

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/69

**TITLE: Brambles Industrial Services - Transport Workers' Union - Port
Kembla Agreement 2000**

I.R.C. NO: 2001/1412

DATE APPROVED/COMMENCEMENT: 6 March 2001/ 1 December 1999

TERM: 36 months

**NEW AGREEMENT OR
VARIATION: New. Replaces EA99/96**

GAZETTAL REFERENCE: 30 March 2001

DATE TERMINATED:

NUMBER OF PAGES: 13

COVERAGE/DESCRIPTION OF

**EMPLOYEES: Applies to all employees engaged pursuant to the Transport Industry (State)
Award**

**PARTIES: Brambles Australia Limited -&- Transport Workers' Union of Australia, New South
Wales Branch**



TWU ENTERPRISE BARGAINING AGREEMENT

1.0 TITLE

The Agreement shall be referred to as the Brambles Industrial Services - Transport Workers' Union – Port Kembla Agreement 2000.

2.0 ARRANGEMENT

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Wages Schedule

3.0 COMMENCEMENT DATE AND PERIOD OF OPERATION

This agreement shall commence from the first full pay period on or after 1 December 1999 and remain in force for a period of three (3) years, until 1 December 2002.

Prior to the termination of this agreement, the parties shall review their operation within sufficient time so as to establish a replacement enterprise agreement or other ongoing employment arrangements.

Any disagreement as to the terms of the replacement agreement or other arrangements shall be resolved in accordance with the dispute settling procedure contained in this agreement.

4.0 DEFINITIONS

- Company** - means Brambles Industrial Services Port Kembla.
- Employee** - means an employee of the company.
- Award** - means the Transport Industry State Award 1996
- Union** - means the Transport Workers' Union of Australia (NSW Branch).

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5.0 PARTIES BOUND

- 1) Brambles Industrial Services.
- 2) The Transport Workers' Union of Australia (NSW Branch) and its members employed by the company.

6.0 INTENTION/OBJECTIVES

INTENTION

The purpose of this Agreement is to regulate partially the terms and conditions of employment of Brambles Industrial Services' Port Kembla employees previously regulated by the Transport Industry State Award, subsequently known as the Award.

OBJECTIVES

- a) To develop and maintain a culture of trust, consultation and co-operation with a view to achieving continuous improvement in the competitive performance of the company, its workplace environment, and the working conditions of its employees.
- b) Implementing workplace reforms so as to improve productivity and to aim for the world's best practice.
- c) To progressively and continuously remove inefficient practices and processes from all operational areas.
- d) To co-operate in the maintenance of the company's Quality Accreditation to enhance performance and service to our customers.
- e) To ensure flexibility, timeliness, reliability, safety, compliance, accountability, quality and profitability of all services offered.
- f) Initiating a program that provides growth and expansion of the business by having the most efficient employees, systems and equipment.
- g) Implement Key Performance Indicators aimed at achieving measurement of enterprise efficiency and quality output.

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- h) To ensure compliance by the company and its employees in all matters related to Occupational Health & Safety obligations and legislation with the target of eliminating workplace accidents and injuries.
- i) To ensure compliance with the Environmental Regulations and Requirements.

7.0 RECORD ADMINISTRATION

In order to maintain quality requirements and monitor daily activities, all employees will complete and sign daily work sheets. This will assist in the identification of unnecessary delays and hold-ups, etc.

8.0 GARAGING OF VEHICLES.

For any employees engaged after the 1 January 1998, all Brambles' owned vehicles will be parked at the company site or as directed by management. This will enhance security and avoid unnecessary insurance claims.

9.0 LICENCE CHECKS

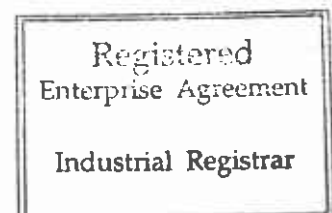
Periodically, all drivers of Brambles' equipment will be required to provide evidence of a current driver's licence, containing the appropriate classifications.

10.0 INCENTIVE/BONUS SCHEME

As well as the increases included in this Agreement, employees have the opportunity for further financial rewards through the following Incentive/Bonus Scheme.

The Bonus Scheme has three components:

- 1) Safety;
 - 2) Customer Service;
 - 3) Vehicle Care/Accidents/Damage.
- 1) SAFETY



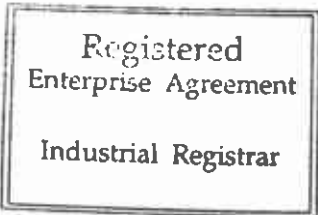
A bonus of 0.65% will be paid to employees quarterly for meeting LTI targets.

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2) CUSTOMER COMPLAINTS

A bonus 0.5% will be paid to employees quarterly if there are no customer complaints relating to the following:

- Driving a Brambles' vehicle in a manner that is perceived to be a hazard to other road users, eg road rage;
- Infringement Notice from BHP and other customers, such as speeding, not stopping at railway lines, etc.
- Offensive behaviour whilst on a customer's site.
- Wearing of uniforms and PPE.
- Delivery on time to customer's site.



3) VEHICLE CARE/ACCIDENTS/DAMAGE

A bonus of 0.6% will be paid to employees quarterly for vehicle care and no accident damage as follows:

- Vehicle kept in a clean and tidy state.
- No vehicle accidents/damages. If a third party is at fault, this will have no effect on the bonus.

LTI's	0.65%
Customer Complaints	0.50%
Vehicle Care/Accidents/Damage	0.60%
Total	1.75%

The bonus payments will be calculated as a % of the base rate of each employee.

The Consultative Committee (refer Clause 18) is to meet within four (4) weeks of registration of this Agreement, to set targets and measures for the Bonus Scheme. These targets are to be jointly set for the benefit of all parties, and should be realistic and achievable. Monthly progress measures are to be displayed for all key targets, as well as regular reviews of performance to target.

11.0 WORKPLACE HEALTH, SAFETY AND THE ENVIRONMENT

A dedicated and ongoing commitment is required by all transport staff and employees in working safely, and striving towards a continued and genuine reduction in workplace incidents, accidents and injuries.

- i) The employer and employees shall comply with the requirements of the *Occupational Health and Safety Act 1983*, and any amendment thereof, and with Regulations made under the said Act;
- ii) Employees shall ensure all work on both Brambles' and external sites is performed in a safe and responsible manner;
- iii) An employee who is supplied with protective equipment or material must wear or use it in such a way as to achieve the purpose for which it is supplied;
- iv) All employees under this agreement are to participate in periodic medicals as required by the company.
- v) All employees will comply with relevant environmental regulations and requirements.

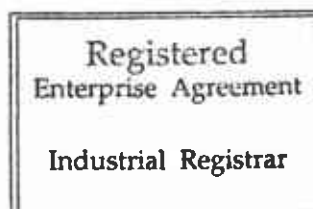
12.0 COMPANY ALCOHOL AND OTHER DRUGS POLICY

Under no circumstance will any employee affected by alcohol and/or any other drug be permitted to work and/or operate any equipment on company projects. This includes working on all customers' sites as well as Brambles' sites.

Further, the parties agree that no alcohol/drugs will be permitted on company projects and that all persons may be required to undergo testing for these substances.

Through the life of the Agreement, the Consultative Committee will develop an effective set of operating procedures in line with Brambles' Policy on Alcohol and Other Drugs.

Consultation with the relevant site safety committee or company consultative committee will take place to review and monitor this policy compliance and procedures.



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13.0 WORK APPAREL

- 1) The Company shall provide employees with uniforms which shall be maintained by employees and kept in a good state of repair.
- 2) The Company shall renew uniforms on a fair wear and tear basis, on a one-for-one exchange system. The Company will ensure that appropriate supplies are maintained in order to meet demands.
- 3) Employees shall present themselves for work in clean uniforms, be well groomed and of neat presentation.
- 4) Employees shall wear their uniforms at all times (on site, off site, whilst driving etc) during the hours of their employment.

14.0 TRAINEES

Both parties acknowledge and respect the position of trainees. Trainees, once proficient in performing allotted tasks and functions unsupervised, will be paid at the appropriate permanent rate.

Upon completion of traineeship program, trainees will have access to permanent positions within the workplace, subject to these positions being available and subject to the trainee's suitability for that position.

15.0 HOURS OF WORK AND ALLOWANCES

In order to maximise flexibility, cost competitiveness and meet customer service level, the following is agreed:

- ◆ The span of ordinary hours for full-time employees will be from 5.00am to 6.00pm.
- ◆ Regular starting times for day shift full-time employees may be between the hours of 5.00am and up to, but no later than, 10.00am, as determined by the Company.
- ◆ Provided it is consistent with statutory regulation of driving hours, regular meal and tea breaks are to be taken, where possible, during truck turn-around times (loading and unloading, or other waiting times), to maximise vehicle utilisation and improve delivery times.
- ◆ New employees (other than casual employees) shall be subject to a probationary period of three (3) months.
- ◆ The Company shall fix a regular starting time for each employee for each working day.

- Any permanent change to regular starting times shall be subject to one (1) week's notice
- The Company may vary the starting time of an employee for the next day by up to one and a half (1½) hours either side of regular starting time, if an employee is advised prior to leaving work on the previous day, provided that the time worked is within the ordinary span of hours from 5.00am to 6.00pm.
- A Travel Allowance of \$80.00 per night will be payable on any occasion where the employee is unable to return to his/her home base.

Where possible, the allowance is to be paid into the employee's salary for the week, in lieu of cash advance.

Application of the above changes will be reviewed after the first three (3) months' operation as part of the Consultative Committee's regular meeting Agenda.

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19.0 ATTENDANCE

Employees shall be entitled to 5 days ordinary working time as paid sick leave in the first year, then 8 days per year thereafter.

A Doctor's Certificate must be obtained and submitted if the following occurs:

- a. An employee is off work for two or more consecutive days;
- b. An employee has a sick day before or after a Public Holiday or a Rostered Day Off.

Unused sick leave shall accumulate and be paid out each year, once a block of 10 sick days is accumulated. Anything over the ten (10) days is payable.

NOTIFICATION – REASONABLE EFFORTS

Employees are to make all reasonable efforts to notify their supervisor of their absence prior to commencement of their normal working shift.

If an emergency takes place and an employee is unable to call in, the employer will make concessions on the above.

Unused sick leave may not be paid out at the end of the year if the above attendance principles are not adhered to.

17.0 AWARD ACCESS

The company will have access to all the current Award conditions.

18.0 CONSULTATIVE PROCESS/COMMITTEE

To facilitate the progression of the Enterprise Agreement a Committee, to be known as the Consultative Committee, will be formed. The Committee will comprise an equal number of management and elected workforce representatives. Unless otherwise agreed, this shall be three (3) management and three (3) workforce representatives (which includes at least one (1) Union delegate).

The Committee shall meet not less than once per quarter to:

- a) Oversee the successful implementation and upkeep of the terms of this Agreement.
- b) Develop and progress proposals/suggestions for improved business performance.
- c) To discuss/notify major changes within the Company that will affect the employees under this Agreement.
- d) To discuss and understand current business performance issues.

Any dispute arising from matters under consideration by the Consultative Committee shall be dealt with in accordance with the Dispute Settlement Procedure (Clause 21 of this Agreement).

19.0 NO EXTRA CLAIMS

There shall be no extra claims during the life of this agreement, apart from those specified in the agreement. However, a review of this agreement will apply in the event of any significant unforeseen circumstances. The rates and increases in this Agreement will absorb any future increases to the Award by way of State Wage Decisions.

20.0 NO DISADVANTAGE CLAUSE

This agreement will not disadvantage the employees covered by the agreement in relation to their employment conditions or wages. Furthermore, there will not be a reduction in the protection offered under the relevant Award.

21.0 DISPUTE SETTLEMENT PROCEDURE

21.1 The parties to this Agreement will operate under this Dispute Settlement Procedure and it is the intention of the parties that the procedure will be strictly adhered to for any issue, local or national.

In view of the guarantee of the service outlined in sub-clause 21.3, it is specifically acknowledged by the parties that failure to comply with the Dispute Settlement Procedure will remove from the company a considerable benefit of this Agreement.

21.2 The Dispute Settlement Procedure shall be:

21.2.1 All matters shall be attempted to be resolved within the workplace.

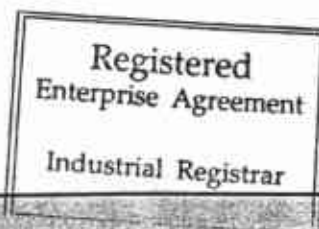
21.2.2 The following steps shall be followed until the matter is resolved:

- a) Any matter shall first be discussed between the employee and supervisor;
- b) The union delegates shall consult with the Area Manager on the matter;

21.2.3 If the matter cannot be resolved within the steps identified in sub-clause 21.2.2, discussions involving the State Secretary/Union Organiser, Divisional Manager and relevant company officials shall take place. This could include the Company's Employment Services Department.

21.2.4 If the matter still cannot be resolved, it shall be referred by either party to the New South Wales Industrial Relations Commission (IRC) for conciliation and, where necessary, arbitration. A decision of the Commission shall be accepted by the parties as final, subject to any legal appeal procedures.

21.2.5 During the processes outlines in this provision, there shall be no disruption to the Company's commercial operations.



21.3 Continuity of Service

Consistent with the intent of the Industrial Relations Act 1996, the union and its members employed by the Company undertake that during the life of this Agreement, industrial action will not be utilised to disrupt the availability of labour to work in accordance with the requirements of the Company's business undertakings. This provision shall be restricted to all issues and provisions covered by the Award and relevant enterprise agreement(s).

21.4 No party shall be prejudiced as to the final settlement by the continuance of work.

21.5 The circumstances which applied immediately prior to the dispute arising shall continue until final resolution of the matter.

The only qualification to the undertaking for continuity of service is the requirement that work be capable of being carried out in a manner consistent with Occupational Health and Safety requirements.

22.0 TECHNOLOGICAL CHANGE AND QUALITY ASSURANCE

The parties to this Agreement accept the introduction of technological change and quality assurance in the road transport industry as a means of maximising customer satisfaction and reliability of service to those customers. This may involve procedural and documentation changes to be able to provide a better record of the quality of the service provided to customers.

23.0 DURESS

This agreement was not entered into under duress by any party to it.

24.0 INCOME PROTECTION

The parties have agreed to continue the operation of an Income Protection Insurance scheme in accordance with Brambles Australia Policy and Guidelines.

The wage rates provided for in the attached schedule include a component for income protection insurance and:



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24.1 The company will deduct an amount from the employee's base weekly wage as "employee income protection insurance" at the employee's discretion and remit to the appropriate fund, as advised by the union.

24.2 Alternatively, an employee can elect to retain all of the increased amounts in lieu of income protection insurance.

25.0 PAYROLL DEDUCTIONS

The company shall continue to offer payroll deductions for the purpose of Union contributions to the Transport Workers' Union of Australia (NSW Branch).

26.0 SUPERANNUATION

1. Employer funded superannuation contributions shall be paid into one of the following funds, as nominated by the employee:-
 - Transport Workers' Superannuation Fund; or
 - Brambles' Superannuation Trust.
2. Once an employee has nominated the fund into which contributions are to be directed, the employee may not seek to change that nomination for the life of this Agreement.
3. Superannuation contributions by the Company shall be the rate stipulated under the Superannuation Guarantee Levy.

SIGNED for and on behalf of Brambles
Industrial Services, Port Kembla, NSW)

.....

SIGNED for and on behalf of the
Transport Workers' Union of
Australia)

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WAGES SCHEDULE

	CURRENT	FIRST PAY PERIOD COMMENCING AFTER 1/12/99	FIRST PAY PERIOD AFTER 1/12/00	1/12/2001
Grade 1	\$493.05	\$507.84	\$518.00	\$528.36
Grade 2	\$510.27	\$525.58	\$536.09	\$546.81
Grade 3	\$522.19	\$537.86	\$548.61	\$559.59
Grade 4	\$532.57	\$548.55	\$559.52	\$570.71
Grade 5	\$559.38	\$576.16	\$587.68	\$599.44
Grade 6	\$566.13	\$583.11	\$594.78	\$606.67
Grade 7	\$586.54	\$604.14	\$616.22	\$628.54
Grade 8	\$628.15	\$646.99	\$659.93	\$673.13

Industrial Enterprise Bargaining
Agreement
Industry Figures

9/11

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/70

TITLE: Full View Plastics Pty Ltd NUW NSW Branch Site Enterprise Agreement 2000

I.R.C. NO: 2000/4446

DATE APPROVED/COMMENCEMENT: 7 December 2000/ 9 October 2000

TERM: _____ 9 months

**NEW AGREEMENT OR
VARIATION: New. Replaces EA99/203**

GAZETTAL REFERENCE: 30 March 2001

DATE TERMINATED:

NUMBER OF PAGES: 9

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees engaged pursuant to the Rubber Workers (State) Award, located at the Company's site at 4 Forge Street, Blacktown

PARTIES: Fullview Plastics Pty Ltd -&- National Union of Workers, New South Wales Branch



FULL VIEW PLASTICS PTY. LTD.

NATIONAL UNION OF WORKERS,

N.S.W. BRANCH

**SITE
ENTERPRISE AGREEMENT**

2000



CLAUSE ARRANGEMENT

1. **Title**
2. **Parties Bound**
3. **Application and Incidence of Agreement**
4. **Relationship to Parent Awards**
5. **Date and Period of Operation**
6. **Vision and Values**
7. **Improvement**
8. **Equal Employment Opportunity**
9. **Casual Employees**
10. **Annual Leave**
11. **Long Service Leave**
12. **Maternity Leave**
13. **Wages**
14. **Hours of Work**
15. **RDO's**
16. **Attendance Allowance**
17. **Duress**
18. **Grievance Procedure**
19. **Public Holidays**
20. **Carers' Leave**
21. **Union Recognition Clause**
22. **Environment**
23. **Signatures**

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MEMORANDUM OF AGREEMENT

1. TITLE

This agreement shall be known as:

Full View Plastics Pty. Ltd. NUW, NSW Branch Site Enterprise Agreement 2000.

2. PARTIES BOUND

This agreement shall be binding on: **Full View Plastics Pty. Ltd. (the Company);**

All employees represented by the **N.U.W., NSW Branch working at the site.**

3. APPLICATION AND INCIDENCE OF AGREEMENT

This agreement shall apply at the Company's Blacktown Site, **4 Forge Street, Blacktown, in the state of New South Wales.**

4. RELATIONSHIP TO PARENT AWARDS

This agreement shall be read and interpreted wholly in conjunction with the following award, as varied during the life of the agreement, provided that where there is any inconsistency between this agreement and the award, this agreement shall take precedence to the extent of the inconsistency:-

RUBBER WORKERS (STATE) AWARD

5. DATE AND PERIOD OF OPERATION

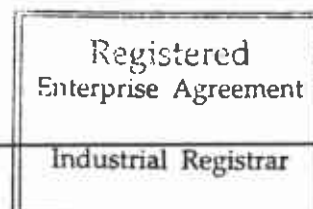
(a) This agreement shall operate **from the beginning of the first full pay period to commence on or after the 30th June 2000, and shall have a nominal expiry date of 30 June 2001.**

(b) 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.

6. VISION AND VALUES

COMMITMENT TO MANUFACTURING Full View Pty. Ltd. vision is:-

"To be a leading Plastic Moulding organisation by creating value for our employees and our customers."



Our commitment to manufacturing is to work with all operations' employees in developing the best approach to team development.

7. IMPROVEMENT

Actively pursues improvements to accomplish goals using related approaches to make continuous improvement.

Underpinning the process of continuous improvement will be the open sharing of information, consultation and employee participation. This process will include formal discussions with the appropriate union delegates during the development of the implementation plan and implementation stages.

8. EQUAL EMPLOYMENT OPPORTUNITY

At Full View Pty. Ltd., our aim is to attract the very best employees and to ensure all employees are treated fairly and equally in every aspect of their employment.

EEO is a fundamental component of our Human Resource policies and practices and should also be incorporated in all of our human resource and business decisions. This is good business practice and will improve productivity, morale and Full View Pty. Ltd. standing in the community.

It is in the interest of employees to be fair with each other at work; to value diversity and difference and not to discriminate against each other.

9. CASUAL EMPLOYEES

Full View commits to maximising the permanent component of the labour force.

Casual employees shall be utilised to cover short-term absences, unexpected peaks in production or special projects.

Such employees shall be paid by the hour and receive the appropriate site rate for their classification plus 20% casual loading, whether employed by the company or through an external employment agency.

10. ANNUAL LEAVE

- (a) As per the (NSW) Annual Holidays Act, 1944.
- (b) Entitlement of 4 weeks leaves for each completed year of service.
- (c) An annual leave loading of 17½% shall be paid when leave is taken. If the shift loading is greater than 17 ½% then the shift loading will be payable, whichever is the greater.
- (d) Leave loading shall only be payable after 12 month's service.



11. LONG SERVICE LEAVE

- (a) As per the (NSW) Long Service Leave Act, 1955.
- (b) Long Service Leave Entitlement: Upon termination, pro rata after the first 5 years' continuous service.

12. MATERNITY LEAVE

- (a) As per the (NSW) Industrial Relations Act, 1996.
- (b) An employee who is receiving a higher rate of pay than that payable for the work on which they are temporarily undertaking shall have no reduction in pay.

13. WAGES

- (a) An all purpose increase of 10% up front on existing wages and allowances shall be payable to the following employees represented by the National Union of Workers, New South Wales Branch working at the site:
 - (i) All graded production workers, MP1 through to MP2;
 - (ii) All future employees will initially be paid at the MP1 rate of \$12.25 per hour ordinary time plus relevant loadings up to 3 months before qualifying for the MP2 rate as a minimum
 - (iii) All graded Storeworkers WW1 – WW2.
- (b) Appointed Assistant Leading Hands (MP4) involved in production shall be paid a minimum of \$16.50 per hour (ordinary) from the operative period of this Agreement.
- (c) An all purpose increase of 5% up front on existing wages and allowances shall be payable to the following employees represented by the National Union of Workers, New South Wales Branch working at the site:
 - (i) Production Leading Hands/Supervisors;
 - (ii) Warehouse Leading Hands/Supervisors;
 - (iii) Drivers
- (d) The following increase of the existing wages shall formulate the minimum site rates for all categories of workers.

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14. HOURS OF WORK *(The specified spans constitute ordinary hrs only)*

- Ordinary Hours: Monday to Friday (as per parent award)
- Day Shift: 7.00 a.m. to 3.15 p.m.
- Afternoon Shift: 3.00 p.m. to 11.15 p.m.
- Night Shift: 11.00 p.m. to 7.15 a.m.

The scheduled times may be varied, via consultation, within the span of hours as prescribed by the Parent Award.

Night shift employees commencing at 11.00 p.m. on Monday Evenings shall receive a 30% Night Shift Allowance.

15. RDO

Each employee, subject to this agreement, is entitled to one scheduled Roster Day Off per month, without accruing additional time outside the span of working hours expressed in Clause 15.

RDO's shall be sequenced evenly over the ordinary working week, Monday to Friday. Rosters will be posted in advance.

16. ATTENDANCE ALLOWANCE

(a) An attendance allowance of \$50.00 per month for lower graded manufacturing and warehousing permanent employees; and \$60.00 per ~~week~~ ^{month} for others shall be payable to all employees based on the following criteria:

- (i) All employees are to commence on time;
- (ii) All employees are to clock off work on time;
- (iii) All employees are not to exceed morning teas and lunchbreaks;



(If an employee does not conform to the above criteria and is absent, part absent or sick on any one of the ordinary work days (Monday to Friday) excluding RDO's, the employee in question shall forfeit the attendance allowance).

(iv) Casuals receive an attendance allowance of \$40.00 per month based on the above criteria (pro rata) from the commencement of their employment.

- (b) Employees on Jury Service and in other extenuating circumstances shall not be disadvantaged for the actual days worked in respect of payment of Attendance allowance.
- (c) The level of absenteeism on Fridays and Mondays is to be reviewed by the parties and if necessary, action plans put into place to be discussed and agreed to by the parties. All permanents shall be given preference to all overtime available. In the case of deficiency, casuals shall be asked.
- (d) If overtime is required to be worked on the weekend, the company may accommodate employees working overtime on other shifts at their request, subject to positions being available prior to casuals being called and other operational requirements.

17. DURESS

The parties to this agreement have entered into it freely and without duress.

18. GRIEVANCE PROCEDURE

As per the Award.

19. PUBLIC HOLIDAYS

As per the Award.

20. CARERS' LEAVE

As per the Award.

21. UNION RECOGNITION CLAUSE

The employer recognises and supports the rights of employees covered by this agreement to:

- * Join the Union (National Union of Workers, NSW Branch)
- * Exercise all rights pertaining to their membership.

The employer agrees to take all reasonable steps to assist and encourage employees to exercise these rights. In particular:-

- * New employees will be advised that the employer supports the Unions' presence in the workplace; are provided with a union enrolment card; and introduced to the union workplace delegate upon commencing work.
- * Employees who join the union will be entitled to have their membership fees deducted from their pay and forwarded to the union by the employer.



Where written authority is provided by the worker, the employer will deduct union membership fees from the employees' wages or salary and remit them, along with a schedule of such contributions, to the union at monthly intervals.

Elected union delegates shall be, without deduction of pay, allowed to attend state wide delegates meetings. Appropriate notice shall be forwarded to the company by the union.

22. ENVIRONMENT

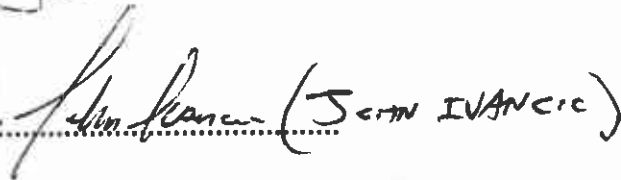
Fullview Plastics will implement procedures in place within the manufacturing plant to ensure suitable working conditions prior to the warmer months.

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23. SIGNATURES

Signed for and on behalf of
Full View Plastics Pty. Ltd.

Name: 

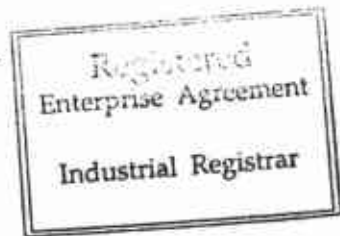
Witness:  (SEAN IVANIC)

Date: 29.08.2000

Signed for and on behalf of
The National Union of Workers, New South Wales Branch

Name: 

Witness: 



Date: 31 JUL 2000