

JOB SECURITY

- Intention and Commitment by the City of Newcastle to maintain core employment numbers of 957 (EFT) – New inclusion
- Increased security of employment provisions
- Improved workplace change and consultation provisions for USU members, which now include a 28 day consultation period prior to any changes being implemented, and commitments to early consultation with USU representatives prior to a “definite decision”
- Improved redeployment process from a 12 month program, with an unlimited timeframe and targeted redeployment sub-committee to be formed (including USU representation) to improve redeployment outcomes.

FAMILY AND DOMESTIC VIOLENCE LEAVE

- In conjunction with the USU’s ongoing “We Won’t Wait Campaign”, we are proud to resolve special paid leave (10 days per annum) Family and Domestic Violence Leave for victims and their families. In conjunction with these paid leave options, other supportive provisions have been resolved to assist victims and their families.

HALF DAY BEFORE CHRISTMAS (LORD MAYOR’S GRANT)

- Formalised entitlement in the Enterprise Agreement following the USU’s win to preserve and protect this entitlement in the New South Wales Industrial Relations Commission in 2013

HIGHER DUTIES PAYMENT

- Previous “timeframes” have been removed and higher duties payment will be made for the actual time relieving in the higher paid position. All paid leave and Agreement holidays are then paid at the higher grade of pay whilst relieving.

PERSONAL LEAVE (SICK AND CARERS LEAVE)

- Removal of the need to provide medical certificates and/or other certification for absences for sick and/or carers leave.
- Extension of wellbeing programs, including paid leave access for health and wellbeing activities.

ANNUAL LEAVE

- Formalised purchased annual leave arrangements have been resolved and included

FLEXIBILITY FOR WORK AND FAMILY RESPONSIBILITIES

- As outlined above, includes important shift with the onus on Council to support flexible working arrangements

TERM CONTRACTS / LABOUR HIRE

- ✓ Inclusion of an updated State Award clause defining specific conditions for the use of term contracts and the use of Labour Hire. These include the protection that these arrangements cannot replace a permanent employee of Council. Further improvements to ensure

continual monitoring of these arrangements to be provided to USU representatives.

LEARNING AND DEVELOPMENT

- Strong emphasis on improved Learning and Career Development opportunities, which include:
 - ✓ Leave options to undertake study for up to 2 years
 - ✓ Career Break opportunities
 - ✓ improved focus on internal recruitment option prior to external advertisement

CONTINUING COMPULSORY PROFESSIONAL DEVELOPMENT AND ASSOCIATED ACCREDITATION FEES

- Inclusion of payment of accreditation fees and associated training expenses for positions required to maintain accreditation because of legislative or Council job requirements.
- 10 hours per annum or other CPD requirements to attend continuing professional development

OTHER IMPROVEMENTS / ADDITIONS INTO THE NEW ENTERPRISE AGREEMENT:

- A Personal Leave Sharing Scheme to be implemented and voluntarily open to all employees which could be drawn upon by contributing members who can demonstrate a genuine need
- Formalisation of NAIDOC Day Celebrations (1 day) paid leave for Aboriginal and Torres Strait Islander employees for participation in these celebrations
- Support of Cultural Leave for employees who wish to participate in cultural, ceremonial or religious day of significance to employees.
- Supported arrangements for Defence Service Leave, Volunteer Emergency Leave and Community Volunteer programs
- Increased conditions of employment surrounding Bereavement Leave, Excess Hours Agreement, Annualised Salary Arrangements, Remote Response and paid Union Delegate Training. These improved conditions are now in alignment to the current Local Government (State) Award conditions.

FORMER - LOCAL AREA WORKPLACE AGREEMENTS OR VOCATION AGREEMENTS:

Waste Collections – Now included in the full Enterprise Agreement – improved commencement/ finishing times, removal of KPI’s relating to allowances, formalisation of in house service provided services

Seasonal Lifeguards Agreement - Now included in the full Enterprise Agreement. Improvement to the accruals of personal leave to be continuous for each season for lifeguards after 3 seasons

Beresfield Childcare Centre - Now included in the full Enterprise Agreement. Improved conditions of penalty rates now paid for Show Holiday, nappy changing allowance included and other workplace flexibility arrangements resolved.

Summerhill Waste Management Facility Caretaker Agreement – Now included via letter of employment and Clause 44

Summerhill Waste Management Facility Site Operation – To be resolved in coming months in conjunction with the Leave Reserved Clause – all current conditions and payments to continue.

TRADE OFFS?

The USU can confirm, due to the ongoing collective strength of the USU membership for over 100 years at City of Newcastle, there are only improvements to the current proposed Enterprise Agreement. All current conditions including penalty rates, received payments, public holidays (expanded for City of Newcastle employees), base rates of pay and allowances (including increases) are maintained and increased. There are no confirmed “trade-offs” or reduced conditions.

The USU membership has been integral in improving conditions of employment at City of Newcastle and this agreement continues this record.

FULL MEMBERS MEETING

As outlined above, the USU will be proposing a full members meeting in the near future to discuss and conduct a vote on the proposed new Enterprise Agreement. This meeting is still subject to various logistical arrangements and will be confirmed in the coming week. It is anticipated this meeting will be held on **Thursday 25th October 2018**, however other smaller

meetings may need to occur in conjunction for remote workplaces to allow access for all USU members. **All these arrangements will be confirmed in the coming days.**

As above, due to the collective strength of the USU membership at City of Newcastle, a vote of the USU membership will direct the status and approval of any future new agreement. Therefore there is no need for any USU member to participate in any other vote except the USU voting process.

Further information regarding the proposed changes, including the full document, is currently being distributed by USU representatives.

However, if you have any feedback or questions throughout the process, please contact your local USU workplace delegate/s – **Keven Burgess - 0400 391 311 or Ross Warren - (02) 4974 2307 (NCC Admin Building)**. Alternatively, you can also contact USU Organiser Luke Hutchinson on 0419 761 323 or lhutchinson@usu.org.au

NOT YET A MEMBER??

Want to ensure you receive your vote counts? Want to be part of a united collective who continually improves wages and conditions?

HOW TO JOIN?

Please contact your above USU delegate or USU Organiser Luke Hutchinson on 0419 761 323 or lhutchinson@usu.org.au or simply turn over and complete. You can also join online at www.usu.org.au

CAN'T ATTEND THE MEETING? PLEASE COMPLETE THIS FORM TO MAKE SURE YOUR VOICE COUNTS!

City of Newcastle – 2019 Enterprise Agreement

USU Membership Voting Form

This form is to be only completed for any member who is not attending one of the paid USU meetings

USU Members Name: _____

Signature: _____

USU Membership Number: _____

Proposal: Accept the current value proposal and proposed changes to the City of Newcastle Enterprise Agreement 2010, endorse the proposed City of Newcastle Enterprise Agreement 2019.

Formal Voting:

Please circle **one** of the following:

Accept Reject

Please return this completed form to **one** of the following:

- Local USU Delegate
- Organiser Luke Hutchinson (0419 761 323) or completed form can be scanned and emailed to lhutchinson@usu.org.au
- Fax to USU Newcastle Office at (02) 4962 1758