

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/274

TITLE: Caroma Industries Limited (Central Region) Enterprise Agreement 2001

I.R.C. NO: IRC02/1995

DATE APPROVED/COMMENCEMENT: 26 April 2002/1 uly 2001

TERM: 30 June 2003

NEW AGREEMENT OR VARIATION: Replaces EA99/151

GAZETTAL REFERENCE: 13 September 2002

DATE TERMINATED:

NUMBER OF PAGES: 10

COVERAGE/DESCRIPTION OF EMPLOYEES: Applies to all employees of Caroma Industries Limited at the Company's site at 121-123 Cowpasture Road, Wetherill Park NSW who fall within the coverage of the Storemen and Packers, General (State) Award

PARTIES: Caroma Industries Limited -&- National Union of Workers, New South Wales Branch

Ex 2

**Caroma Industries Limited
(Central Region)**

Enterprise Agreement 2001



**CAROMA INDUSTRIES LIMITED (CENTRAL REGION)
ENTERPRISE AGREEMENT 2001**

1. TITLE

This agreement shall be known and referred to as the CAROMA INDUSTRIES CENTRAL REGION ENTERPRISE AGREEMENT 2001.

2. ARRANGEMENT

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3. APPLICATION

This Agreement shall apply at Caroma Industries Limited (Central Region), 121-123 Cowpasture Road, Wetherill Park, NSW to all employees who are bound by the terms and fall within the classification structure of the *Storeman & Packers General (State) Award*.

Should the Enterprise be relocated, this agreement will take precedence on a green fields site. If the Enterprise was relocated to 300 Victoria Street, Wetherill Park, then the EBA pursuant to the 300 Victoria Street Enterprise will take precedence, except if the employees covered by this Agreement are disadvantaged on wages.

4. PARTIES BOUND

The parties to this Agreement are:

- (i) Caroma Industries Limited (hereafter "the Company");
- (ii) the National Union of Workers, NSW Branch (hereafter "the Union"); and
- (iii) all employees of Caroma Industries Limited who are employed at the Company's site at 121-123 Cowpasture Road, Wetherill Park NSW in any of the occupations, industries or callings specified in the *Storeman & Packers General (State) Award*, whether members of the Union or not.

5. DATE & PERIOD OF OPERATION

This Agreement shall operate from 1st July 2001, the date agreed by both parties and shall remain in force for two (2) years until 30th June 2003.

6. RELATIONSHIP TO PARENT AWARD

This Agreement shall be read and interpreted wholly in conjunction with the *Storeman & Packers General (State) Award*, except that this Agreement shall take precedence to the extent of any inconsistency.

7. OBJECTIVES OF THE AGREEMENT

As per Appendix "A".



8. WAGES

The weekly base rates under this Agreement shall be as follows:

Current		Weekly base rate from 1 July 2001		Weekly base rate from 1 July 2002	
Leading Hands	Storeman	Leading Hands	Storeman	Leading Hands	Storeman
\$716.18	\$579.58	\$743.68	\$607.08	\$773.68	\$637.08

9. CONSULTATION

The process for the parties to the Agreement to consult each other about matters involving changes to the organisation that affect the performance of workers, shall be by way of the Consultative Committee procedures.

10. NO EXTRA CLAIMS

It is a term of this Agreement that the parties and all employees bound by this Agreement will not pursue any extra wage claims, benefits, award or over award, for the life of this Agreement.

11. AVOIDANCE OF INDUSTRIAL DISPUTES

The parties to this Agreement shall observe the dispute settlement procedure set out in the *Storeman & Packers General (State) Award* (Clause 5).

12. NOT TO BE USED AS A PRECEDENT

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

13. NATIONAL STANDARDS

This Agreement shall not operate so as to cause an employee to suffer a reduction in ordinary time or in National Standards such as Standard hours of work, Annual Leave or Long Service Leave.

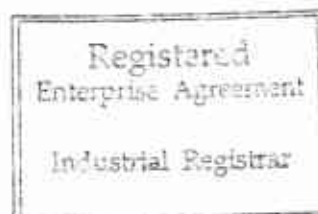
14. MONITORING OF AGREEMENT

The parties shall continuously monitor the application of the Agreement to ensure the effective implementation of structural efficiency and enterprise bargaining.

15. JOB SECURITY

It is not the intention of the Company, during the life of the Agreement to either contract out functions outlined in the general state award, nor to remove any existing functions from the site.

In the event that the Company gives consideration to any major changes, such as those contemplated in the above paragraph, the Company commits to giving the Union sufficient notice in order to allow appropriate consultation about such possible changes.



16. UNION RECOGNITION AND MEMBERSHIP

- (i) For the duration of the Agreement Caroma Industries recognises the National Union of Workers (NSW Branch) as being the Union that has, subject to its Rules and Constitution, exclusive representation of all employees whose terms and conditions of employment are governed by this Agreement.
- (ii) It is the policy of Caroma Industries that all its employees subject to this Agreement shall be given the opportunity to join the National Union of Workers (NSW Branch).
- (iii) Caroma Industries undertakes, upon authorisation, to deduct Union Membership Dues, as levied by the National Union of Workers (NSW Branch) in accordance with its rules, from the pay of employees who are members of the National Union of Workers (NSW Branch) at the beginning of each month together with all necessary information to enable the reconciliation and crediting of subscriptions to members' accounts.
- (iv) All new employees shall be advised of these matters (10(i), 10(ii) and 10(iii) above) and shall be introduced to the site NUW Delegates upon being accepted for employment.

17. PERFORMANCE INDICATORS

The Company reserves the right notwithstanding inclusions in Appendix B "OBJECTIVES OF THE AGREEMENT", to focus on efficiency and continued improvements. Furthermore, the Company reserves the right to establish new KPI"s to measure modified or new functions and processes when required.

For Caroma Industries Limited _____ Date: _____

For National Union of Workers _____ Date: _____
NSW BRANCH

For Consultative Group _____ Date: _____



Appendix "A"

OBJECTIVES OF THE AGREEMENT

To Achieve real and demonstrable gains in productivity, efficiency and flexibility to improve not only the standard of working life but also the overall performance of all employees with the ultimate aim of improving the Company's competitiveness and consequential improvement in job security.

That all employees take increasing responsibility for quality, productivity and the development of efficiencies compatible with their level of skill, knowledge and training.

WORK PRACTICES

Flexible Hours

Recognising that delivery demands are heavily influenced by the structure of the Company's trading terms, the parties agree to negotiate flexible work arrangements from time to time. Where extended hours may be worked without incurring penalty rates and those hours are offset (without penalty) by reduced working hours within an agreed cycle eg one month. This would be by mutual agreement of both parties.

Rostered Days Off

RDO's are achieved by working an additional 24 minutes each day above normal hours, this time is accrued until used on the rostered day off.

By mutual agreement, the parties agree that in peak conditions, that an employee may have his/her RDO postponed and accrued. This must be rostered by Management. In addition, RDO's accrued cannot exceed 5, ie at least one RDO must be taken by each employee within a 5 month period.

Working Hours

Normal day shift working hours, including 24minutes accrual for RDO:

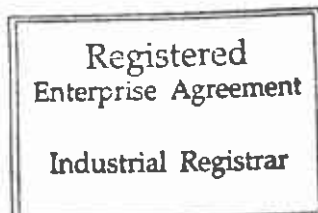
6.00am Start

2.30pm Finish

Tea Break; 10 minutes paid break in the morning.

Lunch Break; 30 minutes unpaid break.

All breaks are to be staggered at mutually agreed times so as not to affect customer service and warehouse security.



Working Hours

Normal afternoon shift working hours, including 24minutes accrual for RDO:

2:30 p.m. Start

10:40 p.m. Finish

10 minute paid afternoon tea break.

Due to the Company having the understanding that there is no entitlement for the paid afternoon tea break as per the State Award, the Company is prepared to waver this and allow the break to be taken as paid. However, in the next EBA negotiations, this clause will be renegotiated.

20 minute paid crib taken plus ten minutes unpaid in addition.

Break to be staggered at mutually agreed times so as not to affect customer service and warehouse security.

Uniforms

Uniforms will be supplied.

- (i) 2 Shirts, twice per year.
- (ii) 1 Jacket (Or as agreed) per year.
- (iii) 1 pair Safety Shoes/Work Boot's per year.
- (iv) 2 x Pair Pants
- (v) 2x Sloppy Joe (winter issue)



Appendix "B"

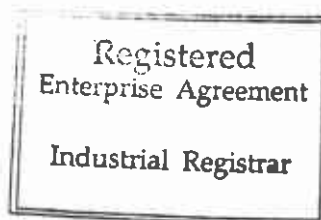
Key Performance Indicators

- a) Productivity improvements will be measured using established methods. The average hourly output will be measured monthly to provide trends.
- b) Delivery performance will be measured, based on the Company's policy. The expected performance to be 95% or higher on orders delivered in 48 hours.
- c) Safety standards should strictly comply with the requirements of the NSW Department of Workplace Health and Safety regulations. Records of accidents and near misses are to be recorded and monitored to provide data on trends. A commitment to continuous improvements and reduced incidence of accidents is the goal.
- d) The Workplace shall be maintained in a clean and tidy condition at all times. A regular routine of housekeeping is to be developed and checked by means of a list of areas monitored for compliance at regular intervals. Refer Appendix C attached.
- e) Multi-skilling of store persons (for definition see job matrix, Appendix #2 attached) to be sufficient to enable redistribution of tasks, in the event of employee absences.

The Consultative Committee on a monthly basis will monitor KPI's. Appendix C identifies the measures and the expectations of this agreement.

The Consultative Committee members to consist of 1 x Caroma Management representative, 1 x Union delegate and two staff from each shift.

It is the responsibility of the committee to ensure that the objectives of the agreement are monitored and that a concerted effort is made to meet or improve on the KPI's that have been established.
(KPI's will not be used to terminate employees)



Appendix "C"


KPI Measures

ITEM	DETAIL	MEASURES	OBJECTIVES
Delivery Performance	<ul style="list-style-type: none"> • %Delivered Within 48 Hours 	Average Over Monthly Periods.	Improve On Existing
Operational Standards	<ul style="list-style-type: none"> • Productivity. • Quality Service. • Customer Relations. • Admin. Relations. 	\$ Per Man Hour worked measured. Register Of Complaints. Errors Recorded.	Improve On Existing Average Per Man/Hour.
Training And Multi Skilling	<ul style="list-style-type: none"> • After Sales & Service. • Picking And Packing. • Product Returns. • Receiving Incoming Goods. • Dispatch Administration. • Collect Orders. • Bin location maintenance. 	Training Program. Achievement Matrix. Training Register.	100% Knowledge By All Store Persons.
Workplace Maintenance	<ul style="list-style-type: none"> • Stock In Good Condition. • Floor Clean Of Rubbish. • Racks Neat And Tidy. • Amenities Kept Clean. • Docks Free Of Rubbish. • Car park And Yard Clean and Orderly. 	Checklist Weekly.	High Standard
Cost Reduction & Control	<ul style="list-style-type: none"> • Minimise Damaged Stock. • Minimise Damaged Racking. • Minimise Equipment damages. • Reduce nil stocks. • Temp labour costs. 	Historical Data. Actual Results. Monitor absenteeism.	Ongoing Reductions
Workplace Health And Safety	<ul style="list-style-type: none"> • Incident Reporting. • Regular Safety Meetings. 	Historical Data Graphed & Diarised. Monitor Trends.	Reductions in Incidents & Accidents.



As agreed, this Agreement shall remain in force until 30th June 2003.

For Caroma Industries Limited  Date: 5.9.01

For National Union of Workers
NSW BRANCH  Date: 31.8.01

For Consultative Group  Date: 19.3.2.

