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ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/161

TITLE: Unilever Australia ltd (Unilever Foods - Spreads & Bakery) Enterprise Agreement 1998

I.R.C. NO:

DATE APPROVED/COMMENCEMENT: 11 November 1998

TERM: 24 Months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 55

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees at Unilever Foods, Spreads and Bakery, Marrickville site in the finishing hall, refinery, warehouse and factory services

PARTIES: Florafoods, Division of Unilever Australia Limited -&- Construction, Forestry, Mining and Energy Union (New South Wales Branch), The Australian Workers' Union, New South Wales, Transport Workers' Union of Australia, New South Wales Branch

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**SPREADS & BAKERY
MARRICKVILLE**

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ENTERPRISE AGREEMENT

MAY 1999

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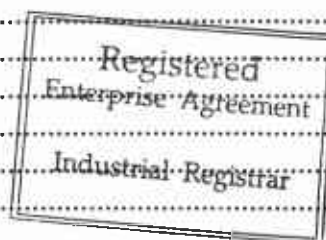


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Appendix A : Classification and Wage Structure/Job Descriptions

Appendix B : Redundancy Program

Appendix C : Workplace Communication, Consultation & Negotiation Structure

Appendix D : Shift Patterns

Signatories



1. TITLE

This Agreement shall be known as the UNILEVER AUSTRALIA LTD (Unilever Foods – Spreads & Bakery) Enterprise Agreement 1998.

2. SCOPE, APPLICATION & PARTIES BOUND

2.1 This Agreement provides for the employment arrangements for those employees of Unilever Foods – Spreads & Bakery at Marrickville who are detailed in Appendix A and shall, in accordance with Section 41 of the Industrial Relations Act 1996 NSW, prevail over all awards and former industrial agreements.

2.2 In accordance with Section 40 of the Industrial Relations Act 1996, NSW this Agreement shall be binding upon each person employed from time to time by Unilever Foods – Spreads & Bakery at Marrickville in the occupations defined in Appendix A.

2.3 This Agreement was not entered into under duress by any party. All parties who negotiated this Agreement did so freely and of their own will.

2.4 This Enterprise Agreement shall be binding on Unilever Australia Ltd (Unilever Foods – Spreads & Bakery) at Marrickville (known as the Company or the Employer) and the undermentioned Unions:

- Australian Workers' Union (New South Wales Branch)
- Construction, Forestry, Mining and Energy Union - Construction Division (New South Wales Branch)
- Transport Workers' Union (New South Wales Branch)

The term "the Union" is used throughout this agreement to mean those unions listed above.

2.5 All parties to this Agreement acknowledge for themselves, their members and or employees, that they will not pursue any extra claim unless in accordance with Section 43 of the Industrial Relations Act, NSW 1996.



3.1.8 The parties are committed to a continuous process of modernizing the workplace to ensure a high level of safety, customer satisfaction, quality, more flexible working arrangements, enhanced skills and job satisfaction.

3.1.9 The parties commit themselves to the following:

(a) Acceptance that the work of individuals will be more broadly based, incorporating the ability for an employee to perform a wider range of duties.

(b) Employees will have the opportunity to undertake training for the wider range of duties and access career paths and higher pay. Training will be competency based and linked to national standards. This training will be delivered by an appropriate education/training provider, internal and/or external.

3.2 CAREER PATHS CLASSIFICATIONS

3.2.1 The classifications structure is defined in Appendix A.

3.2.2 This Agreement provides for the development of career paths and classification structures which will provide for multi-skilling, training, introduction of changed work practices linked to career paths, classification structures and increased rates of pay.

3.2.3 The skills structure determines career path and options for employees to have access to better paid and more fulfilling jobs.

3.3 DETAILED IMPLEMENTATION - THE CHANGES

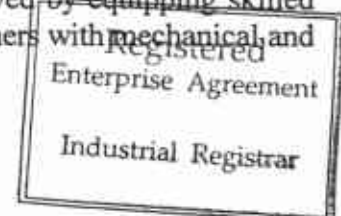
Increased efficiency requires ongoing changes in methods of working and new skills, consistent with the new career path structure, so that higher output can be achieved with fewer people at every level of the organization. In particular, the following work style and practices have been agreed and will be continued.

3.3.1 The furtherance of a culture of trust, mutual respect and co-operation in a common cause.

3.3.2 Continuous running of plant through breaks and shift handovers.

3.3.3 7-Day continuous shift running of all manufacturing and warehousing operations on a common shift roster.

3.3.4 More efficient running of the equipment, to be achieved by equipping skilled operators with mechanical skills and operator/maintainers with mechanical and electrical skills.



3.3.5 Team working, building multi-skilled teams in the Refinery, Finishing Hall, Warehouse and Services, supported by a specialist maintenance group.

The parties agree:

- (a) The company will endeavour at all times to use the on duty shift OM1/OM2s for maintenance and line changeover tasks subject to continuous production and at no additional costs to the business. (This excludes training)
- (b) Shift contractors will be used for the above tasks where skills on the shift are not available or cannot be made available due to running a line depending on operational/production needs.
- (c) OM1/OM2 plus contractors could be working together.
- (d) Consultation will take place between the line operator, delegate and the supervisor to achieve the above points.

3.3.6 Within teams, all employees will be required to maximize their skills capability, and use them without restrictions or constraints. Employees engaged prior to May 1995 who elected not to be trained into the OM1/OM2 path may remain in the Skilled Operative role, but will be required to accept training to extend their production skills. This shall include simple maintenance tasks, e.g. line adjustments, assisting in changeovers.

All new employees will be required to train into the Mechanical stream to OM-1 level. Employees will be encouraged to train on to Mechanical OM-2 level, governed only by capability and the training guidelines as outlined in Section 22.

3.3.7 Immediate

Common Site Activities:

- All necessary department documentation to be fully completed and signed.
- Standards to be agreed for handover status of plants/lines.
- Payment of actual hours worked to be implemented for daylight hours change periods.
- Sick leave to be increased:
 - Day workers from 76 hours to 80 hours
 - Shift workers from 87 hours to 96 hours
- A four day Easter shutdown incorporating the Picnic Day to be implemented.
- Public Holidays (as advised by employee) in the 2 shutdown periods that fall on an employee's rostered day off to be taken as paid at average rate of accrued as annual leave.

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Refinery:

- Reduction of one contract fitter.

Finishing Hall:

- Adoption of workplace rotation after 1 cycle.
- One operator to man the mezzanine floor when Line 4 only is running.

Warehouse:

- Use of elevated work platforms.
- Total flexibility between the stores and warehouse operations.
- Acceptance of individual responsibilities for allocated tasks.

Services:

- Adoption of the agreed list of tasks within the refrigeration area now performed by contractors.

3.3.8 Within 2 Months - Subject to Training or Plant Changes

General:

- Performing running lubrication tasks.
- Performing running maintenance checklists.
- Implementing cleaning schedules as a part of production routine.

Refinery:

- Unloading tankers at any time without restriction.
- One operator looking after the soapstock plant and any two other plants from DLSM. Fractionation, Hardening or Interesterification.

Finishing:

- Perform color measurements on blends/products and moisture analysis on oils/shortenings.
- Reduction of one contract fitter (within one month).
- Loading of flow tankers by the Ingredient Preparation operator.

After Commissioning of Line 2 Carton Erector:

- Lines 1 and 2/2A to combine as a 3-person operation, self-relieving through all breaks.

This will also be dependent on the rate of acquisition of Line 1 and 2/2A skills.

4. DATE AND PERIOD OF DURATION

This Agreement shall be in force for two (2) years. The parties agree that negotiations for a new Agreement will commence in early August 2000.

This Agreement starts on the 11th November, 1998.



5. EQUAL OPPORTUNITY AND ANTI DISCRIMINATION COMMITMENT

The parties are committed to the principle of equal opportunity in the workplace. This means that no employee is subjected to discrimination or harassment in the workplace. The parties recognise that discrimination and harassment are unlawful when they are based on an attribute that is irrelevant to the employee's ability to perform the job. Such attributes are specified in federal and State equal opportunity laws and include a person's sex, race, disability, age, pregnancy, marital status, sexual preference, transgender, religious beliefs, political beliefs, irrelevant criminal record and trade union activities.

Discrimination takes place when a person is treated less favourably in an employment decision, or is subjected to an employment detriment because of an irrelevant attribute. Harassment takes place when a person is subjected to unwanted attention or abuse because of an attribute they possess.

The parties all recognise that they have both a legal and ethical duty to ensure that this agreement and its content and performance promote equal opportunities for all employees and discourage discrimination and harassment.

6. CODE OF CONDUCT

The parties are committed to a day-to-day code of conduct in accordance with Unilever Policy. This means that no employee is subjected to abusive language, physical intimidation, abusive gestures or mental intimidation.

The parties recognise that they must work in a spirit of mutual respect, goodwill, trust and co-operation free at all times of the above abuses.

7. AGREEMENT TO BE DISPLAYED

This Agreement will be displayed on notice boards and copies made available to employees covered by this Agreement.

8. WORKPLACE COMMUNICATION, CONSULTATION AND NEGOTIATION STRUCTURE

Single Bargaining Unit (SBU)

For the purpose of negotiating an Enterprise Agreement in accordance with Part 2 of the Act, a single bargaining unit has been established with a negotiating committee consisting of management representatives, relevant Union organiser and employee representatives for each union.



8.1 The parties agree that continued good communication and consultation are a prerequisite to building better relationships on the Marrickville site. The parties recognise that there are distinct processes which need to be established, each with its own clear purpose and scope (Refer Appendix C). They are:-

(a) Process 1 : Negotiation & Consultation Process - Through the Single Bargaining unit (SBU), this process involves the following:

- Consultation on business direction and manufacturing performance
- Negotiation of all terms and conditions of site employees
- Monitoring, implementing and interpretation of the enterprise agreement

Delegates, either alone or with their organiser, can meet to form a common position before meeting with management in the SBU. Such meetings of delegates, etc., will be agreed in advance with management to minimize disruption to the business.

(b) Process 2 : Continuous Improvement Process - Teams will be established to help achieve continuous improvement in performance and to reduce the costs of manufacturing (conversion cost). These will be either:

- i. Departmentally focused on specific improvements
or
- ii. Site wide teams to focus on particular issues such as training, safety, environment, etc.

8.2 In the performance of their roles in the implementation of the change process, all Committees will use the Principles of Agreement document as their reference document, in particular the objectives incorporated in paragraph 3.1.

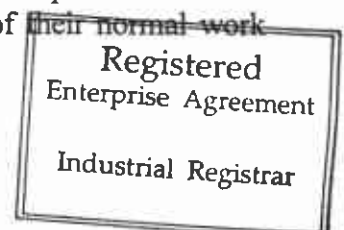
8.3 Where any issue, dispute or difference arises it will be dealt with through the normal dispute resolution procedures with the relevant union or unions.

Should an issue be site wide or involves the application or interpretation of the Site Agreement, the SBU will be involved.

See Appendix C for details on Workplace Communication and Negotiation.

9. QUALITY ASSURANCE - INTERNATIONAL STANDARD

To support local and export customer demands for quality accreditation and improved quality performance, all parties to this Agreement are committed to involvement in improved activities such as ISO9001, HACCP, Line Performance Improvement etc, as part of their normal work duties.



TERMS AND CONDITIONS

10. DEFINITIONS

"The Act" shall mean the Industrial Relations Act of NSW 1996 as amended.

"The Employees" shall mean any person employed under Unilever Australia Ltd (Unilever Foods Spreads & Bakery) at Marrickville.

"Casual" shall mean a person employed by an agency or hiring body who is not an employee of UAL (Unilever Foods Spreads & Bakery) and is engaged in accordance with the relevant provisions of Clause 11 'Contract of Employment'.

"Contractors" shall mean persons who are employed by an agency or hiring body and are not employees of Unilever Australia Ltd (Unilever Foods Spreads & Bakery) at Marrickville. They are not covered by clause 11.

"Continuous shift" shall mean work carried on with consecutive shifts of workers throughout the 24 hours of each of seven consecutive days.

"Average Pay" is calculated on the basis of total taxable income (inclusive of Base + Penalties + paid Roster Public Holidays) received over a standard eight (8) week cycle.

"Public Holidays" for the purposes of this Agreement shall be deemed to be the 24-hour period commencing at 6.00am on the day gazetted.

11. CONTRACT OF EMPLOYMENT

11.1 Except as stated in paragraph 11.2 hereof, employment shall be by the week. Any employee not engaged as a casual or part-time employee shall be deemed to be employed by the week.

11.2 An employee may also be engaged as casual or part-time. Casual employees will generally be engaged where insufficient numbers of full time (permanent) employees are available. Where insufficient numbers are not available on the rostered "on" shift, operators from rostered "off" shifts will be given the opportunity to make up the numbers. In the event that the numbers cannot be made up from operators from the rostered off shift, casuals will be called in.

In the Finishing Hall, casuals can be used to perform tasks which do not require a line skill.

On the Mezzanine Floor casuals can be used for tub and lid feeding. However there has to be at least one trained, full time employee rostered for this operation.



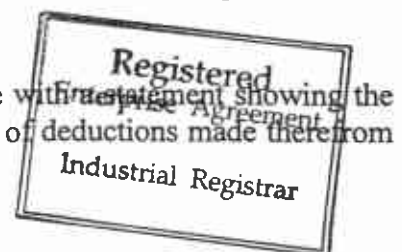
- 11.3 Casuals may be used without restriction to cover employees on long service leave or workers compensation and for promotional or export development work where additional labour is required over and above line crew numbers. Casuals may be used to cover annual leave on any shift for the period that more than one employee is rostered on leave for that shift. Casuals may also be used for a period of 8 weeks to cover the absence of an employee following termination of employment.

It is not the intention of this Agreement to utilize casual employees to perform the duties of skilled employees.

- 11.4 Where casuals are employed, it will be for a minimum of eight (8) hours or twelve (12) hours as appropriate to the shift. For the first shift, a casual will perform a shift from the time of arrival with a minimum of 4 hours.
- 11.5 A casual employee's period of engagement may be terminated by one hour's notice by the employer or employee or by payment or forfeiture of one hour's pay on either side as the case may be.
- 11.6 If the Company determines casual employees are required, consultation will be held with the appropriate work group.
- 11.7 Where casuals are employed, they shall be paid per hour an additional 20% loading on the Trainee Operator (entry level) rate for the Finishing Hall/ Refinery and Skilled Operator rate for the Warehouse.
- 11.8 A person who is employed as a casual on a continuous full time basis, for a period of over 12 months, will be offered full time employment after this period.

12. PAYMENT OF WAGES

- 12.1 The pay week will be from 6.00am Monday to 6.00am the following Monday, and pay day will be Wednesday. In order that money held in hand by the employer be minimized, an average day's pay will be credited to each employee, at the appropriate Appendix A rate on the day of operation of this clause, or for future employees on commencement of employment. This amount will be paid on the first pay day after the commencement of a new employee, and monies payable on termination will be adjusted accordingly.
- 12.2 Should an employee have difficulty in obtaining their monies via a Bank/ Building Society, then the HR Manager, Factory Manager and/or Commercial Manager should be contacted immediately.
- 12.3 On the pay day the Company will supply each employee with a statement showing the amount of wages to which he/she is entitled, the amount of deductions made therefrom and the net amount of wages due to the employee.



13. HOURS OF WORK

- 13.1 The ordinary hours of work (other than seven day continuous shift workers) shall be an average of 38 hours per week (Monday to Friday between 6.00am to 6.00pm) and shall not exceed eight hours in any day.
- 13.2 For seven day continuous shift workers see the 12 hours roster pattern which is attached as Appendix (D).
- 13.3 Service Operator (5th Person)
The parties have agreed that this operator in the Boiler House spends some 70% working on a 40 hours per week roster and the remaining 30% working a 42 hours per week roster. Appendix A outlines this annualised salary. Under exceptional circumstances (eg. covering Long Service Leave, etc.) his rate of pay will be adjusted accordingly.
- 13.4 The starting and finishing time and the shift patterns shall be fixed by mutual agreement. The time of commencing and finishing shifts once they have been determined may be varied by agreement between the employer and the accredited delegate or in the absence of the agreement by seven days notice by the employer to the employee.
- 13.5 The Single Bargaining Unit will ensure such twelve (12) hour shift rosters take into account the recommendations contained in the ACTU Code of Conduct on Twelve Hour Shifts.

14. ADDITIONAL HOURS

When a rostered off employee agrees to complete a shift (or part thereof) for absenteeism coverage, the employee will be paid average pay from the time of reporting for work. In addition, an extra one (1) hour's pay (at average rate) will be paid to cover incidental expenses.

There will be a minimum of four (4) hours applied to this clause.

15. OVERTIME

All work done outside the nominated rostered hours (with the exception to clause 14), shall be paid double time on base rate. Where a person is required to work overtime on a public holiday (other than the four nominated public holidays) they shall be paid at triple time on base rate. In addition, an extra one (1) hour's pay will be paid to the employee, at the appropriate penalty rate, to cover incidental expenses.

16. DAYLIGHT SAVING HOURS

The parties recognise that in New South Wales, there are two periods that time will be changed - March and October. During these periods, payment of wages at average rates of pay will apply for the actual hours worked.



17. PENALTY RATES

Continuous Shift Workers - Roster (12 Hours)

- 17.1 Monday to Friday
Hours between 6am and 2pm – no penalty
For hours worked between 2pm to 10pm - 17.5% on base rate
For hours worked between 10pm to 6am - 25% on base rate
- 17.2 12-Midnight Friday to 12-Midnight Sunday
All shifts - double time on base rate

18. PUBLIC HOLIDAYS

- 18.1 The days upon which New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queens Birthday, Christmas Day, and Boxing Day are observed plus a common Union Picnic Day, together with any day gazetted or proclaimed by the government as a public holiday, shall be treated as public holidays.
- 18.2 The public holiday shall be deemed to be the 24-hour period commencing at 6.00am on the day gazetted.
- 18.3 It is agreed the factory will operate on Australia Day, Anzac Day, Labour Day and Queens Birthday. The effect of this working has been built into average pay.

18.4 SHUTDOWNS

For all Public Holidays that fall within the two shutdown periods (i.e. Easter and Christmas), average pay will apply. Hence if the Public Holiday falls on an employee's rostered day off, the employee may elect to take payment or accrue Annual Leave.

The penalty for working Australia Day, Anzac Day, Queen's Birthday and Labour Day public holidays has been calculated on this basis and included as part of the average weekly rate.

Where a person is required to work overtime on a Public Holiday (other than these four nominated Public Holidays) they shall be paid at triple time on base rate.

18.5 PICNIC DAY

For continuous shift operators, the Picnic Day will fall in the Easter Shutdown on Sunday between Easter Saturday and Easter Monday.

The Picnic Day for the day shift operators will remain as Tuesday, immediately following Easter Monday. The day shift operators will work 6 hours of their Picnic Day in lieu of the 6 hours owed from the preceeding Saturday (Easter Saturday) which will be an "off day" to match the new arrangements for shift operators.



19. ALLOWANCES

19.1 TRAINING ALLOWANCE

A training allowance of \$5.75 (8 hours) and \$8.62 (12 hours) will be maintained and reviewed by the expiry date of this Agreement.

19.2 ACTING SUPERVISOR ALLOWANCE (FINISHING HALL)

An Acting Supervisor rate of \$20.90 per shift to be paid as a flat allowance.

19.3 REFINERY TEAM LEADER ALLOWANCE

Refinery Team Leaders will be paid an allowance of \$90.27 per week in year 1 and \$93.43 per week in year 2 of this Agreement on their base rate. Team Leaders will also be paid 30 minutes per shift hand over time.

19.4 ACTING TEAM LEADER ALLOWANCE (REFINERY)

An Acting Team Leader rate of \$41.38 per shift for the first year and \$42.83 per shift for the second year to be paid as a flat allowance.

20. MEAL BREAKS

A period of fifty (50) minutes (for continuous shift) and thirty five (35) minutes (for day shift) will be allowed on each shift as a meal break, which shall be counted as time worked, the observance of which will vary according to the departmental requirements and taken in such a way as to not interfere with work being carried out. Where conditions in a department allow, such meal break may be taken at a set time each day. During the meal break employees must remain available for work if called upon.

Employees shall not be required to work for more than five (5) hours without a break.

21. LEAVE ENTITLEMENTS

21.1 ANNUAL LEAVE

The terms and conditions of the Annual Holidays Act 1944, as amended, will prevail.

21.1.1 Day Work

Employees are entitled to Annual Leave of 152 hours per annum.

Continuous Shift Work

21.1.2 Employees are entitled to Annual Leave of 204 hours per annum.

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21.1.3 Annual leave taken as a continuing part of employment with the Company or pro-rata on retirement from the Company, will be paid on the basis of average pay or on base rate with a loading of 17.5%, whichever is the greater.

21.1.4 Employees who retire or are retrenched from the Company, shall be paid annual leave on the basis of average pay, on a pro-rata basis if applicable.

21.2 SICK LEAVE

21.2.1 Day Work

All employees shall be entitled to thirty eight (38) hours sick leave after three (3) months in the first year of service and eighty (80) hours in the second and subsequent years.

21.2.2 Continuous Shift Work

All employees shall be entitled to forty two (42) hours sick leave after three (3) months in the first year of service and ninety six (96) hours in the second and subsequent years.

21.2.3 An employee who will be absent because of illness shall notify the Company as soon as possible before the start of their shift.

21.2.4 The employee shall prove to the satisfaction of the employer that he/she was unable to attend work for the day or days absent before he/she is entitled to payment. For the purposes of payment of sick leave, a properly completed Statutory Declaration will suffice to cover absences of two (2) days. For absences of three (3) days or more, a Doctor's Certificate must be submitted if payment is to be made.

21.3 UNPAID LEAVE

An employee whose ordinary hours are arranged in accordance with this Agreement, and is absent from duty (other than on annual leave, long service leave, public holidays, paid sick leave, workers' compensation, bereavement leave or jury service) shall, for each day or part of a day he/she is so absent, lose pay for that day or part of day calculated by multiplying the number of working hours lost that day by the average hourly rate.



21.4 LONG SERVICE LEAVE

The provisions of the Long Service Leave Act (1955), as amended, will prevail with the following additional benefits.

- 21.4.1 An employee who has completed with an employer at least 5 years' service as an adult and whose services are terminated by the employer for any reason (other than the employee's serious and willful misconduct) or by the employee on account of illness, incapacity or domestic or other pressing necessity or by reason of the death of the employee (where the adult service is between 5 and 10 years), is entitled to be paid a proportionate amount for long service leave on the basis of 13 weeks for 20 years of service before April 1, 1963 and 13 weeks for 15 years subsequent service.
- 21.4.2 Where an employee for any reason leaves the employer's service or is dismissed with more than 10 but less than 15 years service, he or she is entitled to a proportionate amount of long service leave on the basis of 13 weeks for 20 years for service before April 1, 1963 and 13 weeks for 15 years for service after that date.
- 21.4.3 Long service leave will be granted by mutual consent between the Company and the employee in advance of the entitlement date of 10 years continuous service, but not earlier than 5 years service with the Company. Leave granted thus will not be in excess of pro rata entitlement as at 10 years service, and will not be of less than one month's duration.
- 21.4.4 Long service leave taken as a continuing part of employment with the Company will be paid for at average pay.
- 21.4.5 Where public holidays occur during an employee's period of long service leave, such leave will be extended by one day for each public holiday.
- 21.4.6 Employees who retire or are retrenched from the Company will be paid their pro rata long service leave at average pay rates.
- 21.4.7 Where a person leaves the Company and there is an entitlement to pro rata long service leave such leave will be paid at average rate.

21.5 PARENTAL LEAVE

All employees shall be entitled to Parental Leave as provided in Part 4 of the Act, as amended.



21.6 BEREAVEMENT LEAVE

An employee shall be entitled to the following leave without loss of pay on each occasion with the production of satisfactory evidence upon the death of the following:

- * Wife, husband, son, daughter, brother, sister, mother, father, stepchild, mother-in-law, father-in-law, grandparents, grandchild, brother-in-law, sister-in-law or parents-in-law: 3 days
- * Where an employee attends a funeral outside Australia for father, mother, husband, wife, child or stepchild : 4 days

For the purpose of this clause, the words "wife" and "husband" shall include de-facto wife or husband, and the words "father" and "mother" shall include foster father or mother.

Application for extended leave should be directed to the line manager and/or HR Manager.

21.7 JURY SERVICE LEAVE

The following provisions will apply to employees called for jury service.

- 21.7.1 An employee shall notify the Company as soon as possible of the date upon which he/she is required to attend for Jury Service. Further, the employee shall give the Company proof of his/her attendance, the duration of such attendance, and the amount received in respect of Jury Service.
- 21.7.2 An employee required to attend for Jury Service shall be reimbursed by the Company an amount equal to the difference between the amount paid in respect of the attendance for such Jury Service and his/her average pay.
- 21.7.3 An employee who is rostered on night shift will be relieved from duty on the day that the court involvement starts and concludes, without loss of pay.

21.8 EMERGENCY SERVICES LEAVE

An employee who is a volunteer in the State Emergency Service or a bushfire fighting unit, will be allowed up to five days paid leave per year when called to an emergency. If possible the employee should advise the company in advance of when he or she is required. The company may require the employee to substantiate the emergency for which he or she seeks leave.

Where an individual has a principal place of residence which is affected by natural disasters (eg. flood, storm or bushfire) the employee will be given paid leave to resolve the emergency. The department should be notified as early as possible of the emergency. The individual should notify the HR Manager so that leave can be approved.



21.9 BLOOD DONOR LEAVE

Subject to the Company being able to make the necessary arrangements, employees will be permitted to attend an on-site mobile Blood Bank to donate blood four times per year without loss of wages.

Prior notice of the visits will be given so that employees can rearrange their normal blood giving times at the normal three monthly intervals.

If the Company cannot arrange three monthly visits of the mobile Blood Bank to the factory, employees will be permitted to make supplementary visits to the Blood Bank to a total of four donations per year. These visits will be without loss of pay for up to four hours per visit. In such cases employees will obtain permission from the Supervisor for such a visit and will submit proof of the date and times blood was given. In addition, those employees with rare blood group who are especially requested by the Blood Bank to donate blood may do so. These employees will be paid for such absences with a maximum of four hours average payment for each visit.

21.10 UNION TRAINING LEAVE

A maximum of ten (10) days' study leave will be granted with average pay to each Union, once each year for a recommended trade Union course, at the discretion of the Company having regard to production requirements.

Leave without pay may be granted to delegates for Union duties on request from the State Secretary of the appropriate Union and at the discretion of the Company having regard to production requirements.

22. TRAINING AND DEVELOPMENT

The parties to this agreement support training, organisational development programs and initiatives that will enhance the long-term sustainability and profitability of the enterprise while simultaneously improving the skill levels and careers of its employees.

22.1 TRAINING COMMITTEE

Training Committees will be established as part of the consultative process. A site Training Committee will be formed to deal with common training issues to all departments. Separate Departmental Training Committees will be formed to deal with their specific training issues.



22.2 LINE, PLANT OR OPERATIONAL SKILLS TRAINING

22.2.1 Entry Level Operators-Finishing Hall And Refinery

Once recruited, new employees are classified as "Entry Level Operators". They enter a training program to learn their first manufacturing skills. The training takes place within their probation period of three months. Within this probation period once they have been assessed or deemed to be competent in their first manufacturing skill(s) they are then allocated to a team or shift and are classified as Skilled Operator, Operator Maintainer 1 or Operator Maintainer 2 but still have probationary status.

22.2.2 Probationary Status to Permanent Status

In some areas of the manufacturing plant a prerequisite for employment is the possession of a current licence to operate machinery or equipment i.e. a forklift licence in the warehouse, a boiler ticket in the services area. These new operators are classified as Skilled Operators but on probationary status.

At the end of their 3-month probationary period new employees are given a formal appraisal of their performance to date by the Supervisor / Manager. A satisfactory appraisal of their performance will lead to their probationary status being upgraded to permanent status.

The outcome from an unsatisfactory appraisal of their performance is subject to the discretion of the manager. This may lead to an extension of the probationary period or to termination of employment. At the end of any extension to the probationary period the employee's performance will be subject to another formal appraisal with a recommendation to either become permanent or to terminate employment.

22.2.3 Classifications of Operators

Operators who possess a fitting, machining/turning trade or an electrical trade qualification are classified as Operator Maintainer 2.

Operators who have achieved competence in the nationally recognised modules "Hand Tools", "Power Tools" and "Operational Maintenance (Mechanical)" are classified as Operator Maintainer 1.

Operators who do not possess the above levels of skills are classified as Skilled Operators.

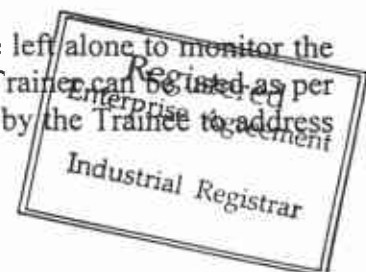


22.2.4 Recognition of Prior Learning

Where an employee's skills are still current and can contribute towards their manufacturing skills or a course of study, their skills may be recognised by the company. This process will include an evaluation by the manager. Any necessary supporting evidence may also be required from, but is not limited to, professional associations, recognised training providers or persons with sufficient expertise and skill to make such evaluations.

22.3 FINISHING HALL GUIDELINES FOR BUDDY TRAINING

- 22.3.1 Training will be carried out on all shifts. i.e. Dayshift & Nightshift.
- 22.3.2 Selection of the trainee and the line to be trained on should be done by the shift in conjunction with the shift Supervisor and must meet the needs of the business.
- 22.3.3 Selection of the Trainer should be done by the shift. The Trainer must have a good understanding of the line as well as good communication skills.
- 22.3.4 Assessment will be every fifth day. This will be done with the aid of a competency module. Ongoing assessment will be done by the Trainer, In-Team Assessor or the Training Development Officer. Final assessment will be done by the Training Development Officer. There will be a post-training consolidation period of 10 weeks minimum.
- 22.3.5 It is envisaged that after four days of training and depending on competency, the Trainee will have sufficient knowledge to be left alone on the line for short periods, thus giving the Trainee the opportunity to develop confidence. Subject to the discretion of the Training Development officer and/or the Trainer, the Trainee after this 4-day period will be able to
- Relieve the line during breaks allowing the line to become self-relieving. The Trainer can be called upon to address any problems that may occur.
 - Displace the second operator when training on Line 8, reverting to crewing of a Trainer and Trainee.
- 22.3.6 The Trainer will be paid as per clause 19.
- 22.3.7 If the line on which the buddy training is occurring is stopped to relieve another line, both the Trainer and the Trainee can be used as relief operators.
- 22.3.8 Once CIP is set up and running, the Trainee can be left alone to monitor the CIP and conduct line cleaning activities etc. The Trainer can be called upon by the Supervisor's discretion and can be called upon by the Trainee to address any problems that may develop during CIP.



22.4 MAINTENANCE AND ENGINEERING TRAINING

Progression and career development are facilitated through the acquisition of mechanical skills competencies. Operations Managers, Supervisors and the Skills Training/ISO9001 Manager will monitor the progress of all operators attending TAFE.

22.4.1 Company Support Program for Training

Company support for the operator will include; payment of wages at the "additional hours rate", all TAFE fees, payment for textbooks and module workbooks and specialised equipment for successful completion of the modules.

22.4.2 Learning by Flexible Delivery

This means that the training is at the pace controlled by the operator. A teacher is always in the classroom to help but they will not give the operator a formal lesson. Operators have access to many learning materials that they can use to find out how to perform the work required such as learner's guides, books and videos.

22.4.3 Attendance at TAFE

12-hour continuous shift operators can attend TAFE during term when the classroom is open on their rostered days off subject to the following conditions.

- An operator cannot attend TAFE; just before they start a night shift, after they have completed a night shift (unless they have observed a 10-hour break) or in the 24-hour period in the changeover between day and night shift of their 4-day roster.
- The minimum time that training is attended at TAFE is four (4) hours. The company will not reimburse the operator for attendance at TAFE of less than 4 hours.

22.4.4 Manager/Supervisor to be Notified of Attendance at TAFE

Once an Operator has attended a class on their rostered day off they must report back to their Manager/Supervisor. This is to let them know on what day and how many hours they attended TAFE. TAFE issue operators with an attendance card that will be signed by the teacher. On the first rostered day on work after attending TAFE, operators should communicate with their Manager/Supervisor so that the pay adjustment can be entered.



22.5 SKILLED OPERATOR TO OPERATOR MAINTAINER 1 PRINCIPLES

New Skilled Operators (employed after May 1995) must train to the level of Operator Maintainer 1. The nationally recognised modules "Hand Tools", "Power Tools" and "Operational Maintenance" must be successfully completed to achieve this. These are currently provided by TAFE but may be provided for by another external training provider.

Operators on 12-hour shifts are allocated 90 attendance hours over 9 weeks to complete 2 (x 36 hour or equivalent) modules on their rostered days off.

Day shift operators are allocated 90 attendance hours during their day shift to complete 2 (x 36 hour or equivalent) modules.

Payment for attendance will be at the "additional hours rate". This may be substituted for equal time off in lieu.

22.6 OPERATOR MAINTAINER 1 TO OPERATOR MAINTAINER 2 PRINCIPLES

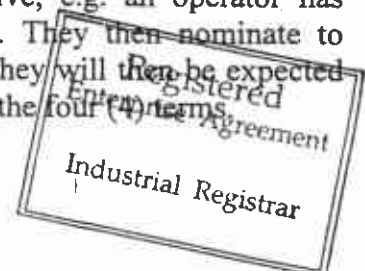
22.6.1 Operator Maintainer 1s in the Factory Services, Finishing Hall and Refinery have the option of pursuing the nationally recognised TAFE course "Certificate in Mechanical Engineering (III)" which will develop further their careers and lead to an Operator Maintainer 2 classification.

22.6.2 Operators are normally expected to complete 4 x 36 hours modules per two TAFE terms. Each Operator has been allocated 180 hours attendance time over the two (2) terms in which to complete these modules on their rostered days off.

22.6.3 Under certain circumstances the operator may believe they will not be able to complete 4 x 36-hour modules per two (2) TAFE terms (e.g. due to severe illness, annual leave during the term). They then have the option of nominating a lower number of modules they believe they will be capable of achieving over the two terms. For each module nominated they will be allocated 45-hours attendance time at TAFE. This option cannot be exercised if they have already exceeded the 45-hours per module requirement.

They must inform their Operations Managers, Supervisors and the Skills Training/ISO9001 Manager of their decision for it to become effective.

22.6.4 The minimum module progress rate is cumulative, e.g. an operator has achieved 4x36-hour modules over terms 1 & 2. They then nominate to complete 3x36-hour modules over terms 3 & 4. They will then be expected to achieve a minimum of 7x36-hour modules over the four (4) terms.



If an operator falls behind the minimum module progress rate, all company support will be withdrawn.

22.6.5 Regaining Company Support

To regain company support the operator must attend TAFE during the immediate next term in their own time and at their own cost until they meet the minimum module progress rate. They will then have to present satisfactory evidence of these completed modules to the Skills Training / ISO9001 Manager. Company support can then recommence.

22.6.6 Payment for attendance will be at the "additional hours rate". Time off in lieu may be taken but only under the following conditions

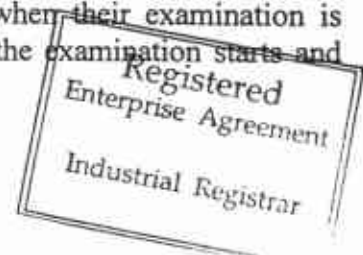
- Time off in lieu must be taken as whole shifts.
- The maximum amount of time-off in lieu is 2x12-hour shifts per TAFE term. These cannot be accumulated from one term to the next and can only be taken during the TAFE term.
- The operator must have attended TAFE during the term and have sufficient hours to provide for the time off in lieu.
- A minimum of one (1) week's notice must be given to the Manager / Supervisor, nominating the shift requested.
- The operator taking the time off in lieu must organise a replacement to take their place on the shift and inform their Manager / Supervisor of the operator replacing them.
- Only one operator can have time off in lieu on the same shift

22.7 OPERATOR MAINTAINER 2 (OM-2) FURTHER EDUCATION SCHEME

Operator Maintainer 2s will have similar opportunities as staff for further training and development. The further education scheme supports employees who wish to study for courses or qualifications, which are directly related to their work. Out of hours classes, correspondence courses and distance learning are all approved modes of study.

Before enrolling in any course, Operator Maintainer 2s need to consult their Manager and the Human Resources Department. The company will reimburse for tuition and examination fees upon successful completion and passing of all examinations and requirements for the course. If an employee is studying an approved degree, diploma or certificate, they may apply for time off to attend examinations.

In the event that an employee is rostered on night shift when their examination is scheduled they will be relieved from duty on the day that the examination starts and concludes without loss of pay.



22.8 OTHER TRAINING PROGRAMS ON ROSTERED OFF DAYS

Due to the nature and duration of some training it may have to be provided for on the employee's rostered off days. Training hours that takes place on rostered off days will be paid for at average pay or equal time off in lieu. Equal time here means the number of hours attending the training plus the one (1) hour to cover incidental expenses for each day of training e.g. Where the training session lasted for eight (8) hours on one (1) day then the time off in lieu would be nine (9) hours.

Should the option of equal time off in lieu be exercised, the parties agree that this time will be within the immediate four (4) week period after the training has taken place at a mutually agreed time between the trainee and the manager / supervisor.

22.9 ADDITIONAL EXPENSES INCURRED

Additional expenses incurred under the company's training initiatives will be fully reimbursed as the expense is incurred.

23. UNION DELEGATES

23.1 The employer endorses the right of its employees to have proper representation in their dealings with Management. The accredited delegate and/or co-delegate shall be allowed the necessary time during working hours to discuss with the employer or his representative any matter affecting the employee whom he/she represents. Such discussions should be arranged for times which are convenient to both parties. Before a delegate/co-delegate moves away from his/her own area or commences to work on Union business, he/she must first obtain the permission of his/her Line Manager. Similarly, when he/she wishes to see the HR Manager, he/she should make the appointment through the Supervisor.

23.2 ATTENDANCE AT MEETINGS

The Company recognises that the Union members have a need for proper representation at various meetings whether they be with Management or before an Industrial Tribunal as a follow-on of a dispute within the plant and accordingly the following practices will prevail in relation to the payment of delegates for attendance at the meetings:

Types of Meetings:

- (a) Called by Company.
- (b) Meeting held at Company request or with Company information etc.



All above meetings: no deduction of pay for attendance to those who are on duty and payment at average pay (+1 hour) or time in lieu for those delegates off duty, providing discussion is only on the specific subject matter as directed by the Company.

23.2.1 Rostered on night shift before the meeting -- Delegate is released 10 hours prior to the scheduled start time of the meeting

23.2.2 Rostered on night shift on the day of the meeting:

- a) Meeting scheduled to commence before 2pm and finishes at or before 2pm, delegate to return to work on night shift after 10 hours break
- b) Meeting commences 2pm or later, delegate to go on duty at the end of the meeting. Delegate to be on duty for a maximum of 16 hours from the scheduled start time of the meeting.
- c) Meeting commences before 2pm and finishes after 2pm, delegate to be on duty for a maximum of 16 hours from the scheduled start time of the meeting.

Delegates will be required to record attendances as specified by the Departmental Manager in order to receive the payment.

23.3 MEETING BEFORE A COMMISSIONER

When one (or more) Unions is party to the dispute and that Union is not involved in a stoppage of work, the delegate and co-delegate of the Union will be permitted to attend without loss of pay if on duty. If off duty, payment will be made at average rates for time of hearing only. Those on duty will be permitted to leave work at a time to allow sufficient travelling time and will be expected to return to work at the conclusion of the hearing. Involved delegates or co-delegates on night shift will be permitted to cease work ten hours prior to the time of the hearing without loss of pay for their ordinary shift time. If relieved of six hours or more of night shift duty no payment for day attendance will be made. No extra payment will be made for delegates not having the requisite rest time between meetings and the next shift start. The delegates will be permitted to leave the meeting at any time they wish so that they may have their prescribed rest period. Delegates must advise their Manager/Supervisor before leaving their place of work for any meeting. No payment will be made to a delegate or co-delegate whose Union is involved in a stoppage of work.

23.4 ATTENDANCE AT A NON-POLITICAL MEETING

Lost time will be reimbursed for up to 12 hours per calendar year for one representative from each Union attending Union called non-political meetings at a place nominated. This will not be cumulative from year to year, and evidence, preferably in the form of a letter from the Union Secretary must be presented in advance to the HR Manager stating that such a meeting is to be held and specifying the reason.



24. REDUNDANCY

For any redundancies occurring during the period of this agreement, the parties agree to abide by the procedures which are contained in Appendix B.

Absolute security of employment cannot be guaranteed, but it is recognised that job security is an important issue for all employees and it is therefore the company's objective to provide continuing employment.

The parties agree that external factors (such as technological change, market force, etc.) will have an influence on the direction and viability of the business.

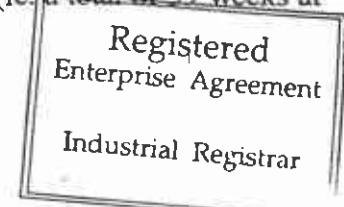
In accordance with the Redundancy Agreement (see Appendix B) and the Principle of Agreement clause (clause 3), the parties agree that the following steps should occur when redundancies are to take place:

- Full consultation with all parties should occur in accordance with Clause 8.
- All parties agree that work being undertaken by casuals, contractors (where the skills can be absorbed quickly) and fixed term contracts should be examined. In the event of a need to restructure operations, the company shall attempt to minimize the impact on permanent employees through the appropriate utilization of contractors and casuals.
- All parties agree that where the employee(s) have the relevant skills base, then the employee(s) could be transferred into another area without the loss of conditions or entitlements and without being offered redundancy.
- That volunteers should be called as a first option and the relevant redundancy clause will apply. The criteria to apply will be:
 - (a) Redundancy will be offered to the incumbent in the position
 - (b) Secondly, offered within the section
 - (c) Thirdly, within the department
 - (d) Finally, offered within the company.

A forced redundancy program should only occur once the above steps have been taken. The relevant redundancy clause will apply.

25. ACCIDENT MAKE UP PAY

The Company acknowledges the provision of the Workers' Compensation Act 1987 NSW whereby a worker is entitled to be paid his/her average weekly rate in respect of absences totaling not more than 26 weeks in respect of any one injury and agrees that it shall make up an employee's pay to the average weekly rate for an additional 13 weeks (ie. a total of 39 weeks at average rate of pay).



The provisions of this clause are subject to the following conditions:

- a. The injury must be accepted as compensable under the terms of the Workers' Compensation Legislation.
- b. All absences must be covered by appropriate medical certification.
- c. During the supplementary period of 13 weeks, the employee shall not be entitled to make-up pay in respect of any periods of annual leave, long service leave or public holiday.
- d. The Company will be entitled to a refund of any amounts paid under this clause when an employee is successful in a common law claim in relation to the injury.
- e. After 39 weeks absence relating to any one injury payment will revert to the Workers' Compensation rate applicable at the time as provided for in the legislation.
- f. The Company reserves the right to modify the scheme at any time after consultation with the Unions.

26. COUNSELLING AND DISCIPLINE PROCEDURES

AIM: Counselling and disciplinary procedures are designed to assist employees to meet the conditions of employment or to improve an area of performance.

Examples of such instances are:

- * Poor time keeping
- * Excessive absenteeism
- * Job performance
- * Smoking within the building parameters

Steps for the procedures are as follows:

The person(s) being counselled should be advised that they are entitled to have a delegate or a witness present.

Step 1 Initial Verbal Counselling

This is to be carried out by the Supervisor or Manager and will be noted and documented. Should the same problem reoccur within one (1) month of this counselling then Step 2 will take place.

Step 2 Second Verbal Counselling

This is to be carried out by the Supervisor or Manager and will be noted and documented. Should the problem reoccur within two (2) months, then Step 3 will take place. The shift delegate should be informed that this counselling process has taken place



Step 3 First Written Warning

This is to be carried out by the Supervisor or Manager. The specific details should be clearly explained and documented. The employee may wish to have their Union delegate present. The meeting should be documented and copies given to the employee and sent to the HR Department.

Should the problem recur within three (3) months, then Step 4 will take place.

Step 4 Final Written Warning

This is to be carried out by the Supervisor or Manager. The specific details should be documented and explained. The employee may wish to have their Union organiser present and a delegate. Copies of documentation should be given to the employee and HR Department. A period of four (4) months probation will start for the behaviour/action to be removed. Should this behaviour/action not change during this four (4) month period, then the employee will be dismissed.

Following satisfactory performance, the above steps will be set aside. However persistent offenders, particularly where a consistent pattern of behaviour exists, cannot expect to repeat the full steps of the above process.

Issues arising such as theft, insubordination, fighting, harrasment, refusal of duty and gross neglect of duty (eg. a clear breach of the safety policy) will result in a full and proper investigation by the Operational Manager, HR Manager and union delegate. All parties concerned will be spoken to and a written report will be issued. The person (or persons) will be stood down (on full pay) until the investigation is completed.

Reporting of this investigation will be given to all parties concerned (management, organiser, delegate and the accused) as soon as this investigation is completed. All parties must be aware that as a result of this investigation, the employment of the accused may be terminated.

27. TERMINATION OF EMPLOYMENT

27.1 Subject to any need to comply with the provisions of the Industrial Relations Act 1996, employment except in the case of a casual employee shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be.

27.2 Where an employee has given notice, they shall continue in their employment until the expiry of the notice. Should the employee be absent for any period of that notice, then evidence will need to be shown for that absent period. If proof is not shown for this absent period then the employee forfeits the payment of the notice.



- 27.3 The absence of an employee from work for a continuous period exceeding four (4) working days without the consent of the Employer and without notification to the Employer shall be prima facie evidence that the employee has abandoned their employment.
- 27.4 Provided that if within a period of fourteen days from their last attendance at work or the date of their last absence in respect of which notification has been given or consent has been granted, an employee has not established to the satisfaction of their employer that they were absent for a reasonable cause, they shall be deemed to have abandoned their employment.
- 27.5 Termination of employment by abandonment in accordance with this sub-clause shall operate as from the date of the last attendance at work or the last day's absence in respect of which consent was granted, or the date of the last absence in respect of which notification was given to the employer, whichever is the later.

28. DISPUTES PROCEDURES

The primary objectives of this clause must be recognised by all parties as:

- (a) That normal work continues throughout the steps in the process (except for bona fide safety issues) and that the status quo at the point at which the grievance is lodged prevails until the process is completed.
- (b) That genuine efforts be made to settle the dispute as close as possible to its source and that graduated steps be provided for resolution.
- (c) That the steps be performed within reasonable time limits.
- (d) That while the "assistance" of members of the tribunal can be sought at any stage, the formal processes of the Commission should not be available to either party while the procedures are being followed.

The following steps will apply:

- Step 1 Should a dispute arise, then the worker and the delegate shall confer with the Line Supervisor or Manager. This must be accomplished within the working shift.
- Step 2 In the event of failure to resolve the dispute the matter will be referred to the appropriate Departmental Manager. The delegate and/or co-delegate shall confer with the Departmental Manager and any other relevant manager. This action will take place within one working day from the time that the original discussions took place.
- Step 3 In the event of failure to resolve the dispute, the delegate and/or co-delegate together with their Union Organiser shall confer with the Departmental Manager or any other relevant manager and attempt to reach a settlement.

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Step 4 In the event of failure to resolve the dispute, the appropriate Industrial Tribunal shall be requested to arrange a Conciliation Conference. The parties will then attempt to reach settlement.

Step 5 Should a settlement not be reached by Conciliation, the dispute will proceed to Arbitration in the normal matter and both parties agree to abide by the decision of the Industrial Tribunal.

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APPENDIX A

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CLASSIFICATION AND WAGE STRUCTURE

CLASSIFICATIONS	WAGES \$ PER WEEK	
	4/1/99 YEAR 1 ↑ 4.5%	8/11/99 YEAR 2 ↑ 3.5%
1. Trainee Operator (Entry Level)	619.34	641.02
2. Skilled Operator	701.14	725.68
3. Operator Maintainer I	736.20	761.97
4. Operator Maintainer II	782.95	810.35

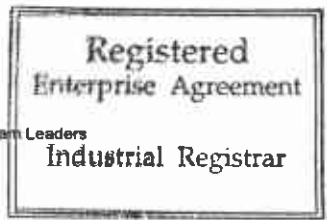
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22-Apr-99

EA3 YEAR 2 PAY STRUCTURE

3.5% INCREASE OVER YEAR 1

			ENTRY OPTOR	SKILLED OPTOR	OPTOR MAINT 1	OPTOR MAINT 2	TEAM LEADER		
Base Payment for 38 hours/week			\$641.02	\$725.66	\$761.97	\$810.35	\$855.40		
Rate per hour (for a 38 hr week)			\$16.87	\$19.10	\$20.05	\$21.32	\$22.51		
WEEK NO.	DAY NO.	DAY	SHIFT					BASIS	
1	1	MONDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	Note : 30 mins H/O for Team Leaders
	2	TUESDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	3	WEDNESDAY	1800-0600	\$256.41	\$290.27	\$304.79	\$324.14	\$353.41	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	4	THURSDAY	1800-0600	\$256.41	\$290.27	\$304.79	\$324.14	\$353.41	4 hrs A/S + 8 hrs N/S + 15 mins H/O
	5	FRIDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	4 hrs A/S + 8 hrs N/S + 15 mins H/O
	6	SATURDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	7	SUNDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
2	8	MONDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	9	TUESDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	10	WEDNESDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	11	THURSDAY	1800-0600	\$256.41	\$290.27	\$304.79	\$324.14	\$353.41	4 hrs A/S + 8 hrs N/S + 15 mins H/O
	12	FRIDAY	1800-0600	\$332.32	\$376.21	\$395.02	\$420.10	\$454.71	4 hrs A/S + 2 hrs N/S + 8 hrs W/E + H/O
	13	SATURDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	14	SUNDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
3	15	MONDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	16	TUESDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	17	WEDNESDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	18	THURSDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	19	FRIDAY	1800-0600	\$332.32	\$376.21	\$395.02	\$420.10	\$454.71	4 hrs A/S + 2 hrs N/S + 6 hrs W/E + H/O
	20	SATURDAY	1800-0600	\$413.29	\$467.87	\$491.27	\$522.46	\$562.76	12 hrs W/E + 15 mins H/O
	21	SUNDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
4	22	MONDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	23	TUESDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	24	WEDNESDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	25	THURSDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	26	FRIDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	27	SATURDAY	1800-0600	\$413.29	\$467.87	\$491.27	\$522.46	\$562.76	12 hrs W/E + 15 mins H/O
	28	SUNDAY	1800-0600	\$337.38	\$381.94	\$401.04	\$426.50	\$461.46	6 hrs W/E + 8 hrs N/S + 15 mins H/O
5	29	MONDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	30	TUESDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	31	WEDNESDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	32	THURSDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	33	FRIDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	34	SATURDAY	0600-1800	\$413.29	\$467.87	\$491.27	\$522.46	\$562.76	12 hrs W/E + 15 mins H/O
	35	SUNDAY	1800-0600	\$337.38	\$381.94	\$401.04	\$426.50	\$461.46	6 hrs W/E + 15 mins H/O
6	36	MONDAY	1800-0600	\$256.41	\$290.27	\$304.79	\$324.14	\$353.41	4 hrs A/S + 8 hrs N/S + 15 mins H/O
	37	TUESDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	38	WEDNESDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	39	THURSDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	40	FRIDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	41	SATURDAY	0600-1800	\$413.29	\$467.87	\$491.27	\$522.46	\$562.76	12 hrs W/E + 15 mins H/O
	42	SUNDAY	0600-1800	\$413.29	\$467.87	\$491.27	\$522.46	\$562.76	12 hrs W/E + 15 mins H/O
7	43	MONDAY	1800-0600	\$256.41	\$290.27	\$304.79	\$324.14	\$353.41	4 hrs A/S + 8 hrs N/S + 15 mins H/O
	44	TUESDAY	1800-0600	\$256.41	\$290.27	\$304.79	\$324.14	\$353.41	4 hrs A/S + 8 hrs N/S + 15 mins H/O
	45	WEDNESDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	46	THURSDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	47	FRIDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	48	SATURDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	49	SUNDAY	0600-1800	\$413.29	\$467.87	\$491.27	\$522.46	\$562.76	12 hrs W/E + 15 mins H/O
8	50	MONDAY	0600-1800	\$222.67	\$252.08	\$264.88	\$281.49	\$308.39	8 hrs D/S + 4 hrs A/S + 15 mins H/O
	51	TUESDAY	1800-0600	\$256.41	\$290.27	\$304.79	\$324.14	\$353.41	4 hrs A/S + 8 hrs N/S + 15 mins H/O
	52	WEDNESDAY	1800-0600	\$256.41	\$290.27	\$304.79	\$324.14	\$353.41	4 hrs A/S + 8 hrs N/S + 15 mins H/O
	53	THURSDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	54	FRIDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	55	SATURDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
	56	SUNDAY	OFF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	OFF
TOTAL FOR 8 WEEKS (BASE)			\$8,097.06	\$9,166.52	\$9,624.88	\$10,235.98	\$11,120.15		
2 hours/week RDO buy out (->40hrs/wk)			\$269.90	\$305.55	\$320.83	\$341.20	\$360.17		
2 hours/week o/t (->42hrs/wk)			\$269.90	\$305.55	\$320.83	\$341.20	\$360.17		
TOTAL			\$8,636.86	\$9,777.62	\$10,266.54	\$10,918.38	\$11,840.48		
PER WEEK			\$1,079.61	\$1,222.20	\$1,283.32	\$1,364.80	\$1,480.06		
AVERAGE HOURLY RATE			\$25.70	\$29.10	\$30.56	\$32.50	\$35.24		
Add in Payment for Public Holidays - Full Year									
2 days worked (each 12.25 hrs triple time at base)			\$1,239.86	\$1,403.62	\$1,473.81	\$1,567.38	\$1,688.28	Note : 12.5 hours for Team Leaders	
2 days not worked (each 12 hrs at average rate)			\$616.92	\$698.40	\$733.32	\$779.88	\$845.75		
Less average pay already included in cycle									
- 2 days (each 12 hrs at average rate)			(\$616.92)	(\$698.40)	(\$733.32)	(\$779.88)	(\$845.75)		
ANNUALISED PAY FOR PUBLIC HOLIDAYS			\$1,239.86	\$1,403.62	\$1,473.81	\$1,567.38	\$1,688.28		
PUBLIC HOLIDAY PAYMENT PER WEEK			\$23.84	\$26.99	\$28.34	\$30.14	\$32.47		
TOTAL WEEKLY PAYMENT			\$1,103.45	\$1,249.20	\$1,311.66	\$1,394.94	\$1,512.53		
ANNUALISED SALARY			\$57,379	\$64,958	\$68,206	\$72,537	\$78,651		



SERVICES GROUP SPARE MAN

In the Services Group, there are 4 Continuous Shift Workers and 1 Day Worker (the "Spare Operator")

Annual leave per year for shift workers is $4 \times 204 = 816$ hrs /year

Assume 4×12 hrs per operator taken as leave during the annual shutdown = 192 hours

Annual leave hours remaining to be covered during the year = $816 - 192 = 624$ hours

Annual leave shifts to be covered during the year = $624 \text{ hrs} / 12 \text{ hrs per shift} = 52$ shifts

Spare operator is available $48 \text{ weeks} / \text{yr} \times 40 \text{ hours} / \text{week} = 1,920$ hours

Shifts worked = $1,920 \text{ hrs} / 8 \text{ hours per shift} = 240$ shifts

If all annual leave is taken during the year by all Services Operators,

Spare man will work $(52 \times 12 \text{ hr shifts}) + [(240 - 52) \times 8 \text{ hr shifts}] = (52 \times 12) + (188 \times 8)$
 $= 624 + 1504 = 2128$ hrs

Proportion worked at 42 hour per week roster = $624/2128 = 29\%$, say 30%

Proportion worked at 40 hour per week roster = $1504/2128 = 71\%$, say 70%

Average Rate is calculated as 70% of the 40 hour per week rate plus 30% of the 42 hour per week rate.

These ratios are also used to calculate sick leave and annual leave entitlements.

Hence, sick leave entitlement = $70\% \times 80 \text{ hrs per year} + 30\% \times 96 \text{ hrs per year}$
 $= 84.8$ hours, say 85 hours per year

Annual leave entitlement = $70\% \times 152 \text{ hrs per year} + 30\% \times 204 \text{ hrs per year}$
 $= 167.6$ hours, say 168 hours per year

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JOB DESCRIPTION

ENTRY LEVEL OPERATOR

Duties:

1. Participate in continuous improvement programs and undertake appropriate training for skills development.
2. Run production lines and plant for which the operator has been trained.
3. Assist Maintenance Specialists and Operator Maintainers where necessary
4. Swap positions with Operator Maintainers, eg. to allow them to repair any line that is broken down.
5. Complete all administrative procedures



JOB DESCRIPTION

SKILLED OPERATOR

Duties:

1. Responsible for training other employees.
2. Participate in continuous improvement programs and undertake appropriate training for skills development.
3. Run all production lines / plants for which trained
4. Assist in carrying out changeovers, adjustments and maintenance to the level of training and skills
5. Assist when necessary on any other job or duty to the level of skills and training
6. Swap positions with Operator Maintainers, eg. to allow them to repair of any line that is broken down
7. Assist Maintenance Specialist, Operator Maintainers or external skilled resource in repairs, preventative maintenance or upgrades of plant
8. Complete all administrative procedures

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JOB DESCRIPTION

OPERATOR MAINTAINER

Duties:

1. Responsible for training other employees
2. Participate in continuous improvement programs and undertake appropriate training for skills development.
3. Run all production lines / plant for which trained
4. Carry out mechanical adjustments, changeovers and maintenance on all lines / plant
5. Assist when necessary on any other job or duty to the level of skills and training
6. Responsible for repairs, preventative maintenance and upgrades of plant, assisted by specialists where needed
7. Complete all administrative procedures



JOB DESCRIPTION

SERVICES OPERATOR

Duties:

1. Responsible for training other employees
2. Participate in continuous improvement programs and undertake appropriate training for skills development.
3. Operate Steam Raising Plant and Refrigeration Plant
4. Assist when necessary on any other job or duty to the level of skills and training
5. Responsible for repairs, preventative maintenance and upgrades of plant, assisted by Specialists where necessary
6. Carry out maintenance to plant
7. Complete all administrative procedures

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JOB DESCRIPTION

WAREHOUSE OPERATOR

Duties:

1. Responsible for training other employees
2. Participate in continuous improvement programs and undertake appropriate training for skills development.
3. Carry out all duties relevant to the movement and storage of goods onto, within and off the site
4. Assist when necessary on any other job or duty to the level of skills and training
5. Carry out minor maintenance to forklift trucks and plant
6. Clear blockages in automatic Racking and crane system within skills and legal requirements
7. Responsible for repairs, preventative maintenance and upgrades of plant, assisted by Specialists where necessary

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APPENDIX B

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Redundancy Program

Where an employee or employees are to be made redundant, the following terms and conditions will apply subject to the relevant provisions of the Principles of Agreement (Clause 3 of Part A).

This offer for consideration for dismissal is made without prejudice and is conditional upon the following:

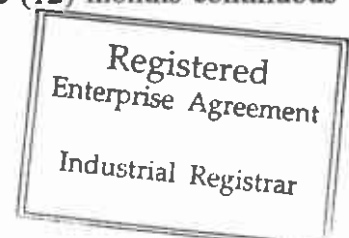
- that applications to be considered for dismissal, will be subject to acceptance of all such applications by the Company.
- that the offer is accepted by all Unions.
- that the Company's rights and responsibilities for employee selection are accepted.
- that planned numbers and skills levels are achieved.
- that any Agreement arising from this offer is dependant upon and subject to the registration of the Agreement in the office of the Registrar of the Industrial Relations Commission of New South Wales.

1. APPLICATION FOR CONSIDERATION OF DISMISSAL

Period of Notice

- 1.1 Applications for consideration for dismissal shall be lodged with the Company within the period of time designated.
- 1.2 After expiry of the period of lodgment referred to, the Company shall consider each of the applications lodged and shall decide which applications it shall accept. The Company shall then advise each applicant in writing of the outcome of his/her application. The written advice referred to in this paragraph 1.2 shall not constitute the notice contemplated in paragraph 1.3.
- 1.3 Actual notice of dismissal in respect of the successful applications will be given by the Company when the positions concerned are actually redundant.
- 1.4 Each employee shall thereupon elect to work for the period of notice or terminate his/her employment and receive, in lieu of such notice, four (4) weeks payment at average rate of pay. If during the currency of this Agreement an award applicable to any of the Unions party hereto is varied to provide for a period of notice applicable to technological change, the relevant Union shall thereupon obtain exemption therefrom.

This provision only applies to those employees with twelve (12) months continuous Company service.



1.5 Severance Payment

On acceptance of application the Company will give each employee agreed for dismissal, 4 weeks payment at average rate of pay. This provision applies only to those employees with twelve (12) months continuous Company service.

1.6 In addition to the benefits described in paragraphs 1.1 and 1.2 above payment shall be made in accordance with the following formula:

- a) three (3) weeks payment for the first year of service greater than three (3) months; and
- b) three (3) weeks payment per year of service for each subsequent completed year of service, or part thereof.

Basis of calculation - for a) and b) above will be at average rate of pay.

1.7 Summary Table

	Notice	Severance	Formula	Total (Weeks)
- More than 3 months' service Less than 1 year's service	-	-	3	= 3
- More than 1 year's service Less than 2 years' service	4	4	6	= 14
- More than 2 years' service Less than 3 years' service	4	4	9	= 17
- More than 3 years' service Less than 4 years' service	4	4	12	= 20
	Notice	Severance	Formula	Total (Weeks)
- More than 10 years' service Less than 11 years' service	4	4	33	= 41
- More than 15 years' service Less than 16 years' service	4	4	48	= 56
- More than 20 years' service Less than 21 years' service	4	4	63	= 71

The base of calculation is at average rate of pay.



2. INSUFFICIENT APPLICATIONS FOR CONSIDERATION OF DISMISSAL AND CONSEQUENT TOTAL COMPANY SELECTED DISMISSAL

Where suitable applications for dismissal and subsequent acceptance by the Company have not resulted in the reduction of numbers required, then the parties agree that the following benefits will apply to those employees who did not wish to be dismissed and who consequently were dismissed as a result of solely Company selection.

2.1 Period of Notice

The Company will give each employee to be dismissed under Clause 2 of this Appendix, four (4) weeks notice of the appropriate effective date.

Each employee shall thereupon elect to work for the period of notice or terminate his/her employment and receive, in lieu of such notice, four (4) weeks payment at average rate of pay. If during the currency of this Agreement an award applicable to any of the Unions party hereto is varied to provide for a period of notice applicable to technological change, the relevant Union shall thereupon obtain exemption therefrom.

This provision only applies to those employees with twelve (12) months continuous Company service.

2.2 Severance Payment

Each employee to be dismissed under Clause 2 of this Appendix, shall receive four (4) weeks payment at average rate of pay.

2.3 Dismissal Formula

Dismissal payment shall be made in accordance with the following formula:

- a) four (4) weeks payment for the first year of service greater than 3 months; and
- b) four (4) weeks payment for each subsequent completed year of service or part thereof.

The base of calculation is at average rate of pay.



2.4 Summary Table

	Notice	Severance	Formula	Total (Weeks)
- More than 3 months' service Less than 1 year's service	-	-	4 =	4
- More than 1 year's service Less than 2 years' service	4	4	8 =	16
- More than 2 years' service Less than 3 years' service	4	4	12 =	20
- More than 3 years' service Less than 4 years' service	4	4	16 =	24
	Notice	Severance	Formula	Total (Weeks)
- More than 10 years' service Less than 11 years' service	4	4	44 =	52
- More than 15 years' service Less than 16 years' service	4	4	64 =	75
	Notice	Severance	Formula	Total (Weeks)
- More than 20 years' service Less than 21 years' service	4	4	84 =	92

The base of calculation is at average rate of pay.

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GENERAL ISSUES

3. Each employee being dismissed in accordance with this Agreement shall be given, during his/her period of notice, unlimited time off without loss of pay to attend job interviews, provided it is established to the satisfaction of the Company that the application for time off is genuine, that prior notice is given and time is mutually agreed.
4. Where the work skills necessary for any new position or operation are different to those currently required, the Company will ensure that all necessary steps are taken to provide the appropriate type and level of training for those involved. Should genuine cases of difficulty arise during this retraining period the matter will be subject to consultation with the Site Training Committee, recognising that ultimate responsibility for employee skills development remains with the Company.
- 5A. If the paid rate of an employee's new position is at a lower rate (being not less than 90%) of pay than that which he/she enjoys in his/her redundant job he/she shall maintain his/her previous rate until the rate of pay for the new position equals the employee's previous rate, subject to his/her new position not being as a result of:
- (i) Disciplinary reasons
 - (ii) Inability to satisfactorily perform the tasks
 - (iii) Employee's request for a change
 - (iv) Reversions after acting in a temporary capacity.
- Application of this clause is subject to prior discussion with the Unions of the employees affected.
- 5B. If an employee is offered employment outside the Marrickville site the employee may apply for consideration of dismissal and if the Company agrees shall thereupon receive redundancy benefits as described in section 2 above.
- 5C. If an employee is employed in a position requiring certified skills and the job offered to him/her is outside the area of such skills, i.e. at a lower classification, he/she may apply for consideration of dismissal and if the Company agrees shall thereupon receive redundancy benefits as described in section 2 above.
- 5D. If in any circumstance an employee's new position is at a rate of pay less than 90% of his/her at average rate of pay, he/she may apply for consideration of dismissal and if the Company agrees shall be entitled to receive redundancy benefits as described in section 2 above.
6. An employee who is dismissed in award terms or who leaves the Company's employment of his/her own accord, other than in an instance described in Clause 5A hereof is not eligible for a redundancy payment.



7. If during the period of notice an employee dies, then the benefits to which he/she would have been entitled upon termination, as described herein, will be payable to his/her estate.
8. The Company agrees to pay the costs associated with bringing certified and professional tax and investment advisers to site to conduct group sessions for employees interested in these subjects. However, if an individual wishes to engage these advisers for personal counselling then any costs associated therewith will be to their own account.
9. The Company agrees to provide dismissed redundant employees with Company products equivalent to 13 weeks issue, which may be taken in any combination of Company product on offer.
10. The Company agrees to facilitate on site access to the Commonwealth Employment Service in order to assist those people not retained in finding alternative employment.
11. For purposes of any employee dismissed occasioned by his/her position becoming redundant, in accordance with Clause 1 and 2 herein, accrued and pro-rate annual leave loading, will be paid on the basis of 17.5% or average pay, whichever is the greater.



APPENDIX C

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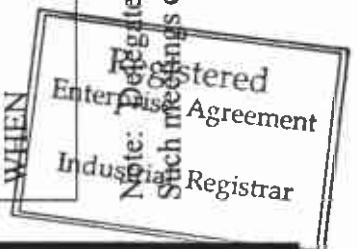
Workplace Communication, Consultation & Negotiation Structure

SBU

Preamble: The Single Bargaining Unit (SBU) is a body represented by management and all site unions. This unit addresses the changes and direction of the business along with the terms and conditions of the Enterprise Agreement.

Negotiation & Consultation	
Single Bargaining Unit SBU	
WHAT	<ul style="list-style-type: none"> - Business direction and performance - All Terms and Conditions - Monitoring, implementation and interpretation of agreement
WHY	<ul style="list-style-type: none"> - Major stakeholders dependant on the future success of the business - Representation, settling and safeguarding the terms and conditions of employees
WHO	<ul style="list-style-type: none"> - Union organisers / Delegates / Management
WHEN	<ul style="list-style-type: none"> - Quarterly or as required

Note: Delegates, either alone or with their organiser, can meet to form a common position before meeting with management in the SBU. Such meetings of delegates, etc. will be agreed in advance with management to minimise disruption to the business.



Continuous Improvement Process

CIP

Preamble: This process is established to achieve continuous improvements in performance and to reduce the running costs of manufacturing within each Team or Department areas.

Site Teams Communication and Consultation	
Continuous Improvement Teams CIT	
WHAT	<ul style="list-style-type: none"> - Step changes in performance - Align manufacturing dimensions <ul style="list-style-type: none"> . People . Assets . Capabilities - Conversion cost reduction set by target
WHY	<ul style="list-style-type: none"> - Continuous improvement is necessary to secure the future - Opportunity for all employees to participate
WHO	<ul style="list-style-type: none"> - Departmental employees - Staff - Management - Consultants (as required)
	<ul style="list-style-type: none"> - Continuous and ongoing



APPENDIX D

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UNILEVER FOODS



SPREADS AND BAKERY - MARRICKVILLE 1999

Unilever

January	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							
A	PII							D	D	N	N					D	D	N	N					D	D	N	N											
B	PII									D	D	N	N					D	D	N	N				D	D	N	N										
C	PII					N	N				D	D	N	N				D	D	N	N				PII		D	D	N	N								
D	PII					D	D	N	N			D	D	N	N				D	D	N	N			PII						D							
February	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun																	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28										
A	D	D	N	N					D	D	N	N							D	D	N	N				D	D	N	N									
B			D	D	N	N				D	D	N	N					D	D	N	N					D	D	N	N									
C					D	D	N	N			D	D	N	N					D	D	N	N				PII		D	D	N	N							
D		N	N			D	D	N	N			D	D	N	N				D	D	N	N				D	D	N	N									
March	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							
A					D	D	N	N			D	D	N	N					D	D	N	N				D	D	N	N									
B		N	N			D	D	N	N			D	D	N	N				D	D	N	N				D	D	N	N									
C		D	D	N	N				D	D	N	N							D	D	N	N				D	D	N	N									
D			D	D	N	N				D	D	N	N						D	D	N	N				PII		D	D	N	N							
April	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30								
A		N	PII			PII	D	D	N	N				D	D	N	N			D	D	N	N			PII		D	D	N	N							
B		D	N	N			PII			D	D	N	N						D	D	N	N				D	D	N	N									
C			D	D	N	N				D	D	N	N						D	D	N	N				D	D	N	N									
D			PII		D	D	N	N			D	D	N	N					D	D	N	N				PII		D	D	N	N							
May	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							
A	D	N	N					D	D	N	N							D	D	N	N				D	D	N	N										
B			D	D	N	N				D	D	N	N					D	D	N	N				D	D	N	N										
C					D	D	N	N			D	D	N	N					D	D	N	N				D	D	N	N									
D		N			D	D	N	N			D	D	N	N					D	D	N	N				D	D	N	N									
June	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30								
A	D	D	N	N					D	D	N	N							PII		D	D	N	N			D	D	N	N								
B			D	D	N	N				D	D	N	N						D	D	N	N				D	D	N	N									
C					D	D	N	N			D	D	N	N					D	D	N	N				D	D	N	N									
D		N	N			D	D	N	N			PII		D	D	N	N			D	D	N	N				D	D	N	N								
July	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							
A				D	D	N	N				D	D	N	N					D	D	N	N				D	D	N	N									
B					D	D	N	N				D	D	N	N				D	D	N	N				D	D	N	N									
C		N	N			D	D	N	N			D	D	N	N				D	D	N	N				D	D	N	N									
D		D	D	N	N					D	D	N	N						D	D	N	N				D	D	N	N									
August	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed						
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							
A				D	D	N	N				D	D	N	N					D	D	N	N				D	D	N	N									
B		N				D	D	N	N			D	D	N	N				D	D	N	N				D	D	N	N									
C		D	N	N					D	D	N	N							D	D	N	N				D	D	N	N									
D			D	D	N	N				D	D	N	N						D	D	N	N				D	D	N	N									
September	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30								
A					D	D	N	N				D	D	N	N				D	D	N	N				D	D	N	N									
B		N	N			D	D	N	N			D	D	N	N				D	D	N	N				D	D	N	N									
C		D	D	N	N					D	D	N	N						D	D	N	N				D	D	N	N									
D			D	D	N	N				D	D	N	N						D	D	N	N				D	D	N	N									
October	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							
A		N	N	PII				D	D	N	N				D	D	N	N			D	D	N	N				D	D	N	N							
B		D	D	N	N					D	D	N	N						D	D	N	N				D	D	N	N									
C			D	D	N	N				D	D	N	N						D	D	N	N				D	D	N	N									
D			PII		D	D	N	N			D	D	N	N					D	D	N	N				D	D	N	N									
November	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30								
A	D	N	N					D	D	N	N							D	D	N	N				D	D	N	N										
B			D	D	N	N				D	D	N	N					D	D	N	N				D	D	N	N										
C					D	D	N	N			D	D	N	N					D	D	N	N				D	D	N	N									
D		N			D	D	N	N			D	D	N	N					D	D	N	N				D	D	N	N									
December	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							
A			D	D	N	N				D	D	N	N						D	D	N	N				D	D	N	N									
B				D	D	N	N			D																												

UNILEVER FOODS



SPREADS AND BAKERY - MARRICKVILLE 2000

Month	Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
January (2000)	A	PH		D	D	N	N					D	D	N	N				D	D	N	N						D	D	N	N	
	B	PH				D	D	N	N				D	D	N	N				D	D	N	N						D	D	N	
	C	N	N					D	D	N	N					D	D	N	N					D	D	N	N				D	
	D	D	D	N	N					D	D	N	N					D	D	N	N					D	D	N	N			
February	A																															
	B	N																														
	C	D	N	N																												
	D	D	D	N	N																											
March	A																															
	B	D	D	N	N																											
	C																															
	D																															
April	A																															
	B																															
	C																															
	D																															
May	A																															
	B																															
	C																															
	D																															
June	A																															
	B																															
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July	A																															
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August	A																															
	B																															
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September	A																															
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November	A																															
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	D																															
December	A																															
	B																															
	C																															
	D																															
January (2001)	A																															
	B																															
	C																															
	D																															

Berpriss Agt

Industrial Registrar

ON BEHALF OF :

Unilever Australia Ltd
(Unilever Foods - Spreads & Bakery)

Witness

Witness

[Signature]
A. Hunt
KJ Wright.

Date 6/5/99

Australian Workers' Union
(NSW Branch)

Witness

Witness

[Signature]
R. K. ...
General ...
David ...

Date 6/5/99

Construction, Forestry, Mining & Energy Union
Construction Division
(NSW Branch)

Witness

[Signature]
[Signature]

Date 14/5/99

Transport Workers' Union
(NSW Branch)

Witness

[Signature]
[Signature]

Date 12/5/99

