



For the Water NSW Enterprise Agreement 2017



Combined Unions Log of Claims



Water NSW Combined Unions are the **Community and Public Sector Union (CPSU – formerly PSA of NSW)**, **Australian Services Union (ASU)**, **Australian Workers Union (AWU)** and **Professionals Australia**.

The Water NSW Combined Unions serves the **following claims** on Water NSW for an Enterprise Agreement for staff.

That the Water NSW Enterprise Agreement 2017 shall provide:

General

1. all existing conditions of employment to be maintained for Water NSW staff, unless otherwise improved as a result of negotiations with the Unions
2. that where policies and guidelines affect Water NSW staff they can only be made or varied by agreement with the Unions through the JCC
3. comprehensive pay and conditions applying to all employees of Water NSW other than the CEO and those reporting to the CEO

Remuneration

4. salary increases of a minimum of 3.5% a year for three years, recognising employee related cost savings from amalgamating and combining the classifications and industrial instruments, with any pay rise effective from 1 July 2017
5. that employees shall not have their total remuneration reduced by the introduction of this Agreement with all salary increases passed on to all employees
6. for all allowances to be increased in line with the total agreed salary outcomes over the term of the Agreement
7. for the Stand By (On Call) Allowance and related conditions to maintained at 2 hours pay for weekday evenings, and 8 hours pay for any weekend day or public holiday and applied to all employees.
8. that replacement classification system will be negotiated and agreed by the Combined Unions. The classification system will include:

- a) progression within each level based on years of service and satisfactory performance
- b) a points to grade table, agreed to by the Combined Unions, and incorporated into the agreement
- c) transparent classification evaluation processes and appeal mechanisms for employees who do not agree on the evaluation
- d) strong rights for employees to seek a review of their classification where changes occur to their position over time

Working Arrangements

- 9. for Rostered Days Off to be maintained for employees working rostered hours and/or shift work where RDOs will be taken or overtime paid
- 10. that the Local Arrangements clause shall be maintained with the purpose of providing avenues for Water NSW and the Unions to develop Flexible Working Hours Agreements applying to distinct groups of employee
- 11. for when Employees who perform higher duties they will be paid a higher rate of pay, at the next salary level in the higher classification
- 12. for where employees are required to work outside of normal working hours, overtime shall be paid at the appropriate rates negotiated and agreed with the Combined Unions
- 13. employees with the choice of whether to be compensation for overtime by payment or through the use of Time Off In Lieu which will be at overtime rates

Leave

- 14. Domestic Violence Leave of at least 10 days dedicated to support people experiencing domestic violence with appropriate support provisions
- 15. four weeks purchased leave maintained and made available for all employees
- 16. retain Special Sick Leave of 22 days for each decade of employment available for all employees
- 17. sick / carer's / FACS leave to be available to support employees for in times of need for personal reasons, including medical appointments, supporting sick neighbours and funerals
- 18. provide for employees to donate sick leave for colleagues who have (or are about to) run out of sick leave

19. annual leave loading to be paid in the first week of December and paid out (pro-rata if applicable) when an employee leaves Water NSW

Other Conditions

20. for processes in support of a fair, harmonious and transparent workplace, where the Agreement will ensure that all grievances by employees are managed and progressed efficiently and are able to be resolved by the Fair Work Commission
21. for the retention of the State Water Corp redundancy provisions and apply to all employees (other than where more beneficial provisions are historically maintained)
22. that all work considered for contractors or contracting firms will be offered first to Water NSW employees
23. for where engaging external contractors or contracting firms is unavoidable, all contractors and employees of a contracting firm will be on salary and conditions no less favourable than employees of Water NSW under this Agreement
24. for secure employment to be protected for casual employees, with conversion to permanency after 6 months, and that this will be extended to all employees and advertised to all casuals on a regular basis
25. for the use of temporary employment to be limited to situations that are genuinely temporary. To further support permanent employment strong conversion processes will be in the Agreement for employees working in temporary positions for 18 months or more
26. requirements for Water NSW to enter into an Outplacement Service Agreement for employees leaving Water NSW
27. for transparent travel arrangements, allowances and related provisions that adequately compensate employees for associated costs, and ensure the health and safety of employees are considered and protected.

The Water NSW Combined Unions reserves the right to raise other matters throughout negotiations that are to the benefit of Water NSW employees