

FILED
- 1 DEC 1999
OFFICE OF THE INDUSTRIAL
REGISTRAR

**JOHN LEWIS
FOODSERVICE PTY. LTD.**



Registered
Enterprise Agreement
Industrial Registrar

**ENTERPRISE
AGREEMENT 1999.**

1. TITLE

This Agreement shall be known as the John Lewis Foodservice Pty. Ltd. Lidcombe NSW Enterprise Agreement 1999.

2. ARRANGEMENT

This Agreement is arranged as follows:

1. Title
2. Arrangement
3. Parties Bound
4. Incident and Duration
5. Relationship to the Parent award
6. Hours of Work / Span of Hours
7. Wage Rates
8. Meal Allowance
9. First Aid Allowance
10. Freezer Allowance
11. Rest Periods
12. Labour Hire / Casuals
13. Rostered Days Off
14. Key Performance Indicators



3. PARTIES BOUND

This Agreement shall be binding for John Lewis Foodservice Pty. Ltd. and the National Union of Workers New South Wales Branch, its officers, servants and employees employed by John Lewis Foodservice Pty. Ltd.

4. INCIDENT AND DURATION

- This Agreement shall take effect from the date of registration or from the date of acceptance by a vote of the employees covered by the Agreement, or whichever is sooner, and shall remain in force until 26th October 2001.
- All parties agree that during the life of the Agreement no party will raise any further claims relating to the terms and conditions of the Agreement.
- The parties are committed to negotiations to reach a new Agreement, commencing at least three months prior to the expiry of the term of this Agreement.
- The Agreement shall apply to all employees employed pursuant to the Storemen and Packer General (State) Award at the Company's premises at 52 Hill Road Lidcombe, NSW 2141.



5. RELATIONSHIP TO THE PARENT AWARD

This Agreement shall be read and wholly interpreted in conjunction with the Storemen and Packers general (State) Award. Where there is any inconsistency, this Agreement shall take precedence to the extent of the inconsistency.

6. HOURS OF WORK / SPAN OF HOURS

The ordinary hours of work will be 38 hours per week as defined in the Parent Award.

DAY SHIFT: Monday to Friday between the hours of 6:00am and 6:00pm.
The ordinary day hours may be extended to 7:00pm by majority agreement with the employees, in which the Union will not unreasonably withhold its consent.

All other categories of hours and allowances associated with this clause shall be as read in the Parent Award.

7. WAGE RATES

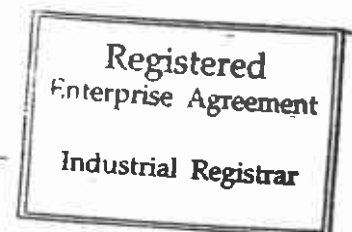
- A wage increase of two percent (2%) shall apply from the date of acceptance by a vote of employees covered by this Agreement; the date of registration or whichever is sooner.
- A further wage increase of three percent (3%) shall apply from the 26th October 2000.

Wages from acceptance / registration inclusive of 2%

G1	\$524:50
G2	\$584:50
G3	\$637:60

Wages from 26th October 2000 inclusive of 3%

G1	\$540:25
G2	\$602:05
G3	\$656:70



- Storemen employed as Grade 1 for more than three (3) months shall be upgraded to a Grade 2.
- Any Storeperson receiving higher rates of pay than the rates prescribed, above shall have their current hourly rates preserved. Future wage increases in such instances during this Agreement shall be absorbed to the extent of the variance only.

8. MEAL ALLOWANCE

A meal allowance of \$8:50 will apply after one (1) hours overtime is worked and will be indexed by the increases contained in this Agreement.

9. FIRST AID ALLOWANCE

A first aid allowance of \$8:25 per week will apply to recognised qualified first aid certificate holders and will be indexed by the increases contained in this Agreement.

10. FREEZER ALLOWANCE

A daily allowance of \$2:50 per day shall apply and be indexed by the increases contained in this Agreement.

11. REST PERIODS

There shall be one 10-minute paid rest period in the morning and one paid 10-minute rest period in the afternoon.

For work performed in the freezer, there shall be a 10-minute rest break on the hour with the exception of those hours in which the rest periods and lunch period occurs.



12. LABOUR HIRE / CASUALS

Casuals and employees of labour hire companies working in the warehouse shall be paid the same rates and conditions as those employees of the Company (JLF).

13. ROSTERED DAYS OFF

- Provided that the Company's operational requirements can continue to be met, an RDO will be introduced, with the exception that Friday will not be available as an RDO.
- Up to 3 RDO's per annum may be banked by the Company to meet operational requirements.
- As a result of the introduction of RDO's, it is intended that there will be a reduction in unauthorized absenteeism.
- Employee's RDO's will be published one month in advance.

14. KEY PERFORMANCE INDICATORS

Monetary savings achieved by sustained improvements in the levels measured and agreed to in the areas of

- Customer Complaint Level
- On Time for Delivery,

will be shared equally between the Company and its warehouse personnel, initially on a quarterly basis.

An elected Consultative Committee shall meet when required to discuss the above with a commitment to participate in agreed continuous improvements.



SIGNED FOR AND ON BEHALF OF:
JOHN LEWIS FOODSERVICE PTY. LTD.

Name: [Signature]

Witness: [Signature]
Betina Barbara Friedevey
Solicitor
4 Middleton's Moore & Co.

SIGNED FOR AND ON BEHALF OF
THE NATIONAL UNION OF WORKERS NSW BRANCH

Name: [Signature]

Witness: [Signature] Secretary UOW NSW

1 December 1999.

