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CONSTRUCTION, FORESTRY, MINING AND ENERGY UNION (CFMEU)

and

AUSTRALIAN PRESTRESSING SERVICES (VIC) PTY LTD (APS)

RE: CALCULATION OF RDO'S, PAID LEAVE ACCRUALS AND PAYSLIPS

25 SEPTEMBER 2019

019-2019

STATEMENT

[1] The CFMEU notified a request for Conference, by agreement with APS, on 17 September 2019 regarding the calculation of RDO's, paid leave entitlements and presentation on pay slips as per clause 29 and associated clauses of the "Australian Prestressing Services (Vic) Pty Ltd and the CFMEU (Victorian Construction and General Division) Rigger/Steel Erector Enterprise Agreement 2016-2018" (the Agreement).

[2] The Panel held a Conference of the parties on 25 September 2019.

[3] Both parties outlined the difficulties in ensuring payslips and payroll processes were both compliant with the Enterprise Agreement and the Award as well as being clear and easily understood by employees. It was acknowledged that the present system and

payslips could be improved and that many other employers were struggling with this objective. APS had engaged a new payroll software provider ADP, whom it wanted to instruct, with the benefit of advice from the Panel, what might be described as a ‘best practice’ approach to these matters.

[4] The dialogue identified that some real value was likely to arise if APS was to meet with the payroll folk at Caelli and Hickory, as suggested by the CFMEU. The purpose being to construct a draft pro forma payslip and Summary document upon which the parties can rely, that achieves both compliance and clarity of understanding by employees. Ideally this material could be utilised across the industry.

[5] The parties agreed to make the necessary arrangements identified in [4] and to provide a report back on the outcomes at a further Conference set down before the Panel on Wednesday 9 October 2019 at 12 noon at the Panel’s premises.



Peter Parkinson
Chairman



Tony Cordier
Panel Member



Daniel Hodges
Panel Member



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and

AUSTRALIAN PRESTRESSING SERVICES (VIC) PTY LTD (APS)

RE: CALCULATION OF RDO'S, PAID LEAVE ACCRUALS AND PAYSLIPS

9 OCTOBER 2019

019-2019

STATEMENT No. 2

[1] The CFMEU notified a request for Conference, by agreement with APS, on 17 September 2019 regarding the calculation of RDO's, paid leave entitlements and presentation on pay slips as per clause 29 and associated clauses of the "*Australian Prestressing Services (Vic) Pty Ltd and the CFMEU (Victorian Construction and General Division) Rigger/Steel Erector Enterprise Agreement 2016-2018*" (the Agreement).

[2] The Panel held a Conference of the parties and issued a Statement on 25 September 2019. That Statement is to be read in conjunction with this Statement. A further Conference was held on 9 October 2019.

[3] The CFMEU had facilitated meetings with APS and Hickory and with ProBuild to assist in progressing this matter.

[4] Following discussion at the Conference, APS undertook to prepare a simplified payslip and summary explanation which it will issue to the Panel and CFMEU as soon as possible but not later than Wednesday 16 October 2019 for review. The CFMEU will respond promptly. Subject to the outcome, the matter will be settled or the Panel will convene a further conference if required.

[5] Concurrently, the CFMEU delegate will advise any member who seeks a reconciliation of their accrued entitlements to contact APS. APS has undertaken to provide the necessary details to such employees to assist in assuring the employees as to their entitlements. In the event this process does not resolve this aspect of the matter the CFMEU is at liberty to refer the matter to the Panel as a dispute, subject to due process having been completed, should it become necessary.



Peter Parkinson
Chairman



Daniel Hodges
Panel Member



Tony Cordier
Panel Member