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Sent: Thursday, 10 December 2020 4:26 PM

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Subject: Re: AM2020/25 - Four yearly review of modern awards – Black Coal Mining Industry Award

Dear Associate

As discussed at yesterday's conference, please see **attached** proposed amendments, containing two options, each of which is supported by the union parties copied in to this email.

We have left the document in word form should the employer groups wish to mark up any changes in their response.

Please let me know if you require anything further at this stage.

Kind regards

Eliza Sarlos

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IN THE FAIR WORK COMMISSION

Matter No: AM2020/25

Four Yearly Review of Modern Awards – Finalisation of Exposure Drafts and variation determinations – Tranche 3 awards – *Black Coal Mining Industry Award*

Proposed amendments to address overtime for workers described in clause 21.2(b)(ii) – (iii)

Option 1

21.2

...

(b) All time worked in excess of or outside the ordinary hours of any shift by employees:

- (i) who are six day roster employees or seven day roster employees;
- (ii) who work regular weekend shifts (weekend workers), meaning employees:
 - a. who work a roster which requires ordinary shifts on public holidays and not less than 272 ordinary hours per year on Sundays; or
 - b. who work a roster which requires ordinary shifts on Saturday and Sunday where the majority of the rostered hours on the Saturday or Sunday shifts fall between midnight Friday and midnight Sunday;

will be paid for at the rate of 200% of the minimum hourly rate.

C.1.5 Full-time and part-time production and engineering employees - Weekend workers – Overtime Rates

	% of minimum hourly rate
All overtime	200%

D.1.5 Full-time and part-time staff employees - Weekend workers – Overtime Rates

	% of minimum hourly rate
All overtime	200%

Option 2

C.1.5 Full-time and part-time production and engineering employees – ordinary shifts regularly worked on Public Holidays, Saturdays and Sundays – Overtime Rates

For employees referred to in cls 21.2(b)(ii) and (iii), all overtime will be paid for at the following rate.

	% of minimum hourly rate
All overtime	200%

C.1.5 Full-time and part-time staff employees – ordinary shifts regularly worked on Public Holidays, Saturdays and Sundays – Overtime Rates

For employees referred to in cls 21.2(b)(ii) and (iii), all overtime will be paid for at the following rate.

	% of minimum hourly rate
All overtime	200%