

ENTERPRISE AGREEMENT

NO: E.A. 143 /1994

DATE REGISTERED: 27-4-94

PRICE: \$ 14-00

## ENTERPRISE AGREEMENT

AGREEMENT made

1994 (the "registration date")

### 1. Description

This agreement shall be known as the "Airroad Distribution Casual Employees Enterprise Agreement".

### 2. Term of Agreement

This agreement shall operate for a period of 12 months from the registration date.

### 3. Parties

The parties to this agreement are:

- 3.1 Airroad Distribution Pty Limited ACN 002 955 419, a company incorporated in New South Wales and having its registered office at 31 Nyrang Street, Lidcombe, NSW 2141 (the "company"), and
- 3.2 The employees specified in Schedule A to this agreement (the "employees").

### 4. Enterprise

The enterprise for which this agreement is made is the company's operations located at:

31 Nyrang Street, Lidcombe NSW 2141

### 5. Occupations

The occupations to which this agreement relates are employees employed within the scope of the Award.

### 6. No Duress

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

### 7. Conditions of Employment

- 7.1 Except as provided by this agreement, the conditions of employment of the employees are prescribed by the Award. Where there is any inconsistency between this agreement and the Award, the terms of this agreement shall prevail to the extent of any inconsistency.

- 7.2 The making of this agreement does not preclude the making, during its term, of any further agreement concerning conditions of employment other than those specified in this agreement.

## 8. Casual Employees

- 8.1 Irrespective of hours worked, a casual employee shall be paid a minimum of 4 hours work for each start.
- 8.2 The company may engage such number of casual employees within the occupations specified in this agreement as it considers appropriate provided that the number of such casual employees engaged at any time does not exceed the number of permanent employees of the company performing work within the scope of the Award in the enterprise specified in clause 4.

## 9. Shift Work

- 9.1 Casual employees engaged on shift work shall be paid a minimum of 4 hours per shift.

## 10. Grievances and Disputes Procedure

### 10.1 Grievances Procedure


- (1) An employee must notify the company of the substance of the employee's grievance, request a meeting with the company for discussions and state the remedy sought by the employee.
- (2) A grievance must initially be dealt with between the employee and the employee's direct supervisor. If the matter cannot be resolved at that level it must be referred to the management of the company for resolution. If the matter is not resolved at that level, discussions will take place between a representative of the employee and a representative of the company with a view to resolving the matter.
- (3) Reasonable time limits will be allowed for discussion at each level of authority.
- (4) At the conclusion of the discussions, the company will provide a response to the employee's grievance if the matter has not been resolved, including, if appropriate, reasons for not implementing any proposed remedy.
- (5) While the above procedure is being followed, normal work must continue.

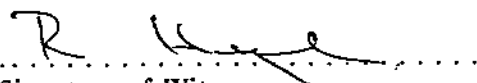
### 10.2 Disputes Procedure

- (1) A question, dispute or difficulty regarding employment must initially be dealt with as close to its source as possible.
- (2) Any question, dispute or difficulty will initially be dealt with between a representative of the employees concerned and their direct supervisor. If the matter is not resolved at that level, it will be referred to company management for discussion with a representative of the employees. If the



SIGNED by the employees  
in the presence of:

)   
) N A Connors

  
Signature of Witness

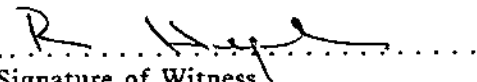
ROBERT HUGHES  
Name of Witness (BLOCK LETTERS)

3. THURMAN AVE. WINNEBAGO  
Address of Witness

Date: 9. 2. 1994

SIGNED by the employees  
in the presence of:

)   
) A Denham

  
Signature of Witness


ROBERT HUGHES  
Name of Witness (BLOCK LETTERS)

3. THURMAN AVE. WINNEBAGO  
Address of Witness

Date: 9. 2. 1994

SIGNED by the employees  
in the presence of:

)   
) F N Hellewell

  
Signature of Witness

ROBERT HUGHES  
Name of Witness (BLOCK LETTERS)

3. THURMAN AVE. WINNEBAGO  
Address of Witness

Date: 9. 2. 1994

SIGNED by the employees  
in the presence of:

) .....  
) D Hinton

.....  
Signature of Witness

.....  
Name of Witness (BLOCK LETTERS)

.....  
Address of Witness

Date: 9. 2. 1994

SIGNED by the employees  
in the presence of:

) .....  
) M A Jones

.....  
Signature of Witness

.....  
Name of Witness (BLOCK LETTERS)

.....  
Address of Witness

Date: 9. 2. 1994

SIGNED by the employees  
in the presence of:

) .....  
) C McDonald

.....  
Signature of Witness

.....  
Name of Witness (BLOCK LETTERS)

.....  
Address of Witness

Date: 9. 2. 1994

SIGNED by the employees  
in the presence of:

) *M. Rigby* .....  
) M Rigby

*R. [Signature]* .....  
Signature of Witness

*Robert [Signature]* .....  
Name of Witness (BLOCK LETTERS)

*3. [Signature] Ave. [Signature]* .....  
Address of Witness

Date: *9. 2.* 1994

SIGNED by the employees  
in the presence of:

) *P. W. Sharpe* .....  
) P W Sharpe

*R. [Signature]* .....  
Signature of Witness

*Robert [Signature]* .....  
Name of Witness (BLOCK LETTERS)

*3. [Signature] Ave. [Signature]* .....  
Address of Witness

Date: *9. 2,* 1994

## SCHEDULE A

Name	Address	Tel No
Arthur Baghoumian	16 Best Road SEVEN HILLS NSW 2147	688 1735
Nicholas Andrew Connors	13/26 McElhone Street WOOLLOOMOOLOO NSW 2011	356 3410
Andrew Denham	70 Harry Avenue LIDCOMBE NSW 2141	649 2563
Frank Norman Hellewell	11-61/67 John Street LIDCOMBE NSW 2141	646 5840
David Hinton	8 Cross Street LIDCOMBE NSW 2141	649 3058
Michael Anthony Jones	36 Schofields Road SCHOFIELDS NSW 2762	-
Christopher McDonald	31 St Ann Street MERRYLANDS NSW 2160	-
Matthew Rigby	6 Tarakan Street HOLSWORTHY NSW 2173	825 2964
Phillip Wayne Sharpe	60 Mary Street MERRYLANDS NSW 2160	681 2935