

**RE: Schedule B – Electrical, Electronic and Communications Contracting Award Exposure Draft****MEA's Primary position**

MEA's primary position is for Schedule B in the *Electrical, Electronic and Communications Contracting Award 2016* Exposure Draft be removed completely. There are concerns laypersons will fail to correctly include applicable all-purpose allowances, which may lead to systemic and extensive under payments.

As an example, the amounts in Schedule B.2.1 do not include the *Electrician's license allowance* in clause 17.2 (c) which is applicable to Electrical Workers Grade 5 and above who hold the applicable unrestricted workers electrical license/permit. These employees would represent a large portion of an electrical contractors' work force. As the *Electrician's license allowance* is an all-purpose allowance it is subjected to overtime, shift, and public holiday rates. This means the preceding tables in Schedule B.2.2, B.2.3 and B.2.4 are unhelpful for many electrical contractors who employ electrical workers who hold an unrestricted electrical license/permit.

This issue is present in the succeeding schedule parts. As an example, Schedule B.3 – Casual workers. As an all-purpose allowance the *Electrician's license allowance* is subjected to the casual loading. Therefore, the rates provided for Electrical Workers Grade 5 and above with unrestricted electrical licenses/permits are incorrect for those employees.

Further there are concerns the annual wage review decision could be applied erroneously due to either a misinterpretation of the decision or administrative errors.

**MEA's Submission**

If the Commission decides the removal of Schedule B is not appropriate, MEA make the following submissions:

**Schedule B.2.1**

1. Remove "Other than shiftworkers" from title and replace with "Day workers"
2. Remove "penalty rates" from the title and replace with "public holiday rates".
3. Insert note 2 at the bottom of table B.2.1 "These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)".
4. Public Holiday column remains.

**Schedule B.2.2**

5. Remove “Other than continuous shiftworkers” from the title and replace with “Day Workers”.
6. Remove “Public Holiday” column.
7. Insert note 2 at the bottom of table B.2.2 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.2.3**

8. Insert note 4 at the bottom of table B.2.3 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.2.4**

9. Insert note 1 at the bottom of table B.2.4 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.3.1**

1. Remove “Other than shiftworkers” from title and replace with “Day Workers”
2. Replace “penalty rates” with “public holiday rates” in the title.
10. Insert note 1 at the bottom of table B.3.1 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.
11. Public Holiday column remains.

**Schedule B.3.2**

12. Change titled to read “Casual shiftworkers – ordinary, penalty, and public holiday rates”
13. Remove “Day” column.
14. Insert note 4 at the bottom of table B.3.2 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.1**

3. Remove “Other than shiftworkers” from title and replace with “Day Workers”
4. Replace “penalty rates” with “public holiday rates” in the title.
5. Insert note 1 at the bottom of table B.4.1 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.
6. Public Holiday column remains.

**Schedule B.4.2**

7. Remove “Other than continuous shiftworkers” from the title and replace with “Day Workers”.
8. Remove Public Holiday column.
9. Insert note 1 at the bottom of table B.4.2 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.3**

10. Change titled to read “Adult apprentice – shiftworkers – ordinary, penalty, and public holiday rates”
11. Insert note 4 at the bottom of table B.4.3 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.4**

12. Insert note 1 at the bottom of table B.4.4 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.5**

13. Remove “Other than shiftworkers” from title and replace with “Day Workers”
14. Replace “penalty rates” with “public holiday rates” in the title.
15. Insert note 1 at the bottom of table B.4.5 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.
16. Public Holiday column remains.

**Schedule B.4.6**

17. Remove “Other than shiftworkers” from the title and replace with “Day Workers”.
18. Remove Public Holiday column.
19. Insert note 1 at the bottom of table B.4.6 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.7**

20. Change titled to read “Junior apprentice – shiftworkers – commencing on or after 1 January 2014 – ordinary, penalty, and public holiday rates”
21. Insert note 4 at the bottom of table B.4.7 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.8**

22. Insert note 1 at the bottom of table B.4.8 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.9**

23. Remove “Other than shiftworkers” from title and replace with “Day Workers”
24. Replace “penalty rates” with “public holiday rates” in the title.
25. Insert note 1 at the bottom of table B.4.9 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.
26. Public Holiday column remains.

**Schedule B.4.10**

27. Remove “Other than shiftworkers” from the title and replace with “Day Workers”.
28. Remove Public Holiday column.
29. Insert note 1 at the bottom of table B.4.10 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.11**

30. Change titled to read “Junior apprentice – shiftworkers – commencing before 1 January 2014 – ordinary, penalty, and public holiday rates”
31. Insert note 4 at the bottom of table B.4.11 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.

**Schedule B.4.12**

32. Insert note 1 at the bottom of table B.4.12 “These amounts do not include the allowances in clause 17.2 (b), clause 17.2 (c), clause 17.2 (d), clause 17.2 (e), and clause 17.2 (f)”.