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CONSTRUCTION, FORESTRY, MINING AND ENERGY UNION (CFMEU)

and

**SLH INDUSTRIES PTY LTD (MELBOURNE
T/AS SLH ASBESTOS REMOVING INDUSTRIES (SLH)**

RE: REDUNDANCIES

7 OCTOBER 2020

015-2020

STATEMENT

[1] The CFMEU notified a dispute on 5 October alleging that SLH Industries had not met its commitments to retention of local workers in compliance with the Enterprise Agreement provisions concerning consultation and proposed redundancies at SLH Industries Pty Ltd.

[2] The applicable Enterprise Agreement is the *SLH Industries Pty Ltd t/as SLH Asbestos Removing Industries and the CFMEU (Victorian Construction and General Division) Asbestos Removal Enterprise Agreement 2016-2018* (the Agreement).

[2] The Panel conducted a video Conference of the parties on 7 October 2020.

[3] The parties outlined the steps that had been taken over recent weeks where consultation with the CFMEU had resulted in a significant reduction in the numbers of required redundancies as had been proposed by SLH. However, the CFMEU still held concerns over ensuring that commitments made by the owner, government, SLH and others in relation to local employment for the project were honoured.

[4] It was acknowledged that SLH had delivered on important commitments in relation to local employment with the project.

[5] Based upon the material before the Panel it was apparent that SLH had, to date, met its obligations in the Enterprise Agreement in relation to Consultation, and that in selecting personnel for possible redundancy, it seemed that its approach had been reasonable under the circumstances.

[6] It was however noted that for the remainder of the project works programme, whilst there will certainly be further reductions to the workforce as the project moves towards completion, that a real opportunity existed to retain local workers as a priority in the remaining stages wherever possible. In this regard the Chairman recommended, and SLH agreed, that it would meet with the CFMEU shortly to outline the projected works programme, to the extent it can be predicted, to identify a process for reduction of the workforce leading to completion, such that the CFMEU's concern in relation to local employment was a priority consideration. The Chairman indicated that should there be any difficulties in this regard the Panel was available to assist should it be necessary.

[7] In recognition of SLH's commitment to work with the CFMEU in relation to paragraph [6] the Panel indicated based upon the material before it that it did not consider it could interfere with the redundancies presently proposed.

It was noted that the next step in the present proposed redundancies would occur on Friday 9 October 2020 in accordance with the provisions of the Enterprise Agreement.

[8] The Panel acknowledges the spirit of cooperation shown by the parties in this matter and wishes the parties well for a continuing constructive relationship.



Peter Parkinson
Chairman



Esther Gruszka
Alternate Panel Member



Tony Cordier
Panel Member