

ENTERPRISE AGREEMENT

NO: E.A. 450 /1994

DATE REGISTERED: 18-11-94

PRICE: \$ 14-00

STATE

1. TITLE

This Agreement shall be known as the BTR Engineering (Sales and Service) Enterprise Bargaining Agreement 1994.

2. ARRANGEMENT

The Agreement is arranged as follows:

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3. APPLICATION

This Agreement shall apply at BTR Engineering (Sales and Service) 211 Warren Road, Smithfield NSW 2164 to all employees who are bound by the terms of the Clerks (State) Award, insofar as those provisions relate to the parties referred to in Clause 4 - PARTIES BOUND - of this Agreement. This Agreement shall supercede and nullify any previous "Enterprise Bargaining Agreement". Namely EA331/93.

4. PARTIES BOUND

The parties to this Agreement are:

- a. BTR Engineering (Sales and Service);
- b. All clerical employees whether members of an organisation of employees or not, engaged in any of the occupations, industries or callings specified in the Clerks (State) Award.

5. DATE AND PERIOD OF OPERATION

This Agreement shall operate from the beginning of the first pay period to commence on or after the date of approval of this Agreement and shall remain in force until 30th June 1996.

6. RELATIONSHIP TO PARENT AWARD

This Agreement shall be read and interpreted wholly in conjunction with the Clerks (State) Award, provided that where there is any inconsistency between this Agreement and the Clerks (State) Award, this Agreement shall take precedence to the extent of the inconsistency.

7. SINGLE BARGAINING UNIT

For the purpose of negotiating this Enterprise Agreement, a single bargaining unit has been established.

8. OBJECTIVES OF THE AGREEMENT

The objectives of this Agreement are as follows:-

- a. All employees agree to be paid by Electronic Funds Transfer from the date of this Agreement. The employees wages will be transferred on the current pay day into a bank account of the employees choice (or other recognised financial institution). A payslip will be given to the employee on the same day.
- b. All employees will work toward upgrading their knowledge in systems and products information to further enhance the flexibility of the enterprise.

- c. The Company undertakes to provide internal and external training to ensure continual improvements within the enterprise. The Consultative Committee will be involved in formulating and monitoring training programs which will provide real gains to the enterprise. Such training includes accredited appropriate third party structured training programs i.e. Trade Union Courses.
- d. All employees are committed to the implementation of pre-set productivity measures and guidelines to achieve real, demonstrable and continual gains in productivity, efficiency and flexibility. These measures are agreed to by both management and the employees. The proposed Productivity Matrix forms an appendix to this document.
- e. Additional upgrades to the enterprise are planned to be introduced over the period of this Agreement. The Company will communicate and co-operate with the introduction of these changes, some examples of the upgrades which are planned include: Bar coding, Automatic packing machine, Computer hardware and Software etc.
- f. Employees agree to recycling of Waste Materials where appropriate procedures are put in place.
- g. The parties agree that personnel other than those employed in the warehouse will not receive, pick, pack or despatch any item within the warehouse.

Where physical verification/identification is required warehouse management or leading hands must be advised prior to the actual occurrence.

- h. To move towards better communication between management/office/factory.
- i. To provide for "incidental flexibility" between departments. The term "incidental flexibility" is intended to include:-
 - . The performance of tasks incidental to an employee's main function which facilitate the completion of a whole task;
 - . This flexibility is not intended to disadvantage any individual.

9. WAGES

a) Wages will be increased as follows:-

Classification Table	Col 1	Col 2	Col 3
Clerk Grade 5	3.5%	3.5%	2.00%
Clerk Grade 4	3.5%	3.5%	2.00%
Clerk Grade 3	3.5%	3.5%	2.00%
Clerk Grade 2	3.5%	3.5%	2.00%
Clerk Grade 1	3.5%	3.5%	2.00%

b) The wage increases in sub clause (a) shall be payable as follows:-

- i. The wage increase shown in Column 1 of sub clause (a) hereof shall be payable from the beginning of the first full pay period to commence on or after the date of approval of this agreement.
- ii. The wage increase shown in column 2 of sub clause (a) hereof shall be payable on and from the 26th March 1995.
- iii. The wage increase shown in Column 3 of sub clause (a) hereof shall be payable on and from the 1st of January 1996.

c) The wage increases specified in sub clause (a) of this Clause shall be payable in addition to the current agreed enterprise rates of pay and shall constitute part of the all purpose rate of pay in respect of employees covered by this Agreement.

d) The wage increases referred to in sub clause (b) of this Clause shall not be absorbed into any over award payment.

10. AVOIDANCE OF INDUSTRIAL DISPUTES

The parties to this Agreement shall observe the following procedures for Avoiding Industrial Disputes:-

- a. Where a dispute arises in a particular establishment which cannot be resolved between the employees or their representative, and the supervising staff, it shall be referred to the appropriate manager of the employee.
- b. If the dispute is not resolved at this level the matter shall be referred to the union and/or it shall be notified under Section 188 of the Industrial Relations Act 1991.

11. NOT TO BE USED AS A PRECEDENT

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise.

12. MINIMUM CONDITIONS

This Agreement shall not operate so as to cause an employee to suffer a reduction in ordinary time earnings or in national standards such as standard hours of work, annual leave or long service leave.

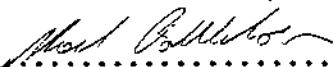
The ordinary hours of work shall be worked between 6 am and 6 pm Monday to Friday and average 38 hrs per week over 19 days in a four week cycle. The rate of pay for ordinary hours work shall be such that no employee earns less than the minimum amount specified in the Clerks (State) Award.

13. RENEWAL OF AGREEMENT

- a. The parties to this Agreement recognise the gains made by all employees prior to this Agreement. In an atmosphere of mutual trust and goodwill all parties agree to seek further efficiencies and improvements in productivity for the future through the appropriate consultative mechanism.
- b. Discussions will take place no later than six months prior to the expiry of this Agreement to discuss any changes required for a future Agreement.

14. DURESS STATEMENT

This Agreement was not entered into under duress by any party.

Signed by...  on this day Tenth August 1992
NOEL R. WILSON - GENERAL MANAGER

PROPOSED PRODUCTIVITY MATRIX

MONTH MEASURE	TARGET PLAN	ACUTAL	VARIANCE	WEIGHTING	RESULT
NIL OFFS PER 1000 LINES ACCOUNTS NIL OFFS (STK INVOICED) TOTAL %					
DESPATCH LINES NOT SENT BY CUT OFF TIME					
RECEIVABLES - DAYS SALES RECEIVABLES - % OVERDUE					
N.S.W. FREIGHT EXPENSE N.S.W. FREIGHT RECOVERY NET RESULT					
MANUFACTURE- HOURS AVAILABLE - HOURS CHARGED					
PURCHASING - LINES EXPIDITED LINES OUSTANDING %					
TYPING (ECT) NOT COMPLETED ON TIME - % OUTSTANDING					
"QUALITY" DAMAGED STOCK					
CAR COMPANIES OUTSTANDING ORDERS					

WEIGHTING FORMULA

ALL ANNUAL REVIEW EMPLOYEE'S NAME, ADDRESSES AND PHONE NUMBERS

SIGNATORIES TO 1994 BTR ENGINEERING SALES & SERVICE DIVISION ENTERPRISE AGREEMENT

EMPLOYEE'S NAME	NUMBER & STREET	SUBURB	F/CODE	PHONE NO.
CHAN DANIEL	19-AVONlea STREET	CANLEY HEIGHTS	2166	7255571
LEVER FREDERICK ARTHUR <i>leave</i>	5 ULONGA PLACE	TOONGABBIE	2146	6315231
LOVELL HELEN BEVERLEY	49 CANTRELL STREET	YAGOONA	2199	6445960
TURNER GREG	15-BUENA-VISTA AVENUE	DENISTONE	2114	
D'CRUZ TRUDY ANN	39-LAWN AVENUE	BRADBURY	2560	046281506 <i>leave</i>
STEWART ELIZABETH	91-PROCTOR PARADE	CHESTER HILL	2162	6445813 <i>E. Stewart</i>
ANDREAZZA JULIE <i>at leave</i>	9 SABA STREET	FAIRFIELD WEST	2165	7253406
ANFORTH HERRILYN KAE	43-ORCHARDEIGH STREET	GUILDFORD	2161	6328522
HALL RAYMOND JAMES	5-KARINGAL AVENUE	CARLINGFORD	2118	8713987
MCHILLAN AUDREY ELIZABETH	56-DELGARNO ROAD	BONNYRIGG	2177	82335016
MC MORRAN KIM ANN	97-MT VERNON ROAD	MT VERNON	2759	
PALCOMBO DEBORAH ALISON	LOT 420-CHAMELON DRIVE	ERSKINE PARK	2759	8343106 <i>Palombo</i>
RICARDO MONICA SOLEDAD	51-STOCKDALE CRESCENT	ABBOTTSBURY	2176	8234968
TALVSKI ZORRA <i>at leave</i>	24 CHELMSFORD AVENUE	BANKSTOWN	2200	7081926
WILLIAMS LEONIE MAREE	51 WOODLAND ROAD	CHESTER HILL	2162	6448840 <i>Williams</i>
ZULIC ROBERT	11 HAMERSLEY STREET	FAIRFIELD WEST	2165	6048518
ABBOTT CHRISTOPHER JOHN	22/30-HELPSEN ROAD	HINTO	2566	6038589
HOGAN PHILLIP GRAHAM	5-BELVEDERE AVENUE	CASTLE HILL	2154	6347421
KOPPERS GERRIE MATHEA	79-PICNIC POINT ROAD	PICNIC POINT	2213	7739632
OSTASKEVICH ANGELA	69-MCMAHON ROAD	YAGOONA	2199	6451807
ROBERTSON STANA	10/100-KISSING POINT ROAD	DUNDAS	2117	6385797
THURSTON BARRY	77-KENT GARDENS	SOLDIER POINT	2301	
ASHWORTH ROY KEITH	54A-STONE STREET	BAREWOOD	2206	7183814
BANAS DIOSDADO <i>P.O.</i>	5 CORDELIA CRESCENT	ROOTY HILL	2766	6250256
BELLENGER SUZANNE	62/320-POLDING STREET	FAIRFIELD	2165	6046908
CHRISTIANSON JAMES LEONAR	1-CENTAUR STREET	REVESBY	2212	7737109
FAUNCE RICHARD ALLEN	7 LEICESTER PLACE	MILLER	2168	6073885
GERAL WENDELL	6/5-7 COOK STREET	GLEBE	2037	5664368
JAKOVljeVIC GORAN	31-GLOUGESTER STREET	BONNYRIGG	2177	8233270
KELLY DONNA ANN SICK	21 SPOFFORTH STREET	ERMINGTON	2115	6387561
KOPPERS RIA WILHELMINA MA	8-KIMBARRA AVENUE	CAMDEN	2570	046558964
LAMONT GREGORY THOMAS	26-MACARTHUR PLACE	RUSE	2560	046262563
LEKOSKI LEPA	3-CENTAUR STREET	REVESBY	2212	7715058
SANTILLO JOE	6 FERRY ROAD	LANSVALE	2166	7245003
WEIR JOHN GILBERT	18-DOLLIN STREET	ST. MARYS	2760	6239335
YOUNG TRACEY	1-GURNER PLACE	KELLYVILLE	2153	62942439
GIBSON BRIAN JAMES	LOT 2 SPINGS ROAD	CAMDEN	2570	046580550
WIFFEN GARY JOHN	15-WILLIAM STREET	REIDTOWN	2519	042832211
LLOYD TERRY	41-EASTERN ROAD	QUAKERS HITT	2769	