

Annual Leave Christmas Day & Provision of Medical Certificates

Queensland Motorways Ltd (QML) recently asked staff to volunteer the hours they would like to work on Christmas Day. QML then deducted annual leave of some staff without their consent.

In addition, members raised concerns with the onerous request by QML to have all employees in the Contact Centre provide a medical certificate for every unplanned absence over the six week Christmas period.

Australian Services Union (ASU) members raised their concerns regarding the impact this burden would place on them and their households.

As a result of QML's actions your union surveyed ASU members for their views on this issue. Thank you to the many union members who responded to this survey.

Your Union Delegates, Bonnie Murphy and Todd Utteridge and Union Official, Melissa Webster attended a meeting with QML management on Friday 16 December 2011 to have these matters resolved. The following outcomes were agreed to:

Provision of Medical Certificates

QML advised your union representatives that they may require a medical certificate, but will be understanding of the employee's capacity to provide a medical certificate over this period.

If you feel you are being unfairly treated in this regard, please do not hesitate to contact the union office.

Unauthorised deductions of Annual Leave

The Queensland State Government gazetted the 25th of December as a public holiday. This has resulted in the requirement of QML to pay employees for the public holiday, regardless whether they work the day or not. QML can therefore not request employees to take annual leave on this day.

As Christmas day is now a public holiday, this matter has been resolved. However, the deduction of annual leave without an employee's consent is unlawful. To this end QML have agreed that in future all leave deductions will only occur with the employee's written authorisation.

The Union Office would like to thank ASU Delegates, Bonnie Murphy, Todd Utteridge and Alana Smith for their hard work in seeking to have these matters resolved. Furthermore, we take this opportunity to wish you all a merry Christmas and safe and happy new year.

If you require further information regarding this bulletin, please contact your local workplace Delegates or phone the union office on 1800 177 244 or email: members@together.org.au