

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA03/10

TITLE: Dennat Projects Pty Ltd trading as Galdar Waterproofing
Enterprise Agreement 2002

I.R.C. NO: IRC2/6039

DATE APPROVED/COMMENCEMENT: 22 November 2002

TERM: 17 May 2003

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 28 February 2003

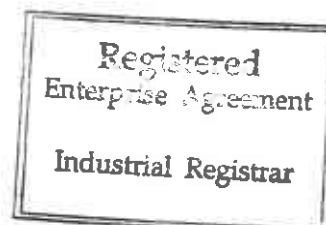
DATE TERMINATED:

NUMBER OF PAGES: 18

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees of Dennat Projects Pty Ltd trading as Galdar Waterproofing engaged in construction work, who fall within the coverage of the Building and Construction Industry (State) Award, and the National Building and Construction Industry Award 2000

PARTIES: Dennat Projects Pty Ltd t/as Galdar Waterproofing -&- Timothy Scott Boyd, David Gay, Robert Moon



**ENTERPRISE BARGAINING
AGREEMENT**

BETWEEN

**DENNAT PROJECTS PTY LTD
TRADING AS GALDAR
WATERPROOFING**

AND

**ROBERT MOON
DAVID GAY
TIMOTHY SCOTT BOYD
("EMPLOYEES")**

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Enterprise Agreement
Industrial Registrar

**11 QUENTIN STREET
BASS HILL NSW 2197
PHONE/FAX: (02) 9645.1197**

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1. TITLE

This Enterprise Agreement shall be known as the:

**DENNAT PROJECTS PTY LTD trading as GALDAR WATERPROOFING
Enterprise Agreement 2002.**

2. DEFINITIONS

- The Company:** DENNAT PROJECTS PTY LTD trading as
GALDAR WATERPROOFING
- Parent Awards:** National Building and Construction Industry Award 2000
Building and Construction Industry (State) Award
- This Agreement:** DENNAT PROJECTS PTY LTD trading as
GALDAR WATERPROOFING Enterprise Agreement.

3. PARTIES AND PERSONS BOUND

- a. Dennat Projects Pty Ltd trading as Galdar Waterproofing in respect to all of its employees engaged in construction work as defined by the Parent Award.
- b. Employees of Dennat Projects Pty Ltd trading as Galdar Waterproofing who are engaged in any of the occupations, callings or industries specified in the Parent Award.

4. RELATIONSHIP TO PARENT AWARD

The terms and conditions of this agreement shall rescind and replace the provisions contained in the Parent Award where an inconsistency exists to the extent of the inconsistency.

5. DURATION OF THE AGREEMENT

This agreement shall apply from the date of certification pursuant to Section 170LT of the Workplace Relations Act 1996, and remain in force until 17 May 2003.

No later than three months before the expiration of this Agreement the parties shall commence discussions concerning a future agreement. This Agreement shall continue to apply beyond its expiration date until replaced by other agreement or cancelled by one of the parties by giving one month's notice in writing of its intention to terminate.

"It is agreed that the issue of hours of work may be subject to review during the life of this Agreement. Specifically if there is a general industry change in respect of reduced hours this matter will be reviewed."

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6. NO EXTRA CLAIMS

It is a term of this agreement that the employees to this agreement will not pursue any further claims against the Company during its period of operation.

It is a term of this agreement that no project site specific agreement ratified by the relevant Commission or otherwise, will arbitrarily override or supersede this or parts of this agreement in areas relating to superannuation, redundancy and other company specific issues. Where however, there is a need for variation to this agreement as a result of project contractual requirements, changes to the terms of this agreement will be by mutual agreement.

The parties acknowledge some projects may have site specific project agreements which prescribe special conditions. Where such agreements are contractually applicable and/or formally certified by the relevant Industrial Tribunal and the Company is contractually aware, and the agreement prescribes additional specific project productivity payment(s), the Company shall make such payments only.

Except, as noted above, no project specific agreement will override the conditions of this agreement.

7. COMPANY CONSULTATIVE COMMITTEE

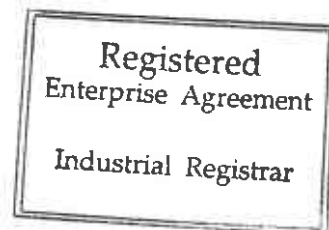
Dennat Projects Pty Ltd trading as Galdar Waterproofing will maintain a Consultative Committee as a forum for effective communication between the parties.

The Consultative Committee will be made up of two management representatives and two employee representatives elected by the employees.

The principal purpose of this Committee will be to:

- i. Facilitate and monitor the implementation of the terms of this Agreement.
- ii. Facilitate the process of Workplace Reform through consultation.
- iii. Develop and recommend measures or actions aimed at improving efficiency and productivity of the organisation's business, including but not limited to:

- Productivity
- Job Security
- Skills Audit
- Training Plans
- Quality Assurance/Management
- Occupational Health and Safety



8. AIM

To increase the quality of work life of all Dennat Projects Pty Ltd trading as Galdar Waterproofing employees.

To increase the competitiveness of Dennat Projects Pty Ltd trading as Galdar Waterproofing through the adoption of the concept of continual improvement, for both

management and employees, as company philosophy. This is because quality work leads to a good reputation and this in turn means more work for the company as a whole.

To provide long-term security of employment for Dennat Projects Pty Ltd trading as Galdar Waterproofing employees through the above measures.

9. OBJECTIVES

To develop a skilled, motivated and flexible workforce that is appropriately trained and managed.

To remove barriers to greater efficiency and productivity in ways which promote safety.

10. HOURS OF WORK

The ordinary working hours shall be 38 hours per week, worked between 7:00 a.m. and 3:30 p.m.; Monday to Friday, with meal breaks adjusted as a consequence of the commencement time.

Where an employee is late for work he or she shall have the right to "make-up" the time after 3:30 p.m. before any overtime rates apply.

Employees will be paid for the annual Picnic Day.

Where possible, a roster for overtime will be used, provided that the next employee on the roster has the appropriate skills.

11. WAGES RATES/REMUNERATION

In recognition of the efficiency and productivity measures contained within this Agreement the following wage payments shall be available to all employees covered by this Agreement:

11(1) Wage Increases

- From the first full pay period on or after the signing of this Agreement by all parties the hourly rate of pay shall be specified in Appendix A of this agreement.
- It is agreed that there will be no other increases to wages or allowances for employees under this Agreement or from variations to the Parent Award for the duration of this Agreement.

11(2) Productivity Allowances

In return for compliance with the clauses of this agreement, a Company productivity allowance shall be paid to all employees covered by this agreement, in accordance with Appendix A of this agreement.



This productivity allowance shall be paid on an ordinary hours worked on-site basis attracting no premium or penalty and remain in force for the duration of the agreement. This allowance shall be in lieu of Clauses 25 and 24.4 of the National Building and Construction Industry Award 2000, and any project or specific site allowance, unless otherwise provided in Clause 6 of this Agreement.

Such productivity allowance shall also be in lieu of any applicable crib time found in the relevant award.

11(3) Redundancy

The Company agrees to contribute redundancy payments monthly into the Australian Construction Industry Redundancy Trust or other agreed scheme. The level of redundancy contribution is recorded in Appendix "A". Payments will be paid monthly as required by the Trust Deed.

An employee may elect that the company pays productivity allowances into ACIRT as an additional redundancy contribution instead of paying to the employee.

An election can only be made:

- (a) at the commencement of employment; or
- (b) at the commencement of a new project; or
- (c) at the commencement of each quarter.

The employee election must be in writing.

11(4) Superannuation

The Company shall contribute, payable from the date of signature of this agreement, superannuation payments into the C+BUS Scheme or other agreed fund, an amount in accordance with Appendix "A". This rate shall apply for all employees and will be applicable from the date of certification by the Australian Industrial Relations Commission.

Superannuation provisions will be paid on a pro-rata basis per ordinary day worked, or while employees are on authorised or paid leave. This is based on ordinary days worked.

11(5) Top-Up Workers Compensation Insurance and 24 Hour Income Protection

The Company shall affect an agreed Top Up Workers Compensation Insurance Policy with C.T.A.S. or other agreed provider for employees covered by this agreement.

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Further, the Company shall effect an agreed 24 Hour Income Protection Policy with C.T.A.S. or other agreed provider for employees covered by this agreement from the date of certification.

12. PRODUCTIVITY

The parties of this Agreement agree that it is essential to improve efficiency and productivity of the Company. The rate payable will be in accordance with Appendix "A" and is incorporated in the weekly rate of pay.

In order to achieve improved productivity and efficiency, the following mechanism will be adopted by the Company:

- Site employees through Dennat Projects Pty Ltd trading as Galdar Waterproofing Consultative Committee will be able to have input on methods of decreasing idle time and absenteeism, removing restrictive work practices, establishing goals for improvement and taking appropriate action to implement these goals.
- The acknowledgement of the continued need for high standards of quality and high workmanship with regular and appropriate training.

13. TERMS OF EMPLOYMENT

The parties agree that in the spirit of this agreement terminations will be consistent with the objectives and goals of the Company and the workforce. Termination of employment shall be decided on but not limited to issues such as skills and ability, diligence, experience, service to the Company, and anticipated skills and future labour requirements.

Employees shall have the right to a clear warning and counselling system prior to termination because of unacceptable work or actions. This shall include two written warnings prior to termination because of unsatisfactory work or conduct.

Employees will not receive pay for public holidays while receiving Workers Compensation benefits.

Parties agree that new employees shall be subject to a probationary period of four (4) weeks.

When an employee leaves of his/her own accord, their termination pay will be banked into their account at the end of the next pay period (except in special circumstances). Where the Company terminates an employee, termination pay will be paid by cheque or through direct debit into the employee's bank account, as per award.

The parties agree that where employees covered by this agreement are on or take unauthorised leave on any Friday they shall not automatically have Saturday overtime available to them.

Where the Company terminates the employment payment in lieu of notice shall be at the ordinary hourly rate of pay only (as prescribed by this agreement). Payment for superannuation, redundancy and/or any other allowances prescribed by this agreement shall not be applicable for the notice period.

Payment of the fares and travelling allowance shall be available on rostered days off, on a pro-rata basis.

Employees who arrive on site without company provided hand tools might be required to go home to collect them (without pay) or pay for any immediate replacements made by the Company. The Dennat Project Pty Ltd trading as Galdar Waterproofing management will, in consultation with the Enterprise Committee, provide a list of company provided hand tools employees must have on site.

14. PAYMENT OF WAGES

In lieu of Clause 23 of the Parent Award the following shall apply to all employees:-

1. Electronic Funds Transfer shall pay all wages, allowances and other monies (weekly).
2. Wages shall be made available no later than 3:00 p.m. Friday of each week. Waiting time shall not be payable where an employee is kept waiting for their money due to circumstances beyond the control of the employer.

15. PROTECTIVE CLOTHING

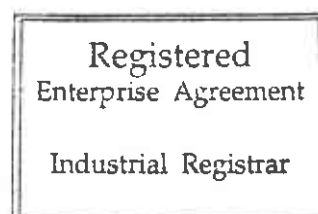
All employees will be required to present ready for work with appropriate footwear.

Where an employee has been supplied with footwear, however, leaves his/her employment at their own initiative, or is terminated within the prescribed probationary period, the cost of the safety footwear and helmet (where provided) shall be reimbursed to the Company, to a maximum of (fifty dollars) \$50.00. Safety footwear will be replaced on a fair wear and tear basis.

Such reimbursement shall be available from any monies owing at the time of termination.

It is a condition of employment with the Company that whilst working on site employees are required to wear hard hats, steel capped boots and appropriate protective clothing at all times. The following disciplinary procedure will be adopted in relation to the wearing of these protective items:

1. Verbal warning(s);
2. Written warning;
3. Eight (8) hours suspension - without pay;



16. INCLEMENT WEATHER

The parties to the agreement will collectively work towards the minimisation of lost time due to the inclement weather. Further, the parties undertake to adopt the following principals with regard to inclement weather and the idle time that inclement weather creates:

- a. All parties adopting a reasonable approach as to what constitutes inclement weather. Employees shall let the management know when work has been stopped because of inclement weather as soon as possible.
- b. Where it is not possible to use time stoppages because of inclement weather productive time may be used for activities such as relevant and meaningful skill development, production/upgrade of skill modules, presentation and participation in learning, planning and re-programming of the project;
- c. All parties are committed to an early resumption of work following any cessation of work, which may result from inclement weather.
- d. In order to make areas safe, appropriate overhead protection will be considered as long as there is no danger to life or limb;
- e. The practice of "one out, all out" will not occur;
- f. Should a portion of the project be affected by inclement weather, all other employees not affected shall continue working regardless of the fact that some employees may not be gainfully employed due to the inclement weather.

17. ROSTERED DAYS OFF

The parties agree that the taking of RDO's may be altered in order to improve productivity by exercising a more flexible arrangement in respect of the spreading of employees taking a RDO being distributed during the twenty (20) day work cycle. This will enable the project to work productively on those days scheduled as industry rostered days off.

RDO's may be changed so as to coincide with the taking of gazetted public holidays or any other similar events that can affect a significant proportion of employees and thus minimise absenteeism and provide greater flexibility for employees on such occasions. Such arrangements shall be the subject of the consultation and agreement via the Consultative Committee.

Where agreement is reached between the relevant Contractor, or Sub-Contractor(s) and the majority of its employees on the project, and an alternative day is substituted for the programmed RDO all provisions of this agreement shall apply as if such day were the programmed RDO and the originally programmed RDO shall be regarded as a normal working day. (RDO's must be taken 19 days either side of the Industry RDO's).

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Further flexibility and banking of Rostered Days Off may also be undertaken by agreement of the parties. RDO's may be banked to a maximum of five days in any 12 month period. These RDO's may be taken as a group of consecutive days or any other combination as may be suitable. It is further agreed that the banking of RDO's shall be co-ordinated to minimise loss in productivity.

Management and employees shall provide a minimum of 48 hours notice when requesting employees take a RDO.

18. TRAVEL

The parties recognise that there is a need for flexible travel provisions for projects located outside the Counties of Cumberland, Northumberland, Camden and radial boundary areas in an effort to acquire projects outside of these boundary areas and utilise the diverse living locations of Company employees who may be required to travel to projects located outside the boundaries (as stated above) without incurring excess fares and travelling allowances within reason.

This provision does not negate the travel requirements within any county or boundary.

These allowances will not apply to employees who reside in the local region where the employee is locally engaged on the Company's projects but maintains a separate place of residence from that recorded on the employee's job application form.

Employees covered by this agreement shall be paid \$12.60 per day in lieu of the relevant fares including RDO's, and travelling allowance in the Parent Award. This rate shall be paid for days worked and shall remain in force without variation for the duration of the agreement.

19. REHABILITATION

Dennat Projects Pty Ltd trading as Galdar Waterproofing has a Rehabilitation facility with Dennis Rutherford being the Company Director for Rehabilitation. The following Accredited Rehabilitation provider is available to assist in the Rehabilitation of those employees who suffer a workplace injury or illness - Mend Services Pty Ltd Suite 3, 6-8 Railway Street, Lidcombe NSW 2141.

20. EMPLOYEE AWARENESS

All current employees will be given a copy of this Enterprise Bargaining Agreement. All future employees upon commencement will also receive a copy.

21. NO DISADVANTAGE

Arising from the implementation of this Agreement, no employee will suffer a disadvantage in respect of rates of pay and conditions of employment.

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22. LONG SERVICE

Prior to commencement of employment the company will register a prospective employee if not already registered with the Building and Construction Industry Portable Long Service Scheme. The Company will strictly comply with all requirements of the Building and Construction Long Service Payments Act and in particular will issue as required all certificates of service with all details including the employees registration number.

23. PICNIC DAY

The Company will require from an employee proof of industry picnic day attendance, ie. Ticket, purchase before payment is made for the day. No work shall be scheduled on industry picnic day, ie the first Monday of December each year without agreement of the parties to this agreement.

24. TRADE UNION RIGHTS AND REPRESENTATION

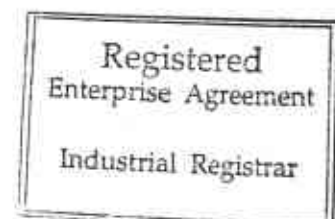
The Company recognises the value of co-operative relationship with employees and the Trade Union movement. All prospective and current employees will be encouraged to join and remain financial members of the union party to this agreement.

25. DISPUTE SETTLING PROCEDURE

The parties acknowledge that this Agreement is designed to place maximum emphasis on the peaceful settlement of all disputes.

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. This may include the involvement of the company's Consultative Committee.
- 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.



Procedures Relating to Disputes between Company and its 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 each level of authority. This may include the involvement of Dennat Projects Pty Ltd trading as Galdar Waterproofing Consultative Committee.
- c. While a dispute procedure is being followed, normal work must continue.
- d. The employer may be represented by an industrial organization of employers and the employees may be represented by an industrial organization of employees for the purpose of each procedure.

Either party of their representatives shall formally submit unresolved matters to the Australian Industrial Relations Commission.

Employees shall be paid for all legitimate safety disputes.

26. COMPANY DRUG AND ALCOHOL POLICY

Under no circumstances will an employee affected by alcohol and/or affected by any other drug be permitted to operate any equipment on a Company project.

Employees agree not to drink alcohol during the working day between the hours of 7:00 a.m. and 3:30 p.m.

If a worker affected by alcohol or any other drug is sent home to recover, he/she will not be paid for the lost time and must show cause to management an consultative committee that this will not occur again, before returning to work.

Further, the parties agree that no alcohol will be permitted on company projects at the workplace.

Consultation with the relevant site safety committee or company Consultative Committee will take place to review and monitor the above enforcement.

27. IMMIGRATION COMPLIANCE

The company recognises its obligations in respect of compliance with Australian Immigration Laws.

Existing and prospective employees will be required to complete the authority contained in Appendix B to obtain from DIMSA (Department of Immigration and Multicultural Affairs) details of immigration status. No person will be allowed to undertake any work for the company unless it is verified he/she has the right to work.

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Copies of this authority will be available on request to the secretary of the union of


the provision will be strictly complied with by the company

28. ENDORSEMENT OF THE AGREEMENT

The parties recognise that each has a responsibility to ensure the successful operation of this Agreement

- A. The signatures below testify the fact that the Agreement has been ratified at the peak company and employee levels. The parties agree that this agreement does not reduce the net benefits received by employees

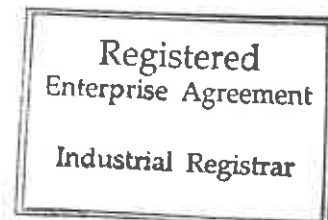
DATED 17 MAY 2002


DENNIS RUTHERFORD, Director of
DENNAT PROJECTS PTY LTD t/as
GALDAR WATERPROOFING

MAUREEN NORRISBERY
Witness - Print Name


Witness - Signature

- B. The signatures set out on the Statutory Declarations attached, referred to and marked Annexure "A" testify that the Consultative Committee on behalf of the employees of Dennat Projects Pty Ltd trading as Galdar Waterproofing have been properly consulted, have an understanding of, have had input into, and agree with the terms and conditions of this Agreement.



APPENDIX A

ENTERPRISE BARGAINING AGREEMENT 2002

WAGES RATES 2002

Per Hour	Per Day	Per 38 Hours	Double Time	Time & a Half	Annual Leave Weekly Pro- Rata inci. 17 ½ %	0.4 of Hour RDO Accrual
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From date of signing (if not already paid)

CASUAL	16.40	124.64	623.20	32.80	24.60	109.06	6.56
CW1	17.50	133.00	665.00	35.00	26.25	116.38	7.00

Fares per day \$12.60

Productivity Allowance \$2.50 per hour
This covers all sites.

Site Allowance - \$3.00 per hour per day
(even if site allowance is not allocated by the Builder).

Overtime Work is based on first four hours paid at time and a half, then double time thereafter.

Superannuation (C+Bus): 64.00 per week
On signing (if not already paid)
or S.G.C. whichever is greater

ACIRT Redundancy Payment: \$56.00 per week
On signing (if not already paid)
1 July 2002 \$60.00 per week



APPENDIX B

APPRENTICES

When and if the company becomes a larger corporation, the company agrees to maintain, where the company undertakes trade-work, an appropriate ratio of apprentices to tradespeople.

This ratio will not be less than 1 apprentice for each 5 tradespersons where practicable. This provision shall be automatically applicable to companies who do trade-work and engage 20 or more employees on a continual basis.

Any dispute in respect of the application of this clause will be settled in accordance with Clause 18 of this agreement without recourse to industrial action.

This appendix only applies to companies undertaking trade work. Apprentices engaged direct or via a Group Apprenticeship Scheme will be paid rates of pay and additional conditions of employment as provided for herein.

Rates of pay will be in accordance with the relevant classifications in the Building and Construction Industry (State) Award.

They will have an entitlement to the following additional entitlements:-

1. The company will pay a productivity allowance of \$2.00 per hour worked (3rd and 4th year \$2.50 per hour). Where there is a productivity allowance payable to an apprentice in a Group Apprenticeship Scheme, the allowance in this agreement will be in lieu of any Group Allowance.
2. The company will pay 50% of the prevailing adult superannuation entitlement paid into the C+Bus scheme.
3. The company will pay \$10.00 per week 1st and 2nd year and 50% of the prevailing Enterprise Agreement Adult Redundancy Entitlement in 3rd and 4th year paid into ACIRT.



APPENDIX C

PREVENTING DISCRIMINATION & SEXUAL HARASSMENT

Aim

The aim of the company is to provide a work environment free from all types of discrimination and sexual harassment for all employees fully supporting the Sex-Discrimination Act 1984 and the Anti Discrimination Act 1977.

The company fully complies with all applicable requirements of the Federal & State Legislation on discrimination, including, but not limited to discrimination on the grounds of religion, national origin, marital status, gender or disability or age.

There is an expressed commitment by the company to prohibit discrimination based on the above stated attributes against applications or employees in employment, upgrading, demotion, transfer, recruitment, recruitment advertising, stand downs, termination, rates of pay and other forms of compensation, and selection for training, including traineeships.

Sexual Harassment is unacceptable behaviour, which is not asked for and can take many forms, obvious or subtle, direct or indirect. It can include, but is not limited to display of sexually suggestive, offensive degrading material, computer screen savers and e-mail, sexually suggestive looks and comments, wolf whistling or physical contact and indecent assault.

Should there be an occurrence where a complaint of Discrimination or Sexual Harassment has been received, the consultative committee shall be responsible for assessing and reviewing the complaint matter, with the complete co-operation of management.

Any alleged complaint of discrimination or sexual harassment will be handled with utmost confidentiality, fairly and expeditiously, for all those involved.

Ultimately, the responsibility for the administration of the preventative discrimination and sexual harassment program lies with Senior Management. Delegated authority for the process have been given to the consultative committee.



APPENDIX D

Authority to obtain from DIMA details of immigration status

I _____
[FAMILY NAME] [GIVEN NAME(S)]

Date of Birth ____ / ____ / ____ Nationality: _____

Visa Number _____ Passport Number: _____

Authorise the Department of Immigration and Multicultural Affairs (DIMA) to release

By fax to _____
[Name of employer representative]

details of my immigration status and entitlement to work legally in Australia.

This information will only be made available to a representative of a principal contractor and authorised trade union officer on request.

I also understand the above-named will only use this information for the purpose of establishing and verifying only my legal entitlement to work in Australia and for no other purpose.

Signed: _____ Dated: _____

Name of employer: _____

Phone: () _____ Fax: () _____

Please send or fax this form to:
The Department of Immigration and Multicultural Affairs
Phone: (02) 9258 4730 Fax: (02) 9258 4763



This and the following three (3) pages is ANNEXURE "A" referred to in the ENTERPRISE BARGAINING AGREEMENT between DENNAT PROJECTS PTY LTD trading as GALDAR WATERPROOFING and the EMPLOYEES dated 17 May 2002.

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STATUTORY DECLARATION

ROBERT MORIN

(Declarant)

of 28 Stephenson Street, Birrong, NSW, 2197


in the State of New South Wales, do solemnly and sincerely declare as follows:


- 1. I state that I have been properly consulted, have an understanding of, have had input into, and agree with the terms and conditions of this Enterprise Agreement.

AND I made this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Oaths Act 1900.

Subscribed and declared at **BASS HILL**)

this 17th day of May 2002)

Before Me: 
 (Solomon Justice of the Peace)
 M. MURDEN NORBERN


 (Signature of Declarant)

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ANNEXURE "A"

STATUTORY DECLARATION

I, DAVID GAH
(Declarant)

of 146 JOHNSTON Rd BASS HILL NSW 2197

in the State of New South Wales, do solemnly and sincerely declare as follows:

1. I state that I have been properly consulted, have an understanding of, have had input into, and agree with the terms and conditions of this Enterprise Agreement.

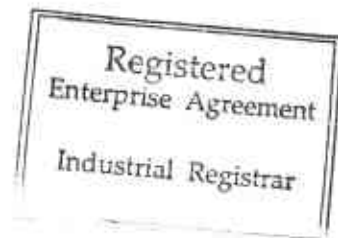
AND I made this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Oaths Act 1900.

Subscribed and declared at BASS HILL)

17/2 May
(this 23rd day of February 2002)

Before Me: [Signature] C. D. [Signature]
(Justice of the Peace)

[Signature]
(Signature of Declarant)



ANNEXURE "A"

STATUTORY DECLARATION

I TIMOTHY BOYD
(Declarant)

of 13-25/31 Birmingham Street, Merrylands, NSW

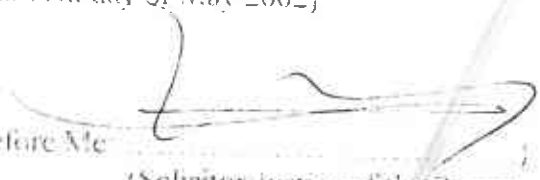
in the State of New South Wales, do solemnly and sincerely declare as follows:


I state that I have been properly consulted, have an understanding of, have had input into, and agree with the terms and conditions of this Enterprise Agreement

AND I made this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Oaths Act 1900

Subscribed and declared at **BASS HILL**

this 17th day of May 2002)

Before Me 
(Solicitor/Justice of the Peace)
MAUREEN NORRIS


(Signature of Declarant)

