

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA99/150**

**TITLE: Epic Wright Heaton Pty Ltd Warehouse Enterprise Agreement 1998**

**I.R.C. NO:**

**DATE APPROVED/COMMENCEMENT:** 1998 Approved 2 July 1999 and commenced 1 May

**TERM:** 24 Months

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:**

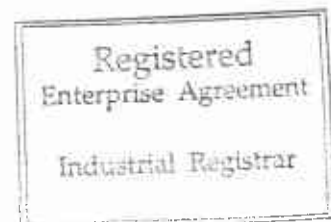
**DATE TERMINATED:**

**NUMBER OF PAGES:** 5

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to all employees covered by the Storemen & Packers General (State) Award, located at Kingsgrove and Warabrook (Newcastle) sites

**PARTIES:** Epic Wright Heaton Pty Ltd -&- National Union of Workers, New South Wales Branch



**EPIC WRIGHT HEATON PTY LTD**

**WAREHOUSE**

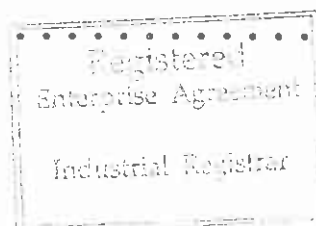
**ENTERPRISE AGREEMENT 1998**

Registered  
Enterprise Agreement  
Industrial Registrar



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1. **TITLE**

This Agreement may be referred to as the Epic Wright Heaton Pty Ltd Warehouse Enterprise Agreement 1998.

2. **INCIDENCE AND PARTIES BOUND**

The parties to this Agreement shall be Epic Wright Heaton Pty Ltd - the National Union of Workers NSW Branch and warehouse employees employed at the Sydney premises at 119 Vanessa Street, Kingsgrove NSW, and the Newcastle site at 11-13 Callistemon Close Warabrook (Newcastle) whether or not such employees are members of the above union.

3. **RELATIONSHIP TO AWARD**

This Agreement shall be read in conjunction with the Storemen & Packers General (State) Award provided that where there is any inconsistency between this Agreement and the Award, this Agreement shall take precedence to the extent of the inconsistency.

4. **PERIOD OF AGREEMENT**

This Agreement shall come into effect from 1st May 1998 and remain in force until 1st May 2000.

5. **DEFINITIONS**

"Storeworker" shall mean an employee who receives goods and/or stores goods and/or picks goods and/or assembles orders and/or stacks goods or orders and/or despatches goods or orders and/or loads and unloads vehicles and/or packs and unpacks bulk containers and/or carries out necessary paperwork relative to such work and in the course thereof may be required to operate computers or any mechanical, electrical or other power driven appliance.

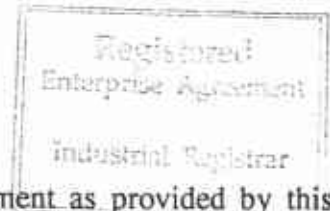
"Fork lift driver" shall mean a storeworker who is principally engaged in driving a fork lift truck and who holds an accredited certificate of competency.

6. **HOURS OF WORK**

Shall be 36 hours per week, Monday to Friday (within the span of hours 6.30 am to 5.30 pm).

7. **WAGES**

The weekly wages for employees covered by this Agreement as provided by this Agreement shall be as set out hereunder:



CLASSIFICATION	CURRENT	1ST MAY 1998	1ST MAY 1999
Storeworkers	\$474.00	\$490.00	\$504.00
Fork Lift Driver	\$489.00	\$505.00	\$519.00

**8. FIRST AID**

A proper First Aid Kit shall be maintained. the Qualified First Aid attendant shall receive \$12.80 per week extra.

**9. FLEXIBILITY OF WORK**

The company may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training.

**10. CASUAL EMPLOYEES RATIO**

Not more than 15% of workforce - to be renegotiated with Newcastle if it expands. Exception of Newcastle is 25% of workforce.

**11. OVERTIME**

Fixed overtime of minimum four hours per week.

**12. MEAL HOURS**

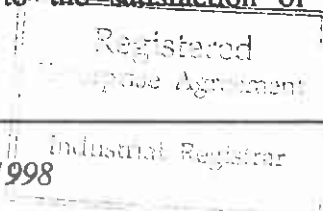
As per Award.

**13. DISPUTE SETTLING PROCEDURE**

As per Storemen & Packers General (State) Award Clause 5.

**14. BEREAVEMENT LEAVE**

All employees shall, on the death of a wife, husband, father, mother, brother, sister, child, step-child, grandchild, parent-in-law, foster parent or grandparent, be entitled on notice to leave, including the day of the funeral of such relation and such leave shall be without deduction of pay for a period not exceeding the number of hours worked by the employee in three ordinary working days. Proof of such death shall be furnished by the employee to the satisfaction of the company.



**15. BASIS OF AGREEMENT**

This Agreement is entered into by the company and its employees together with the union without any duress. Further, all parties accept and will honour in full the terms of the Agreement.

**16. RENEGOTIATION**

The parties agree to renegotiate a new agreement three months prior to expiration of this Agreement.

**17. NO EXTRA CLAIMS**

During the life of this Agreement there shall be no extra claims by either party except where consistent with the State Wage Case Decision.

SIGNED FOR AND ON BEHALF OF  
THE NATIONAL UNION OF WORKERS  
NSW BRANCH

SIGNED FOR AND ON BEHALF OF  
EPIC WRIGHT HEATON PTY LTD

