

# ENTERPRISE AGREEMENT

NO: E.A. 266 /1993

DATE REGISTERED: 1-9-93

PRICE: \$ 10-00

## THE CHARIOTO ENTERPRISE AGREEMENT

### PARTIES TO THE AGREEMENT

An enterprise agreement, made in pursuance of the NSW Industrial Relations Act 1991 in accordance with the provisions of sections 115 - 142 of the said Act, entered into between Civiltec Australia P/L, Scandurra Manufacturing P/L and Scandurra P/L trading as Charioto located at 1st Floor, 730 Anzac Parade, KINGSFORD NSW and 23 Clevedon Street, BOTANY NSW of the one part and their employees covered by the Clerks, Ice Cream Makers and Transport Industry - Mixed Enterprises Interim (State) Awards of the other part.

It is agreed by the parties as follows:

### TITLE OF AGREEMENT

This agreement shall be known as the CHARIOTO ENTERPRISE AGREEMENT

### INTENTION

This agreement shall only apply to employees in the occupations/trades identified, situated at the locations mentioned.

Charioto is an ice cream manufacturer and demand for ice cream is seasonal. The intention of this agreement is to maintain employees continuity of employment by instituting an arrangement whereby a proportion of overtime hours worked in the peak season ( summer) may be banked and taken in the low season (winter). Previously, it has been difficult to maintain continuity of employment. \*

### DURESS

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

### INCIDENCE

The agreement shall regulate partially the terms and conditions of employment previously regulated by the Clerks, Ice Cream Makers and Transport Industry - Mixed Enterprises Interim State Awards.

Except as provided by this Agreement, the conditions of employment of employees to whom this Agreement applies shall be those contained in the applicable award. Where there is inconsistency between this Agreement and the Award, this Agreement prevails.

### HOURS OF WORK

The ordinary hours of work shall be a maximum of 40 per week. These hours shall be worked Monday to Friday. The span of ordinary hours shall be as follows:

Employees under the Ice Cream Makers Award	7 am to 4 pm.
Employees under the Transport Award	8 am to 5 pm.
Employees under the Clerks Award	8 am to 5 pm.

Employees shall be paid at the ordinary rate of pay prescribed by the relevant award. The ordinary weekly rate being calculated by multiplying the ordinary hourly rate under the relevant award by forty.

## **OVERTIME**

Time worked over eight hours a day shall be treated as overtime.

### Monday to Friday

Overtime worked shall be paid at the ordinary rate of pay IN ADDITION employees will be credited with an additional half an hour for every hour worked which shall be taken as paid leave during the low season.

### Saturday

FIRST FOUR HOURS overtime worked shall be paid at the ordinary rate of pay IN ADDITION employees will be credited with an additional half an hour for every hour worked which shall be taken as paid leave during the low season.

### **AFTER FOUR HOURS**

overtime worked shall be paid at the ordinary rate of pay IN ADDITION employees will be credited with an additional hour for every hour worked which shall be taken as paid leave during the low season.

The employer is committed to keeping records which can be inspected by employees showing the number of hours that they have accumulated for taking as paid leave.

On termination of employment employees are to be paid a monetary amount which represents the balance of any hours banked in addition to other entitlements.

## **SICK LEAVE**

Employees shall be entitled to one week's sick leave on full pay during each year of employment. Unused sick leave shall not accumulate from year to year.

## **ANNUAL HOLIDAYS**

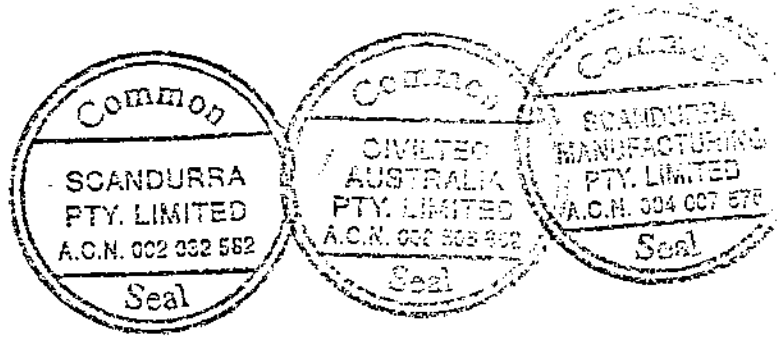
Employees are entitled to four weeks annual holiday per year as per the Annual Holidays Act. There shall be no additional payment for Annual Leave Loading.

## **TERM**

This agreement shall operate from the date of registration and shall remain in force for a period of three years unless varied or terminated earlier by the provisions provided by the Act.

Signed for and on behalf of Charioto  
Signature

Printed Name and Occupation  
Common Seals of Companies



Witness

Date 10-5-93

Signed by employees

Signature

HONG LAY HUA.

Witness

Date

19/5/93

Printed Name and Occupation

Silvia Farrugia (Driver)

Joe Jobe (General Hand. Driver)

(Clerk)

JUNG LIONG (HANDY MAN)

JASON ABBSON (SALES REP)

CEESAR RIVAS (HANDY MAN)

ISMAEL NUNEZ (HANDY MAN)