

# MASTER BUILDERS ACT

## 2021 | 38 HOUR WEEK RDO CALENDAR



JANUARY						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY						
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MARCH						
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APRIL						
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MAY						
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JUNE						
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JULY						
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AUGUST						
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SEPTEMBER						
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OCTOBER						
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NOVEMBER						
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DECEMBER						
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 RDO – 38 Hour

 School Holidays

 Public Holidays

### Suggested Close Down Periods

- 1 week: close COB Thursday, 23 December 2021 to reopen Wednesday, 29 December 2021
- 2 weeks: close COB Thursday, 23 December 2021 to reopen Monday, 3 January 2022
- 3 weeks: close COB Thursday, 23 December 2021 to reopen Monday, 10 January 2022
- 4 weeks: close COB Thursday, 23 December 2021 to reopen Monday, 17 January 2022



## Additional Notes

This RDO calendar applies to members covered by the *Building and Construction General On-Site Award 2010 (On-Site Award)*. The On-Site Award allows for flexibility upon which RDOs may be taken per year. An RDO may be taken on the fourth Monday in each four-week cycle, or the next working day if the Monday falls on a public holiday. The On-Site Award allows for a minimum of 13 RDO's per calendar year.

The RDO calendar dates indicated overleaf may be changed as agreed between an employer and the majority of its employees or by way of a written roster issued 7 days before the commencement of a four-week cycle. For example, this can allow for employees to take RDOs on different days, so that construction can be more continuous or in certain circumstances, for employees to be paid for hours worked i.e. with no RDOs.

**Note:** Changes to RDO provisions in the Building and Construction General On-Site Award take effect from 1 July 2020. Employers and employees will now have greater flexibility in relation to the banking of RDOs and the ability to agree on when and how an RDO is taken. As part of this increased flexibility, employers are now able to roster RDOs if a written roster is issued 7 days in advance of a 20-day RDO work cycle and employees can continue to bank RDOs up to a maximum of 5 days at a time.

### Annual Close-Down Period

Under the On-Site Award, an employer may close-down their business during the Christmas / New Year period and direct employees to take leave. Employees can be directed to take annual leave, or, if an employee does not have enough annual leave, they can be directed to take leave without pay.

Employees should generally be given two months' notice of the close-down period and the days on which they will be required to take leave (e.g. by 25 October 2021). Employees must be paid for any public holidays and RDOs occurring during the close-down period. Please refer to suggested close-down periods on the previous page.

### Public Holidays

The public holidays for 2021 are listed below.

Under the *Fair Work Act 2009* (Cth) an employee has a right to absent from work on a public holiday. Although an employer may request an employee to work on a public holiday, an employee can in turn refuse to work if the refusal is reasonable with regard to the nature of the job, the amount of notice given, family responsibilities etc. Employees that work on a public holiday are generally entitled to penalty rates.

#### 2021 Public Holidays

New Year's Day	Friday, 1 January 2021
Australia Day	Tuesday, 26 January 2021
Canberra Day	Monday, 8 March 2021
Good Friday	Friday, 2 April 2021
Easter Saturday	Saturday, 3 April 2021
Easter Sunday	Sunday, 4 April 2021
Easter Monday	Monday, 5 April 2021
ANZAC Day	Sunday, 25 April 2021
ANZAC Day Holiday	Monday, 26 April 2021
Reconciliation Day	Monday, 31 May 2021
Queen's Birthday	Monday, 14 June 2021
Labour Day	Monday, 4 October 2021
Christmas Day	Saturday, 25 December 2021
Christmas Day Holiday	Monday 27 December 2021
Boxing Day	Sunday, 26 December 2021
Boxing Day Holiday	Tuesday, 28 December 2021

#### RDOs

Wednesday, 27 January 2021
Monday, 22 February 2021
Tuesday, 9 March 2021
Tuesday, 6 April 2021
Monday, 17 May 2021
Tuesday, 15 June 2021
Monday, 5 July 2021
Monday, 2 August 2021
Monday, 30 August 2021
Monday, 27 September 2021
Monday, 25 October 2021
Monday, 22 November 2021
Monday, 20 December 2021

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