



PFD LOG OF CLAIMS 2019

AMIEU NEWCASTLE & NORTHERN NSW BRANCH

3/10/2019

PFD Food Services (Northern NSW) Enterprise Agreement 2019

COMPANY LOG OF CLAIMS:

*CHANGES SINCE PREVIOUS LOG OF CLAIMS ARE LISTED IN GREEN

1. Duration of agreement 4 years, with a nominal expiry date of 31 August 2023 (Clause 1.5)

Company still wants a 4 year agreement

2. Insert Model Consultation Clause as provided with last Agreement (Clause 2.1)

Agreed

3. Amend casual conversion clause in line with Award provisions (Clause 3.2(e))

After 6 month period a casual can formally write to the company to request permanent employment

Agreed

4. Increase ordinary span hours 4.00am-8.00pm (Clause 5.1(a)(i))

Current span of hours 5.00am- 7.30 pm

Dropped

5. Overtime on Saturday to be paid at Time and Half (Clause 5.3(b)(i))

Dropped

6. All overtime worked on Sunday at the conclusion of ordinary hours, to be paid at time and half for first two hours and double time thereafter (Clause 5.3(b)(ii))

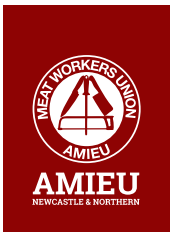
Currently all overtime worked on a Sunday is paid at double time rates

Company is still pursuing



WE ARE SEEKING YOUR RESPONSE

Please text Amanda (0400 879 507) or Justin (0488182 047)
if you have any comments regarding the proposed agreement



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7. Inclusion of an introduction Level for Store person (Appendix A)

"New Worker wage"- Introduction level- above the award first 12 months no review until after 12 months to be able to progress to a higher rate

Company still pursuing

8. Amend shift allowances (Clause 5.5(a))

Ties in with Claim 9

Dropped

9. Shift allowances to be on actual hours worked and not for full shift (Clause 5.5)

Night shift reduced to 20 and split afternoon then night for the hours you have worked in that period

Will be paid shift allowances by the hour for the hours they work on each shift

Dropped

10. Amend Driver classifications to include assistance with loading of trucks (Appendix C)

Company has noted people currently undertake these tasks but it is not written in the agreement and would like this amended into the new agreement

Agreed in Principle:

Insert the following wording under the classification clause for customer service drivers:

**"Regardless of Level, the following responsibilities are expected to be performed;
- Assistance with loading of truck as required."**

11. Removal of Roster Allowance (Clause 4.2(g))

Current Sunday to Thursday afternoon shift rostered workers receive:

- Permanent Staff \$39.99

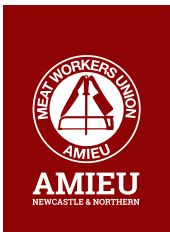
- Casual \$51.40

Company wants this removed

Dropped

12. Shift workers to receive a 30 minute unpaid meal break, instead of 20min paid crib break (Clause 5.2(ii))

Still pursuing



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13. Change shift definitions (Clause 5.5) as follows:

- Afternoon shift shall mean a rostered shift ending after 7.30 and at or before 1am;

- Night Shift shall mean a rostered shift ending after 1am and at before 9am

This will become a boot issue, needs to be as per award

Still pursuing

14. Insert Domestic Violence Leave as per NES (New Clause maybe 6.6)

Requirement Under NES

Agreed

15. Fair and equitable wage increase (Clause 4.1)

Company will consider all requests and changes and factor this into a wage increase towards the end of negotiations



The AMIEU requested a roll over agreement with a 5% wage increase over the 4 year agreement.

PFD rejected this, offering an **increase of 2%** over the 4 year agreement.

This is **NOT** enough.