

AMWU Gold Standard Claim



Application of Agreement

- ☐ Incorporation of Award/s
- ☐ No extra claims

Consultation and Dispute Settlement

- ☐ All matters are able to be disputed
- ☐ Ability to refer disputes to FWC for arbitration
- ☐ Ability for FWC to make enforceable wage claim orders
- ☐ Creation of Joint Consultative Committee
- ☐ Genuine consultation before decisions are made, including mitigating detrimental outcomes
- ☐ Pre-dispute status quo while dispute being settled

Casuals and Contractors

- ☐ Casual and contractor wages and loadings based on site rate
- ☐ Direct hire casuals
- ☐ Casuals right to convert after 3 months
- ☐ Ratio or delegate approval of casual and contractor use and work to be performed

Redundancies

- ☐ No redundancies if labour hire or casuals doing same or similar work
- ☐ Redeployment and voluntary redundancies before any forced redundancies
- ☐ Payment minimum 4 weeks per year, including of loadings, and all leave paid out

Union Building

- ☐ No limit on delegate numbers, on ability to represent, or to attend inductions
- ☐ 10 days paid training per annum as if worked
- ☐ 6 days paid meeting leave and 4 days representation leave per annum
- ☐ Minimum 4 mass meetings per year
- ☐ Access for union officials as needed

Classification and Training

- ☐ Clear process for classification and reclassification
- ☐ Training in paid time
- ☐ Apprentices under the Agreement, paid no less than C10 rate at site and the National Minimum Wage; commitment to hire apprentices; company to pay all training costs
- ☐ MISTAS and implementation guide incorporated into Agreement

Better Working Life

- ☐ Leave accumulated and paid at shift length
- ☐ Income protection (WageGuard) paid for by employer at 100% gross earnings for 2 years for personal injury or illness
- ☐ No medical certificate for single days (at a minimum)
- ☐ Maximum 2 company shut downs per year
- ☐ Additional leave – compassionate 5 days, personal 15 days and extra week annual leave
- ☐ 15 days paid family and domestic violence leave
- ☐ 12 days paid reproductive health leave
- ☐ Long service leave standard 13 weeks after 10 years, portable for all employees
- ☐ Entitlements secured in NEST
- ☐ Share technology benefits, no job losses but shorter working week with no loss in pay
- ☐ Appropriate facilities for all genders and abilities, including dedicated change rooms and toilets for women

Hours of Work

- ☐ 36-hour week with no loss in pay as standard
- ☐ Overtime to be voluntary and shared equally
- ☐ Short notice overtime to incur provision of a meal
- ☐ Mutual agreement for change of shifts

Safety

- ☐ Adoption of ISO4500 international standard for WHS
- ☐ Workers compensation training on site for HSRs and delegates, with extra training days for HSRs
- ☐ Company and insurance company to pay workers compensation waiting period pre-decision
- ☐ 2 years make up pay
- ☐ Superannuation paid on all periods for workers compensation
- ☐ Provisions for extreme weather and climate disasters

Overall rating against benchmarks

- | | |
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| ☐ Below benchmark | Less than 9 claims contained OR more than 9 claims but no Incorporation of Award |
| ☐ Bronze | 9-22 claims contained, including Incorporation of Award |
| ☐ Silver | 23-35 claims contained, including Incorporation of Award |
| ☐ Gold | 36+ claims contained, including Incorporation of Award |