

FAIR WORK COMMISSION

Matter no: AM2021/54

STATEMENT OF NICOLE COPPOCK

I, Nicole Coppock, of [REDACTED], state as follows:

Introduction

1. I am currently employed as a State Organiser at the Australian Manufacturing Workers' Union in Adelaide.
2. I make this statement based on my own knowledge, information and belief unless otherwise stated. Where I make statements based on information provided to me, I identify the source of that information and otherwise believe it to be true and correct.

Background facts

3. I have been working as an Organiser in the vehicle industry for 6 years.
4. Repco Pty Ltd is a retail company in the vehicle industry. Their workforce may hold trade qualifications but are financially dependent on their roles in the company, which are predominantly transient. The workers are not covered by an EBA and are dependent on the Vehicle Repair, Services and Retail Award.
5. When I was working at the Repco sites across Adelaide, I had many discussions with casual employees about conversion to permanency. There was a large appetite amongst casual employees to apply for conversion due to the insecurity of the work at Repco.
6. The majority of the time, casual employees were completely unaware of their entitlement to request conversion until I raised it with them. Repco had not been communicating with casual employees about their entitlement under the Award. There would be many casual employees who are entitled to request conversion under the Award but are unaware of their right to do so.
7. Once I started communicating with casual employees about their entitlements under the Award, Repco started informing casual employees of their right to request conversion.
8. Casual employees were very interested in requesting to convert at the 6-month mark, and I was able to successfully convert a number of casual employees at 6-months.
9. Deleting this entitlement from the Vehicle Award will mean that employees are left in their insecure employment for longer and will have an adverse impact on their lives.
10. Casual employment under the Vehicle Award saw employees being moved around between all Repco metro stores with little to no say. The insecurity of not having stable hours or even a place of work affected employees to the point that many left the industry altogether.

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Nicole Coppock
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