

Industrial Work on Bushfires, Natural Disasters etc.

DRAFT MODEL CLAUSE

Consultation on environmental risks

1. The parties to this agreement recognise the shared benefits to the employer and its employees from taking a co-operative approach to addressing key risks to the ongoing viability of the business, and to job security. This clause sets out a consultative procedure, and associated obligations, in relation to job security.
2. The parties to this agreement recognise the risks to job security and the economy presented by climate change, and commit to adopting a collaborative and consultative approach to mitigating and/or avoiding those risks.
3. The employer will, on an annual (or more frequently as agreed) basis provide the following information in writing to the union:
 - a. The key risks that it sees to its operations arising from Climate Change;
 - b. The effect those risks would have, if realised, on all employees, or classes of employees, covered by this agreement.
 - c. The ways in which it, as a business, is taking steps to avoid or mitigate those risks;
 - d. The effect, if any, that those steps to avoid or mitigate the risks might have on all employees, or classes of employees, covered by this agreement.
4. The employer will establish a Workplace Environment / Sustainability committee (**WES Committee**). The purpose of the WES Committee will be to engage in meaningful consultation and planning around the employment risks presented by climate change and consider associated initiatives.
5. As part of its mandate to address the risks to sustainable employment presented by climate change, the WES Committee will:
 - a. Consider the information provided annually by the employer pursuant to clause 3;
 - b. Consider and discuss workplace-level initiatives to increase job security by addressing climate change, including:
 - i. Sourcing a workplace's energy needs from renewable energy
 - ii. Improving the energy efficiency of company buildings, equipment and machinery
 - iii. Reducing the environmental impacts of a company's supply chain
 - iv. Reducing emissions from company transport
 - v. Improving recycling and resource recovery rates across the business
 - vi. Reducing the amount of waste going to landfill (and associated landfill levies)
 - vii. Reducing resource use across the business
 - viii. Procuring recycled and sustainable products
 - ix. Changes to work organization, working hours and shift patterns which could help mitigate the effects of climate change on job security.
 - x. Reducing the use of gas across the business or switching to other fuels

- xi. Improving the energy efficiency of a company's vehicle fleet
 - c. Consider the external risks to the business and job security presented by climate change and identify mitigation strategies which might be implemented to ensure sustainable employment.
- 6. The WES Committee will consist of:
 - a. X employees chosen by the workforce.
 - b. Y representatives of the company.
 - c. Z representatives of the Union.
- 7. The WES committee will operate for the life of this agreement according to a terms of reference, which will be agreed by majority at the inaugural meeting of the WES committee.