

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/203

TITLE: Full View Plastics Pty Ltd NUW , NSW Branch Site Enterprise Agreement 1999

I.R.C. NO:

DATE APPROVED/COMMENCEMENT: 2 August 1999 and commenced from the first full pay period on or after 1 July 1999

TERM: Expires 30 June 2000

NEW AGREEMENT OR VARIATION: New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 8

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees represented by the N.U.W., NSW Branch employed at the Blacktown site

PARTIES: Fullview Plastics Pty Ltd -&- National Union of Workers, New South Wales Branch

COPYING
- 1 331 1999
SIGNED

FULL VIEW PLASTICS PTY. LTD.

NATIONAL UNION OF WORKERS,

N.S.W. BRANCH

**SITE
ENTERPRISE AGREEMENT**

1999

Registered
Enterprise Agreement
Industrial Registrar

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<p>Registered Enterprise Agreement Industrial Registrar</p>
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MEMORANDUM OF AGREEMENT

1. TITLE

This agreement shall be known as:

Full View Plastics Pty. Ltd. NUW, NSW Branch Site Enterprise Agreement 1999.

2. PARTIES BOUND

This agreement shall be binding on: **Full View Plastics Pty. Ltd. (the Company);**

All employees represented by the N.U.W., NSW Branch employed at the site.

3. APPLICATION AND INCIDENCE OF AGREEMENT

This agreement shall apply at the Company's **Blacktown Site, 4 Forge Street, Blacktown**, in the state of New South Wales.

4. RELATIONSHIP TO PARENT AWARDS

This agreement shall be read and interpreted wholly in conjunction with the following award, as varied during the life of the agreement, provided that where there is any inconsistency between this agreement and the award, this agreement shall take precedence to the extent of the inconsistency:-

RUBBER WORKERS (STATE) AWARD

5. DATE AND PERIOD OF OPERATION

- (a) This agreement shall operate from the beginning of the first full pay period to commence on or after the ~~30th June~~ 1999, and shall have a nominal expiry date of **30 June 2000.** ^{01 July,}
- (b) All parties agree that during the life of the agreement, no party will raise any further claims relating to the terms and conditions of the Agreement.

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6. VISION AND VALUES

COMMITMENT TO MANUFACTURING

Full View Pty. Ltd. vision is:-

"To be a leading Plastic Moulding organisation by creating value for our employees and our customers."

Our commitment to manufacturing is to work with all operations' employees in developing the best approach to team development.

7. IMPROVEMENT

Actively pursues improvements to accomplish goals using related approaches to make continuous improvement.

Underpinning the process of continuous improvement will be the open sharing of information, consultation and employee participation. This process will include formal discussions with the appropriate union delegates during the development of the implementation plan and implementation stages.

8. EQUAL EMPLOYMENT OPPORTUNITY

At Full View Pty. Ltd., our aim is to attract the very best employees and to ensure all employees are treated fairly and equally in every aspect of their employment.

EEO is a fundamental component of our Human Resource policies and practices and should also be incorporated in all of our human resource and business decisions. This is good business practice and will improve productivity, morale and Full View Pty. Ltd. standing in the community.

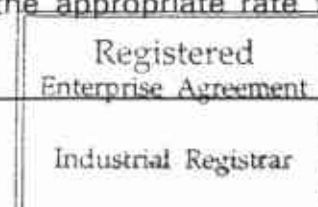
It is in the interest of employees to be fair with each other at work; to value diversity and difference and not to discriminate against each other.

9. CASUAL EMPLOYEES

Full View commits to maximising the permanent component of the labour force.

Casual employees shall be utilised to cover short-term absences, unexpected peaks in production or special projects.

Such employees shall be paid by the hour and receive the appropriate rate for their classification plus 20% casual loading.



10. ANNUAL LEAVE

- (i) As per the (NSW) Annual Holidays Act, 1944.
- (ii) Entitlement of 4 weeks leave for each completed year of service.
- (iii) An annual leave loading of 17½ % shall be paid when leave is taken.
Leave loading shall only be payable after 12 month's service.

11. LONG SERVICE LEAVE

- (i) As per the (NSW) Long Service Leave Act, 1955.
- (ii) **Long Service Leave Entitlement:**
Upon termination, pro rata after the first 5 years' continuous service.

12. MATERNITY LEAVE

- (i) As per the (NSW) Industrial Relations Act, 1996.

An employee who is receiving a higher rate of pay than that payable for the work on which they are temporarily undertaking shall have no reduction in pay.

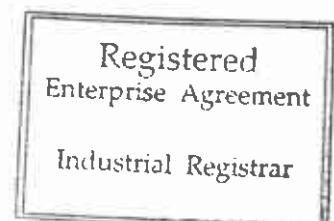
13. WAGES

An all-purpose increase of 5% shall be payable to all relevant employees on existing rates, effective 1 July 1999.

The parties intend to commence negotiations of the next collective agreement three (3) months prior to the expiration of this agreement (1 July 2000).

14. HOURS OF WORK

Ordinary Hours:	Monday to Friday (as per parent award)
Day Shift:	7.00 a.m. to 3.30 p.m.
Afternoon Shift:	3.00 p.m. to 11.30 p.m.
Night Shift:	11.00 p.m. to 7.30 a.m.



The scheduled times may be varied, via consultation, within the span of hours as prescribed by the Parent Award.

Night shift employees commencing at 11.00 p.m. on Monday Evenings shall receive a 30% Night Shift Allowance.

The 50% allowance shall not apply to Night Shift employees who complete their ordinary shift into Saturday morning only.

15. RDO

Each employee, subject to this agreement, is entitled to one scheduled Roster Day Off per month, without accruing additional time outside the span of working hours expressed in Clause 15.

16. ATTENDANCE ALLOWANCE

An attendance allowance of \$60.00 per month per permanent employee, shall be paid to all employees based on the following criteria:-

- (a) All employees are to commence on time;
- (b) All employees are to clock off work on time;
- (c) All employees are not to exceed morning teas and lunchbreaks;

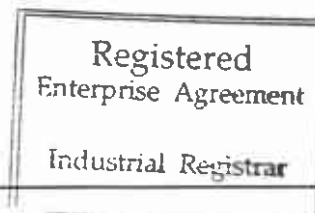
If an employee does not conform to the above criteria and is absent, part absent or sick on any one of the ordinary work days (Monday to Friday) excluding RDO's, the employee in question shall forfeit the attendance allowance.

- (d) Casuals receive an attendance allowance of \$40.00 per month based on the above criteria (pro rata).

Employees on Jury Service and in other extenuating circumstances, shall not be disadvantaged for the actual days worked in respect of payment of Attendance allowance.

17. DURESS

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



18. GRIEVANCE PROCEDURE

As per the Award.

19. PUBLIC HOLIDAYS

As per the Award.

20. CARERS' LEAVE

As per the Award.

21. UNION RECOGNITION CLAUSE

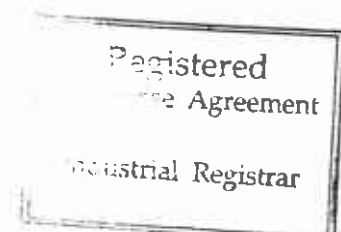
The employer recognises and supports the rights of employees covered by this agreement to:

- * Join the Union (National Union of Workers, NSW Branch)
- * Exercise all rights pertaining to their membership.

The employer agrees to take all reasonable steps to assist and encourage employees to exercise these rights. In particular:-

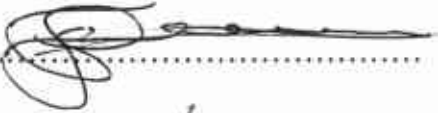
- * New employees will be advised that the employer supports the Unions' presence in the workplace; are provided with a union enrolment card; and introduced to the union workplace delegate upon commencing work.
- * Employees who join the union will be entitled to have their membership fees deducted from their pay and forwarded to the union by the employer.

Where written authority is provided by the worker, the employer will deduct union membership fees from the employees' wages or salary and remit them, along with a schedule of such contributions, to the union at monthly intervals.



22. SIGNATURES

Signed for and on behalf of
Full View Plastics Pty. Ltd.


Name: 

Witness:  1-7-99

Date: 1-7-99

Signed for and on behalf of
The National Union of Workers, New South Wales Branch

Name: 

Witness: 

Date: 25-6-99

