

From: Luis Izzo <Luis.Izzo@ablawyers.com.au>

Sent: Tuesday, 30 June 2020 11:49 AM

To: Michael Rizzo <mrizzo@asu.asn.au>; Sophie Ismail <sismail@actu.org.au>; Trevor Clarke <tclarke@actu.org.au>; Chambers - Ross J <Chambers.Ross.j@fwc.gov.au>; AMOD <AMOD@fwc.gov.au>

Cc: Stephen Smith <Stephen.Smith@aigroup.com.au>; Tamsin Lawrence <Tamsin.Lawrence@australianchamber.com.au>; Brent Ferguson <Brent.Ferguson@aigroup.com.au>

Subject: RE: Revised Schedule I - Clerks Award - AM2020/30

Dear parties and Associate

Further to the email below, **attached** is a clean copy of the final amended variation proposed by the parties. It is in the same terms as the marked up document provided to the FWC at 11:42am.

Yours faithfully

Luis Izzo

Managing Director – Sydney Workplace
Australian Business Lawyers & Advisors

140 Arthur Street North Sydney NSW 2060

Dir: +612 9458 7640 | Fax: +612 9954 5029 | Mob: 0408 109 622

Tel: +612 9458 7005 | Web: www.ablawyers.com.au | [in](#) [LinkedIn](#)



Experts make things simple

WORKPLACE & EMPLOYMENT | CORPORATE & COMMERCIAL

**Workplace Relations and Employment Law
Team of the Year**
2019 | 2018 | 2016



This is an email from Australian Business Lawyers & Advisors Pty Limited (ACN 146 318 783). It is confidential to the named addressee and may contain copyright and/or legally privileged information. No-one else may read, print, store, copy, forward or act in reliance on all or any of it or its attachments. If you receive this email in error, please telephone us on +612 9458 7005 or email ablawyers@ablawyers.com.au. We do not accept liability in connection with computer virus, data corruption, delay, interruption, unauthorised access or unauthorised amendment. Liability limited by a Scheme approved under the Professional Standards Legislation. Legal practitioners employed by or being directors of Australian Business Lawyers & Advisors Pty Limited are members of the Scheme. This notice must not be removed.

Fraud warning: Please be aware that there is a significant risk posed by cyber fraud, specifically relating to email accounts and bank account details. Our bank account details will never change during the course of a transaction, and we will never change our bank details via email. Please check account details with us in person. We will not accept responsibility if you transfer money into an incorrect account.

From: Luis Izzo

Sent: 30/06/2020 11:42 AM

To: Michael Rizzo <mrizzo@asu.asn.au>; Sophie Ismail <sismail@actu.org.au>; Trevor Clarke <tclarke@actu.org.au>; Chambers - Ross J <Chambers.Ross.j@fwc.gov.au>; AMOD <AMOD@fwc.gov.au>

Cc: Stephen Smith <Stephen.Smith@aigroup.com.au>; Tamsin Lawrence <Tamsin.Lawrence@australianchamber.com.au>; Brent Ferguson

<Brent.Ferguson@aigroup.com.au>

Subject: Revised Schedule I - Clerks Award - AM2020/30

Dear Sir/Madam

Please find **attached** a revised determination that ACCI and Ai Group propose be made by the Fair Work Commission in these proceedings.

The revised determination takes on board feedback that has been provided by union parties during the conference process in these proceedings (albeit that a consent position was not ultimately reached between the parties).

Yours faithfully

Luis Izzo

Managing Director – Sydney Workplace
Australian Business Lawyers & Advisors

140 Arthur Street North Sydney NSW 2060

Dir: +612 9458 7640 | Fax: +612 9954 5029 | Mob: 0408 109 622

Tel: +612 9458 7005 | Web: www.ablawyers.com.au | [LinkedIn](#)



Experts make things simple

WORKPLACE & EMPLOYMENT | CORPORATE & COMMERCIAL

**Workplace Relations and Employment Law
Team of the Year**

2019 | 2018 | 2016



DRAFT DETERMINATION

Fair Work Act 2009

s.157—FWC may vary etc. modern awards if necessary to achieve modern awards objective



**The Australian Industry Group
Australian Chamber of Commerce and Industry;**
(AM2020/XX)

CLERKS—PRIVATE SECTOR AWARD 2020
[MA000002]

Clerical industry

JUSTICE ROSS, PRESIDENT

XX

XX

MELBOURNE, XX JUNE 2020

Application to vary the Clerks—Private Sector Award 2020.

A. Further to decision [[2020] FWCFB XX] issued by the Full Bench on XX June 2020, the above award is varied as follows:

1. By deleting the words “until 30 June 2020” in clause I.1.1 in Schedule I – Award Flexibility During the COVID-19 Pandemic, and replacing them with the words “until 30 September 2020”.
2. By adding a new clause I.1.2 in Schedule I - Flexibility During the COVID-19 Pandemic as follows:
 - I.1.2** Any direction or request given by an employer under Schedule I must be given in writing and does not apply to the employee if the direction is unreasonable in all of the circumstances.
3. By adding a new clause I.1.3 in Schedule I - Flexibility During the COVID-19 Pandemic as follows:
 - I.1.3** Any direction or request given by an employer under Schedule I or any agreement made pursuant to clause I.2.1, from 1 July 2020, is not valid unless the employee is advised in writing that the employer consents to a dispute about the direction, request or agreement being settled by the Fair Work Commission through arbitration in accordance with clause 40.5— Dispute Resolution and section 739(4) of the Act.
4. By deleting clause I.2.1 – Operational flexibility, clause I.2.2 – Part-time employees working from home and clause I.2.3 – Casual employees working from home.

5. By renumbering clause I.2.4 – Ordinary hours of work for employees working from home, as clause I.2.1, and changing the cross-reference “I.2.5(e)” to “I.2.1(a)”.
6. By deleting the word “11:00pm” in clause I.2.1(a) and replacing it with the word “10:00pm”.
7. By renumbering clause I.2.5 – Agreed temporary reduction in ordinary hours, as clause I.2.2, with consequential renumbering of the cross-references in the clause.
8. By adding new clauses I.2.2(i) to (k) as follows:
 - (i) This clause only applies to employers who implemented a temporary reduction in ordinary hours under Schedule I in this Award before 30 June 2020.
 - (j) Any employee who has had their hours of work reduced pursuant to this Schedule I prior to 1 July 2020 may request an employer to conduct a further vote to confirm the ongoing reduction in hours pursuant to this Schedule I. Such a vote must be held within 7 days of any request. The vote must comply with the requirements in clause I.2.2(h).
 - (k) If any vote requested under clause I.2.2(j) does not approve of the ongoing reduction of hours or is not held within 7 days of the making of the request, the operation of clause I.2.2 with respect to the relevant employees will cease to be effective 7 days from the date when the request was made.
9. By deleting clause I.2.6 – Annual leave, and adding the following clause I.2.3 – Annual leave:

I.2.3 Annual leave

- (a) Subject to clause I.2.3(f) and despite clauses 32.6, 32.7 and 32.8 (Annual leave), an employer may, subject to considering an employee’s personal circumstances, request an employee to take paid annual leave, provided that the request does not result in the employee retaining a balance of less than 2 weeks annual leave after the leave is taken. Such a request must be made a minimum of 72 hours before the date on which the annual leave is to commence.
- (b) An employee must consider and may not unreasonably refuse a request to take annual leave made pursuant to clause I.2.3.
- (c) Clauses I.2.3(a) and (b) do not prevent an employer and an employee agreeing to the employee taking annual leave at any time.
- (d) Employers and individual employees may agree to take up to twice as much annual leave at a proportionately reduced rate for all or part of any agreed or directed period away from work, including any close-down.
- (e) The period of annual leave must commence before 30 September 2020 but may end after this date.

- (f) An employer can only request that an employee take annual leave pursuant to this clause if the request is made for reasons attributable to the COVID-19 pandemic or Government initiatives to slow the transmission of COVID-19 and to assist the employer to avoid or minimise the loss of employment.

10. By deleting clause I.2.7 – Close-down.

B. This determination comes into effect on 30 June 2020. In accordance with s.165(3) of the Fair Work Act 2009 this determination does not take effect until the start of the first full pay period that starts on or after 30 June 2020.

PRESIDENT