

ENTERPRISE AGREEMENT

NO: E.A. 190 /1996

DATE REGISTERED: 1-7-96

PRICE: \$ 12-00

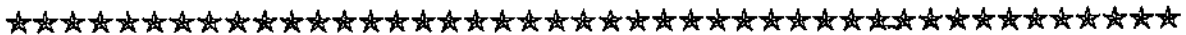
- ENTERPRISE AGREEMENT -

BETWEEN

**JOHN A. GILBERT PTY LTD
TRADING AS TAMWORTH COACHES**

AND

TOURS AND CHARTER EMPLOYEES



Filed with the Industrial Registrar on

1996

AN ENTERPRISE AGREEMENT made this 1996, in pursuance of the provisions of the Industrial Relations Act 1991 of New South Wales between John A. Gilbert Pty Ltd, T/A Tamworth Coaches and employees engaged on Charter work where such charter work is of 3 days or more duration (Consecutive).

TAMWORTH COACHES ENTERPRISE AGREEMENT NO. 1

4. TERM OF AGREEMENT

This Agreement shall take effect from the date of registration and operate from the first full pay period after that date. The agreement shall remain in force for a period of 12 months.

5. RELATIONSHIP TO PARENT AWARD

It has been determined by the parties to this Enterprise Agreement that the Agreement shall be read and construed with the Transport Industry - Motor Bus Drivers And Conductors (State) Award, provided that where there is an inconsistency between the parent award and this Agreement, the Agreement shall take precedence over the parent award.

6. DURESS

This Enterprise Agreement has not been entered into under duress by any of the parties.

7. PURPOSE OF THE AGREEMENT

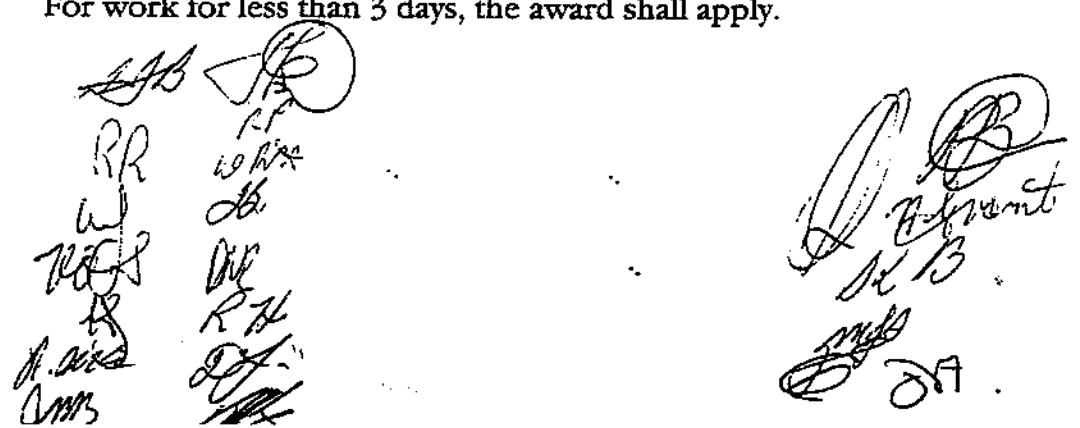
The purpose of this agreement is twofold.

- To (i) enable the company to quote much more accurately for this type of work, and
- (ii) to give drivers a more reliable and dependable income flow.

8. ENGAGEMENT AND RATE OF PAY

Employees engaged on such charter work which continues for at least 3 days (Consecutive) shall be paid for 10 hours per day. The actual rate of pay for such days will be at 11 hours ordinary pay (8 x 1 hour, 2 x 1.5 hours).

For work for less than 3 days, the award shall apply.


 A collection of handwritten signatures and initials at the bottom of the page. On the left, there are several vertical columns of initials including 'RR', 'WJ', 'NCS', 'H', 'A. W. S.', and 'CMB'. In the center, there are more initials including 'R.F.', 'W.H.A.', 'B.', 'D.V.', 'R.H.', and 'D.F.'. On the right, there is a large signature that appears to be 'B. Grant' with 'N.B.' written below it, and another signature 'D.A.' at the bottom right.

TAMWORTH COACHES ENTERPRISE AGREEMENT NO. 1

9.1 Procedure relating to a grievance of an individual employee:

- (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 the 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.
- (vi) The employee may be represented by an industrial organisation of employees.

9.2 Procedure for a dispute between an employer and the 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.
- (iv) 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. DATE OF REGISTRATION

This Enterprise Agreement shall take effect from the date of registration.

TAMWORTH COACHES ENTERPRISE AGREEMENT NO. 1

11. SIGNATORIES TO AGREEMENT

Signed for and on behalf of JOHN A. GILBERT PTY LIMITED
T/AS TAMWORTH COACHES



Signed *[Signature]*

Witnessed by *[Signature]*

date 28/2/96

Signed by the employees of

- | | | | |
|----|------------------------------|---------------------------|---------------------|
| 1 | Name <u>J.B. McALISTER</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 2 | Name <u>N.W. BONANNO</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 3 | Name <u>ROBERT HOBDEN</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 4 | Name <u>Kay Johnson</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 5 | Name <u>BETTY CAMPBELL</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 6 | Name <u>EDWIN EVANS</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 7 | Name <u>R.W. FOREMAN</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 8 | Name <u>WAYNE JONES</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 9 | Name <u>ROBERT PRYOR</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 10 | Name <u>Ralph ALLEY</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 11 | Name <u>VINCENT O'SHEA</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 12 | Name <u>JOHN ARCHER</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 13 | Name <u>RHONDA HUMPHREYS</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 14 | Name <u>IAN DUPREZ</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |
| 15 | Name <u>GEOFFREY CARDEN</u> | Signed <i>[Signature]</i> | Date <u>27-2-96</u> |

16	Name	Stephen Coxhead	Signed	[Signature]	Date	27 Feb 96
17	Name	DAREN CRAMOND	Signed	[Signature]	Date	28/2/96
18	Name	RAY NORD	Signed	[Signature]	Date	28.2.96
19	Name	K. BETTS	Signed	[Signature]	Date	28/2/96
20	Name	T. BOURKE	Signed	[Signature]	Date	28.2.96
21	Name	A. L. BETTS	Signed	[Signature]	Date	28-2-96
22	Name	W.F. HOBBS	Signed	[Signature]	Date	28.2.96
23	Name	W. R. ALBERTSON	Signed	[Signature]	Date	28.2.96
24	Name	G. L. HODGSON	Signed	[Signature]	Date	28.2.96
25	Name	NEVILLE GRANT	Signed	[Signature]	Date	28-2-96
26	Name	WINTON BLISS	Signed	[Signature]	Date	28.2.96
27	Name	S. J. BOURKE	Signed	[Signature]	Date	4.3.96
28	Name	M. J. DONOGHUE	Signed	[Signature]	Date	4.3.96
29	Name	[Signature]	Signed	[Signature]	Date	5.3.96
30	Name	HAROLD BRANDON	Signed	[Signature]	Date	12-3-96
31	Name	COLIN GEORGE	Signed	[Signature]	Date	12-3-96
32	Name	David Radell	Signed	[Signature]	Date	12/3/96
33	Name	P. BOWDEN	Signed	[Signature]	Date	13/3/96
34	Name	VIC HATFIELD	Signed	[Signature]	Date	15/03/96
35	Name	ROB RENTON	Signed	AWA-1 ON HOLIDAYS	Date