

## INCLEMENT WEATHER - RAIN

### Conference Requirement and Procedure

- a. The Employer, or the Employers' representative, when requested by the Employees will confer (within a reasonable period of time, which should not exceed 30 minutes) for the purpose of determining whether or not conditions are inclement. Weather will not be regarded as inclement unless it is agreed at such conference.
- b. Provided that if the Employer or the Employees' representative refuses to confer within such reasonable period, Employees will be entitled to cease work for the rest of the day without deduction of pay.

### Cessation and Resumption of Work

- a. At the time Employees cease work due to inclement weather the Employer (or the Employer's representative) on site and the Employees will agree and note the time of cessation of work.
- b. After the period of inclement weather has clearly ended, the Employees will resume work and the time will be similarly agreed and noted.

### Additional Wet Weather Procedure

- a. **Remaining On-Site**
  - i. Where Employees are prevented from working because it is raining:
    - A. for more than an accumulated total of four (4) hours of ordinary time in any one day;
    - B. after the meal break, for more than an accumulated total of 50% of the normal afternoon work time; or
    - C. during the final two (2) hours of the normal workday for more than an accumulated total of one (1) hour, the Employer will not be entitled to require Employees to remain on site beyond the expiration of any of the above circumstances.
  - ii. Provided that where, by agreement between the Employer and/or the Union Delegate and the Employees, the Employees remain on site beyond the periods specified in clause 33.14(a)(i) any such additional wet time will be paid for but will not be debited against the Employees' hours (refer to clause 33.10).

b. **Rain at Starting Time**

Where Employees are in the sheds, because they have been rained off, or at starting time, morning tea or lunch time, and it is raining, they will not be required to go to work in a dry area or to be transferred to another site unless:

- i. the rain stops;
- ii. a covered walkway has been provided;
- iii. the sheds are under cover and the Employees can get to the dry area without being required to be unreasonably exposed to the rain;
- iv. adequate protection is provided. Protection will, where necessary, be provided for the Employee's tools.

**Entitlement to Payment**

An Employee will be entitled to payment by the Employer for Ordinary Time Earnings for time lost through inclement weather for up to 35 hours in every calendar month.

*For further information please contact the CFMEU WA office 08 9228 6900 or [info@cfmeuwa.com](mailto:info@cfmeuwa.com)*

