

Union: ASU Log of Claims

Date last reviewed:

12.05.21

Updated Claim # (08.04.21)	Original Claim #	Claim	Agreed/Disagreed	Action:	Reason for intial responses
General Provisions					
1	1	Clause 1.4 – Period of Operation – Wording to change that agreement to remain in force for a maximum of 3 years AGREE and renegotiation to commence no less than 3 months prior to the nominal expiry	3 months disagreed (3 year duration agreed)		The current provisions that provides for bargaining to commence six months prior to the nominal expiry date allows negotiations to be completed by the due date for pay increases. 3 year duration agreed.
Pay Increases, Remuneration and Allowances					
2	2	Clause 16 - Quantum and Timing - A pay increase of 4% per annum or \$44 per week whichever is the	Disagreed		Management has made a sustainable pay offer and employees are paid at or above the 75th percentile against neighbouring ASU provided draft clause 7/4
3	3	New Clause - Existing above award payments and entitlements to be retained.	Agreed		
4	4	New Clause - Payroll deduction of union fees.	Agreed	ASU to respond to COB counter clause	ASU provided draft clause 25/3. COB provided clause 19/4. CoB agree to payroll deductions be sent to unions, but not insurers, financial institutions, charities and other bodies that Management is willing to discuss applicability of overtime payable for employees who are required to perform work outside of hours from their own home if login to system at time of call this triggers overtime.
5	5	New Clause – Remote Response an employee in receipt of an on-call allowance (including employees in Local Laws) and available to immediately respond to one of the following: DISAGREE , however parties agreed on solution as noted <ul style="list-style-type: none"> • phone calls or messages. • provide phone advice. • arrange call out/rosters of other employees; and • remotely monitor and /or address issues by remote telephone and/or computer access. will be paid overtime rate for the actual time taken in dealing with each particular matter and the total overtime paid to an employee will be rounded up to the nearest 15 minutes (e.g., employee on the phone for 10 minutes will be paid 15 minutes or 20 mins will be paid 30 minutes)	Disagreed		ASU - advised this was to align COB with other Councils (e.g Yarra Ranges Clause 24). Some employees receive up to 5 calls per night which don't require a call out. COB proposed an alternative to compensate Local Laws via a change to Clause 49.9 (recommended new wording underlined) 49.9 h (iii) Officers shall work up to a maximum of 3 rosters per year each of 7 days duration on a rotation basis. 49.9h (iv) An allowance has been included in the annual salaries that provide payment for the rosters and which equates to a bank of 40 hours per

6	6	<p>Clause 11.2 – Study Assistance and professional accreditation – Wording to be inserted to reflect paid financial assistance is available up to \$6000. We are requesting an increase from current policy amount of \$4800 per annum.</p> <p>Clause 17 - Payment of Wages and Superannuation - Superannuation improvements -</p> <ul style="list-style-type: none"> • Employer to increase superannuation contributions to 15% and employer to match any employee co-contributions up to 15%. DISAGREE • Superannuation to be paid into employees account at least monthly REFLECTS CURRENT PRACTICE BUT CLAUSE NOT REQUIRED 	Disagreed		<p>Clause 11 enshrines the provision of Study assistance and support. Research quantum. CoB sent benchmarking report with minutes from 22/4</p> <p>ASU: has done some benchmarking and will continue to do so. Propose the clause incorporates the amounts only. CoB Statutory Superannuation contributions are appropriate and will not go above. Disagree to paying super on unpaid leave and TAC as no Council EAs have such a clause. Management will meet all legislated obligations, however clause not required. Regarding the 'opt-out' super condition, COB disagree and do not require Vision Super to present. It is each individual's right to determine superannuation above the guarantee.</p>
7	7	<ul style="list-style-type: none"> • Superannuation to be paid on all leave including unpaid leave, Workcover and TAC. DISAGREE FOR TAC AND UNPAID LEAVE AGREE FOR PAID PARENTAL LEAVE • Superannuation to be paid to all employees regardless of income level. AGREE • 0.5% of each pay rise to be paid as superannuation, with a provision to opt out. DISAGREE NO NEED FOR VISION SUPER PRESENTATION • Council will also continue to pay the minimum 	Response as per column C	ASU to respond to COB counter clause	<p>ASU has provided draft clause. COB agree to pay super on Boroondara paid parental leave, draft clause provided.</p>
8	8	<p>Re-insert from Clause 13.3 Boroondara City Council, Clause 10.5 Aged Care & Disability, Clause 11.2 Waste Management, Clause 11.11 Riversdale Depot, Clause 11.14 Parks and Gardens and Clause 12.3 Local Laws Part B wording that have been consolidated into this</p>	Disagreed - provision already covered in main part of EA		<p>Management advised clauses removed as covered elsewhere in the EA and it is unnecessary to add back part B clauses. ASU to come back on this point after referring to Clause 20.5.</p>
Employment Security					
9	9	<p>New Clause - Council to consult with the ASU and employees in the development and implementation of workforce plans required by the Local Government Act 2020. Process to be in accordance with</p>	Disagreed - not a matter for EA		<p>Management will ensure that (soon to be re-established) Staff Representative Group (SRG) is provided with access to the draft Workforce Plan with an ability to provide feedback. ASU provided draft clause 7/4</p>

10	10	<p>Clause 14 – Redundancy – Improvements –</p> <ul style="list-style-type: none"> • No outsourcing or forced redundancy for the life of the agreement except where it is an externally funded service, and the funding has ceased. In the event of redundancies, consultation with ASU delegates and officials to occur prior to a definite decision being made. (contradiction currently in EA Clause 4 and Clause 14.4 (a)). DISAGREE • Salary maintenance, without limitation and including EBA increases will apply where an employee is redeployed or reclassified to a lower position. DISAGREE - maintain 12 month limit • Voluntary and Non-Voluntary redundancy payments of 8 weeks’ pay for every year of service uncapped. DISAGREE - maintain at 2 weeks per year • \$10,000 lump sum payment. INCREASE FROM \$8,000 TO \$8,500 • \$5,000 for outplacement services. DISAGREE- maintain at \$3000 • Where an employee accepts redeployment there will be a trial period of 12 weeks. The employee may choose to end the trial and take redundancy at any time during this period. DISAGREE 	<p>*Agree to increase lump sum payment to \$8,500</p> <p>*Agree to increase severance to cap of 52 weeks (from 48).</p> <p>*Agree to new wording re redeployment process to include retraining.</p> <p>Other items disagreed</p>	<p>ASU to review COB counter clause. COB to confirm position on lump sum.</p>	<p>Management offers to increase maximum severance cap to 52 weeks from 48 and increase the lump sum payment from \$8000 to \$8500.</p> <p>CoB agree to include wording around retraining, draft wording provided. ASU provided redundancy clause 7/4 - CoB provided amended current clause 19/4 regarding retraining. ASU Delegates proposed \$10K lump sum at meeting on 6 May 2021.</p>
11	11	<p>Clause 8.6 - Temporary Employees – Wording to be inserted as follows:</p> <ul style="list-style-type: none"> • Labour/Agency Hire staff will be employed under the same terms and conditions as Council employees • Fixed term contracts only to be used to cover genuine fixed term projects or extended planned absences. Where contracts are to be extended, a review will occur to establish whether it should be converted to a permanent role. Such review is to 	<p>Disagreed</p>	<p></p>	<p>Clauses 8.6 and 8.7 provide adequate limitations on the engagement of temporary positions. ASU provided draft clause 7/4</p>
12	12	<p>Clause 8.5 - Casual employees – reinsert the full clause from the 2015 LAWAS wording that have been consolidated into this agreement Part B wording with additional wording that a casual employee has the right to become permanent after 6 months, but if they choose to remain casual will have the right to annual</p>	<p>Further discussion</p>	<p>ASU to respond to COB counter clause</p>	<p>ASU provided draft clause 7/4. COB provided alternative 22/4</p> <p>COB’s change aligned with the incorporation of a casual conversion clause into the National Employment Standards - point to this, not replicate (provides for conversion request after 12 months, multiple requests)</p>

13	13	New Clause – No Extra Claims regarding pay or conditions of employment.	Disagreed		There is no need for such a clause due to the protected industrial action rules contained in the Fair Work Act.
14	14	New Clause – Transmission of Business: Maintain continuity of service and standard of terms and conditions with new employer redundancy to be available regardless of taking up job with new	Disagreed		The Fair Work Act protects employees in relation to transfer of business ASU provided draft clause 7/4
15	New	Re-insert from 2015 LAWAs Part B wording that have been consolidated into this agreement – Terms of employment.	disagreed		No need for inclusion as all items are covered by other clauses in the agreement Items are explicitly covered in existing clauses in the
Workplace Democracy					
16	15	Clause 4 – Consultation Regarding Major Workplace Change – Wording amendments to include Council will notify and consult with the union and provide all relevant information to the union as per the 2015 LAWAs wording that have been consolidated into this agreement. Council will act in good faith in relation to the consultation process.	Agreed - COB provided wording	ASU to respond to COB counter clause	Clause 4 requires consultation occur prior to a final decision. Management does not believe that it is appropriate that the ASU would be advised about major change that impacts non Union members of staff. ASU - questioned the removal of the wording "union" which seemed to be omitted, and proposes wording along the lines of "(which may be a Union)". ASU would not represent non-union members however requests to be notified. Any content which no longer features in the clause should be re-inserted. COB open to inserting "union" to Major Change clause 4.1(a) to reflect our practice of routinely notifying unions when Staff Representative Group to be re-established ASU provided draft clause 7/4
17	16	New Clause - The Staff Consultative Committee (SCC) will comprise equal numbers of staff nominated by management and the unions party to the agreement. All staff related changes, new staff related policies and changes to staff related policies and matters pertaining to the agreement are to be ratified by the SCC, without prejudicing other obligations under the agreement. Ongoing, casual, fixed term and labour	Disagreed (Recommence SRG)		
18	17	Clause 7 – Workplace Representatives – Wording amendments to include Council email and electronic	Agreed		Management provided clause 19/4 with updated wording to include email.
19	18	Clause 40 – Trade Union Leave – Wording to include additional leave shall be granted to attend the Fair	Disagreed (already provided for)		Clause 7 already provides for delegates to be given paid time to attend to Delegate duties. This would include attendance DT advised changes unnecessary as already covered under "work related matters." Clause 7 already provides for delegates to be given paid time to attend to Delegate duties which would include attendance at FWC.
20	19	Clause 6 – Dispute Resolution – Wording amendments to include disputes relating to any work-related matter Disagree (including a dispute arising from a matter under s.65(5) or 76(4) of the Fair Work Act) Disagree , union representation, enable Fair Work	Disagreed		
Gender Equity and Family Support					

21	20	<p>New Clause - Full inclusion of ASU delegates and members in the implementation of the Gender Equality Act 2020 (Vic) and the implementation of gender equality provisions of the Local Government Act 2020 including representation on committees.</p> <p>Disagree. A dispute relating to a systemic gender equality issue which is not resolved at the workplace level, may be referred to the Public Sector Gender</p>	Agreed (in part)	COB to provide amended clause by 14.05.21	<p>Agree to dispute resolution in relation to GE Act which would apply if there is a systemic problem identified, incorporated into existing dispute resolution clause. No clause required regarding LG Act and GE Act 2020 consultation, as CoB will comply with legislative requirements and matters taken to the staff consultative committee for discussion. Draft clause provided 6 May 2021. Following discussion COB agreed to clause allowing systemic GE disputes to go to GE</p> <p>The current provisions in relation to Personal/Carer's Leave and Section 65 of the Fair Work Act allow for leave and flexibility in relation to immediate family and members of the household. The only area not explicitly covered is in relation to short term foster or kinship care as the primary carer as a result of a child protection intervention. This situation could Section 65 of the Act provide employees with the ability to request flexible work arrangements including job share.</p>
22	21	<p>New Clause - Access to leave and flexible working arrangements to provide foster care, care for grandchildren, elders, and disability.</p>	Further discussion	ASU to respond to COB counter clause	
23	22	<p>Re-insert Clause 50 Boroondara City Council, Clause 35 Customer Service, Clause 42 Aged and Disability, Clause 49 Waste Management, Clause 47 Riverdale Depot, Clause 49 Parks and Gardens, Clause 52 Local Laws and Clause 35 Library from 2015 LAWAs wording</p>	Disagreed (already provided for in FW Act)		
Occupational Health & Safety					
24	23	<p>New Clause - Protecting members from hazardous smoke, excessive heat, inclement weather, and poor air quality.</p>	Disagreed (HSW belongs in policy/w C'tee)		<p>Matters related to workplace safety can be referred to the HSW committee for consideration.</p> <p>ASU provide draft clause 7/4</p>
25	24	<p>New Clause - Councils to develop a mental health plan in consultation with members, including the establishment of a network of trained and resourced</p>	Disagreed		<p>Mental health actions already in place as part of HSW strategy.</p> <p>Peer supporter network already in place</p> <p>ASU provide draft clause 7/4</p>
26	25	<p>Re-insert Clause 51 Boroondara City Council, Clause 36 Customer Service, Clause 43 Aged and Disability, Clause 50 Waste Management, Clause 48 Riverdale Depot, Clause 50 Parks and Gardens, Clause 53 Local Laws and Clause 36 Library from 2015 LAWAs wording that have been consolidated into this agreement Part</p>	Disagreed		<p>Matters related to workplace safety can be referred to the HSW committee for consideration.</p> <p>ASU provide draft clause 7/4</p>
27	26	<p>New Clause - To ensure the workplace is safe and without risk to the health of members due to gendered violence and harassment. Clause 18 Boroondara City Council, Clause 15 Customer Service, Clause 22 Aged and Disability, Clause 16 Waste Management, Clause 17 Riverdale Depot, Clause 17</p>	Disagreed		<p>Matters related to workplace safety can be referred to the HSW committee for consideration.</p> <p>ASU provide draft clause 7/4</p>

Leave Provisions and Employee Support

28	27	New Clause - Paid leave for members affected by the outbreak of a notifiable infectious disease , if they or their dependents must self-isolate or are forced to stay home through workplace, school, or childcare closures	Disagreed	COB - Additional provisions are not required for 1:100 event, and that Council will respond to extraordinary cases as they arise. COVID leave was offered.
29	28	New Clause - Where members are required to work from home they will be provided with all necessary equipment and an allowance of \$8/day to cover costs.	Disagreed	Claim via tax. Ongoing outside of pandemic, management has no intention of directing an employee to work from home
30	29	New Clause - Paid leave for members who cannot work, are told to stay home, or need to go home because of fire, floods, severe storms, or any other	Disagreed	May be dealt with via management discretion.
31	30	New Clause - Paid leave and for support for members undergoing gender transition. AGREE TO OFFER 5 DAYS PAID LEAVE	Agreed	ASU to respond to COB counter clause. ASU confirmed that quantum requested is 20 days and updated clause has been provided. COB provided alternate clause. Management offer is 5 days paid once off leave upon affirming needed in addition to existing personal leave. Rest breaks are included in the relevant Schedules. Break not required for 5 hours or less.
32	31	New Clause – Rest break – All employees are entitled to a 15-minute paid morning and afternoon tea break. This would also apply for employees that work 5 hours	Disagreed	Rest breaks are included in the relevant Schedules. Break not required for 5 hours or less.
33	32	Clause 21 – Accident Pay – Wording amendments to include Council will make up the difference between Workcover or TAC and an employee’s normal weekly pay for a period of 130 weeks.	Disagreed	COB will not cover TAC given it is a non-work related jurisdiction. Make-up pay to remain at 26 weeks, noting that make up pay is not contemplated at all by many modern awards. Very few employees have claims extending beyond 26 weeks. Our refusal is not on the basis of cost, but rather
34	33	Clause 25 - Rostered Days Off wording to include an RDO day in lieu does not have an expiry date, increase number of days you can bank, and employees have a choice of day on when to take them. Employees on a 19-day month to have option of 9-day fortnight	Disagreed	The current arrangements in relation to RDOs are appropriate and in line with industry practice. 9 day fortnight does not work operationally for all work groups or all employees.
35	34	Clause 29.6 (c) – Annual Leave – Wording to include an Increase from 30 days to 40 days as per the Fair Clause 31.2 and 31.9(a) – Personal Leave – Wording to increase leave from 12 days to 16 days DISAGREE	Disagreed	The current provisions allow for employees to seek permission to maintain larger balances for specific purposes, otherwise a) Disagree to personal leave items, given the provision is appropriate and in line with industry. Medical treatment is appropriate for longer absences, and therefore certification is also required.
36	35	and to include a statutory declaration can be provided for personal leave or carer’s leave that exceeds three (3) working days in line DISAGREE with (b). Clause 32 – Bereavement and Compassionate Leave – Wording to include all employees to be entitled to 5 day’s compassionate leave per occasion as is afforded for	*Agree to increase compassionate leave to 5 days No to undefined "person of significance." *No to all other items	b) Compassionate leave benchmarked and agree to increase to 5 days. No to undefined person of significance as this is too vague, however management will continue to consider requests on a case by case basis.

37	36	<p>Clause 38 - Cultural and Ceremonial Leave – Wording to include 5 days paid leave</p> <p>Clause 33 and 34 – Unpaid and Paid Parental Leave - Improvements.</p> <p>a) Where termination of a pregnancy after 20 weeks or the death of the child occurs, the same paid entitlements will apply. 8 WEEKS PAID SPECIAL PARENTAL • b) Access to paid leave and support when going through IVF treatment. DISAGREE.</p> <p>•c) Access to paid leave and support as a surrogate or intended parent consistent with the paid parental leave provisions of the agreement. SURROGATE AND INTENDED PARENT TO ACCESS 38 HOURS PAID LEAVE FOR MEDICAL APPOINTMENTS</p> <p>•d) Paid leave to attend mandatory meetings associated with adoption/permanent care. AGREE 2 X DAYS.</p> <p>• e) Four ordinary days paid leave for partner’s prenatal leave to attend medical appointments associated with pregnancy. DISAGREE.</p> <p>•f) BCC employees returning to work from parental</p>	Disagreed		<p>Already existing provisions to take other forms of paid or unpaid leave for these purposes.</p> <p>COB response</p> <p>a) 8 weeks paid Special Parental Leave in event of miscarriage post 20 weeks or stillbirth (applicable to parent carrying the child otherwise bereavement leave applicable. which would usually not apply for miscarriage.)</p> <p>b) Personal Leave already available for IVF appointments and to accompany immediate fam member to medical appointments.</p> <p>c) Paid pre-natal leave for surrogate same as per parental leave provisions but no entitlement to paid parental leave. Pre-natal 38 hours for medical appointment (pro rata for part time) clause 34.4 already covers surrogate. "on production of a letter from a medical practitioner stating the employee is pregnant they shall be entitled to 38 hours paid leave for medical appointments. CoB agree to pre-natal leave to same amount for intended parent. Draft clause to be provided at next meeting.</p> <p>d) 2 x days paid leave to attend pre-adoption/perm care appointments.</p> <p>e) Management agrees to increase the paid leave entitlement to 20 days, already have provision allowing support person access to carer's leave for FV support purposes</p> <p>ASU - to provide proposed wording changes to clause for consideration and response.</p> <p>TOIL is included in the main body of agreement - it is unnecessary to also be in the appendices. Refer 2018 EA clause number 27.11.</p>
38	37	<p>Clause 41 – Family Violence Leave- Wording to include a minimum of 20 days paid leave and additional support for staff experiencing Family Violence which includes 5 days paid leave for an employee supporting a person experiencing Family</p>	Response as per column C, agreed to items as marked	ASU to respond to clause provided by COB	
39	38	<p>Reinsert Clause 16.3 Boroondara City Council, Clause 14.1.9 Customer Service, Clause 17.5 Aged & Disability, Clause 14.2.8 Waste Management, Clause 14.2.6 & 14.3 Riversdale Depot, Clause 14.2.7 & 14.3 Parks & Gardens, Clause 15.2.7 & 15.3 Local Laws and Clause 14.1.9 Library from 2015 from the 2015 LAWA</p>	20 days max agreed. No to paid leave for support person.	ASU - yet to provide proposed wording	
40	39		Disagreed (already adequately covered)		
Other					
41	40	<p>New Clause - A disciplinary process that provides for union representation and natural justice.</p>	Disagreed		<p>Council's Disciplinary Policy sets out the need for natural justice, including the right to a support person. Inclusion would allow for disputation about minor cases which may end up in Fair Work Commission.</p>

42	41	New Clause - A commitment from council to environmentally sustainable operations , to support the community to be more sustainable & support members to participate in climate change actions and	Disagreed	Not an EA matter, willing to share materials if required on Council commitments ASU provide draft clause 7/4
43	42	Annexure A point 2, 3 & 4 to be incorporated into relevant parts of the agreement.	Agreed	This is also a Management Log item
44	43	New Clause – Working from home flexibility.	disagreed	Boroondara just about to roll out policy of flexible work which will establish a framework. ASU provided dfart clause. CoB disagree to clause as items are covered in Flexibility at Work Management consults with employees in relation to PD Changes, including changes to role titles. If an employee is not content with the proposed changes, they have the ability to COB will provide draft wording re shut-down, refer ML item 12
45	44	New Clause - Maintain all current position titles and position descriptions.	Disagreed	
46	45	New Clause – Council will be provide additional paid leave for any forced shut down periods.	Disagreed	
47	46	We reserve the right to add further claims to our log	Noted	
48	47	ASU endorses all other unions log of claims.	Noted	
Aged and Disability Services				
49	48	New Clause – Training – Ongoing training allowance of up to \$3000 per person, per annum to support employee’s skills and ability to gain employment beyond 2021 or whenever Boroondara City Council ceases HACC services. The training should not have to	Disagreed	Aged and Disability employees are entitled to access professional development support as per the training and development policy.
50	New	Reinsert Clause 10.5 – Transport Allowance from the 2015 LAWA wording that have been consolidated into	disagreed	
Library Services				
51	49	New Clause – 3-hour minimum shift payment.	disagreed	Discussed with library representatives at appendix meeting on 22/4 & 6/5. 2-hour minimum shift still required for training and meetings, frequently online. Minimum shifts are typically rostered between 2 and 3 ours. Casuals can specify their
52	50	New Clause – Shelving and perfect ordering will be for a maxing of 45 minutes each day.	disagreed	Discussed with library representatives at appendix meeting on 22/4 & 6/5. Expected allocation of time for these activities is already documented. It is a HSW requirement to rotate manual handling tasks every 45 minutes. Shelves are currently assisting with these tasks to reduce the manual Staff can already use an online form to claim the cost of public transport between locations, with funds deposited into their nominated bank account. Clause 20.5 provides for reimbursement of public transport costs when an employee is
53	51	New Clause – Travel Allowance to include cost of public transport.	disagreed	

54	52	New Clause – An agreed definition of meaningful work to be inserted into agreement.	Further discussion	ASU yet to provide clause	Management is willing to consider any wording provided by the ASU. All PDs contain meaningful work, however management is willing to consider any wording provided by Discussed with library representatives at appendix meeting on 22/4. Rosters are currently provided 1 week in advance via manual rostering methods. An earlier roster release can be
55	53	Clause 48.4(a) – Rostering Arrangements wording amendments to include rosters will be provided by 12 noon on a Friday and will be provided two weeks in	disagreed		
Local Laws					
56	54	Clause 49.2 – Wording to be inserted to clarify what the breakdown amounts for each item listed for Clause 49.9 (f) (x) – Maintain this provision	Disagreed		Employees can discuss moving to standard banded arrangements if the annualised amounts are not satisfactory. Claim initially had incorrect clause reference. Updated to 49.9(f)(x) not 49.8(f)(x).
57	55		Agreed		COB - Local Law Officers are no longer required to complete parking duites. ASU - want to manintain this, to allow for multi-skilling of team members. While the practice of Local Laws officers Under policy this is personal responsibility, given that commuter use is a perk. Motor Vehicle Policy July 2020 - Section 3.4 Vehicle Maintenance; Sub-clause 3.4.2 General
58	56	New Clause – Vehicle cleaning allowance of \$20 per month and all cleaning will be done in paid time.	Disagreed		
Parks and Gardens					
59	57	New Clause – All employees entitled to 3 days industry leave to be taken in June/July/August each year.	Disagreed		Flexibility is provided to employees to the extent that it is operationally practicable. Parks and Gardens employees have the same rights to make requests for flexibility as all other Allowances are paid to employees in compensation for the onconvenience of having to be ready to respond to call outs. If other employees agree to be recalled to work, they are Clause 51.8 reflects the fact that it may not be possible to engage all Parks and Gardens employees on a 9 day fortnight.
60	58	New Clause – Call out allowance of \$150 will be paid for any employee that is on standby.	Disagreed		
61	59	Clause 51.8 – RDO's wording amendments to reflect all employees will be entitled to a 9-day fortnight.	Disagreed		
Riversdale Depot					
62	60	New Clause – Danger allowance for employees operating the Combo.	Disagreed		Payment of an allowance does not create a safer outcome. If there are issues with safety in relation to the operation of the
63	61	New Clause – Paid training for drainage team to be provided to assist members with customer care and	Disagreed		Any concerns about lack or appropriate training should be referred to Management, to ensure that appropriate training
64	62	Reinsert Clause 14.4 – Overtime (Drainage Employees) from the 2015 LAWA if better than	Disagreed		Equivalent provisions are contained at clause 27 which are applicable to all employees
65	New	Reinsert Clause 14.3 – Time in Lieu from the 2015 LAWA wording that have been consolidated into this	Disagreed		Equivalent provisions are contained at clause 27 which are applicable to all employees