



RECOMMENDATION

Fair Work Act 2009
s.739—Dispute resolution

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

v

Australian Postal Corporation
(C2014/5248)

COMMISSIONER ROE

MELBOURNE, 8 AUGUST 2014

Recommendation.

[1] Further to the Recommendations in this matter of 11 July, 25 July and 31 July 2014 (noting that the Recommendation of 31 July 2014 has an incorrect date on it) a conference was held at the Fair Work Commission (FWC) on 7 August 2014 and the following Recommendation records the outcome of that conference.

1. FWC noted that the parties had implemented the Recommendation of 31 July 2014.
2. At the conference at FWC on 7 August 2014, Australia Post responded to the CEPU proposals to adjust pay practices without shifting the pay day to the extent proposed by Australia Post. Australia Post has carefully considered possible options and has concluded that available options are either impractical, do not achieve the objective or would involve significant software costs and time which would not be justified by the benefits.
3. Australia Post noted the strength of concern being expressed by the CEPU and agreed to further consider its proposals and agreed to extend the consultation process so that a further conference can be held at FWC at 2pm on Friday, 15 August 2014.
4. The CEPU made an application shortly before the conference to amend the application to include in the clauses of the Australia Post Enterprise Agreement 2013, to which the dispute relates, Clause 12 Payment of Salaries and specifically 12.1 Fortnightly Pay. FWC noted that Clause 12 was raised by the CEPU at the FWC conferences on 11 July 2014 and 25 July 2014. The Recommendation of 11 July 2014 provided for the CEPU to put forward its proposals and issues on 17 July 2014. The matter of consistency with Clause 12.1 of the Agreement was included in that CEPU correspondence and in the Australia Post response of 21 July 2014. FWC has agreed to amend the application and the scope of the dispute in C2014/5248 now includes

Clause 12 Payment of Salaries and specifically 12.1 Fortnightly Pay. This course of action was not opposed.



COMMISSIONER

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