

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA98/35

TITLE: AE Baker (Warehouse) Enterprise Agreement 1997

I.R.C. NO: 97/6645

DATE APPROVED/COMMENCEMENT: 19 December 1997

TERM: 12 months

**NEW AGREEMENT OR
VARIATION: New**

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 3

COVERAGE/DESCRIPTION OF

EMPLOYEES: Storepersons, Front Counter and Telephone Salespersons working in the Sales Office and Warehouse Departments at 3-9, Forge Street, Blacktown 2148

PARTIES: A E Baker & Co -&- National Union of Workers, New South Wales Branch

Registered
Enterprise Agreement
Industrial Registrar

EX1

- ENTERPRISE AGREEMENT

BETWEEN

A E BAKER & Co

AND

NATIONAL UNION OF WORKERS [NSW BRANCH]



1. TITLE OF AGREEMENT

This Agreement shall be known as the A E Baker [Warehouse] Enterprise Agreement - 1997.

2. ARRANGEMENT

1. Title of agreement
2. Arrangement
3. Incidence and parties bound
4. Term of agreement
5. Relationship to parent award and agreement
6. Duress
7. Purpose of agreement
8. Wage adjustments and rates
9. No extra claims
10. Operative date
11. Signatories to agreement

3. INCIDENCE AND PARTIES BOUND

This Enterprise Agreement is made pursuant to Chapter 2, Part 2, Division 1 of the N S W Industrial Relations Act, 1996, entered into on the 12/11/1997 between J Blackwood and Son Limited, trading as A E Baker & Co and located at 3-9 Forge Street, Blacktown, 2148 and the employees classified as storepersons, front counter and telephone sales persons engaged to work in both the sales office and the warehouse departments.

4. TERM OF AGREEMENT

This Agreement shall have a nominal term of 12 months.



5. RELATIONSHIP TO PARENT AWARD AND AGREEMENT

It has been determined by the parties to this Enterprise Agreement that the agreement shall:

- [i] Be read and interpreted wholly in conjunction with the Storemen & Packers, General [State] Award; and
- [ii] Also be read and interpreted in conjunction with the currently registered Enterprise Agreement, approved on 19 August 1997 [Matter No. IRC 4313 of 1997], and

provided that where there is any inconsistency, this Enterprise Agreement shall take precedence.

6. DURESS

This Enterprise Agreement has not been entered into under duress by any of the parties.

7. PURPOSE OF AGREEMENT

The purpose of this Agreement is to continue to pursue the aims of and to be identical to those as stated in the A E Baker Enterprise Agreement No.1 [Registered No. EA96/95] and the A E Baker [Warehouse] Enterprise Agreement - 1997 [IRC 4313 of 1997].

8. WAGE ADJUSTMENTS AND RATES

All storepersons, front counter and telephone sales employees will be granted a wage increase of 4.0% from 1 October 1997, subject to overall acceptance of the company pay offer and prior to registration by the Industrial Relations Commission of NSW.

Company pay rates for adults [over 21 years of age] will be no less than:

<u>Company Service</u>	<u>Storeperson</u>	<u>Front Counter / Forklift Driver</u>	<u>Telephone Sales</u>
On commencement	\$509.11	\$519.49	\$533.67
After 1 years service	\$516.14	\$526.42	\$546.10
After 2 years service	\$523.06	\$533.67	\$558.32
After 3 years service	\$529.67	\$540.58	\$570.33



9. NO EXTRA CLAIMS

The parties to this agreement acknowledge that there shall be no further claims for wage increases or any further claims during the nominal term of this agreement.

10. OPERATIVE DATE

Employees party to this agreement at the time of signing acceptance will be paid the appropriate wage adjustment from the 1 October 1997 in accordance with the terms of clause 8 herein.

Whilst the effective operative date will be the date of registration by the Industrial Relations Commission of NSW, the employer undertakes to arrange further enterprise agreement discussions with staff party to this agreement on or before 1 October 1998.

11. SIGNATORIES TO AGREEMENT

Signed for and on behalf of A E Baker & Co

Signed *[Signature]*

Witnessed by *[Signature]* date *18/12/97*

Signed for and on behalf of the employees of A E Baker & Co by the:

National Union of Workers [NSW Branch]

[Signature] *18.12.97*
.....
[SECRETARY] [DATE]

[Signature] *18.12.97*
.....
[WITNESS] [DATE]