

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA01/52

**TITLE:** Bridgestone Australia Ltd "Marayong Warehouse (NSW) Certified Agreement 2000

**I.R.C. N :** 2000/2747

**DATE APPROVED/COMMENCEMENT:** 3 July 2000/1 March 2000

**TERM:** 24 months

**NEW AGREEMENT OR**

**VARIATION:** New. Replaces EA98/179

**ORIGINAL REFERENCE:** 16 March 2001

**DATE TERMINATED:**

**NUMBER EMPLOYEES:** 5

**COVERAGE/DESCRIPTION:**

**EMPLOYEES:** Applies to all storepersons employed by the Company at the Marayong site

**PARTIES:** Bridgestone Australia Ltd -&- National Union of Workers, New South Wales Branch



**BRIDGESTONE AUSTRALIA LTD.  
TYRE MARKETING & OPERATIONS DIVISION**

**CERTIFIED AGREEMENT 2000**

**MARAYONG WAREHOUSE (NSW)**

**between**

**BRIDGESTONE AUSTRALIA LTD.  
TYRE MARKETING & OPERATIONS DIVISION**

**(the Company)**

**and**

**THE NATIONAL UNION OF WORKERS,  
NSW BRANCH**

Registered  
Enterprise Agreement  
Industrial Registrar

## 1. PREAMBLE

The negotiations which occurred between the parties in order to construct this Agreement were based around warehouse employees improving the absenteeism issue and having a commitment to the quality and quantity of their work to ensure that customer service was of high importance.

## 2. TITLE

This Agreement shall be known as the Bridgestone Australia Ltd. "Marayong Warehouse (NSW) Certified Agreement 2000".

## 3. ARRANGEMENT OF AGREEMENT

Clause No.	Title
1.	Preamble
2.	Title
3.	Arrangement of Agreement
4.	Application of the Agreement
5.	Parties Bound
6.	Date and Period of Operation
7.	Relationship to Parent Awards
8.	Enterprise Agreement Posting
9.	Union Notices
10.	Aims and Objectives of the Agreement
11.	No Extra claims
12.	Precedent
13.	Starting Time
14.	Existing Standards
15.	Improvements in Communication
16.	Payment of Wages
17.	Wage Adjustments and Other Benefits
18.	Absorption
19.	Disputes Procedure
20.	Stocktake

## 4. APPLICATION OF THE AGREEMENT

This Certified Agreement shall apply at the Marayong State Warehouse located at Sunnyholt Road, Marayong, NSW, in respect of all storepersons employed at the State Warehouse.

## 5. PARTIES BOUND

This Agreement shall be binding on:

- (a) Bridgestone Australia Ltd.;
- (b) The National Union of Workers (NUW), NSW Branch;
- (c) All employees, whether members of the NUW or not, whose employment is at any time when the Agreement is in operation, subject to the Agreement.

## 6. DATE AND PERIOD OF OPERATION

- i) This Agreement shall apply to all storeworkers at the Company/Marayong Warehouse and shall take effect from 1<sup>st</sup> March 2000 up to and including 28<sup>th</sup> February 2002.
- ii) The parties agree to commence negotiations for a new Agreement at least two (2) months prior to the expiry of this Agreement.
- iii) Should negotiations for a new Agreement not be finalised prior to the nominal expiry date of this Agreement, existing terms and conditions of employment, including rates of pay, shall continue for all employees until conclusion of negotiation and subsequent certification of the next Agreement.

## 7. RELATIONSHIP TO PARENT AWARDS

- i) This Agreement shall be read and interpreted wholly in conjunction with the Storeman and Packers General (State) Award (Award).
- ii) Where there is any inconsistency between this Agreement and the Award, this Agreement shall take precedence to the extent of the inconsistency. Where this Agreement or previous agreements certified or non certified are silent, Award provisions shall apply.
- iii) It is the intention of the parties that previous agreements certified or non certified (Appendix A), reached between the parties on 1<sup>st</sup> March 1993, 1<sup>st</sup> March 1994, 1<sup>st</sup> March 1996 and 1<sup>st</sup> March 1998 shall continue to be binding between the parties.

## 8. ENTERPRISE AGREEMENT POSTING

At the workplace, a true copy of this Certified Agreement shall be available in a convenient place so as to be easily accessed by employees.

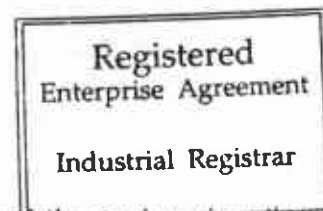
## 9. UNION NOTICES

Reasonable facilities shall be afforded to the Unions to post Union meeting notices, signed by the Secretary or Organiser, on a board so as to be easily read by employees.

## 10. AIMS AND OBJECTIVES OF THE AGREEMENT

The aims and objectives of this Agreement are:

- i) To improve productivity, efficiency and flexibility of the enterprise through the effective implementation of agreed measures which will significantly increase the competitiveness of the Company and offer secure and worthwhile employment for its employees.
- ii) To adopt a consultative and participative approach to implement increased and sustained productivity across all areas of operations of the enterprise.



- iii) To further develop an environment of continuous improvement which is conducive to a flexible work organisation able to respond to changing demands in industry.
- iv) To reduce the level of potential disputation between employees and the Company by ensuring that set procedures for resolving grievances and disputes are followed.
- v) To establish a consultative mechanism whereby all changes and proposals that may affect the operations of the enterprise are discussed and evaluated by the Company, employees and the Union.

#### 11. NO EXTRA CLAIMS

There shall be no extra claims during the life of this Agreement.

#### 12. PRECEDENT

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise.

#### 13. STARTING TIME

Both parties agree that Storepersons shall clock on at a time which allows ample time for their work functions to commence at exact starting time, at no cost penalty to the Company, eg. 7.25am for 7.30am work function commencement.

#### 14. EXISTING STANDARDS

Existing entitlements will not be altered or reduced by the making of this Agreement except as provided for by this Agreement.

#### 15. IMPROVEMENTS IN COMMUNICATION

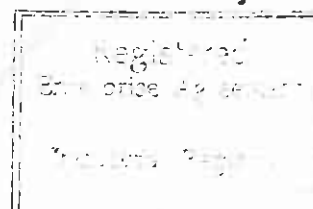
All parties agree to participate constructively in regular team communication discussions which will be used as a starting point for the development and allocation of tasks which need to be implemented to achieve efficiency objectives. Bimonthly meetings will be scheduled to occur between the union delegates and two senior managers.

#### 16. PAYMENT OF WAGES

The Company agrees that wages of weekly employees shall be paid not later than Thursday of each week, as detailed at Clause 12 - Payment of Wages, Storeman and Packers, General (State) Award 1990.

#### 17. WAGE ADJUSTMENT AND OTHER BENEFITS

- i) The following increases shall apply during the life of the Agreement:
  - A. 4% increase from the first full pay period on or after the 1<sup>st</sup> of March 2000.



B. 1.5% increase from the first full pay period on or after the 1<sup>st</sup> of September 2000.

C. 1.5% increase from the first full pay period on or after the 1<sup>st</sup> of March 2001.

ii) It is further noted that all allowances will be increased in line with the wages movements outlined in sub clause (i) A, B and C respectively, except for the Attendance Allowance which increased from \$20 to \$30 per week, effective from the first full pay period on or after the 1<sup>st</sup> March 2000.

iii) Attendance Bonus Scheme

It is agreed by both parties that the wording "the full twelve months" in Clause 3 of the non certified agreement 1/3/94 - 28/2/96 shall be interpreted as being the period 1<sup>st</sup> March to the 28<sup>th</sup> February (or 29<sup>th</sup> if a leap year) inclusive, in a calendar year.

**18. ABSORPTION**

The parties agree that any Arbitrated Safety Net adjustments payable pursuant to decisions of the Australian Industrial Relations Commission shall be offset to the extent of any wage increase payable pursuant to this Agreement.

**19. DISPUTES PROCEDURE**

All parties confirm their commitment to the disputes and industrial grievance procedures, detailed in the Storeman and Packers General (State) Award.

**20. STOCKTAKE**

A commitment by the employees has been given to provide a sufficient crew at each monthly stocktake. The number of employees required for each stocktake will be determined by the Warehouse Manager. The employees will be notified of the date of the stocktake and number of employees required two weeks prior.

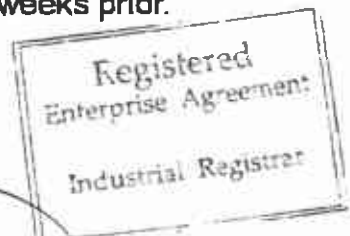
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FOR AND ON BEHALF OF THE NATIONAL UNION OF WORKERS, NEW SOUTH WALES BRANCH

Dated: 23. 5. 2000

*[Handwritten signature]*

WITNESS



*[Handwritten signature]*

FOR AND ON BEHALF OF BRIDGESTONE AUSTRALIA LTD

Dated: 9/6/00

*[Handwritten signature]*

WITNESS