

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/75

TITLE: Ina Bearings Australia Enterprise Agreement, 1998

I.R.C. NO: 99/534

DATE APPROVED/COMMENCEMENT: Approved 25 February 1999 and operates from the first full pay period on or after 25 February 1999

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 8

**COVERAGE/DESCRIPTION OF
EMPLOYEES:** All employees engaged within the scope of clause 39, Area Incidence and Duration of the Storemen and Packers, General (State) Award and clause 30, Area Incidence and Duration of the Metal and Engineering Industry (New South Wales) Interim Award

PARTIES: INA Bearings Australia Pty Ltd -&- The Australian Workers' Union, New South Wales





INA BEARINGS AUSTRALIA ENTERPRISE AGREEMENT, 1998

The Ina Bearings Australia Enterprise Agreement is made pursuant to Part 2 of Chapter 2 of the *Industrial Relations Act 1996* (NSW).

Registered
Enterprise Agreement
Industrial Registrar

PART A

1. TITLE

This Agreement shall be known as the Ina Bearings Australia Enterprise Agreement, 1998.

2. ARRANGEMENT

Clause No.	Subject Matter
1.	Title
2.	Arrangement
3.	Definitions
4.	Parties
5.	Coverage and Nominal Term
6.	Relationship to Parent Awards
7.	Wages
8.	Probationary Period
9.	Attendance Bonus
10.	Future Negotiations
11.	Grievance procedure
12.	Signatories

3. DEFINITIONS

"Agreement" shall mean Ina Bearings Australia Enterprise Agreement, 1998.

"Award" shall mean the Storemen and Packers General (State) Award



"Commission" shall mean the Industrial Relations Commission of New South Wales.

"Company" shall mean Ina Bearings Australia Pty Ltd.

"Parent awards" shall mean the Storemen and Packers General (State) Award and the Metal and Engineering (Interim) (State) Award.

"the Act" refers to the *Industrial Relations Act 1996* (NSW).

"Union" shall mean the Australian Workers' Union, New South Wales ~~Branch~~.

R.M.

4. PARTIES

The parties to this Agreement are : Ina Bearings Australia Pty Ltd, trading and carrying on business at 142 Parraweena Road, Taren Point, New South Wales and the Australian Workers' Union, New South ~~Branch~~ Wales.

R.M.

5. COVERAGE AND NOMINAL TERM

- 5.1 This Agreement shall apply to all employees within the scope of clause 39, Area, Incidence and Duration of the Storemen and Packers General (State) Award and clause 30, Area, Incidence and Duration of the Metal and Engineering (Interim) (State) Award.
- 5.2 This Agreement shall apply from the beginning of the first full pay period to commence on or after the date of approval by the Commission and shall remain in force for a period of two years.



6. RELATIONSHIP TO PARENT AWARDS

This Agreement applies in conjunction with the respective parent awards except where inconsistent with this Agreement, in which case the terms of this Agreement shall prevail.

7. WAGES

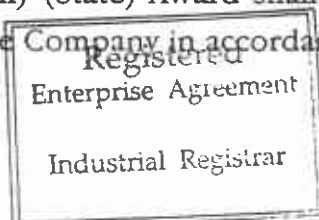
The Company shall pay all employees covered by the Award in accordance with Table 1 of Part B. The rates of pay in column 1 shall apply on and from 21 December 1998. The rates of pay in column 2 shall apply twelve months thereafter.

8. PROBATIONARY PERIOD

- 8.1 An adult employee covered by the Award shall serve a probationary period of three months. During such time, the employee shall be paid in accordance with the entry level classification in Table 1 of Part B. An employee shall proceed to Level 1 upon the confirmation of their employment at the completion of the probationary period.
- 8.2 During the probationary period, the provisions of clause 7, Terms of Engagement of the Award shall continue to apply.

9. ATTENDANCE BONUS

Employees covered by the Metal and Engineering (Interim) (State) Award shall be eligible to receive an attendance bonus as determined by the Company in accordance with existing practice.



10. FUTURE NEGOTIATIONS

The parties to the Agreement will commence negotiations for a new Agreement no later than 3 months prior to the expiry of this Agreement.

11. GRIEVANCE PROCEDURE

11.1 The procedure for the resolution of industrial disputation is as follows.

11.2 Procedure relating to a grievance of an individual employee

- 11.2.1 The employee is required to notify the Company as to the substance of the grievance, request a meeting with the Company for bilateral discussions and state the remedy sought.
- 11.2.2 A grievance must initially be dealt with as close to the source as possible, with graduated steps for further discussion and resolution at higher levels of authority.
- 11.2.3 Reasonable time, to be agreed upon by all parties, must be allowed by discussion at each level of authority.
- 11.2.4 At the conclusion of the discussion, the Company must provide a response to the employee's grievance, if the matter has not been resolved, including reasons for not implementing any proposed remedy.
- 11.2.5 While a procedure is being followed, normal work must continue.
- 11.2.6 The employee may be represented by an industrial organisation of employees.
- 11.2.7 If the matter remains unresolved, it may be referred to the Commission.



11.3 Procedure for a dispute between the Company and the employee.

11.3.1 A question, dispute or difficulty must initially be dealt with as close to its source as possible, with graduated steps for further discussion and resolution at higher levels of authority.

11.3.2 Reasonable time, to be agreed upon by all parties, must be allowed for discussion at each level of authority.

11.3.3 While a procedure is being followed, normal work must continue.

11.3.4 The Company may be represented by an industrial organisation of employers and the employees may be represented by the Union for the purposes of each procedure.


11.4.4 If the matter remains unresolved, it may be referred to the Commission.

Registered
Enterprise Agreement
Industrial Registrar

WZ

12. SIGNATORIES

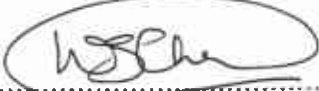
Signed for and on behalf of Ina Bearings Australia Pty Ltd


.....
(Signature of Witness)


.....
(Signature)

R. Hick.
.....
(Name of Witness)

Signed by the Australian Workers' Union, New South Wales Branch


.....
(Signature of Witness)


.....
(Signature) Russ Collison
Registered State Secretary
Enterprise Agreement
Industrial Registrar

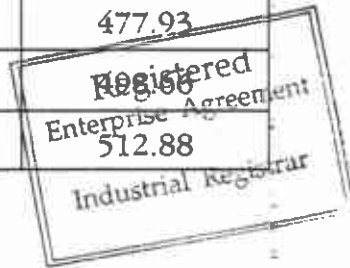
WENDY CHEN
.....
(Name of Witness)

PART B

Table 1 - Rates of Pay

Storemen and Packers General (State) Award

Classification	Column 1	Column 2
	New Rate Per Week \$	New Rate Per Week \$
Entry Level	412.70	412.70
Level 1	433.34	455.00
Level 2	449.09	471.54
Level 3	455.18	477.93
Level 4	474.92	512.88
Level 5	488.46	



H:\DATA\DOCS\JAMES\GTS\INA01.WPD

WJZ