

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA99/218**

**TITLE: Wilson Fabrics Warehouse Agreement 1999**

**I.R.C. NO: 99/4528**

**DATE APPROVED/COMMENCEMENT: 2 September 1999 and commenced 1 July 1999**

**TERM: 24 Months**

**NEW AGREEMENT OR  
VARIATION: New**

**GAZETTAL REFERENCE:**

**DATE TERMINATED:**

**NUMBER OF PAGES: 3**

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to all employees of Wilson Fabrics and Wallcoverings represented by the National Union of Workers, located at 40-50 Arncliffe Street, Arncliffe NSW 2205

**PARTIES:** Wilson Fabric and Wallcoverings -&- National Union of Workers, New South Wales Branch

## ENTERPRISE AGREEMENT 1999

Pursuant to Clause 3 of the Storemen and Packers Award application is made for the registration of an Enterprise Agreement between:

WILSON FABRIC AND WALLCOVERINGS and the employees of WILSON FABRIC AND WALLCOVERINGS, Arncliffe Warehouse, represented by the NATIONAL UNION OF WORKERS (N.S.W. State Branch)

1. **Title**

This Agreement shall be known as the **WILSON FABRICS WAREHOUSE AGREEMENT 1999** located currently at Arncliffe.

2. **Parties Bound**

This Agreement shall apply to all employees of Wilson Fabrics and Wallcoverings represented by the National Union of Workers (N.S.W. Branch), and covered by State general NUW Award.

3. **Period of Agreement**

The Agreement shall operate from 1<sup>st</sup> July, 1999, for a period of 2 years.

4. **Wage**

All employees subject to this Agreement shall receive an increase of 4% in addition to their current wage level, effective from 1<sup>st</sup> July, 1999, and a further 5%, effective from 1<sup>st</sup> July, 2000.

5. **Casual Employment**

An employee recruited for casual employment will be paid first year Storemen and Packers rate plus casual loadings.

6. **Consultative Committee**

A Consultative Committee shall be established by 1<sup>st</sup> October, 1999. The Committee shall comprise 6 members, 2 of whom shall be representative of management, 2 shall be shop delegates of the N.U.W. (N.S.W. Branch) and 2 elected by the employees to best represent all areas of the site.

This Committee shall meet monthly for the purpose of communication between all parties, and addressing those issues raised by management and employees which impact on employees or which contribute to the improved operation and efficiency of the business.

Registered  
Enterprise Agreement  
Industrial Registrar

The Committee will act in the interest of all employees subject to this Agreement and advise management of the views and concerns of the employees. Appointment is for the life of the Agreement.

7. **Disputes Procedure**

The following procedure shall apply in the event of an industrial issue arising:

- a) The matter first be discussed between the employee and his immediate supervisor. At the employee's option, his delegate may also be present.
- b) If not settled or an agreed course of action is not found within 24 hours, the matter shall be submitted by the duly elected delegate to the Operations Manager. At any point in these discussions, the delegate or Operations Manager may seek the involvement of the Branch Manager.
- c) The aim of this procedure is to resolve all workplace issues as quickly as possible and as close to the source of the issue as possible. If, however, a matter is not resolved or an agreed course of action is not found, then the procedure will move to step d).
- d) If not settled, the delegate shall seek the assistance of the State Secretary of the Union or nominated representative and the Branch Manager may seek to involve the State Manager and/or the Industrial Relations Department in this matter.
- e) During the discussions the status quo shall remain and work shall proceed normally. "Status quo" shall mean – the situation existing immediately prior to the dispute or the matter giving rise to the dispute.
- f) \* At any time in the above procedure either party may refer the matter to the New South Wales Industrial Relations Commission. \*

8. **Union Recognition and Membership**

- a) For the duration of this Agreement, Wilson Fabrics and Wallcoverings recognize the National Union of Workers as the Union representing all employees in related classifications who are covered by this Agreement. This representation extends to all terms and conditions of employment, whether those terms and conditions are subject to this Agreement.
- b) It is the policy of Wilson Fabrics and Wallcoverings that all employees subject to this Agreement shall be given the opportunity to join the National Union of Workers (N.S.W. Branch).
- c) Wilson Fabrics and Wallcoverings undertakes, upon authorization, to deduct Union membership dues as levied by the National Union of Workers (N.S.W. Branch) in accordance with its rules, from the pay of employees who are members of the National Union of Workers (N.S.W. Branch) at the beginning of each month together with all necessary information to enable the reconciliation and crediting of subscriptions to members' accounts.
- d) All new employees shall be advised of the matters set out in a), b) and c) above and shall be introduced to the site National Union of Workers delegates upon being accepted for employment.

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9. Roster Days

Employees who, on a voluntary basis, wish to cash in their Roster Days may do so. Employees must advise their Manager at least two (2) weeks in advance of their request for a Roster Day off. Payment for worked Roster Days will, at the discretion of the employee, be paid either monthly or at Christmas time and will be paid at normal time rates.

10. No Extra Claims

It is a term of the Agreement that both parties undertake not to make or pursue any extra claims for the life of the Agreement.

NATIONAL UNION OF WORKERS (N.S.W.  
STATE BRANCH)

(Signature)

DATED this 21~~st~~ day of JULY. 1999.

WILSON FABRICS AND WALLCOVERINGS

(Signature)

DATED this 23 day of July 1999.

