



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

DRY CLEANING AND LAUNDRY INDUSTRY AWARD 2020
[MA000096]

Dry cleaning and laundry services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 18.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Dry cleaning employee Level 1	753.80	19.84
Dry cleaning employee Level 2	775.40	20.41
Dry cleaning employee Level 3	786.60	20.70
Dry cleaning employee Level 4	832.80	21.92
Dry cleaning employee Level 5	877.60	23.09

2. By deleting the table appearing in clause 18.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Laundry employee Level 1	764.30	20.11
Laundry employee Level 2	791.70	20.83
Laundry employee Level 3	825.00	21.71
Laundry employee Level 4	847.00	22.29

3. By deleting the year “2019” in clause 18.9(b) and inserting “2020”.

4. By deleting the amount "\$16.91" appearing in clause 20.2(a) and inserting "\$17.20".

5. By deleting the amount "\$17.25" appearing in clause 20.2(b) and inserting "\$17.55".

6. By deleting the table appearing in clause C.1.1 and inserting the following:

	Ordinary hours	Saturday– ordinary hours worked before midday	Saturday– ordinary hours worked after midday	Public holiday
	% of minimum hourly rate			
	100%	125%	150%	250%
	\$	\$	\$	\$
Dry cleaning employee Level 1	19.84	24.80	29.76	49.60
Dry cleaning employee Level 2	20.41	25.51	30.62	51.03
Dry cleaning employee Level 3	20.70	25.88	31.05	51.75
Dry cleaning employee Level 4	21.92	27.40	32.88	54.80
Dry cleaning employee Level 5	23.09	28.86	34.64	57.73

7. By deleting the table appearing in clause C.1.2 and inserting the following:

	Day	Morning, afternoon or night shift	Permanent night shift	Saturday–ordinary hours worked before midday	Saturday–ordinary hours worked after midday	Public holiday	Non-successive morning, afternoon or night shift – dry cleaning ¹	
							First 3 hours	After first 3 hours
	% of minimum hourly rate							
	100%	115%	130%	125%	150%	250%	150%	200%
	\$	\$	\$	\$	\$	\$	\$	\$
Dry cleaning employee Level 1	19.84	22.82	25.79	24.80	29.76	49.60	29.76	39.68
Dry cleaning employee Level 2	20.41	23.47	26.53	25.51	30.62	51.03	30.62	40.82
Dry cleaning employee Level 3	20.70	23.81	26.91	25.88	31.05	51.75	31.05	41.40
Dry cleaning employee Level 4	21.92	25.21	28.50	27.40	32.88	54.80	32.88	43.84
Dry cleaning employee Level 5	23.09	26.55	30.02	28.86	34.64	57.73	34.64	46.18

8. By deleting the table appearing in clause C.1.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Dry cleaning employee Level 1	29.76	39.68	39.68	49.60
Dry cleaning employee Level 2	30.62	40.82	40.82	51.03

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Dry cleaning employee Level 3	31.05	41.40	41.40	51.75
Dry cleaning employee Level 4	32.88	43.84	43.84	54.80
Dry cleaning employee Level 5	34.64	46.18	46.18	57.73

9. By deleting the table appearing in clause C.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Laundry employee Level 1	20.11	50.28
Laundry employee Level 2	20.83	52.08
Laundry employee Level 3	21.71	54.28
Laundry employee Level 4	22.29	55.73

10. By deleting the table appearing in clause C.2.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Laundry employee Level 1	30.17	40.22	40.22	50.28
Laundry employee Level 2	31.25	41.66	41.66	52.08
Laundry employee Level 3	32.57	43.42	43.42	54.28
Laundry employee Level 4	33.44	44.58	44.58	55.73

11. By deleting the table appearing in clause C.2.3 and inserting the following:

	Day	Morning, afternoon or night shift	Permanent night shift	Non-successive morning, afternoon or night shift – laundry ¹	
				First 3 hours	After 3 hours
	% of minimum hourly rate				
	100%	115%	130%	150%	200%
	\$	\$	\$	\$	\$
Laundry employee Level 1	20.11	23.13	26.14	30.17	40.22
Laundry employee Level 2	20.83	23.95	27.08	31.25	41.66
Laundry employee Level 3	21.71	24.97	28.22	32.57	43.42
Laundry employee Level 4	22.29	25.63	28.98	33.44	44.58

12. By deleting the table appearing in clause C.2.4 and inserting the following:

	Saturday – ordinary hours worked before midday	Saturday – ordinary hours worked after midday	Sunday – all day	Public holiday
	% of minimum hourly rate			
	125%	150%	200%	250%
	\$	\$	\$	\$
Laundry employee Level 1	25.14	30.17	40.22	50.28
Laundry employee Level 2	26.04	31.25	41.66	52.08
Laundry employee Level 3	27.14	32.57	43.42	54.28
Laundry employee Level 4	27.86	33.44	44.58	55.73

13. By deleting the table appearing in clause C.3.1 and inserting the following:

	Ordinary hours	Saturday– ordinary hours worked before midday	Saturday– ordinary hours worked after midday	Public holiday
	% of minimum hourly rate			
	125%	150%	175%	275%
	\$	\$	\$	\$
Dry cleaning employee Level 1	24.80	29.76	34.72	54.56
Dry cleaning employee Level 2	25.51	30.62	35.72	56.13
Dry cleaning employee Level 3	25.88	31.05	36.23	56.93
Dry cleaning employee Level 4	27.40	32.88	38.36	60.28
Dry cleaning employee Level 5	28.86	34.64	40.41	63.50

14. By deleting the table appearing in clause C.3.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	175%	225%	225%	275%
	\$	\$	\$	\$
Dry cleaning employee Level 1	34.72	44.64	44.64	54.56
Dry cleaning employee Level 2	35.72	45.92	45.92	56.13
Dry cleaning employee Level 3	36.23	46.58	46.58	56.93
Dry cleaning employee Level 4	38.36	49.32	49.32	60.28
Dry cleaning employee Level 5	40.41	51.95	51.95	63.50

15. By deleting the table appearing in clause C.3.3 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	

	125%	275%
	\$	\$
Laundry employee Level 1	25.14	55.30
Laundry employee Level 2	26.04	57.28
Laundry employee Level 3	27.14	59.70
Laundry employee Level 4	27.86	61.30

16. By deleting the table appearing in clause C.3.4 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	175%	225%	225%	275%
	\$	\$	\$	\$
Laundry employee Level 1	35.19	45.25	45.25	55.30
Laundry employee Level 2	36.45	46.87	46.87	57.28
Laundry employee Level 3	37.99	48.85	48.85	59.70
Laundry employee Level 4	39.01	50.15	50.15	61.30

17. By deleting the table appearing in clause C.3.5 and inserting the following:

	Ordinary hours	Morning , afternoon or night shift	Permanent night shift	Saturday – ordinary hours worked before midday	Saturday – ordinary hours worked after midday	Public holiday	Non-successive morning, afternoon or night shift – dry cleaning¹	
							First 3 hours	After 3 hours
	% of minimum hourly rate							
	125%	140%	155%	150%	175%	275%	175%	225%
	\$	\$	\$	\$	\$	\$	\$	\$
Dry cleaning	24.80	27.78	30.75	29.76	34.72	54.56	34.72	44.64

	Ordinary hours	Morning, afternoon or night shift	Permanent night shift	Saturday – ordinary hours worked before midday	Saturday – ordinary hours worked after midday	Public holiday	Non-successive morning, afternoon or night shift – dry cleaning ¹	
							First 3 hours	After 3 hours
% of minimum hourly rate								
	125%	140%	155%	150%	175%	275%	175%	225%
	\$	\$	\$	\$	\$	\$	\$	\$
employee Level 1								
Dry cleaning employee Level 2	25.51	28.57	31.64	30.62	35.72	56.13	35.72	45.92
Dry cleaning employee Level 3	25.88	28.98	32.09	31.05	36.23	56.93	36.23	46.58
Dry cleaning employee Level 4	27.40	30.69	33.98	32.88	38.36	60.28	38.36	49.32
Dry cleaning employee Level 5	28.86	32.33	35.79	34.64	40.41	63.50	40.41	51.95

18. By deleting the table appearing in clause C.3.6 and inserting the following:

	Ordinary hours	Morning, afternoon or night shift	Permanent night shift	Saturday – ordinary hours worked before midday	Saturday – ordinary hours worked after midday	Sunday – all day	Public holiday	Non-successive morning, afternoon or night shift – laundry ¹	
								First 3 hours	After 3 hours
% of minimum hourly rate									
	125%	140%	155%	150%	175%	225%	275%	175%	225%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Laundry employee Level 1	25.14	28.15	31.17	30.17	35.19	45.25	55.30	35.19	45.25
Laundry employee Level 2	26.04	29.16	32.29	31.25	36.45	46.87	57.28	36.45	46.87

	Ordinary hours	Morning, afternoon or night shift	Permanent night shift	Saturday – ordinary hours worked before midday	Saturday – ordinary hours worked after midday	Sunday – all day	Public holiday	Non-successive morning, afternoon or night shift – laundry ¹	
								First 3 hours	After 3 hours
% of minimum hourly rate									
	125%	140%	155%	150%	175%	225%	275%	175%	225%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Laundry employee Level 3	27.14	30.39	33.65	32.57	37.99	48.85	59.70	37.99	48.85
Laundry employee Level 4	27.86	31.21	34.55	33.44	39.01	50.15	61.30	39.01	50.15

- 19. By deleting the amount “\$862.50” appearing in clause D.1.1 and inserting “\$877.60”.
- 20. By deleting the table appearing in D.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Disability allowance—handling foul laundry	20.2(a)	1.96	17.20	per week
First aid allowance	20.2(b)	2.0	17.55	per week

B. This determination comes into operation on 1 February 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 February 2021.

PRESIDENT