

# ENTERPRISE AGREEMENT

NO. EA 98/138 .....

DATE REGISTERED 29.4.98 .....

PRICE \$ 16-00 .....

**REGISTER OF  
ENTERPRISE AGREEMENTS**

Registered  
Enterprise Agreement  
Industrial Registrar

**ENTERPRISE AGREEMENT NO: EA98/138**

**TITLE: CSR Ltd T/A The Readymix Group - Sydney Cement Transport Agreement No.2 1997**

**I.R.C. NO: 98/1879**

**DATE APPROVED/COMMENCEMENT: 29 April 1998 and commenced 1 September 1997**

**TERM: Expires 24 September 1999**

**NEW AGREEMENT OR  
VARIATION: New**

**GAZETTAL REFERENCE:**

**DATE TERMINATED:**

**NUMBER OF PAGES: 8**

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES: Sydney metropolitan cement tanker transport operations in respect of employees in the occupation of driving covered by the Transport Industry Mixed Enterprises (State) Award**

**PARTIES: CSR Ltd T/AS Readymix Group -&- Paul Bennett, Graham Bilton, Eric Bryde, Charles Dingli, Graham Gow, George Joukadour, Les Kaylinger, Morris Manni, Les McDonald**

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**CSR LTD T/A The Readymix Group**

**SYDNEY**

**CEMENT**

**TRANSPORT**

**AGREEMENT No.2**

**1998**



**1. Title of Agreement**

This agreement shall be known as the CSR Ltd T/A The Readymix Group - Sydney Cement Transport Agreement No.2 1997.

**2. Arrangement**

<b>Title of Agreement</b>	<b>1</b>
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### **3. The Enterprise(s)**

This agreement shall apply to Sydney metropolitan cement tanker transport operations in respect of employees in the occupation of driving covered by the following award:

- a) Transport Industry Mixed Enterprise (State) Award

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### **4. Parties to the Agreement**

This award shall be binding on:

- a) CSR Limited  
b) Tanker transport employees the subject of this agreement.

### **5. Relationship to Parent Awards**

1. This agreement shall be read and construed in conjunction with the following award:

- a) Transport Industry - Mixed Enterprises (State) Award

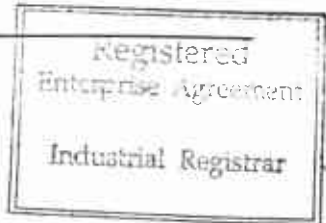
Where there is any inconsistency between the award in (a) above and this agreement this agreement shall prevail to the extent of the inconsistency.

### **6. The First Agreement**

Efficiency and productivity measures contained in the first agreement shall continue to operate as if they were provisions of this agreement, unless otherwise varied by this agreement.

### **7. Random Breath Test**

All employees the subject of this agreement shall undertake a random breath test at any time at the request of the employer.



**8. Improvement Process**

- a) All employees the subject of this agreement will participate in an improvement team that will include cement allocation, transport management and operations management personnel to identify improvement opportunities and implement identified solutions.
- b) The below table outlines the key performance indicators (KPI'S) to be measured and achieved by the improvement team.

<b><u>KPI</u></b>	<b><u>TARGET</u></b>
1. At Fault Motor vehicle accidents / damage (permanent employees only)	NIL / Zero
2. Lost time Injuries attributable to breaches of procedures (permanent employees only)	NIL / Zero
3. Unit running costs or paid kilometre /total kilometres	KPI and targets to be agreed by the improvement team.

**9. Truck Tracking Measurement**

All employees the subject of this agreement will:

- a) Utilise the truck radio system to record status as required by cement allocation.
- b) Complete a plant delay log on a daily basis.

**10. Air Pressure Gauges**

The company will fit air pressure gauges where air bag suspension is fitted on the tankers. The drivers of these units will use these gauges to obtain closer tolerance to maximum load size.

**11. Term of Agreement**

This agreement shall come into operation from September 1<sup>st</sup> 1997 and shall remain in force for a term of 24 months.

## **12. Review of Agreement**

The parties agree to review this agreement no later than twenty four weeks prior to the end of its term. In the context of this review, the parties shall examine both the operation of the agreement and the possibilities of entering into a further agreement.

## **13. Disputes Procedure**

1. Procedures relating to grievances of individual employees:
  - a) The employee is required to notify (in writing or otherwise) the employer as to the substance of the grievance, request a meeting with the employer for bilateral discussions and state the remedy sought.
  - b) A grievance 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.
  - c) Reasonable time limits must be allowed for discussion at each level of authority.
  - d) At the conclusion of the discussion, the employer must provide a response to the employee's grievance, if the matter has not been resolved including reasons for not implementing any proposed remedy.
  - e) While a procedure is being followed, normal work must continue.
  - f) The employee may be represented by an industrial organisation of employees.
2. Procedures relating to disputes etc between employers and their employees:
  - a) 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.
  - b) Reasonable time limits must be allowed for discussion at higher levels of authority.
  - c) While a procedure is being followed, normal work must continue.

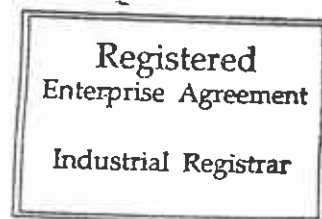
- d) The employee may be represented by an industrial organisation of employees for the purpose of each procedure.

#### **14. Wage Adjustments**

The following wage adjustments shall apply to all Cement Tankers Drivers who are subject of this agreement and covered by the Transport Industry Mixed Enterprise (State) Award.

1. A five percent (5%) wage adjustment effective September 1<sup>st</sup> 1997.
2. A five percent (5%) wage adjustment effective September 1<sup>st</sup> 1998.
3. A one percent (1%) wage adjustment may be made annually subject to the KPI requirements of Clause 8 - IMPROVEMENT PROCESS.

Details of these rates are attached as Part B.







# Signatures


Registered  
Enterprise Agreement  
Industrial Registrar


For and on behalf of:  
CSR Ltd T/A The Readymix Group

  
Name  
5-3-98  
Date


Tanker Driver Employees:


  
Name  
5-3-98  
Date


  
Name  
5-3-98  
Date

  
Name  
5/3/98  
Date

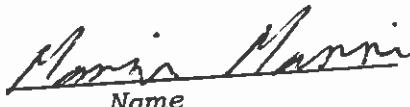
  
Name  
5/3/98  
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Name  
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Date

  
Name  
5-3-98  
Date

Date

## Part B

### Monetary Rates Table

<b>Classification</b>	<b>Rate Including first 5% per week</b>
Grade 1	440.50
Grade 2	455.90
Grade 3	466.50
Grade 4	475.90
Grade 5	499.50
Grade 6	505.80
Grade 7	524.10
Grade 8	561.20

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