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Sent: Thursday, 26 September 2019 8:54 AM

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Cc: Trevor Clarke <tclarke@actu.org.au>; Vivienne Wiles <vwiles@cfmeumd.org>; Stephen Crawford <stephen.crawford@nat.awu.net.au>; Natalie Dabarera <Natalie.Dabarera@unitedvoice.org.au>

Subject: Review of certain C14 rates in modern awards C2019/5259

The Associate

The President

Dear Associate

We note the statement made on 28 August 2019 concerning a possible review of certain C14 rates in modern awards. We broadly support the initiative of the Commission as evinced in the statement. United Voice is interested in the *Dry Cleaning and Laundry Award 2010* and the *Funeral Industry Award 2010*. Our comments are directed to these 2 modern awards.

In terms of the questions posed at [10] of the statement we note in relation to the 2 modern awards:

1. - We agree with the provisional view expressed.
2. – Yes, in relation to the 2 modern awards we are concerned with.
3. - In both cases, a fair and relevant safety-net of terms and conditions would generally require employees on the C14 rate equivalent under both modern awards to transition to the next classification after 3 months employment.

The Funeral Award incorporates the Schedule E of the *Miscellaneous Award 2010* which deals with the minimum wage paid to employees undertaking traineeships. This provision does not appear to alter the capacity of an adult employee covered by this modern award to be paid at the grade 1 level indefinitely.

The Funeral Award grade 1 classification appears to not provide any assistance in classifying the work an employee will perform as a grade 1. This raises an additional concern with this classification which further reinforces difficulties with compliance with the modern awards objective. The classification reads:

B.1 Grade 1—Funeral director’s assistant and coffin draper and/or an adult employee not mentioned elsewhere in any of Grades 2 to 6.

Classifications should describe the work done by the employee engaged as such. This classification can be accurately described as content less.

4.- In relation to whether there has been any work value determinations concerning these classifications in each of these modern awards or a predecessor instrument, we are unable to say that there has been any such determination or an arbitration which specifically addressed the C14 classification.

We trust these comments assist the Commission.

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