

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/53

**TITLE: Northern Co-Operative Meat Company Ltd (Maintenance & Services)
Enterprise Agreement 2000**

I.R.C. N: 2000/5413

DATE APPROVED/COMMENCEMENT: 8 December 2000/1 July 2000

TERM: 24 months

NEW AGREEMENT R

VARIATION: New. Replaces EA94/406

AGREEMENT REFERENCE: 16 March 2001

DATE TERMINATED:

NUMBER EMPLOYEES: 11

CVERAGE/DESCRIPTION

EMPLOYEES: Applies to all employees in the maintenance & services sector of the Company

PARTIES: Northern Co-Op Meat Company -&- Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Construction, Forestry, Mining and Energy Union (New South Wales Branch), Electrical Trades Union of Australia, New South Wales Branch, The New South Wales Plumbers and Gasfitters Employees' Union



Enterprise Agreement – Northern Co-operative Meat Company Ltd.
6th. November, 2000

***NORTHERN CO-OPERATIVE
MEAT COMPANY LTD
(MAINTENANCE & SERVICES)
ENTERPRISE AGREEMENT 2000***

Registered
Enterprise Agreement
Industrial Registrar

6 November, 2000

1. Agreement Title

This agreement shall be known as the Northern Co-operative Meat Company Ltd (Maintenance & Services) Enterprise Agreement 2000

2. Application

The Agreement shall apply to all employees in the Maintenance & Services sector of the Northern Co-operative Meat Company Ltd and associated works.

3. Arrangement

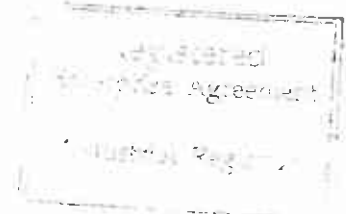
Clause Name	Clause Number
Agreement Title	1
Application	2
Arrangement	3
Relationship to Award	4
Reduction in Accident Rate	5
Sick Leave	6
Project Work – Public Holidays/Weekends	7
Span of Hours	8
Banking of Overtime	9
Wage Rates and Adjustments	10

Relationship to Award

It is the intention of the parties for this agreement to operate in conjunction with the Northern Co-operative Meat Company Ltd (Maintenance & Services) (State) Award. Where as any provision of this agreement is inconsistent with the provisions of the award, then the provisions of this agreement shall take precedence.

Reduction in Accident Rate

The maintenance employees as a whole accept the challenge of reducing the accident rate by 20 per cent per year against the lost time injury hours for the period 3rd July, 2000 to 30th June 2001. Such reduction program shall be controlled and monitored by a Department based Safety Committee.



Sick Leave

Entitlement to Sick Leave: An employee on weekly hire who is unable to attend for duty during his/her ordinary working hours by reason of personal illness or personal incapacity not due to his/her own wilful misconduct shall be entitled to leave of absence without deduction of pay subject to the following conditions and limitations:

Subject to the provisions of the Workers Compensation Act 1987, The employee shall not be entitled to paid leave of absence for any period in respect of which The employee is entitled to Workers Compensation.

The employee shall within 24 hours of the commencement of such absence inform his/her employer of his/her inability to attend for duty and as far as possible state the nature of his/her illness or incapacity and the estimated duration of same.

The employee shall prove to the satisfaction of his/her employer (or, in the event of a dispute, to the Industrial Relations Commission of New South Wales), that: the employee was unable to account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. Where the employee has more than three single sick leave days in any 12 month period, satisfactory proof of illness or injury shall be by way of a doctor's certificate.

An employee shall not be entitled to leave in excess of the following:

- (1) After 13 continuous weeks service with the employer, 5 days of ordinary working time shall be allotted. Up until the 13 weeks an employee is not entitled to any sick leave. From 13 weeks until the 12 month anniversary of their employment only the 5 days are available as sick leave.
- (2) On the first and subsequent anniversary dates of his/her employment with the employer, 10 days of ordinary working time will be allotted.
- (3) If the employee accumulates in excess of 240 hours sick leave, anything in excess of 240 hours sick leave will be paid out on the following anniversary of his/her employment date.



Project Work – Public Holidays and Weekends

The maintenance employees will supply labour for any project, whether maintenance or capital, on public holidays and weekends.

The number of employees so required to work will be agreed in consultation with the Chief Engineer and the consultative committee.

No employee will be required to work more than 3 public holidays in any 1 calendar year.

Employees who work on a public holiday in accordance with this clause shall be paid at time and one half and be given another agreed day off with pay.

No project work will be undertaken on Christmas Day, Boxing Day or Good Friday.

Employees that are required to work beyond 8 hours on a public holiday under this clause shall be paid double time and a half until they cease work.

Span of Hours

The maintenance employees will modify the span of hours to suit the following:

1. Those maintenance employees required to supply labour production departments that start before 6.00am, will have a span of hours from 5.00am to 5.00pm on those weeks where they are required for the production department or departments. On those weeks where a maintenance employee is not required in a production department starting before 6.00am, the span of hours will be 6.00am to 6.00pm.
2. The number of employees so required to work will be agreed in consultation with the Chief Engineer and the consultative committee.



BANKED OVERTIME

The parties agree that maintenance employees will have the opportunity to bank "double time" overtime.

Any banked overtime will be by agreement between the maintenance supervisor and the individual.

For every hour at "double time" worked the accrual will equate to the dollar value of time and a half. All time accrued will be at monetary value only to a maximum of one normal weeks base rate. Any moneys held will be at the dollar value and not hours and are not subject to any changes in wage rates or any other increases.

Once reaching the accrued monetary value of one week's base rate, the employee has two (2) calendar months to arrange either payment or time off in lieu.

The above agreement is for 2 years commencing

The agreed pay increase is 5.5% over 2 years and to be apportioned as follows:

- 3% effective from the . . . 6th July 2000
- 2.5% effective from6th July 2001
- An additional 0.5% pay increase can be achieved at July 2001 if the 20% reduction is achieved in lost time hours against the 2000 to 2001 year. For injuries occurring in this period.
- An additional 0.5% pay increase can be achieved at July 2002 if a further 20% reduction rate can be achieved in lost time hours ie: a further reduction of 20% against the previous 12 months 2001 to 2002 lost time hours. For injuries occurring in this period.

Attached is the agreed pay schedule that is to be used by the parties.

P Bagay AMNU REP.
G. Smith CFMEU ENGINE DRIVERS
Tung Electrical Dept
I S Anderson Plumbing Dept
Ravi Mahan CFMEU



MAINTENANCE EBA FOR 2000

Wage rate 30/06/2000

CLASSIFICATION

AWARD	170	171	172	173	174	175	176
	C7	C8	C9	C10	C11	C12	C13
FITTER	16,962.22	16,312.25	15,661.7	15,011.2	13,383	12,336.5	11,344.7
ELECTRICIAN	678.49	652.5	626.47	600.45			
PLUMBER	678.49	652.5	626.47	600.45			
CARPENTER	678.49	652.5	626.47	600.45			
ENGINE DRIVER				600.45	535.32		
BOILER ATTENDANT				600.45	535.32	493.46	
TRADES ASSISTANT					535.32	493.46	453.79

Number of Trades Persons

apprentices	39%	234.17
1st Year		312.23
2nd Year	52% of C10 rate	420.31
3rd Year	70%	456.34
4th Year	76%	

NCMC wage rate with 3% wage increase effective from 01/07/2000

	C7	C8	C9	C10	C11	C12	C13
FITTER	698.84	672.08	645.26	618.46			
ELECTRICIAN	698.84	672.08	645.26	618.46			
PLUMBER	698.84	672.08	645.26	618.46			
CARPENTER	698.84	672.08	645.26	618.46			
ENGINE DRIVER				618.46	551.38		
BOILER ATTENDANT				618.46	551.38	508.26	
TRADES ASSISTANT					551.38	508.26	467.40

Handwritten: C.F.M.E.U. \$ ENGINE DRIVERS & BOILER ATTENDANTS

Handwritten: P. Brophy AMWU Rep.

Handwritten: Terry W. ELECTRICAL DEPT
I.J. Brothers Plumbing Dept

Handwritten: R. McNamee C.F.M.E.U.



This page contains the name and signature of the employer authorised to sign this document on behalf the following:

1. Northern Co-operative Meat Company Ltd

1. GARY FORBES BRADDER
name of authorised person
NCHC Ltd

[Signature]
signature of authorised person
NCHC Ltd

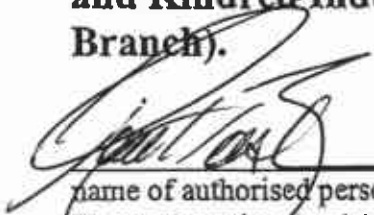
BRIAN MERVYN BOOLEY
name of witness

[Signature]
signature of witness


8-11-00
date

8-11-00
date

The Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union (New South Wales Branch).



name of authorised person
The Automotive Food, Metals,
Engineering, Printing and Kindred
Industries Union (NSW Branch)



name of witness
JP9206924



The Electrical Trades Union of Australia (New South Wales Branch).

B. Li

name of authorised person
The Electrical Trades Union of
Australia (NSW Branch)

[Signature]

name of witness



The Construction, Forestry, Mining and Energy Union.

Andre Perreault
name of authorised person
The Construction, Forestry, Mining
and Energy Union

D. Mulla
name of witness



**The New South Wales Plumbers and Gasfitters
Employee's Union.**

Steve McCorney

name of authorised person
The Plumbers and Gasfitters
Employee's Union

STEVE MCCORNEY

Jacqueline Rafter

name of witness

JACQUELINE RAFTER

