

Meeting:	Hastings Deering Enterprise Agreement Negotiation		
Meeting Location:	Mackay Entertainment & Convention Centre	Date	Tuesday, 24 August 2021, Wednesday, 25 August 2021 Thursday, 26 August 2021
Attendees:	<p>Hastings Deering: Daniel Viero (DV), Shelley-Anne Brace (SB), George Spink (GS), Jason Clery (JC), Jake Fraser – Chair (JF), Peter Martin (PM), Craig Williamson (CW), Michael Bryan (MB)</p> <p>Employee Bargaining Representative: Anthony Morrison (AM), Barrie Mead (BM), Matthew Wilson (MW), Tom Duff (TD), James Halliday (JH), Mark Singleton (MS), Jason Davis (JD), Troy Tschirpig (TT), Shawn Entriiken (SE), Jason Powell (JP), Joshua Forrest (JFO), Jason Pitt (JPT), Malcolm Rowe (MR), Bronwyn Griffiths (BG), Dion De Luca (DD), Robert Dorward (RD), Sharon Brownsey (SBY), Tina Moore (TM), Jesse Hawke (JEH), Terry Ahern (TA), Michael Assay (MA), Hayden Smith (HS), Brendan McDonough (BMC), Glen Clark (GC)</p> <p>Union Representative: Kegan Scherf (KS), Taylor Bunnag (TB)</p> <p>Apologies: Steve Pierce (SP – CFMEU), Ashley Leis (AL), Andrew Hardie (AH), Bonnie Field (BF), Peter Muiznieks (PMU), Jeffrey Neil (JN), Steve Kidd (SK)</p>		
Items Discussed			
	Item Discussed	Action	
	<p>JF – Welcome and Housekeeping. Overview for the next 3 days, per the agenda. JF reinforced the importance of the next 3 days considering COVID lockdowns and the company’s ambition to work with all parties to resolve the process over the next three days so we can take it to the workforce. Also, of note Steve Pierce has sent his apologies, we have given Steve a commitment that we will keep him informed of progress.</p> <p>GS – Safety Share</p> <p>Log of Claims – Parking Lot / Outstanding Claims Review</p> <p>IBR #6 Flexible Work</p> <p>CW – High level of success across Business Centres with pilot schemes in place.</p> <p>9-day fortnight trials in SEQ, Cairns and Toowoomba. Rockhampton Tractor Shop successfully implemented a 9-day fortnight roster.</p> <p>Underground Coal successfully implemented 4/3 roster.</p> <p>FNQ currently working through 9-day fortnight trials. Thanks to all involved with working groups to transition.</p> <p>DV – This is Barry’s claim. Barry are you comfortable with the progress around flexible working arrangements?</p> <p>BM – Yes</p> <p>SBY – The existing clause is how Underground Coal were able to implement the 4/3 roster.</p> <p>JF – Yes. The current EA provides that flexibility without any changes required to the EA</p> <p>TM – It is a case-by-case review of what works.</p> <p>JH – So, there are no proposed changes. We acknowledge that the current EA provides roster flexibility.</p> <p>JF – Barry, you are comfortable that this claim item can now be closed?</p> <p>BM – Yes</p>		

AMWU # 32 Salary Sacrifice

JF – This claim also correlates with **IBR # 15**. We will group these claim items together.

JC - Salary Sacrifice is managed externally through RemServe. Under legislation, there are certain things that can and cannot be done. I know that there was discussion about a Roadshow for employees as most employees are still not aware of what is available to them. Clarification around salary sacrificing Wage Guard is needed also.

KS – We need to ensure that the Roadshow happens – that is key. Employees need to have communication directly from RemServe.

MS – We want factual data around tools etc. How it works, real life scenarios

JF – Action – Develop FAQ on how Salary Sacrifice works. Education is key and we will get this comms to our employees.

IBR # 13 Long Service Leave

SB – This is Hayden’s claim and was discussed at meeting 2. There are restrictions with State and Federal Government legislation. The best that we can do is 1-week blocks per the legislation.

Hayden – I spoke with the employees after meeting 2.

JF – Are you confident we can close this claim item?

Hayden – Yes.

AMWU # 20/IBR # 1 Personal Leave

PM – Employees want choice to pay out personal leave on termination or have it rolled into Superannuation. HDAL do not provision for sick leave. We don’t want to encourage our employees to come to work when they are sick.

KS – We do not agree and maintain the claim. Employees should be able to have this leave paid out in termination or rolled into their Super.

DV – The business does not provision for sick leave.

AW – There is currently a misuse of sick leave. This could potentially be a saving to the business as it would develop good behaviours around using sick leave.

DV – The last thing we want to encourage is our employees coming to work sick. Coming to work with flu like symptoms is not ideal.

AW – I see it as a way to promote better behaviour and use of sick leave.

DV – The EIS will encourage the right behaviours with the inclusion of an absenteeism metric.

MW – Has the business centres seen a rise in sick leave?

CW – Pockets of SEQ, yes.

JF – You will typically see a spike in the winter months.

DV – We are also seeing people not accessing their annual leave.

PM – Behaviours are changing.

MW – We are becoming more mature about usage now.

Roadshows –
RemServe – JF
to meet with
Remserv to
develop
deployment
schedule

FAQ – Salary
Sacrifice – JF

DV – Don't disagree with you. We just can't afford it. It is not provisioned for.

GS – To pay balances out is a large cost to the company on the balance sheet, it isn't accounted for.

MW – Is there a history of higher use leading into retirement?

GS – Yes

IBR # 9 Corporate Health Insurance

GS – This was discussed at the last meeting. There were concerns around costs/FBT implications, loss of continuity if employees can't take their fund with them. The company also offers discounts for a variety of providers through Flare.

JP – To be honest, those discounts are not worth anything.

GS – The main concerns are the FBT implication and the total costs.

JF – Would you be opposed to inviting BUPA and the likes to our NCC's to sharpen up their offers?

GS – Great suggestion

JP – Yes, great idea

JF – If we capture as part of future NCC's are we are with closing this claim item out.

JP – Yes

AMWU # 5 Local Consultative Committee

JF – We have had some really good discussion and we have agreed in principle to increase the NCC meetings from 2 per year to 4. This will include ongoing reviews of the reclassification job models. We can also look at implementing a share point site for minutes for all LCC.

KS – The concern is that the Union has limited visibility. We receive the minutes if the delegates provide them. We have had requests that our members would like an official to attend to guide them. HDAL is the only company that has an agenda not to have us attend. We get to NCC, often we have no idea what the background to issues are – example is the Long Sleeve debate. We should have been engaged at branch level. Transparency and visibility are vital. Moving to 4 NCC's a year is a great idea. Not opposed to a share point – however more information is required.

JF – It would be internal, for Employee Reps to access. We have no issue sending the minutes out to you monthly.

KS – We would like to see the agenda before the LCC also, to review. We are just looking for buy in. We don't want officials tied up.

DV – No issue sharing the agenda. Items do however come in late, sometimes the night before. We don't want to be accused of sending it late.

KS – We have no problem with that.

DV – So the specifics are – 4 NCC's per year. Agenda sent per the EA (3 days). Minutes sent by direct email.

KS – I'm happy with that.

JF – so confirming we can close out this item.

KS – Yes

IBR # 16 Training

DV – Format needs to change. COVID restrictions etc, apprentices fell behind, but we are getting on track.

GC – Have we budgeted more training next year to catch up?

DV – Yes 100%, bottleneck is with resources and trainers. We do not have enough trainers.

MS – Sales sell a machine but are not always selling the training package with the machine.

AW – More warehouse training is needed.

BG – Contamination Control training is key.

DV – That is a great LCC agenda item.

AW – Inventory/Systems training to develop our people

BM – we would benefit from this in our area also.

DV – I can't promise if I can't deliver. I take this on notice, but I can't commit to today. There are existing training packages out there – it's about awareness.

JH – Is training paid at penalty?

DV – No

JP – A lot of the courses are done outside of shift times; we are missing out on OT. Can we miss the RTS for training?

DV – Don't disagree with that.

MB – Has this been raised at LCC? Sounds like a local issue to CRG?

JP – Yes

DV – Training should be done on normal shift

MA – Possible to supply a training calendar?

DV – Training plan exists. It is a good LCC agenda item – a 3 month look ahead.

TS – Everything seems to be Brisbane based. Need to get trainers back to regional centres.

DV – it is an option.

JF – all good feedback. Are we satisfied that this one is closed?

JP – Training times discussed through LCC's

KS – Conceded?

JP - Yes

AMWU # 15 Injury Management

JF – Circulated procedure and got good feedback.

KS – You have received specific amendments, what is your position?

SB – Yes. We have received and reviewed with Steve Pierce.

KS – It was a joint submission.

SB – We have had a productive discussion and taken onboard. We are in the midst of updating the documents.

KS – We are unable to concede without seeing the documents.

SB – I will provide what I can over the next couple of days.

KS – C&D will be the same.

GS – We will set time aside first up tomorrow morning for detailed policy review.

IBR # 23 FIFO

JF – 10% - 22%. Conscious of cost to business to increase area allowance.

GC – Appreciate that its significant

KS – Rio pay 22%?

GC – Unsure.

JF – Proposal is to increase permanent residential area allowance.

JH – How many does it affect?

GC – 20 odd

GS – FIFO are not genuine residents, but pretty much live there

DV – Area Allowance includes rates, mortgages etc – these are not applicable to FIFO

GC – Appreciate that. 7/7 receive 10% but is doesn't move?

DV – 10% on base rate. Base rate moves each year.

GC – I will talk to the guys tonight.

AMWU # 9 Health Safety Representatives

PM – Formal review at NCC?

DV – Will be part of the policy review tomorrow.

Break and Caucus – 10:45am to 11.45 am

IBR # 1 Sick Leave

PM – This is Geoff Neill's claim. We have no appetite to entertain this. JF to reach out to Geoff.

AMWU # 19 Superannuation Guarantee

Number of claims from AMWU and IBR

IBR # 8

AMWU # 18 & # 19

AMWU # 28

CFMEU # 1

KS - #28 has been withdrawn.

SB – HD pay in line with current requirements. Employees have had an increase from 9.5% to 10% in July and we continue to pay inline with regulations. 0.5% increase which is inline with AMWU claim #19 and IBR # 8

KS – Can we have a clear table included in the agreement that will outline this?

SB - No. HD will continue to meet legislative obligations. The company will pay inline with legislation. The beauty of the current clause is that it allows that flexibility.

DV – Our position is that we will follow the government requirements.

KS – If it's already budgeted for and it's something you are prepared to pay, it's only fair that it's written into the agreement.

DV – Position is, we are not willing to put it in the EA. We will continue to follow legislation.

JF – Further discussions during caucus

IBR # 3/AMWU # 27 Overtime

MB – Body of work commercial factors – Current industry leading. Cost base can't afford. Position is definitive no.

DD – Monday – Friday don't do OT

MB – OT not bad, it's the exp hours that go with this

DD – 2011 agreement, it was captured there

DV – The Coking coal price has dropped, and this is a normalizing cycle for the industry. It wasn't long ago when we had to cut 600 people from the business. Keep in mind we absorb the OT costs in a lot of cases due to customers not willing to pay for it. It is not passed on to the customer as I have shown you during the last two days during bargaining there's a 7% delta between our headline labour rate and the average realized rate. The market has been flat for 3 years and the business absorbed the last EA rate increase of 11.25%. Fundamentally the business cannot afford it.

DD – Majority of people aren't working OT. People are leaving the business.

DV – The paying of overtime is not a very good retention method, if we did who should pay for it?

DD – Force Equipment – Check Seek. We are losing guys because of OT or higher rates.

DV – We know that there is tension on the labour market. BHP are taking components that's 40% of CRG custom taken away because we are "too expensive". That's the problem that I'm dealing with. Jacking up OT is not going to work. The current arrangement is fair and reasonable in the market that we are in. It's about job security.

MA – What is the contingency plan?

DV – See what the future holds and work with our current customers to retain and defend our market position

JH – Clarification?

JF – we are proposing no change on current OT Structure, we propose they remain as they currently are.

AMWU # 24 Warehouse Automation

GS – Potentially something that should be raised at LCC – No current actions.

AW – Time is now to put something into the agreement.

GS – What would that look like?

AW – Don't know.

KS – We need something in place to secure the future of employees. I'm not saying "No forced redundancies" but we owe it to them to have something in the agreement.

JF – Commit to discussions at NCC, we just don't know what the future looks like.

KS – George's team have an inkling of the future look – not asking for a firm stance, but you must have some idea where it's heading?

GS – Agree with what you're saying. Today, there is no pressure for CAT for autonomy.

KS – Wouldn't be bad for the Technology Group to talk to us

DV – agree that there are fears around change.

GS – Do you have proposed wording that you would like to see in the agreement?

KS – Can get wording to you after caucus.

IRB # 5/AMWU # 30/ CFMEU # 2 Annual Leave

JF – Cost impact of 1500 employees to include additional one week – significant cost across the board. Continue to provide as per legislation.

BG - Coverage for Christmas – flex leave for Christmas.

DV – Linked to Flex Leave

MR – Christmas Shutdown, can employees work in other areas?

DV – Commitment to extend flex leave and pay out in February. 273 employees with Flex Leave benefit. Can't afford to include additional weeks leave.

MR – Made this clear last meeting

RD – so employees can move to another area for this time?

MB – If there is opportunity. Your concern was mandatory shutdown leave forced you to take leave that didn't line up with your wife. Opportunity maybe in CIT or Parts Department.

KS – Understand around flex leave. Will discuss during caucus

AMWU # 25 Labour Hire

DV – Section 29 (b) – 3 months company remove to engage, would like to remove reference to 3 months. Gives false hope that will get a role after 3 months.

BG – Certain amount of time to get permanent job. Working through, still a number here that have not been offered a permanent job.

DV – Remove the 3 months as this gives false hope

TB – Are you looking at a different timeframe

DV – Looking to remove

TB – Education Issue around shall vs may

DV – Take out makes more direct

DD – Wouldn't after 3 months know if want to transition

JF – We have transitioned 47 since the NCC in December. Lots of these are SEQ and CQ

RD – Consider performance review with contractors at 6 months

BG – Leading Hands don't have a say in who gets permanent job. We need them there needs to be a balance

KS – Work with HR Business Partners. Mackay Haynes continuous more than 12 months. Permanent. Maybe need to have discussion around 3 months. If replacing some but when peaks and troughs.

DV – Engage to offer permanent is based on performance considerations rather than time in role.

KS – Strongly opposed to this.

DV – Not wanting to scare the workforce

JF – suggest we leave the current wording and continue to review at NCC's.

IBR # 22 Travel Allowance

JF – Same as Mt Isa travel day. Spoke to Nathan and Andy, with increase to area allowance and other benefits not looking to entertain this one.

GC – Cut off by road for 6 months if wet. Qantas only flies 2 days a week. Extra days leave – can't see how give one without the other. See where you're coming from. Travel long distance – other benefits and area allowance. Will talk to Nicole.

DV – Super flexible around being home for kids and home life. Change whole labour profile. Trying to say thank you by including the Area Allowance. Area Allowance is the loud thing they talk to me about.

GC – Will go back to them

TB – How many people

GC – 8 people

JF – There would also be coverage issues as well. Glenn to have a chat to team and come back to us.

Lunch and Caucus 12.45 to 2 pm

AMWU # 12 Inductions

KS – Update after Caucus

Key things need to understand position – Field Service Allowance, Public Holidays, Travel and Night

Shift Allowance

AMWU #21, #22, #23

AMWU # 22 Payment on Public Holiday

DV - Spreadsheet shows some would be worse off – would be a tough sell

MS – Was a tough sell. Some years in front, not want to proceed. Take AL Form. Not taken out of AnnSal. Public Holidays whilst rostered on

DV – Considered closed

JD – Too hard a sell

JF – Agreed that this claim is closed

AMWU # 23 Travel Time

KS – Travel long distance before start work

MS – CIT, Darwin, Mt Isa – Up 15% look at Darwin, Mt Isa, Alice travel 3 hours and then start time again before OT goes to double. People working on weekends or RDO's.

DV – Understand. Field Service travel great distances. The 15% shows the business has shifted. Large percentage of time not passed to customer. SEQ not charged. Increased cost base but not passed to customer.

TT – Travel is an allowance and not counted as time for OT. 3½ hours service on Saturday, 3 hours to get to the job, then 1 ½ portion. Portion of travel as OT. Count as hours not the allowance.

MS – Time starts when you get to the job.

DV – On top of 15% hours to count as trigger for Overtime. No one has discussed this with me, so I haven't got the costings. Majority of Field Service jobs double time on weekends. Need to talk to accountant and come back to you.

KS – Come back to us

DV – Not sure when

JH - \$10 extra Darwin on top of 15%

TT – CIT – Customer won't pull up on Monday to Friday.

DV – CIT makes a loss, it's about what we can afford. Will call accountant next break.

AMWU # 21 Night Shift Allowance

Field Service permanent dayshift, when asked to fill in Nightshift. Saturday and Sunday lose out on nightshift allowance.

DV – Penalty on Penalty

JF – Clause 10.1 (f) explained, no penalty on a penalty

JD – AnnSal as well. Permanent dayshift.

JF – If overtime

JD – Nightshift weekend no allowance

MS – Penalties factored into AnnSal

JD – Quote fitter nightshift \$218 Dayshift

RD – Same as in town, switch don't get penalties

DV – How often does this happen. Employee is consulted around this?

RD – Often refuse as not working

MB – Got to remember warranty on nightshift is an internal cost

JD – HSE Saraji lower rate. Get smashed with again.

DV – Don't attract on AnnSal penalty on penalty. Have given thought. Consider. Have doubled the relief leading hand to \$40 per day and can access after one shift. Bigger win for you.

KS – Will consider

JF – Glen this is a Weipa claim too

AMWU # 12 Inductions

Clause (f) not broken. Amount of new people lots of vacancies, new growth. 30-minute meet and greet. Every Employee Representative. Workshop Familiarisation introduction. If not working table at the NCC.

MA – Years ago format worked really well. More formal time to talk to employees. Vacancy rate 150 positions. 30 mins for every employee.

KS – Quarterly paid meeting for all new starters. Non-Union some portion of time. Happy to talk duration.

DV – How about we put photos on crib rooms with phone numbers. Happy to advertise your positions.

KS – Put counter to you if you could consider. Business Centres that big hard to get around.

DV – Take point but we don't want new employee to feel pressured.

KS – Induction clause – simplify approach. Rounding up

DV – How about we advertise you exist; employee chooses to contact you. Don't think 30 mins will work. Small community – advertise existence. Employee can reach out.

KS – Can we get a list of new starters?

DV – Would I be comfortable if I was a new employee? How about middle ground – don't like sending

names. It only takes one new employee to take offense. We publish the names in our newsletters. Everyone has access.

KS – Will think about it.

BG – Going forward – happy to introduce myself and say “I’m your employee rep” but another person may not mention in when doing inductions. Should say your HSR is XX and Bron is your Employee Rep.

DV – Always have an issue with some not comfortable to say. Publish in network

KS – Will talk to delegates

IBR # 20 Dogger & Rigger Allowance

DV – To pay 235 Dogger and Riggers would be a \$236,000 decision. To do that would have to take from somewhere else to be fair and balanced. Far too expensive.

TM – Was on the LCC since April. Chain of responsibility they have is high risk.

DV – Don’t disagree, didn’t think would cost would be this high. But it is a significant cost.

TM – Will talk to Jeff as it’s his claim and come back.

AMWU # 11 Representation

JF – Part of C&D process good feedback will review process – 1st thing tomorrow. We have proposed wording for everyone’s consideration to address the concerns raised.

AMWU # 13 Delegate Recognition

JF – We discussed this at a high level at meeting 2.

KS – Issues across the business upon notification cap of Employee Representatives won’t recognise members, have rights, not all don’t sit on LCC or at bargaining meetings. Example is we had an election at Rocky Warehouse, can’t get released to go and get trained as a delegate. Don’t cap delegates. Trained up as delegate can minimise disruption. Unnecessary tension point. (ii) table – happy to propose some wording.

DV – Training and release. Cap we need to have.

KS – New delegates. 3 new delegates. 2 have occurred capped can’t access entitlement.

DV – Doesn’t that entitle them to go to LCC and NCC.

KS – We are talking about training new people.

DV – Will always have capping. They are the spokesperson for employees. How about we work on new capping as middle ground.

KS – Not all delegates go to training

DV – Don’t disagree set up for success. You just let us know delegate name. On board with training as long as it doesn’t impact on business.

KS – If independent policy doesn't tell us, they are running process. No evidence of their election.

DV – Middle ground.

KS – Will consider cap.

DV – Business small wording changes on capping. Relationship around release for training.

KS – When call you to work out.

JF – Reflecting on clause 27 (i) and with the increase in the size of some of our operations could we simply add another line and cap for business centres with 150+

KS – Intent for employee reps to be elected to provide support across the business centre.

DV – Subject Matter Experts experience that person needs to deal with. Why ended up with own.

KS – Table carried over from previous EA's

JH – Stops me being dragged away from my area

JF – Can we consider during caucus

AMWU #16 C&D Procedure

JF – Policy to be reviewed in detail tomorrow morning along with the other policies discussed today.

AMWU # 10 Paid Union Meeting

DV – Some discussion around the importance. Adding cost to business. 1500 workforce can't afford extra cost of 2 breaks. Shown more willingness to allow AMWU access and in the past allowed 15 mins paid and 15 mins in crib.

JF – We have made concessions with the additional NCC's and paid report backs.

KS – Last NCC in agreement turned down. NCC delegates only. Report back meetings already happening.

DV – NCC in November.

KS – Response for a while. We can participate in report backs after NCC.

DV – Take on board and come back

Caucus 3.05 pm to 4.15 pm

KS – Discussed a number of items. Few clauses need to review overnight. Need to see what policies look like. Very interested in reaching in principle agreement by Thursday. Casual Labour Hire provision and Field Service Travel CIT.

DV – As I committed to earlier, we are working with our accountants to calculate the impact

KS – Info from accountant on where it lands. Dispute Settlement Procedure. Movement to resolve one way or another. Very encouraging. Productive discussions coming weeks.

KS – After tomorrow morning, time would like to do a page turn to ask questions as required. Pretty important.

JF – As per the agenda we were planning that for Thursday

DV – Important day tomorrow. In the interests of our workforce and moving this forward can we work through tomorrow night? DSP not straight forward. Be prepared to have a working dinner. Make the most of our time.

JF – Summary document – Reviewed.

WageGuard – NCC – Revisit Performance

KS – Birdseye view of Numbers on WageGuard. Capture list of standing agenda items to be discussed at NCC.

- WageGuard
- EIS monitor pilots
- Job Competencies

Standing NCC
Agenda Items

- WageGuard
- EIS monitor pilots
- Job Models and Competencies

DV – Action list at end of minutes.

KS - #10 not resolved. #12 – bit more time not far away. #13 – union right to elect delegate and train

DV – Don’t disagree as long as not 200

KS – Take through Night shift weekend AnnSal built in. Inequity – work nightshift.

Close Day One – 5.00 pm

Day 2

JF – Welcome and Housekeeping. Review of Policies (Coaching & Discipline, Return to Work and Injury Management)

DV – Have asked Darrell Saunders and Jan Paton to join us for this discussion.

MS – Do we advise employees when the commence that they will have these probation meetings at 1, 3 & 5 months

Coaching & Discipline, Return to Work and Injury Management reviewed and changes agreed as per Table.

JF – Procedures to be reviewed and updated at NCC

MS – Not happy with Sonic.

10.15 am AMWU Caucus

KS – Workers Compensation and Rehabilitation – Statutory requirements is sufficient subject to reading the procedure. Interested in dispute resolution process and release of medical reports.

DV – Next week we will be drafting these to get to you, want to work with the delegates.

TB – Travel needs to add flex leave to reasons for travel days as currently not available

DV – Will look at and come back to you as this is a new claim

TB – Increase flex so would like to use travel days

Continued to review outstand log claims as per Log Report (attached).

Dispute Settlement Procedure

KS – For us the DSP is critical issue, through all our surveys and feedback. AIG trying to erode employees to hold employer accountable. Number of things this business has done including transfer items to polices and can be changed by the business with little consultation. Playing field is not level. Our union has made a conscious decision that we will fight for conditions to be returned. IR System set up to make claims. Have an independent umpire when disagree, where people in the room are respectful it gets resolved. Proposal is to add a line within jurisdiction and can't retreat from.

DV – Undermines everything we are trying to do. We have made numerous concessions during this process in an attempt to reach in principle agreement. Minority of employees will have to go through a dispute. Get it right more times than wrong. Policy and Procedures and scheduled for review and we have made commitments to make changes to address the concern. Hastings Deering not entertaining 1 a, b or c. Want to work with employees as we have done over the last two days. Changed our position on a number of areas and made significant concessions. Are you all really going to push a no vote for something that effects the minority. Impasse for you, impasse for the business.

KS – Our view is policy and procedure have shown, it doesn't hold accountability. Can change after 6 months like the Code of Conduct changes – employee signed without consultation. Minority disputation – impasse. Delegate is critical. No matter how much money this is important.

DV – Can't strike a deal due to DSP.

KS – Can we take a break, don't want to walk away.

4.11 pm AMWU Caucus

KS – Adjusted words on DSP

5.00 pm Management Caucus

JF – Concessions i) union can bring dispute ii) employee representative. Can't agree with (c) proposal

DV – Can't accept (c) it too broad and general.

KS – Caucus. Asking to support is a big deal. Fairness crossed out more important.

DV – Even the representative right in the DPS is a significant concession for the business

KS – Concern – dispute if can't dispute Coaching & Discipline. Big Ask. Discussion about moving forward.

TA – Every policy goes through consultation

DV – That sentence includes all

GS – Sime Darby brings in policies and we have no control. Implies the potential to push back on any policy issued by the company.

Continued review of wording of Dispute Settlement Procedure

6.57 pm

Company Offer was reviewed

KS – 2% not good. Waste is disproportionate. 2% with 0.4 salary sacrifice is 1.6%

DV – Didn't come into low ball you. WageGuard happy to discuss. How you want to treat it – happy to take suggestions.

Caucus

Discussion regarding proposed wage offer including handling of WageGuard

Close Day Two – 7.40 pm

Day 3

JF – Welcome and Housekeeping. Close out outstanding items on Log Report (attached).

JF – WageGuard discussion regarding concerns.

MS - Need to work out how the Salary Sacrifice or percentage business is looking to pay out in percentage pay increase. Need to discuss how it is treated?

GS – Pre-tax dollars, threshold level salary sacrifice is to reduce tax

MS – Will be discussing WageGuard again in 3 years. Need to review the number of people on WageGuard and how long they are on it and how it has been used. Can't do light duties then it blows out the costs. Percentage for employees or Hastings need to get together so suitable for everyone.

GS – Can add to the agenda for review at the NCC regarding WageGuard and management of people including length of time.

DV – It is in everyone's interest, so we are not talking about in 3 years. Don't disagree – it's your money you're trading off.

MS – If discussed this 3 or 6 years ago, people wouldn't be having this discussion.

DV – Agree it's a good product – premiums across all insurances in general are on the way up. Want best coverage for dollars, need to have checks and balance.

JF – To apply pressure on WageGuard to keep the premiums in check we can ask Jodie, BDM WageGuard to attend the Quarterly NCC and provide her with a list of questions including the number of people on WageGuard and when they are expected back to work.

AM – WageGuard factor people want to stay, it's a retention tool.

GS – We only administer the fund, it's your fund. Option to review.

GS – Any movement on how we treat the Riggers and Doggers and Personal Leave as these need to be removed if we want to have proactive discussions on wages and WageGuard.

AMWU Caucus

Return 9.15

JF – Any feedback on WageGuard

KS – Have discussed and have feedback. Not supportive of Riggers and Doggers allowance or Weipa Travel Day. Personal Leave still on the table.

Negotiations undertaken between Management, AMWU and IBR around WageGuard and Remuneration Package. All bargaining parties agreed that wage offer would be 2% Yr 1, 2% Yr 2 and 2% Yr 3 with Hastings paying the additional 0.4% WageGuard from 2.2% to 2.6% on the basis that all other outstanding claim items are resolved.

In principle Agreement Reached by all bargaining parties with Hastings, AMWU and IBR's agreeing

that all claims were satisfactorily resolved and that in principle agreement was reached to take the proposed agreement to a workforce vote.

Will revert to SP to give CFMEU right of reply

The parties conducted a detailed review and page turn of the marked-up Enterprise Agreement.

Discussion on Engagement Sessions and Presentation along with schedule.

JF – 2 full weeks of Engagement sessions – 30 August – 10 September, schedule to be developed.

13 – 19 September – Access Period

20 – 27 September – Voting Period

Close Day Three – 2:50pm

Caucus and breaks

Start	Finish	Called by
Day 1		
10.45	11.45 am	Morning Tea and Caucus
12.45 pm	2.00 pm	Lunch and Caucus
3.05 pm	4.15 pm	Caucus
Day 2		
8.00 am	8.50 am	Management
10.15	10.45	AMWU including Morning Tea
11.23	1.20	AMWU including Lunch
	3.10	AMWU
	4.11	AMWU
	5.00 pm	Management
	6.57	
	7.24	
Day 3		
	9.15 am	AMWU
10.35	10.55	AMWU
11.04	11.18	AMWU
11.20	12.22	AMWU
12.30 pm	1.14 pm	AMWU including Lunch

End of Minutes