

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA03/8

**TITLE:** FJ Walker Foods (Maintenance Workers) Blacktown Agreement 2002

**I.R.C. NO:** IRC2/6570

**DATE APPROVED/COMMENCEMENT:** 29 November 2002 / Commenced 1 July 2002

**TERM:** 31 December 2003

**NEW AGREEMENT OR  
VARIATION:** Replaces EA96/84

**GAZETTAL REFERENCE:** 28 February 2003

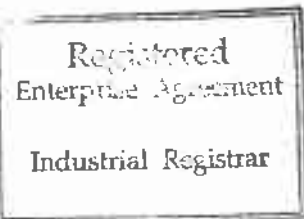
**DATE TERMINATED:**

**NUMBER OF PAGES:** 15

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to all employees of FJ Walker Foods, Blacktown, NSW, who fall within the coverage of the Electricians, &c. (State) Award, and Metal, Engineering and Associated Industries (State) Award

**PARTIES:** F.J. Walker Foods -&- the Electrical Trades Union of Australia, New South Wales Branch



**FJ Walker Foods**  
**(Maintenance Workers)**

**Blacktown**  
**Agreement 2002.**

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**CLAUSE 1 - TITLE**

1.1 This Agreement shall be referred to as the FJ Walker Foods (Maintenance Workers) Blacktown Agreement 2002.

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### **CLAUSE 3 - APPLICATION OF THE AGREEMENT**

3.1 This Agreement shall apply at the FJ Walker Foods site at Blacktown, NSW and at which the provisions of the Electricians (State) Award and the Metal & Engineering Industry (State) Award, as applicable, would otherwise apply. The Agreement shall apply to those employees performing duties within the scope of the classification structure of this Agreement.

3.2 This Agreement shall replace the F J Walker Foods (Blacktown) Metal Trades Enterprise Agreement 1995 and the FJ Walker Foods (Blacktown)- Maintenance Employees Heads of Agreement 2000.

### **CLAUSE 4 - PARTIES BOUND**

4.1 The parties bound by this Agreement are:

4.1.1 F J Walker Foods, a Division of Australia Meat Holdings Pty. Limited and

4.1.2 The Electrical Trades Union, New South Wales Branch (hereinafter the Union).

4.1.3 All employees engaged in work of any of the classifications contained within this Agreement.

### **CLAUSE 5 - DATE AND PERIOD OF OPERATION**

5.1 This Agreement will apply from the beginning of the first pay period to commence on or after the 1<sup>st</sup> July 2002 and shall remain in force thereafter for a period of 18 months. The agreement shall expire on the 31/12/2003.

### **CLAUSE 6 - RELATIONSHIP TO PARENT AWARD**

6.1 This Agreement shall prevail over the relevant Parent Awards to the extent of any inconsistency.

6.2 In relation to any matter in respect of which this Agreement does not make provision the terms of the Award shall apply to all employees.

6.3 Definitions – “Parent Awards” means the:

Electricians (State) Award; and the

Metal & Engineering Industry (State) Award.



**CLAUSE 7 – NO EXTRA CLAIMS**

7.1 It is a Condition of this Agreement that for its duration, there shall be no extra claims unless such claims are consistent with the Principles of applicable State Wage Case Decisions.

**CLAUSE 8 – PURPOSE**

8.1 The purpose of this Agreement is to record those matters that have been specifically agreed by the parties, arising from the 2002 enterprise bargaining process.

**CLAUSE 9 - NOT TO BE USED AS A PRECEDENT**

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

**CLAUSE 10 - RENEGOTIATION OF AGREEMENT**

10.1 It is agreed that the parties will commence the process of renegotiation of a new Agreement during the month of September 2003.

**CLAUSE 11 – GRIEVANCE & DISPUTE RESOLUTION PROCEDURE**

11.1 Subject to the relevant provisions of the Industrial Relations Act 1996, any dispute arising in relation to this Agreement or its operation, shall be dealt with as follows:

**Step 1**

The site union representative and the appropriate supervisor will attempt to resolve the matters in dispute, by way of discussions.

**Step 2**

In the event of a failure to resolve the matter at the job level, as per Step 1, the matter shall then be referred to local management and an organiser of the union, who will hold discussions forthwith in an endeavour to resolve the matter.

**Step 3**

Should the matter remain unresolved after following the requirements of Step 2, it may be referred to the Secretary of the union (or his/her representative) and senior management, who will confer forthwith.

**Step 4**

In the event that the matter cannot be resolved by way of each of the previous steps, either party may refer the matter to the Industrial Relations Commission of NSW for resolution.

All work shall continue as normal while these negotiations are taking place.



**CLAUSE 12 – ANTI-DISCRMINATION**

12.1 It is the intention of the parties to this Agreement to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.

12.2 Accordingly, in fulfilling their obligations under the disputes avoidance and settling clause, the parties must make every endeavour to ensure that neither the provisions of the Agreement nor their operation are directly or indirectly discriminatory in their effects.

12.3 Nothing in this clause is taken to affect:

12.3.1 Any different treatment (or treatment having different effects) that is specifically exempted under the Commonwealth ore State anti-discrimination legislation;

12.3.2 The setting of appropriate junior rates of pay.

12.3.3 The rights of an employee or the employer pursuing matters of discrimination in any State or Federal jurisdiction, including by application to the Human Rights and Equal Opportunity Commission;

**CLAUSE 13 - INCREASES TO RATES OF PAY**

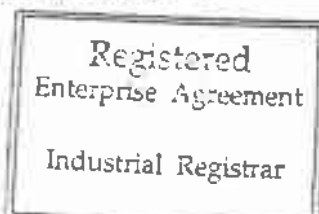
13.1 It is agreed that the following percentage wage increases shall apply during the life of this Agreement. The table of weekly wage rates, which, reflects these increases, appears as Appendix 1 to the Agreement.

	First full pay period on or after 1/1/2003
<b>Wage Increase (%)</b>	4 %

13.2 It is further agreed that in relation to the negotiation of a new agreement, the first wage increase that shall be payable under such subsequent agreement shall be payable from the first full pay period on or after 1/1/2004. The quantum of such wage increase shall be a matter for negotiation and agreement at that time.

**13.3 Freezer Allowance – Special Circumstance Payment**

13.3.1 Any maintenance employee who is required to perform work in the Mycom and/or Frigoscandia units shall be entitled to receive an allowance of \$5.00 per day, on days on which they are actually performing such work. Such allowance shall not be all-purpose. This allowance shall be in lieu of any similar allowances that may otherwise apply under the parent awards.



#### **CLAUSE 14 - PAY WEEK**

14.1 The pay week for employees covered by this agreement shall begin on Monday & cease on the following Sunday.

#### **CLAUSE 15 - SALARY SACRIFICING**

15.1 Subject to the rules of the relevant superannuation fund(s), employees may, at their option, sacrifice some of their wages as superannuation contributions.

15.2 Subject to the rules of the relevant superannuation fund(s), employees may sacrifice any bonus payments, which they receive, as superannuation contributions. In accordance with Australian tax law requirements, an employee must make the election to sacrifice bonus payments at the beginning of the financial year in which such payments commence.

#### **CLAUSE 16 - HOURS OF WORK**

16.1 Span of Ordinary Hours - it is agreed that the ordinary hours for day shift employees may be rostered to commence at 5.00am, Monday to Friday inclusive. It is further agreed that the ordinary hours for afternoon shift employees may be rostered to end at up to 1.00am, Tuesday to Saturday inclusive.

16.2 Notwithstanding the commencement of ordinary hours for day shift employees being 5.00am, it is agreed that any ordinary hours which are worked between 5.00am and 6.00am, Monday to Friday inclusive, shall be paid at the rate time and a half.

16.3 Rostering of Hours - it is agreed that the 38 ordinary hours of work per week may be rostered on the following basis:

16.3.1 A minimum of 6 hours up to a maximum of 10 hours, Monday to Friday inclusive.

16.3.2 The company shall also have the right to roster an employee for up to 8 consecutive hours of overtime on any day, Monday to Friday inclusive. Where an employee is rostered to work overtime as provided herein, and such overtime is subsequently not provided, the company will be liable for payment for the rostered hours, as if the employee had worked such hours.

16.3.3 The right of the company to roster employees for up to 8 consecutive hours of overtime, is not to be construed in such a way so as to limit the total overtime in any week to 8 hours only. It will continue to be a requirement for employees to work reasonable overtime in order to meet the needs of the business.

16.3.4 Where an employee's roster has been established, the company may only alter such roster by the giving of a minimum of 7 days notice to the employee concerned. Where an employee is given notice to change rosters in accordance with this provision, he/she shall have the right to raise any personal or family circumstances that genuinely affect his/her ability to make such roster change, subject to the following:

16.3.4.1 If required by the company to do so, the employee shall substantiate the reasons that are relied upon for not changing rosters.

16.3.4.2 If the employee fails to substantiate the reasons as cited at 16.3.4.1 above, the employer may implement the proposed roster change.

16.3.4.3 Notwithstanding the above subclauses, an employee shall not unreasonably refuse a roster change as set out in 16.3.4.

16.3.5 It is acknowledged that the implementation of the rostering flexibility's which are provided for in this provision, may give rise to hours of work patterns which are different to those which applied in the past.

16.4 Alternative Working Arrangements - Consultation - It is the intention of the company to maximise efficiency and seek new business opportunities in the manufacturing area of its business. In doing so, it is the objective to create a more profitable business offering increased employment security. To achieve this however, it may be necessary for the business to introduce production work on a five (5) or more day basis. Accordingly, the following has been agreed:

16.4.1 The Company shall give to the employees affected no less than 4 weeks notice of the intention to introduce a changed working week arrangement.

16.4.2 During the notice period referred to at 16.4.1 above, the company shall consult with the Union and employees in relation to the five-day week arrangement.

16.4.3 Notwithstanding the consultation provisions set out immediately above, such consultations shall not be taken as removing the right of the company to introduce alternative hours of work arrangements, where it is the interests of the business to do so.

16.4.4 Where production is scheduled to occur over 5 days of the week, it is understood and accepted that maintenance service shall need to occur on weekends.

#### **CLAUSE 17 - FACILITATIVE PROVISION – FLEXIBLE HOURS OF WORK**

17.1 Notwithstanding the provisions of clause 15 Hours of Work, the working of flexible hours in accordance with the following conditions may be introduced:

17.2 The working of flexible hours shall be by agreement between the company and the employee(s) concerned.

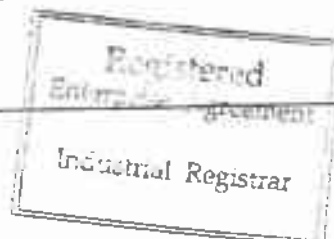
17.3 Each arrangement shall be reviewed at least 3 months after it has been introduced and if either party no longer wishes to continue with the arrangement, it shall cease.

17.4 Ordinary hours may be worked up to 12 hours per day, Monday – Saturday inclusive.

17.5 Overtime rates shall be paid with respect to all hours, which are worked outside of the rostered ordinary hours.

17.6 If an employee is required to work on a non-rostered day, Monday – Friday inclusive, Saturday overtime rates shall apply.

17.7 All such arrangements shall be documented and signed by the parties, with a copy to be retained on the employee's personnel file. The parties agree that this provision is not intended as a mechanism to introduce AWA's into the workplace.





### **CLAUSE 18 – ANNUAL LEAVE**

18.1 Subject to the following provisions, annual leave shall accrue and be taken in accordance with the Annual Holidays Act 1944 (NSW)

#### **18.2 Use of Annual Leave to Cover Periods of Absence Due to Illness.**

18.2.1 An employee who has no sick leave entitlement remaining to his/her credit, shall not be entitled to claim payment for annual leave for any day or days during which the employee is absent due to illness, subject to the following:

18.2.2 Such non-payment will apply notwithstanding that the employee may have obtained a medical certificate covering the said employee for the period of absence

18.2.3 Management may waive this provision in circumstances where the employee is able to demonstrate that the reason for such absence has arisen from an ongoing medical condition for which the employee has been receiving regular and ongoing treatment.

18.2.4 It is agreed that management will take a common sense approach in the implementation of this provision and all cases shall be judged on their "individual merits."

### **CLAUSE 19 – NOTIFICATION OF ABSENCES**

19.1 It is agreed that where an employee is absent on any day, and such absence is not as a result of scheduled leave (ie annual leave, long service leave etc), then such employee shall be required to notify of such absence, giving the reason and expected duration of such absence, prior to the commencement of the employee's rostered ordinary hours on the first day of such absence. Where the employee fails to provide the notice as is required by this provision, then such employee shall forfeit payment of sick leave for such day.

### **CLAUSE 20 – CARERS LEAVE**

20.1 An employee other than a casual is entitled to use up to 40 hours of their accrued sick or annual leave each year to care for members of his or her immediate family or household who are sick and require care and support. This entitlement is subject to the employee being responsible for the care and support of the person concerned. In normal circumstances an employee is not entitled to take carer's leave where another person has taken leave to care for the same person.

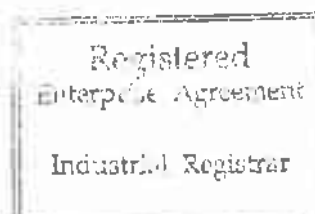
20.2 Notice required - before taking carer's leave, an employee must give at least two hours' notice before his or her next rostered starting time, unless he or she has a good reason for not doing so.

20.3 The notice must include:

20.3.1 the name of the person requiring care and support and his or her relationship to the employee;

20.3.2 the reasons for taking such leave; and

20.3.3 the estimated length of absence.



- 20.4 **Evidence supporting claim** - The employee must, if required by the employer, establish by production of a medical certificate, the illness of the person concerned and that the illness is such as to require care by another. A statutory declaration will not be accepted as appropriate evidence.
- 20.5 **Immediate family or household** - the entitlement to carer's leave is subject to the person in respect of whom the leave is taken being either:
- 20.5.1 a member of the employee's immediate family; or
  - 20.5.1 a member of the employee's household.
- 20.6 The term **immediate family** includes:
- 20.6.1 spouse (including a former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse means a person of the opposite sex to the employee who lives with the employee as his or her husband or wife on a bona fide domestic basis; and
  - 20.6.2 child or an adult child (including an adopted child, a step child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the employee spouse of the employee.
- 20.7 The term **household** shall mean persons living in the same domestic dwelling and who are members of the same family as defined above. It shall not mean persons living in the same domestic dwelling under a shared accommodation arrangement.

#### **CLAUSE 21 – FACILITATIVE PROVISION – SPECIAL OCCASIONS**

- 21.1 Where it is agreed between the company and its employees that a special occasion exists and agreement is reached between the company and its employees that special arrangements be made, those arrangements may be made provided that the company's production, delivery and business requirements are not affected.
- 21.2 The parties to this Agreement undertake that should such arrangements be made that may be otherwise contrary to the provisions of this Agreement or the parent award, their implementation will not be taken as being a breach of this Agreement or the parent award and no claim may be made by any employee for any additional payment or penalty that may have otherwise applied but for the implementation of such arrangement.

#### **CLAUSE 22 – PICNIC DAY**

- 22.1 It is agreed that employees covered by this agreement shall take, and be paid for their Picnic Day/Additional Public Holiday, in conjunction with a period of annual leave, subject to the following requirements:
- 22.1.1 The Picnic Day must be taken, and paid for, in the year in which it fell due.
  - 22.1.2 If at the end of a calendar year, an employee has not taken or received payment for the Picnic Day, the company shall pay out to each eligible employee, an amount that is equivalent to the monetary value of any untaken Picnic Day. Payment for such day shall be at ordinary time rates of pay.
  - 22.1.3 Where the Picnic Day is taken in conjunction with a period of annual leave, payment for such day shall not include annual leave loading.



**CLAUSE 23 – TRADE UNION TRAINING LEAVE**

23.1 It is agreed that the Company shall release eligible employees to attend Trade Union Training, subject to the following qualifications:

23.1.1 The right to such leave shall be limited to no more than one (1) employee in any one calendar year.

23.1.2 Only duly elected site union delegates shall be eligible to request such leave.

23.1.3 The delegate shall be entitled to a maximum of one week (5 working days) of such leave in each calendar year. Such leave shall not be cumulative, year-to-year.

23.1.4 The Company shall pay to the delegate, for the period of absence, an amount of wages that is equivalent to their ordinary time earnings.

23.1.5 The Company will not be responsible for any costs that are associated with the attendance of a delegate at such training.

23.1.6 The Company shall be provided with as much notice of such training, as is reasonably possible. However where the company is provided with less than 4 weeks notice it shall be the right of the company to refuse such leave.

23.1.7 The Company will be consulted as to the content of any proposed training and will be provided with a course outline, at the time that notice of the intention to commence such leave, is given.

23.1.8 It shall be the right of the company to refuse to authorise such leave, if the taking of such leave would cause difficulty to the business or was intended to occur at a time of peak business activity.

**CLAUSE 24 - REDUNDANCY PROCESS & SEVERANCE PAY**

24.1 The company agrees, that in circumstances where any employee is to be made redundant, the company shall observe the following severance pay provisions, which have been based on those, which appear in the NSW Employment Protection Act.

**24.2 Scale of Severance Pay**

Length of Continuous Service	If Employee Under 45 Years of Age.	If Employee 45 Years of Age or More
Less than 1 year	Nil	Nil
1 year or more but less than 2 years	4 weeks pay	5 weeks pay
2 years & more but less than 3 years	7 weeks pay	8.75 weeks pay
3 years & more but less than 4 years	10 weeks pay	12.5 weeks pay

4 years & more but less than 5 years	12 weeks pay	15 weeks pay
5 years & more but less than 6 years	14 weeks pay	17.5 weeks pay
6 years & more	16 weeks pay	20 weeks pay

24.3 **Redundancy Process** - It is further agreed that in circumstances where redundancies are to occur, the following process shall be observed:

24.3.1 **Discussions** - Where the company has made a definite decision that it no longer wishes the job an employee has been doing done by anyone, and this is not due to the ordinary and customary turnover of labour, and that decision may lead to termination of employment, the employer shall hold discussions with the union and the employees directly affected.

24.3.2 The discussions shall take place as soon as is practicable after the employer has made a definite decision, which would invoke the provisions of paragraph 24.3.1 above. Such discussions shall include the reasons for the proposed redundancies and any measures which may avoid or mitigate against the propose redundancies.

24.3.3 For the purposes of the discussions referred to at subclauses 24.3.1 above, the employer shall, as soon as is practicable, provide written confirmation to the affected employees and the union, relevant information relating to the following:

24.3.3.1 The reasons for the proposed redundancies.

24.3.3.2 The number and categories of employees likely to be affected.

24.3.3.3 The number of employees normally employed.

24.3.3.4 The likely period over which the redundancies are to occur.

24.3.3.5 Provided further that the company shall not be required to provide information of a confidential nature if to do so, would be to the detriment of the business.

24.4 **Process of Selecting Employees** - Where redundancies are to occur, they shall be firstly offered on a voluntary basis. Such basis to operate in relation to the department, section or trades in which the redundancies are to occur.

24.5 If insufficient numbers of employees indicate a willingness to accept voluntary redundancy, then selection shall be on the basis of merit, in which case seniority shall also be given consideration, having regard to all other factors being equal.

24.6 **Severance pay**

24.6.1 Severance monies shall be paid in accordance with the above-mentioned scale.

24.6.2 Severance monies shall be paid at the employee's appropriate ordinary time rate of pay.

24.6.3 For the purposes of this provision, the term ordinary rate of pay shall mean the employee's ordinary weekly rate for the classification in which he or she is employed, any shift loadings which are ordinarily paid to the employee with respect to ordinary hours of work, and an average of any work related allowances, earned by the employee in the 4 weeks immediately preceding the date of termination.

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24.7 **Notice of Termination** - Where an employee is to be made redundant, notice or pay in lieu thereof shall be as follows:

Years of Service	Weeks of Notice
Less than 1 year	1 weeks notice
1 year but less than 3 years	2 weeks
3 years but less than 5 years	3 weeks
5 years and over	4 weeks

Where at the time of giving notice, the employee is 45 years of age or older and has at least 2 years of continuous service, such employee shall be entitled to an additional 1 week of notice.

24.8 **Employee Leaving During Notice Period** - An employee, whose employment is terminated for reasons arising from redundancy, may give notice of resignation during the period of notice as prescribed above. In such circumstances the employee will still be entitled to payment of the severance monies prescribed above, however the employee shall not be entitled to any payments in lieu of notice.

24.9 **Time Off During Notice Period** - During the period of notice of termination prescribed above, the employee shall be allowed up to 1 day per week of notice, as paid time off work, for the purpose of attending interviews and/or appointments relating to the seeking of alternative employment. Payment for such time off work shall be at the employee's ordinary time rate of pay.

24.9.1 The days prescribed in paragraph 24.9 above, shall not be cumulative from week to week.

24.9.2 In order to be entitled to payment for the time claimed in accordance with subclause 24.9 the employee shall be required to provide documented proof of their attendance at an interview or appointment. A statutory declaration shall not be accepted as sufficient proof for the purposes of this provision.

24.10 **Financial & Career Advice/Counselling** - Where more than 20 employees are made redundant in accordance with these provisions, the company shall arrange for professionals in the areas of financial planning and vocational counselling to attend the premises for a day, for the purpose of providing advice and assistance to interested employees.

24.11 **Transfer to lower paid duties** - Where an employee is transferred to lower paid duties by reason of redundancy the same period of notice must be given as the employee would have been entitled to if the employment had been terminated, and the employer may, at the employer's option, make payment in lieu thereof of an amount equal to the difference between the former ordinary rate of pay and the new lower classification rate for the number of weeks of notice still owing.

24.12 **Alternative employment or Incapacity to Pay** - the employer, in a particular redundancy case, may make application to the Commission to have the general severance pay prescription varied if the employer obtains acceptable alternative employment for an employee or if the employer can demonstrate a genuine incapacity to pay.

24.13 **Employees exempted** - this clause shall not apply where employment is terminated as a consequence of conduct that justifies dismissal, including malingering, inefficiency, neglect of duty or misconduct, or in the case of casual employees, apprentices, or employees engaged for a specific period of time or for a specified task or tasks.

#### **CLAUSE 25 - INTRODUCTION OF NEW TECHNOLOGY**

25.1 When new technology is introduced into the business, the company shall hold discussions with the employees and their delegates, as a means of explaining the new technology.

25.2 Should the introduction of the new technology require employees to use or acquire skills, which are above those, which they currently have, discussions shall occur in relation to the matter. Such discussions shall focus on issues related to training and development needs, which shall be required by employees arising from the introduction of the new technology.

#### **CLAUSE 26 - PERFORMANCE OF DUTIES**

26.1 It is agreed that employees may be required to perform any duties that are within the limits of the employees' skills, qualifications and training.

#### **CLAUSE 27 - PROVISION OF MEDICAL CERTIFICATES**

27.1 It is agreed that employees shall be required to provide medical certificates to the company, to explain absences from work, in the following circumstances:

27.1.1 For all single day absences exceeding 3 single days, in each calendar year.

27.1.2 For all absences that exceed 2 or more days.

27.1.3 For the purpose of this provision the word "day" shall also be taken to mean "part of a day".

#### **CLAUSE 28 - IMPLEMENTATION OF COMPUTERISED MAINTENANCE MANAGEMENT SYSTEM**

28.1 It is the intention of the company to more efficiently utilize the Computerised Maintenance Management System (MEX) in its day-to-day maintenance activities.

28.2 It is agreed that relevant maintenance employees shall be trained in the operation and use in the MEX system. It is further agreed that having satisfactorily completed such training, the employees may be required to use the MEX system for the maintenance management purposes, including but not limited to, the following

28.2.1 Stores, stock & inventory control.

28.2.2 Stock adjustment.



28.2.3 Purchase ordering.

28.2.4 Work sheets.

28.2.5 Time sheets.

### **CLAUSE 29 - CONTRACTOR/LABOUR HIRE PROTOCOL**

29.1 The Company agrees that it shall consult with the Union and its employees with respect to the establishment of a contractor protocol.

### **CLAUSE 30 - CONSULTATION PROCESS - PRODUCTIVITY MATRIX & PAYMENTS**

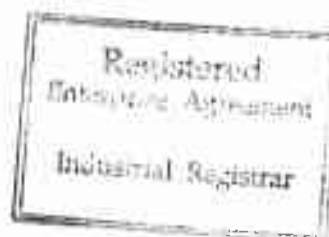
30.1 It is acknowledged that over a period of many years, the maintenance employees have received a performance-based payment that is in line with that which applies to production and distribution employees. It is also acknowledged that the performance criteria via which the productivity payments are measured are largely not applicable to the maintenance employees.

30.2 Having regard to the above point, the parties have agreed as follows:

30.2.1 That they will consult with a view to creating a productivity matrix system that is relevant to the maintenance employees and in which they are able to have an influence on the performance areas.

30.2.2 Either party may initiate the consultations referred to at 30.2.1 above, at any time during the life of this Agreement.

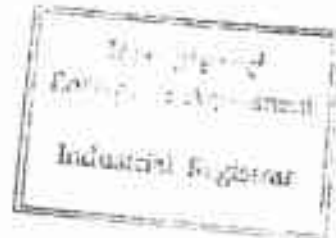
30.2.3 That the current system shall continue to be observed with respect to the maintenance employees until such time as a new system has been negotiated and agreed in accordance with this clause.



**APPENDIX 1**

**Schedule of Weekly Rates**

Description	Current Rate	4% Increase from first pay period on or after 1/1/03
Electrician	\$832.20	\$865
Fitter	\$819.00	\$852
Trades Assistant	\$741.60	\$771





**SIGNATORIES TO AGREEMENT**

SIGNED on this 18<sup>TH</sup> day of NOVEMBER 2002, on behalf of Australia Meat Holdings Pty Limited (Prepared Foods Division), trading as FJ Walker Foods:

Signed

Greg Rich  
(Print Name)

Operations Manager - Manufacturing  
(Print Title)

[Signature]  
(Signature)

Witness

NEVILLE ROWE  
(Print Name)

HUMAN RESOURCES MANAGER  
(Print Title)

[Signature]  
(Signature)

SIGNED on this 16<sup>TH</sup> day of OCTOBER 2002, on behalf of the Electrical Trades Union of Australia (NSW Branch):

Signed

BERNIE RIORDAN  
(Print Name)

SECRETARY  
(Print Title)

[Signature]  
(Signature)

Witness

.....  
(Print Name)

.....  
(Print Title)

.....  
(Signature)

