

## CARDINIA SHIRE COUNCIL

The Australian Services Union (ASU) – Victorian Tasmanian Authorities & Services Branch wishes to initiate negotiations with Cardinia Shire Council for an agreement to determine wages and conditions of workers over whom the union has coverage. The following are matters that the ASU is seeking to include in the Agreement.

### General Provisions

1. 3 Year Agreement
2. Consolidation of Part B into Part A

### Pay Increase, Remuneration and Allowances

3. Pay Rise at 5% per annum or minimum \$50 per week pay increase
  - a. End of band incentive that recognises skills and duties eg training and supervising & review Classification to recognise skills, supervision, exercising judgment/advising, specialist IP
  - b. Superannuation increases (gap, parenting etc)
  - c. Part time work agreements with minimum hours
  - d. Allowance if breaks cannot be scheduled
  - e. Allowances to increase in alignment with the payrise eg Dead Animal Allowance

### Employment Security

4. No contracting out of any services for the life of the agreement
5. Agency employees on conditions no less favourable than council employees. Conversion after 6 months to part or full time.
6. Position descriptions only revise by mutual agreement
7. Expression of Interest process advertised for acting in Higher Duties

### Leave Provisions and Employee Support

8. Family Violence Leave clause improved
9. Sick leave to be paid out upon resignation
10. 20 weeks Paid primary carer's leave. Superannuation on Primary carer's leave.
11. Secondary carer's leave increased to 6 weeks
12. OHS rights re Heat, Air Quality, Bullying, Hazardous Manual Handling, EWP,
13. Maintain 9-day fortnight and implement it in indoor teams
14. Public Holiday & weekend minimum call out
15. Improve access to work from home arrangements
16. Moving house leave