

ASU UPDATE - ENTERPRISE AGREEMENT NEGOTIATIONS 2020

Note: "every EA should be better than the previous"

All staff – please take time and ensure you familiarise yourself with the enterprise bargaining facts below

Summary status table

Management Offer	ASU Current Claim	Current Status	Improvement on EA?
Quantum & Timing 1.5% or \$25 (Valid from when EA is certified, i.e. No back pay to 01/07/2020 = 0%)	2.5% or \$32 YR1. 2.5% or \$34 YR2. 2.5% or \$36 Yr3.	New Management offer 07/12/2020 1.6% or \$26 1.7% or \$27 1.8% or \$28 For discussion	NO – worse off past 2 EA's staff have sacrificed due to flood/fires and rate capping and now Covid. Recent Management/Councillors pay increases were approved. Council's adopted budget allocation increase of 3.3% for Staff costs
Remove Leave Loading	Retain 17.5% Leave loading	Retain leave loading	SAME Management offer would have made staff approximately \$900 worse off per year for the removal of both leave loading and end of band payments.
Remove End of Band Payment	Retain End of Band payment or Move it to base salary	Keep end of band	SAME Management offer would have made staff approximately \$900 worse off per year for the removal of both leave loading and end of band payments.
Reduce redundancy to a cap of 52 weeks (reduce 3 weeks per year)	no cap in current EA (is 3-3.5 weeks per year, depending on length of service)	TBC	NO – worse off (i.e. not beneficial if you have 15yrs or more service)
No increase in call out pay	\$500	\$325 OR \$300 – increase as per cl.37 (part a) i.e. quantum percentage	YES – better off (i.e. will increase each year – previously flat rate)
Vehicles – Private Use Increase contribution to in line with CEO Policy	Retain current	TBC	NO – worse off CEO Policy is reviewed and can be changed
Change to work start locations – Management to give 24 hour notice	Retain current (identified work location)	TBC	NO – worse off Management can decide within 24 hour period to ask you to work at another location at their discretion
Accumulated Time to be taken within 6 months	Retain current	TBC	NO – worse off Management want to reduce the time you can take accumulated time from within 12 months to within 6 months

The Bigger Picture - Compared

It is astounding that the agreement in principle MOU offer of 1.5% or \$25.00 for 12 months put forward by ASU, was reneged on, by management. Moira then offered 0.0% increase for 12 months in return, which we have rejected, and we then commenced the EA process. We proposed a 4.0% or \$50.00 increase as Moira Staff covered by the EA have sacrificed approximately 9.5% this EA, to help out council. Management's initial offer put to Staff was to reduce your wage by approx. \$900.00 per year. Ironic how managements offer now, is just a bit more than what we sought for the MOU for the COVID period.

In contrast....the table below is taken from the Moira Shire Council annual report for year ending 30 June 2020. Key management personnel is made up of 13 persons -9 x Councillors and 3 x General Managers and 1 x CEO.

The highlighted figures shows an annual increase of between \$20,000 - \$30,000. From \$270,000 - \$279,999 in 2019 to \$300,000 - \$309,999 in 2020. That is an increase of between 7.14%-10.71% in just one year, equates to between \$384 - \$576.00 per week increase. Clearly no COVID belt tightening in this situation.

(c) Remuneration of Key Management Personnel

	2020 \$'000	2019 \$'000
Total remuneration of key management personnel was as follows:		
Short-term benefits	1,128	1,130
Post-employment benefits	97	96
Other Long-term benefits	19	(7)
Total	1,244	1,219

Variance in other long term-benefits due to correction of payroll system errors.

The numbers of key management personnel whose total remuneration from Council fall within the following bands:

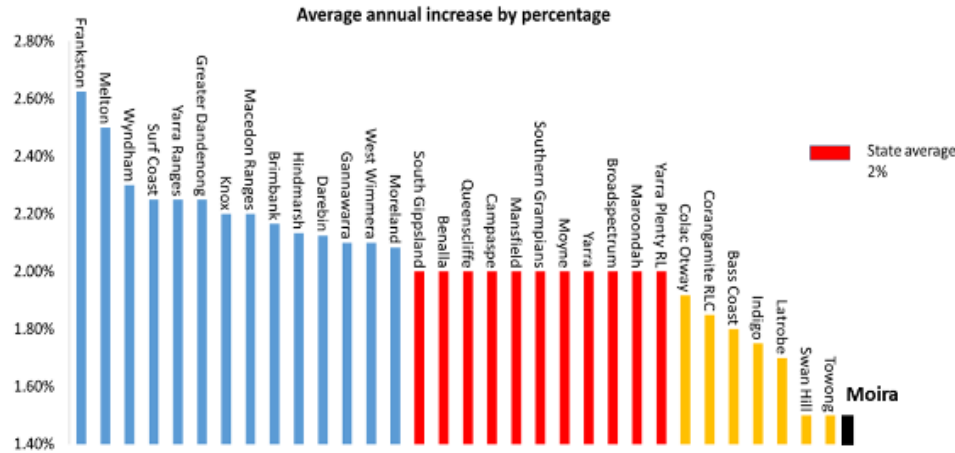
	2020 No.	2019 No.
\$20,000 - \$29,999	2	3
\$30,000 - \$39,999	6	5
\$80,000 - \$89,999	1	1
\$190,000 - \$199,999	1	2
\$200,000 - \$209,999	2	1
\$270,000 - \$279,999	-	1
\$300,000 - \$309,999	1	-
	13	13

By your side



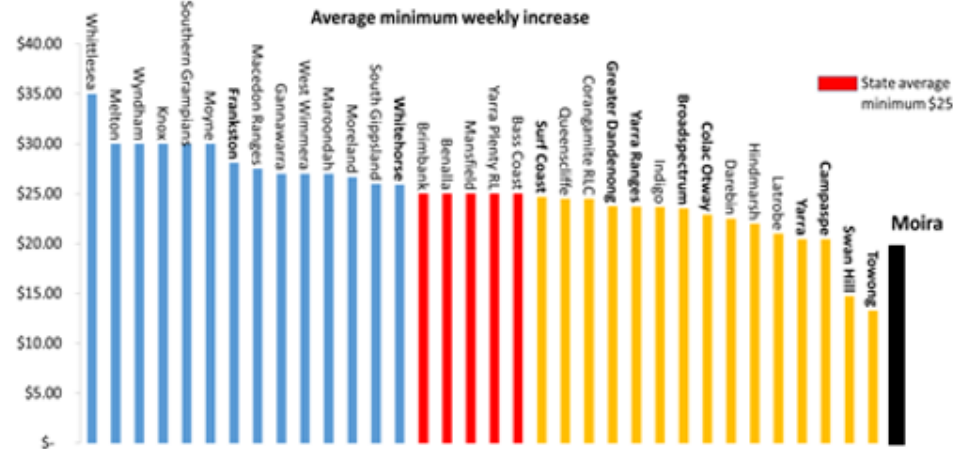
As previously provided, please refer to the below charts to see where Moira is sitting against other Councils, in 2019:

ENTERPRISE BARGAINING



• Frankston is based on the increase for Band 1

ENTERPRISE BARGAINING



• Employers in bold indicate % pay increase only. Minimum calculated on Band 1 or lowest pay rate.
 • Towong, Yarra and Whitehorse are estimates due to incomplete data.

Budget – Moira Annual Report 2019-20

4.1.7 Employee costs

	Budget 2019/20 \$'000	Budget 2020/21 \$'000	Change \$'000	%
Wages and salaries	18,794	19,409	614	3.3%
WorkCover	310	240	(70)	(22.6)%
Apprentices and Trainees	521	597	76	14.6%
Superannuation	1,722	1,761	39	2.3%
Fringe benefits tax	210	200	(10)	(4.8)%
Other employee costs	381	385	3	0.9%
Total employee costs	21,939	22,592	653	2.98%

4.1.11 Other expenses

	Budget 2019/20 \$'000	Budget 2020/21 \$'000	Change \$'000	%
Auditors' remuneration - VAGO - audit of the financial statements, performance statement and grant acquittals	60	60	-	0.0%
Auditors' remuneration - Internal	60	60	-	0.0%
Councillors' allowances	316	322	6	2.0%
Interest on unwinding of discount on provisions	300	300	-	0.0%
Volunteer services	-	353	353	100.0%
Other expenses	80	76	(4)	(4.4)%
Total Other expenses	816	1,171	355	43.52%

By your side

