



When last on site over in the boning room, workers were complaining about the chain speed and their hours of work. Some were saying that they have not completed their rostered hours for the week and were needing to come in on their RDO to make up the time.

There were also concerns about finishing before your rostered finishing times and not seeing those hours amended either by agreement or with 36 hours notice.

Your union then went to hold discussion with HR on the day of the visit to get to the bottom of those concerns. Unfortunately the HR department were unavailable at the time of my visit. Subsequently I then went on annual leave.

Upon my return I addressed the issue with HR via email, and I'd like to share these emails with you.

Please scroll down for full email correspondence .

Once you have read the response from the company should you not agree with what they are saying we need you to come forward for us to elevate the issue on your behalf.

Please contact Sharra in the office with your details should you wish for us to pursue your issue and potential back payment. Officials will be on site tomorrow in the lunch breaks.

I encourage all members to keep a record of their rostered hours and their actual working hours in order for us to calculate the claim better.

**From:** Sharra Anderson  
**Sent:** Tuesday, 6 August 2019 3:21 PM  
**To:** Michael Donald, Natasha Pawlowsky  
**Subject:** concerns raised

Dear Michael and Natasha,

Upon my last visit on site on Thursday 4<sup>th</sup> July 2019 the workers were explaining to me that on some days they are not receiving the full hours as rostered and are having to come in on their RDO to make up their ordinary hours?

I had attempted to see either of you whilst on site, however as has been the case of late; you both are unavailable when I'm on site. I have currently just returned from leave myself.

I draw your attention to clause 28.1.9

*28.1.9 Where an employee other than a casual or daily hire finishes the work week with less than the rostered weekly Ordinary hours, the employee is entitled to be paid for all hours worked as if they had completed the full rostered Ordinary hours for the week but such hours worked that are less than the rostered ordinary hours for the week will not count towards the 152 cycle hours.*

Where this states that it excludes casual or daily hire I also draw your attention to clause 15.3

*15.3 A full-time daily hire employee may be required by the employer to work no less than 7.6 ordinary hours for each day they are employed.*

The workers are not aware of any roster changes over the period either by agreement or by giving the 36 hours' notice. Do you see the operation of the agreement as allowing workers to make up hours on non-rostered days, and if so what is the part of the agreement that you rely on for this conclusion?

It has also been brought to my attention that as recently as last week Full time BRP workers have been asked if they wish to take a period of annual leave? I remind you that the process on site is for all BRP employees to be offered available work over that of the labour hire employees. My understanding is that BRP workers have been asked to take annual leave to ensure that the labour hire workers receive the work?

Can you please confirm or deny the above accounts?

Please note that the AMIEU reserves its right to provide this email, and the company's response, to the workforce for their consideration.

**In Unity,**

**Sharra Anderson**  
**Branch Secretary**

*AMIEU South & Western Australian Branch*  
*227 Henley Beach Road, Torrensville SA 5031*

Thursday 8/8/19 1:33PM

MICHAEL DONALD

RE: concerns raised.

To: Sharra Anderson

Cc: Natasha Pawlowsky

Dear Sharra,

In response to the issues raised below;

1. BRP has not asked workers to come in on their RDO's in order to make up hours. Some workers request to work additional hours on their RDO's to make more money and where opportunity presents, we generally agree to these requests. Workers are paid the appropriate penalty for these hours.
2. BRP is aware of its obligations pursuant to clause 28.1.9 and we are unaware of any full time employee who has not been paid for their rostered hours. If you know of specific individuals for whom this has not occurred please let us know and we'll investigate and remedy where appropriate.
3. BRP is aware of its obligations pursuant to clause 15.3 and ensures all daily hire full time employees are paid for a minimum of 7.6 ordinary hours for each day they are employed. If you know of specific individuals for whom this has not occurred please let us know and we'll investigate and remedy where appropriate.
4. In respect of roster changes and the operation of the agreement to allow workers to make up time of RDO's, we seek further clarification on the question being posed. BRP has not changed its rosters recently and as pointed out above, an individual's request to work on an RDO is for additional hours for that person and is not related to any other factor.

As a result of a predicted slow day on Tuesday of this week, workers were spoken to last week about work requirements for this day. One of the issues spoken of was whether full time workers who were considering taking a leave day for any reason may wish to consider taking that day off on Tuesday. As you have indicated this was expressed as a 'wish' and was entirely voluntary in nature. It was explained that this gesture may help some other workers who needed the money to have an opportunity to work on this day. It is our view that such a request is reasonable and compassionate to put to our workforce to help out some of their mates who would otherwise have lost income on that day.

Please contact me should you required further clarification.

Regards,

**Michael Donald**

*Employee Relations Specialist*

**Big River Pork Pty Ltd**

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*My rostered part time non working day is Wednesday*



*If you believe this to be untrue or feel you have  
been underpaid please contact the office to  
discuss further*