

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T No. 3461 of 1991 and
T No. 3929 of 1992

IN THE MATTER OF an application by
the Metals and Engineering Workers
Union to vary the Automotive
Industries Award

re minimum rates adjustment,
restructuring of award

COMMISSIONER IMLACH

HOBART, 16 September 1992

TRANSCRIPT OF PROCEEDINGS

Unedited

COMMISSIONER IMLACH: I'll take appearances.

MR P. BAKER: Sir, I appear on behalf of the Metals and Engineering Workers' Union, P. BAKER.

COMMISSIONER IMLACH: Thanks, Mr Baker.

MRS H.J. DOWD: If the commission pleases, I appear on behalf of the Federated Clerks' Union of Australia, Tasmanian Branch, DOWD H.J.

COMMISSIONER IMLACH: Thanks, Mrs Dowd.

MR J. LONG: If the commission pleases, JEFF LONG, appearing on behalf of FIMEE.

COMMISSIONER IMLACH: Thanks, Mr Long.

MR S. CLUES: If it please the commission, I appear on behalf of the Tasmanian Confederation of Industries, CLUES S.

COMMISSIONER IMLACH: Thanks, Mr Clues. Now, before we start, in the absence of my good associate, why are we starting so early?

MR BAKER: Well, I really don't know. I indicated to your associate that there was another matter listed for today at 10.30 -

COMMISSIONER IMLACH: Yes.

MR BAKER: - and indicated that perhaps she might like to sort of list it at the same time as this matter was simply a report back and it would take no more than 5 or 6 minutes.

Now, I must admit I didn't take any notice at the time when the notification came through, but neither as I understood, did anybody sitting here at the table -

COMMISSIONER IMLACH: Yes, well -

MR BAKER: - and, as a consequence of that, we are here.

COMMISSIONER IMLACH: Yes, well could I just say that I apologise to the parties that you have to come here and then go away again, which you will have to do, because it is set for 10.30 - the other one - and it didn't enter my mind, I don't think of these things, you understand, it is all laid out for me, until this morning, and I thought it was rather strange. So I will discuss that with my associate. But it looks like we'll have to proceed.

MR BAKER: Yes. Sir, I have handed to your associate an exhibit which is headed, 'Automotive Industries Award Draft 2' and is dated the 24th of July 1992.

COMMISSIONER IMLACH: Right. Now, what do we call that? This is the first day, is it?

MR BAKER: This is the first day.

COMMISSIONER IMLACH: Right - MEWU.1.

MR BAKER: The document has been circulated to all the parties respondent to the award, and I have had a brief discussion with Mr Edwards from the TCI concerning its structure, and I have convened a meeting of the unions to discuss the structure.

Basically, Mr Commissioner, this is the starting point. This is a proposal which we have formulated to restructure the award. That is, to reduce the many classifications that currently exist in the award into a simplified six level structure which would reflect trades rates and below, and to then give effect to implementing a career structure which is illustrated in steps 7 through to 11.

The document is deficient in that it does not include at the present time the clerical structure, but it would be our intention also to have a totally integrated structure representing clerical, technical, administrative, trades, and semiskilled employees in the one structure.

It is our intention today to see from you, Mr Commissioner, a hearing early in November at which time we believe we would be in a position to present to you a document which would commence the restructuring and also incorporating minimum rates adjustments, and also a rewritten award - which I should report on, sir, that I have commenced in rewriting the conditions side of the award at the present time - although that's only in a very rough draft and not worthy of presentation to the commission at the present time.

So, that being the case, Mr Commissioner, I would conclude my comments there and, as I indicated to you, seek a hearing date early in November to hopefully bring this matter to some fruition as far as the salary side of the award is concerned.

COMMISSIONER IMLACH: Thanks, Mr Baker. Mrs Dowd?

MRS DOWD: No, Mr Commissioner, at this stage, Mr Commissioner.

COMMISSIONER IMLACH: Thanks, Mrs Dowd. Mr Long?

MR LONG: I have got nothing further to add at this point in time, sir.

COMMISSIONER IMLACH: Good. We are going well, aren't we? Mr Clues?

MR CLUES: Oh, I can't go so briefly as my colleagues. The TCI, for its part, will enter into meaningful discussions in the fullness of time with the object of coming before you with a consent position.

COMMISSIONER IMLACH: Yes. Right. Now, I presume that the original idea was that you'd be along here today all signed, sealed and delivered. Perhaps that's why we set an earlier time. I don't know.

But now that you have indicated all these good intentions and requested a date we will fix a date, and I trust that when you come back if you haven't reached agreement you will tell me those items you have reached agreement in and those you haven't, and then you might want me to make a decision for you. I will, if it is going to get it completed.

Now, does someone want to suggest a date? Mr Baker?

MR BAKER: Tuesday the 3rd of November?

COMMISSIONER IMLACH: Tuesday the 3rd of November. Well, that looks alright to me.

MRS DOWD: Tuesday the 2nd.

MR BAKER: No, it is the 3rd.

MRS DOWD: Oh, sorry.

MR BAKER: We're just having an argument about whether it is the 2nd or the 3rd.

COMMISSIONER IMLACH: It's the 3rd. Any objections to that?

MR CLUES: For my part, I am not in a position to agree to that date. This award doesn't fall within my portfolio, it belongs to Mr Edwards; therefore, I can't consent to a date at this point in time.

COMMISSIONER IMLACH: Well, we'll put down the 3rd and see how we get on.

MR CLUES: Thank you, Mr Commissioner.

COMMISSIONER IMLACH: And Mr Edwards will have to deal with the absent associate. Right, T3561. Right. Nothing else, Mr Baker?

MR BAKER: No, sir.

COMMISSIONER IMLACH: Right. Nothing else? Yes, well perhaps there was a gap in between the times, perhaps someone was innocently expecting that we'd get down to some business today.

MR BAKER: I think sir, actually if I may, I think the idea was to have a hearing and get the matter sort of progressed, because it has been sort of hanging around for some time going nowhere, and I sort of took the initiative to sort of get the thing up and running and get some dates and get it under way.

COMMISSIONER IMLACH: Yes. Alright. Well, I am quite happy to be a party to that, so long as there is some progress by the time we meet next. Alright, this matter is adjourned until the 3rd of November.

HEARING ADJOURNED