

AUSTRALIAN SERVICES UNION

LOCAL GOVERNMENT & ENERGY DELEGATES CONFERENCE 2020

EBA MODEL CLAUSE

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE CHANGE

Parties to this agreement are committed to working together to achieve carbon emission reductions in a way that maximises public and workforce benefits while minimising negative effects on employees.

Council and the unions agree to establish a Joint Sustainability Committee (JSC) with 50% union representation and 50% management membership to assist with the goal of reducing carbon emissions within the Council's operations/in accordance with Council's policy.

The committee will have the following Terms of Reference:

To examine and provide recommendations for implementation to Council on the following matters:

1. The procurement of renewable energy supply for Council buildings.
2. The procurement of equipment, resources, other materials, and services for the Council in such a way as to contribute to the goal of carbon emission reduction.
3. Ways to perform work that reduce carbon emissions.
4. Means of reducing energy consumption in Council buildings and facilities.
5. Means of reducing, re-using, and recycling waste.
6. Any other activity that contributes to the achievement of the Council's carbon emission reductions.

To develop and recommend just transition principles and policies for adoption in cases where jobs are affected by the implementation of reducing carbon emissions, for example the provision of additional training and support to enable workers to re-skill and adapt to altered type and duties of work.

These principles and policies must provide no lesser rights or entitlements for staff than those provided in other parts of this agreement.

To develop guidelines that ensure that avoidance or diminution of the effort to achieve a reduction in carbon emissions do not result from contracting out or privatisation of Council activities.

To provide ways for staff to participate in the effort to achieve carbon emission reductions.

To recommend ways in which staff can reduce their own carbon footprint through, for instance, using payroll deductions or salary sacrificing arrangements to encourage the use of public transport or enable the installation of renewable energy systems in workers' homes - eg The Earthworker Energy Manufacturing Cooperative option.

The Committee will be established within three months of this agreement coming into force, and will continue to perform its functions for the life of the agreement. The parties also agree that subsequent agreements should maintain the Committee's existence, subject to agreed modifications as deemed necessary by the parties.

Union representatives of the Committee will be provided with adequate time release to perform their Committee duties to a professional standard and to allow the Committee to perform its work effectively.

Earthworker Energy Manufacturing Cooperative option

The parties agree to the introduction of an employer policy outlining arrangements to allow employees to purchase solar hot water systems, through processes agreed between Earthworker Cooperative and the employer and set out in the relevant policy.

Climate Leave

Parties to the agreement recognize that people do not have enough time to engage with their local communities in the fight against climate change.

Council will provide all employees 1 day of paid special leave annually to participate in climate change actions including but not limited to participation in mass rallies.

When an employee has completed 4 years of service with Council, they are entitled to apply for Climate Leave during which the employee will undertake volunteering activities to a pre-approved environmental organisation (climate sabbaticals).

Climate Leave may last for up to one month and will be unpaid/paid at the reduced rate of [i.e. 50% of annual salary].

Council recognizes that providing this opportunity will both support the effort to fight climate change and create opportunities to diversify employee's skills.

Note:

- Environmental organisations may be a charity, a trust, a non-governmental organisation or a government organisation.
- Environmental organisations can be global, national, regional or local.
- The employer will retain a duty of care to the employee during any period of leave at an environmental organisation, particularly where the employee is volunteering as part of an employer-supported scheme.



By your side