

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/242

TITLE: F.J. Walker Foods (Transport Workers) Raymond Terrace Agreement 2002

I.R.C. NO: IRC02/3073

DATE APPROVED/COMMENCEMENT: 24 June 2002/15 February 2002

TERM: 15 February 2005

NEW/VARIATION/REPLACEMENT: Replaces EA98/308

GAZETTAL REFERENCE: 9 August 2002

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COVERAGE/DESCRIPTION OF EMPLOYEES: Applies to all employees engaged at F.J. Walker Foods, Raymond Terrace, who fall within the coverage of the Transport Industry - Mixed Enterprises Interim (State) Award.

PARTIES: F.J. Walker Foods a division of Australia Meat Holdings Pty Ltd -&- Transport Workers' Union of Australia, New South Wales Branch



FJ Walker Foods
(Transport Workers)

Raymond Terrace
Agreement 2002.



CLAUSE 1 - TITLE

1.1 This Agreement shall be referred to as the FJ Walker Foods (Transport Workers) Raymond Terrace Agreement 2002.

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CLAUSE 3 – DEFINITIONS

3.1 For the purposes of this Agreement, certain prescribed words shall have prescribed meanings, as follows:

3.1.1 Casual employee – an employee other than a permanent or part-time employee, who is engaged by the hour.

3.1.2 Double time – the employee's ordinary time hourly rate of pay, plus 100%.

3.1.3 Driver – any person engaged to drive or control any type of delivery vehicle specified in this Agreement, irrespective of his/her other duties. This definition shall not exclude other duties (including delivery of goods) ordinarily performed by the driver.

3.1.4 Site – shall mean the FJ Walker Foods business, located at Raymond Terrace, NSW.

3.1.5 Time & half - the employee's ordinary time hourly rate of pay, plus 50%.

CLAUSE 4 - APPLICATION OF THE AGREEMENT

4.1 This Agreement shall apply at the FJ Walker Foods site, located at Raymond Terrace, NSW and at which the provisions of the Transport Industry – Mixed Enterprises Interim (State) Award would otherwise apply. The Agreement shall apply to those employees performing duties within the scope of the classification structure of this Agreement.

4.2 This Agreement shall replace the F J Walker Foods TWU Raymond Terrace Enterprise Agreement 1998 and the FJ Walker Foods (Raymond Terrace)-TWU-Heads of Agreement 2000.

CLAUSE 5 - PARTIES BOUND

5.1 The parties bound by this Agreement are:

5.1.1 F J Walker Foods, a Division of Australia Meat Holdings Pty. Limited; and

5.1.2 The Transport Workers' Union of Australia (NSW Branch); and

5.1.3 All employees engaged at FJ Walker Foods, Raymond Terrace, in work of any of the classifications contained within this Agreement.

CLAUSE 6 - DATE AND PERIOD OF OPERATION

6.1 This Agreement will apply from the beginning of the first pay period to commence on or after the 15th February 2002 and shall remain in force thereafter for a period of three (3) years.

CLAUSE 7 - RELATIONSHIP TO PARENT AWARD

7.1 This Agreement shall prevail over the Award to the extent of any inconsistency.

7.2 In relation to any matter in respect of which this Agreement does not make provision the terms of the Award shall apply to all employees.

7.3 Definitions – “Award” means the Transport Industry – Mixed Enterprises Interim (State) Award as varied from time to time.

CLAUSE 8 – NO EXTRA CLAIMS

8.1 It is a condition of this Agreement that for its duration, there shall be no extra claims unless such claims are consistent with the Principles of applicable State Wage Case Decisions.

CLAUSE 9 – PURPOSE

9.1 The purpose of this Agreement is to record those matters that have been specifically agreed by the parties, arising from the 2002 enterprise bargaining process.

Registered
Enterprise Agreement
Industrial Registrar

CLAUSE 10 - NOT TO BE USED AS A PRECEDENT

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

CLAUSE 11 - RENEGOTIATION OF AGREEMENT

11.1 It is agreed that the parties will commence the process of renegotiation of a new Agreement up to four months prior to the date of expiry of this Agreement.

CLAUSE 12 - GRIEVANCE & DISPUTE RESOLUTION PROCEDURE

12.1 Subject to the relevant provisions of the Industrial Relations Act 1996, any dispute arising in relation to this Agreement or its operation, shall be dealt with as follows:

Step 1

The site union representative and the appropriate supervisor will attempt to resolve the matters in dispute, by way of discussions.

Step 2

In the event of a failure to resolve the matter at the job level, as per Step 1, the matter shall then be referred to local management and an organiser of the union, who will hold discussions forthwith in an endeavour to resolve the matter.

Step 3

Should the matter remain unresolved after following the requirements of Step 2, it may be referred to the Secretary of the union (or his/her representative) and senior management, who will confer forthwith.

Step 4

In the event that the matter cannot be resolved by way of each of the previous steps, either party may refer the matter to the Industrial Relations Commission of NSW for resolution.

12.2 All work shall continue as normal while these negotiations are taking place.

CLAUSE 13 - INCREASES TO RATES OF PAY

13.1 It is agreed that the following percentage wage increases shall apply during the life of this Agreement. The table of weekly wage rates, which reflects these increases, appears as Appendix 1 to the Agreement.

	First full pay period on or after 15/2/2003	First full pay period on or after 15/2/2004	First full pay period on or after 15/2/2005
Wage Increase (%)	4%	4%	4%



CLAUSE 14 – ALLOWANCES

- 14.1 An employee who is appointed by the employer to perform first aid duties, shall be paid the allowance as specified in the Table of Weekly Wage Rates & Allowances that appears as Appendix 1 to this Agreement.
- 14.2 Where an employee is required to work in the freezer at temperatures between -15 to -25 degrees Celsius, the employee shall be paid the allowance as specified in the Table of Weekly Wage Rates & Allowances that appears as Appendix 1 to this Agreement.
- 14.3 Any employee who is required to operate a forklift truck and who holds for that purpose a certificate of competency, shall be paid per day the allowance as specified in the Table of Weekly Wage Rates & Allowances that appears as Appendix 1 to this Agreement. Appropriately qualified warehouse employees shall receive this allowance regardless of the time actually spent per day, operating a forklift. Delivery drivers shall only be entitled to receive this allowance for those periods of time when they are actually employed to perform forklift-driving duties.
- 14.4 Allowances prescribed by this clause shall not be treated as all-purpose amounts.

CLAUSE 15 – PAYMENT OF WAGES

- 15.1 The pay week for employees covered by this agreement shall begin on Monday & cease on the following Sunday.

CLAUSE 16 - SALARY SACRIFICING

- 16.1 Subject to the rules of the relevant superannuation fund(s), employees may sacrifice some of their wages as superannuation contributions.
- 16.2 Subject to the rules of the relevant superannuation fund(s), employees may sacrifice any bonus payments, which they receive as superannuation contributions. In accordance with Australian tax law requirements, an employee must make the election to sacrifice bonus payments at the beginning of the financial year in which such payments commence

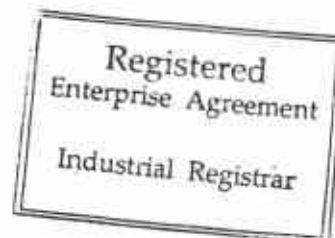
CLAUSE 17 – INCOME PROTECTION INSURANCE

- 17.1 In lieu of the company making automatic contributions to an appropriate Insurance Fund on behalf of employees, the weekly rates of pay of employees contain a 1.5% Income Protection Component. Any employee who subsequently elects to enter into an income protection insurance policy shall then be responsible for taking such policy out on his or her own behalf and for all of the payments which are applicable to that policy.
- 17.2 If requested to do so, the company shall deduct the weekly contributions, as paid by an employee, and forward these to the relevant fund. The 1.5% Income Protection Component of the weekly wage rate shall be used to cover such contributions.

CLAUSE 18 – PRODUCTIVITY SYSTEM

- 18.1 A Productivity Scheme will operate at the Raymond Terrace site and in conjunction with this Agreement. The productivity scheme shall take the form of a productivity matrix, which measures selected criteria; as follows:

Credit notes.
Late deliveries.
Stock shrinkage.



18.2 Time of Payments

18.2.1 A productivity payment shall be made to each eligible employee at the end of each six monthly period. The relevant calculation periods shall be February to July inclusive and August to January inclusive.

18.2.2 The productivity payments relevant to these periods shall be due and paid within 2 weeks of the calculation period ending.

18.3 Calculation of Payments

18.3.1 The payment shall be based on a percentage movement, corresponding to a specific dollar amount, as an increase or decrease from the base amount. The current base amount is set at \$660. Each one percent (1%) movement, up or down, from the base performance will be equivalent to a \$16.50 movement up or down on the base payment of \$660.

18.3.2 Management, employees and the union shall work positively together to ensure maximum productivity under this scheme.

18.4 Eligibility for Payment

18.4.1 All permanent employees shall be eligible to receive a payment pursuant to this scheme.

18.4.2 Part-time employees, casual employees, employees on parental leave or leave without pay shall be eligible to receive a pro-rata payment calculated by reference to the percentage of ordinary time they have worked, compared against possible ordinary hours that could have been worked, over the 6 month calculation period.

18.4.3 Employees who either commence employment or terminate employment within a 6-month calculation period shall be entitled to receive a payment on a pro-rata basis.

CLAUSE 19 - OVERNIGHT ALLOWANCE

19.1 Where an employee is required to perform duties which require an overnight stay away from their usual place of residence, then such employee shall receive a living away from home allowance of \$32.50 for each evening meal which is applicable to the overnight stay and \$17.50 for each breakfast which is applicable to the overnight stay. These allowances are paid to employees in lieu of the Company being required to meet the cost of meals. The company will meet the cost of accommodation, excluding mini bar costs. The allowances which are prescribed herein, shall be in lieu of, and not cumulative upon, the meal allowance as prescribed in this Agreement and parent award.

19.2 The Overnight Allowance shall be indexed from the first full pay period of July in each year, in accordance with the relevant movement in the C.P.I over the preceding 12 month period.

CLAUSE 20 - HOURS OF OPERATION & SHIFT WORK

20.1 The Raymond Terrace Distribution Centre will operate for as many hours and days per week as is necessary to meet the needs of the business and the customers.

20.2 While the Distribution Centre currently operates 6 days per week, provision is made within this Agreement for operations to occur over 5, 6 or 7 days, as may be necessary.

20.3 While the Distribution Centre currently operates on 2 shifts per day, provision is made in this Agreement for the operations to occur over 1, 2 or 3 shifts per day.

20.4 Hours of Work

20.4.1 Ordinary hours of work for permanent employees shall be 38 per week.

20.4.2 The span of ordinary hours for day workers shall be from 6.00am to 6.00pm. Monday to Friday inclusive.

20.4.3 Day workers shall work their ordinary hours in one of the following patterns, at the discretion of the company:

20.4.3.1 Over 5 days per week, Monday to Friday inclusive, of 7hours 36 minutes, exclusive of meal breaks.

20.4.3.2 Over 19 days in each 4-week cycle, of 8 hours per day (exclusive of meal breaks), Monday to Friday inclusive.

20.4.3.3 Over 5 days of the week, Monday to Friday inclusive, on the basis of 4 days of 8 hours plus 1 day of six hours, exclusive of meal breaks.

20.4.3.4 In any other method as may be agreed between the company and the employees concerned.

20.4.4 Employees engaged on shift work shall work their ordinary hours in one of the following patterns and at the discretion of the company and in consultation with the affected employees.

20.4.4.1 Over 5 days per week, Monday to Friday inclusive, of 7hours 36 minutes, exclusive of meal breaks.

20.4.4.2 Over 19 days in each 4-week cycle, of 8 hours per day (exclusive of meal breaks), Monday to Friday inclusive.

20.4.4.3 Over 5 days of the week, Monday to Friday inclusive, on the basis of 4 days of 8 hours plus 1 day of six hours, exclusive of meal breaks.

20.5 Definition of Shifts

20.5.1 For the purposes of this Agreement, the following definitions shall apply:

20.5.1.1 Day Shift – shall mean a shift that is worked between 6.00am and 6.00pm and where the ordinary hours of work commence after 6.00am but before 10.00am.

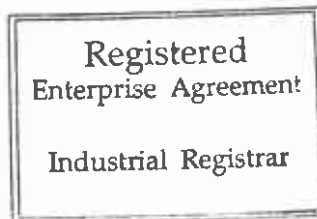
20.5.1.2 Afternoon shift - shall mean a shift that is worked between 10.00am and midnight and where the ordinary hours of work commence at or after 10.00am but before 4.00pm.

20.5.1.3 Night Shift - shall mean a shift that is worked between 4.00pm and 6.00am the following day.

20.6 Shift Penalties

20.6.1 Where an employee is engaged on shift work pursuant to this Agreement, the following shift penalties shall apply:

Day Shift – no penalty



Afternoon Shift - 17 ½ %
Night Shift - 30%

20.7 The company may alter the work patterns of employees by the giving of 7 days notice of the intention to do so.

20.8 Transfers To & From Shift Work

20.8.1 Employees may be transferred to or from shift work, either permanently or temporarily, by the employer giving the employee concerned not less than 7 days notice of such change.

20.8.2 In the case of circumstances beyond the control of the employer and which necessitate an employee moving to shift work or day work urgently, the employer may substitute the 7 days notice above, for 24 hours notice.

CLAUSE 21 – OVERTIME

21.1 Any time worked by an employee in excess of his/her ordinary rostered hours of work shall be overtime, paid as follows:

21.1.2 Time & half for the first 2 hours

21.1.3 Double time thereafter.

21.2 Overtime shall be calculated on a daily basis.

21.3 In the case of an early start, where an employee is required to attend for work prior to the ordinary rostered start time, overtime rates shall apply up until the ordinary start time. This provision will not apply in the case where the employer, giving the notice as required by this Agreement, has altered the employee's ordinary rostered start time.

21.4 Employees will be given equal access to overtime work.

21.5 It is a condition of this Agreement that employees may be required to work reasonable overtime to meet the needs of the business. For the purposes of this provision, reasonable overtime is defined as being a minimum of 4 hours overtime per week, Monday to Friday and one Saturday overtime shift per month, if required.

CLAUSE 22 - MEAL BREAKS

22.1 Meal breaks shall be as follows:

22.1.1 Day Shift – an unpaid meal break of not less than ½ hour, to be taken at a time as agreed between the employer and employees.

22.1.2 Afternoon & Night Shift – shall be entitled to a paid crib break of 20 minutes (30 minutes if log book regulations apply). Such break is to be taken within 5 hours of the employee's commencing time.

22.2 An employee who is required to work overtime on any day, Monday to Friday inclusive, for a period of 2 hours or more after his/her normal finishing time, shall be allowed a paid crib break of 20 minutes (30 minutes if log book regulations apply). Such crib break should be taken not later than 5 hours after the employee's last break, provided that if the total time from the last break to the end of work does not exceed 4 hours 40 minutes, then a break is not required to be given and paid by the employer, or taken by the employee.



22.3 Meal Allowances

22.3.1 A meal allowance will be payable at the completion of 2 or more hours overtime, where such overtime occurs after the cessation of ordinary hours of work.

22.3.2 Notwithstanding the above, the employer will not be required to pay a meal allowance, where the employer has advised the employee of the requirement to work overtime, prior to the commencement time on the day or shift on which it was worked.

22.3.3 If the notice of a requirement to work overtime is given by the employer, but then cancelled on the day on which it was to be worked, the employer will be required to pay to the employee the meal allowance as prescribed by this clause. If the overtime is reduced to less than 2 hours, but not cancelled completely, the meal allowance shall not be payable.

22.3.4 The amount of the meal allowance shall be as specified in the table of Weekly Wage Rates & Allowances that appear as Appendix 1 to this Agreement.

CLAUSE 23 – ROSTERS

23.1 Shift work rosters will be posted 7 days prior to the commencement of a roster. The roster shall specify the commencing and finishing times of the ordinary hours of work for each shift. In the case of a need to change a roster because of circumstances outside of the control of the company, 24 hours notice of such roster change may be given, in lieu of the 7 days.

23.2 Where it is not possible to give the 24 hours notice as prescribed above and thus necessitating an early start by the employees concerned, then the employee will be paid at overtime rates until the commencement of their ordinary rostered hours, prior to the change.

23.3 Rosters may include the requirement to work on public holidays. If an employee has been rostered to work on a public holiday, then such employee is expected to attend for work as normal. Work on such public holidays shall be paid at the appropriate penalty rates as prescribed by this Agreement.

CLAUSE 24 - SEVEN (7) DAY ROSTERING

24.1 The parties acknowledge that as the Company's business expands, it may become necessary to introduce a seven (7) day rostering system. Accordingly, the Union and employees give a commitment that should the necessity to introduce seven (7) day rostering arise, they shall consult with the Company in a positive manner and that agreement in relation to such issues shall not be unreasonably withheld. In relation to such discussions, the parties have recognised that it will be necessary to have regard to a number of issues including:

24.1.1 The family and personal circumstances of employees.

24.1.2 The effect on employee lifestyles of seven-day rostering.

24.1.3 Matters related to majority employee agreement.

CLAUSE 25 – ABSENCES FROM DUTY

25.1 Where an employee is absent from duty (other than on approved paid leave), he/she shall for each day so absent, lose average pay for each such day calculated by dividing the weekly ordinary time wage rate by the normal number of ordinary time days worked.

25.2 An employee who is absent for part of a day shall lose the average ordinary time pay, for each hour or part thereof that he/she is so absent, calculated by dividing the weekly ordinary time rate by 38.

25.3 An employee who is absent from duty in accordance with this clause will not accrue an entitlement to Rostered Time/Days Off, for such period of absence. As such, where an employee takes a period of rostered time off, following a period of unauthorised absence, the payment for such rostered time off shall be reduced by the equivalent time for which accruals were suspended under this clause.

CLAUSE 26 – FACILITATIVE PROVISION - ROSTERED DAYS OFF

26.1 This Agreement shall allow flexibility with regards to the manner of taking Rostered Days Off (RDO's). RDO's may be taken and paid for in any of the following ways:

26.1.1 Taken as time off work as a single paid RDO day on a roster basis.

26.1.2 Taken as time off work in blocks of a minimum of 5 paid RDO's, at times that are agreed by management.

26.1.3 Paid out in lieu of taking the time off.

26.2 So as to permit effective rostering of staff to occur, each employee must nominate during December in each year, as to how they wish to take and be paid for their RDO's in the following year. Such nomination will be made in writing, in accordance with the form that appears as Appendix 3 to this Agreement.

26.3 Where an employee elects to be paid out their RDO's in lieu, in accordance with paragraph 26.1.3 above, the following shall apply:

26.3.1 Pay-out of RDO's in lieu, shall be at the sole discretion and election of the employee concerned.

26.3.2 Each employee may be paid out a maximum of 12 accumulated RDO's per year.

26.3.3 RDO's shall be paid out at ordinary time rates of pay.

26.4 Payment of accumulated RDO's shall be made retrospectively, as follows:

26.4.1 Accruals from 1 January to 30 June will be paid in the second pay week of July each year.

26.4.2 Accruals from 1 July to 31 December will be paid in the second pay week of January each year.

26.5 The Agreement to this provision shall not be used as a precedent with respect to the issue of the 38-hour week.

CLAUSE 27 - FACILITATIVE PROVISION – SPECIAL OCCASIONS

27.1 Where it is agreed between the company and its employees that a special occasion exists and agreement is reached between the company and its employees that special arrangements be made, those arrangements may be made provided that the company's production, delivery and business requirements are not affected.

27.2 The parties to this Agreement undertake that should such arrangements be made that may be otherwise contrary to the provisions of this Agreement or the parent award, their implementation will not be taken as being a breach of this Agreement or the parent award and no claim may be made by any

employee for any additional payment or penalty that may have otherwise applied but for the implementation of such arrangement.

CLAUSE 28 – CASUAL EMPLOYEES

- 28.1 A casual employee is an employee who has been specifically employed as such.
- 28.2 Such employees shall be employed by the hour and shall be advised at the completion of work on each day, as to whether they will be required on the next day.
- 28.3 A casual employee shall be paid for ordinary hours of work at the rate of 1/38th of the appropriate weekly rate as prescribed by this Agreement, for the work they are performing, plus a loading of 15% paid in respect of each ordinary hour of work. Such loading shall be in lieu of the entitlement to sick leave, public holidays, jury leave and bereavement leave.
- 28.4 In addition to the loading prescribed above, casual employees shall be paid an additional 1/12th (8.3%) loading, in respect of each ordinary hour worked, as a payment in recognition of accumulated annual leave entitlements.
- 28.5 A casual employee shall be engaged and/or paid on the basis of a minimum engagement of 4 hours, on each day that they are required for work.
- 28.6 Where casual employees are required to work overtime, payment will be made at the same time & half or double time rates, as applicable to permanent employees.

CLAUSE 29 – RECORDING OF HOURS WORKED

- 29.1 Employees are required to sign on or key on when beginning work and to sign off or key off when leaving work.
- 29.2 The responsibility for accurate sign or key on/off rests with the employee concerned. The departmental supervisor or manager will correct inaccurate entries, after consultation with the employee concerned.

CLAUSE 30 – WORK AT OTHER FJ WALKER FOODS SITES

- 30.1 It is agreed that from time to time the employees from other FJ Walker Foods sites may be required to make deliveries to the Raymond Terrace site and that employees who are normally based at the Raymond Terrace site may be required to make deliveries to other FJ Walker Foods sites.
- 30.2 Nothing in this Agreement shall be construed as preventing or inhibiting the Company from making such deliveries. Any employee who is required to make deliveries to other sites will continue to be paid the rates and allowances applicable under this Agreement, while he/she is performing such work.
- 30.3 Any FJ Walker Foods employee from another site, who is required to make deliveries to the Raymond Terrace site, will be paid the rates and allowances applicable to the Agreement and/or award under which he/she is normally employed.

CLAUSE 31 – TERMS OF EMPLOYMENT

- 31.1 The employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training, consistent with the classification structure of this Agreement. Provided, that such duties are not designed to promote de-skilling.



- 31.2 The employer may direct an employee to carry out such duties and ~~use such tools and equipment~~ as may be required, provided that the employee has been trained in the use of such tools and equipment.
- 31.3 The employment of a weekly or part-time employee may be terminated by the giving of one weeks notice by either party, or by the payment by the employer, or forfeiture of the employee, of a week's pay in lieu thereof. This provision shall not affect the right of the employer to dismiss an employee without notice or pay in lieu thereof, in the case of an employee who is guilty of misconduct.
- 31.4 An employee with more than 2 months of employment, will upon leaving or being discharged from employment, upon request be given a certificate of service. Such certificate of service shall at least contain information as to the length and nature of the employee's employment with the company.
- 31.5 An employee upon accepting an offer of employment with the company will do so on the basis of the acceptance of an initial 3-month trial/probationary period.

CLAUSE 32 – BASIC VEHICLE MAINTENANCE

- 32.1 It is agreed that the Company may direct drivers to perform duties associated with basic vehicle maintenance. Indicative tasks are changing tyres on the company's premises, inspecting tyres for wear, changing globes, checking oil, water and other fluids, washing vehicles etc.

CLAUSE 33 – PHONING AHEAD

- 33.1 If a delivery run is behind schedule, drivers shall be required to phone the store upon approach, so as to advise the store of the expected arrival time.

CLAUSE 34 – COLLECTION OF DATA

- 34.1 Employees will comply with any reasonable request from the company with respect to the collection of data.

CLAUSE 35 – DELIVERY METHODS

- 35.1 The employees give a full commitment to cooperate in relation to the implementation of new delivery methods which are introduced as a means of improving operational efficiency and in meeting customer service requirements.

CLAUSE 36 – COMPUTER LITERACY TRAINING

- 36.1 It is agreed that the Company will provide employees with appropriate training related to computer literacy skills that are required in the performance of their duties.

CLAUSE 37 – ANNUAL LEAVE

- 37.1 Annual leave entitlements shall accrue, be taken and paid for, in accordance with the requirements of the Annual Holidays Act 1944 (NSW).

37.2 Annual Leave Loading

- 37.2.1 In addition to payment for a period of annual leave, employees shall be entitled to be paid a loading of 25% of the ordinary time rate, for the period of annual leave taken.

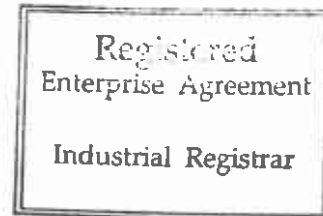
- 37.2.2 The loading prescribed by this clause shall be paid in lieu of any shift loadings or weekend ordinary time penalties that may have otherwise applied.

37.3 Unless the employer and employee agree to the contrary, annual leave shall be taken in two separate periods, per annum.

CLAUSE 38 – PUBLIC HOLIDAYS

38.1 For the purposes of this Agreement, the following days shall be holidays; namely:

New Years Day
Australia Day
Good Friday
Easter Saturday
Easter Monday
Anzac Day
Queens Birthday
Labour Day
Christmas Day
Boxing Day



And such other day(s) as may be proclaimed a public holiday to be observed generally by persons in the State.

38.2 It is further agreed that where Newcastle Show Day and/or Maitland Show Day are gazetted by the NSW Government as public holidays for the locality or district, then such days shall be observed as public holidays, and paid as such, for the purposes of this Agreement. Provided that an employee shall be entitled to payment for one of the days only, and provided that the employee has been rostered to work on such day. Each employee shall nominate at the beginning of each calendar year, but no later than the last day of January, which day the employee wishes to nominate as his or her show day. If a day so nominated by an employee is not gazetted, then the employee shall not be entitled to public holiday payment with respect to such day.

38.3 Due to the importance of meeting delivery requirements on public holidays, it is agreed that the following payment will apply for all public holidays on which work is performed and that in return, the employees will guarantee coverage to meet the needs of the business.

38.3.1 All employees will be paid 8 hours ordinary time pay (including the normal shift penalty), for each public holiday prescribed by this Agreement. There shall be a 24-minute accrual towards RDO's for each public holiday that is paid.

38.3.2 In addition, employees who are required to work on a public holiday, will be entitled to be paid double time for all hours worked. This amount shall be paid in addition to normal shift penalties.

38.4 Notwithstanding the above, it is agreed that employees shall only receive public holiday payment for Easter Saturday in circumstances where such day is gazetted as a public holiday and where an employee has been rostered to work on such day.

38.5 If an employee is absent when rostered to work on a Public Holiday, or is absent on the working day preceding or the working day following the Public Holiday, without the company's consent, or without a medical certificate in the case of an employee claiming sick leave, the company will be entitled to deduct payment for the public holiday, in addition to payment for the day of absence.

38.6 In the case of a Public Holiday where work has been rostered, but where work does not subsequently occur, payment will be as follows:

38.6.1 Ordinary time payment for the rostered hours plus the relevant shift loading that would have otherwise applied for work on a non-public holiday.

CLAUSE 39 – PICNIC DAY

39.1 Picnic day shall be observed on the Saturday that is 2 weeks after Easter Saturday.

39.2 In addition to all other payments that are due to them, employees shall be paid an additional one-day's pay, at ordinary time rates, in the pay period in which Picnic Day falls.

CLAUSE 40 – SICK LEAVE

- 40.1 An employee, other than a casual employee, with not less than 3 months continuous service with the company, who is absent from work by reason of personal illness or injury, not being an illness or injury arising from the employees misconduct or from an injury arising out of or in the course of employment, shall be entitled to leave of absence, without deduction of ordinary time pay. Such leave will only be paid after 3 months continuous service. Provided that an employee who has taken sick leave in the 3 month period will be reimbursed at the end of that period, subject to the following conditions and limitations.
- 40.2 The employee shall, unless it is not reasonably practicable to do so (proof whereof will be on the employee by the provision of a doctors certificate or other evidence acceptable to the employer), before his/her starting time on the first day of absence, inform the employer of his/her inability to attend for duty, and as far as is practicable state the nature of the illness or injury and the expected duration of the absence.
- 40.3 Where an employee is absent on 2 or more consecutive days, the employee shall provide the employer with a medical certificate to justify that he/she was unable to attend for work on the days for which sick leave has been claimed.
- 40.4 After an employee has been absent from duty for 3 days in each calendar year, irrespective of whether such days were singular or consecutive, the employee shall be required to provide a medical certificate on every day thereafter in the year, to justify any absences from duty that arise from illness or injury.
- 40.5 An employee shall, upon completion of 3 months continuous service, be entitled immediately to leave up to five days of ordinary working time for the duration of the first year, or noting the potential for varied shift lengths, the equivalent of 5 days ordinary time at an average of 38 hours per week.
- 40.6 In the second and subsequent years of employment, the sick leave entitlements shall be a maximum of 8 days per year, or the equivalent of 8 days averaging 38 hours per week of ordinary working time.
- 40.7 The rights to sick leave under this clause shall accumulate from year to year, so long as the employment of the employee continues, so that any part of the leave entitlement that has not been taken in and claimed in one year, may be claimed and taken in a subsequent year, subject to the conditions prescribed by this clause relating to the taking of such leave.
- 40.8 If a public holiday falls during a period of absence of an employee due to illness, then such public holiday shall not be counted and paid as sick leave, unless the person was rostered to work on that public holiday.
- 40.9 Accumulated sick leave that stood to the credit of an employee at the time of the commencement of this Agreement shall not be reduced or affected by the operation of this clause.

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- 40.10 Where an employee is sick or injured on a day which does not form part of the employee's ordinary rostered hours, then the employee shall not be entitled to be paid sick leave for such period, nor shall his/her sick pay entitlement be reduced as a result of the sickness or injury on that day.
- 40.11 For the purposes of this clause, "year" shall mean a period of 12 months of employment, beginning on his/her commencement date or anniversary date of employment, and finishing on the same date 12 months thereafter.

CLAUSE 41 – BEREAVEMENT LEAVE

- 41.1 A permanent employee shall be entitled to a maximum of two days leave, without loss of ordinary time pay, upon the death in Australia of the employee's husband, wife, father, mother, brother sister, child, step-child or parents-in-law.
- 41.2 A permanent employee shall be entitled to a maximum of two days leave, without loss of ordinary time pay, upon the death outside of Australia of the employee's husband, wife, father or mother and where the employee travels outside of Australia to attend the funeral.
- 41.3 For the purpose of this clause, the words "wife" and "husband" shall include a defacto wife or husband, but shall not include a wife or husband from whom the person is separated or divorced. The words "mother" and "father" shall also include foster father or mother and stepfather or mother.
- 41.4 In circumstances where an employee claims the leave under this clause, the employer may require the employee to substantiate the grounds upon which such leave is claimed.
- 41.5 Where an employee would otherwise become entitled to bereavement leave on a day which does not form part of the employee's ordinary rostered hours, then the employee shall not be entitled to the bereavement leave for such period.

CLAUSE 42 – JURY SERVICE

- 42.1 An employee who is required to attend for jury service during his/her ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of his/her attendance for such jury service and the amount of wages he/she would have otherwise received in respect of the ordinary time that he/she would have worked but for attendance at jury service.
- 42.2 The employee shall notify the employer, as soon as is possible of the date upon which he/she is required to attend for jury service. Further, the employee shall give to the employer proof of his/her attendance, the duration of such attendance and the amount of payment received in respect of such jury service.
- 42.3 Where the day or days upon which an employee is required to attend jury service coincide with time that the employee has not been rostered to work, such rostered time off shall be deemed to have been taken in accordance with the roster and the employer shall not be required to make any payments to the employee, under this clause, with respect to such time.

CLAUSE 43- TRADE UNION TRAINING LEAVE

- 43.1 It is agreed that the Company shall release eligible employees to attend Trade Union Training, subject to the following qualifications.
- 43.2 The right to such leave shall be limited to no more than two employees in any one calendar year.
- 43.3 Only duly elected site union delegates shall be eligible to request such leave.



- 43.4 Each delegate shall be entitled to a maximum of two weeks (10 working days) of such leave in each calendar year. Such leave shall not be cumulative, year-to-year.
- 43.5 The Company shall pay to each delegate, for their period of absence, an amount of wages that is equivalent to their ordinary time earnings.
- 43.6 The Company will not be responsible for any costs that are associated with the attendance of a delegate at such training.
- 43.7 The Company shall be provided with as much notice of such training, as is reasonably possible, however wherever possible the company shall be provided with notice at least 4 weeks prior to the date upon which it is intended that such leave will commence.
- 43.8 The Company will be consulted as to the content of any proposed training and will be provided with a course outline, at the time that notice of the intention to commence such leave, is given.
- 43.9 It shall be the right of the company to refuse to authorise such leave, if the taking of such leave would cause difficulty to the business or was intended to occur at a time of peak business activity.

CLAUSE 44 – REDUNDANCY

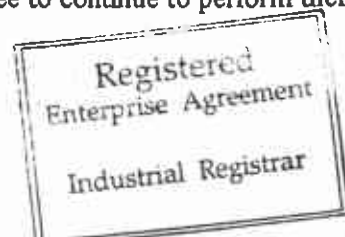
- 44.1 It is noted that the Union and employees have requested that the company enter into an agreement with respect to the issue of a redundancy package. It is further noted that the company have agreed to observe the relevant provisions of the Employment Protection Act (NSW), including the scale of severance moneys contained therein (see Appendix 2), as may be amended, in any circumstances which may give rise to employees being made redundant.

CLAUSE 45 – LICENCE VALIDITY

- 45.1 All employees who are required to hold a heavy vehicle licence as a minimum requirement to complete their work are to provide authorisation for a validity check of the licence with the RTA (or other appropriate body), annually and at any other time required by the company. The company shall meet the cost of the licence validity check, where the company has requested such check.

CLAUSE 46 – ANNUAL MEDICALS

- 46.1 It shall be the right of the Company to request that all employees undergo a full annual medical assessment. The Company shall bear the costs associated with such assessment. In circumstances where the results of such a medical assessment raise questions as to the fitness of an employee to perform the work for which they are employed, it shall be the right of the employee to request that an independent medical assessment be carried out by a specialist medical practitioner. If such specialist opinion were to be sought, the costs will be borne by the company.
- 46.2 It is agreed that an employee shall receive at least 4 weeks notice of the requirement for them to attend a medical assessment.
- 46.3 The parties further agree that in circumstances where an employee fails a medical assessment, regard will be had to the following issues:
- 46.3.1 The reasons for such failure and whether such reasons would preclude the employee from continuing to perform their duties in a safe manner.
- 46.3.2 Whether treatment is available which would enable the employee to continue to perform their duties in a safe manner.



46.3.3 Whether it is possible to reclassify the employee into an alternative position within the company, the duties for which the employee could perform safely, having regard to the medical condition.

CLAUSE 47 – CONSULTATIVE MECHANISM

- 47.1 The company and the employees shall establish a Joint Consultative Committee (JCC) and associated procedures that is appropriate to the size, structure and needs of the site.
- 47.2 This committee shall discuss and consider issues affecting the efficiency and productivity of the business.
- 47.3 The JCC shall meet on a monthly basis, or on an alternative level of frequency, as determined appropriate by the members.
- 47.4 The JCC shall be comprised of 2 employer and 2 employee representatives.

CLAUSE 48 - FATIGUE MANAGEMENT PROTOCOL

- 48.1 The parties acknowledge that fatigue management is an important occupational health and safety issue. Accordingly, the parties commit to a process of consultation, the purpose of which will be to develop a fatigue management protocol. It will be the objective of this protocol to create a system of work that minimizes the risks associated with fatigue while having regard to the particular needs and requirements of the Company's business.
- 48.2 It is also acknowledged by the parties, that the outcome of their considerations of this issue may result in a need to change rosters and historical work practices, in order to comply with fatigue management guidelines. Accordingly, the employees and union give a commitment that should such changes become necessary, they shall work with management in a consultative manner to introduce such changes and in doing so, they shall not unreasonably withhold their agreement to such changes.

CLAUSE 49 - CONTRACTOR PROTOCOL

- 49.1 The Company agrees that it shall consult with the employees and Union with respect to the establishment of a contractor protocol.

CLAUSE 50 – DISCIPLINARY MATTERS

- 50.1 In circumstances where the discipline of an employee is warranted, the matter shall be managed in accordance with the company's established disciplinary procedure & policy.

CLAUSE 51 – UNIFORMS & PROTECTIVE CLOTHING

- 51.1 Where the employee is required by the employer to wear a distinctive uniform, the same shall be provided by the employer, free of cost to the employee.
- 51.2 Where requested by the employee, the employer shall provide rubber gloves, gumboots and a waterproof coat/apron, free of cost, for use at work by an employee who is required to wash vehicles.
- 51.3 The clothing provided in this clause shall be renewed when reasonably necessary. It shall only be worn when the employee is engaged on work for the employer and shall remain the property of the employer and returned to the employer, upon demand and in such a condition as is consistent with normal wear and tear. The employer may require an employee, to sign a receipt upon the employee being issued with such clothing.

51.4 Each employee shall be entitled to an initial allocation of 6 sets of uniform, as follows:

6 pairs of trousers or shorts.

6 long or short sleeve shirts.

1 jumper or jacket

51.5 All clothing will be replaced as necessary and on the basis of normal wear and tear.

CLAUSE 52 – TOOLS & EQUIPMENT

52.1 The employer shall provide and maintain all necessary tools, ropes and packing.

CLAUSE 53 – AMENITIES

53.1 The employer shall provide the following facilities for the use of employees:

53.1.1 Dressing rooms with adequate washing facilities, including showers with hot & cold water.

53.1.2 Lockable lockers. Employees shall secure all personal belongings in the lockers so provided.

53.1.3 Where employees are required to partake of meals, on site, a meal room with adequate tables and seating, facilities for boiling water and heating food.

53.1.4 Lavatory facilities.

CLAUSE 54 – SMOKING POLICY

54.1 The Raymond Terrace site shall be considered as being a Non Smoking site. Accordingly, no smoking shall be permitted in any areas on the site.

CLAUSE 55 – NOTICE BOARD

55.1 A notice board will be provided for the display of material provided by the company and the union.

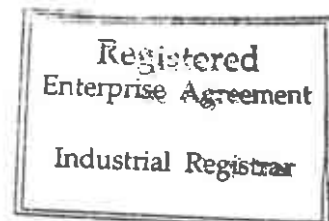
CLAUSE 56 – UNAUTHORISED PERSONS RIDING ON VEHICLES

56.1 An employee shall not permit any unauthorized person to accompany him/her in a company vehicle and shall not permit such persons to assist in the delivery of goods, wares, merchandise or material unless such person is engaged as an employee of the company.

56.2 Authorised person shall mean such persons who are authorized by the Site Manager, prior to any proposed journey. No other person will be considered as being an authorized person.

CLAUSE 57 – LIMITATION OF DRIVING HOURS

57.1 The relevant Motor Traffic Act & Regulations shall apply.



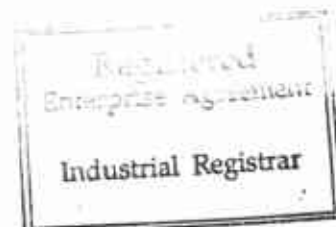
APPENDIX 1

Schedule of Weekly Rates

Level	Description	Current	First Full Pay period on or after 15/2/03 4% Increase	First Full Pay period on or after 15/2/04 4% Increase	First Full Pay period on or after 15/2/05 4% Increase
Level 1-1(a)	Trans. Worker	\$537.50	\$559.00	\$581.40	\$604.70
Level 1-1(b)	Trans. Worker	\$575.90	\$598.90	\$622.90	\$647.80
Level 1-1(c)	Trans. Worker	\$611.40	\$635.90	\$661.30	\$687.80
Level 2	Trainee Driver	\$646.90	\$672.80	\$699.70	\$727.70
Level 3	Driver	\$722.40	\$751.30	\$781.40	\$812.70
Level 4	Leading Hand	\$780.60	\$811.80	\$844.30	\$878.10

Schedule of Allowances

Allowance Type	Current	First Full Pay period on or after 15/2/03 4% Increase	First Full Pay period on or after 15/2/04 4% Increase	First Full Pay period on or after 15/2/05 4% Increase
Meal Allowance (per meal)	\$8.30	\$8.65	\$9.00	\$9.40
First Aid Allowance (per week)	\$16.30	\$16.95	\$17.60	\$18.30
Freezer Allowance (per hour)	\$1.22	\$1.27	\$1.32	\$1.37
Forklift Allowance (per day)	\$4.34	\$4.50	\$4.70	\$4.90



Classification Descriptions

"Level 1-1(a) Transport Worker" means a new employee undergoing training with the company for a minimum of three months.

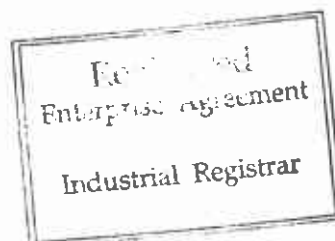
"Level 1-1(b) Transport Worker" means any employee who has completed their minimum three-month training period. An employee must remain on this classification for a minimum of 3 months, before becoming eligible to move the level 1-1(c) Transport Worker classification.

"Level 1-1(c) Transport Worker" means any employee who has completed their minimum three-month period at the Level 1-1 (b) classification. An employee must remain on this classification for a minimum of 3 months, before becoming eligible to move to the Trainee Driver classification.

"Level 2 Transport Worker – Trainee Driver" means any employee who has completed their minimum three-month period at the Level 1-1 (c) classification and who is being trained as a delivery driver. An employee must remain on this classification for a minimum of 1 month, before becoming eligible to move the Driver classification.

"Level 3 Transport Worker – Driver" means any employee who has completed their minimum one-month period at the Level 2 –Trainee Driver classification.

"Level 4 Transport Worker – Leading Hand" means any employee who has been specifically appointed to perform the duties of a Leading Hand.



APPENDIX 2

In keeping with the spirit of the Agreement, the Company is committed to full discussions prior to any action/s that may lead to the redundancy of employees.

It is further agreed, that in circumstances where any employee is to be made redundant, the company shall observe the following severance pay provisions, which have been based on those, which appear in the NSW Employment Protection Act.

Scale of Severance Pay

<u>Length of Continuous Service</u>	<u>If Employee Under 45 Years of Age.</u>	<u>If Employee 45 Years of Age or More</u>
Less than 1 year	Nil	Nil
1 year or more but less than 2 years	4 weeks pay	5 weeks pay.
2 years & more but less than 3 years	7 weeks pay	8.75 weeks pay
3 years & more but less than 4 years	10 weeks pay	12.5 weeks pay
4 years & more but less than 5 years	12 weeks pay	15 weeks pay
5 years & more but less than 6 years	14 weeks pay	17.5 weeks pay
6 years & more	16 weeks pay	20 weeks pay



APPENDIX 3

ROSTERED DAYS OFF – ELECTION FORM

PURSUANT TO
CLAUSE 26 – FACILITATIVE PROVISION - ROSTERED DAYS OFF

I, (print name) declare that in the year (insert year), I wish to take &/or be paid for RDO's in lieu on the following basis:

(Please place a "tick" in the box corresponding with your choice).

- Continue to be taken as time off work as a single paid RDO day on a roster basis.
- Taken as time off work in blocks of a minimum of 5 paid RDO's, at times that are agreed by management.
- Paid out in lieu of taking the time off.

I understand that where I elect to be paid out for RDO's in lieu, payments shall be made retrospectively as follows:

- Accruals from 1 January to 30 June will be paid in the second pay week of July each year.
- Accruals from 1 July to 31 December will be paid in the second pay week of January each year.

This form must be completed & returned to the company in December of each year.

Signatures

I, the above named employee have here below placed my signature in recognition of my agreement to the above election, as concerns the taking &/or payment in lieu of RDO's that accrue to my credit.

.....
(Employee Signature)

.....
(Dated)



This form has been authorised by:

.....
(Manager's Signature)

.....
(Dated)

SIGNATORIES TO AGREEMENT

SIGNED on this 27TH day of MAY 2002, on behalf of Australia Meat Holdings Pty Limited (Prepared Foods Division), trading as FJ Walker Foods:

Signed

D. TOWNSON
(Print Name)

O/S MANAGER
(Print Title)

[Signature]
(Signature)

Witness

NEVILLE ROWE
(Print Name)

HUMAN RESOURCES MANAGER
(Print Title)

[Signature]
(Signature)

SIGNED on this 6TH day of MAY 2002, on behalf of the Transport Workers' Union of Australia (NSW Branch):

Signed

A. Sheldon
(Print Name)

State Secretary
(Print Title)

[Signature]
(Signature)

Witness

MARK CROSONE
(Print Name)

MARK CROSONE - HONORARY ST-BOUNCE
(Print Title) Secretary

[Signature]
(Signature)

