

### Log of Claims – Summary of all Log of Claim Items

**Independent Bargaining Representatives:**

Item Number	Claim Description	Status
# 1 – Sick Leave	Cash out if you have in excess of 15 days total, increase sick leave from 10 – 15 days	Resolved
# 2 - Leading Hand Allowance and Relief Leading Hand Allowance	To be 12.5%	Refer EA2021 Offer
# 3 – Overtime <i>Linked to AMWU Claim # 27</i>	O/T to be paid at double time	Resolved
# 4 – Flex Leave	Accrual capped to 20 days and payout to be changed to February.	Refer EA2021 Offer
# 5 – Annual Leave <i>Linked to AMWU # 30 and CFMEU # 2</i>	Increase from 4 – 5 weeks, rostered employees to get 28 days (7 on 7 off)	Resolved
# 6 – Flexible work	Flexible hours implemented – 9-day fortnight, 7 on 7 off. To be discussed with individual Business Centres.	Resolved – pilots and programs in place. Current clause in the agreement provides enough flexibility. To be discussed through LCCs as an ongoing agenda item.
# 7 - Parental leave	Put in the agreement with guidelines	Refer EA2021 Offer
# 8 – Superannuation <i>Linked to AMWU # 18 and CFMEU # 1</i>	Paid on all hours worked and co contribution	Resolved
# 9 - Employer funded health insurance	If employed for more than 5 years, 100% cover. Percentage based if employees less than 5 years. Employees with families can pay the difference to cover their spouse and children	Resolved – although, concerns that the discounts aren't worth it, would like further info from Bupa and Medibank at LCCs/ NCCs. How can they sharpen their pencil/bulk buy?
# 10 – Emergency Services Leave	To go from 3 – 5 days	Refer EA2021 Offer
# 11 – WageGuard/Income Protection:	Revisit providers	Refer EA2021 Offer – monitor, presentations at NCC forums
# 12 – Travel allowance	Paid out at overtime rates, not a flat rate. Outside normal hours	Refer EA2021 Offer

Item Number	Claim Description	Status
# 13 – Long Service Leave	To be paid out in days rather than week blocks	Resolved – we pay in one week blocks this is due to state and federal legislation.
# 14 – Wage increases	At the minimum, same as 2018 agreement increase: 1 <sup>st</sup> year: 5%, 2 <sup>nd</sup> year: 3.25%, 3 <sup>rd</sup> year: 3.25%	Refer EA2021 Offer
# 15 Salary sacrifice <i>Reference CFMEU procedure feedback</i>	Options for how this can be used e.g.: Mortgage, rates, power, car. Similar to government options	Agreed in principle meeting # 2 – Remserv to run sessions, no change to EA – education and awareness is key
# 16 Training	Any training that passes into overtime to be paid penalties and more face-to-face training	Resolved – Look at how we schedule training - employees who attend training don't need to go to RTS beforehand. LCCs to drive further training needed to improve capability, especially in the warehouse
# 17 – Waste Allowance	From \$4.56 to \$10 per hour	Refer EA2021 Offer
# 20 - Doggers and Riggers Allowance	To be brought back in	Resolved
# 21 – Area Allowance	Weipa Area Allowance to match Darwin	Refer EA2021 Offer
# 22 – Travel Allowance Day	Weipa to have the same travel day allowance as Mt Isa and Darwin (1-day either side of holiday)	Resolved – to be paid
# 23 – FIFO Allowance	Raised from 10% to 22% to match resident allowance for remote areas	Resolved
# 24 – Back fill labour <i>Linked to AMWU # 21</i>	To be paid night shift allowance on weekends	Resolved

AMWU:

Item Number	Claim Description	Status
# 1 – Duration	An enterprise agreement with a duration to be agreed by the parties and commensurate with overall package	Agreed in Principle at meeting # 2 – subject to final offer
# 2 – Award	Retention of the incorporation of the Manufacturing and Associated Industries and Occupations Award 2020 into the Agreement	Agreed in Principle at meeting # 2
# 3 – EA and Wage Increases	To apply from the nominal expiry of the existing agreement	Refer EA2021 Offer
# 4 – Log of claims	Union reserves its right to add, amend or removed claims through the bargaining process	Acknowledged
# 5 – LCC	LCC to be reformed such that officials of the union can participate in the meetings and that elected AMWU delegates are also able to attend	Agreed in Principle List of items (ie.): Teams site for transparency Union to get the agenda (clear agenda items to be set and monitored) three days prior to the meeting and minutes after each meeting. Transparency is key.
# 6 – NCC	NCC to have two meetings per year, where one is based in Brisbane and the other in Central Queensland	Agreed in Principle Refer EA2021 Offer
# 7 – Competencies	The creation of a specific job models committee to consist of management representatives, union officials and union delegates with the express purpose of monitoring, implementing, and amending the progress of implementation of the new job model and reclassification process	Resolved at meeting # 2 per NCC claims – job competency committee to meet regularly
# 8 – Dispute Settlement Procedure	Reform of the DSP to allow for parties to the agreement to initiate disputes about matters arising under the EA, the NES and throughout the course of employment.	Resolved
# 9 – HSR's	The role of the HSR to be enshrined in the EA with specific ability to be involved in the investigation of safety incidents where an employee's requests for such involvement	Withdrawn – satisfied existing act has enough.

Item Number	Claim Description	Status
# 10 – Paid union meetings	The reintroduction of paid union meetings for each Business Centre or field service crew in the terms set out in the HD EA 2011	Resolved
# 11 – Representation	Recognition of an official or delegates right to represent an employee who requests such representation	Resolved – subject to reading document
# 12 – Inductions	The reform of the inductions clause such that HD will initiate AMWU officials and delegates to meet with new employees for at least 30 minutes on commencement of their employment	Resolved – on the basis that HD will provide new starter list newsletter to union
# 13 – Delegate recognition	Recognition that an elected AMWU delegate is an employee representative for the purposes of the Agreement.	Resolved
# 14 – Governance Body Training	Any member who is elected to a governance body of the union (i.e.: State Council, National Council, Branch Executive) shall be released to attend meetings without it counting towards training days.	Agreed in Principle - Refer EA2021 Offer (indicative calendar of events needed – published at the end of September)
# 15 - Injury Management Reference CFMEU feedback	Incorporation of IM procedure that sets out certain conditions	Resolved – subject to review of amended policy. Union would like to see changes made. Commitment as a business we will review procedure. Agenda item for LCCs
# 16 – Disciplinary Procedure Reference CFMEU feedback	Incorporation of a disciplinary procedure that sets out certain conditions	Resolved – subject to review of amended policy.
# 17 – Wage Increases	Fair Wage increases commensurate with an overall package agreed to by the parties	Refer EA2021 Offer
# 18 – Superannuation Linked to IBR #8 and CFMEU # 1	Superannuation to be paid on all hours worked	Resolved
# 19 – Superannuation Guarantee	Superannuation to increase in accordance with the table or legislation which is more favorable	Resolved
# 20 – Paid Personal Leave Linked to IBR # 1	Employee to be given the choice of being paid personal leave balances on termination of employment or having the value of the personal leave paid into their superannuation	Resolved
# 21 – Night Shift Allowance Linked to IBR # 24	Employees to be paid night shift allowance when performing night work on weekends	Resolved
# 22 – Payment on public holiday	All employees working on a public holiday to receive applicable public holiday pay regardless of salaried or roster arrangements	Resolved

Item Number	Claim Description	Status
# 23 – Travel time	Travel time to taken into account for the purposes of calculating entitlements for overtime for field services employees	Resolved
# 24 – Warehouse Automation <i>Linked to CFMEU #3</i>	The implementation of a comprehensive retraining, redeployment and redundancy package for warehouse employees' impact by future automation in the workplace	Resolved
# 25 – Labour Hire	HD to offer permanent employment to long term labour hire employees engaged to perform work that would ordinarily be performed by directly engaged employees	Agreed in Principle – keep the status quo
# 26 – Area Allowance	Employees employed in Mt Isa and Weipa to receive the same local area allowance as those employees who are employed in the NT	Refer EA2021 Offer
# 27 – Overtime <i>Linked to IBR # 3</i>	All overtime to be paid at double time	Resolved
# 28 – Default Super	Default fund to be amended from Sun super to Aussuper	Withdrawn
# 29 – Income Protection	The retention of Wageguard income protection with the removal of all capping	Refer EA2021 Offer
# 30 – Annual leave <i>Linked to IBR # 5 and CFMEU # 2</i>	One additional week of annual leave for all employees	Resolved - flex leave can be accrued to 20 days
# 31 – Flex Leave	Flex leave to be amended such that an employee can access it if a Business Centre has a shut down	Agreed in Principle
# 32 – Salary sacrifice <i>Linked to IBR # 15</i>	Access to a salary sacrificing scheme for employees that enables sacrificing for home and other loans	Agreed in Principle meeting # 2 – Remserv to run sessions, no change to EA – education and awareness is key
# 33 No Loss of Conditions		Agreed in Principle

**CFMEU:**

Item Number	Claim Description	Status
# 1 - Superannuation <i>Linked to IBR # 8 and AMWU # 18 &amp; 19</i>	Superannuation contributions to increase to 10% and remain 0.5% above the SGCL for the term of the Agreement	To be discussed with SP on 27 August.
# 2 – Annual Leave <i>Linked to IBR #5 AMWU # 30</i>	For those engaged in the coal industry to reflect coal industry standards i.e.: 5 weeks for Mon-Fri employees and 6 weeks for continuous roster employees	To be discussed with SP on 27 August.
# 3 – Redundancy <i>Linked to AMWU #24</i>	Redundancy – increase to 3 weeks for each completed year of service uncapped or pay current provisions at total salary rate (projected earnings)	To be discussed with SP on 27 August.
# 4 - Infectious Diseases	Include new clause for infectious diseases	To be discussed with SP on 27 August.