

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/101

TITLE: Warehousing & Distribution Australia Pty Ltd Agreement 2000

I.R.C. NO: 2001/253

DATE APPROVED/COMMENCEMENT: 14 February 2001/ 1 January 2001

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 4 May 2001

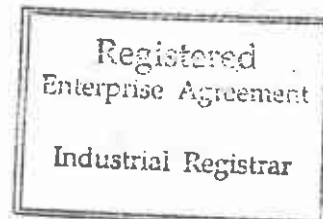
DATE TERMINATED:

NUMBER OF PAGES: 6

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all stores/warehouse employees of the Company

PARTIES: Warehousing & Distribution (Australia) Pty Ltd -&- National Union of Workers, New South Wales Branch



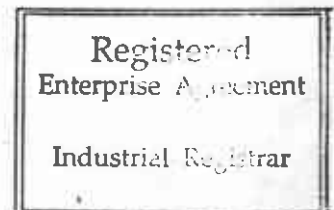
WAREHOUSING & DISTRIBUTION AUST. PTY. LTD. AGREEMENT 2000

1. TITLE AND ARRANGEMENT

This agreement shall be known as the "*Warehousing & Distribution Aust. Pty Ltd Agreement 2000*".

This agreement is arranged as follows:

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2. INTENTION OF AGREEMENT

This agreement between Warehousing & Distribution Aust. Pty. Ltd. and the National Union of Workers, New South Wales Branch recognises the requirement for co-operative efforts by the parties to meet the agreed objectives of efficiency, participation and competitiveness to achieve performance which will ensure continued viability and job security.

3. SCOPE, PARTIES BOUND AND DURATION OF AGREEMENT

- 3.1 This agreement shall apply to all stores/warehouse employees engaged by Warehousing & Distribution Aust. Pty. Ltd. in the State of New South Wales. This agreement shall operate and be read so as to operate in conjunction with the Storemen and Packers General (State) Award and to the extent that the provisions of this award are inconsistent with the provisions of this agreement, the provisions of this agreement shall apply to the extent of any inconsistencies.
- 3.2 It is the intention of the parties to continue the process of consultation to finalise, clarify and implement the detail of this agreement into the workplace.
- 3.3 This agreement shall operate from the beginning of the first complete pay period to commence on or after 1 January 2001 and shall remain force until 31st December 2002.
- 3.4 Parties bound by this agreement:
- 3.4.1 This agreement shall be binding upon Warehousing & Distribution Aust. Pty. Ltd. in the State of New South Wales and its employees who are members or eligible to be members of the organisation listed in paragraph 3.4.2 below and are engaged in any of the classifications set out in the Storemen and Packers General (State) Award.
- 3.4.2 National Union of Workers, New South Wales Branch.
- 3.5 The parties are committed to entering into negotiations on the terms to a new agreement three months before the expiry date of this agreement. It is envisaged that the terms of the new agreement will be finalised three months thereafter. This new agreement shall be filed with the Industrial Relations Commission of New South Wales for approval.
- 3.6 This agreement was not entered into under duress by any party to it.

4. WAGE INCREASES

- 4.1.a A wage increase of 4% shall be paid to all employees covered by this agreement and shall apply from the first pay period to commence on or after 1 January 2001.



- 4.1.b As second wage increase of 4½% shall be paid to all employees and shall be applied from the first pay period to commence on or after 1 January 2002.
- 4.2 The wage adjustments referred to in paragraphs 4.1. (a), and (b) above shall be applied to the "all purpose rate" contained in time and wages records.
- 4.3 The parties recognise that the agreement shall come into effect from the date of registration, however the company be administrative action, shall implement the wage increases referred to in paragraphs 4.1 and 4.2 above from the specified dates of effect.
- 4.4 The abovementioned wage increase shall be in substitution for any State Wage Case increase/s, or Industry Based Award increases which may occur during the life of this agreement. Furthermore, the rates of pay contained in this agreement shall at no stage throughout the life of this agreement fall below those contained in the Storemen and Packers General (State) Award.

5. NO EXTRA CLAIMS

There will be no extra claims during the life of this agreement except concerning redundancy.

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6. FLEXIBILITY OF LABOUR

- 6.1 All employees, weekly or casual shall be obliged and be prepared to work throughout the stores/warehouse area across the range of all machines and equipment and processes to cover absenteeism/work demands.
- 6.2 The company shall ensure that no employee will be required to undertake tasks for which they have not received adequate and appropriate training.

7. PROBATIONARY PERIOD

All weekly employees engaged by the company shall be required to serve a three week probationary period.

8. HOURS

Once having been fixed, the commencing and finishing times of ordinary hours shall not be altered without consultation between management and employees. If joint consultation does not reach a mutually satisfactory conclusion, the employees may involve the union in discussions with the company.

9. SUPERANNUATION

Company superannuation contributions shall not be reduced for the life of this agreement.

10. GRIEVANCE AND DISPUTES PROCEDURE

Grievance and disputes procedure shall be in accordance with Clause 5 Disputes Procedure of the Storemen and Packers General (State) Award. All other conditions of employment as per the Storemen and Packers General (State) Award.

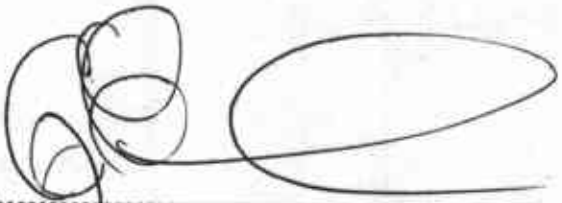
11. USE OF CASUAL LABOUR

The company shall endeavour to maximise the use of permanent labour. Where casual labour is used, whether engaged directly or through an agency, the company shall ensure such employees are paid the rates contained in this Agreement, plus Award loadings.



12. SIGNATURES

**Signed for and on behalf of
Warehousing & Distribution Aust. Pty. Ltd.**



Name: MANABEL
Title:

Date: 12 / JANUARY 2001



**Signed for and on behalf of the
National Union of Workers, NSW Branch**



FRANK BELAN, O.A.M.
STATE SECRETARY

Date: 27 November 2000

ANNEXURE A – WAGE RATES

CLASSIFICATION	WAGE RATE (FOR 38 HOURS)		
	CURRENT	FROM 1 JANUARY 2001	FROM 1 JANUARY 2002
Storeman & Packer Grade 3	\$562.40	\$584.90	\$611.22
Storeman & Packer Grade 4	\$576.84	\$599.91	\$626.91
Storeman & Packer Grade 5	\$585.58	\$609.00	\$636.41

- * Award-based allowances (such as Forklift, Leading Hand, Meal Allowances, etc) shall be paid, in addition to the above rates.

