

Australian Services Union Local Government & Energy Delegates Conference 2020

“COVID AND BEYOND - Well Paid, Secure & Safe Jobs”

Handling Objections - Pay Increases

Objection - The Council/Company can't afford it because of COVID.

Response - It has been a hard year because of COVID but Councils/the Company makes decisions about how they spend their money. When they decide not to give you a decent pay increase then they are asking you to subsidise the community/share holders profits.

Every time bargaining comes around they have a reason why you shouldn't get the pay increase that you deserve. Fires, drought, floods and the Global Financial Crisis. They always have a reason why you shouldn't get your share.

Most Councils have no debt. The Federal and State governments are both going into deficit to create jobs and stimulate the economy. As the third tier of government, local government should as well.

Local Government only – Most Councils are running huge surpluses. Have a look at their annual budget and Council Plan, most are planning to increase their surpluses even more. They are choosing to put money in the bank over putting money in your pockets.

Objection – The country is in recession because of COVID, aren't we just being greedy?

Response – Not at all. The best way out of recession is to give workers more money to spend. Australia survived the Global Financial Crisis through financial stimulus – by giving bonus payments to low incomes earners and funding infrastructure projects that created jobs. When workers get extra money they spend it and that stimulates the economy and leads to economic recovery.

Objection – So many people have lost their jobs because of COVID, shouldn't we just feel grateful to have a job?

Response – The more money workers like you get the more they spend. This is what will stimulate the economy, create jobs and lead to economic recovery. I feel really sorry for people who've lost their jobs, but how is you getting less money going to help them?

Objection – Don't pay increases have to be lower than the rate cap? (Local Government only)

Response – Most Councils have decided that pay increases “have to be lower than the rate cap”. There is no cap on pay increases. In 2019 Frankston City Council gave pay increases of between 2.5% and 4% per annum (total between 10.5% and 13.5% over 4 years) because pay rates had fallen behind other Councils in the area and they were having trouble retaining and attracting staff. Bottom line is if they are under enough pressure to give more, they will.



By your side