

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/96

TITLE: Bridgestone Australia Ltd "Marayong Warehouse" (NSW) - Transport Drivers
Enterprise Agreement 2000

I.R.C. NO: 2000/4939

DATE APPROVED/COMMENCEMENT: 24 October 2000/ 1 March 2000

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 4 May 2001

DATE TERMINATED:

NUMBER OF PAGES: 6

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all drivers employed at the Marayong State Warehouse located at
Sunnyholt Road

PARTIES: Bridgestone Australia Ltd -&- Transport Workers' Union of Australia, New South
Wales Branch

Registered
Enterprise Agreement
Industrial Registrar

**BRIDGESTONE AUSTRALIA LTD.
TYRE MARKETING & OPERATIONS DIVISION**

ENTERPRISE AGREEMENT 2000

MARAYONG WAREHOUSE (NSW) - TRANSPORT DRIVERS

between

**BRIDGESTONE AUSTRALIA LTD.
TYRE MARKETING & OPERATIONS DIVISION**

(the Company)

and

**THE TRANSPORT WORKERS UNION OF AUSTRALIA,
NSW BRANCH**



1. PREAMBLE

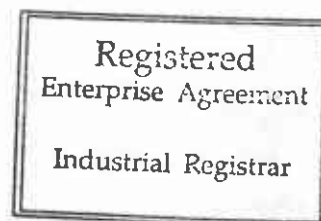
The negotiations which occurred between the parties in order to construct this Agreement were based around the drivers expanding their role to improve customer service.

2. TITLE

This Agreement shall be known as the Bridgestone Australia Ltd. "Marayong Warehouse (NSW) - Transport Drivers Enterprise Agreement 2000".

3. ARRANGEMENT OF AGREEMENT

Clause No.	Title
1.	Preamble
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14.	Existing Standards
15.	Improvements in Communication
16.	Payment of Wages
17.	Wage Adjustments and Other Benefits
18.	Absorption
19.	Disputes Procedure
20.	Special Conditions



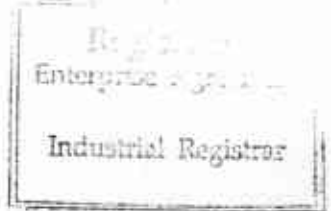
4. APPLICATION OF THE AGREEMENT

This Enterprise Agreement shall apply at the Marayong State Warehouse located at Sunnyholt Road, Marayong, NSW, in respect of all drivers employed at the State Warehouse.

5. PARTIES BOUND

This Agreement shall be binding on:

- (a) Bridgestone Australia Ltd.;
- (b) The Transport Workers Union of Australia (TWU), NSW Branch;
- (c) All employees, whether members of the TWU or not, whose employment is at any time when the Agreement is in operation, subject to the Agreement.



6. DATE AND PERIOD OF OPERATION

- i) This Agreement shall apply to all drivers at the Company/Marayong Warehouse and shall take effect from 1st March 2000 up to and including 28th February 2002.
- ii) The parties agree to commence negotiations for a new Agreement at least two (2) months prior to the expiry of this Agreement.
- iii) Should negotiations for a new Agreement not be finalised prior to the nominal expiry date of this Agreement, existing terms and conditions of employment, including rates of pay, shall continue for all employees until conclusion of negotiation and subsequent certification of the next Agreement.

7. RELATIONSHIP TO PARENT AWARDS

- i) This Agreement shall be read and interpreted wholly in conjunction with the Transport Industry (State) Award (Award).
- ii) Where there is any inconsistency between this Agreement and the Award, this Agreement shall take precedence to the extent of the inconsistency. Where this Agreement or previous agreements certified or non certified are silent, Award provisions shall apply.
- iii) It is the intention of the parties that previous agreements certified or non certified (Appendix A), reached between the parties on 1st March 1993, 1st March 1994, 1st March 1996 and 1st March 1998 shall continue to be binding between the parties.

8. ENTERPRISE AGREEMENT POSTING

At the workplace, a true copy of this Agreement shall be available in a convenient place so as to be easily accessed by employees.

9. UNION NOTICES

Reasonable facilities shall be afforded to the Unions to post Union meeting notices, signed by the Secretary or Organiser, on a board so as to be easily read by employees.

10. AIMS AND OBJECTIVES OF THE AGREEMENT

The aims and objectives of this Agreement are:

- i) To improve productivity, efficiency and flexibility of the enterprise through the effective implementation of agreed measures which will significantly increase the competitiveness of the Company and offer secure and worthwhile employment for its employees.
- ii) To adopt a consultative and participative approach to implement increased and sustained productivity across all areas of operations of the enterprise.



- iii) To further develop an environment of continuous improvement which is conducive to a flexible work organisation able to respond to changing demands in industry.
- iv) To reduce the level of potential disputation between employees and the Company by ensuring that set procedures for resolving grievances and disputes are followed.
- v) To establish a consultative mechanism whereby all changes and proposals that may affect the operations of the enterprise are discussed and evaluated by the Company, employees and the Union.

11. NO EXTRA CLAIMS

There shall be no extra claims during the life of this Agreement.



12. PRECEDENT

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise.

13. STARTING TIME

Both parties agree that drivers shall clock on at a time which allows ample time for their work functions to commence at exact starting time, at no cost penalty to the Company, eg. 7.25am for 7.30am work function commencement.

14. EXISTING STANDARDS

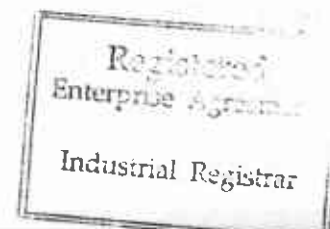
Existing entitlements will not be altered or reduced by the making of this Agreement except as provided for by this Agreement.

15. IMPROVEMENTS IN COMMUNICATION

All parties agree to participate constructively in regular team communication discussions which will be used as a starting point for the development and allocation of tasks which need to be implemented to achieve efficiency objectives. Bimonthly meetings will be scheduled to occur between the union delegates and two senior managers.

16. PAYMENT OF WAGES

The Company agrees that wages of weekly employees shall be paid not later than Thursday of each week, as detailed in the Award.



17. WAGE ADJUSTMENT AND OTHER BENEFITS

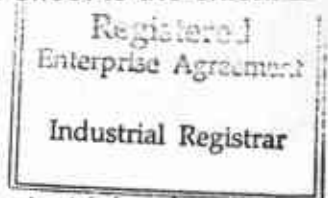
- i) The following increases shall apply during the life of the Agreement:
- A. 4% increase from the first full pay period on or after the 1st of March 2000.
 - B. 1.5% increase from the first full pay period on or after the 1st of September 2000.
 - C. 1.5% increase from the first full pay period on or after the 1st of March 2001.
- ii) It is further noted that all allowances will be increased in line with the wages movements outlined in sub clause (i) A, B and C respectively, except for the Attendance Allowance which increased from \$20 to \$30 per week, effective from the first full pay period on or after the 1st March 2000.
- iii) Attendance Bonus Scheme
- It is agreed by both parties that the wording "the full twelve months" in Clause 3 of the non certified agreement 1/3/94 - 28/2/96 shall be interpreted as being the period 1st March to the 28th February (or 29th if a leap year) inclusive, in a calendar year.
- iv) It is further noted that the increases shall apply to the new weekly rate specified in Clause 20 of this Agreement.

18. ABSORPTION

The parties agree that any State wage case adjustments payable pursuant to decisions of the Industrial Relations Commission of NSW shall be offset to the extent of any wage increase payable pursuant to this Agreement.

19. DISPUTES PROCEDURE

All parties confirm their commitment to the disputes and industrial grievance procedures, detailed in the Award.



20. SPECIAL CONDITIONS

In consideration of a commitment by the employees to improve customer service by:

- undertaking forklift driver training;
- operating a forklift for loading and unloading at sites on route other than Marayong Warehouse;

the Company will increase the weekly rate to \$627.40 effective 1st March 2000.

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FOR AND ON BEHALF OF THE
TRANSPORT WORKERS UNION
OF AUSTRALIA,
NEW SOUTH WALES BRANCH

Dated: *15th August 2000*

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WITNESS

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FOR AND ON BEHALF OF
BRIDGESTONE AUSTRALIA LTD.

Dated: *15th August 2000*

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WITNESS

