

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA03/91

TITLE: McPherson's Housewares Matraville Certified Agreement 2002

I.R.C. NO: IRC2/6924

DATE APPROVED/COMMENCEMENT: 23 December 2002/1 October 2002

TERM: 30 March 2005

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 9 May 2003

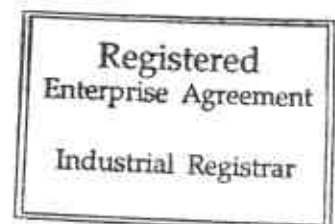
DATE TERMINATED:

NUMBER OF PAGES: 4

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to employees of McPherson's Housewares Matraville who fall within the coverage of the Storeman and Packers, General (State) Award

PARTIES: McPherson's Housewares Pty Ltd -&- the National Union of Workers, New South Wales Branch



Ex 2
23/1/02

McPherson's Housewares Matraville Certified Agreement 2002

1. TITLE

This agreement shall be known as the McPherson's Housewares Matraville Certified Agreement 2002.

2. PARTIES BOUND

The parties to this agreement are:

- a. McPherson's Housewares
- b. All employees of McPherson's Housewares Matraville whose terms and conditions of employment are regulated by the Storeman and Packers, General (State) Award).
- c. NUW: National Union of Workers (NSW)

3. PERIOD OF OPERATION

This agreement operates for a period commencing on 1 October 2002 and expires on 30 March 2005.

4. INTENTION

The intention of the parties in entering into this agreement is to establish the basis for substantial continuous improvement in operational productivity and efficiency, and in customer service and satisfaction primarily through the development of a more communicative and co-operative relationship between management and employees.

5. RELATIONSHIP TO PARENT AWARD

This Agreement shall be read and interpreted wholly in conjunction with the Storeman and Packers General (State) Award, provided that where there is any inconsistency between the two, this Agreement shall prevail to the extent of the inconsistency.

6. HOURS OF WORK

The ordinary working hours for day workers, exclusive of meal times, shall be an average of 38 hours per week, Monday to Friday, currently worked as 8.25 hours Monday - Thursday and 5 hours on Friday.



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7. WAGE RATES

| Classification | Current rate | Rate from 9/09/02 (4%) | Rate from 9/09/03 (4%) | Rate from 9/09/04 (2%) |
|--------------------------|--------------|---------------------------|---------------------------|---------------------------|
| Level 1 - Starter | \$500.00 | \$520.00 | \$540.80 | \$551.62 |
| Level 2 – Storeperson | \$557.00 | \$579.28 | \$602.45 | \$614.50 |
| Forklift driver | \$579.42 | \$601.70 | \$624.87 | \$636.92 |
| Leading hand | \$606.00 | \$630.24 | \$655.45 | \$668.56 |
| Casual | \$572.99 | \$647.81 | \$673.72 | \$687.19 |

- (a) Casual employees are employed by the hour. The weekly displayed rate above shall be divided by 38 to obtain their hourly rate. The hourly rate for casuals includes casual loading and payment pursuant to the Annual Holidays Act 1944, NSW.
- (b) All new permanent starters will commence on the Starters base rate for a three -month probationary period.
- (c) An employee delegated to replace the forklift driver for an entire shift will receive \$0.57 per hour worked in that capacity
- (d) Wages will increase as follows for the employees subject to this agreement:
- (i) 4% shall be payable from the beginning of the first full pay period commencing on or after the 9/9/02.
 - (ii) 4% shall be payable from the beginning of the first full pay period commencing on or after the 9/9/03.
 - (iii) 2% shall be payable from the beginning of the first full pay period commencing on or after the 9/9/04.

8. NO FURTHER CLAIMS

It is a term of this agreement that the Union and all employees bound by this Agreement will not pursue any extra claims, award or over award, for the life of this Agreement.

Registered
Enterprise Agreement
Industrial Registrar

9. CONSULTATIVE COMMITTEE

The Consultative Committee shall meet as required to ensure that the implementation of this Agreement is achieved in a timely manner and to monitor the ongoing compliance with this Agreement.

The purpose of the Consultative Committee is to implement the Agreement and add value to the Company.

10. AVOIDANCE OF DISPUTES PROCEDURE

As per Clause 5 of the Storeman and Packers State Award.

11. UNION MEMBERSHIP – FREEDOM OF ASSOCIATION

The company will not encourage nor discourage union membership. New employees will be introduced to the Union delegate.

12. UNION REPRESENTATION

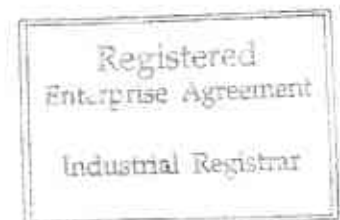
Delegates will not lose out on ordinary time earnings and allowances for attending union delegates meetings and training.

13. ALLOWANCES

A meal allowance will be paid as per Award conditions.

14. LEAVE RESERVED – REDUNDANCY

Leave is reserved during the life of the Agreement for the parties to negotiate a Redundancy Package should the need arise.



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SIGNED FOR AND ON BEHALF OF
McPherson's Housewares PTY LTD

[Handwritten signature]

WITNESS:

[Handwritten signature]

DATE:

8/11/2002

SIGNED FOR AND ON BEHALF OF
McPherson's Housewares Employees

[Handwritten signature]

WITNESS:

[Handwritten signature]

DATE:

8/11/2002

SIGNED FOR AND ON BEHALF OF
National Union of Workers (NSW Branch)

D Belan

WITNESS:

[Handwritten signature]

DATE:

12/11/02

