

CFMEU ACT INCLEMENT WEATHER POLICY

1. The parties agree that the inclement weather policy will be as follows:
2. When temperatures reach between 35 and 37 degrees C. Employees will be relocated or shedded up.
3. When temperatures reach 37 degrees C. and above Employees will be withdrawn from the site
4. If Employees complain of heat stress before the agreed temperatures have been reached it is the Work Health and Safety Committee and Head Contractors obligations to move those workers into a cooler environment.
5. Through the consultative process work may be arranged for early morning starts to beat the heat. If this process is agreed then no more than 8 hours in the day shall be worked.
6. Fresh, cold drinking water must be made available throughout the day to ensure fluid intake for Employees in warmer conditions.
7. Temperature will be measured by the nearest automatic Bureau of Meteorology Monitoring Station at the commencement of each project; the Onsite Management and Employee Representatives shall agree which is to be the applicable automatic weather monitoring station or shall determine an alleviative method of temperature measurement.
8. During periods of hot weather, work in air conditioned environment shall continue as normal. Employees will walk a reasonable distance through the open to and from amenities, (amenities must be air-conditions) and the air-conditioned work space, provided it does not pose a serious threat to their health and safety.
9. The Company will not require Employees to work in the open in the rain except where the need arises to maintain safety or in emergency situations. In those circumstances, the Company will provide appropriate wet weather clothing. For those who are required to continue work in the open during the period of inclement weather, they will be paid at the rate of double time.
10. It is agreed that, after consultation with the affected Employee(s), the Company can transfer Employees to an unaffected area or other sites not affected by inclement weather.
11. If after consultation it is agreed that work be discontinued then only the Employees so affected by the inclement weather, who cannot be transferred to an unaffected area or site, will be allowed to go home and will not suffer any loss of pay.
12. All Employees affected by inclement weather shall be provided with personal protective clothing as required by the appropriate OH&S guidelines.

Stand Up. Speak Out. Come Home.