

ENTERPRISE AGREEMENT

NO: E.A. 383 /1994

DATE REGISTERED: 29-9-94

PRICE: \$ 28-00

MURRAY RIVER ELECTRICITY
ENTERPRISE AGREEMENT 1994
(STATE)

1. **TITLE**


This agreement shall be known as the Murray River Electricity Enterprise Agreement.

2. **PARTIES TO THE AGREEMENT**

The Parties to this Agreement are Murray River Electricity of 429-439 Swift Street, Albury and:

(a) The Federated Municipal and Shire Council Employees' Union of Australia; (NSW Division) and

(b) ~~The Electrical, Electronic, Plumbing and Allied Workers' Union of Australia, NSW Branch. The Electrical Trades Union of Australia~~
(NSW Branch).

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3. **INTENTION**

(a) The provisions of this Agreement shall partially regulate the terms and conditions of employment at Murray River Electricity, and take precedence and override any provisions of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award and the County Councils (Electricity Undertakings) Classifications and Rates of Pay (State) Award or any other Award or Agreement that may have application to Murray River Electricity.

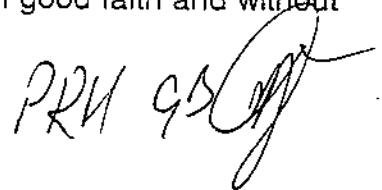
The Sick Leave provisions of the County Council (Electricity Undertakings) Conditions of Employment (State) Award apply provided that where an employee is absent up to 5 days per annum on account of sickness in the first year of employment and has not accumulated sufficient hours to meet that absence, the employee shall be paid for those hours from any balance remaining as at the first anniversary of employment.

(b) The provisions of the County Councils (Electricity Undertakings) Conditions of Employment Award and the County Councils (Electricity Undertakings) Rates of Pay Award shall continue to apply to the extent that those provisions are not provided in this Agreement.

(c) No employees shall suffer a reduction in rate of pay as a result of the expiry of this Agreement.

4. **DURESS**

This Agreement has been entered into by the Parties in good faith and without duress.

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5. **PAST PERFORMANCE**

In recognition of employees' contribution to the Distributors' past performance up to and including the financial year 1992/1993 existing award ordinary weekly rates of pay will be increased by 2.5%.

The increased weekly rates of pay are set out in Appendix 1.

Such increase in rates of pay shall take effect on and from the date of registration. Employees covered by this agreement at the date of registration will be paid the rate of pay in accordance with this Clause from the beginning of the first pay period commencing on or after 1 November, 1993.

6. **RATES OF PAY**

(a) The weekly ordinary rates of pay as set out in Appendix 1 will be increased:

(i) By a further 2.5% effective on and from the date of registration. Employees covered by this Agreement at the date of registration will be paid the rate of pay in accordance with this clause from the first pay period to commence on or after 1 July, 1994. This pay increase being in acknowledgement of the employees' commitment to and pursuance of:-

- The achievement of all Murray River Electricity's Performance Agreement targets;
- The achievement of Murray River Electricity's Corporate objectives and strategies; and
- The "Continuous Improvement in Murray River Electricity" Total Quality programme, and

(ii) By a further 1.35% in consideration of conversion of Annual Leave Loading to ordinary rates of pay. Such rates to be effective from the first pay period to commence on or after 1 July, 1994.

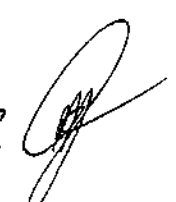
(iii) By a further 0.4% in consideration of the discontinuance of Picnic Day, effective from the first pay period to commence on or after 1 July, 1994.

(b) The increase of 2.5% detailed in Subclause (a)(i) above, will not be reduced where performance targets are not achieved through no fault of the employees.

(c) The parties recognise that the particular issues which impact on these achievements will arise from time to time and should be addressed by all parties in the spirit of this agreement.

(d) The rates of pay are applicable from the first pay period to commence on or after the 1 July, 1994.

7. **ANNUAL LEAVE LOADING**

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7. **ANNUAL LEAVE LOADING**

- (a) This Agreement shall preclude the payment of Annual Leave Loading to employees except in accordance with the provisions set out below.
- (b) Each employee shall be paid 17.5% Annual Leave Loading in respect of accrued annual leave and proportionate annual leave attributable to service up to and including the 30 June, 1994.

Such payment shall be paid to employees in the first pay period commencing on or after 1 July, 1994.

- (c) Annual Leave Loading shall not be paid for any Annual Leave accrued on or after 1 July, 1994.
- (d) Annual Leave Loading, whether on Annual Leave which has accrued, or due pro rata, shall not be paid on resignation or termination of employment or for any other reason.

8. **PICNIC DAY**

The Award Picnic Day shall not apply to employees covered by this Agreement.

9. **SECURITY OF EMPLOYMENT**

In the event that during the life of this Agreement there needs to be a reduction in the workforce, the parties agree that this is to be achieved by natural attrition or voluntary redundancy in the first instance. If this is not achievable the parties agree to discuss this issue with the intention of resolving the matter. Murray River Electricity retains its rights in performance and disciplinary matters as a separate issue.

10. **WORK ENVIRONMENT**

Both the employees and the employer agree to comply with the requirements of the Occupational Health and Safety Act 1983. The parties are also committed to complying with relevant Equal Employment Opportunity legislation as it applies to Murray River Electricity.

11. **STATE WAGE CASE**

If a State Wage Case is determined during the life of this Agreement it shall be dealt with according to the following options:-

- (a) Cost of living adjustment - any component of the State Wage increase which is identified in the decision as a cost of living adjustment shall be passed on to employees in full on the basis of any conditions imposed by the decision. This component of the increase shall be in addition to any increases rising as result of this Agreement.

- (b) Productivity increase - any component of the State Wage increase which is in return for State or Industry wide productivity improvements or is based on enterprise level productivity increases shall be adjusted to avoid double counting.

12. **TERM**

This Agreement shall commence on the date of registration and shall remain in force for a period of twelve (12) months unless varied or terminated as provided for by the Industrial Relations Act.

13. **CONSULTATIVE COMMITTEE**

The parties agree to establish a consultative committee within four weeks of registration of this agreement which shall review work and management practices with a view to enhancing efficiency and improving service and productivity. The review process will include the development of strategies for productivity improvement and for inclusion in the next enterprise agreement.

14. **FUTURE NEGOTIATIONS**

The parties agree to commence negotiations within four weeks of registration of this agreement, to outline the methodology for a further wage adjustment effective from 1 July, 1995 based on productivity improvements. It is the objective of the parties to conclude these negotiations by 30 September, 1994.

In this context, the parties recognise that the matters that can be discussed are unlimited, however, the parties agree to discuss the following matters:

- (a) The allocation of training opportunities for staff;
- (b) Work and management practices; and
- (c) The "Continuous Improvement in Murray River Electricity" total quality programme.

15. **DISPUTES AND GRIEVANCES**

Any dispute or grievance concerning the provisions or implementation of this Agreement shall be dealt with in accordance with Clause 35 'Grievances and Disputes Settlement' of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award.

16. AREA AND INCIDENCE

This Agreement shall apply to and be binding on Murray River Electricity and all employees thereof, employed under the provisions of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award.

Signed for and on behalf of
Murray River Electricity.


.....
Chairman


.....
General Manager

Date


13th May 1994

Signed for and on behalf of
The Federated Municipal and Shire
Council Employees' Union of Australia,
(NSW Division)


.....
Date

2-6-94

Signed for and on behalf of
~~The Electrical, Electronic, Plumbing and~~
~~Allied Workers' Union of Australia,~~
~~NSW Branch~~


Electrical Trades Union of
Australia, (New South Wales
Branch)


.....
Date

2nd Dec 1994

Administrative Officers

			Increase 2.50%	Total
Grade 1	1st Year	\$571.80	\$14.30	\$586.10
	2nd Year	\$587.30	\$14.68	\$602.00
Grade 2	1st Year	\$604.90	\$15.12	\$620.00
	2nd Year	\$623.20	\$15.58	\$638.80
Grade 3	1st Year	\$638.70	\$15.97	\$654.70
	2nd Year	\$651.60	\$16.29	\$667.90
Grade 4	1st Year	\$667.60	\$16.69	\$684.30
	2nd Year	\$687.10	\$17.18	\$704.30
Grade 5	1st Year	\$706.10	\$17.65	\$723.80
	2nd Year	\$724.20	\$18.11	\$742.30
Grade 6	1st Year	\$738.70	\$18.47	\$757.20
	2nd Year	\$754.40	\$18.86	\$773.30
Grade 7	1st Year	\$768.40	\$19.21	\$787.60
	2nd Year	\$781.80	\$19.55	\$801.40
Grade 8	1st Year	\$793.80	\$19.85	\$813.70
	2nd Year	\$807.20	\$20.18	\$827.40
Grade 9	1st Year	\$820.80	\$20.52	\$841.30
	2nd Year	\$832.50	\$20.81	\$853.30
Grade 10	1st Year	\$848.40	\$21.21	\$869.60
	2nd Year	\$864.00	\$21.60	\$885.60
Grade 11	1st Year	\$879.70	\$21.99	\$901.70
	2nd Year	\$894.60	\$22.37	\$917.00
Grade 12	1st Year	\$910.00	\$22.75	\$932.80
	2nd Year	\$925.40	\$23.14	\$948.50

Clerical Officers

Grade 1 (Trainees)

(at 17 years of age)	1st Year	\$216.00	\$5.40	\$221.40
(at 18 years of age)	2nd Year	\$246.60	\$6.17	\$252.80
(at 19 years of age)	3rd Year	\$276.60	\$6.92	\$283.50
(at 20 years of age)	4th Year	\$342.10	\$8.55	\$350.70

Grade 2

(at 21 years of age)	1st Year	\$386.50	\$9.66	\$396.20
	2nd Year	\$401.90	\$10.05	\$412.00
	3rd Year	\$415.00	\$10.38	\$425.40
	4th Year	\$429.60	\$10.74	\$440.30
	5th Year	\$445.10	\$11.13	\$456.20
	6th Year	\$458.50	\$11.46	\$470.00

Grade 3

1st Year	\$479.10	\$11.98	\$491.10
2nd Year	\$497.00	\$12.43	\$509.40

Grade 4

1st Year	\$509.70	\$12.74	\$522.40
2nd Year	\$523.00	\$13.08	\$536.10

Grade 5

1st Year	\$539.20	\$13.48	\$552.70
2nd Year	\$554.30	\$13.86	\$568.20

Purchasing Officers

Grade 1

1st Year	\$539.20	\$13.48	\$552.70
2nd Year	\$554.30	\$13.86	\$568.20

Grade 2

1st Year	\$571.80	\$14.30	\$586.10
2nd Year	\$587.30	\$14.68	\$602.00

Grade 3

1st Year	\$604.90	\$15.12	\$620.00
2nd Year	\$623.20	\$15.58	\$638.80

Grade 4

1st Year	\$638.70	\$15.97	\$654.70
2nd Year	\$651.60	\$16.29	\$667.90

Grade 5

1st Year	\$667.60	\$16.69	\$684.30
2nd Year	\$687.10	\$17.18	\$704.30

Store Supervisors

Grade 1

1st Year	\$445.10	\$11.13	\$456.20
2nd Year	\$458.50	\$11.46	\$470.00
3rd Year	\$479.10	\$11.98	\$491.10
4th Year	\$497.00	\$12.43	\$509.40
5th Year	\$509.70	\$12.74	\$522.40
6th Year	\$523.00	\$13.08	\$536.10

Grade 2

1st Year	\$539.20	\$13.48	\$552.70
2nd Year	\$554.30	\$13.86	\$568.20

Grade 3

1st Year	\$571.80	\$14.30	\$586.10
2nd Year	\$587.30	\$14.68	\$602.00

Professional Engineers

Grade 1

1st Year	\$592.30	\$14.81	\$607.10
2nd Year	\$636.80	\$15.92	\$652.70
3rd Year	\$680.30	\$17.01	\$697.30
4th Year	\$730.10	\$18.25	\$748.40

Grade 2

1st Year	\$778.20	\$19.46	\$797.70
2nd Year	\$793.50	\$19.84	\$813.30

Grade 3

1st Year	\$824.80	\$20.62	\$845.40
2nd Year	\$856.10	\$21.40	\$877.50

Grade 4

1st Year	\$887.80	\$22.20	\$910.00
2nd Year	\$904.10	\$22.60	\$926.70

Grade 5

1st Year	\$936.50	\$23.41	\$959.90
2nd Year	\$953.30	\$23.83	\$977.10

Grade 6

1st Year	\$970.20	\$24.26	\$994.50
2nd Year	\$986.80	\$24.67	\$1,011.50

Engineering Officers

Grade 1	1st Year	\$565.70	\$14.14	\$579.80
	2nd Year	\$580.00	\$14.50	\$594.50
Grade 2	1st Year	\$592.30	\$14.81	\$607.10
	2nd Year	\$608.10	\$15.20	\$623.30
Grade 3	1st Year	\$622.50	\$15.56	\$638.10
	2nd Year	\$636.80	\$15.92	\$652.70
Grade 4	1st Year	\$653.40	\$16.34	\$669.70
	2nd Year	\$664.20	\$16.61	\$680.80
Grade 5	1st Year	\$680.30	\$17.01	\$697.30
	2nd Year	\$693.70	\$17.34	\$711.00
Grade 6	1st Year	\$709.20	\$17.73	\$726.90
	2nd Year	\$730.10	\$18.25	\$748.40
Grade 7	1st Year	\$744.60	\$18.62	\$763.20
	2nd Year	\$761.20	\$19.03	\$780.20
Grade 8	1st Year	\$778.20	\$19.46	\$797.70
	2nd Year	\$793.50	\$19.84	\$813.30
Grade 9	1st Year	\$809.30	\$20.23	\$829.50
	2nd Year	\$824.80	\$20.62	\$845.40

Superintendent

Grade 1	1st Year	\$622.50	\$15.56	\$638.10
	2nd Year	\$636.80	\$15.92	\$652.70
Grade 2	1st Year	\$653.40	\$16.34	\$669.70
	2nd Year	\$664.20	\$16.61	\$680.80
Grade 3	1st Year	\$680.30	\$17.01	\$697.30
	2nd Year	\$693.70	\$17.34	\$711.00
Grade 4	1st Year	\$709.20	\$17.73	\$726.90
	2nd Year	\$730.10	\$18.25	\$748.40

Technical Officers

Grade 1	1st Year	\$565.70	\$14.14	\$579.80
	2nd Year	\$580.00	\$14.50	\$594.50
	3rd Year	\$592.30	\$14.81	\$607.10
	4th Year	\$608.10	\$15.20	\$623.30
Grade 2	1st Year	\$622.50	\$15.56	\$638.10
	2nd Year	\$636.80	\$15.92	\$652.70
Grade 3	1st Year	\$653.40	\$16.34	\$669.70
	2nd Year	\$664.20	\$16.61	\$680.80
Grade 4	1st Year	\$680.30	\$17.01	\$697.30
	2nd Year	\$693.70	\$17.34	\$711.00

Foreman

Grade 1	1st Year	\$545.90	\$13.65	\$559.60
	2nd Year	\$557.70	\$13.94	\$571.60
Grade 2	1st Year	\$565.70	\$14.14	\$579.80
	2nd Year	\$580.00	\$14.50	\$594.50
Grade 3	1st Year	\$592.30	\$14.81	\$607.10
	2nd Year	\$608.10	\$15.20	\$623.30

Cadet Engineers

(at 17 Years)	1st Year	\$294.00	\$7.35	\$301.40
(at 18 Years)	2nd Year	\$326.10	\$8.15	\$334.30
(at 19 Years)	3rd Year	\$355.00	\$8.88	\$363.90
(at 20 Years)	4th Year	\$384.00	\$9.60	\$393.60
(at 21 Years)	5th Year	\$441.40	\$11.04	\$452.40
	6th Year	\$468.20	\$11.71	\$479.90

Electrical Technicians

Grade 1	\$458.50	\$11.46	\$470.00
Grade 2	\$472.10	\$11.80	\$483.90
Grade 3	\$483.50	\$12.09	\$495.60
Grade 4	\$494.70	\$12.37	\$507.10
Grade 5	\$507.00	\$12.68	\$519.70
Grade 6	\$520.30	\$13.01	\$533.30
Grade 7	\$532.60	\$13.32	\$545.90
Grade 8	\$545.90	\$13.65	\$559.60
Grade 9	\$557.70	\$13.94	\$571.60

Lineworker/Cable Jointers

Grade 1	\$428.80	\$10.72	\$439.50
Grade 2	\$450.70	\$11.27	\$462.00
Grade 3	\$470.00	\$11.75	\$481.80
Grade 4	\$482.40	\$12.06	\$494.50
Grade 5	\$500.80	\$12.52	\$513.30
Grade 6	\$511.10	\$12.78	\$523.90

Electrical Worker

Grade 1	\$395.40	\$9.89	\$405.30
Grade 2	\$404.10	\$10.10	\$414.20
Grade 3	\$412.90	\$10.32	\$423.20
Grade 4	\$428.80	\$10.72	\$439.50
Grade 5	\$441.50	\$11.04	\$452.50
Grade 6	\$450.70	\$11.27	\$462.00

Depot Officer

Grade 1	1st Year	\$412.90	\$10.32	\$423.20
	2nd Year	\$428.80	\$10.72	\$439.50
	3rd Year	\$441.50	\$11.04	\$452.50
Grade 2		\$450.70	\$11.27	\$462.00
Grade 3		\$465.20	\$11.63	\$476.80
Grade 4		\$479.10	\$11.98	\$491.10

Apprentices

(a) Indentured Apprentices

1st Year	\$223.20	\$5.58	\$228.80
2nd Year	\$266.70	\$6.67	\$273.40
3rd Year	\$308.70	\$7.72	\$316.40
4th Year	\$349.90	\$8.75	\$358.70

(b) Trainee Apprentices

1st Year	\$266.70	\$6.67	\$273.40
2nd Year	\$308.70	\$7.72	\$316.40
3rd Year	\$349.90	\$8.75	\$358.70

Trainee Electrical Worker

at 17 Years and under	\$216.00	\$5.40	\$221.40
at 18 Years	\$256.90	\$6.42	\$263.30

Probationary Lineworker/Cable Jointer

	\$408.10	\$10.20	\$418.30
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Carpenters

Grade 1	\$455.40	\$11.39	\$466.80
Grade 2	\$466.90	\$11.67	\$478.60
Grade 3	\$478.90	\$11.97	\$490.90

Licensed Plumbers

Grade 1	\$470.10	\$11.75	\$481.90
Grade 2	\$481.80	\$12.05	\$493.90
Grade 3	\$495.40	\$12.39	\$507.80

Painters

Grade 1	\$455.40	\$11.39	\$466.80
Grade 2	\$466.90	\$11.67	\$478.60
Grade 3	\$478.90	\$11.97	\$490.90

Fitter Machinists

Grade 1	\$455.40	\$11.39	\$466.80
Grade 2	\$466.90	\$11.67	\$478.60
Grade 3	\$478.90	\$11.97	\$490.90
Grade 4	\$490.50	\$12.26	\$502.80

Welders

Grade 1	\$455.40	\$11.39	\$466.80
Grade 2	\$466.90	\$11.67	\$478.60
Grade 3	\$478.90	\$11.97	\$490.90

Motor Mechanics

Grade 1	\$455.40	\$11.39	\$466.80
Grade 2	\$466.90	\$11.67	\$478.60
Grade 3	\$478.90	\$11.97	\$490.90
Grade 4	\$490.50	\$12.26	\$502.80
Grade 5	\$502.80	\$12.57	\$515.40
Grade 6	\$516.10	\$12.90	\$529.00

Landscape Gardeners

Grade 1	\$418.30	\$10.46	\$428.80
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