



Clean Start Collective Agreement Summary



Across Australia cleaners joined the LHMU's Clean Start – Fair Deal for Cleaners campaign, exposing the crisis in contract cleaning. Cleaners developed the Seven Fair Solutions for the industry.

These are delivered by the LHMU Clean Start Collective Agreement.

WHERE DOES THE AGREEMENT APPLY?

It applies to cleaners cleaning Central Business District buildings in capital cities.

WHAT'S IN THE AGREEMENT?

The Agreement commits cleaning contractors to implement new industry standards to develop a quality-focused industry providing good jobs for cleaners.

Key points in these 'Fair Solutions' include:

Fair hours

- ✓ 4 hour minimum shifts in most buildings, plus opportunities for extended hours.
- ✓ Paid overtime when cleaners work above 10 hours per day or 38 hours per week.
- ✓ At least 30 minutes unpaid break after five hours work.
- ✓ A 10 minute paid rest break after 4 hours.

Fair workloads

- ✓ Cleaners' workloads must be reasonable.
- ✓ A written Duty Schedule at each site listing specific tasks will be completed on each floor.
Each cleaner will be informed in writing of the floors they clean.
The work must reasonably be able to be performed in the hours worked.

- ✓ The LHMU will continue to campaign for responsible & transparent contracting practices.

Fair pay

- ✓ Cleaners will receive annual increases ranging from 4% to 8% per year over 4 years, with a national rate established over that time.
- ✓ Cleaners who work a shift starting before 6am (or 7am in Victoria) or ending after 6pm will receive a 15% shift loading for all hours worked (except in NSW & TAS, where it is phased in over 4 years).
- ✓ Standard penalties will apply for weekend work.
- ✓ Overtime paid at time and a half for the first two hours and double time thereafter.
- ✓ All cleaners will be fully reimbursed for expenses required for their normal working duties (e.g. travel between two work sites, security clearances, training, vaccinations).
- ✓ Cleaners cleaning toilets for most of their shift will receive an allowance of \$4 per shift.
- ✓ Cleaners required to work two separate shifts in one day will receive an allowance of \$5.09 per day.
- ✓ Leading hands will receive a weekly allowance ranging from \$35 to \$55.



Fair job security

- ✓ The employer must notify employees 28 days (or as soon as practical) before a change of contract. If the employer loses the contract, where possible the employer will offer suitable alternative work to employees and that job offer will remain open.
- ✓ The outgoing employer will then arrange a paid meeting of all employees at least 14 days before contract expiry and will invite the new (or incoming) contractor to talk to staff.
- ✓ The incoming employer will offer employment for all available positions to the outgoing contractor's existing staff at the site.
Employees can choose to stay with the outgoing employer at a different site, or to start employment with the incoming contractor.
Employees who stay at the site with the incoming employer will have their annual leave paid out by the outgoing employer and will not serve a new probationary period.
- ✓ Any employee who is not offered a job with either employer and has been employed for longer than 12 months is entitled to redundancy.

Fair treatment

- ✓ Cleaners will receive proper induction, on-the-job training before beginning duties with the employer and a written letter of appointment with essential employment information.
- ✓ The Agreement will finally secure respect for Australia's undervalued cleaners.

Fair leave

- ✓ Permanent cleaners will be entitled to 4 weeks' annual leave per year (shift workers who are regularly rostered on weekends are entitled to an extra week) with a 17.5% loading.
- ✓ Paid personal leave for permanent employees for absences due to personal illness or injury or to care for immediate family or household members.
Full-time employees are entitled to 76 hours a year (10 days).
The employer may only require the production of evidence (statutory declarations are satisfactory) where reasonably practical.

- ✓ Employees are entitled to 3 days' compassionate leave in the event of death or serious illness of immediate family or household members.
- ✓ The LHMU and employers will campaign for portable long service leave in states where it does not exist.

Fair rights

- ✓ Effective dispute resolution procedures will be established to resolve workplace issues.
- ✓ Cleaners will have the right to be represented by their union, the LHMU.

WHAT DOES THIS MEAN FOR CLEANERS' WEEKLY INCOMES?

Pay increase over 4 years

- ✓ Full-time cleaners' hourly rate will increase to \$21.17 over 4 years.
- ✓ Part-time night shift workers' hourly rate will increase to \$24.35 over 4 years.

Minimum shift length increases weekly wage

- ✓ Cleaners changing to the new minimum 4 hour shifts could receive increases of at least \$100 and up to \$200 per week!

Got a question about what the Clean Start Collective Agreement means to you?

Talk to your delegate or organiser or your local Clean Start contact:

ACT	02 6273 1238	NSW	02 8204 7204
NT	08 8924 4700	QLD	07 3291 4600
SA	08 8352 9300	VIC	03 9235 7777
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