

ENTERPRISE AGREEMENT

NO: E.A. 384 /1995

DATE REGISTERED: 14-11-95

PRICE: \$ 14-00

The Proprietors Strata Plan 14442 Enterprise Agreement 1995

1. **Title of Agreement**

This agreement shall be known as The Proprietors Strata Plan 14442 Enterprise Agreement 1995.

2. **Parties**

The Enterprise Agreement is made in accordance with the provision of sections 115-142 of the Industrial Relations Act, 1991. The parties to this Agreement are the Proprietors Strata Plan 14442 Hyde Park Square, Sydney (known as the Body Corporate) and the Works Committee.

3. **Incidence**

This agreement shall regulate partially the terms and conditions of employment previously regulated by the following awards:

Clerks (State) Award
Electricians (State) Award
Security Industry (State) Award

Apart from clauses specified in this agreement all other clauses of the Awards shall apply.

4. **Duress**

This agreement was not entered into duress by any party to it.

5. **Intention**

This agreement shall only apply to employees in the trades/occupations referred to in Clause 10 situated at Hyde Park Square, 201-217 Elizabeth Street, Sydney.

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6. Term

This agreement shall operate from the date of registration and shall remain in force for a period of 2 years unless varied or terminated earlier by the provisions of the NSW Industrial Relations Act.

7. Working up to skill level

7.1 Employees covered by this Agreement must perform all work within their skill and competence including work which is incidental or peripheral to their main tasks or function.

7.2 The Body Corporate recognises that many employees have additional skills to those currently being used and these skills may be called on to be utilised. This will occur only under direction and supervision as appropriate.

8. Salary Increase

8.1 Employees covered by the Agreement will receive a 5% increase in ordinary weekly salaries payable from the first pay period on or after date of registration.

8.2 A further 3% salary increase will apply one year after the date of registration.

8.3 Employees may elect in writing to receive a 1.35% salary increase in lieu of annual leave loading.

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- 8.4 The provisions of:
- (a) Clause 13A Annual Leave Loadings of the Clerks (State) Award or
 - (b) Clause 24 (iii) Annual Holidays Loading of the Electricians (State) Award or
 - (c) Clause 26 Annual Leave Loading of the Security Industry (State) Award

will not apply to employees who make the election in 8.3.

9. Allowances

- 9.1 Employees covered by the Electricians (State) Award may elect in writing to receive an additional \$10.00 per week in lieu of the payment of existing allowances. This \$10 per week allowance will be incorporated in the hourly rates paid to employees.

- 9.2 The provisions of:
- (a) Clause 15 Section I - "Disability Rates" of the Electricians (State) Award
 - (b) Clause 15 Section II - "Additional Rates" of the Electricians (State) Award
 - (c) Clause 15 Section III - "General" of the Electricians (State) Award
 - (d) Clause 16 Multi-storey Allowances of the Electricians (State) Award

will not apply to employees who make this election.

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9.3 Employees covered by the Security Industries (State) Award may elect in writing to receive an additional \$6.50 per week in lieu of the payment of Uniforms allowance. This \$6.50 allowance will be incorporated in the hourly rates paid to employees. Clause 13 Additional Rates Subclause (viii) "Uniforms" of the Security Industry (State) Award will not apply to employees who make this election.

10. Salaries


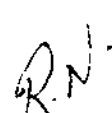


The ordinary weekly salaries for the classifications covered by this Agreement are:

Classification	Current Rate of Pay	First Pay Period on and from Date of Registration (Plus 3%)	First Pay Period on and from First Year Anniversary (Plus 3%)
Clerk (Payroll)	525.63	551.91	568.47
Clerk	623.97	655.17	674.83
Trades Assistant*	421.71	442.80	456.08
Fitter L/H*	529.03	555.48	572.14
Fitter*	499.43	524.40	540.13
Plant Electrician*	522.10	548.21	564.66
Security Officer#	460.58	483.61	498.12
Security Officer L/H#	500.20	525.21	540.97
Security Officer Casual#	546.48	573.81	591.02

plus 1.35% if election made to include annual leave loading in weekly rate of pay.

* plus \$10 per week in lieu of allowances if elected as per Clause 9.1.

plus \$6.50 per week in lieu of allowances if elected as per Clause 9.3.

Handwritten signatures and initials:





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11. **Miscellaneous**

11.1 Maintenance staff will be issued with overalls and be required to carry out their own laundering.

11.2 An afternoon tea break will not apply to employees covered by this Agreement.

12. **No Extra Claims**

Apart from increases available through State Wage Case decisions (to be applied as set out below) the parties undertake that for the period of this Agreement they will not pursue any extra claims for any matters that are contained in this Agreement.

State Wage Case decisions determined during the period of the Agreement, will be dealt with as follows:

- (a) Cost of living adjustment - any component of a State Wage increase which is identified in the decision as a cost of living adjustment will be passed on to employees in full on the basis of any conditions that are imposed by the decision. This component of the increase will be in addition to the increases arising as a result of this Agreement.
- (b) Productivity increase - any component of a State Wage increase which is in return for state wide productivity improvements or is based on enterprise level productivity increases will be adjusted to avoid double counting.

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- 13. Grievance/Dispute Handling Procedure**
- 13.1 This agreement recognises that employees' grievances/disputes should be resolved speedily and effectively without recourse to industrial action. It is intended that most issues will be resolved informally between the employee and the Building Manager.
- 13.2 It is agreed that it is in the interest of all parties to manage resolution of any conflict by a means which does not damage the business.
- 13.3 The following procedure will apply for the resolution of any grievance/dispute:
- (a) the employee is to notify (in writing or otherwise) the Building Manager of the nature of the grievance/dispute and the remedy being sought.
 - (b) a meeting between the employee and the Building Manager must be held as soon as practicable, to discuss the matter. The meeting should be held within 48 hours of notification.
 - (c) if the matter is not resolved at this meeting, the employee may request the Building Manager to refer the matter to a more senior level of Management. Further discussions, involving all of the parties, are to be held again within 48 hours, if practicable.
 - (d) if the matter is still unresolved, it may be referred by either party to the Industrial Relations Commission of NSW in order for the Industrial Relations Commission to exercise its functions under the Industrial Relations Act, 1991.

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- (e) while this procedure is being followed, normal work is to continue.
- (f) in any steps of this procedure, the employee may be represented by an industrial organisation of employees.

14. Signatures

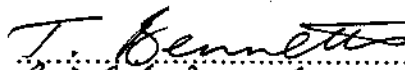
Signed on behalf of Proprietors Strata Plan 14442
Enterprise Agreement 1995


J. MCGRATH
SECRETARY



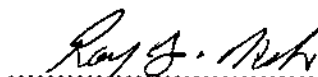
Date: 22.9.95

Witness


 (Name)
Building Manager (Position)

Date:

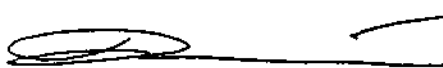
Signed for and on behalf of employees by the Works Committee

 (Name)
SECURITY OFFICER (Occupation)

Date: 19-9-95

 (Name)
20/9/95 (Occupation)
"FITTER"

Date: 20/9/95

 (Name)
SECURITY OFFICER (Occupation)

Date: 22/9/95