

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/178

TITLE: Mitsubishi Electric Australia Pty Ltd Warehouse Enterprise Bargaining Agreement 2001

I.R.C. NO: 2002/1654

DATE APPROVED/COMMENCEMENT: 4 April 2002/1 July 2001

TERM: 31 March 2003

NEW AGREEMENT OR VARIATION: New. Replaces EA01/71

GAZETTAL REFERENCE: 24 May 2002

DATE TERMINATED:

NUMBER OF PAGES: 4

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees of the company located at 348 Victoria Road, Rydalmere, N.S.W. who are employed pursuant to the Storeman and Packers General (State) Award

PARTIES: Mitsubishi Electric Australia Ltd -&- the National Union of Workers, New South Wales Branch

**MITSUBISHI ELECTRIC AUSTRALIA PTY. LTD. WAREHOUSE
ENTERPRISE BARGAINING AGREEMENT 2001**

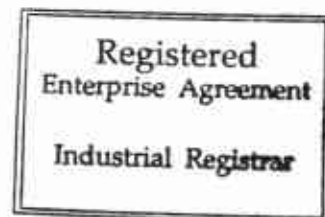
1. TITLE

This Agreement shall be known as the **Mitsubishi Electric Australia Pty. Ltd. Warehouse Enterprise Bargaining Agreement 2001.**

2. ARRANGEMENT

The Agreement is arranged as follows:

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3. APPLICATION

This Agreement shall apply to **Mitsubishi Electric Australia Pty. Ltd.** at 348 Victoria Road, Rydalmere, N.S.W. 2116, employees in the Warehouse, who are bound by the terms of the N.S.W. Storeman and Packers General (State) Award.

4. PARTIES TO THE AGREEMENT

The parties to this Agreement are:

- a. Mitsubishi Electric Australia Pty. Ltd.);
- b. All employees of Mitsubishi Electric Australia Pty. Ltd. at 348 Victoria Road, Rydalmere, N.S.W. 2116, whose terms and conditions of employment are regulated by N.S.W. Storeman and Packers General (State) Award and are employed in the Warehouse.
- c. The organisations that represent the employees defined in (b), namely:
 - National Union of Workers New South Wales Branch.

5. DATE AND PERIOD OF OPERATION

This Agreement shall operate from the beginning of the first pay period to commence on or after 1st July, 2001 and shall remain in force for a period of 21 months to 31st March, 2003.

6. RELATIONSHIP TO PARENT AWARD

This Agreement shall be read and interpreted wholly in conjunction with the NSW Storeman and Packers Award as varied during the life of this agreement provided that where there is any inconsistency between this Agreement and the NSW-Storeman and Packers Award, this Agreement, shall take precedence to the extent of the inconsistency.

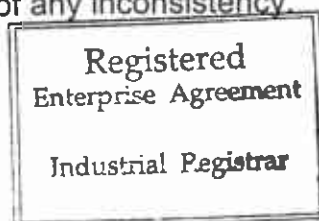
7. RELATIONSHIP TO OTHER AGREEMENTS PREVIOUS ENTERPRISE AGREEMENT

The terms of an Agreement made after this enterprise bargaining agreement comes into operation, between the employer and an employee otherwise subject to the terms of this agreement, may prevail to the extent of any inconsistency.

8. ENTERPRISE SPECIFIC ISSUES

a) CONTINUOUS IMPROVEMENT

Management and its employees covered by this Agreement are committed to searching for areas where improvements can be made and implementing such improvements as part of this Agreement.



It is the objective of the parties to this Agreement to implement workplace systems and practices that enable more flexible working arrangements, that improve the quality, efficiency and productivity of the industry, enhance skills and job satisfaction and assist positively in ensuring that the Company becomes a more efficient enterprise.

Our intention is to utilise any appropriate staff within the organisation, to do any aspect of the current work scope, for which they are both presently qualified and competent and are considered appropriate by company management.

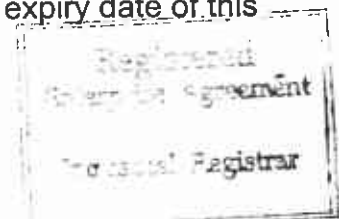
b) CONSULTATION

The employer will consult with any employees subject to this agreement, who are affected by changes which occur during the life of this agreement. Such consultation shall occur as follows:

- discussion with employees directly affected; discussions with shop stewards, and/or union organisers of relevant union.

c) RENEGOTIATION OF AGREEMENT

The parties to this agreement will commence negotiations for a replacement agreement no later than 2 months prior to the nominated expiry date of this agreement.



9. WAGES

a. Wages will be increased as follows for the employees subject to this agreement:-

- 2.0% shall be payable from the beginning of the first full pay period to commence on or after 1st October, 2001.
- 2.0% shall be payable from the beginning of the first full pay period to commence on or after 1st April, 2002.
- 3.5% shall be payable from the beginning of the first full pay period to commence on or after 1st April, 2003.

b. The wage increases shall not be absorbed into any over award payment.

c. Future wage increases will be payable from the beginning of the first full pay period to commence on or after 1st April each year.

d. Employees are to receive accident make up pay for a maximum period of twenty-six weeks for any one injury in respect of which Workers' Compensation payments are made.

e. There shall be no further wage increases for the life of this Agreement.

10. NO EXTRA CLAIMS

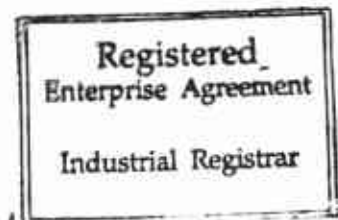
It is a term of this Agreement that the Company, Union and each of the employees bound by this Agreement will not pursue any extra claims, award or over award, for the duration of this Agreement as specified in Clause 5.

11. AVOIDANCE OF INDUSTRIAL DISPUTES

The parties to this Agreement shall observe the Disputes Procedure under Clause 5. Of the Storeman and Packers General (State) Award for matters arising under the agreement.

12. NOT TO BE USED AS A PRECEDENT

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise.



National Union of Workers
New South Wales Branch

Derrick Belan

Dated this 19th day of MARCH 2002

Mitsubishi Electric Australia Pty. Ltd.

Margaret Lounsbury

Dated this 13th day of March 2002