

ISSUE	COMPANY POSITION	AMWU POSITION
Agreement length	3 years	Agreement length dependent on wages outcome (3 or 4 years)
Coverage	Security, Cleaning, Canteen not to be included in this EA	No claim
Contract of employment Casual employment	Casual conversion: right to request after 6 months	Casual employment for 1 week maximum. Casual loading to be paid for all purposes.
LAHA	Change wording to include current place of residence change radius to 100km (increase from 50km) Increase overnight allowance to \$120 by 2023 (not locked in yet)	Radius to remain at 50km Increase daily rate incrementally to \$135 Meals component \$75
Wage increases	Year 1: - Wage freeze (\$43.83) Year 2: - 1% increase Year 3: - 1.1% increase Offer of backpay with no detail. UGL have not provided proposed new hourly rates to enable comparisons	Commencement rate equal to current Tarong rate (\$44.62) 3% per year escalations Higher relativities for advanced trade levels Backpay to be negoted
Allowances	No increase over life of the agreement. Current allowances retained Current site disability \$2.83/hr Current allowances retained No tool allowance payable	New allowances framework to incorporate Tarong allowances 3% per year escalations Minimum allowances per hr equivalent \$2.96 (includes \$1.23 all-purpose) Re-introduce tool allowances.
Rope Access allowance	New flat allowance Paid only for the hours worked. Level 1 \$2 Level 2 \$4 Level 3 \$6 No escalation	New all-purpose allowance Minimum 4 hours pay Level 1 \$5 Level 2 \$6 Level 3 \$7 3% per year escalations
Laundry facilities provided by the Company	Claim rejected	Company provides laundering or pays a weekly allowance (\$3.00)
Redundancy	Claim for increase rejected Casuals excluded from entitlement	Increase weekly amount to \$70 Weekly (in lieu) payment for casual employees (1.5 x hourly rate)
Mobilisation and Demobilisation payment	Current arrangements retained Casuals excluded from entitlement Payment subject to client approval	Mobilisation and Demobilisation pay for every employee for every job
Special class tradesman clarification	Restrict current eligibility as follows: <ul style="list-style-type: none"> <li>• Must have worked for over 12 months as a permanent employee, or</li> <li>• Must have worked on 5 UGL Outages (of greater than 5 consecutive weeks) within a 24-month period.</li> </ul> Site Disability Payment compensates for "experience and site knowledge"	Improved eligibility definition 5 relevant outages (per current definition) 12 months (per current definition) Enable delegate to support eligibility Enable experience with other employers to be counted.

		Change wording of Site Disability Payment.
No loss of current conditions	No commitment	No loss of conditions
Supply all safety clothing	Maintain current arrangements.	New clothing clause expands on current entitlement
Superannuation	No change to current arrangements	Current rate equal to Tarong (.5% higher than existing) Future escalations contained in agreement Future escalations to maintain .5% margin.
Income Protection	No change to current arrangements Casuals excluded from eligibility	Income Protection for long term casuals Income Protection through WageGuard
Casual loading	No change to current arrangements	Casual loading to be all purpose
Annual leave	No change to current arrangements	No change to current arrangements
RDO arrangements	No change to current arrangements	No change to current arrangements
Time off between shutdowns	No change to current arrangements	No change to current arrangements
Production Bonus	No change to current arrangements	To be negotiated
Compressed roster	No change to current arrangements	Personal leave and Public Holiday pay to equal ordinary hours pay
Public Holidays	Per the NES	Easter Sunday added to public Holiday list
Sick leave	No change to current arrangements	No change to current arrangements
Rosters	Compressed Roster for Tarong: 4 days a week - 36 hours Implementation	Personal leave and Public Holiday pay to equal ordinary hours pay 9 hours pay if that is what you would have received if the day was worked.
Breaks	Breaks determined – 30 minute unpaid and 20 minute paid	New breaks clause 20 minutes paid 30 minutes unpaid