

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA00/115

TITLE: Bakels Bake-Off Enterprise Agreement

I.R.C. NO: 2000/1271

DATE APPROVED/COMMENCEMENT: 29 September 1999

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE:

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COVERAGE/DESCRIPTION OF

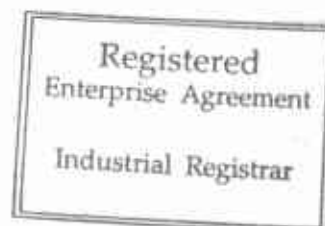
EMPLOYEES: Applies to all employees at the pastry manufacturing operation located at
33-47 Derby Street, Silverwater, NSW

PARTIES: Bakels Bake-Off Pty Ltd -&- National Union of Workers, New South Wales Branch

Bakels Bake-Off Pty Ltd

Enterprise Agreement

29 September 1999



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Appendix A
Appendix B



1. Title

This Agreement shall be referred to as the Bakels Bake-Off Enterprise Agreement.

2. Preamble

This Agreement is the result of cooperative discussions between all the parties and has not been entered into by any party under duress.

a) Objective

This Enterprise Agreement is designed to create greater flexibility in employment practices so as to improve productive performance in all areas of the Company and to accord the employees more stable employment and greater access to training and career enhancement.

To achieve this, it is recognised that management and employees need to continue to build on their commitment to a consultative and participatory approach in the workplace. The Bakels Bake-Off Consultative committee's overall purpose is to provide an environment in which two way communication may be improved between the parties, where employees are able to express their viewpoint and have the opportunity to influence decision making process by utilising employee knowledge and experience.

b) Strategy

The parties agree to the achievement of improved performance throughout all manufacturing functional areas of the Company with the ultimate aim of matching and surpassing performance achieved by international manufacturing leaders and to provide remuneration to employees which acknowledges those achievements.

c) Critical Success Factors

- i) Cost of production: raw materials, wages and overheads.
- ii) Product Quality and Assurance: the continuing effort in areas of quality assurance procedures and general work practices.

d) Safety and Health

All employees contribute to a safe working environment consistent with the Company Safety Policy and the requirements of the Occupational Health and Safety Act, 1983. There will be continued cooperation with the Occupational Health and Safety Committee.

3. Parties Bound

The parties to this Agreement are:



- i) ***Bakels Bake-Off Pty Ltd A.C.N. 050 100 144, ("the Company") in respect of the employment of all employees at the pastry manufacturing operation located at 33-47 Derby Street, Silverwater, NSW, who perform work covered by the classification structure of this Agreement; and***
- ii) ***The National Union of Workers (NSW Branch), its officers and members ("the Union).***

4. Status and Aim of Agreement

The Agreement shall be read and interpreted in conjunction with the Pastrycooks (State) Award to the extent that if any inconsistency, this Agreement shall prevail. This Agreement supercedes any previous agreements made by the parties.

5. Renegotiation

The parties agree to enter into renegotiation three months prior to the expiration of this Agreement.

6. No Extra Claims

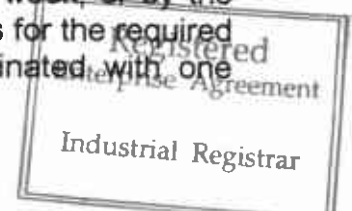
It is agreed by the parties that during the period of this Agreement, wage increases will be determined by the provision of this Agreement and will exclude any general increases emanating from State Wage Case Decisions of the Industrial Relations Commission of NSW, unless otherwise determined by the Industrial Relations Commission of NSW.

7. Date and Duration of Agreement

This Agreement shall apply operate from the beginning of the first full pay period commencing on or after 29th September 1999 and shall remain in force until 29 August 2001.

8. Contract of Employment

- i) Employees shall be engaged on a full-time or casual basis.
- ii) Subject to sub-clause (iv) and (vi) of this clause, the employment of full-time engaged employees may be terminated during the first three (3) months of employment by one hours notice on eith side and after three (3) months completed employment by seven days' notice given on either side at any time during the week, or by the payment or forfeiture, as the case may be, of wages for the required period of notice. Casual employee may be terminated with one hour's notice.



- iii) The Company shall, upon receipt of a request from an employee whose employment has been terminated, provide to the employee a written statement specifying the period of employment and classification of or the type of work performed by the employee.
- iv) Nothing in this Agreement shall effect the right of the Company to dismiss any employee without notice for refusal of duty, malingering, inefficiency, neglect of duty or misconduct and in such cases his wages shall be paid to the employee on the next working day.
- v) The employer may deduct from the wages due to an employee who fails to attend work for a reason other than that they are on any form of paid leave provided for by this agreement or any other Act the amount that would ordinarily have been due for the actual time of non attendance.
- vi) Subject to clause 15, Leave, clause 16, Public Holidays, and clause 17, Jury Service of this agreement, an employee who is absent without permission from work for a continuous period of three days shall be deemed to have abandoned employment.

Termination of employment by abandonment in accordance with this sub-clause shall operate as from the date of the last attendance at work or the last day's absence in respect of which consent was granted, whichever is the latter.

- vii) Employees are responsible for the care and safekeeping of all issues to them and shall return each article to the Company on request or on termination of employment. Employees shall be liable for an amount equal to its replacement value less reasonable depreciation, having regard to the condition of the item.
- viii) Employees shall perform such duties as the Company shall reasonably require within the limits of the employee's skill, competence and training. The employees shall work reasonable overtime and hours of work as provided by the terms of this Agreement.

9. Union Recognition

- i) The employer recognises the National Union of Workers New South Wales Branch and the rights of employees covered by this Agreement.
- ii) New employees will be provided with a Union enrollment card, and introduced to the workplace delegate upon commencing work.



- iii) Employees who join the Union will be entitled to have their membership fees deducted from their pay and forwarded to the Union by the employer.

10. Casual Employees

The parties recognise the need to use casuals from time to time in order to cover site requirements. Casual employees will not replace, on a permanent basis, full-time employees. Where a casual has been engaged for a period of greater than 3 months, the parties will review the nature of the position, which the casual has filled. If the work of the position is determined to be continuous then the casual/s will be permanently employed.

All casual employees employed on the site shall be paid in accordance with the prescribed Enterprise rates plus the relevant loadings.

11. Hours of Work

- i) ***The ordinary hours of work shall be an average of 38 hours per week, to be worked over 4 or 5 consecutive days Monday to Friday, of not more than 12 hours daily. Day shift starting and finishing times are between 5.00am and 6.00pm.***

Rosters will be clearly displayed by the employer in a prominent place. All work outside an employee's rostered hours shall require the consent of the employee or the employee's approved representative.

- ii) Ordinary hours -- daily limitations
 - a) **Full-time Employees: ordinary hours shall be worked over four or five days and the number of ordinary hours prescribed herein will be within the span of hours prescribed above.**
 - b) Casual Employees: ordinary hours shall not be less than four hours on any day or more than 12 hours on any day.
- iii) The ordinary hours of daily work shall be notified to employees and shall specify the commencing and finishing times.
- iv) The time of commencing and finishing work in the establishment or section of the establishment once having been determined by the Company, may be varied to suit the needs of the operation by agreement between the Company and the majority of the employees concerned at the plant or section, or in the absence of agreement by seven days' notice of alteration given by the Company to the employees.



- v) The method of implementation of the 38-hour week may be any of the following:
 - a) by employees working less than eight ordinary hours each day, or
 - b) by employees working less than eight ordinary hours on one or more days each week, or
 - c) by fixing one week day on which all employees will be off during a particular four week work cycle, or
 - d) by rostering employees off on various days of the week during a particular four week cycle so that each employee has one day off during that cycle.

- vi) Different methods of working a 38-hour week average, may apply to various groups or section of employees in the plant to suit the operational needs of the Company.

- vii) The method of implementation of a 38-hour week, once having been determined, may be varied to suit the needs of the operation by agreement between the Company and the majority of employees concerned, or in the absence of agreement by one month's notice of alteration given by the Company to the employee.

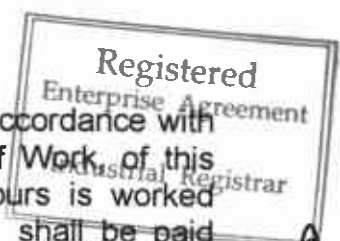
- viii) Substituted Days
 - a) Where, in accordance with sub-clauses (v)(c) and (v)(d) of this clause, a 38-hour week is arranged so that a day off occurs each four weeks, the Company may substitute the day an employee is to take off for another day in the case of machinery breakdown, or failure or shortage of power, or shortage of stock or supplies or to meet the requirements of the Company, or other emergency situations. Such substitution shall not be unreasonably applied and shall only be arranged after consultation with the employees involved.

 - b) Nothing in this clause shall prevent agreement being reached between the Company and the majority of employees at the plant or section to substitute one day off for another working day.

 - c) Where a day off is substituted for another day. Payment for the day worked is to be made for ordinary hours, at the ordinary time rate of pay.

12. Hours Payment

- i) Where the ordinary hours of work are arranged in accordance with sub-clauses (v)(c) and (v)(d) of clause 7, Hours of Work, of this Agreement so that an average of 38 ordinary hours is worked weekly during a particular four week cycle, wages shall be paid



weekly according to the average of ordinary hours worked per week in the four week cycle even though more or less than 38 ordinary hours may be worked in any one week.

- ii) Where in accordance with sub-clauses (v)(c) and (v)(d) of clause 7, Hours of Work, of this Agreement, eight ordinary hours are worked daily, the time worked will have an allocation of 5% applied to provide for a work credit, either on a weekly or monthly basis.

As an example, the work credit will accrue to provide, at the completion of each four week cycle, a work credit maximum of 7.6 hours which shall be due and payable as and when the day off is taken, at the appropriate ordinary time rate of pay.

- iii) Where any employee works less than 19 days in any four week cycle, payment for the day off in connection with that work cycle shall be due and payable based on the total work credits during that work cycle, at the appropriate ordinary time rate of pay.

- iv) Leave

Where an employee is entitled to paid leave for sick leave or bereavement leave, or to a paid day for a public holiday, in accordance with the provisions of the Agreement, the entitlement shall be eight ordinary hours with a 5% allocation to provide for the work credit.

13. Overtime

- i) All time worked in excess of 38 hours per week, or in excess of the daily rostered hours prescribed by Clause 7, Hours of Work, shall be overtime and paid as follows (by reference to the employees normal hourly rate):

(a) Full-time Employees:

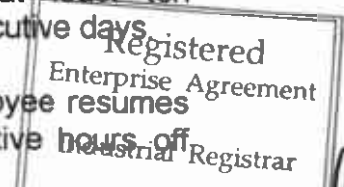
Time and one half for the first two hours and double time thereafter, calculated on a daily basis.

(b) Part-time and Casual Employees:

Time and one half for the first two hours and double time thereafter, calculated on a daily basis.

- ii) When overtime is worked, it shall, wherever reasonably practicable, be so arranged and an employee shall have at least ten consecutive hours off duty between the work of consecutive days.

If, on the instructions of the employer, such an employee resumes or continues work without having such ten consecutive hours off



duty, the employee shall be paid at double time until the employee has ten consecutive hours off duty without loss of ordinary hours occurring such absence.

14. Definition

- i) Causal Employee – means an employee engaged by the hour and paid as such. (Three months service is applicable before one can obtain permanent status).
- ii) Full-time Employee – means a weekly employee engaged to work an average of 38 hours per week.
- iii) Foreperson/Supervisor-Pastrycook – means a person in charge of production employees.
- iv) Packaging Supervisor – means a person in charge of employees involved in the packaging of product.
- v) Mixer – means a person responsible in reading a recipe for the make-up of a dough or batter.
- vi) Production Line Operator/Packing Machine Operator or Forklift Operator – means a person who is capable of following written and verbal instruction so as to operate an automatic machine with the Company's predetermined performance parameters. He is also responsible for the cleaning and well being of that machine.
- vii) Raw Materials/Transportation Coordinator – means a person who is engaged in the daily allocation of raw materials for production purposes and also coordinates the daily pick up of finished product ensuring it reaches the intended purchaser. Duties will include the input of data for material and resources planning computer analysis for raw materials and finished goods.
- viii) Production/Packing Line Assistant – means a person who is capable of fulfilling general production, cleaning and packing duties as directed.
- ix) General Production Assistant – means a person who is employed in general factory and cleaning duties as directed and is yet to be fully trained. This is a trainee, maximum period of three months.

15. Rate of Pay

- i) The wage for ordinary hours over the period of employment shall not in aggregate be less than that due under the Award for ordinary hours.



ii) **Full-time employees: The minimum weekly wage rate for an adult (21 years of age or over) employee of a classification (as defined by Clause 12) shall be at the rate assigned to that classification as set out in Appendix A:**

iii) **There are two (2) fixed wage increases available over the life of this Agreement, to be effective from the first full pay period after the dates shown:-**

- a) **First increase: 4% 29th September 1999**
- b) **Second increase 4% 29 August 2000**

iv) The rates of pay under this agreement are based on a 38 hour week.

v) **Casual Employees:** shall be paid an hourly rate equal to the appropriate hourly rate plus 15%. In addition, casual employees are entitled to pro-rata:

- a) annual leave entitlements, which will be paid weekly or equivalent to one twelfth of ordinary time earnings;
- b) long service leave in accordance with Long Service Leave Act 1955 as amended.

vi) **Junior employees:** unapprenticed employees under the age of 21 shall be paid the following percentage rates of the rate for a General Production Assistant.

Under 18 years of age	60%
At 18 years of age	70%
At 19 years of age	80%
At 20 years of age	90%

vii) All employees deemed to be doing equal work of an adult after a 3 month qualifying period, shall receive the equivalent adult wage.

16. Allowances

i) **Day Shift**

- a) means any shift of ordinary hours which commences at or after 2.00am and finishes on or before 6.00pm.
- b) shall be paid at the rate of 30% above the ordinary rate of pay for time worked between 2.00am and 5.00am.

ii) **Afternoon Shift**

- a) means any shift of ordinary hours that finishes after 6.00pm and at or before midnight.



b) shall be paid at the rate of 15% above the ordinary rate of pay for the whole shift.

c) Does not include a day shift that is worked overtime.

iii) Night Shift

a) means any shift of ordinary hours that finishes subsequent to midnight and at or before 8.00am.

b) any shift of ordinary hours commencing subsequent to midnight and at or before 2.00am.

c) shall be paid at the rate of 30% above the ordinary rate of pay for the whole shift.

d) Does not include an afternoon shift that is working overtime.

iv) Saturday Work

All time worked on Saturday shall be paid at the rate of time and one-half for the first 4 hours and double time thereafter, with a minimum payment of 4 hours for each start.

v) Sunday Work

All time worked on Sunday shall be paid at the rate of double time, with a minimum payment of 4 hours for each start.

vi) Public Holiday

All time worked on a Public Holiday shall be paid at the rate of double time and one-half with a minimum payment of 4 hours for each start.

vii) Leading Hands

An employee appointed by the employer as a leading hand shall receive the following weekly allowance in addition to the appropriate rate for the employee's classification.

In charge of:

a) 10 employee or less \$25.00

b) 11 employee or more \$48.00

viii) Freezer/Coolroom

An employee who during the course of employment is mainly required to work in freezers shall be paid:



- a) between 0°C and 8°C (inclusive) - \$2.26 per day extra.
- b) Between 0°C and minus18°C (inclusive) - \$3.80 per day extra.
- c) Below minus 20°C - \$6.33 per day extra ie blast freezing.

In addition an employee required to work in temperatures below 0° Celsius shall be provided with suitable headgear, gloves and protective clothing.

ix) First Aid

An employee appointed by the employer as a first-aid attendant and who is qualified shall be paid \$9.00 per week extra.

x) Meal

An employee required to work overtime for more than two hours after finishing time on any day, shall be paid \$8.00 for meal money, unless 24 hours notice has been given.

xi) Laundry

Uniforms, where required by the employer, shall be supplied by the employer. Where the employee is required to wear and launder a uniform, the employee shall receive \$9.00 per week extra.

17. Payment of Wages

- i) The Employer shall fix a pay period of no more than seven days which shall be common to all employees covered by this Agreement and this period shall not be altered without seven days' notice.
- ii) All wages and overtime shall be paid not later than two working days after the end of the pay period.
- iii) Net wages owing to employees shall be paid into an account at the financial institution of their choice.
- iv) On pay day the Employer will supply each employee with a statement showing the amount of wages to which the employee is entitled i.e. the amount of deductions made and the net amount of wages due to the employee.

18. Relieving in a Higher Classification

Any employee performing higher classification work for more than two hours on any day shall be paid at the higher classification rate of pay for the whole of the day.

19. Occupational Superannuation

See Superannuation Guarantee (Administration) Act 1992.



20. Olympic Games

- ii) The Parties recognise the significance of the 2000 Olympic Games and the need to close the pastry manufacturing operation during the period 16 September 2000 to 1 October 2000, due to the proximity of the plant to the Olympic site.
- iii) Employees will be given and shall take annual leave, long service leave or any other paid leave to which they are entitled over this period in accordance with this Agreement and any other relevant Act. In the event that an employee is not entitled to annual leave, long service leave or any other paid leave, the employee shall be given and shall take leave without pay for the specified period.

21. Leave Reserved

- i) Redundancy

Leave is reserved for the parties to negotiate a redundancy package during the life of this Agreement should the need for redundancies to occur. The Company commits to commence negotiations at least three months in advance of any redundancies.

22. Leave

- i) Annual Leave

Annual leave shall be in accordance with the Annual Holidays Act, (NSW)

- ii) Sick Leave

a) *All full-time employees shall be entitled to 5 days sick leave on full pay in the first full year and 8 days sick leave on full pay for every following year's employment.*

b) *For the purpose of this clause each year of employment shall conclude on the anniversary of the commencement of the employee's employment.*

c) *Sick leave shall accumulate from year to year, subject to continuous employment, provided that an employee shall not be entitled to accumulate sick leave of more than 792 hours from the end year in which it accrues.*



d) An employee shall have their sick leave entitlements for each hour of absence on sick leave reduced by that amount up to the number of ordinary hours the employee is rostered to work.

e) The employee shall shall furnish a Doctor's Certificate or proof as required by the employer of an inability on account of such illness or injury, to attend duty on the day or days which sick leave payment is claimed. Nevertheless, employees within their employment anniversary are entitled to two- (2) single sick day's leave without a Doctor's Certificate.

iii) Bereavement Leave

On the occasion of the death of a full-time employee's father, mother, wife (including de facto husband or wife), brother, sister, son, daughter, stepchild or parent-in-law, and on the production of evidence of satisfactory to the employer, the employee will receive a maximum three (3) day's leave on full pay.

iv) Jury Service

When required to attend for jury service, a full-time employee shall receive leave of absence and shall be paid by the employer on an amount equal to the difference between the fee received from the court for jury service and the ordinary time rate the employee would be paid, had they worked.

v) Parental Leave

Parental Leave shall be granted in accordance with the provisions of the Industrial Relations Act, 1996.

vi) Long Service Leave

Long service leave shall be in accordance with the Long Service Leave Act, 1955.

vii) Workers' compensation and Rehabilitation

See Workers' Compensation Act, 1987.

23. Public Holidays

i) The days on which New Year's Day, Australia Day, ~~Good Friday~~, Easter Saturday, Easter Monday, Anzac Day, ~~Queen's Birthday~~, Christmas Day and Boxing Day or any other gazetted public holiday's are observed shall be holidays under this Agreement and no deduction shall be made from the weekly pay of an employee in



which any of the abovenamed holidays fall if the employee is not required to work on any of such holidays.

- ii) Work done on any of the holidays prescribed herein shall be paid for in accordance with subclause (iv) of Clause 12 of this Agreement.
- iii) An employee absent without leave on the day immediately preceding a holiday, shall forfeit wages for the days of absence and for the holiday except where such absence is in accord with entitlements.

24. Meals

- i) Each day's work shall be worked in an unbroken shift except for meal breaks or refreshments.
- ii) Employees will be allowed a non-paid meal break of not less than 30 minutes after a maximum of 5 hours' work
- iii) During any eight hour shift employees shall be allowed opportunities for a paid refreshment break of 15 minutes.
- iv) Where a 10 hour shift is worked an additional afternoon 15 minute refreshment breaks will be allowed.

25. Wash-up time

Employees will be paid for a five (5) minute wash-up time at the conclusion of each shift worked.

26. Clothing

- i) The Employer will provide work uniform appropriate for the various functions.
- ii) Safety shoes will be provided to all production employees and are to be worn at all times during work hours.
- iii) Protective clothing shall be provided free of charge and issued to employees engaged in freezer chamber. Such clothing shall be worn exclusively by the employee to whom it is issued and will be re-issued by the Employer when reasonably required.

27. Disputes Procedure

Subject to the Industrial Relations Act, 1996 any grievance, dispute or claim arising out of or relating to this Agreement shall be dealt with in the following manner:



- i) Should any matter arise which gives cause for concern to an employee, the employee shall raise the matter with the immediate supervisor.
- ii) If the matter remains unresolved it shall be referred to the Union delegate who shall consult with the appropriate representative of the employer.
- iii) If the matter remains unresolved it shall be referred to the Secretary of the Union (or representative). This official shall discuss the matter with a senior representative of the employer.
- iv) If the matter remains unresolved, it may be submitted to the Industrial Relations Commission of NSW.
- v) Whilst the above procedure is being followed, work shall continue as normal in accordance with this clause.
- vi) No party shall be prejudiced as to final settlement by the continuance of work in accordance with this clause.
- vii) The parties shall, at all times, confer in good faith and without undue delay.

28. Disciplinary Procedure

It is agreed that employees shall be afforded except in cases where the employee is reasonably believed by the employer to be guilty of wilful and/or serious misconduct, negligence or incompetence, the benefits of the following disciplinary procedure by the employer.

- i) Where the employer believes the employee to be guilty of misconduct and/or unsatisfactory performance the employer will conduct a full investigation of all relevant facts before making a decision. As part of such an investigation the employee will be given an opportunity to explain themselves.
- ii) If, following the investigation and after hearing the employee's explanation, the employer reasonably believes the employee to be guilty of misconduct and/or unsatisfactory performance, the employer will issue a written warning to the employee. A record of the warning will be kept on the employee's file.
- iii) If an employee is found guilty of further misconduct and /or continuing unsatisfactory performance the employer will issue a final written warning to the employee. This written warning will be signed by the employee, a representative of the Employer, and a third party nominated by the employee if any. Such warning will be placed on the employee's file and shall stay in effect for a maximum period of six months. Any further misconduct and/or unsatisfactory performance



exhibited during this period will result in disciplinary action being taken up to and including dismissal.

After the six month period has expired this warning shall lapse and the employee's record shall be considered satisfactory.

- iv) At all stages of the disciplinary process the employee will be entitled to have another person of their choice present at the interview.
- v) Nothing in this procedure shall limit the right of the employer to dismiss an employee without notice where the employer reasonably believes the employee to be guilty of serious and/or wilful misconduct, negligence or incompetence.
- vi) The disciplinary procedure is not limited to the repetition of offences of the same nature but may be applied to offences of a dissimilar nature.

29. Right of Entry and Inspection

See the Industrial Relations Act, 1996.

30. Flexibility of Employment

i) Flexible Work Practices

The parties acknowledge the importance of flexible work practices in promoting the efficient operation of a manufacturing environment, so that the employer retains or increases market share and consequentially, the job security of the employees is strengthened.

ii) Temporary Transfer of Duties

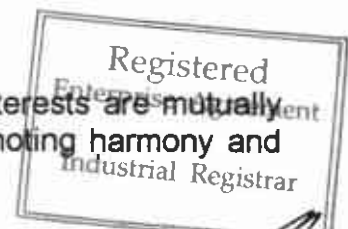
Where the employee's work is not available or where the employee's service can be better used on different duties then the employee will undertake those duties provided he/she is capable of performing the work.

iii) Flexible Hours

Due to the nature of the industry and the need to meet changing customer requirements the rostered hours of work may be subject to variation. When this is necessary the employer shall consult with the employees affected before making the necessary changes by mutual agreement. Except in an emergency employees will be given not less than 24 hours notice of any variations to rosters.

31. Consultation

The employer and the employees accept that their interests are mutually dependent. They have committed themselves to promoting harmony and



ensuring the consultation and cooperation is the basis for relationships between them. The objectives of consultation include but are not limited to:

- a) Developing a closer working partnership
- b) Increasing the efficiency, flexibility and competitiveness of the business.
- c) Enhancing job security.
- d) Improving the working environment.
- e) Making the most effective use of new technology.
- f) Developing a more pleasant atmosphere for all people to work in.

32. No Duress

The parties to this Enterprise Agreement declare that it has been fully discussed between them and that no party has entered into it under duress.

Made between

BAKELS BAKE-OFF PTY LTD

And

THE NATIONAL UNION OF WORKERS, NSW BRANCH

**Signed for and on behalf of
BAKELS BAKE-OFF PTY LTD**

[Handwritten signature]
.....

Date: *21st Dec., 1999*

**Signed for and on behalf of
THE NATIONAL UNION OF WORKERS, NSW BRANCH**

[Handwritten signature]
.....

Secretary

Date: *6-1-2000*

Witness

[Handwritten signature]
.....
JENNIFER LOAN, J.P.

Date: *6-1-2000*



PAY RATES

Effective: First full pay period on or after 28 September 1999
4.00% Increase

Class No.	Current Classification	Per Week 38 Hours	Per Hour	Allowances & Penalties				Saturday (1.5)	Saturday (2.0)	Sunday	Public Holidays (2.5)
				Day Shift 30%*	Afternoon Shift 15%	Night Shift 30%					
1	Foreperson/Supervisor	576.08	15.13	19.67	17.40	19.57	22.70	30.27	30.27	37.83	
2	Packaging Supervisor	503.14	13.24	17.21	15.23	17.21	18.88	28.48	28.48	33.10	
3	Mixer	484.47	12.75	18.67	14.68	18.57	18.12	25.50	25.50	31.87	
4	Production Line Operator/ Packing Machine Operator/ Forklift Operator	484.47	12.75	18.57	14.68	18.57	18.12	25.50	25.50	31.87	
5	Raw Materials/Transportation Operator	528.26	13.90	18.07	15.89	18.07	20.85	27.80	27.80	34.75	
6	Production/Packing Line Assistant	425.79	11.21	14.57	12.89	14.57	16.81	22.41	22.41	28.01	
7	General Production Assistant	413.25	10.87	14.14	12.51	14.14	18.31	21.75	21.75	27.19	

*Day Shift = 30% payable on hours worked between 2.00am & 5.00am
Afternoon Shift = 15% payable on hours worked between 6.00pm & midnight

