

ACTUS WORKPLACE LAWYERS

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FWC approves AMWU single interest employer agreement for the NSW HVAC sector

On 14 June 2024, the Fair Work Commission (FWC) approved a single interest employer agreement covering the Australian Manufacturing Workers Union and a group of eight employers in the Heating, Ventilation and Air-conditioning (HVAC) industry in New South Wales.

The agreement is called the [AMWU On-site Construction HVAC Workers NSW Enterprise Agreement 2023-2027](#). It contains very generous and inflexible conditions that would be very damaging for employers in most parts of the HVAC sector if they are roped-in to the agreement. The AMWU has already signalled its intention to seek to flow on the provisions to other businesses in the HVAC sector.

The agreement includes the following entitlements:

- Very generous wage rates;
- 6% per annum wage increases;
- Contributions of between \$120 and \$150 per employee per week into the PROTECT redundancy fund;
- 36-hour week;
- Paid meal breaks for all employees;
- Double time for overtime;
- Daily fares and travel allowance;
- Quarterly four-hour paid union meetings;
- 10 days per year of union training leave for delegates;
- Union picnic day;
- Casual conversion after three months;
- A shared labour pool between the 8 companies with each company required to give priority to using labour supplied by the other companies before engaging supplementary labour.

The approval of the agreement follows a single interest employer authorisation that was made by the FWC in February this year ([\[2024\] FWC 395](#)).

For further advice or assistance with any enterprise bargaining issues, please contact Stephen Smith, Principal of Actus Workplace Lawyers on 0418 461 183 or Email: stephen.smith@actuslawyers.com.au.