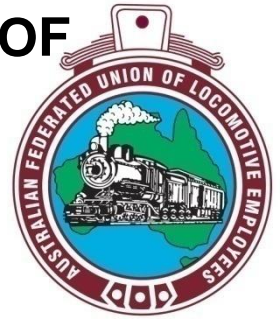


# AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 01/17

Ref: Medical Certificates

03/01/2017

## Medical Certificate Requirement by Townsville Depot Unreasonable

Dear members,

You will see the company has asked you to provide a medical certificate for every day you access personal/carers leave. Their notification to you of this requirement accuses all its ill and injured employees of engaging in absenteeism – that is, of taking leave without a valid reason.

We have asked the company to manage employees who are absent without a valid reason by way of its managing unacceptable conduct standard but they have refused.

We are now at step 2 in the dispute process and will update you at the close of today about whether the matter will be taken further either in the Anti-Discrimination Commission or in the Fair Work Commission.

We already have a matter in front of the Federal Human rights Commission about this type of discriminatory behaviour and are astounded the company continues to engage in such overtly discriminatory conduct.

In the meantime if you take a day off please contact our office on 3257 1151 to be properly advised of your rights in relation to evidence requirements and be assured the mandatory request to provide a medical certificate is not consistent with either your agreement or the Fair Work Act.

If you require any further information, please contact 3257 1151 or [statesecretary@afule.org.au](mailto:statesecretary@afule.org.au)

Yours fraternally

A handwritten signature in black ink, appearing to read "G. Smith", is written over a horizontal line.

Greg Smith  
State Secretary

**Traincrew representing Traincrew**