



A•S•U

AUSTRALIAN SERVICES UNION

NEWSLETTER

City of Stirling Salaried Officers

Enterprise Agreement 2010



LOCAL GOV'T

1 of 10 ASU Enterprise Agreement Newsletters

WHAT'S NOT IN MANAGEMENT'S DRAFT AGREEMENT?

ASU Representatives have been negotiating the replacement Enterprise Agreement with the City since October 2009. Management have, in these negotiations, continued what they started in negotiations in 2007. They are continuing to strip away conditions that should be protected in your Agreement to benefit all employees. Additionally they are taking conditions out of the agreement and shifting them into management policy/management practice.

ASU Representatives have been the **only** party in these negotiations that have held management to account on these reductions in workers conditions. If employees accept the proposed Agreement they will be set to lose control of those conditions. Employees will not have the capacity through the Collective Agreement disputes process to challenge any changes or breaches of those conditions that are not in the Agreement.

FLEXITIME; In a FAQ (Frequently Asked Questions) document from managements employee briefing sessions which is located on the City's Sharepoint, they state "*By removing the flexitime system from the Agreement, the City is able to cater for the varying needs of different business units without breaching the industrial instrument (Collective Agreement)*". Management are already set to change the flexitime arrangements.

- **Part of the ASU Log of Claims is to include the Flexible Fortnight system in the Agreement as well as retain Flexitime.**

LIBRARY OFFICERS SPAN OF HOURS; Library Officers are set to lose penalty rates if they are rostered to work on Saturday afternoons. Your current Agreement provides that Library Officers can work Monday to Friday between 8am to 8pm and until 12:30pm on Saturdays. Any work carried out after that time on Saturday should be paid at double time including Sundays.

When ASU Representatives questioned this reduction in conditions we were told it was an oversight and would be fixed. Again in a FAQ document from managements employee briefing sessions management state "Library trading hours are currently under review to ensure they meet customer demand and expectations. A decision has not yet been made on whether to open Saturday afternoons, however (**here we go!!**) industry trend and contemporary library practice is to provide Saturday trading in line with retail trading hours, as well as opening on evenings and Sunday afternoons."

Management have also stated that if they open Saturday afternoon staff will be rostered to cover and no penalty rate will apply, however 10% loading for Library Officers will apply to those hours – this is a clear **reduction** from the current 50% (time and a half) up until 12:30pm Saturday and 100% (double time) on Sundays.

- **Part of the ASU Log of Claims is no reduction in current conditions in the Agreement for any employee and to retain the local Government Officers (City of Stirling) award 2000 (Federal)**

CLASSIFICATION STRUCTURE; The Agreement that management is proposing does not protect any of the conditions contained in the Local Government Officers (City of Stirling) Award 2000 (Federal).
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This means that the Classification Structure that is contained in the Award will be gone and the transparency of the Award classification descriptors will be gone. The most Collective Agreements and all Awards (prior to Award Modernisation 2010) that cover workers conditions have a clear and transparent Classification Structures/Clauses and Descriptors.

Your replacement will be the non transparent Mercer Market Systems and the ever changing City of Stirling Position Descriptions.

PAY OFFER; Management has proposed a *very modest* pay increase for all employees, **10.7% over three years**, 4.8% on approval of the Enterprise Agreement (EA) then 2.9% in year two of the Agreement and then 3.0% in the final year of the EA. Employees' will only receive the 2.9% and 3.0% if they are not subject to formal **"individual performance management"**. Year two and three pay increases are what Mercer (the employer's consultants) have forecast what the "Market" will be.

Currently goods and services are skyrocketing, for an example electricity increased tariffs by 26% in July 2009 and it has been reported a further 20% to 26% hike in tariffs for July 2010 and then 11% & 9% in the years to follow. This would mean that in electricity charges alone a 46% increase will occur over the life this Agreement. Management current pay offer would deliver only 10.7% if Perth CPI does not exceed mercers very low forecast. Electricity is not the only service that is on the rise! That's why it is critical for workers to lock in a fixed minimum percentage as a safety net for pay increases through the life of the Agreement.

- **Part of the ASU Log of Claims pay is to have a fixed 6.5% or \$60 pw and in the event that CPI is greater to have the CPI applied, ensuring that annual pay increases are not linked to performance measurement.**

Salaried officers are worth more than **10.7% over three years** and will need to keep up with the ever increasing real costs of living with an irrelevant and very low pay increase. Employees need to reject this offer.

VOTE NO

To Reject the City's Draft Agreement Don't rely on the award to protect working conditions it won't apply any more. More Information to follow

Please contact ASU Organiser Paul Cecchini on 0412 152 983 or 9427 7718 email paul.cecchini@asuwa.org or ASU workplace Delegates - Mark Attwood email attwood.mark@stirling.wa.gov.au Rod Marriott email marriott.rod@stirling.wa.gov.au Kris Angell email angell.kris@stirling.wa.gov.au Lee Steery email steery.lee@stirling.wa.gov.au Hardy Gross email gross.hardy@stirling.wa.gov.au if you have any questions about the WIN team negotiations.

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