

# V B I D P

## VICTORIAN BUILDING INDUSTRY DISPUTES PANEL

CHAIRMAN: BOB MERRIMAN  
CONSTRUCTION INDUSTRY HOUSE  
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### DECISION

080-2006

F.R.H GROUP  
(OFF SITE)

CFMEU

ALLEGED BREACH OF E.B.A  
RELATING TO TERMINATION OF EMPLOYEE

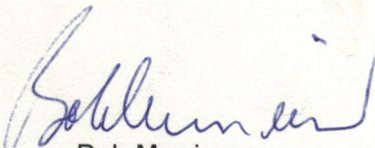
FRIDAY 23<sup>ND</sup> JUNE 2006

This matter relates to a claim by the Union that a job representative had been wrongly terminated having regard for Clause 9.16 Termination Policy of the F.R.H/ C.F.M.E.U Enterprise Agreement 2004.

Management acknowledged that the provisions of Clause 9.16 had not been fully complied with.

In all the circumstances the Panel directs that the affected employee be re-engaged based on the status quo. The parties did not argue against the need for a reduction in the workforce which was foreshadowed.

In addition the parties should engage in urgent discussions to address the issue of manning levels and the fulfilment of the requirements of Clause 9.16 – Termination Policy.



Bob Merriman

Chairman



W. R. Davis



P. W. Knight

Dated this 23<sup>rd</sup> day of June, 2006