

Dear Members,

I am writing to you to as way of simplified explanation regarding the meeting to be held on the 15th of December. Most importantly though I wanted to explain that the services previously provided by BIAQ will be taken on and increased by both the Baking Industry Group, and the National Baking Industry Association. This is simply a restructure of the organization to modernize and ensure that we can represent the baking industry at the federal level.

The Baking Industry Association of Queensland has been an integral and important part of the Queensland Baking Industry for many years, its effect has been felt widely, and its history will be preserved as part of our ongoing role as a National Association moving forward.

The reasoning and resolutions for consideration are covered extensively in the accompanying documentation, I encourage you to read it and be involved in the process.

I have though provided below a few of the paragraph points of importance.

1.1 Reasons for resolutions

Due to changes in legislation and changes to jurisdiction (see below) the Association can no longer provide the service that we previously provided. The change to the Awards system has made the functions of the Association irrelevant and defunct from a Queensland operational perspective. We have decided to deploy our assets into a national associated entity that would comply with the federal system, being the Baking Industry Group.

1.2 Changes to the awards system

The Fair Work Act 2009 (Cth) (Act) is the primary piece of legislation governing Australia's workplaces. It is the foundation to all standards and regulations for employment, however, when the Act commenced, many specific awards relevant to the baking industry were over time deemed unnecessary and too costly to maintain.

From 1 July 2009, Fair Work Australia assumed many of the functions of the Australian Industrial Relation Commission (AIRC) and their state counterparts, specifically the QIRC.

The Queensland Government referred industrial relations coverage, (subject to some excluded industrial matters) of all employees and employers in the private sector that were previously covered by the repealed Queensland's industrial relations legislation (Industrial Relations Act 1999 (QLD)) to the Federal industrial relations jurisdiction (Commonwealth Fair Work Act 2009).

1.3 Changes to the Industrial Landscape

The Fair Work (State Referral and Consequential and Other Amendments) Act 2009 (Act) and the Fair Work Amendment (State Referrals and Other Measures) Act 2009 changed the Fair Work Act to allow states to refer matters to the Australian federal government to form a national workplace relations system. Before this, workplace laws were set and administered by most individual states. States kept their workplace relations powers over state and local government employees. As a result of these changes BIAQ is no longer able to fulfill its constitutional reason for existence because the QIRC no longer has any jurisdiction over its Members.

The Australian Industrial Relations Commission started updating and modernising awards system. It replaced 1560 state and federal awards with 122 modern awards. The process was completed by December 2009 with the commencement of the Act.

The above changes by the AIRC have essentially meant that the constitutional requirements of BIAQ can no longer be met. The costs of running and maintaining BIAQ as an association are very costly, so it is with the advice of our legal and financial teams the decision has been made to close down the BIAQ component of the Baking Industry Group.

All other components of the organization and its assets remain and will continue to grow and flourish.

Kind regards,



Brett Noy

President