10% loading to 13% loading for current shift pattern.*
  - *Any employee work don't work the full day shift roster due to flexible working arrangement will be paid as per the hours they work.*

### Administration

- Amendment to gendered language to be inclusive of all employees.
- Tidy up of clauses/language.

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