

DRAFT GLENORCHY CITY COUNCIL

Log of Claims

General Provisions

1. No reductions to current conditions or entitlements
2. Term of agreement negotiable between 1 and 4 years depending on contents of employer offer
3. Improvements to Flexible Working Arrangements Clause
4. Job Security/ Labour Hire same pay/ same conditions
5. Rights to casual conversion to permanent employment after 6 months of systematic / continuous work
6. Labour Hire rights to permanent conversion after 6 months of systematic / continuous work
7. Review of existing Job Security Clause to address vacancy control impacts on employee workload
8. Review of existing Training and Development Clause to ensure access to training and succession planning
9. Review Joint Consultative Committee Clause to ensure employee voice in policy/ broad impact matters
10. Review of Working from Home arrangements and commitment to foster flexibility and support
11. Update to Immediate Family Definition to include Kinship obligations
12. Update to Immediate family definition to include others whom an employee owes a similar moral duty
13. Rest Break of at least 8 hours between work
14. Rest Period- additional afternoon paid 10 minute break
15. Working group to identify industry specific claims to be considered and reflected in the Enterprise Agreement e.g. Childcare and Moonah Arts Centre
16. Improvements to employee Rights for Union Representation
17. Working group to discuss fair employment opportunities and support for trainees
18. Measures to ensure safe work practices under hazardous air quality and heat levels

Remuneration and Allowances

19. A wage increase of 3% in 2020 backdated to 1 May 2020. Wage increase from 1 May 2021 of 3%. Further years to be determined during bargaining dependent on term/contents of agreement.
20. Allowances to be increased at the same agreed salary rates year on year
21. Superannuation contribution increased by 1% (to 3.5% above the SCG (14%))
22. Superannuation paid on periods of workers compensation
23. Superannuation paid during periods of parental leave
24. An increase to the On Call Allowance rates
25. Varied starting Point/Location compensation for private vehicle usage
26. Increase to Meal Allowance rates
27. Increase to First Aid allowances
28. Increase to the Objectionable/ Adverse Conditions Allowances
29. Increase to Waste Management Centre Allowance/ build into salary
30. Overtime rates should be increased to double time after Saturday 12pm

Leave Arrangements

31. Access to Paid Pandemic Leave ongoing (infectious disease leave)
32. Paid Incident/ Occupational Violence leave to support any employee subjected to physical and psychosocial violence/ aggression in the course of performing their duties
33. Paid Parental Leave – Primary and Secondary carers
34. Access to paid lactation breaks
35. Increase to paid Family Violence leave and relaxing of evidence requirements
36. Access to three days paid leave during the employer directed Christmas Shutdown period
37. Additional option for annual leave loading to be banked and paid out at Christmas