

Central Highlands Water ASU Log of Claims

WITHOUT PREJUDICE

1. All conditions, entitlements and allowances to be retained, existing allowances to be increased in accordance with salary increase, except where other claims are made.
2. Salary increases of 3% / 3% / 3% / 3% over 4 years
3. Compensation/ back pay to expiry of agreement in acknowledgement of late start to bargaining
4. Consultative Committee membership to include Union Organisers and a minimum 3 Union Delegates, employee representatives should make up majority of the committee.
5. 10 days union delegates' leave
6. Dispute Settling Procedure to include disputes on any other matter pertaining to the employee/employer relationship.
7. Unlimited sick leave or Sick leave accruals paid out resignation, redundancy or retirement.
8. Compassionate leave increased to 5 days per occasion
9. Superannuation to be paid during parental leave
10. Reinstate annual leave loading (17.5%)
11. Inclusion of a new clause for managing underperformance and misconduct
12. Option of a 9 day fortnight
13. Band 4 retain RDO's
14. Overtime penalties (or TIL) paid to all bands as worked.
15. BYOD mobile phone allowance
16. End of band payment retained
17. Workplace privacy - use of GPS and surveillance technology
18. Amend classification and salary structure
19. Automatic Progression and accessibility in classification descriptors (threshold criteria removed)



By your side

20. Establish timeframes for reclassification/resize requests to be actioned.
21. Trainee/Apprentices recognition of prior service if appointed to role with corporation, upon completion of training program.
22. Service Awards be reflected as entitlement in the agreement
23. Amend clause 22 so internal applicants can apply for vacant positions, and if deemed suitable for a role, get appointed before external advertisement.
24. On call, Day in lieu for being on call on a public holiday or claim the allowance.
25. Clarify 10 hours break after over time.
26. Superannuation increase - soft compulsion
27. NAIDOC & cultural and ceremonial leave for ATSI employees.
28. Next round of bargaining to commence 6 months prior to expiry of this agreement.
29. Incorporate ASU model clause in respect to Excessive Heat, Air quality, Secure Work, Natural Disasters, Infectious Diseases, Mental Health, Gender Transition, and Gendered Violence
30. Site allowance (\$12 Per hour payment) for working in proximity or when exposed to high volume traffic, entering Sewers, septic pits, aeration ponds, wet wells, sewer pump stations, trenching, confined spaces, climbing, asbestos, gas and particulates, excessive heat, any other high risk work and hazardous substances or materials, including dead animals.
31. Best practice salary sacrifice clause, (see Melbourne Water 5.8)
32. Establish timeframes for review and recruitment to existing Vacant positions, positions.