

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA99/144**

**TITLE: Pasminco Cockle Creek Smelter Enterprise Agreement 1999**

**I.R.C. NO:** 99/1988

**DATE APPROVED/COMMENCEMENT:** 13 May 1999

**TERM:** 12 Months

**NEW AGREEMENT OR  
VARIATION:** New. Replaces EA 8/95

**GAZETTAL REFERENCE:**

**DATE TERMINATED:**

**NUMBER OF PAGES:** 26

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to engaged in the smelting process at Main Road Boolaroo New South

**PARTIES:** Pasminco Cockle Creek Smelter -&- Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Electrical Trades Union of Australia, New South Wales Branch, The Australian Workers' Union, New South Wales





**PASMINCO COCKLE CREEK SMELTER**

# **Enterprise Agreement**

**1999**

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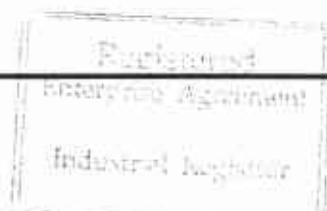


**1. Title**

This agreement is to be referred to as the Pasmenco Cackle Creek Smelter Enterprise Agreement, 1999.

**2. Contents**

<u>Clause</u>	<u>Page</u>
1. TITLE.....	2
2. CONTENTS.....	2
3. PARTIES BOUND.....	4
4. RELATIONSHIP TO PARENT AWARD.....	4
5. DATE AND PERIOD OF OPERATION.....	4
6. AIM OF AGREEMENT.....	4
7. DEMARCATION.....	5
8. CASUAL AND PART-TIME EMPLOYMENT.....	5
9. FIXED TERM EMPLOYMENT.....	6
10. HOURS OF DUTY.....	6
11. TRAINING.....	6
12. SHIFT PENALTIES.....	6
13. PLANT COVERAGE.....	7
14. CONTRACT OF EMPLOYMENT.....	7
15. TIME AND PAYMENT OF SALARY.....	7
16. REMUNERATION.....	8
17. TIME OFF IN LIEU.....	8
18. REST PERIODS.....	9
19. PUBLIC HOLIDAYS.....	9
20. MEAL ALLOWANCE.....	9
21. MIXED FUNCTIONS.....	10
22. STANDBY PAYMENTS.....	10
23. PLANT ROSTERS.....	10



1999 PASMINCO COCKLE CREEK SMELTER ENTERPRISE AGREEMENT

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24. TELEPHONE ALLOWANCE.....11

25. ILLNESS & INJURY SALARY MAINTENANCE .....11

26. ANNUAL LEAVE .....12

27. ANNUAL LEAVE LOADING .....12

28. PARENTAL LEAVE .....13

29. LONG SERVICE LEAVE.....13

30. APPRENTICES.....13

31. ADULT APPRENTICES .....13

32. WORKERS' COMPENSATION .....14

33. TRADESPERSON OPERATORS .....14

34. INDUSTRIAL DISPUTES PROCEDURE .....14

35. PRODUCTIVITY MEASURES .....15

36. NO EXTRA CLAIMS .....15

37. SIGNATORIES .....16



**3. Parties Bound**

This Agreement will apply to and be binding upon Pasminco Cockle Creek Smelter engaged in the Smelting Process at Main Road, Boolaroo, New South Wales (referred to as the Company), its employees and the Australian Workers Union (New South Wales Branch), Australian Manufacturing Workers' Union and the Electrical Trades Union of Australia (New South Wales Branch).

**4. Relationship to Parent Award**

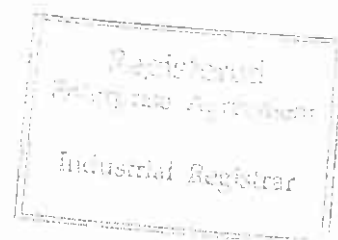
This Agreement shall be read in conjunction with the Pasminco Metals - Sulphide Employees (State) Award, but will supersede and have precedence over the Award in areas covered by this Agreement

**5. Date and Period of Operation**

This Agreement shall commence operation for a period of one year from the date of registration.

**6. Aim of Agreement**

- A. The parties of this Agreement recognise the need to develop through the process of consultation and participation a viable and competitive enterprise, based on the Pasminco Vision of being **THE BEST FROM MINE TO MARKET** in a highly competitive international market.
- B. This objective can only be achieved by:
1. ensuring all activities are based on the values of Performance Quality and Respect and that those values are supported by sitewide behaviours
  2. developing a new enterprise culture that treats all employees equally;
  3. maximising the efficiency and prosperity of the organisation for the benefit of employees, shareholders, customers and the community;
  4. developing the most productive, cooperative and harmonious working relationship possible.



- C. To achieve these objectives the parties agree:
1. to organise work in a fully flexible manner within the operational requirements of the site;
  2. to undertake any duties required without exception, subject only to limitation associated with their skill, knowledge and competence as well as any licensing requirements;
  3. subject to two (ii) above there will be no demarcation between any employees on the site. In addition there will be no bans or limitations imposed that restrict an individual's performance.
  4. to constantly seek improvement in efficiency, quality, safety, health, housekeeping and the environment;
  5. to develop and promote trust and motivation within the site through honesty and mutual respect.

## 7. Demarcation

It is the intent of the Agreement to create an environment which encourages and supports a highly skilled and committed workforce where participation and development of employees will be a priority for the betterment of the individual and the business.

To this end, work will be organised to maximise the flexibility of the workforce and enable employees to work to the limit of their skills and capabilities.

There will be no artificial barriers preventing employees from performing all tasks in which they have the skills and training.

The focus of all work undertaken on this site will be based on the 'SELL' principle in that provided it is Safe, Efficient, Logical and Legal for an employee to perform a particular task, then nothing contained within this Agreement or any external influences shall prevent that employee from performing that task.

## 8. Casual and Part-Time Employment

Casual employees will be paid at the Base Annual Salary Rate according to their grading plus a loading of 15%. Casual employees will be paid at the appropriate hourly rate for all time worked. Any hours in excess of eight hours per day, or 38 hours within any one week, will be paid at overtime rates.

Permanent part-time employees will be paid monthly at the Base Annual Salary Rate according to their grade. Permanent part-time employees will be paid at the appropriate hourly rate for all time worked. Any hours in excess of eight hours per day ( 12 hours in the case of shift workers) or 38 hours within any one week will be paid at overtime rates. Permanent part-time employees will be entitled to annual leave, sick leave and long service leave.



**9. Fixed Term Employment**

Fixed term employees will be paid monthly the Base Annual Salary for the appropriate job grade, plus the base overtime hours for the work team that they are allocated to. Fixed term employees will be expected to work overtime in accordance with the overtime roster established by their work team.

**10. Hours of Duty**

An average of 38 hours per week is worked over a fifty-two (52) week period. Work patterns covering both day work and shift work, including starting and finishing times, may be changed to suit the requirements of the plant or sections of the plant. Changes to work patterns will be subject to:

- 1) consultation and mutual agreement between the parties;
- 2) being guided by Occupational Health and Safety considerations.

**11. Training**

Contained within the Annual Salary as detailed within this document there is an allowance for Scheduled Training which will be conducted outside of normal working hours. Process Employees will from time to time be asked to attend Scheduled Training for the purpose of gaining new skills and knowledge which will enhance the operation of the plant. Employees who have been given reasonable notice of Scheduled Training and who, without reasonable cause and prior notification, fail to attend Scheduled Training will be in breach of their obligations under the terms of this agreement and may be subject to disciplinary action.

**12. Shift Penalties**

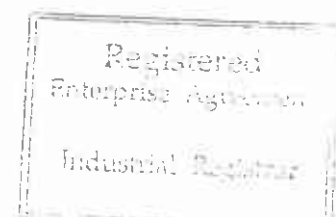
**Shift Allowances**

Shift allowances, as set out in Schedule A, for day shift, afternoon shift and night shift will be calculated to form a component of the annualised salary for employees on shift rosters.

**Weekend Penalties Rate**

Shift workers rostered to work normal shift on a Saturday will be paid at the rate of time and a half of the base salary rate, which will form part of the calculation of the shift component of the annual salary.

Shift workers rostered to work a normal shift on a Sunday will be paid at the rate of double time of the base salary rate, which will form part of the calculation of the shift component of the annual salary.



### 13. Plant Coverage

All employees covered by the terms of this Agreement are required to be available to work a reasonable amount of unrostered hours for the purposes of replacing absent team members, completion of jobs, attending call-outs, meeting production requirements maintenance of plant, and other similar requirements as agreed between the Supervisor and the team.

Where extraordinary or unplanned circumstances occur that cause employees to work significant additional unrostered hours, reasonable time off in lieu will be granted as detailed within Clause 17 of this Agreement.

It is the intent of this Agreement to have people minimise the number of hours needed to be worked in excess of the standard rosters (as detailed in Clause 23), however it is imperative that the integrity of the site operations are maintained. Employees who frequently refuse to attend for out of hours duty which jeopardise the integrity of plant or equipment may be the subject of disciplinary action..

Where a roster exists to cover plant manning, it is the responsibility of the work team to ensure that the roster is covered at all times.

Maintenance work teams will be responsible for out of hours coverage of their own work area during the week, with the team and supervisor making the arrangement as required.

### 14. Contract of Employment

For employees covered by this Agreement, other than casual and part-time employees, employment shall be on a monthly basis.

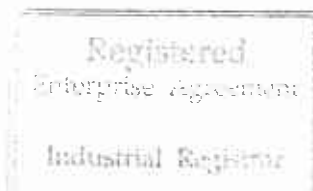
Termination of the contract of employment, will be enacted by the giving and/or receiving of one month's notice for the term of this Agreement.

Failure by either party to give the required notice will result in forfeiture or payment of one month salary in lieu of notice. The period of notice required under this sub clause may be waived by mutual agreement between the parties.

### 15. Time and Payment of Salary

All employees will be paid by direct deposit into a Bank, Building Society, or the Hunter United Credit Union on a monthly basis.

The monthly pay period will run for the full calendar month, with each pay period closing on the last day of the month. However, payments outside the annual salary will only be included up to the 15th day of each month. Claims outside the annual salary after the 15th day will be included in the next monthly pay.





The Company will:

- a) deposit employee's salary into their account no later than the last Wednesday of each calendar month,
- b) provide each employee with a full account in writing of the total amount of pay to which the employee is entitled, details of all deductions made and the total net amount paid will be shown;
- c) provide financial advice and counselling to those employees who have difficulty in adjusting to the new pay arrangements;
- d) arrange with a financial institution, a service that will offer employees the option of having their monthly salary placed in a holding account and paid into an account of their choosing on a weekly basis.

## 16. Remuneration

### Annual Salary

All permanent full-time employees and fixed term employees will be paid an annualised salary which is inclusive of the base salary, shift premiums (where applicable), overtime, and all other allowances as detailed within the Award. The detail as to the amount of annual salary applicable to job grades are detailed within the Schedules (A) attached to this document.

Employees covered by this agreement will be entitled to an adjustment to their annual salary in accordance with the general December salary review as determined by the Board of Pasmaenco Limited.

## 17. Time Off in Lieu

Where employees work significant unrostered hours in addition to those that have been incorporated into the annual salary for overtime, there will be the availability of time off in lieu at the discretion of the Supervisor/Superintendent in consultation with the work team.

The calculation of time off in lieu will be on the basis of 1.8 times the hours worked in accordance with the formula below.

To qualify for time off in lieu, overtime hours worked by the employee must exceed hour allocated in the annual salary, over a 3 month period, as a minimum. Should Time Off in Lieu be warranted this must be taken within an agreed period with the Supervisor/Superintendent. Time off in lieu will be taken at a mutually convenient time, agreed to between the Supervisor/Superintendent and the work team.



**18. Rest Periods**

Supervision in consultation with the work team, will arrange overtime wherever reasonably practicable so that employees have at least ten consecutive hours (eight hours in the case of shift workers) off duty between the work of successive days. The Company's Fatigue Policy shall apply at all times.

Should the supervisor and work team require an employee to return to work before ten hours (eight hours for shift workers) has elapsed, the employee will be credited with overtime on the basis of an equivalent number of hours until the employee has had a 10 hour (8 hour) break from work. This calculation will be used for determining allocation of time off in lieu if applicable.

Employees have the option to decline to return to work before he/she has had their 10 hour (8 hour) break.

**19. Public Holidays**

The following days will be observed as Public Holidays for the term of this agreement:-

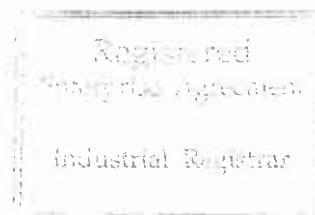
- New Years Day
- Australia Day
- Good Friday, Easter Saturday, Easter Monday
- Anzac Day,
- Queen's Birthday
- Labor Day
- Cockle Creek Picnic Day
- Christmas Day, Boxing Day

plus any other special days proclaimed as public holidays by the State or Federal Governments.

For employees required to work on Public Holidays there is an allowance built into the annual salary to compensate for all work performed on Public Holidays.

**20. Meal Allowance**

All employees will be entitled to an annual amount as detailed in Schedule A for overtime meals. This will be paid as an allowance each pay period, for the purpose of purchasing a meal when required to work overtime.



**21. Mixed Functions**

All process operators and non-trade employees will be entitled to an annual payment, as detailed in Schedule A, for working outside of their Job Grade. This payment shall be a component of the employee's overall annualised salary.

The requirement to work outside of an employee job grade will be on the basis that it is safe, efficient, logical and legal for the employee to do so.

Should an employee be required to work in a higher job grade for a period of three (3) months or more, that employee will be temporarily reclassified to that higher grade whilst he/she continues to perform the function of that higher grade.

No employee will be required to work outside his/her job grade if, in the opinion of the supervisor in consultation with the work team, there are good reasons for that employee not to do so.

**22. Standby Payments**

Where for plant or maintenance coverage there is a requirement for a roster to be implemented, it is a condition of the Agreement that all employees which the roster covers participate in the roster.

**Process / Services and Shift Tradespersons**

Employees whose Shift Roster arrangement require them to be on a Standby Roster for plant coverage purposes, will receive an amount as detailed in Schedule A, for being on such a roster. The duration of the standby roster will be of one and a half hours duration, spanning the commencement time of the shift associated with the particular roster.

Where a roster exists to cover plant manning, it is the responsibility of the work team to ensure that the roster is covered at all times.

For Process / Services shift workers this payment shall be a component of the employee's annualised salary for those required to be on such a roster.

**23. Plant Rosters**

Maintenance employees covered by the Duty Roster will be rostered for work as per the following frequency:

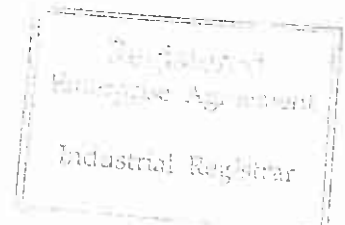
Electrical Tradespersons approx 4 weekends per year

Mechanical Tradesperson (Fitting) approx 3 to 4 weekends per year

Mechanical Tradesperson (Boilermaking) approx 5 to 6 weekends per year

Riggers approx 4 weekends per year

In the case of Riggers, contractors will be used in the short term to cover any short fall in the roster due to current rigging numbers. In the longer term additional Riggers will be trained to supplement the roster.



Payment for the Duty Roster will be as per Schedule A attached to this Agreement. and will form part of the calculation of the allowance component of the annual salary

Nothing contained within this Agreement will prevent employees from swapping or giving away their allocation of time on the roster, subject to the employee making alternative arrangements with another suitably qualified employee to work his/her rostered time.

#### 24. Telephone Allowance

All employees who are required to be on a roster, either standby or duty roster, in order to maintain the plants integrity will be entitled to a telephone allowance so they can be contacted should the need arise.

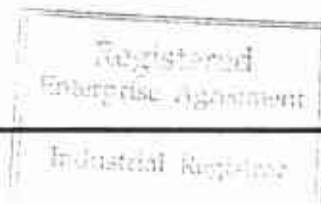
This payment will be based on the annual rental as charged by the appropriate telephone instrumentality plus an allowance of 100 calls at the appropriate call allowance for a local call from a private telephone, as determined by the appropriate telephone instrumentality, determined in December of each year and will be paid in advance for the following year.

#### 25. Illness & Injury Salary Maintenance

For the term of this Agreement, the following conditions will apply in regard to maintenance of salary whilst an employee is unable to attend work due to personal illness or injury.

The details of the Illness & Injury Salary Maintenance Policy are:

1. An employee, upon commencement of employment, is entitled to two months, within each calendar year, off work as a result of genuine personal illness or injury, provided he/she can produce appropriate medical certification as proof of such illness or injury. Further periods of salary maintenance may also be granted at the discretion of the General Manager. Management reserves the right to have employees independently examined after a period of two weeks absence has elapsed.
2. Any claim for salary maintenance which exceeds one day will require a medical certificate from a registered medical practitioner or dentist.. Failure to meet this requirement will void any payment for salary maintenance.
3. All payment for illness or injury will be at the employee's annualised salary and the total number of hours paid will be recorded against the employee's personal record.



4. Included in the entitlements referred to in Sub Clause ( i ) above, employees shall be entitled to up to five (5) days Personal/Carer's Leave for the purpose of attending to the needs of sick family members without loss of salary. Payment for this entitlement will form part of and not be additional to the employees salary maintenance entitlement listed above in Sub Clause ( i ).
5. To be entitled to payment under Sub Clause (iv) above employees must furnish a certificate from a registered medical practitioner stating that the family member needs care, requiring the attendance of the employee and the expected period of absence.
6. An employee who is absent from work other than on approved leave and does not produce a doctors certificate as required shall be deemed to be absent from work without authorisation.
7. Nothing contained within this clause will prevent the Company from taking action deemed necessary to prevent abuse of the salary maintenance system.

## 26. Annual Leave

For the purpose of annual leave calculations for employees covered by this Agreement, reference shall be made to the Annual Holiday Act of NSW 1944 as amended

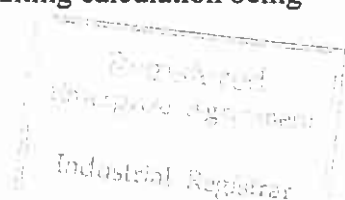
For those employees on a 12 hour shift roster, the annual leave entitlement will be 204 hours leave per annum for the term of this Agreement.

Employees may take annual leave over multiple periods with the agreement of the team and supervisor. The minimum period of leave must be equal to one day or shift of the employees relevant roster.

## 27. Annual Leave Loading

For employees (other than seven day shift workers) covered by this Agreement, an Annual Leave Loading will apply and will be calculated on the basis of 20 percent of the annual leave entitlement at the base annual salary, including any overaward payments plus the relevant overtime component and will form a component of the annualised salary.

Seven day shift workers will be paid "as if worked" in accordance with the roster in substitution of the annual leave loading with the resulting calculation being included in the employees annualised salary.



**28. Parental Leave**

All employees are entitled to maternity, paternity or adoption leave in accordance with the provisions of the NSW Industrial Relations Act, 1996, as amended.

**29. Long Service Leave**

Long Service Leave entitlement will accrue in accordance with the provision of the NSW Long Service Leave Act, 1955, as amended.

Payments for Long Service Leave will be based on the employee's annualised salary excluding Shift Penalties as defined by this Agreement.

Long Service Leave may be taken in multiple periods with agreement of the team and the supervisor, "having regard to the needs of the employers establishment". The minimum period of long service leave is one week of the employees relevant roster.

Any unused balances of Long Service Leave will be paid out under the terms of the Act for resignation, retirement or disablement or paid to the estate of the employee upon death in service.

**30. Apprentices**

Apprentices employed by the Company under the terms of this Agreement will be paid the following percentages of the Mechanical Tradespersons base salary:

1st Year	45%
2nd Year	60%
3rd Year	75%
4th Year	90%

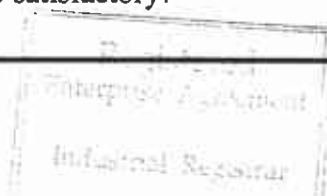
In addition to this payment, apprentices will also be paid the above percentage of the overtime component allocated to the maintenance work teams.

**31. Adult Apprentices**

Adult Apprentices will be considered as part of the Companies normal apprentice intake but limited to fifty (50) percent of the intake in any one year and will compete with other apprentice applicants for positions.

An adult apprentice will be paid the rate applicable to their current classification (less shift allowance) for employees already engaged or at Grade 1 Operators (day work) rate if starting as an apprentice, and will continue to be paid that rate until the apprentice rate contained within this agreement exceeds that rate.

At the completion of the adult apprenticeship there will be no guarantee of employment as a tradesperson however alternative employment will be made available outside the trade provided that during the adult apprenticeship the employee's behaviour and attitude are satisfactory.



**32. Workers' Compensation**

Administration of Workers' Compensation under this Agreement will be in accordance with the NSW Workers' Compensation Act, 1987, as amended.

**33. Tradesperson Operators**

Permanent Employees covered by Process Operator's Pay Schedule of this Agreement and who are able to provide proof to the satisfaction of the Company that they possess a trade skill based upon successful completion of an approved trade course in the trades listed below, will be paid an additional amount for the utilisation of those trade skills.

- Fitting and Turning
- Fitting and Welding
- Boilermaking
- Electrician
- Plumbing (Acid Plant only)

The utilisation of Tradesperson Operator skills will predominantly be associated with their process operator job grade. On occasions, they may be utilised to work with a maintenance work team to shorten the duration of plant down time or for training or skills identification purposes.

To ensure that a Tradesperson Operator maintains his/her skills they will be required to keep an "Application of Skill Record Sheet" for recording of jobs performed and skills used. Tradesperson Operators must achieve at least 40 hours utilisation of their skills each six months to retain the tradesperson operator payment.

It is not the intention of this Agreement for Tradesperson Operators to replace Tradespersons on maintenance work team functions.

This payment, as listed in Schedule A of this Agreement, will form a component of the employee's base salary and will be used for the calculation of the annualised salary.

**34. Industrial Disputes Procedure**

The following is the procedure to be followed by employees, Union Officials or Delegates relating to industrial or safety grievances:

1. Employee to discuss the grievance with his/her supervisor.
2. Employee to discuss the grievance with his/her superintendent.
3. Employee to discuss the grievance with the department manager and delegate if so desired.
4. Employee to discuss the grievance with the Human Resources department and a Union representative if so desired.
5. If the employee is still not satisfied, he/she may refer the grievance to his/her Union Organiser.
6. Union Organiser to discuss the grievance with the Human Resources department.



7. Discussions will continue between the Management and the Union representatives in an attempt to resolve the matter in dispute.
8. Whenever a matter cannot be resolved by discussion, members of the Union shall not participate in any industrial action or any form of limitation of work shall be applied. The matter shall be referred to the Industrial Registrar for determination by a member of the Industrial Commission of NSW or directed by it and subject to an appeal under the Industrial Relations Act, 1996, as amended.
9. Arrangement of Union meetings will be on the basis of the following agenda:

Day workers	During midday meal break or at end of day
Day Shift	Before commencement of shift
Night Shift	After completion of shift
Afternoon shift	Before commencement of shift

These times shall apply unless varied by mutual agreement.

If a meeting runs into the ordinary working time of the relieving shift then the provisions of Custom and Practice - Shift Workers Relief Man Failing to Attend for Duty shall apply.

### 35. Productivity Measures

During the term of this Agreement the following productivity measures will be monitored and the details will be briefed on a six monthly basis:

- Operating costs in dollars per tonne of metal products (refined zinc and lead bullion)
- Plant utilisation - ISF, Sintering
- Absenteeism
- Cost of Contractors
- Site Establishment

### 36. No Extra Claims

Subject to the provisions of the Industrial Relations Act 1996, that shall apply, it is a term of this Agreement that the Unions, party to this Agreement, agree that they will make no extra claims award or overaward for the period of this Agreement





37. **Signatories**

The parties to this Agreement declare that it was not entered into under duress.

Signed for and on behalf of  
Pasminco Cockle Creek Smelter

*Flannery*  
19 / 10 / 98

Signed for and on behalf of  
Australian Workers Union  
(New South Wales Branch)

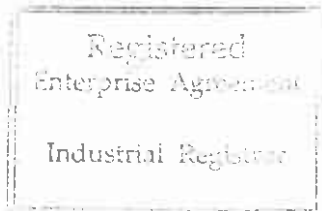
*W. J. ...*  
12 / 10 / 98

Signed for and on behalf of  
Australian Manufacturing Worker  
Union

*...*  
18 / 2 / 99

Signed for and on behalf of  
The Electrical Trades Union of  
Australia (New South Wales Branch)

*B. Rubin*  
16 / 2 / 99



**PASMINCO COCKLE CREEK SMELTER  
ANNUAL SALARY SCHEDULE "A" - 1 DECEMBER 1998**

PERCENTAGE INCREASE

**1 SHIFT ALLOWANCES**

12 HOUR ROSTER	DAY	\$7.20 PER SHIFT
	NIGHT	\$21.80 PER SHIFT
8 HOUR ROSTERS	DAY	\$13.00 PER SHIFT
	NIGHT	\$18.40 PER SHIFT

**2 MEAL ALLOWANCES** \$341.80 PER ANNUM

**3 TELEPHONE ALLOWANCE** \$195.00 PER ANNUM

**4 MIXED FUNCTIONS** \$647.90 PER ANNUM

**5 STANDBY PAYMENT**

PROCESS	\$352.00 PER ANNUM
SHIFT TRADESPERSON	\$19.10 PER STANDBY

**6 WEEKEND DUTY ROSTER** \$157.50 PER DAY

**7 OPERATOR TRADESPERSON** \$71.90 PER WEEK  
CODE = TS

**8 MULTI SKILLING**

MULTI SKILLING 1	CODE = MS1	\$8.60 PER WEEK
MULTI SKILLING 2 (Rigging)	CODE = MS2	\$12.70 PER WEEK

**9 TEAM LEADER PAYMENT** \$27.00 PER WEEK

**10 TRAVEL ALLOWANCE** PER KILOMETRE

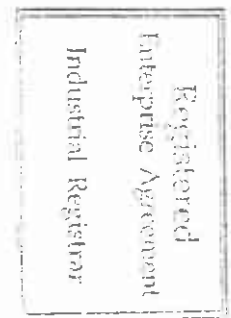
**11 CLEAN OUT DAY PAYMENT**

PROCESS TWELVE (12) HOUR	\$302.80 PER DAY WORKED
MAINTENANCE EIGHT (8) HOUR	\$256.40 PER DAY WORKED

**12 MEETINGS (IMPROVEMENT, SOP)**

Outside Normal working hours

PROCESS	\$106.00 PER MEETING ATTENDED
MAINTENANCE	\$119.00 PER MEETING ATTENDED



**ANNUAL SALARY SCHEDULE "A" - 1-Dec-98**

**PROCESS OPERATOR (DAYWORK)**

	BASE SALARY	OVERTIME	LEAVE LOADING	MIXED FUNCTIONS	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
GRADE 1	\$25,930	\$4,777	\$472	\$648	\$31,830	\$342	\$195	\$32,367
GRADE 1 MS1	\$26,410	\$4,865	\$481	\$648	\$32,400	\$342	\$195	\$32,937
GRADE 1 MS2	\$27,090	\$4,990	\$494	\$648	\$33,220	\$342	\$195	\$33,757
GRADE 1 TS	\$29,670	\$5,466	\$541	\$648	\$36,320	\$342	\$195	\$36,857
GRADE 2	\$26,850	\$4,946	\$489	\$648	\$32,930	\$342	\$195	\$33,467
GRADE 2 MS1	\$27,330	\$5,034	\$498	\$648	\$33,510	\$342	\$195	\$34,047
GRADE 2 MS2	\$28,010	\$5,160	\$510	\$648	\$34,330	\$342	\$195	\$34,867
GRADE 2 TS	\$30,590	\$5,635	\$557	\$648	\$37,430	\$342	\$195	\$37,967
GRADE 3	\$27,800	\$5,121	\$506	\$648	\$34,080	\$342	\$195	\$34,617
GRADE 3 MS1	\$28,280	\$5,209	\$515	\$648	\$34,650	\$342	\$195	\$35,187
GRADE 3 MS2	\$28,960	\$5,335	\$528	\$648	\$35,470	\$342	\$195	\$36,007
GRADE 3 TS	\$31,540	\$5,810	\$575	\$648	\$38,570	\$342	\$195	\$39,107
GRADE 4	\$28,770	\$5,300	\$524	\$648	\$35,240	\$342	\$195	\$35,777
GRADE 4 MS1	\$29,250	\$5,388	\$533	\$648	\$35,820	\$342	\$195	\$36,357
GRADE 4 MS2	\$29,930	\$5,513	\$545	\$648	\$36,640	\$342	\$195	\$37,177
GRADE 4 TS	\$32,510	\$5,989	\$592	\$648	\$39,740	\$342	\$195	\$40,277
GRADE 5	\$29,890	\$5,506	\$545	\$648	\$36,590	\$342	\$195	\$37,127
GRADE 5 MS1	\$30,370	\$5,594	\$553	\$648	\$37,170	\$342	\$195	\$37,707
GRADE 5 MS2	\$31,050	\$5,720	\$566	\$648	\$37,980	\$342	\$195	\$38,517
GRADE 5 TS	\$33,630	\$6,195	\$613	\$648	\$41,090	\$342	\$195	\$41,627
GRADE 6	\$30,670	\$5,650	\$559	\$648	\$37,530	\$342	\$195	\$38,067
GRADE 6 MS1	\$31,150	\$5,738	\$568	\$648	\$38,100	\$342	\$195	\$38,637
GRADE 6 MS2	\$31,830	\$5,863	\$580	\$648	\$38,920	\$342	\$195	\$39,457
GRADE 6 TS	\$34,410	\$6,339	\$627	\$648	\$42,020	\$342	\$195	\$42,557

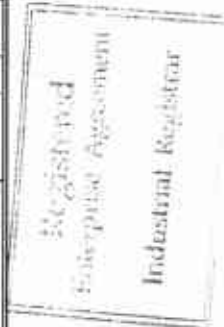


PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 01-Dec-98

MAINTENANCE (FIMEE) DAY WORKERS

	BASE SALARY	OVERTIME	LEAVE LOADING	MIXED FUNCTIONS	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
GRADE 1	\$25,930	\$7,506	\$514	\$648	\$34,600	\$342	\$195	\$35,137
GRADE 1 MS1	\$26,410	\$7,645	\$524	\$648	\$35,230	\$342	\$195	\$35,767
GRADE 1 MS2	\$27,090	\$7,842	\$537	\$648	\$36,120	\$342	\$195	\$36,657
GRADE 1 TS	\$29,670	\$8,589	\$589	\$648	\$39,500	\$342	\$195	\$40,037
GRADE 2	\$26,850	\$7,772	\$533	\$648	\$35,800	\$342	\$195	\$36,337
GRADE 2 MS1	\$27,330	\$7,911	\$542	\$648	\$36,430	\$342	\$195	\$36,967
GRADE 2 MS2	\$28,010	\$8,108	\$556	\$648	\$37,320	\$342	\$195	\$37,857
GRADE 2 TS	\$30,590	\$8,855	\$607	\$648	\$40,700	\$342	\$195	\$41,237
GRADE 3	\$27,800	\$8,047	\$551	\$648	\$37,050	\$342	\$195	\$37,587
GRADE 3 MS1	\$28,280	\$8,186	\$561	\$648	\$37,680	\$342	\$195	\$38,217
GRADE 3 MS2	\$28,960	\$8,383	\$575	\$648	\$38,570	\$342	\$195	\$38,107
GRADE 3 TS	\$31,540	\$9,130	\$626	\$648	\$41,940	\$342	\$195	\$42,477
GRADE 4	\$28,770	\$8,328	\$571	\$648	\$38,320	\$342	\$195	\$38,857
GRADE 4 MS1	\$29,250	\$8,467	\$580	\$648	\$38,950	\$342	\$195	\$39,487
GRADE 4 MS2	\$29,930	\$8,664	\$594	\$648	\$39,840	\$342	\$195	\$40,377
GRADE 4 TS	\$32,510	\$9,411	\$645	\$648	\$43,210	\$342	\$195	\$43,747
GRADE 5	\$29,890	\$8,652	\$593	\$648	\$39,780	\$342	\$195	\$40,317
GRADE 5 MS1	\$30,370	\$8,791	\$602	\$648	\$40,410	\$342	\$195	\$40,947
GRADE 5 MS2	\$31,050	\$8,988	\$616	\$648	\$41,300	\$342	\$195	\$41,837
GRADE 5 TS	\$33,630	\$9,735	\$667	\$648	\$44,680	\$342	\$195	\$45,217
GRADE 6	\$30,670	\$8,878	\$608	\$648	\$40,800	\$342	\$195	\$41,337
GRADE 6 MS1	\$31,150	\$9,017	\$618	\$648	\$41,430	\$342	\$195	\$41,967
GRADE 6 MS2	\$31,830	\$9,214	\$631	\$648	\$42,320	\$342	\$195	\$42,857
GRADE 6 TS	\$34,410	\$9,961	\$683	\$648	\$45,700	\$342	\$195	\$46,237



PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 1-Dec-98

PROCESS OPERATOR (SEVEN DAY DAYWORK)

	BASE SALARY	SHIFT PREMIUMS	OVERTIME	PUBLIC HOLIDAYS	MIXED FUNCTIONS	ANNUAL SALARY	MEAL ALLOW	SALARY+MEAL & TELEPHONE
GRADE 1	\$25,930	\$6,320	\$6,483	\$1,551	\$648	\$40,930	\$342	\$41,272
GRADE 1 MS1	\$26,410	\$6,437	\$6,603	\$1,580	\$648	\$41,680	\$342	\$42,022
GRADE 1 MS2	\$27,090	\$6,603	\$6,773	\$1,620	\$648	\$42,730	\$342	\$43,072
GRADE 1 TS	\$29,670	\$7,232	\$7,418	\$1,774	\$648	\$46,740	\$342	\$47,082
GRADE 2	\$26,850	\$6,545	\$6,713	\$1,606	\$648	\$42,360	\$342	\$42,702
GRADE 2 MS1	\$27,330	\$6,662	\$6,833	\$1,635	\$648	\$43,110	\$342	\$43,452
GRADE 2 MS2	\$28,010	\$6,827	\$7,003	\$1,675	\$648	\$44,160	\$342	\$44,502
GRADE 2 TS	\$30,590	\$7,456	\$7,648	\$1,830	\$648	\$48,170	\$342	\$48,512
GRADE 3	\$27,800	\$6,776	\$6,950	\$1,663	\$648	\$43,840	\$342	\$44,182
GRADE 3 MS1	\$28,280	\$6,893	\$7,070	\$1,691	\$648	\$44,580	\$342	\$44,922
GRADE 3 MS2	\$28,960	\$7,059	\$7,240	\$1,732	\$648	\$45,640	\$342	\$45,982
GRADE 3 TS	\$31,540	\$7,688	\$7,885	\$1,886	\$648	\$49,650	\$342	\$49,992
GRADE 4	\$28,770	\$7,013	\$7,193	\$1,721	\$648	\$45,340	\$342	\$45,682
GRADE 4 MS1	\$29,250	\$7,130	\$7,313	\$1,749	\$648	\$46,090	\$342	\$46,432
GRADE 4 MS2	\$29,930	\$7,295	\$7,483	\$1,790	\$648	\$47,150	\$342	\$47,492
GRADE 4 TS	\$32,510	\$7,924	\$8,128	\$1,944	\$648	\$51,150	\$342	\$51,492
GRADE 5	\$29,890	\$7,286	\$7,473	\$1,788	\$648	\$47,080	\$342	\$47,422
GRADE 5 MS1	\$30,370	\$7,403	\$7,593	\$1,816	\$648	\$47,830	\$342	\$48,172
GRADE 5 MS2	\$31,050	\$7,568	\$7,763	\$1,857	\$648	\$48,890	\$342	\$49,232
GRADE 5 TS	\$33,630	\$8,197	\$8,408	\$2,011	\$648	\$52,890	\$342	\$53,232
GRADE 6	\$30,670	\$7,476	\$7,668	\$1,834	\$648	\$48,300	\$342	\$48,642
GRADE 6 MS1	\$31,150	\$7,593	\$7,788	\$1,863	\$648	\$49,040	\$342	\$49,382
GRADE 6 MS2	\$31,830	\$7,759	\$7,958	\$1,904	\$648	\$50,100	\$342	\$50,442
GRADE 6 TS	\$34,410	\$8,387	\$8,603	\$2,058	\$648	\$54,110	\$342	\$54,452



PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 1-Dec-98

MAINTENANCE TRADEPERSON DAYWORKERS

	BASE SALARY	OVERTIME	LEAVE LOADING	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
<b>MECHANICAL</b>							
BASE	\$32,640	\$9,448	\$648	<b>\$42,740</b>	\$342	\$195	\$43,277
LEVEL 1	\$33,320	\$9,645	\$661	<b>\$43,630</b>	\$342	\$195	\$44,167
LEVEL 2	\$34,000	\$9,842	\$674	<b>\$44,520</b>	\$342	\$195	\$45,057
LEVEL 3	\$34,680	\$10,039	\$688	<b>\$45,410</b>	\$342	\$195	\$45,947
<b>ELECTRICAL</b>							
FITTER / MECHANIC	\$33,770	\$9,776	\$670	<b>\$44,220</b>	\$342	\$195	\$44,757
LEVEL 1	\$34,460	\$9,975	\$684	<b>\$45,120</b>	\$342	\$195	\$45,657
LEVEL 2	\$35,140	\$10,172	\$697	<b>\$46,010</b>	\$342	\$195	\$46,547
LEVEL 3	\$35,820	\$10,369	\$711	<b>\$46,900</b>	\$342	\$195	\$47,437
<b>TECHNICIAN</b>							
LEVEL 1	\$35,490	\$10,273	\$704	<b>\$46,470</b>	\$342	\$195	\$47,007
LEVEL 2	\$36,170	\$10,470	\$718	<b>\$47,360</b>	\$342	\$195	\$47,897
LEVEL 3	\$36,850	\$10,667	\$731	<b>\$48,250</b>	\$342	\$195	\$48,787
	\$37,530	\$10,864	\$745	<b>\$49,140</b>	\$342	\$195	\$49,677
<b>TECHNICIAN "A"</b>							
LEVEL 1	\$36,540	\$10,577	\$725	<b>\$47,840</b>	\$342	\$195	\$48,377
LEVEL 2	\$37,220	\$10,774	\$738	<b>\$48,730</b>	\$342	\$195	\$49,267
LEVEL 3	\$37,900	\$10,971	\$752	<b>\$49,620</b>	\$342	\$195	\$50,157
	\$38,580	\$11,168	\$765	<b>\$50,510</b>	\$342	\$195	\$51,047



PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 1-Dec-98

MAINTENANCE TRADEPERSONS DAYWORKERS

SALARY

	BASE SALARY	OVERTIME	LEAVE LOADING	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
<b>BUILDING</b>							
BRICKLAYER	\$32,450	\$9,393	\$644	\$42,490	\$342	\$195	\$43,027
LEVEL 1	\$33,130	\$9,590	\$657	\$43,380	\$342	\$195	\$43,917
LEVEL 2	\$33,820	\$9,790	\$671	\$44,280	\$342	\$195	\$44,817
LEVEL 3	\$34,500	\$9,987	\$684	\$45,170	\$342	\$195	\$45,707
<b>BRICKLAYER ON</b>							
REFRACTORY	\$33,350	\$9,654	\$662	\$43,670	\$342	\$195	\$44,207
LEVEL 1	\$34,030	\$9,851	\$675	\$44,560	\$342	\$195	\$45,097
LEVEL 2	\$34,720	\$10,051	\$689	\$45,460	\$342	\$195	\$45,997
LEVEL 3	\$35,400	\$10,247	\$702	\$46,350	\$342	\$195	\$46,887
<b>CARPENTER</b>							
LEVEL 1	\$32,420	\$9,385	\$643	\$42,450	\$342	\$195	\$42,987
LEVEL 2	\$33,100	\$9,582	\$657	\$43,340	\$342	\$195	\$43,877
LEVEL 3	\$33,780	\$9,778	\$670	\$44,230	\$342	\$195	\$44,767
LEVEL 3	\$34,460	\$9,975	\$684	\$45,120	\$342	\$195	\$45,657
<b>PAINTER</b>							
LEVEL 1	\$31,590	\$9,144	\$627	\$41,360	\$342	\$195	\$41,897
LEVEL 2	\$32,270	\$9,341	\$640	\$42,250	\$342	\$195	\$42,787
LEVEL 3	\$32,950	\$9,538	\$654	\$43,140	\$342	\$195	\$43,677
LEVEL 3	\$33,630	\$9,735	\$667	\$44,030	\$342	\$195	\$44,567
<b>LEADBURNER</b>							
LEVEL 1	\$34,640	\$10,027	\$687	\$45,350	\$342	\$195	\$45,887
LEVEL 2	\$35,320	\$10,224	\$701	\$46,240	\$342	\$195	\$46,777
LEVEL 3	\$36,000	\$10,421	\$714	\$47,140	\$342	\$195	\$47,677
LEVEL 3	\$36,690	\$10,621	\$728	\$48,040	\$342	\$195	\$48,577
<b>PLUMBER</b>							
LEVEL 1	\$33,530	\$9,706	\$665	\$43,900	\$342	\$195	\$44,437
LEVEL 2	\$34,210	\$9,903	\$679	\$44,790	\$342	\$195	\$45,327
LEVEL 3	\$34,890	\$10,100	\$692	\$45,680	\$342	\$195	\$46,217
LEVEL 3	\$35,570	\$10,297	\$706	\$46,570	\$342	\$195	\$47,107



PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 1-Dec-98

APPRENTICES

	BASE SALARY	OVERTIME	LEAVE LOADING	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
AWARD	\$26,395						
OVERAWARD	\$6,245						
FIRST YEAR	\$13,250	\$1,726	\$230	\$15,210	\$154		\$15,364
SECOND YEAR	\$17,970	\$3,121	\$324	\$21,420	\$205		\$21,625
THIRD YEAR	\$23,050	\$5,004	\$432	\$28,490	\$256		\$28,746
FOURTH YEAR	\$28,070	\$7,313	\$544	\$35,930	\$308		\$36,238

Registered Enterprise  
 Industrial Registrar  
 Agreement



PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 1-Dec-98

PROCESS OPERATOR (TWELVE HOUR SHIFT)

	BASE SALARY	SHIFT PREMIUMS	OVERTIME	PUBLIC HOLIDAYS	CALL-OUT ALLOW	MIXED FUNCTIONS	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
GRADE 1	\$25,930	\$8,780	\$9,553	\$2,000	\$352	\$648	\$47,260	\$342	\$195	\$47,797
GRADE 1 MS1	\$26,410	\$8,894	\$9,730	\$2,037	\$352	\$648	\$48,070	\$342	\$195	\$48,607
GRADE 1 MS2	\$27,090	\$9,055	\$9,981	\$2,089	\$352	\$648	\$49,210	\$342	\$195	\$49,747
GRADE 1 TS	\$29,670	\$9,666	\$10,931	\$2,288	\$352	\$648	\$53,560	\$342	\$195	\$54,097
GRADE 2	\$26,850	\$8,998	\$9,892	\$2,071	\$352	\$648	\$48,810	\$342	\$195	\$49,347
GRADE 2 MS1	\$27,330	\$9,112	\$10,069	\$2,108	\$352	\$648	\$49,620	\$342	\$195	\$50,157
GRADE 2 MS2	\$28,010	\$9,273	\$10,319	\$2,160	\$352	\$648	\$50,760	\$342	\$195	\$51,297
GRADE 2 TS	\$30,590	\$9,884	\$11,270	\$2,359	\$352	\$648	\$55,100	\$342	\$195	\$55,637
GRADE 3	\$27,800	\$9,223	\$10,242	\$2,144	\$352	\$648	\$50,410	\$342	\$195	\$50,947
GRADE 3 MS1	\$28,280	\$9,337	\$10,419	\$2,181	\$352	\$648	\$51,220	\$342	\$195	\$51,757
GRADE 3 MS2	\$28,960	\$9,498	\$10,669	\$2,234	\$352	\$648	\$52,360	\$342	\$195	\$52,897
GRADE 3 TS	\$31,540	\$10,109	\$11,620	\$2,433	\$352	\$648	\$56,700	\$342	\$195	\$57,237
GRADE 4	\$28,770	\$9,453	\$10,599	\$2,219	\$352	\$648	\$52,040	\$342	\$195	\$52,577
GRADE 4 MS1	\$29,250	\$9,567	\$10,776	\$2,256	\$352	\$648	\$52,850	\$342	\$195	\$53,387
GRADE 4 MS2	\$29,930	\$9,728	\$11,027	\$2,308	\$352	\$648	\$53,990	\$342	\$195	\$54,527
GRADE 4 TS	\$32,510	\$10,339	\$11,977	\$2,507	\$352	\$648	\$58,330	\$342	\$195	\$58,867
GRADE 5	\$29,890	\$9,718	\$11,012	\$2,305	\$352	\$648	\$53,930	\$342	\$195	\$54,467
GRADE 5 MS1	\$30,370	\$9,832	\$11,189	\$2,342	\$352	\$648	\$54,730	\$342	\$195	\$55,267
GRADE 5 MS2	\$31,050	\$9,993	\$11,439	\$2,395	\$352	\$648	\$55,880	\$342	\$195	\$56,417
GRADE 5 TS	\$33,630	\$10,604	\$12,390	\$2,594	\$352	\$648	\$60,220	\$342	\$195	\$60,757
GRADE 6	\$30,670	\$9,903	\$11,299	\$2,365	\$352	\$648	\$55,240	\$342	\$195	\$55,777
GRADE 6 MS1	\$31,150	\$10,017	\$11,476	\$2,402	\$352	\$648	\$56,050	\$342	\$195	\$56,587
GRADE 6 MS2	\$31,830	\$10,178	\$11,727	\$2,455	\$352	\$648	\$57,190	\$342	\$195	\$57,727
GRADE 6 TS	\$34,410	\$10,789	\$12,677	\$2,654	\$352	\$648	\$61,530	\$342	\$195	\$62,067

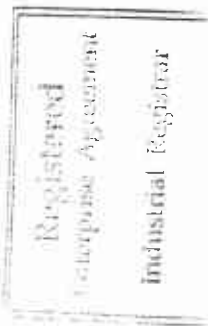
Registered  
Collective Agreement  
Industrial Registrar

PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 1-Dec-98

PROCESS OPERATOR (11.5 HOUR SHIFT) RAW MATERIALS STORE

	BASE SALARY	SHIFT PREMIUMS	OVERTIME	PUBLIC HOLIDAYS	CALL-OUT ALLOW	MIXED FUNCTIONS	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
GRADE 1	\$25,930	\$6,336	\$7,165	\$1,939	\$352	\$648	\$42,370	\$342	\$195	\$42,907
GRADE 1 MS1	\$26,410	\$6,429	\$7,298	\$1,975	\$352	\$648	\$43,110	\$342	\$195	\$43,647
GRADE 1 MS2	\$27,090	\$6,561	\$7,485	\$2,026	\$352	\$648	\$44,160	\$342	\$195	\$44,697
GRADE 1 TS	\$29,670	\$7,061	\$8,198	\$2,218	\$352	\$648	\$48,150	\$342	\$195	\$48,687
GRADE 2	\$26,850	\$6,515	\$7,419	\$2,008	\$352	\$648	\$43,790	\$342	\$195	\$44,327
GRADE 2 MS1	\$27,330	\$6,608	\$7,552	\$2,044	\$352	\$648	\$44,530	\$342	\$195	\$45,067
GRADE 2 MS2	\$28,010	\$6,739	\$7,740	\$2,094	\$352	\$648	\$45,580	\$342	\$195	\$46,117
GRADE 2 TS	\$30,590	\$7,240	\$8,453	\$2,287	\$352	\$648	\$49,570	\$342	\$195	\$50,107
GRADE 3	\$27,800	\$6,699	\$7,682	\$2,079	\$352	\$648	\$45,260	\$342	\$195	\$45,797
GRADE 3 MS1	\$28,280	\$6,792	\$7,814	\$2,115	\$352	\$648	\$46,000	\$342	\$195	\$46,537
GRADE 3 MS2	\$28,960	\$6,924	\$8,002	\$2,165	\$352	\$648	\$47,050	\$342	\$195	\$47,587
GRADE 3 TS	\$31,540	\$7,424	\$8,715	\$2,358	\$352	\$648	\$51,040	\$342	\$195	\$51,577
GRADE 4	\$28,770	\$6,887	\$7,950	\$2,151	\$352	\$648	\$46,760	\$342	\$195	\$47,297
GRADE 4 MS1	\$29,250	\$6,980	\$8,082	\$2,187	\$352	\$648	\$47,500	\$342	\$195	\$48,037
GRADE 4 MS2	\$29,930	\$7,112	\$8,270	\$2,238	\$352	\$648	\$48,550	\$342	\$195	\$49,087
GRADE 4 TS	\$32,510	\$7,612	\$8,983	\$2,431	\$352	\$648	\$52,540	\$342	\$195	\$53,077
GRADE 5	\$29,890	\$7,104	\$8,259	\$2,235	\$352	\$648	\$48,490	\$342	\$195	\$49,027
GRADE 5 MS1	\$30,370	\$7,197	\$8,392	\$2,271	\$352	\$648	\$49,230	\$342	\$195	\$49,767
GRADE 5 MS2	\$31,050	\$7,329	\$8,580	\$2,322	\$352	\$648	\$50,280	\$342	\$195	\$50,817
GRADE 5 TS	\$33,630	\$7,829	\$9,293	\$2,515	\$352	\$648	\$54,270	\$342	\$195	\$54,807
GRADE 6	\$30,670	\$7,255	\$8,475	\$2,293	\$352	\$648	\$49,690	\$342	\$195	\$50,227
GRADE 6 MS1	\$31,150	\$7,348	\$8,607	\$2,329	\$352	\$648	\$50,430	\$342	\$195	\$50,967
GRADE 6 MS2	\$31,830	\$7,480	\$8,795	\$2,380	\$352	\$648	\$51,480	\$342	\$195	\$52,017
GRADE 6 TS	\$34,410	\$7,980	\$9,508	\$2,573	\$352	\$648	\$55,470	\$342	\$195	\$56,007



PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 1-Dec-98

PROCESS OPERATOR (TWELVE HOUR DAY SHIFT)

	BASE SALARY	SHIFT PREMIUMS	OVERTIME	PUBLIC HOLIDAYS	CALL-OUT ALLOW	MIXED FUNCTIONS	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
GRADE 1	\$25,930	\$6,141	\$9,553	\$2,000	\$352	\$648	\$44,620	\$342	\$195	\$45,157
GRADE 1 MS1	\$26,410	\$6,255	\$9,730	\$2,037	\$352	\$648	\$45,430	\$342	\$195	\$45,967
GRADE 1 MS2	\$27,090	\$6,416	\$9,981	\$2,089	\$352	\$648	\$46,580	\$342	\$195	\$47,117
GRADE 1 TS	\$29,670	\$7,027	\$10,931	\$2,288	\$352	\$648	\$50,920	\$342	\$195	\$51,457
GRADE 2	\$26,850	\$6,359	\$9,892	\$2,071	\$352	\$648	\$46,170	\$342	\$195	\$46,707
GRADE 2 MS1	\$27,330	\$6,473	\$10,039	\$2,108	\$352	\$648	\$46,980	\$342	\$195	\$47,517
GRADE 2 MS2	\$28,010	\$6,634	\$10,319	\$2,160	\$352	\$648	\$48,120	\$342	\$195	\$48,657
GRADE 2 TS	\$30,590	\$7,245	\$11,270	\$2,359	\$352	\$648	\$52,460	\$342	\$195	\$52,997
GRADE 3	\$27,800	\$6,584	\$10,242	\$2,144	\$352	\$648	\$47,770	\$342	\$195	\$48,307
GRADE 3 MS1	\$28,280	\$6,698	\$10,419	\$2,181	\$352	\$648	\$48,580	\$342	\$195	\$49,117
GRADE 3 MS2	\$28,960	\$6,859	\$10,669	\$2,234	\$352	\$648	\$49,720	\$342	\$195	\$50,257
GRADE 3 TS	\$31,540	\$7,470	\$11,620	\$2,433	\$352	\$648	\$54,060	\$342	\$195	\$54,597
GRADE 4	\$28,770	\$6,814	\$10,599	\$2,219	\$352	\$648	\$49,400	\$342	\$195	\$49,937
GRADE 4 MS1	\$29,250	\$6,928	\$10,776	\$2,256	\$352	\$648	\$50,210	\$342	\$195	\$50,747
GRADE 4 MS2	\$29,930	\$7,089	\$11,027	\$2,308	\$352	\$648	\$51,350	\$342	\$195	\$51,887
GRADE 4 TS	\$32,510	\$7,700	\$11,977	\$2,507	\$352	\$648	\$55,690	\$342	\$195	\$56,227
GRADE 5	\$29,890	\$7,079	\$11,012	\$2,305	\$352	\$648	\$51,290	\$342	\$195	\$51,827
GRADE 5 MS1	\$30,370	\$7,193	\$11,189	\$2,342	\$352	\$648	\$52,090	\$342	\$195	\$52,627
GRADE 5 MS2	\$31,050	\$7,354	\$11,439	\$2,395	\$352	\$648	\$53,240	\$342	\$195	\$53,777
GRADE 5 TS	\$33,630	\$7,965	\$12,390	\$2,594	\$352	\$648	\$57,580	\$342	\$195	\$58,117
GRADE 6	\$30,670	\$7,264	\$11,299	\$2,365	\$352	\$648	\$52,600	\$342	\$195	\$53,137
GRADE 6 MS1	\$31,150	\$7,378	\$11,476	\$2,402	\$352	\$648	\$53,410	\$342	\$195	\$53,947
GRADE 6 MS2	\$31,830	\$7,539	\$11,727	\$2,455	\$352	\$648	\$54,550	\$342	\$195	\$55,087
GRADE 6 TS	\$34,410	\$8,150	\$12,677	\$2,654	\$352	\$648	\$58,890	\$342	\$195	\$59,427

Registered  
 Interstate Agreement  
 International Brotherhood of  
 Teamsters

PASMINCO COCKLE CREEK SMELTER

ANNUAL SALARY SCHEDULE "A" - 1-Dec-98

PROCESS OPERATOR (10 HOUR DAY SHIFT) RAW MATERIALS STORE

	BASE SALARY	SHIFT PREMIUMS	OVERTIME	PUBLIC HOLIDAYS	CALL-OUT ALLOW	MIXED FUNCTIONS	ANNUAL SALARY	MEAL ALLOW	TELEPHONE ALLOW	SALARY+MEAL & TELEPHONE
GRADE 1	\$25,930	\$6,320	\$6,483	\$1,551	\$352	\$648	\$41,280	\$342	\$195	\$41,817
GRADE 1 MS1	\$26,410	\$6,437	\$6,603	\$1,580	\$352	\$648	\$42,030	\$342	\$195	\$42,567
GRADE 1 MS2	\$27,090	\$6,603	\$6,773	\$1,620	\$352	\$648	\$43,090	\$342	\$195	\$43,627
GRADE 1 TS	\$29,670	\$7,232	\$7,418	\$1,774	\$352	\$648	\$47,090	\$342	\$195	\$47,627
GRADE 2	\$26,850	\$6,545	\$6,713	\$1,606	\$352	\$648	\$42,710	\$342	\$195	\$43,247
GRADE 2 MS1	\$27,330	\$6,662	\$6,833	\$1,635	\$352	\$648	\$43,460	\$342	\$195	\$43,997
GRADE 2 MS2	\$28,010	\$6,827	\$7,003	\$1,675	\$352	\$648	\$44,520	\$342	\$195	\$45,057
GRADE 2 TS	\$30,590	\$7,456	\$7,648	\$1,830	\$352	\$648	\$48,520	\$342	\$195	\$49,057
GRADE 3	\$27,800	\$6,776	\$6,950	\$1,663	\$352	\$648	\$44,190	\$342	\$195	\$44,727
GRADE 3 MS1	\$28,280	\$6,893	\$7,070	\$1,691	\$352	\$648	\$44,930	\$342	\$195	\$45,467
GRADE 3 MS2	\$28,960	\$7,059	\$7,240	\$1,732	\$352	\$648	\$45,990	\$342	\$195	\$46,527
GRADE 3 TS	\$31,540	\$7,688	\$7,885	\$1,886	\$352	\$648	\$50,000	\$342	\$195	\$50,537
GRADE 4	\$28,770	\$7,013	\$7,193	\$1,721	\$352	\$648	\$45,700	\$342	\$195	\$46,237
GRADE 4 MS1	\$29,250	\$7,130	\$7,313	\$1,749	\$352	\$648	\$46,440	\$342	\$195	\$46,977
GRADE 4 MS2	\$29,930	\$7,295	\$7,483	\$1,790	\$352	\$648	\$47,500	\$342	\$195	\$48,037
GRADE 4 TS	\$32,510	\$7,924	\$8,128	\$1,944	\$352	\$648	\$51,510	\$342	\$195	\$52,047
GRADE 5	\$29,890	\$7,286	\$7,473	\$1,788	\$352	\$648	\$47,440	\$342	\$195	\$47,977
GRADE 5 MS1	\$30,370	\$7,403	\$7,593	\$1,816	\$352	\$648	\$48,180	\$342	\$195	\$48,717
GRADE 5 MS2	\$31,050	\$7,568	\$7,763	\$1,857	\$352	\$648	\$49,240	\$342	\$195	\$49,777
GRADE 5 TS	\$33,630	\$8,197	\$8,408	\$2,011	\$352	\$648	\$53,250	\$342	\$195	\$53,787
GRADE 6	\$30,670	\$7,476	\$7,668	\$1,834	\$352	\$648	\$48,650	\$342	\$195	\$49,187
GRADE 6 MS1	\$31,150	\$7,593	\$7,788	\$1,863	\$352	\$648	\$49,390	\$342	\$195	\$49,927
GRADE 6 MS2	\$31,830	\$7,759	\$7,958	\$1,904	\$352	\$648	\$50,450	\$342	\$195	\$50,987
GRADE 6 TS	\$34,410	\$8,387	\$8,603	\$2,058	\$352	\$648	\$54,460	\$342	\$195	\$54,997

Registered  
under the  
Industrial Registrar