

CFMEU Log of Claims Hasting Deering EA 2021

- Clause 9.3 - Superannuation contributions to increase to 10% and remain 0.5% above the SGCL for the term of the Agreement
- Clause 14 - Annual leave for those employees engaged in the coal industry to reflect coal industry standards ie: 5 weeks for Mon - Fri employees & 6 weeks for continuous roster employees
- Clause 26.6 - Redundancy - increase to 3 weeks for each completed year of service uncapped or pay current provisions at total salary rate (projected earnings)
- Include new clause for infectious diseases

Infectious Diseases / Dangerous Medical Conditions:

- a) Upon report by a registered medical practitioner that by reason of contact with a person suffering from an infectious disease and through the operation of restrictions imposed by the respective State/Federal Government or law in respect to such disease, an Employee is unable to attend for work, the Employer will approve the Employee special leave of absence with full pay. The period of leave must not be for any period beyond the earliest date at which it would be practicable for the Employee to return to work having regard to the restrictions imposed by the respective State/Federal Government or law.
- b) Where the Employer reasonably believes that the Employee is in such a state of health as to render the Employee a potential health risk to other Employees, the Employer will require the Employee to absent themselves from the workplace until the Employee obtains and provides to the Employer a certificate from a registered medical practitioner confirming the Employees state of health. Upon receipt of the certificate the Employer may direct the Employee to be absent from duty for a specific period or, if already on leave, direct such Employee to continue on leave for a specified period. Any such absence will be regarded as sick leave.
- c) Where the Employee is excluded from a clients' site/s as a result of the implementation of a policy/directive in relation to vulnerable workers (as defined by the Queensland Government) the Employer will, in the first instance, seek to temporarily relocate the affected Employee/s to an alternative site. Where this is not possible the Employee will be directed to undertake all and any training/refresher commensurate with their role by the Employer. Should there be no training/refresher training available the Employee/s will be notified to remain at their place of residence and be fit for duty if required. During such time the Employee/s will continue to receive payment as if they were attending their usual rostered shifts. Should the Employee/s not wish to hold themselves in a fit and ready state they will be required to access their leave accruals for the period of time they are unable to access the client's site.