

ENTERPRISE AGREEMENT

NO: E.A. 84 /1994

DATE REGISTERED: 23-3-94.

PRICE: \$ 16-00

ENTERPRISE AGREEMENT made on the 22nd day of October 1993.

BETWEEN:

BHP REFRACTORIES LIMITED (ACN 004 346 972) of corner Gavey and Frith Street, Mayfield in the State of New South Wales (the Company);

AND

FEDERATED BRICK, TILE & POTTERY INDUSTRIAL UNION OF AUSTRALIA, NEW SOUTH WALES BRANCH of 1/15 Deane Street, Burwood in the State of New South Wales (the BTPU).

1. TITLE

This enterprise agreement shall be known as the "Unanderra Plant Productivity Agreement".

2. PREAMBLE

- (a) The Company employs members of the BTPU under the Refractory Material Makers and Assistants (State) Award (the award).
- (b) The objective of this agreement is to put in place arrangements which will secure the achievement of internationally competitive performance and acceptable profitability, thereby helping secure the future of the Unanderra plant.
- (c) It is intended that this agreement be registered as an enterprise agreement under Division 2 of Part 3 of Chapter 2 of the Industrial Relations Act 1991 (NSW).

3. PARTIES

- (a) The parties to this agreement are the Company and the BTPU.
- (b) The enterprise for which this agreement is made is the Company's Unanderra plant.
- (c) The trades and occupations to which this agreement relates are set out in Schedule 1.

4. WAGES

- (a) The weekly rates of pay payable pursuant to this agreement as from 22 October 1993 are those specified in column 1 of Schedule 1 to this agreement.
- (b) The weekly rates of pay payable pursuant to this agreement as from 22 October 1994 are those specified in column 2 of Schedule 1 to this agreement.

- (c) It is intended that after 18 months from the date of this agreement the parties will enter into discussions about wage increases, but any wage increase will not operate until after 1 June 1995.
- (d) Subject to paragraph (c) of this clause, employees agree not to pursue further claims during the term of this agreement.

5. ALLOWANCES

- (a) The allowances payable pursuant to this agreement as from 22 October 1993 are those specified in column 1 of Schedule 2 to this agreement.
- (b) The allowances payable pursuant to this agreement as from 22 October 1994 are those specified in column 2 of Schedule 2 to this agreement.
- (c) It is intended that after 18 months from commencement of this agreement the parties will enter into discussions about increases to allowances, but any increase in allowances will not operate until after 1 June 1995.
- (d) Subject to paragraph (c) of this clause, employees agree not to pursue further claims during the term of the agreement.
- (e) The allowance payable pursuant to this agreement absorb any increases in award allowances which may be awarded by the Industrial Relations Commission of New South Wales during the term of this agreement.

6. ARRANGEMENTS

(a) Electronic Funds Transfer

The parties agree that all wages will be paid directly into an employee's nominated accounts from week commencing on or after 1 September 1994.

(b) Part Time Employees

The parties agree that Part Time employees' number of hours can be varied by 24 hours notice.

(c) Past Productivity

The Company acknowledges employees' commitment to the continuing viability of Unanderra plant.

(d) **Total Business Improvement and Total Quality Management**

Employees agree to participate and be involved with the TBI and TQM programmes. The Company agrees to investigate, in conjunction with employees, ways to minimise job losses associated with TBI.

(e) **External Contracts**

The parties agree to set up a working party to review the current cost of external contracts, and whether such arrangements are cost effective and practical compared to utilising Company employees.

(f) **Utilisation of Skills**

The following arrangements will apply in regard to job sharing arrangements, which will be introduced in consultation with delegates, and in conjunction with the required plant improvements.

- Grinding Room

- Screen Changes - two person operation to be carried out with a BTPU and AMEU employee.
- Repair Screens - BTPU employee may undertake screen repairs after an AMEU employee has commenced the job and where that employee is called away on higher priority work.
- Change Socks - After swap-over modifications to plant, sock changes will be a shared BTPU and AMEU job.

- Driving Forklifts

Maintenance employees to drive forklifts moving equipment from storage areas to maintenance shop and return. BTPU employees will also do this work where it is efficient and practical.

- Mixer

- Adjusting Ploughs - After modifications, adjusting of ploughs will become a shared BTPU and AMEU job.
- Mixer Door Opening - After modifications, opening of mixer door for cleaning, etc., will become a shared BTPU and AMEU job.

- Presses
 - Scrapers and Pusher Boards - After modifications, adjustment of scrapers and pusher boards will become a shared BTPU and AMEU job.
 - Repairing and Cleaning Filters on Bucher Press - This job will become a shared BTPU and AMEU job.
 - Feed Shute Socks - After modifications to sock clamps, changing of socks to become a shared BTPU and AMEU job.
- Electrical
 - Where practical, modify equipment by installing plugs and outlets on motors. When an electrician is not available these motors may be unplugged by the person working on the job.
 - EPU employees will assist in training so that the disconnection of these motors is carried out correctly.
 - BTPU or AMEU may replace household type fluorescent tubes or light globes, which are unbroken, when no electrician is available.
 - AMEU may remove or replace plugs to or from solenoids (24V).
- Despatch
 - Setting Stoppers and Guides - to become a shared BTPU, EPU and AMEU job.
- Cleaning

Cleaning up after maintenance will be a shared BTPU, EPU and AMEU job.

Where practical, training associated with the relaxation of demarcations should be certified. Additionally, all training must be consistent with the company's responsibility to provide safe work practices."

(g) **Roster Days Off**

The parties agree that the normal plant Roster Day Off will be changed from Friday to Monday. The parties agree that employees will, when required, despatch to customers on the Monday Roster Day Off by swapping Roster Days Off. All other current arrangements will continue to apply.

- (h) The company agrees to install an industrial washing machine and dryer subject to suitable arrangements being made for the use of the equipment.
- (i) The parties agree to set up a Small Group Activity to investigate the way work is undertaken for the purpose of improving work life.
- (j) The parties agree to establish a Plant Consultative Committee.

7. GRIEVANCE PROCEDURES

The grievance procedures contained in the award shall apply to the employees covered by this agreement.

8. DECLARATION

The parties to this enterprise agreement declare that this agreement was not entered into under duress by any party to the agreement.

9. TERM

This agreement shall, having regard to section 117 of the Industrial Relations Act 1991, have effect from the date it is registered and shall operate from the beginning of the first pay period on or after 22 October 1993 and shall remain in force for a period of 2 years from 22 October 1993.

SIGNED for and on behalf of)
 BHP REFRACTORIES LIMITED in the)
 presence of and the sealing is attested)
 by:)


Geoffrey Kay

 Name (printed): GEORGEY KAY

A Roberts

 Witness
 Name (printed): Amanda Roberts

SIGNED for and on behalf of the)
FEDERATED BRICK, TILE &)
POTTERY INDUSTRIAL UNION OF)
AUSTRALIA, NEW SOUTH WALES)
BRANCH in the presence of:)


Name (printed): JOHN RYAN

K. Bonorchis JP
Witness
Name (printed): K. BONORCHIS JP

SCHEDULE 1

Classifications	Weekly Rates of Pay (\$)	
	Column 1	Column 2Bas
Basic Entry	446.50	459.80
Level 1	454.50	468.20
Level 2a	470.40	484.50
Level 2b	487.00	501.60
Level 2c	502.30	517.40
Level 2d	510.60	525.90
Level 2e	518.80	534.40
Level 3	533.10	549.10

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SCHEDULE 2

Allowances	Amount (\$)	
	Column 1	Column 2
Leading Hand	28.00	28.80
Acting Staff	55.70	57.40
Meal Money 1	6.30	6.50
Meal Money 2	5.30	5.50
First Aid	0.2266/hour	0.2334/hour
Rotating Shift 20	5.86/Shift	6.03/Shift
Permanent A/Shift	8.62/Shift	8.87/Shift
Special	45.30	46.70

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