

ENTERPRISE AGREEMENT

NO: E.A. 412 /1994

DATE REGISTERED: 20-10-94

PRICE: \$ 36-00



**PARRAMATTA CITY COUNCIL**  
**ENTERPRISE AGREEMENT**

*between*

**PARRAMATTA CITY COUNCIL**

**FEDERATED MUNICIPAL & SHIRE COUNCIL EMPLOYEES'  
UNION OF AUSTRALIA, NEW SOUTH WALES DIVISION**

**ENVIRONMENTAL HEALTH AND BUILDING SURVEYORS'  
ASSOCIATION OF NEW SOUTH WALES**

**LOCAL GOVERNMENT ENGINEERS' ASSOCIATION  
OF NEW SOUTH WALES**

**JULY, 1994**

*[Handwritten signatures and initials]*

**PARRAMATTA CITY COUNCIL  
ENTERPRISE AGREEMENT**

**1. TITLE**

This Agreement shall be known as the Parramatta City Council Enterprise Agreement, July 1994.

<b>2. TABLE OF CONTENTS</b>	<b>PAGE</b>
1. TITLE .....	1
2. TABLE OF CONTENTS .....	1
3. APPLICATION .....	3
4. PARTIES BOUND .....	3
5. NEW EMPLOYEES .....	3
6. TERM OF AGREEMENT .....	3
7. RELATIONSHIP TO PARENT AWARD .....	3
8. AIM OF AGREEMENT .....	4
9. AGREEMENT TO BE DISPLAYED .....	5
10. STAFF COMMUNICATION .....	5
11. ORGANISATIONAL COMPETITIVENESS .....	5
12. WORK TEAMS .....	6
a) Functional and Cross-Functional Work Teams .....	6
b) Self-Managed Work Teams .....	6
13. BEST PRACTICE .....	7
14. PERFORMANCE STANDARDS/INDICATORS .....	7
15. STAFF TRAINING AND DEVELOPMENT .....	8
16. COUNCIL SERVICE ALLOWANCE .....	9

17.	LEAVE .....	10
	a) Sick Leave .....	10
	b) Special Leave With Pay .....	10
	c) Leave Without Pay .....	11
	d) Long Service Leave .....	11
	e) Christmas Leave .....	11
	f) Picnic Day/ Bank Holiday .....	12
18.	CLOTHING .....	12
19.	TRAVELLING EXPENSES .....	12
20.	PHONE CALL ALLOWANCE .....	13
21.	HOURS .....	13
22.	ROSTERED DAYS OFF/ FLEX LEAVE .....	13
23.	HIGHER GRADE PAY .....	13
24.	PAY RATES .....	13
25.	PERFORMANCE MANAGEMENT .....	14
26.	FUTURE VACANCIES .....	14
27.	ABSENTEEISM .....	15
28.	DISPUTES PROCEDURES .....	15
29.	VARIATION TO AGREEMENT .....	16
30.	RENEWAL .....	16
31.	SIGNATORIES .....	17

### **3. APPLICATION**

This Agreement shall apply to all staff of the Parramatta City Council, with the exception of those employees designated as "senior staff" by Council in accordance with the Local Government Act 1993.

The rates of pay contained in clause 24 of this agreement, 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 clause 24 on and from October 1, 1993 or the date of employment, whichever is the later.

### **4. PARTIES BOUND**

The parties to this Agreement are Parramatta City Council (hereinafter referred to as the "Council"); The Federated Municipal and Shire Council Employees Union of Australia, New South Wales Division; The Environmental Health and Building Surveyors' Association of New South Wales; and The Local Government Engineers' Association of New South Wales (hereinafter referred to as the "Unions").

The parties declare that this Enterprise Agreement was not entered into under duress by any party to it.

### **5. NEW EMPLOYEES**

The parties agree that any new employee who is engaged by Council during the term of this Agreement will become a party to the Agreement. The new employee shall, as from the date of becoming a party, be entitled to all benefits and be bound by all obligations under this Agreement.

### **6. TERM OF AGREEMENT**

This Agreement shall take effect from the beginning of the first pay period commencing on or after the date of this Agreement's registration and shall remain in force for a period of twelve (12) months from that date.

### **7. RELATIONSHIP TO PARENT AWARD**

This Enterprise Agreement shall be applied in conjunction with the Local Government (State) Award, Local Government Salaried Officers' Award, Municipal & Shire Council Wages Staff Award, Health Surveyors' (State) Award, and the Local Government Engineering Staff Award.

Should cases arise where there is an inconsistency between the provisions of the Award nominated above and this Enterprise Agreement, then the Enterprise Agreement shall prevail to the extent of the inconsistency.

## **8. AIM OF AGREEMENT**

The signatories to this agreement are committed to ensuring that Parramatta City Council becomes a leader in Local Government, characterised by customer satisfaction, innovation and continuous improvement.

### **The objectives of this agreement are:**

- a) The provision of quality services, both to the community of Parramatta and to our internal customers, at all times.
- b) The attainment of the strategies, objectives and action plans of the Parramatta City Council Management Plan.
- c) The enhancement of the image and profile of Parramatta City Council and the City of Parramatta.
- d) The development of a "productivity culture" which ensures that the pursuit of continuous improvement, through the adoption of best practices and the acceptance of change is the normal way of life throughout Parramatta City Council's operations.

### **It will be achieved through:**

- a) The creation of a high performance, high trust organisation by developing a genuine partnership between staff, Unions, Councillors and the community.
- b) The embracing of change and a commitment to continuous improvement by all within Council.
- c) The development of a learning organisation based upon teamwork, flexibility, competency in skills and opportunities for development.
- d) The development of an organisation focused on the customer, driven by achievement of results.

### **The benefits from achieving the objectives will be:**

- a) Improved customer satisfaction.
- b) The provision of employment security to Council staff through improved quality of service, enhanced productivity and the development of new services to meet customer needs.
- c) The sharing of productivity gains with all staff, based upon sustainable and demonstrable improvement in performance.

## **9. AGREEMENT TO BE DISPLAYED**

Copies of this Agreement shall be displayed in places readily visible and accessible to all parties covered by the Agreement.

## **10. STAFF COMMUNICATION**

All parties agree that two-way communication is critical if Council is to become fully effective and responsive to customer needs.

The primary process for informing and involving staff shall be through their immediate line Manager/Supervisor briefing them about proposed changes.

In order to do this in a timely fashion, a cascade system of team briefings will be followed. It is also intended that this will also be used to provide staff feedback to Management. As a goal, each member of staff should be briefed by supervisors within 24 hours of an executive decision.

The supplementary processes for informing staff include: the (30) noticeboards, electronicmail (where available), the staff newsletter "PARRACHATTA", and in special cases direct mail to a person's workplace or home address. The choice of method will depend upon timeliness and the nature of information being conveyed.

Avenues for two-way communication with other sections will include participation in intra-section group meetings (team effectiveness workshops), and also via representatives on the Consultative Committee.

As part of the commitment to Total Quality Management (T.Q.M.), it is also expected that staff will continuously monitor and identify customer needs at all levels and discuss these initially in their work groups for action and communication to supervisors.

This Agreement recognises the rights of the Unions to communicate with and represent the interests of their members, including organised meetings, up to eight (8) hours per annum, if required.

## **11. ORGANISATIONAL COMPETITIVENESS**

Council and its employees are committed to ensure that all areas of the organisation are operating at a level of efficiency and cost effectiveness which compares favourably with the same level and standard of service that exists with providers of similar services in the community at large.

The parties agree that a process encompassing the concept of Organisational Competitiveness shall be adopted in selected and agreed work areas of Council as a means of measuring productivity, efficiency and effectiveness.

The parties will agree to identify within six (6) months of the date of registration of this agreement:

- ◆ the areas of Council to be compared with the community
- ◆ the formulae to be used for comparisons which shall include the real cost provision by Council and other providers. The formulae should also clearly define the levels and quality of service.

Where the comparison is unfavourable to Council, all parties commit to establishing a Project Action Team to determine means to improve the efficiency and effectiveness of the area of operation.

## **12. WORK TEAMS**

### **a) Functional and Cross-Functional Work Teams**

All parties recognise that teamwork is a key to introducing productivity improvements in the future.

This will result in employees working in both functional and cross-functional Project Action Teams from time to time.

Functional teams are defined as teams formed from within the same area, whereas cross-functional teams involve employees from different areas, formed to address a specific or particular issue.

### **b) Self-Managed Work Teams**

All parties are committed to the concept of self-managed work teams as a means of increasing employee job satisfaction and productivity.

The concept aims to empower work teams to make operational decisions which affect their day-to-day work providing improved service to their customers (except where there is a policy or budget implication) without the necessity to refer to a higher level of authority.

It is recognised that the introduction of this concept will have a significant impact on the role of jobs and will aim at increasing empowerment. It will also result in the need for increased levels of flexibility of staff to perform a range of duties at various levels of skill and responsibility.

Training will be provided to give employees a greater understanding of the operation of teams and the roles that people play.



### 13. BEST PRACTICE

The parties agree that Best Practice is simply the best way of doing things - it is a process of constantly changing and adapting to meet new needs. Best practices are not fixed. At any particular point in time it is the method of operation to achieve exemplary levels of performance. Best practices are not restricted to an examination of costs but also includes quality and timeliness of delivery.

"Best Practice" at Parramatta City Council will be based on the following principles:

- ◆ understanding and measuring customer needs
- ◆ benchmarking against other organisations
- ◆ continuous improvements
- ◆ a multi skilled workforce
- ◆ a flexible workforce committed to change through consultation
- ◆ employee involvement

All parties agree that international or other relevant Best Practices be jointly identified and adopted in measuring and improving the efficiency of all Council functions.

As a result, all parties are committed to a process which will ensure that:

- ◆ within six (6) months after the date of registration of this agreement - we will develop and implement systems which will identify local and international Best Practice benchmarks in specific target areas within Council.
- ◆ within twelve (12) months after the date of registration of this agreement - we will have develop and implement Best Practice benchmarks across the Organisation wherever appropriate.

The identification, development and implementation of Best Practice benchmarks will be undertaken in consultation with the Consultative Committee. Appropriate training will be given to the members of any Project Action Team formed.

### 14. PERFORMANCE STANDARDS/INDICATORS

The parties are committed to a process of continuous improvement and see performance indicators and performance standards as a means of measuring what has been achieved and the need for any further improvements. The primary role of performance indicators is to assist in the attainment of corporate goals in the interest of the customers, staff and Council in improving the quality of service.

Performance Indicators will be developed with reference to clearly articulated departmental and divisional objectives. These objectives will be developed through a consultative process and be subjected to periodic reviews.

It is recognised that performance indicators are a means of identifying trends, efficiency and effectiveness against Best Practice benchmarks. They enable the identification of areas where there is potential for further improvements.

Key benchmark indicators shall include but not be limited to:

- ◆ customer service
- ◆ customer satisfaction (internal and external)
- ◆ wastage and rework
- ◆ customer request turnaround
- ◆ workforce participation in productivity improvements
- ◆ financial performance
- ◆ staff turnover and absenteeism
- ◆ safety
- ◆ training

An implementation strategy is to be developed by Senior Management Team (SMT) in consultation with the Consultative Committee and the Unions within six (6) months after the date of registration of this agreement.

## **15. STAFF TRAINING AND DEVELOPMENT**

All parties are committed to the training and development of staff to enhance their career paths and to enable increased productivity and effectiveness. In addition, it is aimed at creating a learning environment together with an improved quality of working life for employees of Parramatta City Council.

The principal focus of training during the term of this agreement will be on:

- ◆ Team Work and Team Management
- ◆ Best Practice and Total Quality Management
- ◆ Equal Employment Opportunity
- ◆ Health and Safety.

In addition, training in other areas including leadership, customer service, literacy, communication skills and life skills (that is, skills that enable you to manage your work life better, such as conflict resolution and time management) will also be provided on a regular basis.

The basis for selection will be in accordance with Parramatta City Council's training plan.

As a means of ensuring staff have access to training and development opportunities, a more flexible approach will be taken in scheduling structured training programmes. From time to time, these will be conducted outside ordinary hours, for example, on a Saturday, and subject to individual employees agreeing to attend, they will be either paid at ordinary rates of pay or be granted time in lieu.

Staff unable to attend training outside normal working hours will not be disadvantaged.

Council will provide child care or reimburse reasonable child care expenses incurred for employees with family responsibilities who would be unable to attend such training without child care arrangements.

## 16. COUNCIL SERVICE ALLOWANCE

For existing employees receiving a service allowance, the current service loadings will continue to apply and are prescribed as follows in Industrial Agreement No. 8713 filed with the Industrial Registrar on 26th March, 1992:

In addition to the minimum rates of pay as prescribed by the said Awards to apply:

- a) Each employee who is employed ... by Council, shall be paid the sum of two dollars and sixty cents (\$2.60) per week from the date of commencement of service.
- b) Each employee who has completed or who, subsequent to the date of making this Agreement, completed twelve months satisfactory service, shall be paid the sum of two dollars and eighty cents (\$2.80) per week above the rates prescribed in subclause (a) of this Clause.
- c) Each employee who has completed or who, subsequent to the date of making this Agreement, completed twenty-four months satisfactory service, shall be paid the sum of two dollars and seventy cents (\$2.70) per week above the rates prescribed in subclauses (a) and (b) of this Clause.
- d) Each employee who has completed or who, subsequent to the date of making this Agreement, completed thirty-six months satisfactory service, shall be paid the sum of two dollars and seventy cents (\$2.70) per week above the rates prescribed in subclauses (a), (b) and (c) of this Clause.
- e) Each employee who has completed or who, subsequent to the date of making this Agreement, completed forty-eight months satisfactory service, shall be paid the sum of four dollars and seventy cents (\$4.70) per week above the rates prescribed in subclauses (a), (b), (c) and (d) of this Clause.

For new employees (Salaried Staff only), no additional service loadings will be paid as the base rate will be consistent with Council's recommended salary guidelines which will reflect market pay rates.

## 17. LEAVE

### a) Sick Leave

All employees shall be entitled to three (3) weeks sick leave on full pay subject to the following conditions:-

- i.) That the Council is satisfied that the sickness is such that it justifies time off and
- ii.) That the illness or injury does not arise from engaging in other employment and
- iii.) That proof of illness to justify payment may be required by the immediate supervisor after 2 days absence or after 3 separate periods (min. 1/2 day) in each service year.

Sick leave shall accumulate from year to year, so that any balance of leave not taken in any one year may be taken in a subsequent year or years without reduction of sick leave prescribed in respect to that year. This Agreement is made without prejudice to any accrued rights by any employee respecting sick leave up to and including the date of this Agreement.

### b) Special Leave With Pay

(i) An employee who is called upon to serve on a Jury shall receive pay equal to the employees normal daily rate of pay for each day the employee is required to serve, provided that an amount shall be deducted equal to any payment received from the Crown. However, if the full amount received from the Crown is paid to Council, then no reduction in the employee's normal rate of pay will apply.

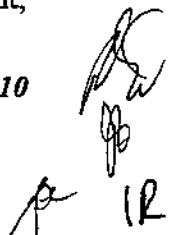
(ii) An employee who attends for medical visits due to war caused disabilities accepted by the Repatriation Department shall be entitled to leave of absence with pay.

(iii) Where an employee is absent from duty because of a death in the family, the employee shall be granted leave with pay upon the day of the death and the day of the funeral.

For the purpose of this Clause 17(b)(iii), family shall mean mother, father, sister, brother, spouse/partner, children, mother-in-law, father-in-law, grandparents.

(iv) In the event of a natural disaster, special leave shall be granted to employees involved in a voluntary organisation covered by the State Disaster Plan, such as State Emergency Service, Voluntary Bushfire Brigade and similar organisations.

(v) Special Leave with pay shall be granted to employees who, after genuine attempts, are prevented from attending their normal place of work as a result of a natural disaster or accident,



provided that satisfactory proof of the event(s) can be provided.

(vi) The Council grant to those employees, who are members of the General Reserve, four (4) weeks Special Leave per annum in respect of annual training and/or attendance at a school, class or course of instruction.

The Council will make up the difference (if any) between the member's service pay and the member's salary or wages.

(vii) Staff may utilise a maximum of 3 days in any calendar year, from their existing 15 days sick leave per year for use where there is a need to attend to a domestic necessity. Documentary evidence to the satisfaction of the employee's supervisor is a requirement in this regard.

**c) Leave Without Pay**

Leave without pay is to be arranged and approved prior to the leave being taken.

However, where there is special justification, leave may be granted provided that Council is notified no later than one hour after normal starting time, and/or the approval of the Supervisor has been obtained.

Where employees have accrued substantial amounts of annual leave, over and above award provisions, leave without pay will only be granted in exceptional circumstances.

**d) Long Service Leave**

Long Service Leave shall accrue and may be taken in periods of not less than one (1) week at the discretion of the employee and at such times as may be mutually agreed by the employee and the Council.

Employees shall be entitled to Long Service Leave as prescribed in the ~~Local Government (State) Award~~ <sup>Awards referred to in Cause 7</sup> Award. Award Holidays which fall during the Long Service Leave Period will be paid as Award Holidays.

**e) Christmas Leave**

The parties agree that the Council offices will remain open during the Christmas and New Year period.

All employees shall in addition to their normal annual holidays, whether granted pursuant to an Award, Enterprise Agreement or contract of employment, be entitled to three (3) days on full pay between Boxing Day and New Years Day each year.

Employees who are on leave or who are required to work during this period shall be entitled to receive the extra three days as an addition to their normal annual holidays. Leave loading is not

applicable to the three extra days.

Employees shall be allowed to cease work at 12.30pm to attend the Staff Christmas Party, so long as skeleton staff as directed by Divisional Managers remain, thereby providing a service to ratepayers. Staff who remain to provide this service shall be granted "time in lieu" at a mutually convenient date.

#### **f) Picnic Day/ Bank Holiday**

The parties agree that the Council offices will remain open on Picnic Day and Bank Holiday between the agreed hours.

Staff directed, in writing, to work on either or both days shall be awarded pay and conditions in accordance with the Local Government (State) Award.

Staff who prefer to work on either or both of these days, but have not been directed, will be paid at ordinary rates of pay, and be credited with time in lieu to be taken at any time convenient to staff and the Supervisor.

### **18. CLOTHING**

Any staff member who performs duties where protective clothing and shoes are required will be given an initial issue of 2 pairs of this safety equipment and then it will be re-issued on a needs basis and by exchange.

This clothing is to be retained by the employee upon resignation or retirement subject to any protective clothing bearing the Council's emblem being shown to the appropriate officer of Council to ensure that the emblem has been removed prior to it being permanently retained.

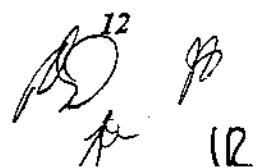
The parties agree to establish a Project Action Team to review the existing policies on protective and corporate clothing, and investigate the suitability and appropriateness of it and the image it projects.

### **19. TRAVELLING EXPENSES**

Each employee commencing and/or ceasing on a job located away from Council's Depot, shall be paid a flat rate of five dollars fifty cents (\$5.50) per day travelling expenses in addition to the employees weekly wage.

Only employees who are entitled to a disability allowance, as provided by the Local Government (State) Award Clause 7, will be entitled to this allowance.

The Technical Services Work Practices Committee will review this allowance. All parties agree to this clause either being amended, or deleted from this agreement, subject to s.125 of the Industrial Relations Act 1991, and placed in separate workplace agreement, depending on the outcome of the review, and in complete consultation with all parties involved.

 12  
12

## **20. PHONE CALL ALLOWANCE**

Employees who do not have a Council mobile phone, and are required to use their home phone as a result of being ON CALL, in addition to the payment for rentals, shall be paid twelve dollars fifty cents (\$12.50) per quarter for calls.

## **21. HOURS**

To ensure desirable service levels are met, systems may be developed by agreement between Directors and staff, in conjunction with the Consultative Committee and appropriate Union, to utilise the flexibility of hours provisions contained in the Local Government (State) Award, to ensure that services to customers are available to meet their needs.

Project Action Teams will be formed to investigate flexible working hour requirements in each Department/Division/Section.

The Project Action Teams will report to the Consultative Committee and Council.

## **22. ROSTERED DAYS OFF/ FLEX LEAVE**

Where prior agreement is reached between an individual employee and the supervisor to work on a Rostered Day Off (RDO)/ Flex, the employee shall receive additional pay at ordinary rates as well as the full weeks pay.

If an employee is called upon to work on an RDO payment shall be made in accordance with the Call Back clause of the Local Government (State) Award.

## **23. HIGHER GRADE PAY**

Payment for use of skills shall be in accordance with the Local Government (State) Award.

Any staff member who is acting in a higher position for a period of 3 months or more, will be paid all subsequent leave entitlements at the higher rate of pay whilst occupying that position.

A Project Action Team will investigate the most appropriate means of ensuring that the provisions of the Local Government (State) Award are applied.

## **24. PAY RATES**

(i) The Council acknowledges that its employees are its most valuable asset, and agrees to increase existing pay rates in recognition of productivity gains already achieved by staff, and as a goodwill gesture aimed at securing future co-operation.

All full-time employees will be entitled to a pay increase of 2.0% per week (for all purposes)

effective from the first full pay period on or after October 1, 1993.

Part-time and casual employees will be entitled to a pro-rata increase based on their normal weekly working hours.

Subject to the registration of the Enterprise Agreement by the Industrial Relations Commission, all full-time employees will be entitled to a further pay increase of 2.0% per week (for all purposes), effective from the first full pay period on or after October 1, 1993.

Part-time and casual employees will be entitled to a pro-rata increase based on their normal weekly working hours.

This increase will be absorbed into any increases flowing from any State Wage Case decision which comes into effect prior to June 30, 1994.

From January 1, 1994, pay rates may be increased in line with improvement in individual or group performance.

The Unions undertake that for the life of the Enterprise Agreement, there will be no further pay increases sought or granted, except for those detailed in the Agreement.

(ii) Until specific pay rates are negotiated, as a part of separate Council Agreements, existing penalty rates will apply.

## **25. PERFORMANCE MANAGEMENT**

The Performance Management Cycle adopted by Council consists of three phases:

- ◆ Performance Planning which involves all staff discussing and agreeing upon goals and expected standards of performance with their Supervisors.
- ◆ Ongoing feedback on a regular basis to ensure both parties are able to review progress, identify and discuss issues which need attention, and amend goals if necessary.
- ◆ An Annual Review during which performance over the review period is discussed and recorded in the Performance and Development Review, ways of improving performance are discussed, training and development plans are agreed, and future objectives set.

The parties support these principles of performance management and agree to take appropriate steps, working together to ensure Council's services do not suffer, whilst maintaining fair and equitable treatment of employees.

## **26. FUTURE VACANCIES**

In line with Council's philosophy of constantly reviewing work practices to enhance productivity, any vacancy caused through resignation, promotion, etc. will be examined by the immediate supervisor before a replacement is approved.



A genuine attempt must be made by the Supervisor to replace the position within 4 weeks of the position becoming vacant.

If it is decided by the Supervisor not to find a replacement, then the Supervisor must put in writing the reasons for not filling the position and forward this to the Consultative Committee, the Union and the staff in the relevant work area within 2 weeks of the position becoming vacant.

## **27. ABSENTEEISM**

The parties agree that strategies will be developed to achieve sustained reductions in absenteeism.

A Project Action Team will be formed to obtain data to investigate the effectiveness of steps taken in other organisations to reduce absenteeism, and recommend a course of action for Parramatta City Council.

## **28. DISPUTES PROCEDURES**

The aim of this procedure is to ensure that where there is potential for dispute, agreed steps are followed to enable speedy resolution. These steps will commence at the workplace and involve minimal formality.

At any stage of the procedure, a party to the grievance or dispute may:

- a) request the involvement of higher level management,
- b) seek assistance from a representative of the person's union,
- c) refer the dispute to the Industrial Relations Commission of NSW.

The procedure is to be followed as quickly as possible and should take no longer than three (3) weeks from start to exhausting all the steps involved, other than steps (iv) and (v) set out below.

However, it is accepted that in certain circumstances the time frames may need to be extended by agreement of the parties to facilitate resolution of a grievance/dispute, for example, interpersonal conflict.

- (i) Any grievance, complaint or dispute shall, in the first instance, be discussed at the local level between representative(s) of Council and representative(s) of the employees.
- (ii) Should the matter not be resolved at the local level, it shall be referred to the appropriate Union for discussion with representative(s) of Council.
- (iii) Should the matter not be resolved, discussions shall take place between representatives of Council, the Association and the Union or Unions.
- (iv) At any stage of the disputes procedure, any party may notify the Industrial Registrar as to the existence of an industrial dispute.

- (v) Work shall continue as normal whilst a matter in dispute is still in the course of negotiation and/or arbitration.

## 29. VARIATION TO AGREEMENT

The parties agree that nothing in this Agreement shall preclude them from entering into negotiations to vary this Agreement where a specific need is mutually agreed.

## 30. RENEWAL

The parties agree to commence negotiations on a new Agreement no later than six (6) months prior to the termination date of this Agreement. Management shall advise the Consultative Committee when negotiations for renewal of the Agreement are due.

During this 6 months deliberation period, the parties will meet in order to seek agreement/resolution of any issues.

