

Minimum requirements for sign off on Enterprise Agreements

Application of Agreement

- Nothing that undercuts conditions in Award or FW Act
- Coverage including union, company, employees referenced in classifications or as apprentices
- Date or time of commencement and nominal expiry date
- No Extra claims and renegotiation at 3 months before expiry

Consultation and Dispute Settlement

- All matters in NES, Award and agreement can be disputed
- An onsite process must be followed prior to access by either party to FWC for arbitration

Casuals and Contractors

- Casual labour limit of 12 months with 25% loading on all hours worked.

Pay and Hours of Work

- Pay increases and wages progression:
 - a wage increase that doesn't undermine industry standards
 - allowances indexed to the wage increase
 - wages paid weekly or fortnightly by EFT (unless already paid monthly – no moving from weekly/fortnightly to monthly pay)
- Superannuation as per legislation of 12% paid:
 - on pay day
 - choice of fund, listing Australian Super as default fund (CBUS for print) – or as agreed industry fund
- Hours of Work:
 - all work outside normal working hours is classed as overtime

Safety

- Commitment to ensuring work health and safety in the workplace and general principles guiding WHS at the site
- Facilities – the company will provide adequate water, tea, coffee, milk, sugar, protective clothing, heating, cooling in rest areas, first aid facilities with trained and paid first aiders

Classification and Training

- Classification Structure:
 - clearly written and easily understood
 - based on objective measurement of skills required to perform the work
 - if work covered by the Manufacturing Award, "C" classification structure applies
 - If work covered by the Construction Award, "ECW" classification applies
- Apprentices:
 - company pay for all training and related costs
 - paid on the basis of percentage table of EA rate (e.g. C10 rate)
 - Apprentices to be direct hire where possible
 - Registered training organisations

Union Building

- Inclusion of delegates rights term from the Award plus,
 - from members or prospective members, represent any person who requests representation and represents the Union at the workplace, including for EBA negotiations
 - entitlement to up to 5 days training leave per eligible employee per year with pay to attend courses
 - for the purpose of training the number of eligible employee representative shall be no less than as set out in clause 44.7 of the Manufacturing Award
 - access to reasonable facilities such as telephone, lockable cabinet, computer, internet, printer access, and work area notice boards
 - protection from victimisation or intimidation performing delegate role, which includes attending the FWC as needed and paid for attendance