

Ventia Log of Claims

'WITHOUT PREJUDICE'

General Provisions

1. Agreement to remain in force for a maximum of 3 years and renegotiation to commence no earlier than 3 months prior to the nominal expiry date.

Pay, Increases, Remuneration and Allowances

2. a pay increase of 3% per annum or \$30 per week whichever is the greater.
3. Payroll deduction of union fees.
4. **Superannuation:** to include "soft compulsion", and be paid regardless of income level and on all parental leave as well as an increase to the super contribution of 11%
5. Progression through bands based on tickets and experience
6. Top of band incentive of either additional annual leave or dollar amount
7. Option of Overtime to be paid not just TIL accrued
8. Improvements to weekend penalty rates
9. Staying away from home allowance
10. Improvement to on-call and call out and the introduction of a second on call person

Employment Security

11. Salary maintenance, without limitation and including EA increases will apply where an employee is redeployed or reclassified to a lower position. Where an employee accepts redeployment there will be a trial period of X weeks. The employee may choose to end the trial and take redundancy at any time during this period. Redeployment will only be within the Mornington Peninsula Shire Contract.
12. Removal of the cap for redundancy payments
13. Labour/Agency Hire staff will be employed under the same terms and conditions as employees. Labour/Agency Hire will not be used to replace a permanent position or core business.
14. 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 commence no later than 4 weeks from contract expiry.
15. Casual conversion to apply after 6 months.

Workplace Democracy

16. Ventia will notify and consult with the union and affected staff prior to any definite decision to implement changes. Council will act in good faith in relation to the consultation process
17. 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 hire/agency staff to be reported to Consultative Committee.
18. Union Delegates shall be empowered and given the necessary facilities, including Ventia email and electronic noticeboards, to attend to staff representation issues on the job as required. All delegates shall be entitled to 10 days paid leave over 2 years to attend trade union training, conferences and external meetings. Additional leave shall be granted to attend the Fair Work Commission and union approved conferences.

Gender Equality and Family Support

19. 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. 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 Equality Commissioner to deal with.
20. Separate Paid leave and additional support for staff experiencing Family Violence.
21. 20 weeks paid parental leave for the Primary Carer and 6 weeks paid parental leave for the Partner/Secondary Carer. Where termination of a pregnancy after 20 weeks or the death of the child occurs, the same entitlements will apply. All entitlements are to apply to adoption/permanent care and equally regardless of gender. Paid leave to attend medical appointments associated with pregnancy. Transfer to a safe job when pregnant.
22. Support for breastfeeding mothers including clean, comfortable, and private facilities for expressing and/or lactation as well as paid lactation breaks.

Occupational Health & Safety

23. Protection from hazardous smoke, excessive heat, inclement weather and poor air quality.
24. Councils to develop a mental health plan in consultation with members, including the establishment of a network of trained and resourced Welfare Officers.
25. To ensure the workplace is safe and without risk to the health and wellbeing of members due to gendered violence and harassment.
26. Protection from Occupational Violence including risk assessments to identify threats from the public and appropriate control measures.
27. Introduction of a Hazardous work allowance for employees who work around power lines.

Leave Provisions and Employee Support

28. Paid leave for members affected by the outbreak of a notifiable infectious disease, if they or their dependents have to self-isolate or are forced to stay home through workplace, school or childcare closures.
29. Where members are required to work from home they will be provided with all necessary equipment and an allowance of \$20/week to cover costs.
30. 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 natural disaster.
31. Annual leave to be accrued and superannuation to be paid on all periods of WorkCover.
32. Bereavement leave increased to 5 days per occasion.

Other

33. A disciplinary process that includes natural justice principles adherence.
34. Progression through banding not to be linked to performance

For Further information please contact:

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