

## Non-Union Representative Log of Claims

Item Number	Claim	Change
1.	Sick Leave	<ul style="list-style-type: none"> <li>To be able to be cashed out if you have an excess of 15 days total.</li> <li>Increase sick leave allowance from 10 days to 15 days</li> </ul>
2.	Leading Hand & Relief Leading Hand Allowance	To be 12.5%
3.	Overtime	Overtime to be paid at double time
4.	Flex Leave	Accrual capped to 20 days and payout to be changed to February.
5.	Annual Leave	<ul style="list-style-type: none"> <li>Increase from 4 to 5 weeks</li> <li>Rostered employees to get 28 days (7 on 7 off)</li> </ul>
6.	Flexible Work	Flexible work hours implemented – 9 day fortnight, 7 on 7 off. To be discussed with individual business centres
7.	Parental leave	Put in the agreement with guidelines
8.	Superannuation	<ol style="list-style-type: none"> <li>Follow as per Government proposal. If the Government pulls out of proposal, Hastings Deering will still honour increases. 1<sup>st</sup> year: 10% 2<sup>nd</sup> year: 10.5%, 3<sup>rd</sup> year: 11%</li> <li>To be paid on all hours worked</li> <li>Co- contribution</li> </ol>
9.	Employer Funded Corporate Health Insurance	<ul style="list-style-type: none"> <li>If employed for more than 5 years, 100% cover.</li> <li>Percentage based if employed less than 5 years</li> <li>Employees with families can pay the difference to cover their spouse and children.</li> </ul>
10.	Emergency Services Leave	To go from 3 days to 10 days
11.	Wageguard/ Income Protection	Revisit providers
12.	Travel Allowance	Paid out at overtime rates, not a flat rate. Outside normal hours
13.	Long Service Leave	To be paid out in days rather than week blocks
14.	Wage Increase	At the minimum, same as 2018 agreement increase: 1 <sup>st</sup> year: 5%, 2 <sup>nd</sup> year: 3.25% 3 <sup>rd</sup> year: 3.25%
15.	Salary sacrifice	Options for how this can be used e.g. Mortgage, rates, power, car. Similar to Government options
16.	Training	<ul style="list-style-type: none"> <li>Any training that passes into overtime to be paid penalties.</li> </ul>

		<ul style="list-style-type: none"> <li>• Training to be delivered face-to-face, less computer facing.</li> </ul>
17.	Waste Allowance	From \$4.56 to \$10 per hour
20.	Doggers and Riggers Allowance	To be brought back in
21.	Area Allowance	Weipa area allowance to be increase 22% to 24.5% to match Darwin
22.	Travel Day Allowance	Weipa to have the same travel day allowance as Mt Isa and Darwin (1 day either side of holiday)
23.	FIFO Allowance	Raised from 10% to 22% to match resident allowance for remote areas
24.	Back Fill Labour	To be paid night shift allowance on weekends