



Metropolitan Multi-employer Local Government Agreement 2025

Log of claims

Core agreement

The core agreement will apply to all workers covered by the enterprise agreement. Council specific Schedules will apply to the employees of each Council. To the extent of any inconsistency between the common conditions in Part 1 and the schedules, the common conditions in Part 1 will prevail.

Coverage

1. The enterprise agreement will cover all employees currently covered by the relevant enterprise agreements at Hume City Council, City of Greater Dandenong, Darebin City Council, Merri-bek City Council, Hobsons Bay City Council, Maribyrnong City Council, City of Melbourne and Yarra City Council.

Term of agreement

2. The ASU seeks a 4 year agreement to expire in 30 June 2029.

Pay

3. The ASU seeks a 10% recovery payment in the first year, and 4% per year thereafter or flat dollar increase, whichever is greater, in July every year, applied to existing pay rates. For the avoidance of any doubt, each Council would maintain their own different pay schedule to be set out in an appendix. The ASU is *not* seeking a common pay schedule.
4. Back pay to be paid in full.
5. Allowances to be adjusted in accordance with the pay increase.

Preservation of existing local conditions

6. The parties agree that terms and conditions in predecessor agreements are preserved in schedules to cover each Council. These predecessor agreements may be varied by agreement between the Council and its workforce as part of this negotiation.
7. The parties agree that all existing conditions are to be preserved by way of a savings provision. The savings provision clause will acknowledge that all conditions are preserved in predecessor agreements. The purpose of this clause is to preserve conditions for all Councils that elect to rope in to this agreement but are not represented as part of bargaining.

Dispute Resolution

8. A dispute resolution clause that provides for disputes relating to any employment related matter, status quo rights and right to initiate arbitration.

Delegate and Union rights

9. Inclusion of a clause acknowledging delegate rights including the right to representation, entitlement to reasonable communication, Entitlement to reasonable access to the workplace and workplace facilities and paid delegates leave. Right to monthly paid Union member meetings.

Disciplinary procedure

10. Inclusion of a clause acknowledging that employers will observe the principles of natural justice and procedural fairness and clear timelines when conducting disciplinary processes.

Occupational Health and Safety

11. Inclusion of a clause expressly stating the employer's commitment to preventing occupational health and safety risks, consulting with workers and training health and safety representatives.

Incremental progression

12. All local government workers will have equal access to incremental progression recognising years of service.

Minimum floor rate of pay

13. Establish a minimum floor rate of pay across all banding levels that will apply (separate and in addition to) to any negotiated wage increase.

Vacancies

14. A clause requiring vacant positions to be backfilled/replaced within a specified timeframe (no later than 3 months)

Leave Entitlements (based on industry best practice provisions)

15. Parental leave entitlements of 20 weeks paid leave for primary and secondary carers
16. Reproductive health leave entitlement of 12 days per year
17. Codification in the core and modernisation of gender affirmation leave provisions