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Melbourne City Link Project

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Date: 18/02/99

Ref: 100/162

To: Transfield Construction

Attention: Chris Hunter

Project Manager

19 FEB 1999

Re:

Melbourne City Link Project
Electrical and Communications Services
Subcontract No. TCV/2898-24-C

Dear Chris,

SUBJECT: Project Completion

I refer to recent events in regards to Project Completion.

During the period from 4/02/99 to 11/02/99 at which time overtime bonus and limitations were in place on the project. ABB management discussed with the CEPU the ability to have employees work 3 Sundays throughout February. At the time the request was rejected due to bans in place.

On the 12/02/99 ABB management were advised by TCV management that the result of a mass meeting held on the 11/02/99 was that overtime limitations had been lifted and that the site was returning to normal, i.e. 56-hour week and that additional hours could be worked as long as twelve hours were not exceeded as a result of this information again ABB management approached the CEPU and requested the working of 3 Sundays. This request was again rejected and the Union stated at the Site mass meeting the employees would only work a maximum 56 hours [4 x 10 hours 2 x 8 hours].

- As a result of point 1 ABB management made arrangements to increase manning levels. On Friday 12/02/99 we advised TCV management that it was our intention to increase manning by 13 employees. Further on Monday 15/02/99, again in discussions with TCV management, we were asked how many new employees would commence and how soon. ABB management advised 10 men were to start on Tuesday 16/02/99 and TCV were to make arrangements for induction's and

amenities. Crib hut was to be supplied to facilitate the extra employees by Tuesday 16/02/99 lunch time for employees to sit and have lunch.

New employees commenced work and attended TOJV & TCV inductions at Burnley on the 16/02/99 and subsequently attended ABB induction, which effectively kept them off site all of Tuesday.

On reporting for work the following Wednesday 17/02/99 the Shop Steward discovered that whilst the new employees were ready for work new crib hut had not been put in place and neither the services had been connected. As a result the Shop Steward approached ABB Site Superintendent (Paul Barnes) and explained the situation, indicating that if commitments could be made to have the facility in place and fully serviced by lunch time the men were prepared to continue working. Superintendent immediately contacted the TCV Supervisor (Terry Caffery) and attempted to explain the issue, and stated that the Shop Steward was present and requested the TCV supervisor to speak with the Shop Steward. TCV Supervisor was not interested in speaking with the Shop Steward. As a result of this the Shop Steward determined that there would be no commencement of work until all facilities were provided and available to employees.

Eventually following various contacts made by various ABB management, TCV undertook actions to accommodate all necessary requirements for ABB workforce. However, this was too late to prevent productivity losses at the Grant Street end of the Tunnel, for both day and afternoon shift.

ABB management have discussed this issue with you at length, the point referred to above was the turning point which moved a minor issue into a major issue creating great loss in productivity and cost.

3. On Thursday 18/02/99 at the request of employee's ABB management attended the Olympic Park site, also present was CEPU Union Organiser (David Meir). During discussion with employees it was identified that there was a shortage of locker facilities for our employees. The CEPU Organiser stated that he could not believe that such an occurrence could still exist given the events of previous day at the Grant Street site. After intense discussion the CEPU Organiser agreed to recommend that this issue not be pursued by the employees and ABB management be given the opportunity to rectify the problem. On making contact with TCV Supervisor ABB management received an extremely cynical response in regards to the employee's entitlements. ABB management had to reinforce with the TCV Supervisor that this was a serious and urgent request.

Once again we bring to your attention that the points above demonstrate that ABB management have been presented with a site that is difficult to manage and complete the work.

Yours Faithfully


Ron Smith
Project Manager.