

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 – s. 168 – extending a certified agreement

Cassowary Coast Regional Council Certified Agreement (Number 1) 2009 - CA/2009/30

Matter No. CA/2010/10

Commissioner Fisher

26 July 2010

CERTIFICATE

This matter coming on for hearing before the Commission on 26 July 2010 the Commission extends the following written agreement:

Cassowary Coast Regional Council Certified Agreement (Number 1) 2009 - CA/2009/30.

Made between:

Cassowary Coast Regional Council; AND
Transport Workers' Union of Australia, Union of Employees (Queensland Branch);
Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees;
Plumbers & Gasfitters Employees' Union Queensland, Union of Employees
The Australian Workers' Union of Employees, Queensland;
Queensland Services, Industrial Union of Employees;
The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees;
The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland; and
Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;

The agreement was extended by the Commission on 26 July 2010 and shall operate from 26 July 2010 until its nominal expiry on 30 June 2011. (The parties have agreed the extension will take effect as from 1 July 2010).

By the Commission.

Commissioner Fisher

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 – s. 169 – amending a certified agreement

Cassowary Coast Regional Council Certified Agreement (Number 1) 2009 - CA/2009/30

Matter No. CA/2010/9

Commissioner Fisher

26 July 2010

CERTIFICATE

This matter coming on for hearing before the Commission on 26 July 2010 the Commission amends the following written agreement:

Cassowary Coast Regional Council Certified Agreement (Number 1) 2009 - CA/2009/30.

Made between:

Cassowary Coast Regional Council; AND
Transport Workers' Union of Australia, Union of Employees (Queensland Branch);
Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees;
Plumbers & Gasfitters Employees' Union Queensland, Union of Employees
The Australian Workers' Union of Employees, Queensland;
Queensland Services, Industrial Union of Employees;
The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees;
The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland; and
Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;

The agreement was amended by the Commission on 26 July 2010.

By the Commission.

Commissioner Fisher

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 – s. 156 – Certification of an agreement***Cassowary Coast Regional Council Certified Agreement (Number 1) 2009
(CA/2009/30)**

DEPUTY PRESIDENT BLOOMFIELD

20 April 2009

CERTIFICATE

This matter coming on for hearing before the Commission on 20 April 2009 the Commission certifies the following written agreement:

Cassowary Coast Regional Council Certified Agreement (Number 1) 2009 (CA/2009/30)

made between:

- Cassowary Coast Regional Council
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland
- Federated Engine Driver's and Fireman's Association, Union of Employees, Queensland
- Plumbers & Gasfitters Employees' Union of Queensland, Union of Employees
- Queensland Services, Industrial Union of Employees
- The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees
- The Australian Workers' Union of Employees, Queensland
- The Construction, Forestry, Mining & Energy Industrial Union of Employees, Queensland
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch)

The agreement was certified by the Commission on 20 April 2009 and shall operate from 20 April 2009 until its nominal expiry on 30 June 2010.

Pursuant to s. 173 the Commission also terminates the following agreements:

- CA491 of 2004 (Cardwell Shire Council - Certified Agreement)
- CA192 of 2005 (Johnstone Shire Council - Certified Agreement 2005)
- AG2005/4144 (Johnstone Shire Council Enterprise Bargaining Agreement 2005)
- AG2004/7984 (Cardwell Shire Council Certified Agreement)

By the Commission.

A.L. BLOOMFIELD
Deputy President

CA/2009/30

THE AGREEMENT, attachment A, having been made under the *Industrial Relations Act 1999* on 30 March 2009,

BETWEEN

Cassowary Coast Regional Council ABN 20 889 787 211

AND

The Australian Workers' Union of Employees, Queensland ABN 54 942 536 069

Queensland Services, Industrial Union of Employees ABN 86 351 665 653

Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees ABN 73 089 711 903

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland
ABN 59 459 725 116

Plumbers & Gasfitters Employees' Union Queensland, Union of Employees ABN 51 918 867 235

The Construction, Forestry Mining & Energy Industrial Union of Employees, Queensland ABN 73 089 711 903

The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of
Employees ABN 99 589 872 974

Transport Workers' Union of Australia, Union of Employees (Queensland Branch) ABN 80 519 643 130

All the parties to the agreement now seek certification of the agreement under chapter 6, part 1 of the Act. The information required under the Industrial Relations Regulations 2000, section 9 and any other information in support of the application is set out in the affidavit of Terry Paul Brennan, Chief Executive Officer, Cassowary Coast Regional Council which is the attachment marked B.

(If there is or was a certified agreement or agreements covering all or some of the employees to be covered by the attached agreement the following information must also be given, regulation, section 9 (3) & R.139(1)(d))

[Particulars of current or previous certified agreement(s)]

- (a) Cardwell Shire Council – Certified Agreement - CA491/04
- (b) Johnstone Shire Council – Certified Agreement 2005 - CA192/05
- (c) Johnstone Shire Council Enterprise Bargaining Agreement 2005 – AG2005/4144
- (d) Cardwell Shire Council Certified Agreement – AG2004/7984

This agreement replaces the agreement(s) in (a), (b) etc above]

Signed by the applicant

.....
Terry Paul Brennan
Chief Executive Officer
Cassowary Coast Regional Council
Dated: 11th March 2009

Form 40, R.139(1).

This Agreement shall be known as the Cassowary Coast Regional Council Certified Agreement (Number 1) 2009.

1 ARRANGEMENTS

Clause No

- 2 Definitions
 - 3 Relationship to Parent Awards and Commitment to Collective Bargaining
 - 4 Parties Bound
 - 5 Date and Period of Operation
 - 6 Grievance Settlement Procedure
 - 7 Re-Negotiation
 - 8 No Extra Claims
 - 9 Aims and Objectives of the Agreement
 - 10 Productivity Measurement
 - 11 Contractors
 - 12 Flexible Working Arrangements
 - 13 Employment Security
 - 14 Stability of Employment
 - 15 Wage Increase
 - 16 Categories of Employment
 - 17 Travel Allowance for Transferred Employees
 - 18 Annual Leave
 - 19 Long Service leave
 - 20 Bereavement Leave
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 - 22 Cultural or Religious Leave
 - 23 Special Leave – Flooding and Natural Events
 - 24 Sick Leave Provisions
 - 25 Leave without Pay
 - 26 Training and Development
 - 27 Union Representation
 - 28 Salary Sacrifice
 - 29 Classification and Reclassification
 - 30 Council Uniforms
 - 31 Plumbers On-Call Arrangements
 - 32 Trade Allowance
 - 33 Redundancy Provisions
 - 34 Copy of Agreement
- Schedule 1 – Schedule of Wage Increases

2 DEFINITIONS/GLOSSARY OF TERMS

The following generic definitions apply in this agreement:

Awards

Local Government Employees (Excluding Brisbane City Council) Award – State 2003
 Building Trades Public Sector Award – State 2002
 Engineering Award – State 2002
 Queensland Local Government Officer’s Award 1998

Single Bargaining Unit

For the purposes of achieving the objectives of this Agreement and as a legitimate forum for raising staffing and management issues, and contributing to the development of employment and operational strategies in a consultative and co-operative environment, and for the purpose of negotiating and implementing this Agreement, a Single Bargaining Unit has been established consisting of the Local Government Employment Group.

Once the new Agreement is in place part of the role of the Committee will be to monitor by meeting quarterly, the implementation of the new Cassowary Coast Regional Council Certified Agreement (Number 1) 2009 and any workplace issues.

Council agrees to employees democratically electing employee representatives to form the make-up of the SBU.

Officer Award Employee

An employee employed under the Queensland Local Government Officer’s Award 1998.

State Award Employee

An employee employed under the Local Government Employees (Excluding Brisbane City Council) Award – State 2003, Building Trades Public Sector Award – State 2002 or Engineering Award – State 2002.

3. RELATIONSHIP TO PARENT AWARDS AND COMMITMENT TO COLLECTIVE BARGAINING

This Agreement shall be read and applied wholly in conjunction with the terms of the following Awards:

- Local Government Employees' (excluding Brisbane City Council) Award – State 2003;
- Building Trades Public Sector Award – State 2002;
- Engineering Award – State 2002; and
- Queensland Local Government Officers' Award 1998,

provided that where there is any inconsistency between this Agreement and the above Awards, this Agreement shall prevail to the extent of that inconsistency.

All employees, including trainees and apprentices, commencing with the employer during the life of this Agreement shall be employed in accordance with the terms of this Agreement.

Council is committed, during the life of this Agreement and in its renegotiation, to bargain collectively with the parties to this Agreement in respect of employees whose terms and conditions have traditionally been covered by the relevant parent Award. Therefore, the Council agrees that individual employee agreements, including Queensland Workplace Agreements made pursuant to the Industrial Relations Act 1999, will not be promoted or entered into during the life of this Agreement.

4. PARTIES BOUND

The parties to the Agreement are:

- Cassowary Coast Regional Council ABN 20 889 787 211 and
- The Australian Workers Union of Employees, Queensland ABN 54 942 536;
- Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees ABN 73 089 711 903;
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland ABN 59 459 725 116;
- Plumbers & Gasfitters Employees' Union Queensland, Union of Employees ABN 51 918 867 235;
- The Construction, Forestry, Mining & Energy Industrial Union of Employees, Queensland ABN 73 089 711 903;
- Queensland Services, Industrial Union of Employees ABN 86 351 665 653;
- The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of employees ABN 99 589 872 974; and
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch) ABN 80 519 643 130.

The Agreement shall apply to the Council, the above-mentioned unions and their members, or persons eligible to be their members employed by the Council under the relevant Awards.

5. DATE AND PERIOD OF OPERATION

This Agreement will commence from the date of certification of the Agreement by the Queensland Industrial Relations Commission *viz.* 20 April 2009 and shall remain in force until 30th June 2010.

6. GRIEVANCE SETTLEMENT PROCEDURE

It is agreed that it is in the interests of all parties to manage resolution of any conflict by means, which do not disrupt the operations of the workplace.

However, in the event of any disagreement between the parties as to the interpretation of this Agreement, the following procedure will be followed:-

This Agreement recognises that employees' grievances should be resolved speedily, effectively and informally between the employee and supervisor where possible and without the need for recourse to industrial action.

The following procedure will apply for the resolution of any dispute:-

- a) The employee is to notify, in writing, the Supervisor of the nature of the grievance and the remedy being sought.

A meeting between the employee and the Supervisor is to be held as soon as practicable to discuss the matter. The meeting should be held within forty-eight (48) hours of notification.

- b) If the matter is not resolved at this meeting, the employee may request the Supervisor to refer the matter to the Departmental Director.

Further discussions involving all parties are to be held again within forty-eight (48) hours, if practicable.

- c) If the matter is not resolved at this meeting, the employee may request the Supervisor to refer the matter to the Chief Executive Officer.

Further discussions involving all parties are to be held again within forty-eight (48) hours, if practicable.

- d) If the matter remains unresolved, then the dispute may be referred to either the Local Government Association of Queensland (Inc) or the relevant Union or both with view to a further conference between the parties. Representatives of these respective Associations shall make all such suggestions and do all such things as appear to them to be right and proper for bringing about the settlement of the dispute.

- e) If the matter remains unresolved, then either party may refer the matter to the Queensland Industrial Relations Commission for conciliation or arbitration.

This procedure does not preclude either party from raising the issue to a higher stage at any time having regard to the issue involved.

While this procedure is being followed normal work is to continue, except where there are genuine matters of health or safety involved, as determined by the Council Workplace Health and Safety Coordinator, in which case the employee will not work in any unsafe environment but where appropriate shall accept re-assignment to alternative suitable work environment in the meantime.

In any steps of this procedure, the employee may be represented by a member or members of the Local Government Employment Group or Union representative.

7. RENEGOTIATION

The parties undertake to commence discussions for renegotiation of this Agreement six (6) months prior to the expiry date, and intend to finalise negotiations for a new Agreement by one (1) month prior to the expiry date and in the event that the new Agreement is not finalised within this period the existing Agreement will continue to operate.

The parties commit to submitting a proposed replacement Certified Agreement to the Industrial Relations Commission for certification.

8. NO EXTRA CLAIMS

The Parties to the Agreement agree that during the life of this Agreement, no extra claims will be made for further wage or salary increases, except where consistent with a State Wage Case decision where Allowances are varied.

9. AIMS AND OBJECTIVES OF THE AGREEMENT

This Agreement facilitates a workplace that is responsive to a changing environment. Management and employees can then anticipate and react to pressures from the community, business and government sectors. Accordingly it assists Council and its employees to maximise efficiency and effectiveness. The process will include the following elements:

1. Provide greater flexibility in workplace practices and facilitate improved efficiency, productivity and quality of employment and provide rewards and recognition commensurate with these improvements.
2. Commit to achieving continued productivity improvements and established performance indicators to ensure provision of a quality service to the community and the Council's customers.
3. Promote a harmonious and productive work environment through ongoing cooperation and consultation.
4. Commit to maintaining a healthy and safe work environment.
5. Focus on competitiveness to ensure the Council maintains a viable, effective and secure workforce.

6. Promote job satisfaction by enabling employees to gain and utilise a broad range of skills and access relevant training programmes in order that employees can achieve these objectives, in line with classifications and competencies.
7. The parties will be committed to and cooperate with the terms of this Agreement to ensure its ongoing success.
8. The parties recognise that the Local Government Workforce Transition Code of Practice 2007 shall operate in conjunction with this Agreement for the life of the Code.
9. The parties are committed to a consultative process which aims to effect a change in the organisation's culture through co-operation. Management and employees will assist and support these processes.

10. PRODUCTIVITY MEASUREMENT

The parties are committed to improving the quality, efficiency and accessibility of client services provided by Council and recognise the need to measure performance and productivity in the allocation of resources in order to properly quantify improvements and associated benefits.

The parties further agree to continue to review, develop and implement an effective system during the term of this Agreement to provide appropriate performance indicators in order to more effectively manage and measure organisational productivity and performance.

The LGEG will have an ongoing role under the Agreement, particularly in assisting Council achieving an improvement in productivity and efficiency.

The parties agree to jointly promote initiatives which will reduce operational costs and wastage and which will generate greater productivity for the organization.

The parties agree that the following principles will apply in the development of productivity performance indicators:

- Performance indicators will be jointly developed and agreed between parties;
- Performance indicators must take into account quality of service provision, rather than purely cost considerations;
- Performance indicators must be easily understood by the workforce;
- Performance indicators must relate to measures directly affected by the management and workforce;
- Performance indicators measure overall Council performance, not individual or team performance. They are not linked to processes dealing with individual performance planning and review/performance appraisals, or unsatisfactory work performance;
- The performance indicators must be capable of being applied in a non discriminatory manner;
- Performance indicators will not be based on trade offs, short term cost cutting measures or simply the notion of savings being made through reduction of services to the community.

11. CONTRACTORS

As a guiding principle the Cassowary Coast Regional Council will as its first priority endeavour to use its own plant, equipment and staff resources wherever possible having regard to its objective to improve the productivity and efficiency of all its operations.

It is acknowledged that the use of contractors can help to achieve this objective.

In considering the use of contractors, Council has a commitment to provide job security for existing employees and to maintaining a competent workforce to meet the normal requirement of service delivery of Council's services. Before making the decision to use contractors for works currently undertaken by Council's workforce the Director of the relevant department will consult with the employee nominated delegate in the area or areas concerned to look at ways of best utilising Council resources to achieve the desired outcome.

It is agreed by the parties that no employee of Council shall be made redundant by use of contractors.

Council employees through their work sections will be given every opportunity to undertake works and supply goods and services to Council where the required skills, experience and resources are available to meet the specifications and undertake the work competently. In all cases where Council may decide to call competitive tenders for works currently undertaken by its workforce, timely notification will be given to the workforce of the tender(s) to be called so that employees, through their work sections are given every opportunity to tender and so that employees are kept informed.

In instances where Council itself has Quality Accreditation, Council will undertake pre-qualification checks to ensure that each tenderer has appropriate and current Quality Accreditation or the necessary quality systems in place to adequately address the Quality requirements to the tender.

All contractors must comply and demonstrate their compliance in a form acceptable to Council and as defined in the tender and contract documents, with all aspects of Occupational Health and Safety legislation as they relate to construction work and work sites and Principal Contractors.

It is agreed that before changing the operational mode of the Council and dispensing of plant and equipment (other than for replacement purposes) the council will consult with employees in accordance with Redundancy Provisions contained in Clause 33 of this Agreement.

The parties agree that expansion and renewal of infrastructure systems in accordance with strategic plans and identified needs shall be undertaken as discreet projects and are exempt from the provisions of this clause.

12. FLEXIBLE WORKING ARRANGEMENTS

12.1 Spread of Hours (All Employees)

The normal spread of ordinary hours for all employees shall be between 6.00am and 6.00pm. The ordinary hours shall be worked Monday to Friday, except where the ability to work ordinary hours is otherwise provided for by this agreement or existing award provisions. Nothing in this agreement alters the normal ordinary time hours of State Award Employees (38 hours per week) and Officers' Award Employees (36.25 hours per week) as provided for in the relevant awards.

12.2 Expansion of Ordinary Time Hours

Following consultation with employees, management may require employees to work up to nine (9) hours per day as ordinary hours, for designated periods of time or for specific projects, such hours to be worked continuously, broken only by recognised meal breaks subject to the following conditions:

- Notice of changes to hours must be given to the employees concerned, in writing, showing required hours of work, at least seven (7) days prior to the date of commencement of the period of increased hours PROVIDED THAT the requirement for such notice may be waived in circumstances of genuine emergency.
- Extended hours shall be worked on consecutive days during the period or project specified PROVIDED THAT where circumstances occur (e.g. period of heavy rainfall) which are reasonably considered by the relevant Manager or Supervisor to negate the productivity benefits associated with the extended hours, the relevant Manager or Supervisor and employees affected may agree that daily hours revert to normal hours while such circumstances persist.
- All hours accrued as a result of working extended ordinary hours during each financial year commencing 1 July in each year shall be acquitted by 30 June the following year.
- Employees working increased hours as a result of this requirement shall, nevertheless, be entitled to at least one Rostered Day Off (RDO) in every twenty (20) day work cycle (Officer Award employees), or one Rostered Day Off (RDO) in every ten (10) day work cycle (State Award employees) unless there is agreement to the contrary, either provided for under this Agreement or separately.
- Unless otherwise approved when acquitting ordinary hours and total time off being taken in any week is less than five (5) days, the employee shall be required to work a minimum of three (3) consecutive days.
- The weekly spread of hours required to be worked under this Agreement may be varied by agreement with the employees involved, provided always that the hours worked total the weekly hours required to be worked by management.
- By agreement of the majority of the employees affected, ordinary hours may be worked up to ten (10) hours per day, such hours to be worked continuously, broken only by recognised meal breaks, provided that ordinary hours worked in any week shall not exceed forty-six (46) hours. Starting and finishing times may be staggered.
- Where hours in excess of the agreed ordinary hours are worked, overtime will be paid in accordance with the relevant award or acquitted as accrued hours consistent with this Agreement. Provided that, as at 30 June in each year period, employees shall have: -
 - Worked their total ordinary annual hours for the preceding twelve (12) month period;

- Been paid for their total ordinary annual hours; and
- Attempted to acquit as many excess hours as possible by taking leave.
- Where an employee is unable to acquit all excess hours within the relevant twelve (12) month period by June 30, such excess hours shall be paid out at relevant overtime rate, unless an alternative arrangement has been made between the employee and their supervisor and notification in writing of such alternative arrangement has been provided to the Pay Section.
- Where employment is terminated and the ordinary hours worked by the employee exceed the pro-rata annual ordinary hours at the date of termination, the employee shall be paid for the excess hours at the overtime rate provided for by the relevant Award.

12.3 Nineteen (19) Day Month Rostered Day Off– Officer Award Employees

The Nineteen (19) day month Rostered Day Off arrangements are provided for all employees employed under the Officers Award.

The parties agree that in order to work a 19 day month and have one rostered day off each four (4) weeks, employees are required to work 7.63 hours per day or 38.17 hours per week. The actual start time, finish time and morning tea and lunch breaks will be arranged in consultation with the employees in each work area and the employer to meet Council's business requirements.

The parties recognise the flexibility contained in existing award provisions in relation to Rostered Days Off (RDO's). In an effort to enhance more flexible work arrangements and to better suit the requirements of employees while still complementing Award provisions, it is agreed that employees participating in a 19 day month arrangement under this Agreement may have access to RDO's as follows: -

- RDO's will be taken to mutually suit the requirements of the employees affected and the operation of the work area
- Employees may elect to bank up to five (5) RDO's.
- Taking of RDO's
 - Council will keep a record of RDO's accrued in the name of each employee and, the hours accrued shall be shown on each employee's payslip each week.
 - Upon agreement with their supervisor, an employee may take an RDO or part thereof, after accruing one (1) day's entitlement as shown on their payslip. Subject to staffing requirements the supervisor shall not unreasonably withhold approval for any request for RDO's.
 - RDO's may be taken in conjunction with any other leave entitlement provided that leave application is made and approved.
 - RDO's will continue to be accrued by employees during periods of paid leave, but not during periods of Leave Without Pay.
- Any employee with an entitlement in excess of five (5) days RDO time may be directed by their supervisor to take or acquit such entitlement in excess of five (5) days.

Separation of Accrued Hours (for extended hours or TOIL) and RDO's on Payslips

- The parties agree that hours accrued for RDO's, Accrued leave/extended hours available to each employee will be shown separately on employees weekly pay slips. Details of any TOIL hours accrued in accordance with Council's Policy will be attached to the pay slips of affected employees monthly.

12.4 Nine (9) Day Fortnight – State Award Employees

Nine (9) Day Fortnight Rostered Day Off arrangements are provided for all State Award employees and those Officer Award employees who supervise State Award employees.

For each employee working 76 hours in each two (2) week period the ordinary hours of duty including one mid morning break of twenty (20) minutes but excluding a thirty (30) minute break for lunch shall be eight (8) hours and thirty (30) minutes per day for eight days and eight (8) hours on the ninth day (inclusive) (Herein called the "agreed

hours”) with the difference between the Award ordinary hours and the agreed hours being held in credit for application towards one (1) rostered day off in every two (2) week period.

Each work area shall pre-determine the roster for taking RDOs, which can be altered by mutual agreement. The roster shall have regard to the operational requirements of the work area and be approved by the Manager/Director of the work area.

Time sheets must be completed at the completion of the days work and are to be submitted daily prior to going home. RDO hours taken are to be specified on timesheet.

The parties recognise the flexibility contained in existing award provisions in relation to Rostered Days Off (RDO’s). In an effort to enhance more flexible work arrangements and to better suit the requirements of employees while still complementing Award provisions, it is agreed that State Award employees participating in a nine (9) day fortnight arrangements under this Agreement may have access to RDO’s as follows: -

- Employees may elect to bank up to five (5) RDO’s.
- Taking of RDO’s
 - Council will keep a record of RDO’s accrued in the name of each employee and, the hours accrued shall be shown on each employee’s payslip each week.
 - Upon agreement with their supervisor, an employee may take an RDO after accruing one (1) day’s entitlement as shown on their payslip provided five (5) working days notice is given by the employee if the RDO requested is additional or an alternative RDO from the usual roster for RDOs. Subject to staffing requirements the supervisor shall not unreasonably withhold approval for any request for RDO’s.
 - By special arrangement individuals can elect to alter their scheduled day of the RDO for personal reasons.
 - RDO’s may be taken in conjunction with any other leave entitlement provided that leave application is made and approved.
 - RDO’s will continue to be accrued by employees during periods of paid leave, but not during periods of Leave Without Pay.
 - Where an RDO falls on a Public Holiday, the employee shall be entitled to an alternative day off, either the next working day or at a date mutually agreeable with the supervisor.
- Any employee with an entitlement in excess of five (5) days RDO time may be directed by their supervisor to take or acquit such entitlement in excess of five (5) days.

Separation of Accrued Hours (for extended hours or TOIL) and RDO’s on Payslips

- The parties agree that hours accrued for RDO’s, Accrued leave/extended hours available to each employee will be shown separately on employees weekly pay slips. Details of any TOIL hours accrued in accordance with Council’s Policy will be attached to the pay slips of affected employees monthly.

13. EMPLOYMENT SECURITY

The Council is committed to security of employment for current permanent employees. The parties agree that the implementation of productivity and efficiency initiatives should enhance the operations of the Council.

The parties are committed to continually improving the job security of employees by:

- Training and educating employees and providing retraining where appropriate;
- Career development and equal opportunity;
- Using natural attrition and re-allocation after consultation in preference to retrenchment or redundancy;
- Timely advice to the parties and employees about any significant re-allocation of labour;
- The Council continuing to manage its workforce in order to minimise the need for involuntary labour reductions in the future.

14. STABILITY OF EMPLOYMENT

Where changes in work patterns affect job viability, redeployment and retraining of employees will be Council's priority.

Where job viability is affected and redeployment and retraining options have been exhausted, any termination of employment which may be necessitated as a result in changes of work practices shall be achieved in accordance with all relevant Award provisions and Employee Redundancy Provisions, which are contained in this Agreement.

Nothing in this clause shall override provisions of Council's disciplinary policies and procedures, nor the rights and obligations of Council and employees under relevant Industrial Awards and legislation relating to disciplinary matters.

15. WAGE INCREASE

All employees shall receive a wage increase of 4% per annum (or \$30 per week) whichever is the greater with first payment back dated to 1st July 2008 and second payment to be paid on or after 1st July 2009. The wage increases are shown in Schedule 1 attachment of this Agreement.

16. CATEGORIES OF EMPLOYMENT

16.1 Permanent Full Time Employee

A full time permanent employee is one who works the "ordinary hours" for an employee in that occupation and who is not classified as casual or fixed term appointee. "Ordinary hours" is defined in the relevant award pertaining to each employee.

"Ordinary hours" for employees are as follows:

- thirty-six and one quarter hours (36.25 hours) per week for employees covered by the Queensland Local Government Officers' Award 1998; and
- thirty-eight hours (38 hours) per week for employees covered by the Local Government (excluding Brisbane City Council) Award – State 2003, Building Trades Public Sector Award – State 2002 and the Engineering Award – State 2002.

Full time employment does not include part-time, casual or fixed term (temporary) as defined in this agreement.

16.2 Permanent Part Time Employee

A permanent part time employee is one who works a shorter number of hours than full –time work but works a regular number hours in a given period and is paid at the ordinary hourly rate. The normal benefits of full time work apply to part time employees but all accrue on a proportional terms. Part time employees do not accrue RDO hours as they do not work sufficient hours to allow for RDO accruals.

At the time of engagement the employer and employee will agree in writing on a pattern of work (i.e. specific days and/or hours to be worked) relevant to the position.

Part time employees will be paid at ordinary time when they agree to work additional hours up to the ordinary hours of a full time employee. Overtime will apply after exceeding 7 ¼ hours per day or 36 ¼ ordinary hours per week (Officer Award employees) or 7 hours & 36 minutes per day or 38 ordinary hours per week (State Award employees) in the same way that it applies to a full time employee.

A part time employee may refuse and the employer may not attempt to force a part time employee to work any hours over and above their normal part-time hours in circumstances what would be unreasonable having regard to:

- a. any risk to the employee's health and safety
- b. the employee's personal circumstances including family responsibilities
- c. the needs for the workplace or enterprise
- d. the notice (if any) given by the employer of the additional hours and by the employee of his or her intention to refuse it
- e. any other relevant matter.

16.3 Casual Employee

Casual employment may be defined as employment for fewer hours than the normal full-time working week, usually in a non-regular pattern. Definitions of casual employment in awards vary, although the more common ones include "employees who are engaged and paid as such" or "who are paid by the hour". In some cases casual employees work

full time hours. Casual employees are not permanent employees. Therefore they do not accrue the same benefits, such as overtime, annual leave, long service leave and payment for public holidays. Casual employees receive a loading to compensate for the absence of such benefits.

16.4 Fixed Term (Temporary) Employee

A fixed term (temporary) employee is one employed under a contract that operates for a specific period of time such as one year, such as Maternity Relief positions for example. The period is decided upon by agreement between the parties before the employee commences work. At the end of the specified time period, the contract comes to an end and employment is automatically terminated.

17. TRAVEL ALLOWANCE FOR TRANSFERRED EMPLOYEES

In the case of an Employee who is subject to a permanent forced transfer or temporary transfer from their principal place of employment within Council, and where the Employee's principal place of employment has moved more than 5 kilometres from where it existed prior to the transfer, the Employee shall receive:-

- (1) Payment at the Employee's ordinary time earnings, for any additional time taken to travel a distance greater than 5 kilometres from the Employee's original place of employment to the new principal place of employment, when the Employee is travelling in the Employee's private vehicle. In the case of any dispute over the distance travelled, the dispute will be resolved by using the RACQ Trip Planning tool to calculate the time travelled; and
- (2) An allowance paid at the rate per kilometre prescribed by the Australian Taxation Office (as amended from time to time) for the distance of any additional kilometres travelled from the Employee's original principal place of employment to the new principal place of employment. This allowance is not payable if a motor vehicle is supplied to the Employee by Council.
- (3) The conditions do not apply where an Employee commences and finishes work at his/her allocated workplace but undertakes duties at a workplace in another area or is appointed to, and accepts, a position assigned to another workplace in an other area.

18. ANNUAL LEAVE

From 1st January 2009 all employees will commence to accrue five (5) weeks annual leave for each year of employment.

Employees of the former Cardwell and Johnstone Shire councils who previously received five (5) weeks annual leave for each year of employment will continue to receive that benefit in accordance with the applicable parent award that is read in conjunction with this agreement which would normally cover their terms and conditions.

State Award employees of the former Cardwell Shire Council from 1st January 2009 will commence to accrue five (5) weeks annual leave for each year of employment in accordance with the applicable parent award that is read in conjunction with this agreement which would normally govern their terms and conditions.

19. LONG SERVICE LEAVE

At the commencement of this Agreement, each employee whose employment with the Johnstone or Cardwell Shire Council commenced prior to 1998 [i.e. at least ten years before the commencement of this Agreement] shall be credited with Long Service Leave accrual, less any Long Service Leave previously taken, calculated on the arrangements that applied to each individual employee and their former employer under the relevant Award, EBA or other industrial agreement.

From the date of commencement of this Agreement, all employees of the Cassowary Coast Regional Council, shall accrue Long Service Leave at the rate of 1.3 weeks per year of service.

An employee shall be entitled to access Long Service Leave only after having completed seven (7) Years of continuous service with the Council or its predecessor Councils.

An employee who has completed an initial period of seven (7) years service but less than ten (10) continuous years service and who terminates that service, or who dies, or whose service is terminated for any reason other than misconduct, shall be entitled to be paid their accrued entitlements as at the date of termination (i.e. a proportionate amount calculated on the basis of thirteen (13) weeks for each ten (10) years of service).

20. BEREAVEMENT LEAVE

Employees may be granted up to two (2) days bereavement leave, on full pay on each occasion, where the deceased person was a member of the immediate family/household of the employee as listed below:

Wife, de facto wife, husband, defacto husband, father, mother, father-in-law, mother-in-law, brother, sister, child or step-child, step-father, step-mother, half-brother, half-sister, step-brother, step-sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandson, grand-daughter, niece, nephew, aunt, uncle.

This shall be subject to the production of evidence of death satisfactory to the employer, or the completion of a statutory declaration under the provisions of the Oaths Act.

21. COMPASSIONATE LEAVE

Employees covered by this Agreement (excluding casual employees) are entitled to access accrued leave entitlements when a member of their family or household contract or develop a personal injury or illness that poses a serious threat to their life per occasion, which may be taken in single unbroken periods of two days or two separate periods of one day or as agreed by the employer and employee. The employee shall be paid for each hour (or part hour) of leave taken at the employee's basic periodic rate of pay (expressed as an hourly rate) immediately before the period begins. Casual employees may take two unpaid days of compassionate leave. The employee must present any evidence that the Council reasonably requires.

An employee may apply for additional periods of unpaid leave when a member of the employee's immediate family or household in Australia has an illness that poses a serious threat to the life and the period of compassionate leave entitlement provided above is insufficient.

For all compassionate leave "Immediate family" includes:

- (a) a spouse (including a former spouse, a *de facto* spouse and a former *de facto* spouse, spouse of the same sex) of the employee; and
- (b) child or an adult child (including an adopted child, a foster child, an ex-foster child, a stepchild or an ex-nuptial child), parent, grandparent, brother-in-law, sister-in-law, grandchild or sibling of the employee or spouse of the employee.

22. CULTURAL OR RELIGIOUS LEAVE

The parties agree that there is a growing recognition of the cultural differences in the multi-cultural workplace.

Recognising that cultural diversity enhances the workplace and aids equal opportunity and anti discrimination goals of the Council being met, the parties agree that:

- An employee who identifies as coming from such a background shall be given reasonable opportunity to practice the spiritual and cultural requirements of their culture.
- Where this involves time away from work the employee may take annual leave, accumulated rostered days off, TOIL or accumulated accrued hours.
- Any dispute about leave to meet cultural, spiritual or religious needs shall be referred to the dispute settling provisions contained in the relevant Award and Council Policy.

23. SPECIAL LEAVE – FLOODING AND NATURAL EVENTS

An amount of Special Leave – Flooding and Natural Events, being a maximum of two (2) days on an annual financial year basis and non-accruable, may be granted to Council's permanent staff who are unable to attend their normal place of work, or such other work place, that may be nominated on an individual or collective basis in respect of flooding and natural events, in the following circumstances:-

- Where the employee is unable to travel to work with a reasonable level of safety due to events such as flooding and cyclonic disturbances;
- Where the employee must, of necessity, remain at home to safeguard the employees family or property;
- Where the employee is required to return home before the employees usual ceasing time to ensure personal safety or the protection of the employees family or property;

- Where Special Leave – Flooding and Natural Events is sought on the basis of an employee being unable to safely travel to and from work, the employee must remain in a situation and/or condition of being able to attend work should suitable safe travel happen to be arranged.

Where flooding and natural events may exist, and Special Leave has been exhausted, then employees will be entitled to other types of leave and accruals in accordance with provisions that already exist.

In interpreting this agreement it is to be remembered that Council is a community service organisation and has a lead role to play in times of flooding and other natural events. In order to discharge this responsibility, it is essential that an adequate number of staff are available to fulfil various roles, and at various locations throughout the Shire, subject to the personal safety of employees and their families.

Council may nominate alternate places of work for certain employees whose presence may be desired in order to address flooding and natural events preparedness and response. For the purpose of this agreement, these alternate places of work are to be taken as the employees' normal work place, for the duration of the natural event.

24. SICK LEAVE PROVISIONS

The "Sick Leave Incentive Scheme" provided for some employees of the former Cardwell Shire Council will cease upon certification of this Agreement. Within one month of certification of this Agreement, employees of the former Cardwell Shire Council who were subject to the Local Government Officers Award 1998 and had access to the "Sick Leave Incentive Scheme" under the Cardwell Shire Council Enterprise Agreement 2004 will be paid out their entitlement under that Scheme, which applies to employment from 1 July 2002, and will have their sick leave accumulation reduced by the number of days paid out. However, an employee must retain at least fifteen (15) days of accumulated sick leave after such payout, and the payout may be reduced so as to retain the fifteen (15) days minimum accumulation.

Council will make payment of 50% of accumulated sick leave credits due to any Council employee up to a maximum of twenty (20) days, upon retirement, death or termination of services (for reasons other than misconduct).

25. LEAVE WITHOUT PAY

Leave without pay for special circumstances will be available to all employees at the discretion of the relevant Departmental Head, and such leave will not constitute a break in the continuity of service of the employee.

26. TRAINING AND DEVELOPMENT

The parties recognise that in order to increase the efficiency and productivity of the Council a significant commitment to structured training and skill development is required. Accordingly the Council commits itself to:

- Developing a more highly skilled and flexible workforce, and
- Providing employees with career opportunities through appropriate structured training, recognised, where practicable, by the Australian Standards Framework, and supported by on the job skills based training and technical skills training to the extent that this is able to be provided.

A training and development program shall be developed in consultation with employees to ensure the current and future needs of the Council are addressed.

Where possible training and skills development is to be carried out in normal working hours. It is agreed that no employee will suffer from loss of normal pay due to attendance at training.

Council agrees to assist employees with studies undertaken as provided under Council's Study Assistance Policy.

Consideration will be given to employees' family responsibilities relative to any training outside normal working hours.

27. UNION REPRESENTATION

The parties acknowledge that structured, collective industrial relations will continue as a fundamental principle of the enterprise. This principle recognises the important role that employee's membership of unions has in maintaining a stable, safe and efficient working environment. An open, structured and accountable approach to industrial relations has traditionally been implemented by employees being members of the unions party to this Agreement. The parties agree to promote this approach to union membership into the future.

An introduction to the workplace union delegate or provision of the name and telephone number of relevant workplace union delegate shall form part of the official induction program and adequate time shall be allowed to ensure union membership can be discussed.

The Council shall allow reasonable access to its employees during normal working hours by accredited officials of the Unions party to this Agreement subject to prior notification being given to the Supervisor of the employee affected, or notification to Chief Executive Officer or Manager Human Resources if the Union official(s) wish to address the entire workforce or part of workforce.

The Council shall allow workplace union delegates adequate time, during normal working hours, to attend to union duties and facilities such as computer, photocopying meeting rooms and telephone.

27.1 Trade Union Training Leave

Council agrees to allow reasonable opportunity for employees to attend seminars and courses conducted by the authorized Union training courses.

Upon written application by an employee to an Employer, such application being endorsed by the Union concerned and giving to the Employer at least one month's notice, such employee shall be granted up to five (5) working days' leave (non-cumulative) on ordinary pay each calendar year to attend courses and seminars conducted by the Union concerned.

"Ordinary" pay shall mean at the ordinary weekly rate paid to the employee exclusive of any allowance for travelling time and fares or shift work.

The granting of such leave shall be subject to the convenience of the Employer and so that the operations of the Employer will not be unduly affected.

The scope, content and level of the course shall be such as to contribute to a better understanding of industrial relations within the Employer's operations.

In granting such paid leave, the Employer is not responsible for any additional costs except the payment of extra remuneration when relieving arrangements are instituted to cover the absence of the employee.

Leave granted to attend courses will not incur additional payment if such course coincided with the employee's Rostered Day Off or with any other concessional leave.

27.2 Deduction of Union Fees

The Employer shall, on the written request of any employee, pay to the a Union nominated by the employee out of the money due to such employee in respect of wages, the annual contribution of such employee as a member of that union.

28. SALARY SACRIFICE

An employee may elect to have their [compulsory 6%] employee superannuation contributions deducted from pre-tax pay, together with the applicable [15%] superannuation contributions tax for members of the defined benefit fund of LGSuper, which will be deposited in the employees LGSuper account. An employee may separately or in addition, have an amount deducted for their pre-tax salaries/wages and paid directly into the Local Government Superannuation Scheme [NB 15% superannuation contributions tax will be deducted for pre-tax voluntary contributions]. To facilitate this, the employee must sign and submit a written "salary sacrifice" agreement to allow such contributions from "before tax" pay.

An employee must seek independent financial advice on salary sacrificing from an appropriately qualified financial advisor and enter into an agreement through a third party for items other than superannuation and/or approved "in house" items. Provided there is no cost to Council [including GST, FBT and administration costs] and the proposed arrangement complies with the Australian Taxation Office guidelines and the Superannuation guidelines, an employee may make application to salary-sacrifice pre-tax pay for other items.

The parties agree that the Council will not be responsible for the provision of any financial or taxation advice to an employee in regard to any salary sacrifice proposal and that the Council will not accept any liability in the event that any salary sacrifice proposal does not produce the financial benefit expected by an employee.

Council has the right to withdraw the facility if changes in the relevant laws mean that Council will incur an additional cost or the scheme itself becomes unlawful.

29. CLASSIFICATION AND RECLASSIFICATION

In undertaking the development of Cassowary Coast Regional Council's initial organisational structure and classifications of positions, the Council undertakes to complete this process by 31st December 2009.

When an employee accepts redeployment to a position that is a lower classification level than their previous classification level, Council agrees to pay the employee's accrued entitlements up to the date of the change at the pre-income maintenance rate of pay.

In undertaking any classification or reclassification process involving employees employed under the Engineering Award – State 2002, the Council commits to undertake this in accordance with the procedure contained in the Engineering Award – State 2002.

The following provisions will apply to the classification, review and reclassification of positions within Council's approved Organizational structure once the initial structure and classifications have been determined.

All steps in the review process prior to review by the Chief Executive Officer will result in reference to further review, agreement on current classification or recommendation for reclassification only. Approval of reclassification rests solely with Council or its delegate. All recommendations will be referred through the Chief Executive Officer.

An initial Position Description shall be established for each position as agreed between the incumbent and the immediate supervisor and approved by the Chief Executive Officer.

The Position Description shall be reviewed, at least annually, on the anniversary of the appointment to the position of the incumbent. The review shall be conducted during the annual appraisal of the employee concerned, in the first instance by the incumbent and their immediate supervisor and the classification of the position agreed as a result of the review.

In the event that agreement cannot be reached in developing and/or reviewing the Position Description at first instance, the matter shall be referred to the relevant Department Manager for further review, together with the incumbent and immediate supervisor. A relevant workplace Union delegate or Union Official may accompany the incumbent at this stage.

A copy of the approved and verified Position Description shall be given to the incumbent and a further copy shall be retained on the employee's Personnel file.

30. COUNCIL UNIFORMS

The Council will provide all State Award employees with an allocation of protective clothing upon commencement of employment with Council comprising five (5) long sleeved shirts and three (3) pairs of shorts or trousers and one (1) pair of work boots upon commencement with Council.

After the initial allocation of protective clothing, replacement items will be issued on production of worn, faded or damaged items to the Purchasing & Stores Section.

Appropriate Personal Protective Equipment (PPE) will be provided upon commencement of employment and will be replaced on fair wear and tear basis.

Existing Officer Award employees will receive an annual allowance of \$300 to purchase corporate uniform items from the authorised uniform supplier. New Officer Award employees shall receive \$400 in their first year of employment and \$300 per annum in subsequent years.

Officer Award Employees will be provided with Protective Clothing and Personal Protective Equipment (PPE) subject to written recommendation or approved internal requisition being provided to Purchasing and Stores section by the relevant Departmental Manager.

31. PLUMBERS ON CALL ARRANGEMENTS

The Parties agree that the Plumbers On-Call Agreement entered into between Council and plumbers employed by Council in 1994 be incorporated into this agreement with the intent that the Plumbers On-Call Agreement ceases to operate upon certification of this Agreement and the provisions contained in this agreement apply in lieu thereof.

It is agreed between the parties that the following provisions be implemented from the date of certification of the Agreement to provide for a plumber to be on call for 24 hours a day, seven days a week to answer emergency plumbing calls.

It is agreed between the parties that Plumbers On-Call Allowance arrangements will be reviewed if and when amendments to the Building Trades Public Sector Award – State are made covering On-Call Arrangements and associated allowances.

Provisions to apply are as follows: -

- A roster will be drawn up involving all eligible plumbers employed by Council, whereby each plumber will be on call for a seven (7) day period on a rotational basis.
- In order to be eligible to be part of the roster a plumber must hold a current 'C' Class Queensland driver's licence and be directly accessible by telephone during out of work hours on the relevant rostered week.
- A plumber who is required by Council to be on call for emergency work outside ordinary working hours shall be paid an allowance at the rate of 30% of gross Building Trade Level 3 (BT3) at ordinary time for each week for which the plumber is required to be on call.
- Plumbers called out on emergency work shall be entitled to payment for such work from the time of leaving home to commence that work until they return home from such work PROVIDED THAT the plumbers shall ensure that they return home within a reasonable time and payment shall be calculated accordingly. In any event, payment shall not be less than two (2) hours wages at overtime rates. When the actual time involved exceeds two (2) hours, payment at overtime rates shall apply as per Award.
- Where a plumber is required to remain on call on any statutory holiday, he/she shall be paid for such statutory holiday a sum equal to his/her pay for a working day of eight hours.

Provided that if any plumber whilst on call is required to perform any other work for which rates of pay are fixed by the relevant Award, he/she shall be paid for the time so worked at the prescribed overtime rate in lieu of the above rate and the sum aforementioned shall be reduced by an amount bearing the same proportion to such sum as the time worked at overtime rates bears to the period of eight hours.

Provided further, if the time worked by the plumber at overtime rates is eight hours or more, then the employee shall be entitled to receive only the amount earned by him/her at overtime.

- A plumber whose period of on call duty includes or coincides with a Public Holiday shall have added to the plumber's annual leave entitlement one day for each such holiday on which such plumber is required to be on call.
- A plumber who is rostered on call for a specified week shall not elect to take a rostered day off during the "on call" week.
- A Council vehicle shall be provided for take home and call out use during the on "on call" week. No private use of the Council vehicle is permitted unless otherwise authorised by the relevant manager. A mobile telephone, for Council business use only, will also be provided.
- Plumbers on call will maintain a full log of all call outs attended.

32. TRADE ALLOWANCE

Upon certification of this Agreement, employees employed under the Engineering Award - State 2002 and who have successfully completed a relevant trade apprenticeship or its Australian Qualifications Framework equivalent ("Qualified Tradesperson"), shall receive a one-off increase to their hourly rate of pay of \$1.00 per hour exclusive of any allowances.

33. REDUNDANCY PROVISIONS

Where organisational, technological or change in business or trading activity occurs, the employer will, as early as possible, consult affected employees and their representatives regarding measures to avert, minimise or mitigate the numbers and adverse affects of any proposed redundancies on the employees concerned.

Redundancy will occur when an employer makes a definite decision that the job the employee has been doing is no longer required, there are no alternate duties or employment available with the employer and that decision leads to the termination of employment of the employee, except where this is due to the ordinary customary turnover of labour.

33.1 Transfer to lower paid duties

When an employee is transferred to lower paid duties by reason of redundancy, the same period of notice must be given as the employee would have been entitled to if the employment had been terminated and the employer may at the employer's option, make payment in lieu of an amount equal to the difference between the former ordinary rate of pay and the now ordinary time rate for the number of weeks of notice still owing.

33.2 Severance Pay

An employee whose employment is terminated by reason of redundancy is entitled to severance pay as described below.

2 week's pay per year of service to maximum of 52 week's pay, with a minimum payment of 4 week's pay. An Incentive Payment of \$6500 or 8 week's pay may be offered to an employee who accepts voluntary redundancy and terminates their employment on an agreed date. This Incentive Payment may be withdrawn if the employee has not accepted offer and terminated employment by the specified date or may be reduced by one week's pay for each week after the specified date that the employee delays acceptance of the offer.

Week's pay means the ordinary time rate of pay for the employee concerned. Provided that such rate shall exclude: overtime, penalty rates, disability allowances, shift allowances, special rates, fares and travelling time allowances, bonuses and any other ancillary payments of a like nature.

33.3 Employee leaving during notice period

An employee given notice of termination in circumstances of redundancy may terminate his/her employment during the period of notice set out in the relevant parent awards detailed under Clause 5.1 of this Agreement. In the circumstance the employee will be entitled to receive the benefits and payments they would have received under this Clause had they remained with the employer until the expiry of the notice but will not be entitled to payment in lieu of notice.

33.4 Alternative Employment

The employer need not pay or comply with general severance pay prescription if suitable alternative employment is obtained utilising the employee skills and experience in the same locality and on similar terms and conditions or in circumstances involving Transmission of Business where an employee's pay, conditions and entitlements are transferred to a new employer.

33.5 Job Search

During the period of notice of termination given by the employer in accordance with the relevant parent awards detailed in Clause 3 of this Agreement, an employee shall be allowed up to one (1) day time off without loss of pay during the period of notice for the purpose of seeking other employment. The employee shall, at the request of the employer, be required to produce proof of attendance at an interview or he/she shall not receive payment for the time absent. The employer may, at their sole discretion, allow an employee additional time off during the periods of notice to attend interview without loss of ordinary pay.

33.6 Employees Exempted

This Clause does not apply to:

- Probationary employees
- Apprentices or Trainees
- Employees engaged for a specific period of time or for a specified task or tasks
- Casual employees
- An employee whose employment is terminated for poor performance, misconduct or other disciplinary reason with notice or payment in lieu
- An employee whose employment is terminated as a consequence of serious misconduct that justifies dismissal without notice

33.7 Incapacity to Pay

The employer need not pay or comply with the severance pay prescription on the basis of incapacity to pay.

33.8 Redundancy Disputes

Any dispute in relation to a redundancy decision or application of this clause shall be resolved in accordance with the Grievance Settlement Procedure in Clause 6 of this Agreement.

34. COPY OF AGREEMENT

All current employees will be given a copy of this Agreement by the Council. Council will also provide all future employees with a copy of the Agreement upon commencement of employment.

SCHEDULE 1 – WAGE INCREASE

CCRC pay rates with EB from 1/07/2008 to 30/06/2009

Local Government Employees

Award (LGEA)

	Normal rate	With EB		Casual 23%	With EB	
	Annual	Weekly	Hourly	Annual	Weekly	Hourly
Level 1						
- first 6 m	\$ 35,952.77	\$ 691.40	\$ 18.19	\$ 44,221.91	\$ 850.42	\$ 22.38
- thereafter	\$ 36,761.19	\$ 706.95	\$ 18.60	\$ 45,216.26	\$ 869.54	\$ 22.88
Level 2 - labourers	\$ 37,446.26	\$ 720.12	\$ 18.95	\$ 46,058.90	\$ 885.75	\$ 23.31
Level 3 - gangers, water	\$ 38,131.13	\$ 733.29	\$ 19.30	\$ 46,901.29	\$ 901.95	\$ 23.74
Level 4 - ldng hands, more exp	\$ 38,823.33	\$ 746.60	\$ 19.65	\$ 47,752.70	\$ 918.32	\$ 24.17
Level 5 - plant ops, ldng hands	\$ 39,508.20	\$ 759.77	\$ 19.99	\$ 48,595.09	\$ 934.52	\$ 24.59
Level 6 - plant ops	\$ 40,897.44	\$ 786.49	\$ 20.70	\$ 50,303.85	\$ 967.38	\$ 25.46
Level 7 - snr plant operator	\$ 42,324.09	\$ 813.92	\$ 21.42	\$ 52,058.63	\$ 1,001.13	\$ 26.35
Level 8 - sewerage	\$ 43,879.64	\$ 843.84	\$ 22.21	\$ 53,971.96	\$ 1,037.92	\$ 27.31
Level 9 - acting foremen	\$ 45,304.18	\$ 871.23	\$ 22.93	\$ 55,724.14	\$ 1,071.62	\$ 28.20

Building Trades Award

	Normal rate	With EB		Casual 23%	With EB	
	Annual	Weekly	Hourly	Annual	Weekly	Hourly
BTPSAS BT1	\$ 39,511.46	\$ 759.84	\$ 20.00	\$ 48,599.10	\$ 934.60	\$ 24.59
BTPSAS BT2	\$ 41,442.48	\$ 796.97	\$ 20.97	\$ 50,974.25	\$ 980.27	\$ 25.80
BTPSAS BT3	\$ 43,416.72	\$ 834.94	\$ 21.97	\$ 53,402.57	\$ 1,026.97	\$ 27.03
BUILDING WORKER 1 (a) 85%	\$ 33,818.74	\$ 650.36	\$ 17.11	\$ 41,265.38	\$ 793.57	\$ 20.88
BUILDING WORKER 1(b) 88%	\$ 34,957.28	\$ 672.26	\$ 17.69	\$ 42,721.81	\$ 821.57	\$ 21.62
BUILDING WORKER 1(c) 90%	\$ 35,716.31	\$ 686.85	\$ 18.08	\$ 43,692.76	\$ 840.25	\$ 22.11
BUILDING WORKER 1(d) 92.4%	\$ 36,627.15	\$ 704.37	\$ 18.54	\$ 44,857.90	\$ 862.65	\$ 22.70
BUILDING WORKER 2 96%	\$ 37,993.40	\$ 730.64	\$ 19.23	\$ 46,605.61	\$ 896.26	\$ 23.59

Engineering Award

Classification	Normal rate	With EB		Casual 23%	With EB	
	Annual	Weekly	Hourly	Annual	Weekly	Hourly
PAINTER - L/H 1 MAN	\$ 38,867.70	\$ 747.46	\$ 19.67	\$ 47,807.27	\$ 919.37	\$ 24.19
WELDER - C10	\$ 39,509.22	\$ 759.79	\$ 19.99	\$ 48,596.34	\$ 934.55	\$ 24.59
BOILERMAKER - C10	\$ 39,508.20	\$ 759.77	\$ 19.99	\$ 48,595.09	\$ 934.52	\$ 24.59
BOILERMAKER - C8	\$ 42,323.03	\$ 813.90	\$ 21.42	\$ 52,057.33	\$ 1,001.10	\$ 26.34
BOILERMAKER - C7	\$ 43,879.64	\$ 843.84	\$ 22.21	\$ 53,971.96	\$ 1,037.92	\$ 27.31
BOILERMAKER - APP 1Y	\$ 16,739.12	\$ 321.91	\$ 8.47			
BOILERMAKER - APP 2Y	\$ 22,430.98	\$ 431.37	\$ 11.35			
BOILERMAKER - APP 3Y	\$ 30,020.95	\$ 577.33	\$ 15.19			
BOILERMAKER - APP 4Y	\$ 35,712.81	\$ 686.78	\$ 18.07			
FITTER - C10	\$ 39,508.20	\$ 759.77	\$ 19.99	\$ 48,595.09	\$ 934.52	\$ 24.59
FITTER - C8	\$ 42,323.03	\$ 813.90	\$ 21.42	\$ 52,057.33	\$ 1,001.10	\$ 26.34
FITTER - APP 1ST YR	\$ 16,739.12	\$ 321.91	\$ 8.47	\$ 20,589.12	\$ 395.94	\$ 10.42
FITTER - APP 2ND YR	\$ 22,430.98	\$ 431.37	\$ 11.35	\$ 27,590.11	\$ 530.58	\$ 13.96
FITTER - APP 3RD YR	\$ 30,020.95	\$ 577.33	\$ 15.19	\$ 36,925.77	\$ 710.11	\$ 18.69
FITTER - APP 4TH YR	\$ 35,712.81	\$ 686.78	\$ 18.07	\$ 43,926.76	\$ 844.75	\$ 22.23
MECHANIC	\$ 39,508.20	\$ 759.77	\$ 19.99	\$ 48,595.09	\$ 934.52	\$ 24.59
MECHANIC - APP 1ST Y	\$ 16,739.12	\$ 321.91	\$ 8.47	\$ 20,589.12	\$ 395.94	\$ 10.42
MECHANIC - APP 2ND Y	\$ 22,430.98	\$ 431.37	\$ 11.35	\$ 27,590.11	\$ 530.58	\$ 13.96
MECHANIC - APP 3RD Y	\$ 30,020.95	\$ 577.33	\$ 15.19	\$ 36,925.77	\$ 710.11	\$ 18.69
MECHANIC - APP 4TH Y	\$ 35,712.81	\$ 686.78	\$ 18.07	\$ 43,926.76	\$ 844.75	\$ 22.23
CASUAL C6 L/HAND				\$ 60,114.03	\$ 1,156.04	\$ 30.42
FITTER - L/HAND C8	\$ 43,817.42	\$ 842.64	\$ 22.17	\$ 53,895.42	\$ 1,036.45	\$ 27.28
FITTER - L/HAND C10	\$ 40,961.58	\$ 787.72	\$ 20.73	\$ 50,382.74	\$ 968.90	\$ 25.50
FITTER - C7	\$ 43,879.64	\$ 843.84	\$ 22.21	\$ 53,971.96	\$ 1,037.92	\$ 27.31
FITTER - L/HAND C7	\$ 45,374.88	\$ 872.59	\$ 22.96	\$ 55,811.10	\$ 1,073.29	\$ 28.24

Engineering Award**Classification**

FITTER - L/HAND C6

FITTER - C6

Normal rate	With EB		Casual 23%	With EB	
	Annual	Weekly		Hourly	Annual
\$ 50,827.47	\$ 977.45	\$ 25.72	\$ 62,517.79	\$ 1,202.27	\$ 31.64
\$ 49,332.03	\$ 948.69	\$ 24.97	\$ 60,678.39	\$ 1,166.89	\$ 30.71

CCRC pay rates with EB from 1/07/2009**Local Government Employees****Award**

Level 1

- first 6 m

- thereafter

Level 2 - labourers

Level 3 - gangers, water

Level 4 - ldng hands, more exp

Level 5 - plant ops, ldng hands

Level 6 - plant ops

Level 7 - snr plant operator

Level 8 - sewerage

Level 9 - acting foremen

Normal rate	With EB		Casual 23%	With EB	
	Annual	Weekly		Hourly	Annual
\$ 37,512.77	\$ 721.40	\$ 18.98	\$ 46,140.71	\$ 887.32	\$ 23.35
\$ 38,321.19	\$ 736.95	\$ 19.39	\$ 47,135.06	\$ 906.44	\$ 23.85
\$ 39,006.26	\$ 750.12	\$ 19.74	\$ 47,977.70	\$ 922.65	\$ 24.28
\$ 39,691.13	\$ 763.29	\$ 20.09	\$ 48,820.09	\$ 938.85	\$ 24.71
\$ 40,383.33	\$ 776.60	\$ 20.44	\$ 49,671.50	\$ 955.22	\$ 25.14
\$ 41,088.53	\$ 790.16	\$ 20.79	\$ 50,538.89	\$ 971.90	\$ 25.58
\$ 42,533.34	\$ 817.95	\$ 21.52	\$ 52,316.00	\$ 1,006.08	\$ 26.48
\$ 44,017.05	\$ 846.48	\$ 22.28	\$ 54,140.98	\$ 1,041.17	\$ 27.40
\$ 45,634.82	\$ 877.59	\$ 23.09	\$ 56,130.83	\$ 1,079.44	\$ 28.41
\$ 47,116.35	\$ 906.08	\$ 23.84	\$ 57,953.11	\$ 1,114.48	\$ 29.33

Building Trades Award

BTPSAS BT1

BTPSAS BT2

BTPSAS BT3

BUILDING WORKER 1 (a) 85%

BUILDING WORKER 1(b) 88%

BUILDING WORKER 1(c) 90%

BUILDING WORKER 1(d) 92.4%

BUILDING WORKER 2 96%

Normal rate	With EB		Casual 23%	With EB	
	Annual	Weekly		Hourly	Annual
\$ 41,091.92	\$ 790.23	\$ 20.80	\$ 50,543.06	\$ 971.98	\$ 25.58
\$ 43,100.18	\$ 828.85	\$ 21.81	\$ 53,013.22	\$ 1,019.49	\$ 26.83
\$ 45,153.39	\$ 868.33	\$ 22.85	\$ 55,538.67	\$ 1,068.05	\$ 28.11
\$ 35,171.49	\$ 676.37	\$ 17.80	\$ 43,260.93	\$ 831.94	\$ 21.89
\$ 36,355.58	\$ 699.15	\$ 18.40	\$ 44,717.36	\$ 859.95	\$ 22.63
\$ 37,144.97	\$ 714.33	\$ 18.80	\$ 45,688.31	\$ 878.62	\$ 23.12
\$ 38,092.24	\$ 732.54	\$ 19.28	\$ 46,853.45	\$ 901.03	\$ 23.71
\$ 39,513.14	\$ 759.87	\$ 20.00	\$ 48,601.16	\$ 934.64	\$ 24.60

Engineering Award**Classification**

PAINTER - L/H 1 MAN

WELDER - C10

BOILERMAKER - C10

BOILERMAKER - C8

BOILERMAKER - C7

BOILERMAKER - APP 1Y

BOILERMAKER - APP 2Y

BOILERMAKER - APP 3Y

BOILERMAKER - APP 4Y

FITTER - C10

FITTER - C8

FITTER - APP 1ST YR

FITTER - APP 2ND YR

FITTER - APP 3RD YR

FITTER - APP 4TH YR

MECHANIC

MECHANIC - APP 1ST Y

MECHANIC - APP 2ND Y

MECHANIC - APP 3RD Y

MECHANIC - APP 4TH Y

Normal rate	With EB		Casual 23%	With EB	
	Annual	Weekly		Hourly	Annual
\$ 40,427.70	\$ 777.46	\$ 20.46	\$ 49,726.07	\$ 956.27	\$ 25.17
\$ 41,089.59	\$ 790.18	\$ 20.79	\$ 50,540.19	\$ 971.93	\$ 25.58
\$ 41,088.53	\$ 790.16	\$ 20.79	\$ 50,538.89	\$ 971.90	\$ 25.58
\$ 44,015.95	\$ 846.46	\$ 22.28	\$ 54,139.62	\$ 1,041.15	\$ 27.40
\$ 45,634.82	\$ 877.59	\$ 23.09	\$ 56,130.83	\$ 1,079.44	\$ 28.41
\$ 18,299.12	\$ 351.91	\$ 9.26			
\$ 23,990.98	\$ 461.37	\$ 12.14			
\$ 31,580.95	\$ 607.33	\$ 15.98			
\$ 37,272.81	\$ 716.78	\$ 18.86			
\$ 41,088.53	\$ 790.16	\$ 20.79	\$ 50,538.89	\$ 971.90	\$ 25.58
\$ 44,015.95	\$ 846.46	\$ 22.28	\$ 54,139.62	\$ 1,041.15	\$ 27.40
\$ 18,299.12	\$ 351.91	\$ 9.26	\$ 22,507.92	\$ 432.84	\$ 11.39
\$ 23,990.98	\$ 461.37	\$ 12.14	\$ 29,508.91	\$ 567.48	\$ 14.93
\$ 31,580.95	\$ 607.33	\$ 15.98	\$ 38,844.57	\$ 747.01	\$ 19.66
\$ 37,272.81	\$ 716.78	\$ 18.86	\$ 45,845.56	\$ 881.65	\$ 23.20
\$ 41,088.53	\$ 790.16	\$ 20.79	\$ 50,538.89	\$ 971.90	\$ 25.58
\$ 18,299.12	\$ 351.91	\$ 9.26	\$ 22,507.92	\$ 432.84	\$ 11.39
\$ 23,990.98	\$ 461.37	\$ 12.14	\$ 29,508.91	\$ 567.48	\$ 14.93
\$ 31,580.95	\$ 607.33	\$ 15.98	\$ 38,844.57	\$ 747.01	\$ 19.66
\$ 37,272.81	\$ 716.78	\$ 18.86	\$ 45,845.56	\$ 881.65	\$ 23.20

Engineering Award**Classification**

CASUAL C6 L/HAND
 FITTER - L/HAND C8
 FITTER - L/HAND C10
 FITTER - C7
 FITTER - L/HAND C7
 FITTER - L/HAND C6
 FITTER - C6

Normal rate	With EB		Casual 23%	With EB		
	Annual	Weekly		Hourly	Annual	Weekly
			\$ 62,518.59	\$ 1,202.28	\$ 31.64	
\$ 45,570.11	\$ 876.35	\$ 23.06	\$ 56,051.24	\$ 1,077.91	\$ 28.37	
\$ 42,600.04	\$ 819.23	\$ 21.56	\$ 52,398.05	\$ 1,007.65	\$ 26.52	
\$ 45,634.82	\$ 877.59	\$ 23.09	\$ 56,130.83	\$ 1,079.44	\$ 28.41	
\$ 47,189.87	\$ 907.50	\$ 23.88	\$ 58,043.54	\$ 1,116.22	\$ 29.37	
\$ 52,860.57	\$ 1,016.55	\$ 26.75	\$ 65,018.50	\$ 1,250.36	\$ 32.90	
\$ 51,305.31	\$ 986.64	\$ 25.96	\$ 63,105.53	\$ 1,213.57	\$ 31.94	

Casswary Coast Regional Council New Wages Schedule

01/07/2010

Local Government Employees Award (outside)						
	Normal rate			Casual 23%		
	Annual \$	Weekly \$	Hourly \$	Annual \$	Weekly \$	Hourly \$
Level 1 - first 6 m	39,176.77	753.40	19.83	48,187.43	926.68	17.82
Level 1 - after 6 months	39,985.19	768.95	20.24	49,181.78	945.80	18.19
Level 2	40,670.26	782.12	20.58	50,024.42	962.01	18.50
Level 3	41,355.13	795.29	20.93	50,866.81	978.21	18.81
Level 4	42,047.33	808.60	21.28	51,718.22	994.58	19.13
Level 5	42,752.53	822.16	21.64	52,585.61	1,011.26	19.45
Level 6	44,234.67	850.67	22.39	54,408.65	1,046.32	20.12
Level 7	45,777.73	880.34	23.17	56,306.61	1,082.82	20.82
Level 8	47,460.21	912.70	24.02	58,376.06	1,122.62	21.59
Level 9	49,001.00	942.33	24.80	60,271.23	1,159.06	22.29

Building Trades Award						
	Normal rate			Casual 23%		
	Annual \$	Weekly \$	Hourly \$	Annual \$	Weekly \$	Hourly \$
BTPSAS BT1	42,755.92	822.23	21.64	52,589.78	1,011.34	26.61
BTPSAS BT2	44,824.19	862.00	22.68	55,133.75	1,060.26	27.90
BTPSAS BT3	46,959.53	903.07	23.76	57,760.22	1,110.77	29.23

Engineering Award						
	Normal rate			Casual 23%		
	Annual \$	Weekly \$	Hourly \$	Annual \$	Weekly \$	Hourly \$
BOILERMAKER -C10	42,752.53	822.16	21.64	52,585.61	1,011.26	26.61
BOILERMAKER - C7	47,460.21	912.70	24.02	58,376.06	1,122.62	29.54
BOILERMAKER - C8	45,776.59	880.32	23.17	56,305.20	1,082.79	28.49
CASUAL C6 L/HAND				65,019.33	1,250.37	32.90
FITTER - C6	53,357.52	1,026.11	27.00	65,629.75	1,262.11	33.21
FITTER - C7	47,460.21	912.70	24.02	58,376.06	1,122.62	29.54
FITTER - C8	45,776.59	880.32	23.17	56,305.20	1,082.79	28.49
FITTER - C10	42,752.53	822.16	21.64	52,585.61	1,011.26	26.61
FITTER - L/HAND C5	57,595.25	1,107.60	29.15	67,619.24	1,300.37	34.22
FITTER - L/HAND C6	54,974.99	1,057.21	27.82	67,619.24	1,300.37	34.22
FITTER - L/HAND C7	49,077.46	943.80	24.84	60,365.28	1,160.87	30.55
FITTER - L/HAND C8	47,392.91	911.40	23.98	58,293.28	1,121.02	29.50
FITTER - L/HAND C10	44,304.04	852.00	22.42	54,493.97	1,047.96	27.58
MECHANIC	42,752.53	822.16	21.64	52,585.61	1,011.26	26.61
PAINTER - L/H 1 MAN	42,091.70	809.46	21.30	51,772.79	995.63	26.20
WELDER - C10	42,753.59	822.18	21.64	52,586.92	1,011.29	26.61

Queensland Local Government Officers Award (inside)									
	Normal Rate			Casual Mon to Fri			Casual Sat/Sun		
	Annual \$	Weekly \$	Hourly \$	25%			31%		
	Annual \$	Weekly \$	Hourly \$	Annual \$	Weekly \$	Hourly \$	Annual \$	Weekly \$	Hourly \$
Jnr < 17	26,573.36	511.03	14.10	33,216.70	638.78	17.62	34,811.10	669.44	18.47
Jnr 17	28,094.44	540.28	14.90	35,118.04	675.35	18.63	36,803.71	707.76	19.52
Jnr 18	31,141.02	598.87	16.52	38,926.28	748.58	20.65	40,794.74	784.51	21.64
Jnr 19	34,186.40	657.43	18.14	42,733.00	821.79	22.67	44,784.19	861.23	23.76
Jnr 20	37,230.76	715.98	19.75	46,538.45	894.97	24.69	48,772.30	937.93	25.87
Level 1									
A	40,521.92	779.27	21.50	50,652.40	974.08	26.87	53,083.72	1,020.84	28.16
B	41,224.37	792.78	21.87	51,530.46	990.97	27.34	54,003.92	1,038.54	28.65
C	42,206.02	811.65	22.39	52,757.53	1,014.57	27.99	55,289.89	1,063.27	29.33
D	43,302.62	832.74	22.97	54,128.27	1,040.93	28.72	56,726.43	1,090.89	30.09
E	44,465.18	855.10	23.59	55,581.47	1,068.87	29.49	58,249.38	1,120.18	30.90
F	45,649.32	877.87	24.22	57,061.65	1,097.34	30.27	59,800.61	1,150.01	31.72
Level 2									
A	46,997.93	903.81	24.93	58,747.42	1,129.76	31.17	61,567.29	1,183.99	32.66
B	48,183.18	926.60	25.56	60,228.97	1,158.25	31.95	63,119.96	1,213.85	33.49
C	49,368.43	949.39	26.19	61,710.53	1,186.74	32.74	64,672.64	1,243.70	34.31
D	50,552.35	972.16	26.82	63,190.44	1,215.20	33.52	66,223.58	1,273.53	35.13
Level 3									
A	51,735.42	994.91	27.45	64,669.28	1,243.64	34.31	67,773.41	1,303.33	35.95
B	52,921.76	1,017.73	28.08	66,152.20	1,272.16	35.09	69,327.51	1,333.22	36.78
C	54,107.01	1,040.52	28.70	67,633.76	1,300.65	35.88	70,880.18	1,363.08	37.60
D	55,291.16	1,063.29	29.33	69,113.95	1,329.11	36.67	72,431.42	1,392.91	38.43
Level 4									
A	56,474.23	1,086.04	29.96	70,592.78	1,357.55	37.45	73,981.24	1,422.72	39.25
B	57,659.47	1,108.84	30.59	72,074.34	1,386.05	38.24	75,533.91	1,452.58	40.07
C	58,844.71	1,131.63	31.22	73,555.89	1,414.54	39.02	77,086.57	1,482.43	40.89
D	60,029.95	1,154.42	31.85	75,037.44	1,443.03	39.81	78,639.24	1,512.29	41.72
Level 5									
A	61,215.20	1,177.22	32.47	76,519.00	1,471.52	40.59	80,191.91	1,542.15	42.54
B	62,396.96	1,199.94	33.10	77,996.20	1,499.93	41.38	81,740.02	1,571.92	43.36
C	63,576.30	1,222.62	33.73	79,470.38	1,528.28	42.16	83,284.96	1,601.63	44.18
Level 6									
A	65,557.62	1,260.72	34.78	81,947.02	1,575.90	43.47	85,880.48	1,651.55	45.56
B	67,531.93	1,298.69	35.83	84,414.92	1,623.36	44.78	88,466.83	1,701.29	46.93
C	69,507.34	1,336.68	36.87	86,884.17	1,670.85	46.09	91,054.61	1,751.05	48.30
Level 7									
A	71,611.65	1,377.15	37.99	89,514.57	1,721.43	47.49	93,811.27	1,804.06	49.77
B	73,721.60	1,417.72	39.11	92,152.00	1,772.15	48.89	96,575.29	1,857.22	51.23
C	75,833.40	1,458.33	40.23	94,791.75	1,822.92	50.29	99,341.75	1,910.42	52.70
Level 8									
A	78,366.82	1,507.05	41.57	97,958.52	1,883.82	51.97	102,660.53	1,974.24	54.46
B	80,899.62	1,555.76	42.92	101,124.53	1,944.70	53.65	105,978.51	2,038.05	56.22
C	83,434.29	1,604.51	44.26	104,292.86	2,005.63	55.33	109,298.92	2,101.90	57.98
D	85,812.08	1,650.23	45.52	107,265.11	2,062.79	56.90	112,413.83	2,161.80	59.64
E	88,189.88	1,695.96	46.79	110,237.35	2,119.95	58.48	115,528.74	2,221.71	61.29

SIGNATORIES

Signed for and on behalf of **Cassowary Coast Regional Council**..... Terry Brennan
 In the presence of Jill Sorensen JP

Signed for and on behalf of the Queensland Services, Industrial Union of Employees David Smith
 In the presence of:..... Michelle Robertson

Signed for and on behalf of The Australian Workers' Union of Employees, Queensland William Ludwig
 In the presence of:..... Elaine Martin

Signed for and on behalf of the Federated Engine Drivers' and Firemens'
 Association of Queensland, Union of Employees Michael Ravbar
 In the presence of:..... Lisa Noyes

Signed for and on behalf of the Automotive, Metals, Engineering,
 Printing and Kindred Industries Industrial Union of Employees, Queensland Andrew Dettmer
 In the presence of:..... Elizabeth Barlow

Signed for and on behalf of the Plumbers & Gasfitters Employees' Union Queensland,
 Union of Employees Bradley O'Connell
 In the presence of:..... N. Bland

Signed for and on behalf of The Construction, Forestry, Mining and Energy,
 Industrial Union of Employees, Queensland Michael Ravbar
 In the presence of:..... Lisa Noyes

Signed for and on behalf of The Association of Professional Engineers,
 Scientists and Managers, Australia, Queensland Branch, Union of Employees John Yates
 In the presence of:..... Neil Henderson

Signed for and on behalf of the Transport Workers' Union of Employees
 (Queensland Branch) Hughie Williams
 In the presence of:..... Suzanne Robinson