

# AUSTRALIAN SERVICES UNION

## LOCAL GOVERNMENT & ENERGY DELEGATES CONFERENCE 2020

### EBA MODEL CLAUSE - NATURAL DISASTER LEAVE

Employees who are prevented from attending their normal place of work or who need to leave work to return home because of floods, fire, severe storms, extreme heat or any other natural disaster will be granted up to five (5) days paid leave per calendar year (non-cumulative). If this leave is exhausted, access to any further available personal leave will not be unreasonably denied and the normal application periods will not apply.

In these circumstances the employee would be provided such leave to:

- i. ensure the protection of their families;
- ii. secure their residence or the residence of their immediate family;
- iii. undertake temporary repairs;
- iv. restore belongings;
- v. clean up;
- vi. care of a dependent due to the cancellation of school or childcare;
- vii. caring for a person who requires care (e.g. children or elderly family members) where the primary carer is an immediate family member who is impacted by the natural disaster; or
- viii. where the employee is unable to attend work as the only way to work is not accessible.

If this leave is exhausted, access to any further available personal leave will not be unreasonably denied and the normal application periods won't apply.

If the employee is involved in participating or working with state emergency services or are required to respond to restore or maintain essential services, the Manager/Supervisor should consider ways of supporting the employee to return to these emergent duties as soon as practicable.

Post the natural disaster employees will have access to the unused portion of the five (5) days paid leave for the purposes listed at (i)-(viii) of this clause.



By your side