

LGRCEU



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FOR OVER 116 YEARS

*Western Australian Shire Councils, Municipal Road Boards,
Health Boards, Parks, Cemeteries and Racecourses,
Public Authorities Water Boards Union, WA Division*

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KNOW YOUR RIGHTS- CORONA VIRUS COVID -19

The Union is receiving numerous queries from members regarding their workplace rights regarding decisions taken by their employer in regard to **STAND DOWN**.

It is our view that the taking of **ANNUAL LEAVE, LONG SERVICE LEAVE, ACCRUED DAYS OFF AND PERSONAL LEAVE** are governed by the relevant Awards, Collective Bargaining Agreements and related State and Commonwealth Legislation that relate to your contract of employment.

Relevantly the above types of leave are generally given and taken by **Mutual Agreement between the employer and the employee.**

Exceptions to the above:

- **ANNUAL LEAVE:** where the employee has accrued more than 304 hours
- **LONG SERVICE LEAVE:** where the employee has accrued their full entitlement (13 weeks) and the full entitlement has not been taken for at least 6 months or more after the date upon which the full entitlement fell due
- **PERSONAL LEAVE:** where there is evidence from a medical practitioner that the employee is sick then personal leave would be used.

Notwithstanding the above, if the Commonwealth Government directs a comprehensive Stay at Home Order then the above legislative rights might well be overtaken by that Order.

This situation is extremely fluid, and we encourage members to phone, text and email us as often as they need to.

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