

# ENTERPRISE AGREEMENT

NO: E.A. 107 /1994

DATE REGISTERED: 5-4-94.

PRICE: \$ 10-00.

# ENTERPRISE AGREEMENT

## 1. PARTIES TO THE AGREEMENT

The Enterprise Agreement made in the pursuance of Chapter 2 of Part 3 of Division 2 - Enterprise Agreements - the Industrial Relations Act 1991 entered into on 1 October 1993 between the Linfox Transport Group, NSW, 25-27 Grose Street, North Parramatta, on one part, and the Transport Workers' Union of Australia (NSW Branch), within the occupation of Vehicle Operators.

## 2. TITLE OF AGREEMENT

The agreement shall be known as the Linfox/APM Enterprise Agreement.

## 3. INTENTION

The agreement shall apply only to those employees in the occupations identified/situated at the following location:

Linfox Transport (Aust.) Pty Ltd  
C/o Australian Paper Manufacturers  
Botany Road  
Matraville NSW 2036

## 4. DURESS

The parties to this agreement agreed that agreement has been reached through consultation without duress by any party.


## 5. INCIDENCE

This agreement shall partially regulate the terms and conditions of employment previously regulated by the Transport Industry (State) Award. Apart from the clauses specified in this agreement, all other clauses of the Transport Industry (State) Award, including the Disputes Procedure and the Grievances and Dispute Resolution Procedure of the Industrial Relations Act 1991, shall apply.

## 6. TERM

The term of this agreement will be 12 months from the date of registration of the agreement.

  
.....  
SIGNED ON BEHALF OF  
LINFOX TRANSPORT (AUST) PTY LTD


  
.....  
SIGNED ON BEHALF OF THE  
TRANSPORT WORKERS UNION OF AUSTRALIA  
(NSW BRANCH)


7. **ENTERPRISE AGREEMENT**

The following is the agreement reached between the employees and management of Linfox Transport Group, Australian Paper Manufacturers' site.

The following payments are in addition to the Rates of Pay under the Transport Industry (State) Award.

- (i) **Tonnage/Hour Incentive Scheme**  
Productivity improvements made by either collecting more tonnes in less hours or the same tonnes in less hours, 50% of the money saved in wages through increased productivity is to be passed on to the drivers quarterly.
- (ii) **Woolpack Cutting**  
Each driver will be required to cut woolpack bags on the Australian Paper Mills site. For an increase of \$10.00 per week.
- (iii) **In House Training**  
An in house trainer will be used for all vehicle training. The rate of pay will be at Grade 7 Leading Hand rate at all times, with a further \$8.00 per day being paid when the trainer is actually training.
- (iv) **Accident Costs**  
Agreed to embark on a system to reduce the number, and therefore the cost, of accidents. For an increase of \$6.00 per week.
- (v) **Repairs & Maintenance**  
The yard has agreed to take an active role in reducing the cost of repairs and maintenance to the Linfox vehicles for an increase of \$6.00 per week.
- (vi) **Multiskilling, Overhead Cranes & Clerical Work**  
For the use of overhead cranes on the APM site, and for the yard to perform clerical duties the increase of \$3.00 per week will be given.

  
.....  
SIGNED ON BEHALF OF  
LINFOX TRANSPORT (AUST) PTY LTD

  
.....  
SIGNED ON BEHALF OF THE  
TRANSPORT WORKERS UNION OF AUSTRALIA  
(NSW BRANCH)

SIGNED for and on behalf of Linfox Transport Group

Signature: *[Handwritten Signature]*  
 Name: P. G. IRONS  
 Occupation: General Manager, NSW/ACT  
 Witness: *[Handwritten Signature]*  
 Date: 25 November, 1993

SIGNED for and on behalf of the Transport Workers' Union of Australia (New South Wales) Branch

Signature: *[Handwritten Signature]*  
 Name: STEPHEN PATRICK HUTCHINS  
 Occupation: ACTING SECRETARY/TREASURER  
 Witness: *[Handwritten Signature]*  
 Date: 27<sup>th</sup> NOVEMBER 1993

SIGNED by Employees

Signature: *[Handwritten Signature]*  
 Name: ADAM FEATHERSTONE  
 Occupation: DRIVER  
 Witness: *[Handwritten Signature]*  
 Date: 26.11.93

SIGNED by Employees

Signature: *[Handwritten Signature]*  
 Name: NAGI AKYL  
 Occupation: DRIVER  
 Witness: *[Handwritten Signature]*  
 Date: 26.11.93