

ENTERPRISE AGREEMENT

NO: E.A. 372 /1995

DATE REGISTERED: 2-11-95  
2-11-98

PRICE: \$ 16-00

*ARCTIC CLEANING PTY LTD*

*ENTERPRISE*

*AGREEMENT*

*1995*

ARCTIC CLEANING PTY LTD  
ENTERPRISE AGREEMENT 1995

---

1 ARRANGEMENT

CLAUSE	TITLE
1	Arrangement
2	Definitions
3	Application and Scope of Agreement
4	Parties Bound
5	Operation of Agreement
6	Disputes Procedure
7	Wage Rates
8	Overtime and Penalty Rates
9	Incentive Payments
10	Signatures

ARCTIC CLEANING PTY LTD  
ENTERPRISE AGREEMENT 1995

---

2 DEFINITIONS

For the purpose of this Agreement, the following words and expressions shall have the meanings as defined below:

"Employee means a person employed by the company and whose terms of employment are determined by this agreement."

"Employer" means *Arctic Cleaning Pty Ltd*.

"Parent award" means the Cleaning Contractors (State) Award.

3 APPLICATION AND SCOPE OF AGREEMENT

- (a) This agreement shall apply to all employees of *Arctic Cleaning Pty Ltd* based at Level One, Exhibition House, Royal Agricultural Showground, Moore Park, Sydney, engaged in the occupation of Day Shift Cleaner.
- (b) The agreement shall override provisions of the parent award to the extent of any inconsistency.
- (c) This agreement shall apply to work performed at the:
- Royal Agricultural Showground, Moore Park, Sydney; and
  - North Sydney Oval, Miller Street, North Sydney; and
  - Eastern Creek Raceway, The Horsley Road, Eastern Creek; and
  - Jands Productions Services Pty Ltd, 40 Kent Road, Mascot.

4 PARTIES BOUND

- (a) This agreement shall be binding upon *Arctic Cleaning Pty Ltd* of Level One, Exhibition House, Royal Agricultural Showground, Moore Park, Sydney, and all of its employees engaged in the occupation of Day Shift Cleaner.
- (b) The parties confirm that this agreement was not entered into under duress.
-

ARCTIC CLEANING PTY LTD  
ENTERPRISE AGREEMENT 1995

---

5 OPERATION OF AGREEMENT

This agreement shall take effect from the date of its registration and shall remain in force for a period of three years.

6 DISPUTES PROCEDURE

(a) Procedures relating to grievances of individual employees:-

- (i) The employee is required to notify (in writing or otherwise) the employer as to the substance of the grievance, request a meeting with the employer for bilateral discussions and state the remedy sought.
- (ii) A grievance must initially be dealt with as close to its source as possible, with graduated steps for further discussion and resolution at higher levels of authority.
- (iii) Reasonable time limits must be allowed for discussion at each level of authority.
- (iv) At the conclusion of the discussion, the employer must provide a response to the employee's grievance, if the matter has not been resolved, including reasons for not implementing any proposed remedy.
- (v) While a procedure is being followed, normal work must continue.

(b) Procedures relating to disputes etc between employers and their employees:

- (i) A question, dispute or difficulty must initially be dealt with as close to its source as possible, with graduated steps for further discussion and resolution at higher levels of authority.
- (ii) Reasonable time limits must be allowed for discussion at each level of authority.
- (iii) While a procedure is being followed, normal work must continue.

ARCTIC CLEANING PTY LTD  
ENTERPRISE AGREEMENT 1995

---

**7 WAGE RATES**

- (a) The employer shall pay its employees according to the following minimum rates:

	WEEKLY	PART-TIME (Hourly Rate)	CASUAL + 1/12th (Hourly Rate)
Day Shift	\$418.00	\$14.00	\$13.85 + \$1.15

**8 OVERTIME AND PENALTY RATES**

- (a) The ordinary hours of work shall be a maximum of 38 hours per week averaged over a 52 week period.
- (b) An employee may voluntarily work more than the ordinary hours of work.
- (c) For all work done outside the ordinary hours of work the rate of pay shall be the ordinary time rate of pay.
- (d) No Overtime, Saturday, Sunday or Public Holiday penalty rates of pay shall apply to work done outside the ordinary hours of work.

**9 INCENTIVE PAYMENTS**

- (a) Every fortnight the employer shall determine whether incentive rewards are made available to one or more employees.
- (b) The incentive payments shall be of a non financial nature.
- (c) Criteria used to assess the performance of employees for incentive payments shall include:-
- Customer Service,
  - Work Performance,
  - Quality of Communication with other employees,
  - Attendance and punctuality.

ARCTIC CLEANING PTY LTD  
ENTERPRISE AGREEMENT 1995

---

10 SIGNATURES

Signed on behalf  
of Arctic Cleaning Pty Ltd

*M. Hill*  
~~15-10~~  
~~12-12~~

~~HOUSIE SMITH~~  
NICOLE HAMMOND

~~27-6-95~~  
27-8-95

(Name)

(Date)

Signed

*Paul Kemp*

PAUL KEMP

29-6-95

(Name)

(Date)

Signed

*C. Drosd*

CHRISTINE DROSD

28-6-95

(Name)

(Date)

Signed

*Lynette Sutton*

LYNETTE SUTTON

28-6-95

(Name)

(Date)

Signed

*James Chavez*

JAMES CHAVEZ

29-6-95

(Name)

(Date)

ARCTIC CLEANING PTY LTD  
ENTERPRISE AGREEMENT 1995

---

Signed

*left equipment*  
~~SMITH~~ ~~SMITH~~  
\_\_\_\_\_  
(Name) (Date)

Signed

*[Signature]*  
CLARENCE JAMES 11-7-95  
\_\_\_\_\_  
(Name) (Date)

Signed

*[Signature]* 11-7-95  
ALLAN JAMES  
\_\_\_\_\_  
(Name) (Date)

Signed

*[Signature]* ~~SMITH~~ ~~SMITH~~ ~~SMITH~~ 2-8-95  
HUDSON SMITH  
~~SMITH~~ ~~WEST~~  
\_\_\_\_\_  
(Name) (Date)

Signed

*[Signature]* 1/8/95  
EDDIE SANCHEZ  
\_\_\_\_\_  
(Name) (Date)

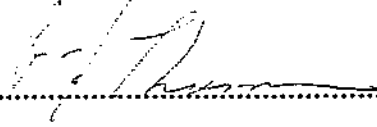
---



ARCTIC CLEANING PTY LTD  
ENTERPRISE AGREEMENT 1995

---

Signed



PETER THOMAS  
(Name)

1/3/95  
(Date)