

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/151

TITLE: Caroma Industries Central Region Enterprise Agreement 1998

I.R.C. NO:

DATE APPROVED/COMMENCEMENT: 29 June 1999

TERM: 12 Months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 8

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees covered by the Storemen and Packers General (State) Award, located at the Wetherill Park site

PARTIES: Caroma Industries Limited -&- National Union of Workers, New South Wales Branch

Registered
Enterprise Agreement
Industrial Registrar

CAROMA INDUSTRIES LIMITED : (CENTRAL REGION)

ENTERPRISE AGREEMENT 1998

1. TITLE

This agreement shall be known and referred to as the **CAROMA INDUSTRIES CENTRAL REGION ENTERPRISE AGREEMENT 1998**.

2. ARRANGEMENT

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3. APPLICATION

This Agreement shall apply at Caroma Industries Limited (Central Region), 121-123 Cowpasture Road, Wetherill Park, NSW to all employees who are bound by the terms and fall within the classification structure of the *Storemen & Packers General (State) Award*.



4. PARTIES BOUND

The parties to this Agreement are:

- (i) Caroma Industries Limited (hereafter “the Company”);
- (ii) the National Union of Workers, NSW Branch (hereafter “the Union”); and
- (iii) all employees of Caroma Industries Limited who are employed at the Company’s site at 121-123 Cowpasture Road, Wetherill Park NSW in any of the occupations, industries or callings specified in the *Storemen & Packers General (State) Award*, whether members of the Union or not.

5. DATE AND PERIOD OF OPERATION

This Agreement shall operate from 1st July, 1998, the date agreed by both parties and shall remain in force for two (2) years until 30 June, 2000.

6. RELATIONSHIP TO PARENT AWARD

This agreement shall be read and interpreted wholly in conjunction with the *Storemen & Packers General (State) Award*, except that this Agreement shall take precedence to the extent of any inconsistency.

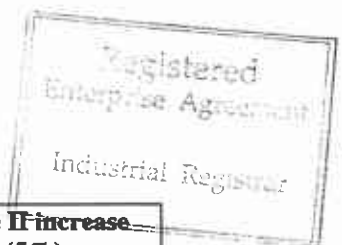
7. OBJECTIVES OF THE AGREEMENT

As per Appendix “A”.

8. WAGES

The weekly base rates under this Agreement shall be as follows:

| Classification | Weekly base rate Prior to Agreement (pre – 1 July 1998) \$ | Stage I increase (5%) Weekly base rate From 1 July 1998 \$ | Stage II increase (5%) Weekly base rate From 1 July 1999 \$ |
|-------------------|---|--|---|
| Storeman & Packer | 500.67 | 525.70 | 551.98 |
| Leading Hand | 618.67 | 649.60 | 682.08 |



The Company is committed to the introduction of Key Performance Indicators (KPI's) as a means to track productivity and efficiency improvements within all areas of the Company's operations.

The Stage I increase is comprised of a 4% increase to the weekly base rates plus an additional 1% increase based on the employees' acceptance of the introduction and establishment of KPI's.

The Stage II increase is comprised of a 4% increase to the weekly base rates plus an additional 1% increase based on the continued efforts by employees to increase productivity and efficiency in accordance with the KPI's established.

9. CONSULTATION

The process for the parties to the Agreement to consult each other about matters involving changes to the organisation of performance of work, shall be by way of the Consultative Committee procedures.

10. NO EXTRA CLAIMS

It is a term of this Agreement that the Union and all employees bound by this Agreement will not pursue any extra wage claims, benefits, award or over award, for the life of this Agreement.

11. AVOIDANCE OF INDUSTRIAL DISPUTES

The parties to this Agreement shall observe the dispute settlement procedure set out in the *Storemen & Packers General (State) Award (Clause 5)*.

12. NOT TO BE USED AS A PRECEDENT

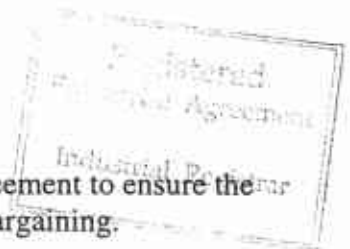
This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise.

13. NATIONAL STANDARDS

This Agreement shall not operate so as to cause an employee to suffer a reduction in ordinary time earnings or in National Standards such as Standard hours of work, Annual Leave or Long Service Leave.

14. MONITORING OF AGREEMENT

The parties shall continuously monitor the application of the Agreement to ensure the effective implementation of structural efficiency and enterprise bargaining.



15. FUTURE AGREEMENTS

The Company reserves the right to enter into future enterprise or productivity agreements. Should the Company decide to exercise this right, the Company agrees to notify all parties to this agreement of their intention within 3 months (12 weeks) prior to the expiry date of the current agreement.

Any future agreements entered into will consider the impact of all productivity improvements previously implemented together with the impact of any future improvements that are being discussed at the time of the negotiation.

For Caroma Industries Limited

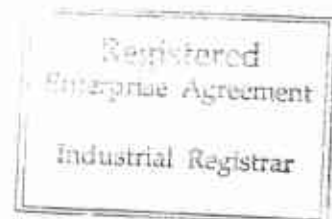


Date: 21, 5, 99

For NUW



Date: 19/5/99



APPENDIX "A"

The following Agreement is the outcome of negotiations between the parties to achieve real gains in productivity, efficiency and labour flexibility at Caroma Industries Limited (Central Region).

1. WORK PRACTICES TO BE INTRODUCED

Tea Break

That is the afternoon tea break will become unpaid as per award conditions.

Flexible Hours

Recognising that delivery demands are heavily influenced by the structure of the Company's trading terms the parties agree to negotiate flexible working arrangements from time to time, where extended hours may be worked without incurring penalty rates and those hours are offset (without penalty) by reduced working hours within an agreed cycle eg one month. This would be by mutual agreement from both parties.

Casual Rates

Any casuals on site to be paid the site rate plus loading (15% plus one twelfth).

Afternoon Shift

20 minute crib time taken each shift.

RDO

In addition to flexible hours, by mutual agreement, the parties agree that in peak conditions, that member may have his/her RDO postponed and accrued. This must be rostered by Management. In addition, RDO's accrued cannot exceed 5, ie at least one RDO must be taken by each employee within a 5 month period (exceptions only being if and when nine day fortnight is implemented).

Work Practices

Development of KPI's (Key Performance Indicators) to measure all aspects of performance for warehouse personnel, both on a team and individual basis.



Indicators:

- (i) Invoices Packed/Picked
- (ii) Picking Errors
- (iii) Housekeeping
- (iv) Absenteeism
- (v) Breakages Reduction
- (vi) Stock Receiving
- (vii) Electricity Cost Reduction
- (viii) Rubbish Removal Cost Reduction

KPI's will be monitored by the Consultative Committee.

9 Day Fortnight

After a trial period of three (3) months with measurements. If successful immediate implementation to take place on agreement from both parties.

Skill Hierarchy

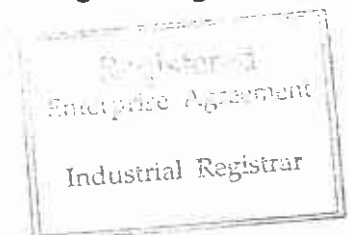
The parties agree to work together to develop a skills hierarchy based on structured training programs. All parties recognise that skills development and multi skilling is a critical element in developing work place flexibility and also recognise that payment will be for skills used not skills acquired.

The parties agree that a new skill is defined as:

- * The acquisition of a new knowledge or the implementation of new processes, arising out of the application of new technology (including equipment) or management introduced practices. These skills will be identified by improved quality outcomes for the employee.
- * A new skill is not deemed to exist where procedural information or changes have been acquired, eg by changes or restructuring of tasks or common activities.

The parties agree:

The Company will provide approved skills training during working hours wherever possible.



Uniforms

Uniforms will be supplied (2) twice a year.

- (i) Pants
- (ii) Shirts
- (iii) Jackets
- (iv) Sloppy Joes.

Fork Lift Allowance

All new employees to be paid in accordance with award provisions.

Housekeeping Responsibilities

All personnel will be allocated certain areas of the warehouse and will be responsible for the following:

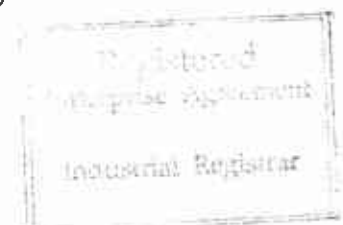
- (a) Housekeeping
- (b) Safety
- (c) Re-stocking
- (d) Bin-locations

Health and Safety

The Health & Safety of workers shall be the responsibility of the Company, the Consultative Committee and of each individual employee.

Because the Company places Occupational Health & Safety on an equal level with production the Management, the Consultative Committee and employees are bound by this Agreement to:

- * Ensure that every possible effort is made to ensure hazard control, injury prevention and health preservation.
- * Enforce the use of protective equipment and clothing issued to all employees, where applicable.
- * Observe rules and procedures to maintain a safe workplace.
- * Maintain a clean and clear work space.
- * Ensure that premises, plant and equipment are properly used and maintained.
- * Safety Office is nominated for Warehouse Area



The parties to this Agreement acknowledge Health & Safety issues require ongoing attention and commitment. Employees compliance will be the responsibility of the Company, the Occupational Health & Safety Committee members and the Consultative Committee members.

As agreed, this Agreement shall remain in force until 1 July, 2000.

For Caroma Industries Limited



Date:

29/5/99

For Consultative Group



Date:

24/5/99

For National Union of Workers



Date:

19/5/99

