

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA03/201

**TITLE: OPSPM Auburn Distribution Centre Enterprise Agreement
2003**

I.R.C. NO: IRC3/3194

DATE APPROVED/COMMENCEMENT: Approved 31 July 2003/Commenced 4 August 2003

TERM: 34 months

**NEW AGREEMENT OR
VARIATION:** Replaces EA02/53

GAZETTAL REFERENCE: 7 November 2003

DATE TERMINATED:

NUMBER OF PAGES: 13

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to employees of OPSPM Pty Ltd engaged at the Auburn Distribution Centre who fall within the coverage of the Storemen and Packers General (State) Award

PARTIES: OPSPM Pty Ltd -&- Perlita Abadia, Aroha Arnold, Derek Brown, Dorothy Bulloch, Brian Burns, Jean Ann Cann, Daniel Bryan Chew, Ingrid Chung, Maximillian Delor, Sylvia Sandra Delor, Ida Djanaib, Leslie Drewe, Adriana Dumitrescu, Marian Dumitrescu, Sarah Eagles, Alan Robert Eisenberg, Angela Ioana Festo, Vilmos Festo, Alan Charles Fox, Graeme Charles Fox, John Fulete, Christopher Greig, Lileth Cerezo Gungab, Rosie Gungab, Sandra Beverly Gurr, Zebadiah Healey, Vera Hodi, Eugen Iov, Grace Landicho, Loretta Mei Hua Liu, Maria Fatima Lopes, Delia Mabel Lopez, Yuvida Prinsy Manoe, Nicoleta Emilia Mares, Paul McGuiggan, Venera Mihailescu, Raymond Douglas Mobbs, Dennis William Morgan, Rita Morgan, Louise Jean Nay, Anh-Vu Nguyen, Maraia Maramacava Nimacere, Daniela Pacala, Shannon Anthony Ridler, Niculae Rucoi, Maryse Jeanne Rusteau, Khatina Sowry, Patricia Terese Stephens, Naumka Stevenson, Maria Torres, Lorraine Ann Traynor, Dario Victor Yalan, Jason Young, Beverley June Zabenko

OPSM AUBURN
DISTRIBUTION CENTRE
ENTERPRISE AGREEMENT 2003

1. Title

This Agreement is the OPSM Auburn Distribution Centre Enterprise Agreement 2003.

2. Term of This Agreement and Termination of the 2001 Agreement

- 2(1) The nominal term of this Agreement shall be from the beginning of the first pay period to commence on or after the date upon which it is approved by the Commission and shall expire on 30 June 2006.
- 2(2) It is agreed that the 2001 Agreement shall terminate at the time that this Agreement is approved by the Industrial Relations Commission of New South Wales.

3. Parties, Persons Bound and Application of This Agreement

- 3(1) The parties to this Agreement are:
- (a) the Company; and
 - (b) all employees (as defined) employed at the time this Agreement is made.
- 3(2) This Agreement binds:
- (a) the Company; and
 - (b) each employee for whom this Agreement is made whether or not such employee was employed by the Company at the time that this Agreement was made.
- 3(3) This Agreement shall apply only at the Auburn Distribution Centre (as defined at clause 5), being a distinct geographic unit within the business of the Company.
- 3(4) This Agreement is made for each employee who falls within the definition of 'employee' at clause 5 of this Agreement and this Agreement shall apply only to such employees.

4. Objectives of This Agreement

- 4(1) The objectives of this Agreement are:
- (a) to encourage a process of continuous improvement within the Auburn Distribution Centre with a view to achieving gains in performance and flexibility;
 - (b) to provide conditions of employment which meet the specific needs of the Auburn Distribution Centre and which are not set by the Storemen and Packers General (State) Award;
 - (c) to provide wage increases over the life of this Agreement calculated from 1 July 2003, 1 July 2004 and 1 July 2005;

- (d) to settle employment conditions during the life of this Agreement for those employees for whom this Agreement is made; and
- (e) to provide an orderly means for the resolution of disputes or grievances.

5. Definitions

In this Agreement, unless the contrary intention appears:

"Act" means the *Industrial Relations Act 1996* (NSW).

"approval" means approval of this Agreement by the Commission pursuant to section 35 of the Act.

"Auburn Distribution Centre" means the warehousing operations of the Company located at 99 St. Hilliers Road, Auburn in the State of New South Wales.

"Casual employee" shall mean an employee who is engaged and paid as such.

"Company" means OPSM Pty Limited (A.C.N. 000 025 758).

"Commission" means the Industrial Relations Commission of New South Wales.

"employee" means a person employed by the Company within the Auburn Distribution Centre whose employment would be wholly regulated by the State award (as defined) in the absence of this Agreement, or any other enterprise agreement.

"4 week work cycle" means a period of 28 consecutive days.

"2001 Agreement" means the OPSM Auburn Distribution Centre Enterprise Agreement 2001.

"State award" means the Storemen & Packers General (State) Award.

"Shift Worker" shall mean a worker who is engaged and paid as such.

6. Relationship of This Agreement to State Awards and Industrial Relations Legislation.

6(1) This Agreement sets some, but not all, conditions of employment for employees. Unless the contrary intention appears, this Agreement prevails over the provisions of the State award that deals with the same matters in so far as the provisions in the State award apply to an employee.

6(2) Subject to 6(1), the conditions listed as follows shall continue to be regulated by the State award:

- (a) Payment of wages,
- (b) Shift work,
- (c) Holiday and Sunday rates of pay,
- (d) Sick leave,
- (e) Personal/Carers leave,
- (f) Annual leave loading,
- (g) Bereavement leave,
- (h) Jury service,

- (i) Classification structures,
 - (j) General conditions,
 - (k) Redundancy,
 - (l) Shop stewards,
 - (m) Superannuation.
- 6(3) The following conditions shall continue to be regulated by the appropriate industrial relations legislation:
- (a) Annual holidays;
 - (b) Long service leave;
 - (c) Parental leave, save for the additional paid leave provisions as set out in clause 16 of this Agreement.

7. Wage Rate Increase

- 7(1) Upon approval, the ordinary time rate of pay of each employee shall be increased by the percentage amount shown below. Further increases shall be effective from the dates indicated in the table:
- (a) 4.5% - 1st increase, calculated upon ordinary time earnings from 1 July 2003 and payable from date of approval,
 - (b) 4.5% - 2nd increase, effective 1 July 2004,
 - (c) 4.5% - 3rd increase, effective 1 July 2005.
- 7(2) The percentage increases are cumulative.
- 7(3) The agreed rates of pay reflecting the increases described in 7(1) above, are set out in Appendix 1 to this Agreement.

8. Team Leader

- 8(1) The Company may appoint an employee to the position of Team Leader to assist in the good order of work flow in an operating area. The appointment shall be made upon merit and skill, taking into account factors relevant to the job. The principal duties of a Team Leader shall be:
- (a) the receipt of instructions and the allocation of the work flow to employees; and
 - (b) the determination of shortages in labour or material or equipment failures and bringing any inefficiencies to the attention of the Company for its consideration.
- 8(2) In relation to the general duties and responsibilities, a Team Leader:
- (a) shall disengage from further action and refer a matter to the Company where there is a failure in training or behaviour on the part of an employee;
 - (b) shall not become involved in planning annual leave rosters or rostered days off except by consultation with the Company to ensure an orderly overview of work cover;

- (c) shall not be responsible for the discipline of employees for behaviour, absenteeism or performance;
- (d) shall give advice to the Company or other staff to assist with each of the above, but only to the extent of ensuring good order and work flow; and
- (e) shall not breach any confidence placed in them by fellow employees or the Company.

9. Allowances

Team Leader Allowance

- 9(1) An employee appointed to the role of Team Leader shall receive an allowance of \$32.55 per week.

First Aid

- 9(2) If an employee is appointed by the Company as a First Aid attendant, the employee:
- (a) shall maintain any first aid qualification which may be required to enable the employee to act in that appointment; and
 - (b) shall be paid an allowance of \$11.40 per week during the appointment.

Meal Allowance

- 9(3) An employee shall be paid a meal allowance of \$10.30 if:
- (a) the employee works overtime for more than 1 hour on any day or shift after the fixed ceasing time; and
 - (b) the employee did not receive notice on at least the working day prior to the day upon which the overtime is worked.
- 9(4) If an employee has been notified on at least the previous working day of the requirement to work overtime, but is not called upon to work that overtime, the employee shall, nevertheless, be paid the meal allowance as stated in 9(3).

Vehicle Allowance

- 9(5) If required by the Company to use his/her private vehicle upon Company business, an employee shall receive 59 cents for each kilometre travelled upon Company business.

Allowances are flat allowances

- 9(6) Except for the Team Leader Allowance in 9(1), the above allowances are flat amounts and are not paid for all purposes of this Agreement.

10. Terms of Engagement and Termination of Employment

- 10(1) Employment shall be by the week for all full-time and part-time permanent employees and by the hour for casual employees.
- 10(2) The Company shall specify in writing whether the engagement is on a full-time, part-time or casual basis at the time of engagement.

- 10(3) The employment of permanent employees during the first week of service shall be from day to day at the weekly rate terminable at a day's notice on the part of the Company or the employee.
- 10(4) The first three months of permanent employment shall be probationary. At least 1 week prior to the expiry of the probationary period the employee shall be advised by the Company of his/her appointment to permanent employment or otherwise.
- 10(5) Save for notice stated at 10(3), the Company may terminate the employment of a permanent employee with the provision of the following notice:

Period of Continuous Service	Period of Notice
1 year or less	1 week
More than 1 year and up to 3 years	2 weeks
More than 3 years and up to 5 years	3 weeks
More than 5 years	4 weeks

- 10(6) The period of notice in 10(5) shall be increased by 1 week if:
- the employee is over 45 years of age; and
 - the employee has completed at least 2 years' continuous service with the Company.
- 10(7) The period of notice in 10(5) and any additional period arising from 10(6), may be paid fully in lieu, or in part if some part of the notice is worked.
- 10(8) The notice of termination to be given to the Company by an employee shall be the same as that in 10(5) unless otherwise agreed between the employee and the Company. In the absence of any agreement, and where an employee fails to give the notice, the Company may deduct from moneys due to the employee an amount equal to the payment for the period of notice which the employee is required to give to the Company.
- 10(9) Nothing in this clause shall prevent the Company from summarily dismissing an employee for serious misconduct. Serious misconduct may include - but is not limited to - dishonesty, theft, fraud, physical or verbal threats, assault, being under the influence of alcohol or non prescription drugs and destruction of Company property. In such cases where the employment is terminated, the Company is not required to give notice as stated in 10(5) and wages shall be paid only up to the time of the dismissal of the employee.

11. Part-Time Employment

- 11(1) The Company may employ persons upon a permanent part-time basis to work less than an average of 38 hours per week over a 4-week work cycle, subject to the following conditions:
- the hourly wage rate shall be one thirty-eighth of the appropriate weekly rate for a permanent full time employee as set out in Appendix 1;
 - entitlements to all leave provisions in this Agreement shall be calculated upon a pro rata basis by comparing the average weekly hours worked by the part time employee over the 13 weeks prior to taking leave, with the full time weekly hours of 38;
 - the average weekly hours are agreed upon commencement and shall remain fixed unless varied by agreement between the Company and the employee;
 - the minimum hours of part-time work shall be 7.6 hours per week and 3.0 hours per day; and

- (e) overtime is paid for all hours worked outside the span of hours in the relevant option sub-clause 14(2), or in excess of 38 hours per week Monday to Friday. Overtime shall be calculated upon a daily basis. The rate of overtime shall be time and one half for the first 2 hours and double time thereafter.

12. Casual Employment

- 12(1) The Company may engage persons upon a casual basis. Casual employment means employment on an hourly basis for any number of hours per 4-week work cycle.
- 12(2) Casual employees shall be paid an hourly rate equal to the appropriate weekly rate divided by 38, plus a loading of 15% in lieu of entitlements to public holidays, holiday and Sunday rates of pay, sick leave, annual leave loading, bereavement leave and jury service. One twelfth of ordinary time earnings will be paid in lieu of annual leave in accordance with the Annual Holidays Act.
- 12(3) The ordinary hours of work for casual employees, exclusive of meal breaks, shall be the same as those prescribed for full-time employees. The minimum number of hours of work per day shall be 3, unless otherwise agreed with the employee concerned and their manager.

13. Hours of Work

- 13(1) The ordinary hours of work shall not exceed 152 hours per 4-week work cycle. The ordinary hours of work in any week of a 4-week work cycle may be more or less than 38 by the use of the provisions of Clause 14.
- 13(2) Ordinary hours may be rostered on any 5 days of the week, Monday to Friday, within one of the spans of hours provided at Option 1, Option 2, Option 3, or Option 4 as set out at Clause 14.
- 13(3) The ordinary hours of work shall not exceed 10 per day, except that by agreement between the employee concerned and the Auburn Distribution Centre manager, up to 12 ordinary time hours may be worked per day.

14. Hours Flexibility

Time Off in Lieu of Overtime

- 14(1) By agreement between the employee concerned and the Auburn Distribution Centre manager, overtime hours may be paid at the penalty rate provided in Clause 15 or, alternatively, time off may be taken in lieu on an hour for hour basis. Time off must be taken before the end of the next 4-week work cycle after the date upon which overtime was worked, unless otherwise agreed between the employee and the Company. In the absence of any such agreement or where the employment terminates before the time off is taken, payment will be made to the employee at the overtime rate.
- 14(2) A permanent full time employee may choose a roster of working hours from amongst the four options set out below.

Option 1: rostered daily hours over the 4 -week work cycle (with RDO).

4 week work cycle	Days	Daily span of hours	Breaks within daily span of hours
Week 1	Monday to Friday	7:30 am to 4:05 p.m.	30 minutes unpaid lunch break. Morning tea break of 10 minutes paid time and 5 minutes unpaid time.

Week 2	Monday to Friday	8:00 am to 4:35 p.m.	30 minutes unpaid lunch break. Morning tea break of 10 minutes paid time and 5 minute unpaid time.
Week 3	Monday to Friday	8:45 am to 5:20 p.m.	30 minutes unpaid lunch break. Morning tea break of 10 minutes paid time and 5 minutes unpaid time

Week 4	Monday to Friday	9:55 am to 6:30 p.m.	30 minutes unpaid lunch break. Afternoon tea break of 10 minutes paid time and 5 minutes unpaid time.
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Note: In the alternative to the roster shown in the table above, a combination of weeks to be agreed between staff and the Distribution Centre Administration.

Option 2: rostered daily hours over the 4-week work cycle (with RDO).

4 week work cycle	Days	Daily span of hours	Breaks within daily span of hours
Week 1	Monday to Friday	8:45 am to 5:20 p.m.	30 minutes unpaid lunch break. Morning tea break of 10 minutes paid time and 5 minutes unpaid time.
Week 2	Monday to Friday	8:45 to 5:20 p.m.	30 minutes unpaid lunch break. Morning tea break of 10 minute paid time and 5 minutes unpaid time.
Week 3	Monday to Friday	8:45 am to 5:20 p.m.	30 minutes unpaid lunch break. Morning tea break of 10 minutes paid time and 5 minutes unpaid time
Week 4	Monday to Friday	9:55 am to 6:30 p.m.	30 minute unpaid lunch break. Afternoon tea break of 10 minutes paid time and 5 minutes unpaid time.

Option 3: set daily hours over the 4- week work cycle (without RDO).

4 week work cycle	Days	Daily span of hours	Breaks within daily span of hours.
Week 1	Monday to Friday	8:55 a.m. to 5.20 p.m.	45 minute unpaid lunch break. Morning tea break of 10 minutes paid time and 5 minutes unpaid time.
Week 2	Monday to Friday	8:55 a.m. to 5:20 p.m.	45 minute unpaid lunch break.

			Morning tea break of 10 minutes paid time and 5 minutes unpaid time.
Week 3	Monday to Friday	8:55 a.m. to 5:20 p.m.	45 minute unpaid lunch break. Morning tea break of 10 minutes paid time and 5 minutes unpaid time.
Week 4	Monday to Friday	8:55 a.m. to 5:20 p.m.	45 minute unpaid lunch break. Morning tea break of 10 minutes paid time and 5 minutes unpaid time.

Option 4 : set daily hours over the 4-week work cycle (without RDO)

4 week work cycle	Days	Daily span of hours	Breaks within daily span of hours.
Week 1	Monday to Friday	10:05 am to 6:30 p.m.	45 minute unpaid lunch break. Afternoon tea break of 10 minutes paid time and 5 minutes unpaid time.
Week 2	Monday to Friday	10:05 a.m. to 6:30 p.m.	45 minute unpaid lunch break. Afternoon tea break of 10 minutes paid time and 5 minutes unpaid time.
Week 3	Monday to Friday	10:05 a.m. to 6:30 p.m.	45 minutes unpaid lunch break. Afternoon tea break of 10 minutes paid time and 5 minutes unpaid time.
Week 4	Monday to Friday	10:05 a.m. to 6:30 p.m.	45 minutes unpaid lunch break. Afternoon tea break of 10 minutes paid time and 5 minutes unpaid time.

Paid rostered day off within each 4 - week work cycle for Options 1 and 2.

- 14(3) Options 1 and 2 shown in 14(2) above provide for 20 paid days over a 4-week work cycle. During each 4-week work cycle, a full time employee works 19 days at 8 hours per day excluding breaks. Through the accrual of time on each of these 19 days, the employee is allowed the 20th day as a paid rostered day off work. By agreement between an employee and the Distribution Centre Administration, the employee may take his/her paid rostered day off on any one of the 20 days falling within the 4- week work cycle.
- 14(4) Rostered days off do not accumulate. An employee should take his/her rostered day off during each 4-week work cycle. If an employee does not take his/her rostered day off during the 4-week work cycle, the employee will be paid at overtime rates for the time worked upon the 20th day and, in that case, there shall be no further entitlement with regard to the rostered day off.
- 14(5) In the event that the employee's rostered day off coincides with a public holiday, the employee will be paid the day at time and one half for each hour.

15. Overtime and Saturday Work

- 15(1) All hours worked by a full-time employee in excess of 152 per 4 week cycle for Monday to Friday work, or outside the span of hours set by the option chosen by the employee as set out at 14(2), shall be paid as overtime. Overtime shall be calculated upon a daily basis. The rate of overtime shall be time and a half for the first two hours and double time thereafter.
- 15(2) All time worked on Saturday shall be paid at time and a half for the first two hours and double time thereafter provided that all time worked after 12 noon on Saturday shall be paid for at the rate of double time. The minimum payment for overtime worked on a Saturday shall be four hours at the appropriate rate.
- 15(3) An employee shall work a reasonable amount of overtime at overtime rates if so required by the Company.
- 15(4) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that the employee has at least 10 consecutive hours off duty between the work of successive days.
- 15(5) A permanent employee who works so much overtime between the termination of ordinary work on one day and the commencement of ordinary work on the next day that the employee has not had at least 10 consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until the employee has had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.
- 15(6) If on the instructions of the Company an employee resumes or continues work without having had such 10 consecutive hours off duty, the employee shall be paid at double rates until released from duty for such period and shall then be entitled to be absent until the employee has had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

16. Paid Maternity Leave

- 16(1) As from date of approval the Company will provide a maximum of six weeks paid maternity leave to all full and part-time employees who have a minimum of twelve months' continuous service with the Company and to eligible casual employees. It is a matter of choice for the employee if she elects a lesser period or any leave at all.
- 16(2) For the purpose of this clause "eligible casual employees" means those employees that have been employed on a regular and systematic basis for several periods of employment, or on a regular and systematic basis for an ongoing period of employment during a period of at least 12 months prior to commencement of leave.
- 16(3) The leave will be paid on the following basis:
 - (a) 2 weeks paid on commencement of the leave;
 - (b) 2 weeks paid on return from leave;
 - (c) 2 weeks paid 3 months after the second payment;
 - (d) Such leave will be paid as normal fortnightly salary at the relevant basic rate of pay.

17. Public Holidays

The additional paid holiday (picnic day) provided in clause 24(ii) of the State Award shall not apply. Otherwise the days observed as public holidays under the State Award shall remain unaltered by this Agreement. [Notation: the parties acknowledge that the pay rates provided under this Agreement contain compensation for the non- application of the picnic day, and that this has been a condition of employment under enterprise

agreements affecting the Distribution Centre since the approval of the OPSM Auburn Distribution Centre Enterprise Agreement 1997].

18. Prevention and Resolution of Disputes

18(1) Any dispute or complaint on employment matters shall be resolved using the following procedure:

- (a) The complaint or dispute should be settled whenever possible at the workplace between the employee(s) concerned and the Auburn Distribution Centre Manager;
- (b) If the matter is not resolved at the level in (a), it shall be referred to senior management and their representatives who will meet with the employee(s) concerned and/or their representatives;
- (c) If the matter is not resolved at level (b), it shall be referred to a mutually agreed third party for private mediation. It may be referred to the union to which the employee(s) belongs.
- (d) If the matter remains unresolved, it may be referred to the Commission for conciliation.

18(2) Throughout the dispute resolution process the status quo shall remain. This means that work shall continue as normal in accordance with the terms of this Agreement, and the parties shall co-operate in seeking a resolution in a reasonable time.

19. Special Conditions Regarding Sick Leave.

An employee is not required to provide a medical certificate in support of a claim for paid sick leave, but only if:

- (a) the period of sick leave does not exceed a single day; and
- (b) the day claimed is not the working day immediately before a public holiday, nor the working day immediately after a public holiday; and
- (c) the day claimed is not the working day immediately before the commencement of a period of annual leave, nor the working day immediately after the cessation of a period of annual leave; and
- (d) the total number of single days claimed without a medical certificate does not exceed half of the employee's annual sick leave entitlement.

20. Uniforms

Each calendar year, the Company will provide uniforms to each permanent employee. The uniforms shall consist of two (2) tops and (2) bottoms of an agreed style.

21. Discussions Before Expiry

The Company and the employees agree that the Company will commence discussions with the employees regarding a new enterprise agreement 3 months before the expiry of the nominal term of this Agreement.

22. Anti-Discrimination

22.1 It is the Intention of the Parties to This Agreement So Seek to Achieve the Object in S3(F) of the *Industrial Relations Act* 1996 to Prevent and Eliminate Discrimination in the Workplace. This Includes Discrimination on the Grounds of Religion, Race, Sex, Marital Status, Disability, Homosexuality, Transgender Identity, Age and Responsibilities as a Carer.

22.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this agreement the parties have obligations to take all reasonable steps to ensure that the operation of the

provisions of this agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the agreement which, by its terms or operation, has a direct or indirect discriminatory effect.

22.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.

22.4 Nothing in this clause is to be taken to affect:

- (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
- (b) offering or providing junior rates of pay to persons under 21 years of age;
- (c) any act or practice of a body established to propagate religion which is exempted under s 56(d) of the *Anti-Discrimination Act 1977*;
- (d) a party to this agreement from pursuing matters of unlawful discrimination in any State or federal jurisdiction.

22.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

EXECUTED AS AN ENTERPRISE AGREEMENT IN NEW SOUTH WALES:

Signed for and on behalf of OPSM Pty Ltd

----- Date -----
Signature

Name -----

Title -----

Signed for and on behalf of the employees

----- Date -----
Signature

Name -----

Title -----

----- Date -----
Signature

Name -----

Title -----

----- Date -----

Signature

Name -----

Title -----

----- Date -----

Signature

Name -----

Title -----

----- Date -----

Signature

Name -----

Title -----

APPENDIX 1.

1. Table 1

Wage Classification and Pay Rates
Adult Employees

Classification	Auburn Distribution Centre Ordinary Time Rate of Pay - \$ per 38hour week.			
	Weekly rate	1st Increase	2 nd Increase	3 rd Increase
	immediately	1 July 2003	1 July 2004	1 July 2005
	prior to			
	approval			
Level 1	\$510.45	\$533.40	\$557.40	\$582.50
Level 2	\$535.40	\$559.50	\$584.70	\$611.00
Level 3	\$557.25	\$582.30	\$608.50	\$635.90

Level 1 represents employees with 0 - 1 years of service as a storeman & packer. The levels in this Agreement correspond with levels 1 - 3 in the State award.

2. Junior Employees

2(1) The minimum rate of pay to be paid to juniors shall be the following percentages of the appropriate rate of pay as set out in Table 1 of this Appendix for the employee's classification.

Percentage of Appropriate Rate as per Employee's Classification	Per Week
At 17 years of age and under	55
At 18 years of age	67.5
At 19 years of age	80
At 20 years of age	92.5

- 2(2) Such percentages shall be calculated to the nearest 5 cents, any broken part of 5 cents in the result not exceeding half of 5 cents shall be disregarded.
- 2(3) At 21 years of age, the minimum adult wage for the classification in which the employee is working; provided that where an employee under 21 years of age is called upon to stack goods weighing 31.75kg or over more than 0.9144 metres high or to lift or carry without assistance goods weighing over 45.36kg, he/she shall be entitled to the minimum wage prescribed for the appropriate classification.
- 2(4) One junior employee may be employed for every 3 or fraction of 3 employees receiving the adult rate of pay.