

13 October 2017

Water NSW CPSU NSW enterprise bargaining update

Water NSW – CPSU NSW Enterprise Bargaining Update

Your CPSU NSW Bargaining Team met with Water NSW on 10-11 October to progress bargaining for the proposed Water NSW Enterprise Agreement. Please note: any proposal is subject to CPSU NSW members' endorsement. Your Union must ensure that any changes to pay and conditions is accepted only on the endorsement of the membership. The details below are tentative in-principle agreement subject to members' approval.

Proposed changes to conditions

Conditions were also discussed in length during the negotiations. The amalgamation of conditions is a little easier. See the table below for the outcome of these discussions. Remember, the details below are tentative in-principle agreement subject to members' approval.

Condition	CPSU NSW & other Unions' position	Water NSW Proposal	Status (subject to members' endorsement)
Extra week for west of the line	No change	To remove, but have agreed to Union's demand to keep	Agreed in-principle
Purchase of extra leave	1 week, with up to 4 weeks with higher approval	1 week, and have agreed Union's claims to have up to 4 weeks	Agreed in-principle
Parental Leave	Maternity leave to be Primary Carer's leave (available to women & men) and include surrogacy as well as adoption	No change, but have agreed to Union's claims	Agreed in-principle
Sick leave	20 days per year	15 days per year, but have agreed to Union's demand for 20 days	Agreed in-principle
Casual Loadings	25% and minimum conditions to modern award	15% + 8.33%, agreed to Union's claim for 25%	Agreed in-principle



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Expiry of Agreement	Should include the final pay rise, is dependent on the final package	12 months after last pay rise	Not yet agreed
Consultation clause	Unions need to see the actual proposed clause. Needs to be genuine consultation	Will provide draft clause	Not yet agreed
Direction to take leave	Only after 40 days	Increased management control, and 30 days only	Not yet agreed
Long service leave	Maintain current; employees give 6 months notice for 4+ weeks, WNSW cannot refuse	Maintain current (SWA, DPIW)	Not yet agreed
Pro-rata LSL after 7 years	No change, but paid out after 5 years	No change, considering after 5 years	Not yet agreed
Trade union leave	Maintain SWC and DPIW	Remove	Not yet agreed
Special leave	Agreed, but with 10 days domestic violence leave before special leave	Discretionary special leave	Not yet agreed
Hours of work	35 hours for all	36 hours for all	Not yet agreed
Leave loading	If paid at end of year, also include that its paid (pro-rata of 12 months) when leaving employment	Paid at end of year, but not sure about when leaving employment	Not yet agreed
Overtime	First 2 hours 1.5, then double time	1.5 weekdays	Not yet agreed



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Deduction of union fees	Maintain	Remove	Not yet agreed
Job evaluation	Maintain panels and union rep	Desktop only	Not yet agreed
Time In Lieu	To be at overtime rates, paid if not taken in 3 months	OT payment only, TIOL hour for hour	Not yet agreed
Travel Time	Need to see clause	Agreed to provide draft clause	Not yet agreed
Redundancy (managing excess employees)	Retain in enterprise agreement	Remove and put into policy (not enforceable) Result is maximum that is enforceable is 12 weeks redundancy for anything over 10 years of service	Not yet agreed
Annual leave	No change, keep 4 weeks	No change, keep 4 weeks	Agreed in-principle
Shift workers, extra week	No change (need to better define shift workers)	No change	Agreed in-principle
Carer's leave	Use sick leave accrual	Use sick leave accrual, details to be provided in draft	Agreed in-principle
Leave without pay	No change	No change	Agreed in-principle
Jury Leave	No change	No change	Agreed in-principle
NAIDOC	No change	No change	Agreed in-principle
Military Leave	No change	No change	Agreed in-principle
Agreement holiday (1 day before NYE)	No change	No change	Agreed in-principle



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Compassionate leave (national employment standard – 2 days per occasion)	No change	No change	Agreed in-principle
Probation	6 months	6 months	Agreed in-principle
Salary Sacrifice	Maintain	Maintain	Agreed in-principle
Meal Breaks	Maintain	Maintain	Agreed in-principle
Abandonment of Employment	Agree to remove	Remove	Agreed in-principle
Recover of overpayments	Agree to remove	Remove	Agreed in-principle
Rosters	Agreed, subject to on-call for RDOs	Agreed	Agreed in-principle (subject to on call for RDOs)

