

IN THE FAIR WORK COMMISSION

Matter Number:

AM2014/268



Submissions of the AMWU

AM2014/268

4 Yearly Review of Modern Awards

Food, Beverage and Tobacco Manufacturing Award 2010

About the Australian Manufacturing Workers' Union

The Australian Manufacturing Workers' Union (AMWU) is registered as the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union". The AMWU represents members working across major sectors of the Australian economy, including in the manufacturing sectors of vehicle building and parts supply, engineering, printing and paper products and food manufacture. Our members are engaged in maintenance services work across all industry sectors. We cover many employees throughout the resources sector, mining, aviation, aerospace and building and construction industries. We also cover members in the technical and supervisory occupations across diverse industries including food technology and construction. The AMWU has members at all skills and classifications from entry level to Professionals holding degrees.

The AMWU's purpose is to improve member's entitlements and conditions at work, including supporting wage increases, reasonable and social hours of work and protecting minimum award standards. In its history the union has campaigned for many employee entitlements that are now a feature of Australian workplaces, including occupational health and safety protections, annual leave, long service leave, paid public holidays, parental leave, penalty and overtime rates and loadings, and superannuation.

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1. This submission is made with respect to the “next steps” identified by the Full Bench in its decision *4 yearly review of modern awards – Award stage – Group 1* [2018] FWCFB 1548.
2. This submission relates to the substantive issues arising in the award and is additional to the AMWU’s submission dated 26 April 2018.
3. A recent query from the Fair Work Ombudsman with respect to the *Food, Beverage and Tobacco Manufacturing Award 2010 (FBT Award)* has brought a matter to the attention of the AMWU concerning Appendix B of FBT Award. Presently, the FBT Award does not make sufficiently clear the manner of progression between lower classifications. Additionally, we note that the FBT Award does not provide a means for resolving reclassification disputes. On that basis, the AMWU will seek two substantive amendments:
 - b. An amendment to the Schedule B so as to establish a method for progression from level 1 to level 2 and from level 2 to level 3 of the classification structure that is based on relative, competency rather than assessed by indicative tasks, and is not contingent upon undertaking structured training; and
 - a. The addition of a specified process for classifying employees and dealing with reclassification disputes.
4. The AMWU will not press its substantive claim with respect to payments applicable to shift workers rotating between afternoon and night shifts, as indicated in its previous submissions.

Australian Manufacturing Workers’ Union
15 June 2018