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**CONSTRUCTION, FORESTRY, MINING AND ENERGY UNION**

**and**

**KANE CONSTRUCTIONS PTY LTD  
BARWON WATER HEADQUARTERS PROJECT  
61 RYRIE STREET, GEELONG, VICTORIA 3220**

**RE: DISMISSAL OF KANE CONSTRUCTIONS EMPLOYEES WITHOUT  
PROPER CONSULTATION**

**22 November 2016**

**025-2016**

**STATEMENT**

[1] The CFMEU notified a dispute on 18 November 2016 regarding the alleged dismissal of employees without proper consultation by the Employer.

[2] The Panel conducted a Conference with the parties on 22 November 2016.

[3] Having heard from the parties, the Panel determined that the process adopted by the Employer was not such that the Panel should intervene in the decision that resulted in the employment of the two (2) employees coming to an end through redundancy.

[4] The Panel did not consider that the process adopted by the Employer in selecting the employees was so unfair or unreasonable in the circumstances that it should seek to intervene.

[5] The Employer acknowledged that earlier consultation with the union with complete employment records would have assisted the parties and it undertook to address that issue in the future.

[6] The Employer also undertook to offer future employment to the relevant employees in the event an opportunity for further employment with the company eventuated.

**Peter Parkinson**  
**Chairman**

**Tony Cordier**  
**Panel Member**

**Daniel Hodges**  
**Panel Member**