



# “清洁开始”集体协议



在澳大利亚各地的清洁工参加了酒类、款待业及其它行业工会（LHMU）的「清洁开始」（Clean Start）——清洁工公平待遇活动，揭露出合同制清洁行业的危机。

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

清洁工为清洁行业提出了七项公平解决方案。

Cleaners developed the Seven Fair Solutions for the industry.

这些解决方案在LHMU清洁开始集体协议中进行了说明。

These are delivered by the LHMU Clean Start Collective Agreement.

<b>Where does the Agreement apply?</b>	<b>协议适用于哪些地方?</b>
It applies to cleaners cleaning Central Business District buildings in capital cities.	本协议适用于清洁首府城市中央商业区楼房的清洁工。
<b>What's in the Agreement?</b>	<b>协议中包括哪些内容?</b>
The Agreement commits cleaning contractors to implement new industry standards to develop a quality-focused industry providing good jobs for cleaners.	本协议规定清洁承包人须实行新的行业标准，以形成一个以质量为中心的行业，为清洁工提供好的工作。
Key points in these 'Fair Solutions' include:	“公平解决方案”的要点有：
<b>FAIR HOURS</b>	<b>公平小时数</b>
4 hour minimum shifts in most buildings, plus opportunities for extended hours.	在多数楼房中为最少4小时一班，而且还有增加小时数的机会。
Paid overtime when cleaners work above 10 hours per day or 38 hours per week.	如果清洁工每天工作超过10小时或每周超过38小时，则获支付加班费。
At least 30 minutes unpaid break after five hours work.	工作五小时后至少有30分钟的无薪休息。
A 10 minute paid rest break after 4 hours.	工作4小时后有10分钟的有薪休息。
<b>FAIR WORKLOADS</b>	<b>公平工作量</b>
Cleaners' workloads must be reasonable.	清洁工的工作量必须合理。
A written Duty Schedule at each site listing specific tasks will be completed on each floor.	在每处清洁场所都要有一份书面工作清单（Duty Schedule），说明每层楼要完成的具体工作。



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Each cleaner will be informed in writing of the floors they clean.	每位清洁工都要得到书面通知告诉他们需要清洁的楼层。
The work must reasonably be able to be performed in the hours worked.	这些工作必须能够在工作时间内合理完成。
The LHMU will continue to campaign for responsible & transparent contracting practices.	LHMU将继续宣传推动负责、透明的承包做法。
<b>FAIR PAY</b>	<b>公平工资</b>
Cleaners will receive annual increases ranging from 4% to 8% per year over 4 years, with a national rate established over that time.	清洁工在4年里每年将获得4%到8%的年工资增长，并在4年里确定全国工资标准。
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).	早上6点（维多利亚州是早上7点）前开始工作或晚上6点后结束工作的清洁工，对于所工作的所有小时都将获得15%的附加工资（新南威尔士州和塔斯马尼亚州除外，因为这两个州将在4年内逐步采用）。
Standard penalties will apply for weekend work.	周末工作将获得标准加班费。
Overtime paid at time and a half for the first two hours and double time thereafter.	加班费按如下标准支付：头两个小时为一点五倍工资，之后为双倍工资。
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).	所有清洁工因正常职责所需的开支都将得到报销（如两个工作地点之间的路程费用、安全检查、培训和免疫注射等）。
Cleaners cleaning toilets for most of their shift will receive an allowance of \$4 per shift.	在每班工作的大部分时间内需要清洁卫生间的清洁工将获得每班4元的津贴。
Cleaners required to work two separate shifts in one day will receive an allowance of \$5.09 per day.	在一天当中被要求工作两个不同班次的清洁工将获得每天5.09元的津贴。
Leading hands will receive a weekly allowance ranging from \$35 to \$55.	清洁领队将获得每周35至55元的津贴。
<b>FAIR JOB SECURITY</b>	<b>公平工作保障</b>
The employer must notify employees 28 days (or as soon as practical) before a change of contract.	雇主必须在合同更改前28天（或尽可能早的时间）通知雇员。
If the employer loses the contract, where possible the employer will offer suitable alternative work to employees and that job offer will remain open.	如果雇主丧失了合同，则在可能的情况下雇主将向雇员提供合适的替代工作，并保留聘书。
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.	退出的雇主须在合同到期至少14天前安排一次所有雇员的有薪会议，并邀请新的（或新进的）承包人与雇员讲话。

The incoming employer will offer employment for all available positions to the outgoing contractor's existing staff at the site.	新进的雇主将向退出承包人在原有工作地点的现有员工提供所有空缺职位。
Employees can choose to stay with the outgoing employer at a different site, or to start employment with the incoming contractor.	雇员可选择与退出的雇主在另一工作地点继续工作，或开始受聘于新进的承包人。
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.	退出的雇主将向留在原地点为新进承包人工作的雇员付清他们的年假，而且这些留下的雇员也不会再做一段新的试用期。
Any employee who is not offered a job with either employer and has been employed for longer than 12 months is entitled to redundancy.	任何没有得到任一雇主提供工作且已受雇超过12个月的雇员都有权获得裁员费。
<b>FAIR TREATMENT</b>	<b>公平对待</b>
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.	清洁工在开始为雇主工作前将得到适当的入职介绍、在职培训，并将收到一封说明重要聘用信息的聘书。
The Agreement will finally secure respect for Australia's undervalued cleaners.	本协议最终将为澳大利亚不受重视的清洁工争取到尊重。
<b>FAIR LEAVE</b>	<b>公平休假</b>
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.	正式（Permanent）清洁工每年将有权获得4周年假（经常在周末上班的工人有权获得额外一周的年假），并有17.5%的附加工资。
Paid personal leave for permanent employees for absences due to personal illness or injury or to care for immediate family or household members.	正式雇员如因生病、受伤或照顾近亲属或家庭成员而不能上班，可享有带薪个人事假。
Full-time employees are entitled to 76 hours a year (10 days).	全职雇员有权获得每年76小时（10天）的假。
The employer may only require the production of evidence (statutory declarations are satisfactory) where reasonably practical.	雇主只可在合理可行的情况下要求雇员提供证据（法定声明书即可）。
Employees are entitled to 3 days' compassionate leave in the event of death or serious illness of immediate family or household members.	如果发生近亲属或家庭成员死亡或重病，雇员有权获得3天的体恤假。
The LHMU and employers will campaign for portable long service leave in states where it does not exist.	LHMU和雇主将进行宣传活动，使长期服务假可转带到没有长期服务假的州使用。
<b>FAIR RIGHTS</b>	<b>公平权利</b>

Effective dispute resolution procedures will be established to resolve workplace issues.	将设立有效的争议解决程序来解决工作场所问题。
Cleaners will have the right to be represented by their union, the LHMU.	清洁工将有权由工会LHMU来代表。
<b><i>What does this mean for cleaners' weekly incomes?</i></b>	<b><i>这对清洁工的每周收入意味着什么？</i></b>
<b>Pay increase over 4 years</b>	工资将在4年里增长
<b>Minimum shifts length increases weekly wage</b>	最少班次时数增加了每周工资
Full-time cleaners' hourly rate will increase to \$21.17 <u>over 4 years</u> .	全职清洁工每小时工资在4年里将增加到21.17元。
Part-time night shift workers' hourly rate will increase to \$24.35 <u>over 4 years</u> .	兼职晚班工人每小时工资将在4年里增加到24.35元。
Cleaners changing to the new minimum 4 hour shifts could receive increases of at least \$100 and up to \$200 per week!	转为新的最少4小时一班的清洁工每周工资至少可增加100至200元！

**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 WA 08 9388 5400 TAS 03 6224 9288

[www.cleanstart.org.au](http://www.cleanstart.org.au)

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