

ENTERPRISE AGREEMENT

NO: E.A. 304 /1996

DATE REGISTERED: 29-10-96

PRICE: \$ 10-00

ALEXANDER MOIR & CO. PTY LTD

DISTRIBUTION CENTRE ENTERPRISE AGREEMENT 1996

1. TITLE

This Agreement shall be known as the Alexander Moir & Co. Pty Ltd Distribution Centre Enterprise Agreement 1996.

2. ARRANGEMENT

This Agreement is arranged as follows:

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3. PARTIES BOUND

This Agreement shall be binding for: Alexander Moir & Co. Pty Ltd and the National Union of Workers NSW Branch, its officers, servants and employees employed by Alexander Moir & Co. Pty. Ltd.

4. INCIDENCE AND DURATION

4.1 This Agreement shall take effect from the date of registration and will operate from the first full pay period on or after the date of registration and shall remain in force until 6th May 1998.

4.2 All parties agree that during the life of the Agreement no party will raise any further claims relating to the terms and conditions of the Agreement.

4.3 The parties are committed to negotiations to reach a new Agreement, commencing at least three months prior to the expiry of the term of this Agreement.

- 4.4 The agreement shall apply to all employees employed pursuant to the Storemen and Packers General (State) Award at the company's premises at 4 Fountain Street, Alexandria in the State of New South Wales.

5. ANNUAL LEAVE

In addition to Award entitlements, the Company will allocate one week's paid additional Annual Leave for those employees who have been employed for ten years or more.

6. SICK LEAVE

The company will pay out a cash bonus, equivalent to the value of an employees' accumulated sick leave on termination of an employee's employment.

7. LONG SERVICE LEAVE

The company will pay pro-rata Long Service Leave after five (5) years of permanent employment.

8. RELATIONSHIP TO PARENT AWARD

This Agreement shall be read and wholly interpreted in conjunction with the Storemen & Packers General (State) Award. Where there is any inconsistency, this Agreement shall take precedence to the extent of the inconsistency.

9. WAGE INCREASES

- (i) A wage increase of 4% shall take effect on and from the date of registration of this agreement. Employees covered by this agreement at the date of registration will be paid the rate of pay from 6 May 1996 or their date of employment, whichever is the later. A further increase of 8% shall apply from 6 May 1997.

The increases provided for in this clause will be applied to the employees' ordinary rate of pay. The ordinary rate of pay shall mean the employees' award rate plus overaward payment. The ordinary pay rate after the increases for each employee covered by this agreement is recorded in a written form in the wages records of the Company which will be maintained at the Company's office. A new employee's ordinary pay will be at a minimum the prevailing site rate (award rate plus overaward payments including wage increases).

- (ii) the company also, in conjunction with the Consultative Committee, will continue to seek ways of improving the operations and the company will continue to pass any such benefits gained onto its employees.

10. SUPERANNUATION

The company is committed to adhere to the provisions of paying the current percentage of superannuation as a minimum. Any lawful increases shall be added accordingly.

11. REDUNDANCY PROVISIONS

The National Union of Workers NSW Branch and Alexander Mor & Co. Pty Ltd will endeavour to reach a redundancy agreement as soon as practical.

12. GRIEVANCE PROCEDURE

As per the Award.

13. DURESS


The parties to this agreement have entered into it freely and without duress.

Signed for and on behalf of
Alexander Moir & Co. Pty Ltd

Name:



Witness:



Signed for and on behalf of
The National Union of Workers NSW Branch

Name:



Witness: