



Australian Federation of
Employers & Industries

Submission in Reply on Revised Exposure Draft:
Funeral Industry Award

Matter No.: AM2014/269

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1. This submission is made pursuant to the direction of President Ross of 19 May 2017 in response to the submissions of the Australian Workers Union (**AWU**) dated 3 July 2017 regarding outstanding technical and drafting issues in the Exposure Draft for the *Funeral Industry Award 2010 (the Exposure Draft)*.

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2. We submit that the uniform allowance in clause 16.3(c) of the Exposure Draft only applies to full-time employees. This is clear in both the current award and the Exposure Draft. To extend the application of this allowance to part-time and casual employees is a substantive change to the award, the case for which has not been made by the AWU.

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3. We agree with the AWU at paragraph 6 of their submission dated 3 July 2017 that this item is similar to items 15 and 16 of the summary of submissions. On that basis we refer to our submission on those items dated 21 April 2017.
4. We submit that the more specific minimum engagement in clauses 20.1(a)(i) and 20.1(b) of the Exposure Draft (for work performed on a Saturday or Sunday) will apply instead of the minimum engagement in clause 10.5 or 11.3 for a part-time or casual employee.

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5. We submit that the Exposure Draft and the current award do not provide a minimum engagement for work performed on a public holiday. If the AWU is seeking to introduce a new entitlement for employees into the award this should be pursued as a substantive claim with supporting evidence.