

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA04/84

TITLE: Wollongong Electrical Engineering Pty Limited Enterprise Agreement 2003-2005

I.R.C. NO: IRC3/7021

DATE APPROVED/COMMENCEMENT: 22 December 2003

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** Replaces EA

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 18

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to Wollongong Electrical Engineering Pty Limited in respect of all apprentices, tradespersons and non-trades electrical workers who are engaged upon construction work pursuant to the Electrical, Electronic and Communications Contracting Industry (State) Award, including employees engaged on a casual basis

PARTIES: Wollongong Electrical Engineering Pty Ltd -&- the Electrical Trades Union of Australia, New South Wales Branch

Wollongong Electrical Engineering Pty Ltd Enterprise Agreement 2003-2005

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1. Introduction

This Agreement has been jointly developed by Wollongong Electrical Engineering Pty. Limited, its employees and the ETU with the purpose of developing and implementing workplace reform strategies so as to produce a continuous improvement environment. This is aimed directly at improving the competitiveness of the Company within the marketplace, thus delivering projects on time and within budget along with job satisfaction and security for employees.

2. Title

This Agreement shall be known as the Wollongong Electrical Engineering Pty. Limited Enterprise Agreement.

3. Definitions

For the purpose of this Agreement;

‘Agreement’ means this enterprise agreement;

‘Award’ means the Electrical, Electronic and Communications Contracting Industry (State) Award;

‘Company’ means Wollongong Electrical Engineering Pty. Limited;

‘Employee’ means an employee of the Company performing work within the scope of this Agreement;

‘Union’ means the Electrical Trades Union of Australia, NSW Branch. (ETU)

4. Objectives

The parties to this Agreement are committed to the following shared objectives;

To ensure customer satisfaction in the provision of services;

Increasing the competitiveness, productivity, efficiency and flexibility of the Company and its workforce;

Creating a co-operative, safe and productive environment on the Company’s projects;

Continuing the development of more flexible, efficient and adaptable management and work practices;

Establishing and developing better and more effective communication and consultation between the Company and employees;

To foster a commitment to the Company’s Quality Assurance System;

Improving job security and the working environment;

Establishing performance indicators so as to measure performance and to identify ways of achieving real and lasting improvements in productivity, efficiency and flexibility;

To provide for the use of the full range of skills and knowledge held by employees;

To implement a training skills enhancement program consistent with the provisions of the Award and this Agreement for all employees;

To substantially reduce and eventually eliminate lost time.

5. Application of Agreement

This Agreement applies to the Company in respect of all apprentices, tradespersons and non-trades electrical workers who are engaged upon construction work pursuant to the Award including employees engaged on a casual basis.

Where there is any inconsistency between this Agreement and the Award, the Agreement shall prevail to the extent of the inconsistency.

Other than the BHP Allowance all other disability allowances set out in the award will be abolished and deemed to be offset by the pay increases included in this Agreement.

6. Date and Period of Operation

This Agreement shall come into operation from the date of ratification and remain in force till 31st December 2005.

The parties to this Agreement shall continually monitor the application of the Agreement via the Consultative Committee.

7. No Extra Claims

The employees and the Union shall not pursue any extra claims, either award or over-award, for the life of the Agreement. Where any disagreement arises the parties shall follow the Dispute Settlement Procedure contained in this Agreement.

8. Not to Be Used as a Precedent

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

9. Parties Bound

This Agreement shall be binding upon;

- i) Wollongong Electrical Engineering Pty Ltd;
- ii) All weekly hire employees, whether members of the Union or not, engaged in any of the occupations, industries or callings specified in the Award;
- iii) Electrical Trades Union of Australia, NSW Branch;

10. Contract of Employment

- i) All new employees (other than casuals) will be engaged on the basis of a three (3) month probationary period. The Company reserves the right to terminate a probationary employee at any time during this three (3) month period subject to a week's notice or payment in lieu thereof.
- ii) It is a term and condition of employment and of the obligations and rights occurring under this Agreement, that an employee:-

To become entitled to payment of the wage prescribed herein, be available, ready and willing to perform such work, including shift work, as the Company shall reasonably require on the days and during the hours necessary for the employer to best meet the Company's contractual obligations on this project; and

Comply with any request of the company to work reasonable overtime in excess of the ordinary hours at any time during the seven (7) days of the week at the appropriate remuneration prescribed herein; and

Recognise the right of the Company to have appropriate number and mix of classifications and skills during any hours of work; and

Properly use and maintain all appropriate protective clothing and equipment provided by the company for specified circumstances; and

Use any technology and perform any duties which are within the limits of the employee's skill competence and training; and

Understand that termination of employment will be based on job requirements and skills and that the principle of 'last on - first off' will be observed only where job requirements and required skills are equal; and

Adhere to agreed start and finish times for all work periods; and

Maintain commitment to, and comply with the Company's directions (consistent with the objectives of this Agreement) with respect to safety, quality, site cleanliness and waste management; and

Be committed to the objectives in clause 4 of this Agreement; and

Properly wear and maintain the company provided work clothing.

- iii) The Company's Right to Employ Persons on a Specified Task and/OR Specified Period Basis is Acknowledged.

11. Dispute Settlement Procedure

The parties agree that one of the fundamental objectives of this Agreement is to eliminate lost time in the event of a dispute. Further that it is in the best interests of both parties to achieve prompt resolution of disputes.

The most effective procedure to achieve this is for the responsibility for resolution to remain as close to the source as is possible. It is with this uppermost in mind that the parties agree to strictly adhere to the dispute settlement procedure as follows;

- i) The employee/s or accredited employees representative wishing to raise any matter affecting the employee/s shall;
- a) Initially raise the matter with the employee/s immediate supervisor/foreperson. If within 1 full working day agreement is not reached at this level the employee/s or representative shall then:
 - b) Raise the matter with the Company Manager or his representative. If within 2 full working days agreement is not reached at this level and an employee representative has been involved, the employee representative will then:
 - c) Be provided with telephone facilities to speak to an official of the union and request representation at a further conference to be held at a date and time mutually acceptable.

Should negotiations as prescribed in i) above fail, the matter (where appropriate) shall be referred to the National Electrical Contractors Association and the state secretary of the Union within five (5) working days, at which level a conference of the parties shall be convened without delay.

- iii) In the absence of agreement, either party may refer the matter to the Industrial Relations Commission of NSW for resolution.

- iv) Whilst the above procedure is being effected, work shall continue normally.

All recommendations, orders and/or directions of the Industrial Relations Commission of NSW shall be strictly observed by all parties.

11.1 Impact on Client

To protect the credibility of the Company and the job security of employee's, the parties agree that disputes will be managed in accordance with the disputes settlement procedure and that work will continue without interruption during the process.

However, further to the above process, on any BHP or BHP related site, if a stoppage of work is to be applied, then notification of the stoppage will be given by the Union. If the stoppage will cause interruption and/or delay to the BHP operations then every effort will be made to give ten(10) days notification.

11.2 Impact of Client's Industrial Disputes

When WEE employees are working within the boundaries of a client's operation and other employees enter into an industrial stoppage, WEE employees will continue to work where:

The work is in terms and specifications of a specific fixed price contract, whether described by the client as capital, maintenance or services

The work can be continued without carrying out any work of the other employees on strike

In instances where work physically cannot continue because of the other employees' stoppage, there will be no restriction on work carrying on in WEE workshop (whether on site or not) or carrying out work at another contract location. If these options are unavailable the Company reserves the the right to stand down as in accordance with the Award.

12. Wages

- a) In recognition of the productivity measures herein and subject to the continued commitment to and implementation thereof, the schedule attached (Appendix B) describes the increases that shall be available to all employees covered by this Agreement.
- b) These wage increases will be in lieu of any increase granted by the Industrial Relations Commission during the term of this Agreement.
- c) In the event that WEE obtains construction work within the County of Cumberland, the company will pay employees the rates of pay prevailing at that time which at the 1st July 2003 are in the schedule attached (Appendix C) to this agreement.
- d) All electrical tradespersons employed by WEE will:
 - Possess a current Qualified Supervisors Certificate, and
 - Achieve and demonstrate an agreed level of competency to the Company's skills requirements.
- e) Existing unlicensed electrical tradespersons will be encouraged to achieve a Qualified Supervisors Certificate within a timeframe established by the Consultative Committee.
- f) The Company and employees, through the Consultative Committee, will establish skills requirements and associated competencies that will allow employees to benefit financially by being able to provide a more comprehensive and professional range of services to the Company's customers.

12.1 Productivity Allowance & Site/ Project Allowances:

- a) The BHP allowance of \$1.00 per hour will be paid to employees from the date of agreement subject to the conditions specified in this clause.
- b) The BHP allowance is paid for all hours actually physically worked by the employee and therefore is not payable on any paid or unpaid leave.
- c) The BHP allowance absorbs the productivity allowance and is therefore paid in lieu of a productivity allowance.

- d) Subject to subclause e), the BHP allowance will be fully absorbed into any site/ project allowance(s). For example, if a site allowance is \$2.00 per hour, employees will receive \$1 BHP allowance per hour and \$1 site allowance per hour thus totalling \$2 per hour. The \$1 BHP allowance however shall be paid for all purposes of the award
- e) Site/ project allowances will only be paid where such allowance is either:-
 - i. Awarded by the Industrial Relations Commission; or
 - ii. Contractually required by the client/ principal contractor to be paid at the time of tender.

The allowance provided for in sub clause a) above is paid to employees for work carried out in areas outside of the county of Cumberland. The productivity allowance provided for in "Appendix D" is paid in lieu of the productivity allowances provided for in sub-clause a) above.

12.2 Superannuation

Superannuation contributions shall be made on behalf of employees into the NESS Superannuation Scheme. The contribution rate shall be as required by the Superannuation Guarantee Legislation

12.3 Top Up Insurance

Workers Compensation Top-Up/ 24 hour Income Accident Insurance will be provided by the Company from the first pay period on or after 01/01/04

13. Consultative Mechanism

The parties agree that a pre-condition for the effective operation of this Agreement is the establishment of a Consultative Committee within the Company.

The Consultative Committee shall consist of equal numbers of Company representatives and employee elected representatives. The purpose of the Consultative Committee shall be to develop, recommend and assist to implement strategies and measures designed to achieve the objectives outlined under Clause 4 of this Agreement and more specifically will examine all issues relating to the productivity and efficiency of the construction activities of the Company.

14. Hours of Work

Ordinary Hours of Work

The parties agree that the current working arrangements for hours of work provisions (including, but not limited to, the daily maximum ordinary hours, work cycles, and the taking of meal breaks and rest periods) may be altered during the life of this Agreement to meet project and/or shift work or operational requirements. This will follow consultation and agreement between the majority of affected employees and the company. The criteria that will be used in assessing the desirability of proposed changes to hours of work will include the impact on efficiency, operational and project requirements, productivity, quality and quality of life.

The parameters for ordinary hours for the purpose of this Agreement shall be an average of 38 hours per week and shall be between 6.00 am and 6.00 pm on any day or all of the days Monday to Friday. The ordinary hours of work shall be worked continuously except for meal breaks. Different methods of implementation of the hours of work may be applied to various groups or sections of employees by agreement.

By mutual agreement, an employee's weekly ordinary hours of work can consist of both day work and shift work, provided that the appropriate shift allowance is paid for any shift work.

By mutual agreement, an employee can work up to 12 hours in any one day that can count as part of the weekly ordinary hours and paid as such to suit the work situation and workload.

In order to maximise productivity, where cribbing facilities are located some distance from the work face, reasonable consideration will be given to amalgamating the traditional morning tea break of 10 minutes into the lunch break or taken before the start of work on site.

Where the company tenders for a project and the requirement at tender time is for that project to work a 36-hour week, then all personal working on that project shall work a 36-hour week. Such a 36 hour week must be in place at the time of tender for the project of this clause shall have no application and hours of work arrangements as above shall apply.

Shift Work

These provisions will also apply to shift work, as defined by the Award.

Overtime

Employees will comply with any request of the Company to work reasonable overtime in excess of the ordinary hours at any time during the seven(7) days of the week at the appropriate remuneration.

There shall be no restriction on the working of overtime on an RDO weekend. The practice of one in, all in, shall not apply.

The Company shall be the sole authority in the selection of employees for overtime requirements.

Rostered Days Off (RDO's)

The parties agree to increased flexibility with regard to the taking of RDO's. By agreement between the company and employees affected RDO's may be re-scheduled or staggered over the work cycle rather than taken on industry RDO days.

By agreement between the Company and an employee, RDO's may be banked. A maximum of 12 RDO's may be banked. Records of each employee's RDO status will be kept by the Company and made available to the employee upon request.

Banked RDO's must be taken within the calendar year in which they are accrued and at a time agreed between the Company and the employee. An employee may elect, with the consent of the Company, to work any day in lieu of an RDO. Work on these days will be paid as a normal work day.

It is recognised that one of the benefits of increased flexibility and banking of RDO's is that it facilitates their usage for the purpose of family leave and should be encouraged for this purpose by both the Company and the employees.

On 31st December each year, an employee must by agreement with the Company either take the accrued days off or convert them to cash.

Starting and Finishing

In an effort to increase productivity on construction sites the Company and employees on that particular site agree to genuinely consider and where possible implement methods of reducing time lost in moving between the site sheds and the workface areas at start time, morning tea, lunch and finish time.

Work start and finish time shall be at the workplace (ie. physical location of task at hand) dressed and equipped and ready to commence work at the work start time.

Unless there is an exceptionally dirty site or task, wash up time shall occur after the nominated finishing time.

Rest Period After Overtime

The provisions of sub-clause 19.2 and 20.4.1 of the Award shall not apply to employees. In general the current 10 hour break will be replaced with an 8 hour break for work related to heavy industry, for example, at BHP, MM, PKCT, and the like.

Except under extraordinary conditions this arrangement will not exceed three (3) occurrences in any one (1) weekly pay period. The arrangement specifically excludes building industry work.

Alternatively, where an employee works six (6) hours or more overtime immediately following the daily ordinary hours, then by mutual agreement with the Company, such overtime hours shall count as part of the weekly ordinary hours, but they shall be paid at the appropriate overtime rate of pay.

Time Off In Lieu Of Overtime

Where an employee works overtime, the employee may by mutual agreement with the Company, forego payment for the overtime and be released for an equivalent period of ordinary hours with pay ie. on an hour for hour basis.

15. Employee Redundancy Benefits

Redundancy will be paid strictly according to the provisions of the Electrical Electronic and Communications Contracting Industry with the exception that this Agreement shall apply notwithstanding that employment is terminated by the Company due to the ordinary and customary turnover of labour.

The parties to this agreement commit to discussions with the Union to set industry guidelines in place to avoid disputation and confusion with selection criteria's in the future.

From commencement of this agreement the Company agrees to make redundancy contributions in respect of each Employee (excluding Apprentices and Trainees) who is engaged upon construction work. These redundancy contributions will be paid into the Mechanical Electrical Redundancy Trust ("MERT") The weekly contribution rate for each Employee (excluding Apprentices and Trainees) engaged upon construction work shall be:

From 1 July 2003, at the rate of \$55.00 per week worked

From 1 July 2004, at the rate of \$60.00 per week worked

From 1 July 2005, at the rate of \$65.00 per week worked

Employees (excluding Apprentices and Trainees) engaged upon construction work will be entitled to a Redundancy benefit for each week of service with the Company being the greatest of the following amounts:

- a) the amount to be contributed to MERT in accordance with this agreement; or
- b) the amount contributed by the Employer to MERT; or
- c) the amount prescribed by the relevant Industrial Award; or
- d) the amount prescribed or awarded by the relevant Industrial Relations Commission.

The amount of contributions paid to the MERT under paragraph (b) shall be set off against any entitlement under paragraph (a), (c) or (d).

Casual employees will be paid on a pro rata of every five worked days representing a week and An apprentice remaining in the employment of the Company on the conclusion of his/her apprenticeship shall commence his/her period of continuous service for redundancy calculation purposes only on the day following his/her apprenticeship completion.

16. Electronic Funds Transfer

The parties agree that all employees will be paid by Electronic Funds Transfer. If agreed by the Consultative Committee weekly payments will be made on a 38 hour average method. Each employee is responsible for the accurate and timely completion of time sheets and productivity records.

17. Inclement Weather

The parties to the Agreement will collectively work towards the minimisation of lost time due to inclement weather. Common sense and safety will be the guiding principles.

Further to this, the parties undertake to adopt the following principles with regard to inclement weather and the idle time that inclement weather can create.

- i) All Parties Adopting a Reasonable Approach as to What Constitutes Inclement Weather;
- ii) Employees shall accept transfer to an area or site not affected by inclement weather if, in the opinion of the Company, useful work is available in that area or site and that work is within the scope of the employees skill and the Company provides, where necessary, transport.
- iii) Where the initiatives described in ii) above are not practical or would be non-productive, the non-productive time will be used for activities such as skill development/upgrade of skill modules, planning and re-programming of the project.

18. Occupational Health and Safety

Any dispute arising out of Occupational Health and Safety issues will be dealt with in accordance with Clause 11, or where relevant, State Legislation, Regulations or Codes of Practice, and will involve vacating only those areas where safety is at risk. It is agreed that no industrial action interruption to or dislocation of work shall occur before a conciliatory approach being conducted to discuss and resolve an O. H. & S. issue at a workplace level.

19. Skill Development

Skills development is an integral part of the aims of all parties to this Agreement. It will assist employees to develop their personal level of skills and provide them with the opportunity to generate their own career path within the industry.

The parties agree to collectively develop a Skills Development Program to accommodate the above opportunity. The vehicle for the process will be the Consultative Committee. There will be a firm intention of the parties to develop a pay structure related to competency and value adding performance of the employees. This will underpin any future EBA discussions.

Enterprise specific competency standards will be adopted. Minimum level for electrical tradesperson is with a Qualified Supervisors Certificate and able to demonstrate basic competencies as shown in Appendix A.

20. Performance Measurement

The parties to this Agreement recognise that in order to achieve its objectives, there is a requirement to develop productivity and efficiency indicators to measure, monitor and to identify ways of continually improving performance and competitive market position.

The performance indicators and targets are to be developed by the Consultative Committee and include:-

- i) Reductions in absenteeism, labour turnover, lost time, limitations and bans.

- ii) Waste
 - Amount of re-work
 - Volume
 - Number of defects
 - Consumable usage/wastage rate measures
 - Waiting time
 - Damage or loss to tools and equipment
- iii) Quality
 - Number of non-conformance
 - Customer satisfaction
- iv) Occupational Health and Safety
 - Medical treated injury frequency rates
 - Lost time injury frequency rates
 - Incidents
 - Rehabilitation progress
 - Safety initiatives implemented
- v) Productivity

21. Quality Assurance

The Company is certified to AS 9001

The parties endorse the underlying principles of the Company's Quality Assurance System which seeks to ensure that its services are provided in a manner which best conforms to the requirements of the Contact with its Customer. This requires the Company to establish and maintain, implement, to train and to continuously improve its procedures and processes, and the employees to follow the procedures, document the compliance and participate in the improvement process.

22. Stand-By for Duty

The provisions of subclause 19.5 of the Award will not apply to employees. Where by mutual agreement an employee makes himself available on stand-by for a period of up to 2 days, the employee will be paid an allowance of \$30/day. For longer periods of stand-by, the employee will be paid at a rate of \$70 per week and pro-rata for parts of a week beyond one (1) week on stand-by.

23. Apparel

Footwear

All employees are required to wear safety footwear. Safety footwear will be supplied by the company and maintained by the employee. Employee's who have been issued safety footwear will have such safety footwear replaced on a wear and tear basis upon the presentation of old unserviceable footwear. There will be no automatic re-issue of footwear where an employee is placed on a new site or on a period of time basis.

Uniforms and Clothing

Employees issued with company uniforms and clothing shall wear such clothing during all working hours and each employee shall maintain their clothing/uniform in a respectable condition as approved by the company. Clothing/uniform issue is restricted to permanent employees with greater than 3 months service (that is, after the probationary period). The initial issue of clothing is 4 pairs of long legged trousers and 4 long sleeved drill shirts fitted with appropriate company logo and company name. A standard issue of clothing will be made every 12 months or in special circumstances on a wear and tear basis. The standard issue of clothing is 2 pairs of long legged trousers and 2 long sleeved drill shirts fitted with appropriate company logo and company name. There shall be no automatic re-issue of clothing where an employee is placed on a new site.

Jackets

Only where harsh site working conditions prevail shall employees be provided jackets. Employees who have been issued jackets will have such jackets replaced on a wear and tear basis upon presentation of the old unserviceable jacket.

General

The above mentioned clothing issue shall be fixed and not subject to changes by any specific site agreement.

24. Signatories

Signed by _____ Date _____
For and on behalf of Wollongong Electrical Engineering Pty Ltd

Signed by _____ Date: _____
For and on behalf of the ETU (Electrical Trades Union of Australia, NSW Branch)

APPENDIX A -

BASE COMPETENCIES FOR WEE ELECTRICAL TRADESPERSONS (DRAFT)

An electrician should possess skills to:

Interpret Occupational Health & Safety Requirements, for example, use of ladders, Authority to Work, use of harnesses, etc.

Interpret and put into practical use the requirements of the latest version of AS3000

Interpret Ewe’s Quality Assurance requirements

Interpret and put into practice the Customer’s Installation Specification

Interpret site plans, wiring diagrams, termination diagrams, schematic diagrams and cable schedules
Plan material requirements in advance for their portion of the job

Plan the work sequence for their portion of the job with respect to work order and activity duration

Perform elementary computations, for example, add, subtract, divide, multiply and percentage.

Effectively communicate verbally to customers, supervisors and other trade contractor representatives

Effectively communicate in writing using standard forms

Measure using tapes, rulers, multimeter, and the like.

Effectively and safely use hand tools, cable stripping tools, hand power tools, welding machine

Correctly operate voltmeter, ammeter, ohmmeter, continuity tester, insulation resistance tester, earth loop tester, and RCD/ELCB tester.

Install PVC conduit, steel conduit and steel cable tray, and install wiring in accordance with requirements

Terminate cables by crimping, clamping, and soldering.

Assemble and wire control panels

Design simple bracketing for equipment mounting

Install and terminate the following wiring systems:

TPS cables	Armoured cables	MIMs cable	Screened cable
Catenary cables	Underground cables		

Install, commission and test electrical equipment rated up to 650V such as:

Fixed wired equipment/appliances	Sensors	Electrical Accessories
Luminaires	Switchboards	Control panels
Switchgear	Programmable Logic	Controllers

Decommission electrical equipment and wiring systems

Respond to breakdown, diagnose and repair faults on electrical equipment

Maintain electrical equipment such as:

Electrical rotating machinery	Fixed wired equipment/appliances	Protective devices
Electrical accessories	Luminaires	Switchboards
Control panels	Switchgear	

APPENDIX B - SCHEDULE OF WAGES

Rates applying from the first full pay period on or after 1st January 2003

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$16.37	\$17.37	\$9.20	\$11.10
Grade 2	\$17.21	\$18.21	\$9.20	\$11.80
Grade 3	\$18.03	\$19.03	\$9.20	\$12.50
Grade 4	\$18.86	\$19.86	\$9.20	\$13.20
Grade 5 Unlicensed	\$20.08	\$21.08	\$9.20	\$13.80

Rates applying from the first full pay period on or after the 1st May, 2000

Classification	All-Purpose Hourly Rate GENERAL	All-Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Trav Time
Grade 1	14.47	15.47	\$8.40	\$10.10
Grade 2	15.21	16.21	\$8.40	\$10.70
Grade 3	15.94	16.94	\$8.40	\$11.30
Grade 4	16.67	17.67	\$8.40	\$12.00
Grade 5 Unlicenced	17.75	18.75	\$8.40	\$12.60
Grade 5 Cert. of Regn.	18.19	19.19	\$8.40	\$12.60
Grade 5 Qual. Super.	18.54	19.54	\$8.40	\$12.60
Grade 6 Qual. Super.	19.30	20.30	\$8.40	\$12.60
Grade 7 Qual. Super.	20.76	21.76	\$8.40	\$12.60
Grade 8 Qual. Super.	22.23	23.23	\$8.40	\$12.60
Grade 9 Qual. Super.	22.98	23.98	\$8.40	\$12.60
Grade 10 Qual. Super.	25.18	26.18	\$8.40	\$12.60
APPRENTICES				
Indentured 1st Year	7.56	8.56	\$8.40	\$5.08
Indentured 2nd Year	10.00	11.00	\$8.40	\$6.69
Indentured 3rd Year	13.89	14.89	\$8.40	\$9.32
Indentured 4th Year	15.85	16.85	\$8.40	\$10.64

Grade 5 Cert of Regn	\$20.58	\$21.58	\$9.20	\$13.80
Grade 5 Qual Super	\$20.98	\$21.98	\$9.20	\$13.80
Grade 6 Qual Super	\$21.83	\$22.83	\$9.20	\$13.80
Grade 7qual Super	\$23.49	\$24.49	\$9.20	\$13.80
Grade 8 Qual Super	\$25.15	\$26.15	\$9.20	\$13.80
Grade 9 Qual Super	\$25.99	\$26.99	\$9.20	\$13.80
Grade 10 Qual Super	\$28.50	\$29.50	\$9.20	\$13.80
Apprentices				
Indentured 1st Year	\$8.56	\$9.56	\$9.20	\$5.60
Indentured 2nd Year	\$11.32	\$12.32	\$9.20	\$7.37
Indentured 3rd Year	\$15.71	\$16.71	\$9.20	\$10.28

Indentured 4th Year	\$17.93	\$18.93	\$9.20	\$11.37
Trainee 1st Year	\$9.64	\$10.64	\$9.20	\$6.30
Trainee 2nd Year	\$12.68	\$13.68	\$9.20	\$7.62
Trainee 3rd Year	\$17.19	\$18.19	\$9.20	\$11.25
Trainee 4th Year	\$18.78	\$19.78	\$9.20	\$12.30

Rates applying from the first full pay period on or after 1st July, 2003

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$16.62	\$17.62	\$9.20	\$11.10
Grade 2	\$17.47	\$18.47	\$9.20	\$11.80
Grade 3	\$18.30	\$19.30	\$9.20	\$12.50
Grade 4	\$19.14	\$20.14	\$9.20	\$13.20
Grade 5 Unlicensed	\$20.38	\$21.38	\$9.20	\$13.80
Grade 5 Cert of Regn	\$20.89	\$21.89	\$9.20	\$13.80
Grade 5 Qual Super	\$21.29	\$22.29	\$9.20	\$13.80
Grade 6 Qual Super	\$22.16	\$23.16	\$9.20	\$13.80
Grade 7qual Super	\$23.84	\$24.84	\$9.20	\$13.80
Grade 8 Qual Super	\$25.53	\$26.53	\$9.20	\$13.80
Grade 9 Qual Super	\$26.38	\$27.38	\$9.20	\$13.80
Grade 10 Qual Super	\$28.93	\$29.93	\$9.20	\$13.80
APPRENTICES				
Indentured 1st year	\$8.69	\$9.69	\$9.20	\$5.60
Indentured 2nd year	\$11.49	\$12.49	\$9.20	\$7.37
Indentured 3rd year	\$15.95	\$16.95	\$9.20	\$10.28
Indentured 4th year	\$18.20	\$19.20	\$9.20	\$11.37
Trainee 1st year	\$9.78	\$10.78	\$9.20	\$6.30
Trainee 2nd year	\$12.87	\$13.87	\$9.20	\$7.62
Trainee 3rd year	\$17.45	\$18.45	\$9.20	\$11.25
Trainee 4th year	\$19.06	\$20.06	\$9.20	\$12.30

Rates applying from the first full pay period on or after 1st January, 2004

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$17.03	\$18.03	\$9.20	\$11.10
Grade 2	\$17.90	\$18.90	\$9.20	\$11.80
Grade 3	\$18.76	\$19.76	\$9.20	\$12.50
Grade 4	\$19.62	\$20.62	\$9.20	\$13.20
Grade 5 Unlicensed	\$20.89	\$21.89	\$9.20	\$13.80
Grade 5 Cert of Regn	\$21.41	\$22.41	\$9.20	\$13.80
Grade 5 Qual Super	\$21.83	\$22.83	\$9.20	\$13.80
Grade 6 Qual Super	\$22.71	\$23.71	\$9.20	\$13.80
Grade 7qual Super	\$24.44	\$25.44	\$9.20	\$13.80
Grade 8 Qual Super	\$26.17	\$27.17	\$9.20	\$13.80
Grade 9 Qual Super	\$27.04	\$28.04	\$9.20	\$13.80
Grade 10 Qual Super	\$29.65	\$30.65	\$9.20	\$13.80
APPRENTICES				
Indentured 1st year	\$8.91	\$9.91	\$9.20	\$5.60
Indentured 2nd year	\$11.78	\$12.78	\$9.20	\$7.37
Indentured 3rd year	\$16.34	\$17.34	\$9.20	\$10.28

Indentured 4th year	\$18.65	\$19.65	\$9.20	\$11.37
Trainee 1st year	\$10.03	\$11.03	\$9.20	\$6.30
Trainee 2nd year	\$13.19	\$14.19	\$9.20	\$7.62
Trainee 3rd year	\$17.88	\$18.88	\$9.20	\$11.25
Trainee 4th year	\$19.54	\$20.54	\$9.20	\$12.30

Rates applying from the first full pay period on or after 1st July, 2004

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$17.46	\$18.46	\$9.20	\$11.10
Grade 2	\$18.35	\$19.35	\$9.20	\$11.80
Grade 3	\$19.23	\$20.23	\$9.20	\$12.50
Grade 4	\$20.11	\$21.11	\$9.20	\$13.20
Grade 5 Unlicensed	\$21.41	\$22.41	\$9.20	\$13.80
Grade 5 Cert of Regn	\$21.95	\$22.95	\$9.20	\$13.80
Grade 5 Qual Super	\$22.37	\$23.37	\$9.20	\$13.80
Grade 6 Qual Super	\$23.28	\$24.28	\$9.20	\$13.80
Grade 7qual Super	\$25.05	\$26.05	\$9.20	\$13.80
Grade 8 Qual Super	\$26.82	\$27.82	\$9.20	\$13.80
Grade 9 Qual Super	\$27.72	\$28.72	\$9.20	\$13.80
Grade 10 Qual Super	\$30.39	\$31.39	\$9.20	\$13.80
APPRENTICES				
Indentured 1st year	\$9.13	\$10.13	\$9.20	\$5.60
Indentured 2nd year	\$12.07	\$13.07	\$9.20	\$7.37
Indentured 3rd year	\$16.75	\$17.75	\$9.20	\$10.28
Indentured 4th year	\$19.12	\$20.12	\$9.20	\$11.37
Trainee 1st year	\$10.28	\$11.28	\$9.20	\$6.30
Trainee 2nd year	\$13.52	\$14.52	\$9.20	\$7.62
Trainee 3rd year	\$18.33	\$19.33	\$9.20	\$11.25
Trainee 4th year	\$20.03	\$21.03	\$9.20	\$12.30

Rates applying from the first full pay period on or after 1st January, 2005

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$17.89	\$18.89	\$9.20	\$11.10
Grade 2	\$18.81	\$19.81	\$9.20	\$11.80
Grade 3	\$19.71	\$20.71	\$9.20	\$12.50
Grade 4	\$20.61	\$21.61	\$9.20	\$13.20
Grade 5 Unlicensed	\$21.95	\$22.95	\$9.20	\$13.80
Grade 5 Cert of Regn	\$22.49	\$23.49	\$9.20	\$13.80
Grade 5 Qual Super	\$22.93	\$23.93	\$9.20	\$13.80
Grade 6 Qual Super	\$23.86	\$24.86	\$9.20	\$13.80
Grade 7qual Super	\$25.68	\$26.68	\$9.20	\$13.80
Grade 8 Qual Super	\$27.49	\$28.49	\$9.20	\$13.80
Grade 9 Qual Super	\$28.41	\$29.41	\$9.20	\$13.80
Grade 10 Qual Super	\$31.15	\$32.15	\$9.20	\$13.80
APPRENTICES				
Indentured 1st year	\$9.36	\$10.36	\$9.20	\$5.60
Indentured 2nd year	\$12.37	\$13.37	\$9.20	\$7.37
Indentured 3rd year	\$17.17	\$18.17	\$9.20	\$10.28

Indentured 4th year	\$19.60	\$20.60	\$9.20	\$11.37
Trainee 1st year	\$10.54	\$11.54	\$9.20	\$6.30
Trainee 2nd year	\$13.86	\$14.86	\$9.20	\$7.62
Trainee 3rd year	\$18.79	\$19.79	\$9.20	\$11.25
Trainee 4th year	\$20.53	\$21.53	\$9.20	\$12.30

Rates applying from the first full pay period on or after 1st July, 2005

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$18.34	\$19.34	\$9.20	\$11.10
Grade 2	\$19.28	\$20.28	\$9.20	\$11.80
Grade 3	\$20.20	\$21.20	\$9.20	\$12.50
Grade 4	\$21.13	\$22.13	\$9.20	\$13.20
Grade 5 Unlicensed	\$22.50	\$23.50	\$9.20	\$13.80
Grade 5 Cert of Regn	\$23.06	\$24.06	\$9.20	\$13.80
Grade 5 Qual Super	\$23.51	\$24.51	\$9.20	\$13.80
Grade 6 Qual Super	\$24.46	\$25.46	\$9.20	\$13.80
Grade 7qual Super	\$26.32	\$27.32	\$9.20	\$13.80
Grade 8 Qual Super	\$28.18	\$29.18	\$9.20	\$13.80
Grade 9 Qual Super	\$29.12	\$30.12	\$9.20	\$13.80
Grade 10 Qual Super	\$31.93	\$32.93	\$9.20	\$13.80
APPRENTICES				
Indentured 1st year	\$9.59	\$10.59	\$9.20	\$5.60
Indentured 2nd year	\$12.68	\$13.68	\$9.20	\$7.37
Indentured 3rd year	\$17.60	\$18.60	\$9.20	\$10.28
Indentured 4th year	\$20.09	\$21.09	\$9.20	\$11.37
Trainee 1st year	\$10.80	\$11.80	\$9.20	\$6.30
Trainee 2nd year	\$14.21	\$15.21	\$9.20	\$7.62
Trainee 3rd year	\$19.26	\$20.26	\$9.20	\$11.25
Trainee 4th year	\$21.04	\$22.04	\$9.20	\$12.30

APPENDIX C RATES OF PAY - PRINCIPLES AGREEMENT - SYDNEY (COUNTY OF CUMBERLAND) 2002-2005

Rates applying from the first pay period on or after the 1st April, 2003.

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$17.80	\$1.60	\$9.20	\$11.10
Grade 2	\$18.74	\$1.70	\$9.20	\$11.80
Grade 3	\$19.65	\$1.80	\$9.20	\$12.50
Grade 4	\$20.58	\$1.90	\$9.20	\$13.20
Grade 5 Unlicensed	\$21.92	\$2.00	\$9.20	\$13.80
Grade 5 Cert of Regn	\$22.45	\$2.00	\$9.20	\$13.80
Grade 5 Qual Super	\$22.92	\$2.00	\$9.20	\$13.80
Grade 5 Unlic L/Hand	\$23.27	\$2.00	\$9.20	\$13.80
Grade 5 Lic L/Hand	\$24.27	\$2.00	\$9.20	\$13.80
APPRENTICES				
Indentured 1st year	\$8.67	\$0.70	\$9.20	\$5.60
Indentured 2nd year	\$11.45	\$0.75	\$9.20	\$7.37
Indentured 3rd year	\$15.88	\$0.80	\$9.20	\$10.28

Indentured 4th year	\$18.14	\$0.85	\$9.20	\$11.37
Trainee 1st year	\$9.76	\$0.70	\$9.20	\$6.30
Trainee 2nd year	\$12.86	\$0.75	\$9.20	\$7.62
Trainee 3rd year	\$17.39	\$0.80	\$9.20	\$11.25
Trainee 4th year	\$19.02	\$0.85	\$9.20	\$12.30

Rates applying from the first pay period on or after the 1st October, 2003.

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$18.16	\$1.60	\$9.20	\$11.10
Grade 2	\$19.11	\$1.70	\$9.20	\$11.80
Grade 3	\$20.05	\$1.80	\$9.20	\$12.50
Grade 4	\$20.99	\$1.90	\$9.20	\$13.20
Grade 5 Unlicensed	\$22.36	\$2.00	\$9.20	\$13.80
Grade 5 Cert of Regn	\$22.90	\$2.00	\$9.20	\$13.80
Grade 5 Qual Super	\$23.38	\$2.00	\$9.20	\$13.80
Grade 5 Unlic L/Hand	\$23.74	\$2.00	\$9.20	\$13.80
Grade 5 Lic L/Hand	\$24.76	\$2.00	\$9.20	\$13.80
APPRENTICES				
Indentured 1st year	\$8.84	\$0.70	\$9.20	\$5.60
Indentured 2nd year	\$11.68	\$0.75	\$9.20	\$7.37
Indentured 3rd year	\$16.20	\$0.80	\$9.20	\$10.28
Indentured 4th year	\$18.50	\$0.85	\$9.20	\$11.37
Trainee 1st year	\$9.96	\$0.70	\$9.20	\$6.30
Trainee 2nd year	\$13.12	\$0.75	\$9.20	\$7.62
Trainee 3rd year	\$17.74	\$0.80	\$9.20	\$11.25
Trainee 4th year	\$19.40	\$0.85	\$9.20	\$12.30

Rates applying from the first pay period on or after the 1st April, 2004.

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$19.55	\$1.60	\$9.20	\$11.10
Grade 2	\$20.58	\$1.70	\$9.20	\$11.80
Grade 3	\$21.58	\$1.80	\$9.20	\$12.50
Grade 4	\$22.60	\$1.90	\$9.20	\$13.20
Grade 5 Unlicensed	\$24.07	\$2.00	\$9.20	\$13.80
Grade 5 Cert of Regn	\$24.66	\$2.00	\$9.20	\$13.80
Grade 5 Qual Super	\$25.17	\$2.00	\$9.20	\$13.80
Grade 5 Unlic L/Hand	\$25.56	\$2.00	\$9.20	\$13.80
Grade 5 Lic L/Hand	\$26.66	\$2.00	\$9.20	\$13.80
APPRENTICES				
Indentured 1st year	\$9.33	\$0.90	\$9.20	\$5.60
Indentured 2nd year	\$12.33	\$1.00	\$9.20	\$7.37
Indentured 3rd year	\$17.10	\$1.20	\$9.20	\$10.28
Indentured 4th year	\$19.53	\$1.30	\$9.20	\$11.37
Trainee 1st year	\$10.51	\$0.90	\$9.20	\$6.30
Trainee 2nd year	\$13.85	\$1.00	\$9.20	\$7.62
Trainee 3rd year	\$18.72	\$1.20	\$9.20	\$11.25
Trainee 4th year	\$20.48	\$1.30	\$9.20	\$12.30

Rates applying from the first pay period on or after the 1st October, 2004.

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$19.94	\$1.60	\$10.20	\$11.10
Grade 2	\$20.99	\$1.70	\$10.20	\$11.80
Grade 3	\$22.01	\$1.80	\$10.20	\$12.50
Grade 4	\$23.05	\$1.90	\$10.20	\$13.20
Grade 5 Unlicensed	\$24.56	\$2.00	\$10.20	\$13.80
Grade 5 Cert of Regn	\$25.15	\$2.00	\$10.20	\$13.80
Grade 5 Qual Super	\$25.67	\$2.00	\$10.20	\$13.80
Grade 5 Unlic L/Hand	\$26.07	\$2.00	\$10.20	\$13.80
Grade 5 Lic L/Hand	\$27.19	\$2.00	\$10.20	\$13.80
APPRENTICES				
Indentured 1st year	\$9.52	\$0.95	\$10.20	\$5.60
Indentured 2nd year	\$12.58	\$1.05	\$10.20	\$7.37
Indentured 3rd year	\$17.44	\$1.25	\$10.20	\$10.28
Indentured 4th year	\$19.92	\$1.35	\$10.20	\$11.37
Trainee 1st year	\$10.72	\$0.95	\$10.20	\$6.30
Trainee 2nd year	\$14.13	\$1.05	\$10.20	\$7.62
Trainee 3rd year	\$19.10	\$1.25	\$10.20	\$11.25
Trainee 4th year	\$20.89	\$1.35	\$10.20	\$12.30

Rates applying from the first pay period on or after the 1st April, 2005.

Classification	All-Purpose Hourly Rate GENERAL	All - Purpose Hourly Rate BHP	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$20.34	\$1.60	\$10.20	\$11.10
Grade 2	\$21.41	\$1.70	\$10.20	\$11.80
Grade 3	\$22.46	\$1.80	\$10.20	\$12.50
Grade 4	\$23.51	\$1.90	\$10.20	\$13.20
Grade 5 Unlicensed	\$25.05	\$2.00	\$10.20	\$13.80
Grade 5 Cert of Regn	\$25.65	\$2.00	\$10.20	\$13.80
Grade 5 Qual Super	\$26.19	\$2.00	\$10.20	\$13.80
Grade 5 Unlic L/Hand	\$26.59	\$2.00	\$10.20	\$13.80
Grade 5 Lic L/Hand	\$27.73	\$2.00	\$10.20	\$13.80
APPRENTICES				
Indentured 1st year	\$9.52	\$1.05	\$10.20	\$5.60
Indentured 2nd year	\$12.58	\$1.25	\$10.20	\$7.37
Indentured 3rd year	\$17.44	\$1.55	\$10.20	\$10.28
Indentured 4th year	\$19.92	\$1.70	\$10.20	\$11.37
Trainee 1st year	\$10.72	\$1.15	\$10.20	\$6.30
Trainee 2nd year	\$14.13	\$1.35	\$10.20	\$7.62
Trainee 3rd year	\$19.10	\$1.65	\$10.20	\$11.25
Trainee 4th year	\$20.89	\$1.75	\$10.20	\$12.30