

Bayside Council “Project Harmony”

Without Prejudice

Final Offer to USU, LGEA & DEPA

Following the negotiations held between the parties, Council commends the following offer to Unions:

- Bayside Salary System – Adopt previous Rockdale Salary System
- Agreed Grades for all Council positions (wording on job reviews as proposed by USU)
- Current Occupant Only employees to not decrease in pay, and to still receive Award increases and be eligible for any applicable bonuses achievable through the annual performance review process.
- Hours of Work Policy to be agreed containing applicable positions reached.
- Leave Policy to be agreed containing applicable positions reached.
- Council Agreement – to cover all employees except fixed term ABU employees (three year term)
- MOU on use / introduction of technology to be agreed and implemented.
- MOU re job protection of five years job protection for all employees permanently employed at time of proclamation.
- Fortnightly Flex / RDO (excluding Childcare and Libraries)
- RDO 8.44 hours per day, leave to be deducted as what would have been worked. RDO's to be taken across 2 x Monday, 2 x Friday with maximum of 25% of workforce off at one time
- Childcare additional leave of 3 days (must be taken within each 12 month period) plus “28 Day” Flex
- All childcare employees to work standard hours, noting that previous arrangements for ratios are no longer required (working through lunch issue).
- Library employees to have flex over a three week period (1 flex day accrued per 3 weeks)
- Manager Leave – 10 days (as per current policy) in lieu of flex leave
- Maintenance of preservation of former Rockdale LSL as at 1/1/14
- Three grant days to be provided to all organisation over Christmas / New Year (to be used within 12 months if required by Council to work those days between Christmas and New Year)
- Agreed clause wording proposed by Unions concerning contracting.
- Set Mobile Phone Allowance of \$40 per month where employer requires employee to use mobile phone for work purposes and does not supply employee a work phone. (Choice of employer as to phone or allowance) Current migration to physical handsets for those receiving allowance.
- No payment / reimbursement for home internet expenses. Council will supply applicable equipment and access if required.
- Increase to Parental Leave of 4 weeks
- Increase to Concurrent Parental Leave of 4 weeks
- Increase of Adoption Leave to double Award provision

- Introduction of Family & Domestic Violence paid Leave – 10 days
- “No question” Health & Wellbeing Leave (with provisions from Award and cannot use the days together)
- Commitment to apprenticeship / student / graduate program (at least 5)
- Union Delegate Clause / Union access to inductions
- NYE Fireworks Arrangements – as per current agreement
- Availability of purchase leave – up to four weeks
- Maintenance of weekly pay cycle for three years, provided agreement is signed by end of June 2018. (Commitment to be provided in writing / side letter / exchange of letters).
- Bonus of \$250 to be payable to all permanent employees employed at time of agreement should excess leave for Council be reduced by 20% within 12 months. Serious Commitment by the parties for the reduction of excess leave.
- Sick Leave as per Award entitlements (Removal of additional week for former Botany employees)
- Ceasing of Bank Allowance
- Ceasing of Industry Allowance
- Ceasing of Sick Leave Bonus (Outdoor Rockdale employees)
- All remaining five former Botany Leasebacks holders to move to Rockdale Leaseback Scheme (with choice of vehicle allowance, or six / twelve month transition period based on age of current leaseback vehicle)
- Tool Allowances to no longer be paid and Council to provide tools
- Correct application of payment of level 1 and level 2 adverse working conditions allowance (as per information provided to USU).
- Outdoor Employees - Lunch to be taken onsite / local appropriate facility. Council commitment to adequate facilities for these sites.
- Cease 4 day week trial for West Parks employees (Commence within 3 Months of Agreement)
- Rescind On-call agreement – all on call arrangements to be as per award.
- Standardised Start Times Outdoor Staff (6.30am), except those positions identified due to work requirements
- Mechanics (remove East rostered Overtime and maintain payment / allowance) – Roster to be implemented of two shift commencement times of 6.30am x ½ and 7.30am x ½
- All fulltime librarians, network officers and team members to work Saturdays on rotation “no more than 1 in 4”
- Any Library hours on Saturday for full time employees until Midday to be accrued as Flex, O/T thereafter at Award rates
- All allowances, shift penalties, overtime etc to be as per Award, unless otherwise stated
- Correct Award application of meal allowances to be paid in Customer Service for part time employees.
- Rangers to receive 20% allowance on base pay in lieu of applicable penalty or shift rates up to that value. Rangers will work initially as per the Bayside West Roster.

- As employees on a seven day a week rotating roster system, Rangers will be consulted as per the Award for any future roster changes, and will be paid for any penalties due not covered by the 20% allowance.
- Council Agreement to capture current conditions of DARG and productivity allowance for Waste Collection employees. Leave reserved to include current trial of nine day fortnight with Council reserving its right to negotiate ongoing terms and conditions for Waste Collection employees.
- Commitment to granting of Union Picnic Day to Union members only.
- Increase to clause 31 (ii) (a) (4) (i) of the Award to 14 hours per annum.
- Novated Leases to be made available via a third party provider, subject to it being at no cost to Council (other than administrative cost) and no provision of parking entitlements to novated lease holders.
- A payment of \$150 to all permanent employees upon signing of agreement, in recognition of reaching agreement and the ceasing of the Bank Allowance.