

ENTERPRISE AGREEMENT

NO: E.A. 92 /1995

DATE REGISTERED: 14-3-95

PRICE: \$ 10-00

GAZAL APPAREL PTY LTD
ENTERPRISE AGREEMENT 1995

1. **TITLE**

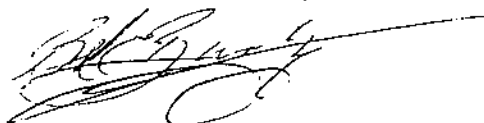
This agreement shall be known as the Gazal Apparel Enterprise Agreement 1995.

2. **ARRANGEMENT**

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3. **PARTIES BOUND**

- (i) This agreement shall apply to Gazal Apparel Pty Ltd, located at 3-7 McPherson Street, Banksmeadow and all employees of Gazal Apparel engaged as Storemen and Packers, Leading Hands and Supervisors at that site. This agreement shall also apply to new employees and employees transferred to this site. This agreement is made between the Management of Gazal Apparel Pty Ltd and a duly elected Works Committee representing all employees engaged as Storemen & Packer's at this site.
- (ii) This agreement shall be read and interpreted in conjunction with the Storemen and Packers, General (State) Award provided that where there is any inconsistency this agreement shall prevail to the extent of the inconsistency.
- (iii) This agreement shall take effect from the date of registration and shall have a nominal term of 3 years.



N. E. Bourdalis

4. DEFINITIONS

"Parent Award" means the Storemen & Packers General (State) Award.

5. WAGES

Employees other than supervisors shall receive the increases below based on their current award rate which is set out in the employees individual contract of employment

First Pay Period on or After	% wage increase
1 February 1995	5%
1 February 1996	4%
1 February 1997	4%

Employees covered by this agreement at the date of registration will be paid the rate of pay in accordance with this clause from 1 February 1995 or the date of employment whichever is the later.

Persons occupying the position of supervisor shall be entitled to current annual management salary reviews.

6. HOURS

The hours of work shall be as per clause 13 of the Storeman & Packers General (State) Award.

The RDO system shall not apply to employees of Gazal Apparel Pty Ltd covered by this enterprise agreement.

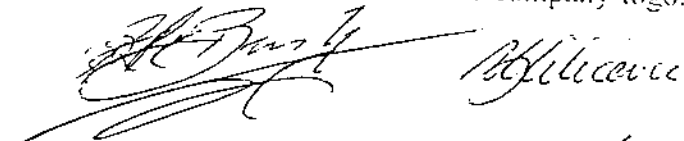
7. OVERTIME

Overtime shall first be offered to permanent employees. Where a permanent employee refuses the offer to work overtime then that offer will be extended to casuals employees.

8. UNIFORMS

Permanent employees shall be supplied at no cost the following clothing:

- (i) Summer: two (2) polo shirts embroidered with the company logo; and
- (ii) Winter: two (2) fleecy sweatshirts embroidered with the company logo.


M. E. Bourdalis

Employees will be responsible for washing and general maintenance of these garments to ensure that they are kept to an acceptable level of cleanliness and appearance.

The supply of footwear and trousers will be the responsibility of the employee.

9. **DISPUTES AND INDUSTRIAL GRIEVANCE PROCEDURES**

The procedure for the resolution of grievances and industrial disputation concerning matters arising under this Enterprise Agreement and the Parent Award shall be in accordance with the following procedural steps.

1. **Procedures Relating to Grievances of Individual Employees**

- (a) 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.
- (b) 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.
- (c) Reasonable time limits must be allowed for discussion at each level of authority.
- (d) 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.
- (e) While a procedure is being followed, normal work must continue.
- (f) The employee may be represented by an industrial organisation of employees.

2. **Procedures Relating to Disputes etc. Between Employers and their Employees**

- (a) 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.
- (b) Reasonable time limits must be allowed for discussion at each level of authority.
- (c) While a procedure is being followed, normal work must continue.
- (d) The employer may be represented by an industrial organisation of employers and the employees may be represented by an industrial organisation of employees for the purposes of each procedure.

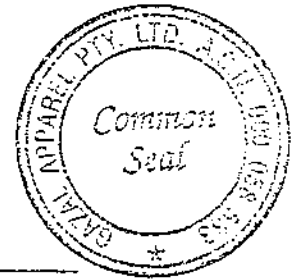
10. DECLARATION

The parties declare that this agreement:

- (i) Is not contrary to public interest;
- (ii) Is not unfair, harsh or unconscionable;
- (iii) Was at no stage entered into under duress;
- (iv) Reflects the interests and desires of the parties, and
- (v) Reflects the mutual consent of the parties.

This agreement is made at Sydney on this the 1st day of FEBRUARY, 1995

For and on behalf of:
GAZAL APPAREL PTY LTD



[Signature]
Managing Director

[Signature]
In the presence of

WORKS COMMITTEE OF
GAZAL APPAREL PTY LTD

[Signature]

[Signature]

[Signature]
