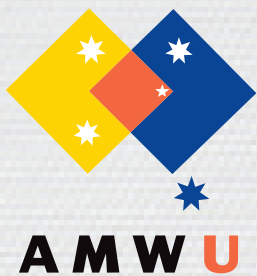


## ASC/AMWU/ETU/AWU NEGOTIATIONS

### **WHAT THE PROPOSED OFFER MEANS: EBA matters effected by imposition of the Australian Public Service Commission Guidelines**

- Incident Clause - No commitment to renegotiation period
- Removal of Operational Support Clause (moving of labour between South, North and West) – replaced with commitment to consult with no further obligation to volunteers first, detailing start / finish dates / Commitment not to impact training programs and skill development.
- Removal of the Training Clause – no replacement clause
- Removal of Toolbox meeting clause – no replacement
- Removal of important aspects of Disputes Avoidance Clause – No more status quo when dispute raised, no timeframe commitments – Model clause to be implemented.
- Removal of Disciplinary Procedure Clause – to be replaced with commitment to consult on the development of a policy.
- Special Rates clause - wording around the operation of some entitlements (e.g. confined space, restricted access pipe fitters, installation battery cells etc.) to be put into policy.
- Apprentices Clause – removes reference to duration under the Training and Skills Development Act and commitment that adult apprentices will not impact normal apprentice intake.
- Flexibility clause – removed and replaced with model clause
- Hours of Work – removal of special circumstances clause which allows individual employees to work in excess of fixed daily hours at the appropriate penalty rate. Removing work being done prior to the spread of hours being deemed part of the ordinary hours of work. Removing the clause in relation to altering hours which required discussion between the company, the employees and their representatives with the aim of reaching agreement. Removing the need for employee(s) agreement to a roster system when working continuous shifts.
- Shift Work – removal of reference to OH&S policy when implementing shifts, removal of any need to reach agreement with the employee for any shift longer than 8.5 hours, removing any need for the company to reach agreement between the parties of the agreement on the preferred times to work shifts, removing all examples in the agreement of how the unscheduled work clause would apply. Removing the need to pay double time until the notice time is expired where the company doesn't provide the proper amount of notice.
- Call back – removing the provision for the company to be required to provide a letter for taxation purposes when receiving a “call back allowance”.
- Saturday Work – removing sub clauses which enable individual employees to nominate hours they are available for working overtime on Saturday.
- Sick Leave entitlement – Removal of provision allowing employees to notify supervisors of their inability to work shift within 4 hours of the commencement of shifts. Instead ASC want notification before shifts start or as soon as possible thereafter. APSC want the clause removed altogether.
- Attendance at Hospital – to be removed



## **ASC/AMWU/ETU/AWU NEGOTIATIONS**

- Compassionate Leave – removed and replaced with reference to NES
- Carers Leave – removed and replaced with reference to NES
- Parental Leave – replaced with NES and current standard from ASC policy
- Annual Leave - removed and replaced with NES
- Calculation of Continuous Service – removed
- Time of Taking Leave – removed
- Leave allowed before due date – removed
- Payment for period of Annual Leave – removed
- Loading on Annual Leave – removed (removing shift loadings paid if less than 17.5%)
- Sick leave recredited if sick on annual leave - removed
- Ability to take single day absences on annual leave – removed
- Travel – references to ASC policy – removed
- Community Service Leave – Added!

- Delegates Rights / Charter – removed
- Joint Consultative Committee – removed
- Introduction of Change – to be removed and replaced with model consultation clause
- Redundancy – remove procedures for final day, notice to appropriate government body, dispute resolution
- Superannuation – Requirement for superannuation payments clause removed
- Occupational Health and Safety – remove “employee role”, “health and safety representative clause and “compliance” clause. Inclement weather - removed
- Journey accident – removed
- Protective clothing and footwear – removed
- Contractors – remove reference to permanents not suffering any disadvantage and reference to overtime preference.
- Continuous Operations – remove clause
- Method of calculating average weekly earnings when on workers compensation – removed
- Transmission of Business – removed

**The AMWU, ETU & AWU Officials and Delegates do not endorse the current offer in its current form and negotiations have reached a stalemate. We are seeking protected action and we ask that you vote YES to EVERY QUESTION on the protected action ballot.**