

ENTERPRISE AGREEMENT

NO: E.A. 59 /1994

DATE REGISTERED: 3-3-94

PRICE: \$ 14-00.

1. TITLE

This Agreement shall be referred to as the N.B. Love Adhesives (N.S.W.) (Enterprise Agreement) 1993.

2. ARRANGEMENT

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3. APPLICATION OF AGREEMENT

A. This Agreement shall apply at N.B. Love Adhesives, (N.S.W.), in respect of all employees who are engaged in any of the occupations, industries or callings specified in the Starch Manufacturers (State) Award.

B. This agreement was not entered into under duress.

4. PARTIES BOUND

A. N.B. Love Adhesives, (N.S.W.), and its employees who are engaged in any of the occupations, industries or callings specified in the Starch Manufacturers (State) Award.

B. The organisations of employees listed below and their members thereof respectively -

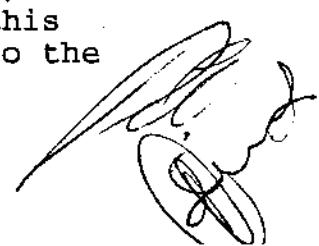
National Union of Workers
New South Wales Branch
3-5 Bridge Street
Granville

5. PERIOD OF OPERATION

This Agreement shall remain in force from the beginning of the first pay period to commence on or after registration and shall operate until the 1st October 1995.

6. RELATIONSHIP TO PARENT AWARDS

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



7. TERMS OF AGREEMENT

a. The parties agree that the objective of this Enterprise Bargaining Agreement shall be:-

- to be an efficient low cost producer of industrial adhesives.
- the production of the highest quality product with a reduction in and elimination of rejects and rework and the maximisation of batch yields.
- the development and support of a motivated, skilled, flexible and adaptable workforce.
- the removal of inefficient provisions in all functions associated with the production of industrial adhesives.
- to work towards the achievement of International Best Practice procedures and to continue to build on the AS3902 certification once achieved.
- to enhance and increase our competitive position in the market through the further development of a culture of excellence and quality of service to our customers.

This agreement represents the first stage of a larger process of the development, of these objectives.

b. **Wage Increase**

A number of efficiency measures have already been instituted as a result of joint negotiation and co-operation and the Company is already receiving benefits from these. In view of this an increase to the weekly all purpose wage rate is to be awarded as follows:-

- i. 3% effective from the date of ratification of this Agreement.

- ii. A further minimum 3% wage increase from 1/2/1994 based on a review of measured increases in productivity achieved in excess of the amount awarded under (1) above as outlined but not limited to the savings listed in Appendix 1 of this agreement. The parties to this agreement will work closely together to achieve a level of measured savings which will result in a minimum wage increase of 3% at this review period.

The basis of distribution of these savings to be one third to shareholders, one third as a contribution to capital works related to efficiency improvement, one third distributed by way of a wage increase.

- iii. A further minimum 3% wage increase after a period of (12) months from the date of ratification of this agreement. The parties to this agreement will work closely together to achieve a level of measured savings which will result in this minimum wage increase of 3% at this review period. The distribution of those savings in excess of (i) and (ii) above to be on the same basis as given (in ii) above.

These will be the only increases during the life of the Agreement.

c. Training

The Company recognises that training is the fundamental vehicle for long term success and is committed to the development of skills and knowledge of its employees both by training and job rotation. This commitment to training will be a joint one with employees, and accordingly, employees who are willing to participate in training will be required to participate in training conducted by the Company or on behalf of the Company.

d. Consultative Committee

The parties agree to support and implement the concepts of a Consultative Committee as a means to improve efficiencies and productivity.

e. Efficiency Improvements

Improvements in the efficient running of the plant including changes in work practices which bring about savings for the Company, are the responsibility of all members of staff through the institution of the Consultative Committee. The Consultative Committee is composed of two (2) representatives of the Production Work Force, (being Union Members) the Factory Supervisor (being a Union Member), Production Superintendent, the Branch Manager, Administration Manager. Management and staff will work closely together to achieve on-going efficiency improvements in the current operations and in the implementation of new processes or work practices.

f. Innovation

The parties undertake to formulate and implement mechanisms to promote innovation in work practices and efficiency improvements.

g. Grievance and Avoidance of Dispute Procedure

The objective of this procedure is to resolve grievances at the lowest possible level (i.e. at the source of the grievance) with the least disruption to day to day operations.

- (a) in the first instance, the employees will raise the grievance with their immediate Supervisor.
- (b) if unresolved, the employee and the Supervisor will raise the grievance with the Production Superintendent.
- (c) should the grievance remain unresolved, the employee and the Supervisor will raise the grievance with the Branch Manager. As required the services of the appropriate Union official may also be called upon at this stage to assist in the resolution of the grievance. The Company will provide reasonable time for Union officials to communicate with employees at this stage of the procedure.
- (d) if the grievance still remains unresolved, the grievance may be referred to the Industrial Relations Commission.

At each of the first three stages of the above procedure, a response should be given to the employee on the same day as the grievance is raised. If this is not possible, a response must be given within 24 hours. In any event, the parties will be committed to resolving the grievance as soon as possible.

The parties agree that no Industrial action including stoppages, bans or strikes will be taken while grievances are being dealt with in accordance with this procedure. The Company agrees to maintain the status quo while the grievance is being resolved.

APPENDIX 1

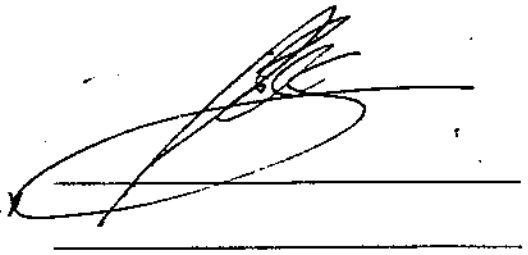
1. Yield improvements by:-
 - (a) recovery of washings from lines.
 - (b) recovery and recycling of waste waterbased product.
 - (c) recovery and recycling of all hot melt waste.
 - (d) improved production planning to reduce waste.
2. Elimination of wastage of raw materials and containers.
3. Control of packaging waste and waste disposal.
4. Co-operation to reduce overtime worked.

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EXECUTED AS AN AGREEMENT

FOR AND ON BEHALF

OF N.B. LOVE ADHESIVES (N.S.W.)
(A Branch of George Weston Foods Ltd)

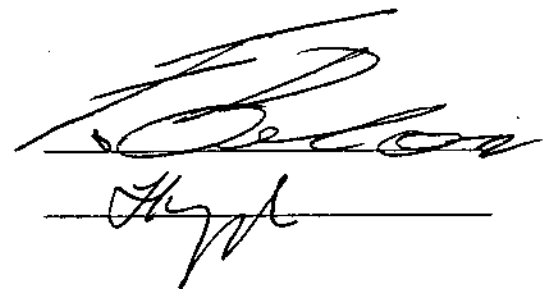


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EXECUTED AS AN AGREEMENT

FOR AND ON BEHALF

OF THE NATIONAL UNION OF WORKERS
(NEW SOUTH WALES BRANCH)



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