

DHL INTERNATIONAL (AUST.) PTY LIMITED
(AIRSIDE) ENTERPRISE AGREEMENT 1998



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Schedule 1

Schedule 2

**DHL INTERNATIONAL (AUST.) PTY LIMITED
(AIRSIDE) ENTERPRISE AGREEMENT 1998**



1. Title

- 1.1 This agreement is called "DHL International (Aust.) Pty Limited (Airside) Enterprise Agreement 1998".

2. Parties

- 2.1 The parties to this agreement are:

- (a) DHL International (Aust.) Pty Limited ("**DHL**"); and
- (b) Each of the persons listed in Schedule 1 to this agreement.

3. Approval of Agreement

- 3.1 The parties intend that this agreement be approved by the Industrial Relations Commission of New South Wales as an enterprise agreement under Part 2 of Chapter 2 of the Industrial Relations Act 1996.

4. Commencement and Term of Agreement

- 4.1 This agreement will commence on the date of approval by the Industrial Relations Commission of New South Wales and will apply for a period of 2 years (the nominal term), and after this period, until terminated in accordance with Part 2 of Chapter 2 of the Industrial Relations Act 1996.

5. Application of Agreement

- 5.1 This agreement will apply to import, ground operations and inbound freight employees of DHL employed at DHL's Sydney Gateway operation located at Cnr Eleventh Avenue and Ross Smith Drive, Mascot Airport, Sydney, New South Wales who perform functions covered by classifications up to and including Transport Worker Grade 3 under the Transport Industry (State) Award (published 26 September 1997 (Vol. 301 I.G. p204)) ("**the employee or employees**").
- 5.2 DHL's Sydney Gateway operation may relocate within Mascot Airport, Sydney. If this relocation occurs, this agreement will continue to apply despite the relocation.
- 5.3 This agreement is not intended to apply to employees of DHL employed at DHL's Sydney Gateway operation in a clerical capacity (including, customs agents, classifiers, data entry, finance and customer service employees) or as cargo terminal operators.

6. Relationship to Transport Industry (State) Award

- 6.1 This agreement adopts the following provisions of the Transport Industry (State) Award as provisions of this agreement:
- (a) clause 20, Personal/Carer's Leave;
 - (b) clause 21, Bereavement Leave; and
 - (c) clause 34, Jury Service.
- 6.2 All other provisions of the Transport Industry (State) Award do not apply to the employees to whom this agreement applies (as defined in sub-clause 5.1).

7. Classifications

- 7.1 Employees to whom this agreement applies (as defined in sub-clause 5.1) will be employed in one of the following classifications (in lieu of the classifications set out in the Transport Industry (State) Award):
- (a) Operations Agent; or
 - (b) Shift Co-ordinator; or
 - (c) Shift Supervisor.
- 7.2 Operations Agents, Shift Co-ordinators and Shift Supervisors will perform the following duties, functions and responsibilities:
- (a) taking delivery of freight from airlines;
 - (b) delivery of freight to airlines;
 - (c) loading and unloading of freight to and from aircraft containers;
 - (d) loading and unloading of freight to and from vehicles;
 - (e) freight processing requirements;
 - (f) driving of forklifts and other machinery up to 9 tonnes gross vehicle mass;
 - (g) providing customer service;
 - (h) scanning and sorting of freight;
 - (i) any of the functions covered by classifications up to and including Transport Worker Grade 3 under the Transport Industry (State) Award;

- (j) such other duties, functions and responsibilities as DHL may reasonably require from time to time, subject to the limits of an employee's skills, competence, training and qualifications.

7.3 In addition to the above duties, functions and responsibilities, Shift Supervisors are also responsible for the organisation of employees and work so as to ensure the expedient and efficient processing of freight through DHL's Sydney Gateway operation.

7.4 Operations Agents will work in accordance with a five shift roster (see clause 9.1). Shift Co-ordinators and Shift Supervisors will work in accordance with a four shift 11 hour roster (see clause 9.2).

8. Employment Status

8.1 An employee will be employed on one of the following basis:

(a) Full-Time

A full-time employee is employed for 38 ordinary hours per week (in the case of Operations Agents - see clause 9.1) or the ordinary hours required by the 4 shift 11 hour roster (in the case of Shift Co-ordinators or Shift Supervisors - see clause 9.2).

(b) Part-Time

A part-time employee is employed for less than the ordinary hours per week of a full-time employee subject to minimums of 4 hours per shift and 20 hours per week. Annual leave, long service leave and sick leave for part-time employees will accrue on a prorata basis depending on the number of hours worked per week.

(c) Casual

A casual employee is employed on a shift to shift basis with no guaranteed numbers of hours per week, subject to a minimum of 4 hours for any shift employed. A casual employee will be paid the ordinary hourly rate of pay, plus a casual loading of 15%. A casual employee will also be paid a loading of $\frac{1}{12}$ in lieu of annual leave.

9. Hours of Work

9.1 The following provisions apply to Operations Agents:

- (a) The ordinary hours of work will be 38 hours per week (excluding meal breaks).
- (b) The ordinary hours will be worked in 5 shifts in any consecutive 7 days. Each ordinary hours shift will not exceed 8 hours in duration (excluding meal breaks). Ordinary hour shifts may be worked on any combination of days Monday to Sunday and at any times on these days. Employees are not entitled to a paid roster day off.
- (c) Ordinary hours worked from 6.00am to 6.00pm Monday to Friday will be paid at ordinary hourly rates of pay.
- (d) Ordinary hours worked on Monday to Friday will be subject to shift allowances in accordance with clause 13.
- (e) Ordinary hours worked on Saturdays, Sundays or public holidays will be paid the appropriate Saturday, Sunday or public holiday rate of pay (see clauses 11 and 12).
- (f) Starting and finishing times and the days of the week when ordinary hours will be worked will be determined by DHL and may be changed by agreement between DHL and an employee, or, in the absence of agreement, by DHL giving the employee 5 days written notice of the change.

9.2 The following provisions apply to Shift Co-ordinators and Shift Supervisors:

- (a) Shift Co-ordinators and Shift Supervisors will work in accordance with a four shift 11 hour roster (excluding meal breaks). The roster is detailed in Schedule 2 to this agreement. Shift Co-ordinators and Shift Supervisors will work the hours required by the roster as ordinary hours of work.
- (b) The ordinary hours in accordance with the roster will be worked in 4 shifts in any consecutive 7 days. Each ordinary hours shift will not exceed 11 hours in duration (excluding meal breaks). Ordinary hour shifts will be worked on any combination of days Monday to Sunday and at any times on these days. Employees are not entitled to a paid roster day off.
- (c) Shift Co-ordinators will be paid an annual salary in accordance with clause 23.3.
- (d) Shift Supervisors will be paid an annual salary and shift supervisors' allowance in accordance with clause 23.4.

- (e) Shift Co-ordinators and Shift Supervisors are not ~~entitled to penalties and~~ shift allowances for working ordinary hours in accordance with the roster regardless of the days on which, and the times at which, the hours are worked.
- (f) Starting and finishing times and the days of the week when ordinary hours will be worked will be determined by DHL and may be changed by agreement between DHL and an employee, or, in the absence of agreement, by DHL giving the employee 4 days written notice of the change.

10. Overtime

10.1 The following provisions apply to Operations Agents:

- (a) Overtime will be paid at the rate of time and one half for the first two hours and double time thereafter.
- (b) Overtime is payable for:
 - (i) All time worked in excess of 38 hours in any consecutive 7 days;
 - (ii) All time worked in excess of 8 hours in any day;
 - (iii) All time worked on a fifth or subsequent day in any consecutive 7 days when an Operations Agent is acting as a Shift Co-ordinator or Shift Supervisor.
- (c) For the purpose of calculating overtime, each day will stand alone.
- (d) For casual employees, the overtime rate will be calculated on the casual rate of pay.
- (e) When DHL requires additional work to be performed which could be performed by either Operations Agents or contractors, DHL will give priority, if practicable, to the work being performed by Operations Agents.

10.2 The following provisions apply to Shift Co-ordinators and Shift Supervisors:

- (a) Overtime for Shift Co-ordinators and Shift Supervisors will be paid at **\$25.84** per each hour of overtime worked.
- (b) Overtime for Shift Co-ordinators and Shift Supervisors is payable for all hours worked in excess of ordinary hours of work (as defined in clause 9.2), including all time worked on a fifth or subsequent day in any consecutive 7 days.

- (c) An employee acting as a Shift Supervisor will ~~also be paid the Shift Supervisor's allowance of \$22.00 per 11 hour shift worked on overtime~~ (provided that the employee is performing shift supervision responsibilities for a period of 4 hours or longer during the shift).

11. Saturday and Sunday Work

11.1 The following provisions apply to Operations Agents:

- (a) All hours worked on a Saturday will be paid at time and one half for the first two hours and double time thereafter.
- (b) All hours worked on a Sunday will be paid at double time.

11.2 The following provisions apply to Shift Co-ordinators and Shift Supervisors:

- (a) No penalty is payable for ordinary hours worked on a Saturday or Sunday.
- (b) Overtime worked on a Saturday or Sunday will be paid in accordance with clause 10.2(a) and (c).

12. Public Holidays

12.1 The days on which New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Eight-hour Day, Christmas Day and Boxing Day are observed, together with such other days which may be proclaimed by the Government and which are observed as public holidays, will be recognised as public holidays for the purposes of this agreement.

12.2 The following provisions apply to Operations Agents (other than casuals):

- (a) Operations Agents rostered to work on a public holiday will be entitled to a day off for the public holiday without loss of pay (ie 7.6 hours pay).
- (b) Operations Agents not rostered to work on a public holiday are not entitled to any payment for the public holiday.
- (c) Operations Agents required to work on a public holiday will be paid at the rate of double time for the actual time worked (in addition to any payment under paragraph (a)).

12.3 The following provisions apply to Shift Co-ordinators and Shift Supervisors:

- (a) No penalty is payable for ordinary hours worked on public holidays;
- (b) Overtime worked on a public holiday will be paid in accordance with clause 10.2 (a) and (c).

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13. Shift Allowances

13.1 The following provisions apply to Operations Agents:

- (a) In this sub-clause:
 - (i) "Early Morning Shift" is a shift which starts at or after 4.00am and before 6.00am;
 - (ii) "Afternoon Shift" is a shift which starts after 10.00am and at or before 4.00pm;
 - (iii) "Night Shift" is a shift which commences after 4.00pm and before 4.00am.
- (b) For ordinary hours worked the following shift allowances are payable:
 - (i) Early Morning Shift - 12.5%;
 - (ii) Afternoon Shift - 17.5.%;
 - (iii) Night Shift - 30%.
- (c) Operations Agents who work the above shifts the major portion of which is performed on a Saturday, Sunday or Public Holiday will be paid the penalty set out in clauses 11 or 12, as applicable, in lieu of the shift allowances provided for in this sub-clause.
- (d) Each of the above shifts will be paid for at the rate applicable to the day on which the major portion of the ordinary time of the shift is worked.

13.2 No shift allowances are payable to Shift Co-ordinators or Shift Supervisors.

14. Meal Breaks

14.1 Operations Agents are entitled to a 30 minute unpaid meal break during each shift. Operations Agents must stagger their meal breaks to ensure continuity of operations. The actual timing of meal breaks is to be determined by DHL after consultation with Operations Agents on a shift by shift basis.

14.2 Shift Co-ordinators and Shift Supervisors are entitled to a 60 minute unpaid meal break during each shift. Shift Co-ordinators and Shift Supervisors must stagger their meal breaks to ensure continuity of operations. The actual timing of meal breaks is to be determined by DHL after consultation with employees on a shift by shift basis.

15. Annual Leave

15.1 The following provisions apply to Operations Agents:

- (a) A full-time employee will accrue 152 hours of annual leave per annum (ie 38 hours x 4 weeks = 152 hours), inclusive of entitlements under the Annual Holidays Act 1944.
- (b) A part-time employee will be entitled to annual leave on a prorata basis to the entitlement of a full-time employee.
- (c) A casual employee is not entitled to annual leave but receives a loading of $\frac{1}{12}$ in lieu of annual leave (see clause 8.1(c)).

15.2 The following provisions apply to Shift Supervisors and Shift Coordinators:

- (a) A full time employee will accrue 176 hours of annual leave per annum (ie. 44 hours x 4 weeks = 176 hours); inclusive of entitlements under the Annual Holidays Act 1944.

15.3 The following applies to all full-time and part-time employees:

- (a) Annual leave is payable at ordinary rates ie without penalties or shift allowances.
- (b) An annual leave loading of 25% is payable in addition to ordinary rates.
- (c) Annual leave is to be taken at a time mutually agreed between DHL and an employee. In the absence of agreement, DHL may nominate when annual leave will be taken by an employee upon 2 month's written notice to the employee.

16. Long Service-Leave

16.1 See Long Service Leave Act 1955.

17. Parental Leave

17.1 See Part 4 of Chapter 2 of the Industrial Relations Act 1996.

18. Sick Leave

- 18.1 A full-time employee, after three months continuous employment, will be entitled to 38 hours of sick leave in the first year of employment.
- 18.2 A full-time employee will be entitled to 76 hours of sick leave in each subsequent year of employment.
- 18.3 Sick leave will be paid at the ordinary hourly rate. Penalty, shift allowance and overtime rates will not apply to the payment of sick leave.
- 18.4 For full-time employees, regardless of the shift worked, one day will equal 7.6 hours for the purpose of sick leave accrual and deduction.
- 18.5 A part-time employee will be entitled to sick leave on a prorata basis to the entitlement of a full-time employee.
- 18.6 A casual employee is not entitled to sick leave.
- 18.7 Sick leave is not payable for any period an employee is receiving workers' compensation.
- 18.8 An employee who will be absent from work because of personal illness or injury must notify his or her immediate supervisor by telephone prior to the commencement of the employee's shift. If the employee's immediate supervisor is not available or contactable, the employee must notify DHL's Imports Manager, or if he or she is not available or contactable, DHL's Gateway Manager. If the nature of the employee's illness or injury prevents the employee from personally contacting DHL, then the employee must make suitable arrangements to ensure that another person notifies DHL of the illness or injury.
- 18.9 An employee when notifying DHL of his or her illness or injury, must inform the relevant supervisor or manager of the nature of the illness or injury and the expected duration of absence.
- 18.10 An employee absent from work because of personal illness or injury for two or more consecutive days must provide a doctor's certificate to his or her immediate supervisor in respect of the absence within two days of returning to the workplace. A doctor's certificate must also be provided in respect of any absence the day before or the day after a public holiday or long weekend. If these requirements are not complied with, then the employee is not entitled to the payment of sick leave.

19. First Aid

- 19.1 An Operations Agent who holds an appropriate St Johns Ambulance first aid qualification and who is appointed by DHL to perform first-aid will be paid an allowance of **\$1.46** per day worked.
- 19.2 All Shift Co-ordinators and Shift Supervisors are required to be trained in an appropriate St Johns Ambulance first aid qualification (at DHL's expense) and will perform first-aid as part of their duties, functions and responsibilities, without payment of a first-aid allowance.

20. Redundancy

- 20.1 See Transport Industry - Redundancy (State) Award, as varied.

21. Anti-Discrimination

- 21.1 It is the intention of the parties to this agreement to achieve the object in section 3(f) of the Industrial Relations Act 1996 of preventing and eliminating discrimination in the workplace on the grounds of sex, race, marital status, homosexuality, age, disability or transgender identity, and to ensure equal remuneration for men and women doing work of equal or comparable value.
- 21.2 Accordingly, in fulfilling their obligations under clause 22, Dispute Resolution Procedures, of this agreement, the parties must make every endeavour to ensure that neither the provisions of this agreement nor their operation are directly or indirectly discriminatory in their effects.
- 21.3 Nothing in this clause is taken to affect:
- (a) any different treatment (or treatment having different effects) which is specifically excepted under the Anti-Discrimination Act 1977 or applicable Commonwealth legislation; and
 - (b) an employee or DHL pursuing matters of discrimination under the Anti-Discrimination Act 1977 or applicable Commonwealth legislation.

22. Dispute Resolution Procedures

22.1 In relation to any matter that may be in dispute between the parties to this agreement, the parties:

- (a) will attempt to resolve the matter at the workplace level, including, but not limited to:
 - (i) the employee and his or her supervisor meeting and conferring on the matter; and
 - (ii) if the matter is not resolved at such a meeting, the parties arranging further discussions involving the Manager of DHL's Sydney Gateway operation or, if appropriate, other senior levels of management; and
 - (iii) if the matter is not resolved during such discussions, either party may refer the matter to be the workplace enterprise bargaining committee, or to mediation, or to the Industrial Relations Commission of New South Wales (as appropriate); and
- (b) acknowledge the right of either party to appoint another person to act on behalf of the party in relation to resolving the matter; and
- (c) agree that during the time when the parties attempt to resolve the matter:
 - (i) the parties will continue to work in accordance with their contract of employment unless the employee has a reasonable concern about an imminent risk to his or her health or safety; and
 - (ii) subject to occupational health and safety law, even if the employee has a reasonable concern about an imminent risk to his or her health or safety, the employee must not unreasonably fail to comply with a direction of DHL to perform other available work, whether at the same workplace or another workplace, that is safe and appropriate for the employee to perform; and
 - (iii) the parties must cooperate to ensure that the dispute resolution procedures are carried out as quickly as is reasonably possible.

23. Wages and Salary

23.1 Operations Agents will be paid the following wage rates:

- (a) Effective from the date of approval of this agreement by the Industrial Relations Commission of New South Wales - **\$12.82** per hour (ie **\$487.16** per 38 hour week).
- (b) Effective from the date which is 12 months after the date of approval of this agreement by the Industrial Relations Commission of New South Wales - **\$13.33** per hour (ie **\$506.54** per 38 hour week).

23.2 The wage rate for the classification of Transport Worker Grade Three under the Transport Industry (State) Award as at the date of approval of this agreement by the Industrial Relations Commission of New South Wales is **\$12.45** per hour (ie **\$473.10** per 38 hour week). If this rate is increased in the future in excess of the wage rates provided by sub-clause 23.1, then Operations Agents will be paid the increased rate provided for under the Transport Industry (State) Award instead of the wage rates under sub-clause 23.1, effective from the operative date of such increase or increases.

23.3 (a) Shift Co-ordinators will be paid effective from the date of approval of this agreement by the Industrial Relations Commission of New South Wales a salary of **\$41,500.00** per annum.

- (b) Effective from the date which is 12 months after the date of approval of this agreement by the Industrial Relations Commission of NSW; **\$43,160** gross per annum.

23.4 (a) Shift Supervisors will be paid effective from the date of approval of this agreement by the Industrial Relations Commission of New South Wales the following:

- a minimum salary of **\$41,500.00** per annum; and
- a shift supervisors' allowance of **\$22.00** per 11 hour shift.

(b) Effective from the date which is 12 months after the date of approval of this agreement by the Industrial Relations Commission of New South Wales;

- a minimum salary of **\$43,160** gross per annum; and
- a shift supervisors allowance of **\$22.88** per 11 hour shift.

- 23.5 An employee appointed by DHL to perform shift supervision responsibilities in the absence of a Shift Supervisor will be paid the shift supervisors' allowance of **\$22.00** per 11 hour shift. This allowance will only be paid if the employee is performing shift supervision responsibilities for a period of 4 hours or longer during the shift.
- 23.6 The wage rate for the classification of Transport Worker Grade Three under the Transport Industry (State) Award as at the date of approval of this agreement by the Industrial Relations Commission of New South Wales is **\$12.45** per hour (ie **\$473.10** per 38 hour week). If this rate is increased in the future and the total earnings are greater than the salaries provided by Clause 23.3 and 23.4, then Shift Supervisors and Coordinators salaries shall be increased to be equivalent to the new Award rate instead of the salary listed in Clause 23.3 and 23.4.

24. Payment of Remuneration

- 24.1 Remuneration is payable to employees by electronic funds transfer into a financial account nominated by each employee.
- 24.2 Operations Agents are currently paid on a weekly basis. The pay week runs from Friday to Thursday with payment made on the Thursday. Overtime is payable one pay period in arrears. The pay frequency for Operations Agents may in the future be changed at the discretion of DHL from weekly to fortnightly.
- 24.3 Shift Co-ordinators and Shift Supervisors are to be paid on a monthly basis.

25. Termination of Employment

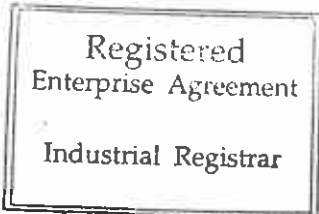
- 25.1 The employment of a full-time or part-time employee may be terminated by one week's notice on either side, which may be given at any time, or by payment by DHL or forfeiture by the employee of one week's pay in lieu of notice. This does not affect the right of DHL to dismiss an employee without notice in the case of the employee's serious misconduct.

26. Incentive Scheme

Shift Supervisors and Shift Coordinators (paid on monthly salary) are eligible to participate in the DHL Salaried Staff Incentive Scheme. This scheme entitles employees up to a maximum of 10% of base salary to be paid per annum.

27. Amenities and First-aid Outfits

- 27.1 The following facilities are to be available.
- (a) Proper dressing rooms with adequate washing facilities, including showers with both hot and cold water.



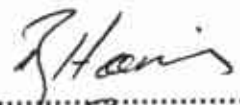
- (b) A room with adequate seating and table accommodation for the partaking of meals; also facilities for boiling water and heating food.
- (c) Proper lavatory facilities.

27.2 First-aid Outfit - A first aid outfit will be provided by DHL at the workplace. Such outfit is to comprise a first-aid ambulance chest, which will:

- (a) be of wood or metal, be dustproof and be distinctly marked with a white cross upon a green ground;
- (b) be so equipped and maintained as to contain at least the articles and appliances specified by the First-aid Regulations under the Factories, Shops and Industries Act 1962;
- (c) contain nothing except requisite articles and appliances for first-aid;
- (d) be readily accessible to the employees at the workplace; and
- (e) be placed under the charge of a responsible person or persons who, or one of whom, will always be readily available during working hours. A clearly legible notice stating the name or names of the person or persons in charge of the ambulance chest will be affixed in a conspicuous position on or adjacent to the chest.


Signed for and on)
 behalf of DHL)
 International (Aust.))
 Pty Limited in the)
 presence of:)

 Name (printed)


 Name BRAD HARRIS (printed)
 Date: 8 MAY '98

Signed for and on)
 behalf of the)
 persons listed in)
 Schedule 1 to)
 this agreement in)
 the presence of:)

 Name (printed)


 Name (printed) MATTHEW COLLINS
 Date: 8 MAY 1998

SCHEDULE 1

Name	Residential Address
Nigel Lockett	143 Corunna Road Stanmore NSW 2048
Mathew Collins	7/24-26 Grosvenor Street Kensington NSW 2033
Steve Ilic	34 Wilson Street South Kogarah NSW 2217
Steve Osborne	2 "B" Wilson Street Kogarah NSW 2217
Michael Jones	22 Newbold Close Thirroul NSW 2515
Mark Trott	10 Finschhafen Street Holsworthy NSW 2173
Steven Miles	27 Rolfe Street Rosebery NSW 2018
Mark Ferry	12/15 Werona Avenue Padstow NSW 2211
Lyall Hickson	13 Dover Road Botany NSW 2019
Ellery Hickson	13 Dover Road Botany NSW 2019
David Thomas	6/270 The Kingsway Caringbah NSW 2229
Todd Crosby-Browne	40 Bowmer Street Banksia NSW 2216
David McCall	7/18 Wales Court Mt Coolum Q. 4573
Vince Haddad	29 Arthur Street Strathfield West NSW 2140
Dean Garden	2/50 Martin Place Mortdale NSW 2223
Jared Ngaika	1/719 Forest Road Bexley NSW 2207

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Name	Residential Address
Michael Grehan	12 Leigh Crescent Unanderra NSW 2526
Bahram Chobrim	777 Waine Street Harbord NSW 2096
Sasha Buneski	51 King Street Rockdale NSW 2216

SCHEDULE 2

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Registered Enterprise Agreement

Industrial Registrar

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
1 THU	1 SUN	1 SUN	1 WED	1 FRI	1 MON
2 FRI	2 MON	2 MON	2 THU	2 SAT	2 TUE
3 SAT	3 TUE	3 TUE	3 FRI	3 SUN	3 WED
4 SUN	4 WED	4 WED	4 SAT	4 MON	4 THU
5 MON	5 THU	5 THU	5 SUN	5 TUE	5 FRI
6 TUE	6 FRI	6 FRI	6 MON	6 WED	6 SAT
7 WED	7 SAT	7 SAT	7 TUE	7 THU	7 SUN
8 THU	8 SUN	8 SUN	8 WED	8 FRI	8 MON
9 FRI	9 MON	9 MON	9 THU	9 SAT	9 TUE
10 SAT	10 TUE	10 TUE	10 FRI	10 SUN	10 WED
11 SUN	11 WED	11 WED	11 SAT	11 MON	11 THU
12 MON	12 THU	12 THU	12 SUN	12 TUE	12 FRI
13 TUE	13 FRI	13 FRI	13 MON	13 WED	13 SAT
14 WED	14 SAT	14 SAT	14 TUE	14 THU	14 SUN
15 THU	15 SUN	15 SUN	15 WED	15 FRI	15 MON
16 FRI	16 MON	16 MON	16 THU	16 SAT	16 TUE
17 SAT	17 TUE	17 TUE	17 FRI	17 SUN	17 WED
18 SUN	18 WED	18 WED	18 SAT	18 MON	18 THU
19 MON	19 THU	19 THU	19 SUN	19 TUE	19 FRI
20 TUE	20 FRI	20 FRI	20 MON	20 WED	20 SAT
21 WED	21 SAT	21 SAT	21 TUE	21 THU	21 SUN
22 THU	22 SUN	22 SUN	22 WED	22 FRI	22 MON
23 FRI	23 MON	23 MON	23 THU	23 SAT	23 TUE
24 SAT	24 TUE	24 TUE	24 FRI	24 SUN	24 WED
25 SUN	25 WED	25 WED	25 SAT	25 MON	25 THU
26 MON	26 THU	26 THU	26 SUN	26 TUE	26 FRI
27 TUE	27 FRI	27 FRI	27 MON	27 WED	27 SAT
28 WED	28 SAT	28 SAT	28 TUE	28 THU	28 SUN
29 THU		29 SUN	29 WED	29 FRI	29 MON
30 FRI		30 MON	30 THU	30 SAT	30 TUE
31 SAT		31 TUE		31 SUN	

Registered 1998 YEAR PLANNER
Enterprise Agreement

Industrial Registrar

JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
1 WED		1 SAT		1 TUE		1 THU		1 SUN		1 TUE	
2 THU		2 SUN		2 WED		2 FRI		2 MON	WEEK 46	2 WED	
3 FRI		3 MON	WEEK 22	3 THU		3 SAT		3 TUE		3 THU	
4 SAT		4 TUE		4 FRI		4 SUN		4 WED		4 FRI	
5 SUN		5 WED		5 SAT		5 MON	WEEK 41	5 THU		5 SAT	
6 MON	WEEK 28	6 THU		6 SUN		6 TUE		6 FRI		6 SUN	
7 TUE		7 FRI		7 MON	WEEK 27	7 WED		7 SAT		7 MON	WEEK 50
8 WED		8 SAT		8 TUE		8 THU		8 SUN		8 TUE	
9 THU		9 SUN		9 WED		9 FRI		9 MON	WEEK 48	9 WED	
10 FRI		10 MON	WEEK 23	10 THU		10 SAT		10 TUE		10 THU	
11 SAT		11 TUE		11 FRI		11 SUN		11 WED		11 FRI	
12 SUN		12 WED		12 SAT		12 MON	WEEK 42	12 THU		12 SAT	
13 MON	WEEK 29	13 THU		13 SUN		13 TUE		13 FRI		13 SUN	
14 TUE		14 FRI		14 MON	WEEK 28	14 WED		14 SAT		14 MON	WEEK 51
15 WED		15 SAT		15 TUE		15 THU		15 SUN		15 TUE	
16 THU		16 SUN		16 WED		16 FRI		16 MON	WEEK 47	16 WED	
17 FRI		17 MON	WEEK 24	17 THU		17 SAT		17 TUE		17 THU	
18 SAT		18 TUE		18 FRI		18 SUN		18 WED		18 FRI	
19 SUN		19 WED		19 SAT		19 MON	WEEK 43	19 THU		19 SAT	
20 MON	WEEK 30	20 THU		20 SUN		20 TUE		20 FRI		20 SUN	
21 TUE		21 FRI		21 MON	WEEK 29	21 WED		21 SAT		21 MON	WEEK 52
22 WED		22 SAT		22 TUE		22 THU		22 SUN		22 TUE	
23 THU		23 SUN		23 WED		23 FRI		23 MON	WEEK 48	23 WED	
24 FRI		24 MON	WEEK 25	24 THU		24 SAT		24 TUE		24 THU	
25 SAT		25 TUE		25 FRI		25 SUN		25 WED		25 FRI	
26 SUN		26 WED		26 SAT		26 MON	WEEK 44	26 THU		26 SAT	
27 MON	WEEK 31	27 THU		27 SUN		27 TUE		27 FRI		27 SUN	
28 TUE		28 FRI		28 MON	WEEK 40	28 WED		28 SAT		28 MON	WEEK 53
29 WED		29 SAT		29 TUE		29 THU		29 SUN		29 TUE	
30 THU		30 SUN		30 WED		30 FRI		30 MON	WEEK 49	30 WED	
31 FRI		31 MON	WEEK 32	31 WED		31 SAT				31 THU	

REGISTER OF
ENTERPRISE AGREEMENTS



ENTERPRISE AGREEMENT NO: EA98/254

TITLE: DHL International (Aust) Pty Limited (Airside) Enterprise Agreement 1998

I.R.C. NO: 98/3245

DATE APPROVED/COMMENCEMENT: 10 July 1998

TERM: 24 Months

NEW AGREEMENT OR
VARIATION: New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 21

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to import, ground operations and inbound freight employees of DHL at Sydney Gateway operation Cnr Eleventh Ave and Ross Smith Dve Mascot Airport, who perform functions covered by classification up to and including Transport Worker Grade 3 under the Transport Industry (State) Award

PARTIES: DHL International (Aust) Pty Limited -&- Sasha Buneski, Braham Chobrim, Mathew Collins, Todd Crosby-Browne, Mark Ferry, Dean Garden, Michael Grehan, Vince Haddad, Lyall Hickson, Ellery Hickson, Steve Ilic, Michael Jones, Nigel Lockett, David McCall, Steven Miles, Jared Ngaika, David Thomas, Mark Trott, Steve Osborne.

Registered
Enterprise Agreement
Industrial Registrar

**DHL INTERNATIONAL (AUST.) PTY
LIMITED
(AIRSIDE) ENTERPRISE AGREEMENT
1998**