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PLUMBING TRADES EMPLOYEE UNION (PTEU)

AND

RICHSTONE GROUP PTY LTD

RE ALLEGED NON-COMPLIANCE WITH ENTERPRISE AGREEMENT

010-2016

STATEMENT

23 June 2016

- [1] The PTEU filed a notification to the VBIDP on 17 June 2016 requesting a conference of the Panel.
- [2] The matter concerned allegations of under payment of certain employees and alleged threats of dismissal of employees.
- [3] A Conference was held on 23 June 2016 at which the Company acknowledged that it had not been complying with the Enterprise Agreement (EA) in relation to a number of employees engaged on specific projects as had been alleged by the PTEU.
- [4] There was no dispute that the EA applied to the said employees, namely the *Richstone Group Pty Ltd and CEPU - Plumbing Division (Vic) Enterprise Agreement 2011-2015*.
- [5] The parties acknowledged that there had been negotiations underway for a new replacement EA which may result in an adjusted remuneration arrangement for such employment, however this was as yet unresolved. Accordingly the current EA is the relevant binding agreement for present purposes.
- [6] The Company gave an immediate undertaking that any breach of the current EA would be corrected by its pay run due no later than 6 July 2016 including all retrospective adjustments on and from the commencement of employment of the relevant employees.
- [7] The Company also acknowledged that in the heat of the moment an unwarranted threat of termination of employment had been made to the union organiser for which an unreserved apology was given and accepted.

[8] The parties acknowledged their historical positive relationship with each other and the Panel encouraged direct dialogue continue to resolve any matters in the future.

[9] The Company is to advise the Panel that its undertaking at paragraph [6] has been met, at which time this matter will be closed.



Peter Parkinson
CHAIRMAN



Daniel Hodges
PANEL MEMBER



Tony Cordier
PANEL MEMBER