

# THE AUSTRALASIAN MEAT INDUSTRY EMPLOYEES' UNION

(Federal Council)



Federal Secretary  
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## Fair Work Act 2009

### FAIR WORK COMMISSION

#### **s. 157 – FWC may vary etc. modern awards if necessary to achieve modern awards objective – Review of certain C14 rates in modern awards**

#### **AMIEU SUBMISSION IN RESPONSE TO STATEMENT DATED 28 AUGUST 2019**

1. We refer to the statement of the President of the Fair Work Commission, Justice Ross, which expressed a provisional view that a Full Bench should be constituted to conduct a review, initiated on the Commission's own motion pursuant to s 157 of the Fair Work Act 2009 ("FW Act"), of the operation of C14 classification levels in 14 modern awards.
2. The AMIEU has an interest in the *Meat Industry Award 2010*.
3. The AMIEU supports the provisional view of the President that the 14 relevant awards should be referred to a Full Bench for review.
4. The AMIEU agrees that the list of awards identified in categories (iv) and (v) in para [5] of the statement is accurate as far as it applies to the award in which we have an interest. We make no observation on awards that are not within our scope of interest.
5. With respect to the *Meat Industry Award 2010*, which falls into category (iv), we respectfully submit that the maximum period for transition to higher rates should be three months.
6. The annual wage review 2018 – 2019 identified the need for a 'stepping stone effect' in transitioning from lower paid rates within awards. It is our submission that for such a stepping stone effect to be effective there needs to be also identified a clear pathway for this to occur.

7. The effect of not having a pathway for transition clearly identified within the award, is that employees at the C14 rate could be left there for considerable periods of time, which defeats the 'stepping stone effect'. We submit that this creates unfairness to those employees who are then denied the benefits of higher wages for the work that they are performing, which would otherwise be classified at higher levels under the award.

We also note that a conference is listed for October 8 and would like to request video link from Adelaide for this purpose. I am aware that this request is past the deadline of 24<sup>th</sup> September but would ask for consideration of this request as we would otherwise need to travel to Sydney for the conference.

27 September 2019

Yours sincerely,

A handwritten signature in black ink, appearing to read 'G. Smith', with a large, sweeping flourish extending to the right.

**GRAHAM SMITH**  
**FEDERAL SECRETARY**