



# PGH Bricks & Pavers Bringelly Enterprise Agreement 2024

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## **1. Title**

This agreement shall be known as the PGH Bricks & Pavers Bringelly Enterprise Agreement 2024 (the "Agreement").

## **2. Parties and Application**

The parties to this agreement are:

- a) Bricks Australia Services Pty Limited (ACN 604 616 908) ("the Company"); and
- b) It is also intended upon approval of the Agreement by the Fair Work Commission that the Construction, Forestry, Mining, Maritime and Energy Union ("CFMEU") will apply to be covered by the Agreement.
- c) The employees engaged at the PGH Bricks & Pavers Plant located at 60 (Lot 2) Greendale Road Bringelly, New South Wales, 2556 who are employed under the classifications contained in Clause 5 – Skill Levels and Rates of Pay ("employees").

## **3. Date of Operation**

This agreement takes effect from the first pay period commencing on or after seven days after approval by the Fair Work Commission (FWC) and will remain in force for 3 years from 6 June 2024. The nominal expiry date is 6 June 2027.

## **4. Entire Agreement**

- (a) The parties to this Agreement acknowledge that this Agreement will replace any other site agreement, whether written or not and whether registered with an industrial Tribunal or not. Further, this Agreement shall replace any work practices and any custom and practice at the site.
- (b) This Agreement incorporates the terms of the Manufacturing and Associated Industries and Occupations Award 2020 ("the Award") as in force as at the commencement of this Agreement, subject to the requirements of the Act. Where there is an inconsistency between a provision of the Award and this Agreement or the Act, the Agreement or the Act (as applicable) shall apply to the extent of the inconsistency.
- (c) This Agreement will be read and interpreted in conjunction with the National Employment Standards (NES). Where there is an inconsistency between this Agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.

## **5. Skill Levels and Rates of Pay**

- (a) Rates of pay are set out in Appendix A.
- (b) Allowances are set out in Appendix A.
- (c) Skill Levels for the site are as below:

## **Production**

### **Skill Level 1 - Entry Level**

This is the entry level for employees who do not have the appropriate skills needed for classification at higher levels. Employees at this level perform routine duties and simple mechanical or manual tasks of satisfactory quality and work under close supervision.

### **Skill Level 2 - 1 Skill Centre**

Able to perform tasks for one Skill Centre, if and when required. Covers tasks requiring the setting up, operating and completing asset care check sheets of simple fixed and mobile machinery, including quality control and keeping of records or performs tasks that currently require at least one of the extra skills, laboratory/quality control and assist maintenance with auger changes. It also covers manual tasks requiring responsibility for the quality of the finished work. Works under general supervision.

### **Skill Level 3 - 2 Skill Centres**

Able to perform tasks for two Skill Centres, if and when required. Covers tasks requiring the setting up, operating, completing asset care check sheets and quality control of all fixed and mobile machinery in at least two skill centres in the plant. Works under limited supervision.

### **Skill Level 4 - 3 Skill Centres**

Production workers able to perform tasks for three Skill Centres if and when required. Covers production employee tasks requiring the setting up, operating, completing the asset care check sheets, quality control and keeping of records of all fixed and mobile machinery in at least three areas of the Plant and the responsibility for operating such machines. Works under limited supervision.

### **Skill Level 5 - 4 Skill Centres**

Production employees able to perform tasks for four Skill Centres if and when required. Covers production employee tasks requiring the setting up, operating, completing the asset care check sheets, quality control and keeping of records of all fixed and mobile machinery in all areas of the Plant and the responsibility for operating such machines and be able to perform all of the extra skills, laboratory/quality control and assist maintenance with auger changes. Works under limited supervision.

### **Skill Level 6 – 5 Skill Centres**

Production employees able to perform tasks for five Skill Centres, if and when required, and undertake supervision responsibilities. Covers tasks requiring the setting up, operating, completing the asset care check sheets, quality control and keeping of records for fixed and mobile machinery in all areas of the Plant and the responsibility for operating such machines, as well as the supervision in a section of the Plant of all production/maintenance employees. Works under supervision in respect to management objectives.

## **Yard**

Generic skills for the Yard are (but not limited to), teamwork, WHSE, communication, forklift, minor maintenance, customer service and product identification.

### **Skill Level 1 - Entry level**

This is the entry level for employees with a forklift licence and who can operate a forklift safely but who do not have the appropriate skills needed for classification at higher levels. Employees at this level perform routine yard duties.

## **Skill Level 2 – Loading and Export Packing**

Have all the skills for Level 1 and load & unload trucks with courteous professionalism in a safe & timely manner. Process returns loads and pallet deliveries giving paperwork to the despatcher. Multiskilled in all yard operations, perform grid moves, paver make ups, imported and single brick sales make ups (example but not limited to include orders for shapes, cultured stone) and prepare loads for incoming trucks. Choose representative samples for customer evaluation and organise courier pick up of sample packs. Able to perform all import /export related tasks including but not limited to sorting, packaging, and unloading and loading of containers. Perform basic SAP transactions by Printing Pick slips and Delivery dockets if needed, or able to fill in manual/paper-based delivery docket.

## **Skill Level 3 – Yard Operator & Despatch**

All the skills of Level 2 plus all Team Leader functions - supervise daily operation of the yard and perform some of the despatcher functions. Ensuring that all trucks are loaded in a timely, professional & safe manner, liaising with despatcher & transport department to smooth out yard operation and loading efficiency. Enforce all safety requirements, perform IPAD audits as per required frequency and forward to despatcher and/ or transport manager. Operate Company computer and email system within Company standards and policies - this includes completing any excel spreadsheet information (example but not limited to is the Daily truck movements spreadsheet,), SAP transactions relevant to stock control (some examples but not limited to are grid moves, blocking and unblocking of stock) and despatch (some examples but not limited to are: printing picking slips and delivery dockets, organizing the pickslips for next day deliveries, from the daily run sheet). Organise Forklift service calls, organise & carry out grid moves, to ensure yard space is efficiently managed and grids are available for production, as per production schedule. Cover despatch role when required.

For the purpose of determining Skill Level 3 - Yard Operator and Despatch, employees who are employed at or before the commencement date of this Agreement, will continue to operate at Skill Level 3 – Yard as per the following tasks and responsibilities:

All the skills of Level 2 plus supervise daily operation of the yard ensuring that all trucks are loaded in a timely professional & safe manner, liaising with dispatcher & transport department to smooth out yard operation and loading efficiency. Enforce all safety requirements.

Operate Company computer and email systems within Company standards and policies. Organise Forklift service calls, organise and carry out grid moves. Cover despatch role when required after yard staffing and business priorities have been considered and agreed.

## **Skill Level 4 – Team Leader and Despatcher**

All the skills for Level 3 plus can perform all Team Leader and despatcher functions. The additional despatcher functions include but are not limited to - SAP transactions such as materials to materials transfer, cycle counting, write downs & write offs, processing returns in line with company policies. Liaise with internal customers (examples: customer service, transport, SAP master data, production, maintenance, etc.) and external customers through phone, TEAMS, emails. Updating the blocked items spreadsheet and record reason for blocking. Goods Receipting in SAP the imported stock and STO's from other factories. Organize & run the six-monthly FG stock takes, as per company procedures and policies. Take part in quality walks and recommend product that needs to be written down or written off. Organise Stock transport Orders to fulfill requirements

## **Maintenance**

### **M 1 – Maintenance Entry Level (Nontrade qualified)**

This is the entry level for employees who do not have the appropriate skills needed for classification at higher levels. Employees at this level perform routine duties like greasing and simple mechanical or manual tasks of satisfactory quality and work under close supervision.

### **M2 – Maintenance (Nontrade qualified)**

Employees at this level perform routine duties like greasing and simple mechanical or manual tasks of satisfactory quality and work under very little supervision. Tasks at this level cover the development and management of lubrication schedules and greasing facilities, adhering to and proactively improving preventative maintenance schedules, maintaining quality control of own work and keeping of records of work.

### **M3 – Tradesperson level 1**

Employees classified at this level require a full Trades Certificate or its equivalent. Tasks at this level cover installation, preventative & reactive maintenance to provide process availability including the correct functioning of mechanical, electrical and other equipment and associated tasks. Employees at this level will display high levels of quality control on own workmanship, develop & maintain constructive production relationships regarding equipment effectiveness, analyse data to identify and eliminate sources of equipment unavailability, the keeping of work records and spare parts management.

### **M4 – Tradesperson level 2**

Maintenance employees at this level are required to demonstrate competency of all M3 tasks. Maintenance employees at this level can incorporate improvement projects into their work schedule (including redesigning out reoccurring problems), they can demonstrate thorough production process knowledge and can perform basic operation of at least 2 skill centres for testing purposes. Works under minimum supervision and is capable of filling in for the leading hand

### **M5 – Tradesperson level 3**

Maintenance employees at this level are Tradespersons who are competent at M4 tasks and undertake supervision responsibilities or electronics tradespersons who are able to fault find and diagnose problems of specialised electronic equipment and to service it. Maintenance employees at this level can perform basic operation of at least 3 skill centres for testing purposes.

#### **(a) Skill Centres**

Front End Loader/Clay Preparation  
Extruder/Forming/Wet Load  
Dryer/Unload/Setting  
Kiln Cars/Dehack to Yard  
Yard/Export/Transport

All employees are expected to perform housekeeping activities as part of their role.

Setting up includes but is not limited to – die changes, bridges, product changeovers, hoppers and assisting maintenance with augers.

#### **(b) An employee will only be classified and paid at a higher level of skill if the Company has a vacancy at that level. However, once the employee has attained the necessary skills and has been accredited and re-classified to a higher level, the employee will be paid the rate for that classification regardless**

of the actual task carried out in the Plant, subject to continued performance at that level. After a 12-month period where an employee has not operated at a skill level he is accredited for, he must undertake refresher training to ensure competency and undertake the tasks as required by that skill level or be relegated to the appropriate lower skill level and be paid accordingly.

- (c) This clause supersedes and replaces the classification structure, definitions and related provisions in the Award.

## **6. Hours of Work (Monday to Friday Work)**

- a) The ordinary hours of work for Monday to Friday will be 38 hours per week. Ordinary hours will be worked for 7.6 hours on each of the days Monday to Friday between the hours of 5.45 am and 6.00 pm. In addition, a half an hour paid meal break will apply.
- b) Hours of work may be varied to another regular requirement should the needs of the business change.

### **Monday to Friday Workers- Yard**

- c) Hours of work for despatch employees will be:

Group 1	5.45 am to 1.51 pm
Group 2	8.45 am to 4.51 pm
Group 3	9.54 am to 6.00 pm

### **Monday to Friday Workers- Maintenance**

- d) Hours of work for preventative maintenance employees will be 4pm until 2am Monday to Thursday

## **7. Overtime (Monday to Friday Work)**

- a) For all work done outside the ordinary starting or ceasing time of work on any one day, Monday to Friday, the rate of 1.5 times for the first two hours and 2.0 times thereafter shall be paid calculated on the base hourly rate prescribed in Appendix A, Rates of Pay, for the level at which an employee is classified.
- b) An employee required to work on a public holiday will be paid 2.5 times the base hourly rate.
- c) An employee required to work on a Saturday will be paid 1.5 times the base hourly rate for the first two hours and 2.0 times the base hourly rate thereafter, for a minimum of four hours work in total.
- d) An employee required to work on a Sunday will be paid at 2.0 times the base hourly rate for a minimum of four hours work.
- e) An employee recalled to work after leaving on completion of a normal day's work will be paid at 1.5 times the base hourly rate for a minimum of four hours work even if required to work for a lesser period.
- f) An employee shall be entitled to have at least 10 consecutive hours off duty between the work of successive ordinary-time days and shall be released from further duty without loss of pay until this requirement has been met.

- g) Subject to current custom and practice, if an employee is specifically asked to hold themselves in readiness to work for a specific period of time after ordinary hours, the employee must be paid standing by time at the employee's ordinary time rate for the time they are standing by.
- h) All reasonable attempts will be made to offer overtime to permanent employees before engaging contractors, subject to:
  - i. the permanent employee(s) having the skill sets appropriate to the tasks required;
  - ii. the work being carried out within the required time frame;
  - iii. the extra work not interfering with the normal work patterns or performance of the permanent employee(s);
  - iv. the Company not being disadvantaged by using permanent employees to perform the work.

## **8. Four On/Four Off Work**

- a) These conditions will apply in lieu of provisions for Monday to Friday workers as set out in clause 6, Hours of Work (Monday to Friday Workers), sub clauses (a) to (e) of clause 7, (Overtime), clause 19 Meal Break and Allowances, and sub clause (b) and (c) of clause 18 (Public Holidays).
- b) The ordinary hours of four on/four off workers shall average 38.5 per week on an 8-week cycle of 308 hours.
- c) The work pattern will be on a continuous basis worked on 11 hours each day for 4 consecutive days (including all public holidays) with four intervening leisure days.
- d) If there is a requirement for overtime beyond 11 hours in any day period, a loading will be paid of 50 per cent of the annual rate for the skill level at which they are classified, calculated pro rata to an hourly rate.
- e) An employee recalled to work overtime after leaving the Plant at the end of the required work for the day will be paid at the appropriate rate set out in this clause for a minimum of 4 hours work i.e. a loading will be paid of 50 per cent of the annual rate for the skill level at which they are classified, calculated pro rata to an hourly rate. Where an employee returns to the plant to remove a lock out tag, additional payments shall not apply.
- f) The rates of pay for four on/four off work are in Appendix A. These rates compensate employees for the loss of the entitlements set out in (a) of this clause. To be clear, the rates include payment for rostered work on Saturdays, Sundays and public holidays, un-rostered days when public holidays occur, the extra hours beyond 7.6 worked each day, travel allowance, manganese allowance, 17.5% annual leave loading, spread of hours allowance, soda ash allowance, KPI bonus for systems and shift allowances, and are in lieu of any benefits other than as provided in this clause.
- g) Absence on approved bereavement leave will be paid at the normal four on/four off work rate. Employees absent from shift on account of attending Jury Duty will likewise be compensated for the difference between the amount of money received for Jury Duty and the normal rate (four on, four off) that would have been received had the employee been at work.



- h) Employees who are required to work through a meal break period (sub clause (d) of this clause) because of an emergency or to maintain production, will be allowed to take their meal break when relief is available.
- i) An employee shall be entitled to have at least 10 consecutive hours off duty between the work of successive ordinary time days and shall be released from further duty without loss of pay until this requirement has been met.
- j) Where an employee working under System B (4 on/4 off day shift) works a shift under System E (4 on/4 off night shift) they will be paid an allowance calculated as the difference between the rate for System B and System E for their classification level for each hour worked.
- k) To achieve continuous operation of the Plant,
  - (i) maintenance personnel and then staff may be used to operate the Plant while a relief employee is being obtained or is not available; and notwithstanding this the Company reserves the right to employ skilled personnel as operators.
  - (ii) plant and machinery employees will start and finish their shift at the workstation. An employee on shift will remain at their workstation until relieved by the next shift. In the event that the next shift operator does not relieve within a 15-minute cross-over period, communications with the Team Leader must take place before leaving work.
- l) Employees who were employed as at 1st November 2002, cannot be required to work night shift, (except in exceptional circumstances, for example any employee may be required to work night shift in blocks of 3 months for the purposes of training new operators), unless the employee consents.
- m) The Company reserves the right to modify the structure of its shifts in accordance with business needs. In circumstances where modification is required, all employees will be consulted.
- n) Should an employee not remain contactable during the period of standing by, the employee will not be paid the ordinary time rate for which they were required to stand by.

## 9. Casual Employment

- a) A casual employee is an employee defined as casual in accordance with the Fair Work Act (Cth) 2009.
- b) Casual employees shall be paid the appropriate hourly rate for their classification plus a casual loading of 25%. Casual employees shall not be entitled to Annual Leave, Sick Leave or Long Service Leave.
- c) A casual employee must be paid for a minimum of 4 hours on each day the employee is engaged.
- d) Casual conversion will be dealt with in accordance with the NES.
- e) A casual employee must be paid for ordinary hours worked at the base rate of pay as detailed under the System A- Dayshift Monday to Friday Days (As detailed in *Appendix A: Wage Rates & Allowances*) for the skill level of work performed plus a loading of 25% or such higher loading as detailed in this Agreement including but not limited to overtime, allowances, penalties, or other loadings (which is paid in lieu of, and not in addition to the 25% casual loading).

## 10. Quality Management

- a) Employee participation is considered necessary in Total Quality Management meetings as established for the purpose of providing participation in improved productivity and efficiency for the plant. It is an opportunity for employees to influence their work conditions and, through training, identify problems and suggest solutions to overcome these problems.
- b) A positive contribution towards quality assurance is vital to ensure that the plant is certified to the correct level to maintain ongoing quality control and monitoring systems. Payment will be made at the employee's skill classification rate for attendance at these meetings.
- c) During the life of the Agreement regular meetings involving employees of the Company covered by this Agreement will continue. These are for the purpose of advising on Company performance, etc. and consulting on plant efficiency and productivity.
- d) Training in other areas such as safety, machine operation, machine function, electrical disconnection, personnel development, confined space entry, Lock out tag out, rational process etc will be on going, all employees will be expected to participate.
- e) Accurate data collection and recording is essential to efficient, safe and quality production and maintenance. All employees are expected to complete required data collection sheets, down time reporting and relevant reports in an accurate and timely manner.

## 11. Consultation Term

1. This term applies if the employer:
  - a) as made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the employees; or
  - b) proposes to introduce a change to the regular roster or ordinary hours of work of employees.

### **Major change**

2. For a major change referred to in paragraph (1)(a):
  - a) the employer must notify the relevant employees of the decision to introduce the major change; and
  - b) subclauses (3) to (9) apply.
3. The relevant employees may appoint a representative for the purposes of the procedures in this term.
4. If:
  - a) a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and
  - b) the employee or employees advise the employer of the identity of the representative; the employer must recognise the representative.

5. As soon as practicable after making its decision, the employer must:
  - a) discuss with the relevant employees:
    - i. the introduction of the change; and
    - ii. the effect the change is likely to have on the employees; and
    - iii. measures the employer is taking to avert or mitigate the adverse effect of the change on the employees; and
  - b) for the purposes of the discussion – provide, in writing, to the relevant employees:
    - i. all relevant information about the change including the nature of the change proposed; and
    - ii. information about the expected effects of the change on the employees; and
    - iii. any other matters likely to affect the employees.
6. However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.
7. The employer must give prompt and genuine consideration to matters raised about the major change by the relevant employees.
8. If a term in this agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the employer, the requirements set out in paragraph (2)(a) and subclauses (3) and (5) are taken not to apply.
9. In this term, a major change **is** likely to have a significant effect on employees if it results in:
  - a) the termination of the employment of employees; or
  - b) major change to the composition, operation or size of the employer’s workforce or to the skills required of employees; or
  - c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
  - d) the alteration of hours of work; or
  - e) the need to retrain employees; or
  - f) the need to relocate employees to another workplace; or
  - g) the restructuring of jobs.

**Change to regular roster or ordinary hours of work**

10. For a change referred to in paragraph (1)(b):
  - a) the employer must notify the relevant employees of the proposed change; and
  - b) subclauses (11) to (15) apply.
11. The relevant employees may appoint a representative for the purposes of the procedures in this term.

12. If:

- a) a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and
- b) the employee or employees advise the employer of the identity of the representative; the employer must recognise the representative.

13. As soon as practicable after proposing to introduce the change, the employer must:

- a) discuss with the relevant employees the introduction of the change; and
- b) for the purposes of the discussion – provide to the relevant employees:
  - i. all relevant information about the change, including the nature of the change; and
  - ii. information about what the employer reasonably believes will be the effects of the change on the employees; and
  - iii. information about any other matters that the employer reasonably believes are likely to affect the employees; and
- c) invite the relevant employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).

14. However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.

15. The employer must give prompt and genuine consideration to matters raised about the change by the relevant employees.

In this term:

Relevant employees means the employees who may be affected by a change referred to in subclause (1).

## **12. Contract of Employment**

- a) The first six months of the employee's employment constitutes a probationary period. The Company may terminate the employee's employment during the probationary period by giving the employee one (1) weeks' notice (or payment in lieu thereof.)
- b) Notification of absence, as far as is reasonably practicable, is to be prior to the start of an employee's shift to enable the arrangement of suitable employee cover.
- c) The Company may dismiss any employee without notice for serious misconduct and in such cases, wages shall be paid up to the time of dismissal only.
- d) Termination of employment

Employment may be terminated by either the Company or the employee by giving the following notice:

<b>Period of Continuous Service</b>	<b>Period of Notice</b>
1 year or less	1 week
Over 1 year and up to completion of 3 years	2 weeks
Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years	4 weeks
The period of notice which the Company is required to give is increased by one extra week if the employee is over 45 years of age and, at the time of giving notice, the employee has had at least 2 years continuous service with the Company.	

The Company will not terminate an employee's employment for reasons related to the employee's conduct or performance unless the employee has been given the opportunity to respond to the allegations made.

Following a request from the terminated employee, the Company will at its discretion provide a written statement of the period of employment and type of work performed.

The Company may dismiss without notice an employee for serious misconduct justifying instant dismissal. Such serious misconduct includes but is not limited to refusal to follow a lawful instruction, theft, fraud, assault and drunkenness.

### **13. Personal/Carers' Leave**

- (a) Paid personal/carer's leave shall accrue, be credited and paid to employees in accordance with the National Employment Standards ("NES"), based on the full-time entitlement of 10 days leave per year of service. Subject to the NES, an employee who is absent from work on account of personal illness, or injury or carers' leave, will be entitled to paid leave of absence as follows:
- (i) No payment will be made for any absence for which workers' compensation is paid or payable.
  - (ii) As far as is reasonably practicable, the employee will advise the Company of the expected absence, its cause and likely duration, prior to the employee's normal commencement time.
  - (iii) An employee is entitled to two (2) single day absences without a medical certificate or statutory declaration in a calendar year. Exceeding two (2) single day absences in a calendar year may require evidence in the form of a medical certificate or statutory declaration for every single day absence thereafter. Evidence for such absences is to be submitted within the pay week of the absence.
  - (iv) Any untaken personal/carers' leave at the end of each year's service will accumulate and be added to the employee's entitlement for the taking of genuine personal/carers' leave.

- (v) Provided that employees who exercise their option to retire upon reaching retirement age and who have accrued personal/carers' leave in excess of 136.8 hours shall be entitled to have their accrued personal/carers' leave paid out, but only to a maximum of 200 hours.
- (vi) An employee shall also be entitled to have personal/carers' leave payout to a maximum of 200 hours as a result of redundancy or death if they have accrued personal/carers' leave in excess of 136.8 hours.
- (vii) Where an employee presents for shift in a manner or condition such that reasonable concern is held for the employees' ability to safely perform their duties, they may at the direction of the Plant Manager or representative to attend an examination by the Company doctor.

#### **14. Compassionate Leave**

Compassionate leave shall be dealt with in accordance with the National Employment Standards ("NES").

#### **15. Annual Leave**

- a) Annual leave shall accrue, be credited and paid to employees in accordance with the NES, based on the full-time entitlement of 4 weeks' leave per year of service.
- b) A Shift Worker shall be entitled to an additional weeks' leave per year of service.
- c) For the purpose of the additional week of annual leave provided for in s.87(1)(b) of the Act, a shift worker is a seven day shift worker who is regularly rostered to work on Sundays and public holidays referred to in Clause 8 Four on Four off Work.
- d) An employee may cash out up to a maximum of 1 weeks' accrued annual leave, subject to the requirements in this clause.

To qualify to cash out accrued annual leave, the employee must:

- i. Not request a cashing out of more than 1 week of accrued annual leave;
- ii. Have at least four weeks of accrued annual leave remaining after the amount being cashed out is deducted;
- iii. Notify the Company in writing of the amount that he or she requests to cash out by 30 November each year.

If the Company authorises the request, it will:

- iv. Confirm the agreement to cash out the leave in writing;
  - v. Pay the employee for the amount of annual leave cashed out at the same rate that the employee would have received had he or she taken the leave; and
  - vi. Deduct the annual leave cashed out from the employee's accrued annual leave balance.
- e) If the Company has genuinely tried to reach agreement with an employee as to the timing of taking annual leave and no agreement is reached, the Company can require the employee to take annual leave by giving not less than four weeks' notice of the time when such leave is to be taken if:

- (i) at the time the direction is given, the employee has 8 weeks or more of annual leave accrued; and
- (ii) the amount of annual leave the employee is directed to take is less than or equal to a quarter of the amount of leave accrued.

Employees can seek approval from the Plant Manager to maintain an annual leave accrual in excess of 8 weeks.

## **16. Long Service Leave**

- a) Long service leave will be afforded to all employees in accordance with the Long Service Leave Act 1955 (NSW).
- b) In addition to the provisions of the Long Service Leave Act 1955 (NSW), the employee will, after 15 years of service, accrue long service leave at the rate of 1.3 weeks per year.

## **17. Shutdown**

Direction to take annual leave during shutdown

- a) Clause 17 applies if an employer:
  - i) intends to shut down all or part of its operation for a particular period for the purpose of allowing annual leave to all or the majority of the employees in the enterprise or part concerned (temporary shutdown period); and
  - ii) wishes to require affected employees to take paid annual leave during that period.
- b) The employer must give the affected employees 28 days' written notice of a temporary shutdown period, or any shorter period agreed between the employer and the majority of relevant employees.
- c) The employer must give written notice of a temporary shutdown period to any employee who is engaged after the notice is given under clause 17(b) and who will be affected by that period, as soon as reasonably practicable after the employee is engaged.
- d) The employer may direct the employee to take a period of paid annual leave to which the employee has accrued an entitlement during a temporary shutdown period.
- e) A direction by the employer under clause 17(d):
  - i. must be in writing; and
  - ii. must be reasonable.
- f) The employee must take paid annual leave in accordance with a direction under clause 17(d).
- g) In respect of any part of a temporary shutdown period which is not the subject of a direction under clause 17(d), an employer and an employee may agree, in writing, for the employee to take leave without pay during that part of the temporary shutdown period.

- h) Should an employee have insufficient annual leave to take during a temporary shutdown, then Employees will be given preference for remaining in employment providing that they have the necessary skills and experience required.
- i) Should an employee not have sufficient annual leave to take during a temporary shutdown, then at the request of the employee, long service leave may be utilised.
- j) An employee may take annual leave in advance during a temporary shutdown period in accordance with an agreement.
- k) In determining the amount of paid annual leave to which an employee has accrued an entitlement, any period of paid annual leave taken in advance by the employee, in accordance with an agreement, to which an entitlement has not been accrued, is to be taken into account.

## 18. Public Holidays

- (a) Employees shall be entitled to the following gazetted Public Holidays, however all employees are required to be present for all shifts for which they are rostered to work.

New Year's Day  
 Australia Day  
 Good Friday  
 Easter Saturday  
 Easter Sunday  
 Easter Monday  
 Anzac Day  
 Kings Birthday  
 Labour Day  
 Christmas Day  
 Boxing Day

Any other gazetted public holidays declared by the NSW Government.

An additional public holiday day may be taken first Monday of December subject to approval and operational requirements or alternatively in the Christmas/New Year period which may be known as 'recreation' day.

- (b) Gazetted Public holidays are limited to the day of significance and does not include normal days of work that are subsequently gazetted in lieu of days of significance that fall on a weekend. For example, if Christmas Day falls on a Saturday and the in lieu public holiday is the Monday, Saturday is the day that will be paid as the Public Holiday.
- (c) Monday to Friday workers required to work on a public holiday will be paid as per sub clause (b) of clause 7, Overtime (Monday to Friday Workers).
- (d) Public holidays shall be paid for on the days that they fall and shall only be paid to employees who are attending work. Employees who are not scheduled to work on a public holiday shall not be entitled to the payment.
- (e) The Company will consult with employees who are affected by the Christmas Day roster and will endeavour to accommodate leave requests were possible.
- (f) In accordance with s114(2) of the *Fair Work Act (Cth) 2009*, employees may be requested to work on public holidays, and they may in some circumstances be required to work on those public holidays, where the request is reasonable and their refusal to work is unreasonable.



- (g) To avoid doubt, where an Employee is rostered to work on a public holiday, this constitutes a request to work on a public holiday and the Employee must advise as soon as practicable if they do not intend to work on the day. As rosters are issued annually, employees are to advise as soon as practicable after the roster is issued but should provide a minimum of 14 days' notice to the Employer if they are not available to work a public holiday during their roster.

## **19. Meal Breaks and Allowances**

- (a) All Monday to Friday dayworkers who work between the hours of 5:45am and 6pm will receive a half hour paid meal break.
- (b) On each eleven-hour day four on/four off workers will be allowed a paid meal break of 30 minutes to be taken, according to the needs of the operation, from 4 to 6 hours after commencement.
- (c) Four on/four off workers will be paid a 10 minute refreshment break in the first and second half of each eleven-hour day, to be taken at a time to suit the needs of the operation. These provisions will operate in lieu of the provisions of sub clauses (a) and (f) of clause 19, Meal Breaks and Allowances. Because of the continuous operation, employees will stagger meal and refreshment breaks.
- (d) Employees who are required to work through a meal break period (as described in sub clause (a) of this clause) due to an emergency or to maintain production, shall be allowed to take their meal break when relief is available.
- (e) Because of the requirement for continuous operation of the Plant, maintenance personnel and then staff may be used to operate the Plant while a relief employee is being obtained or is not available.
- (f) An employee required to work overtime for more than 2 hours on any one day and who was not notified of the requirement within 24 hours of the shift commencing will be supplied with a meal by the Company and in cases where a meal is not provided, a meal allowance will be paid as set out in Appendix A.
- (g) An employee required to work overtime for more than 2 hours after normal ceasing time will be allowed a paid rest break of 30 minutes before commencing such overtime, and a similar break before commencing each further 4 hours of overtime to be worked. This break must be taken by the employee in order to be paid for it.
- (h) An employee will be allowed a paid refreshment break of 10 minutes in the first half of ordinary hours worked on each day, to be taken to suit the needs of the operation.
- (i) The half an hour paid meal break will not be paid when an employee does not attend work. For example, the paid meal break will not apply when an employee is on paid or unpaid leave.
- (j) It is expected that the inclusion of a paid half an hour meal break for yard workers will provide an increase in flexibility to the business. Additionally, the yard employees will strive for productivity gains as per below:
  - (i) Yard controlled waiting time will amount to less than 14.5 hours per month, calculated on a 12 monthly average. Yard controlled waiting time will include waiting for meal breaks, waiting for product to be found and yard other (to be agreed in consultation); and

- (ii) Yard errors will amount to a maximum of 1 error per month on a 12-month average basis. Such yard errors will include loading of incorrect product, loading incorrect quantity and product not being loaded.
- (iii) The abovementioned productivity gains will be reviewed at the end of the life of this Agreement, and if the productivity gains are not being sustained then the Company may make any adjustments necessary, including removing the paid meal breaks. If this occurs, the hours referred to in clause 6(b) and hours outside of 6am-6pm in clause 6(a) will no longer apply.

## **20. Leading Hand Allowance**

- (a) An employee who is requested and appointed by the Company to perform the role of Leading Hand and who does not have Supervision responsibilities detailed in their relevant skill level in this Agreement, will be paid a daily Leading Hand allowance as specified in Appendix A: Allowances Table.
- (b) The Leading Hand Allowance is only payable for the duration that the employee is required and appointed to perform the role of Leading Hand. If the Company no longer requires the employee to perform the role of Leading Hand and/or the employee decides to no longer perform the role of Leading Hand, the payment of this allowance will cease.
- (c) For the avoidance of doubt, subject to meeting the eligibility requirements detailed in clause (a) and (b), only those employees who are classified in the following skill levels will be eligible to be paid the Leading Hand Allowance:

### **Production**

- Skill Level 1
- Skill Level 2
- Skill Level 3
- Skill Level 4
- Skill Level 5

### **Yard**

- Skill Level 1
- Skill Level 2

### **Maintenance**

- M1 - Maintenance Entry Level
- M2 - Maintenance (non-trade qualified)
- M3 - Tradesperson Level 1
- M4 - Tradesperson Level 2

- (d) The leading hand allowance is not payable where an employee is on a period of annual leave, personal leave, long service leave and/or any other type of leave.

## **21. Supervisor Allowance**

- (a) A Supervisor Allowance will be paid to an employee who is appointed by the Company to perform the role of supervisor and the employee agrees to take on full responsibility for the continued operation of production in the absence of onsite management. For clarity, this includes all tasks

and responsibilities associated with effective plant operations that would have otherwise been performed by a site manager.

- (b) The Supervisor Allowance is only payable for the duration that the employee is required and appointed to perform the role of Supervisor. If the Company no longer requires the employee to perform the role of Supervisor and/or the employee decides to no longer perform the role of Supervisor, the payment of this allowance will cease.
- (c) For the purpose of this allowance, a Supervisor is defined as an employee appointed by the Company who is mainly responsible for;
  - (i) the work of other employees and/or the provision of on-the-job training including coordination and/or technical guidance; or
  - (ii) responsible for the supervision and/or training of other employees or trainers; or
  - (iii) responsible primarily for the exercise of technical skills up to the level of their skill and competence and who are additionally involved in the supervision/training of other employees.
- (d) The Supervisor Allowance is only applicable to Production Supervisors. For the avoidance of doubt, the Supervisor Allowance is not applicable to Maintenance employees.
- (e) The Supervisor Allowance is not payable where an employee is on a period annual leave, personal leave, long service leave and/or any other type of leave.

## 22. Redundancy Provisions

- (a) All employees shall be entitled to Redundancy payments in accordance with the following:

Length of Service	Number of weeks
Less than one (1) year service	nil
1 but less than 2	5 weeks
2 but less than 3	8.75 weeks
3 but less than 4	12.5 weeks
4 but less than 5	15 weeks
5 but less than 6	17.5 weeks
6 but less than 7	20 weeks
Thereafter, two and on half (2 ½) weeks for each year of service capped at 52 weeks maximum.	

- i. All redundancy payments shall be calculated at the employees ordinary rate of pay in accordance with the employee's classification. The Company may, at its discretion, select employees for redundancy on the basis of performance, skills, and suitability to the company's requirements. No payment will be made to an employee not accepting the offer of the position in another brick making entity or similar role in other entity of CSR Pty. Limited situated in the metropolitan area.
- (c) "Weeks Pay" means the all-purpose rate of pay for the employee at the date of termination (and shall include, in addition to the ordinary rate of pay and over award payments, shift penalties and allowances). The weekly pay excludes the rostered overtime.

- (d) An employee given notice of termination in circumstances of redundancy must be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment, subject to providing proof of attendance at an interview (a statutory declaration is sufficient)

## 23. Dispute Settlement Procedure

- a) If a dispute relates to:
  - i. a matter arising under the agreement; or
  - ii. the National Employment Standards;

this term sets out procedures to settle the dispute.
- b) An employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term.
- c) In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the employee or employees and relevant supervisors and/or management.
- d) If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to Fair Work Commission.
- e) The Fair Work Commission may deal with the dispute in 2 stages:
  - i. the Fair Work Commission will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
  - ii. if the Fair Work Commission is unable to resolve the dispute at the first stage, the Fair Work Commission may then:
    - a) arbitrate the dispute; and
    - b) make a determination that is binding on the parties.

**Note:** *If Fair Work Commission arbitrates the dispute, it may also use the powers that are available to it under the Act.*

*A decision that Fair Work Commission makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.*

- f) While the parties are trying to resolve the dispute using the procedures in this term:
  - i. an employee must continue to perform his or her work as he or she would normally unless he or she has a reasonable concern about an imminent risk to his or her health or safety; and
  - ii. an employee must comply with a direction given by the employer to perform other available work at the same workplace, or at another workplace, unless:
    - a) the work is not safe; or
    - b) applicable occupational health and safety legislation would not permit the work to be performed; or
    - c) the work is not appropriate for the employee to perform; or

- d) there are other reasonable grounds for the employee to refuse to comply with the direction.
- g) The parties to the dispute agree to be bound by a decision made by Fair Work Commission in accordance with this term.

## **24. Superannuation**

- a) Employees are entitled to superannuation in accordance with the Superannuation Guarantee Legislation.
- b) Employees can salary sacrifice part of his or her income on request. The Company maintains a policy in relation to an employee's rights to salary sacrifice. Employees wishing to access this benefit can make inquiries and will be provided with the relevant policy.
- c) If an employee elects to salary sacrifice part of his or her wages, this will not affect or reduce any of his or her entitlements under this Agreement, as required by the Superannuation Guarantee Legislation. In accordance with the salary sacrifice arrangement, an employee will not be permitted to sacrifice an amount such that their salary reduces below the applicable award amount.
- d) When a new employee joins the Company, they have the option of joining the Employer Division of Russell SuperSolution ("Employer Division"). Otherwise, employees may elect to choose a Superannuation fund by providing the employer with the superannuation fund details and letter of compliance to receive contributions.
- e) If the employee does not elect to choose a superannuation fund, the employer will pay superannuation contributions into employees stapled superannuation fund. Examples of industry funds include C-Bus.
- f) Superannuation will be paid on the additional week of annual leave accrued by the 4 on/4 off employees.

## **25. Training**

- a) The Company acknowledges its commitment to provide for its employees career paths and access to more varied, fulfilling, and better paid jobs through training within the limits of manning requirements, which may vary from time to time.
- b) In accordance with the needs of the enterprise, training will be provided to enable employees to qualify for a higher classification to make a contribution at higher levels of skill by the application of a Training and Accreditation Program.
- c) The Company will accept responsibility for the organisation of on-the-job training, but employees will assist as required in the training of other employees. This may necessitate change of shift for duration of training either to be trained or conduct training. For training off the job, the Company will accept responsibility for arranging the training in all cases where the Company requests such training to meet manning requirements.
- d) The Company will pay at the level of skill for which the employee is normally classified, plus incidental costs, during all training undertaken in normal working hours. For training undertaken off the job and outside normal working hours, and approved by the Company as being in accordance with the needs of

the enterprise, the Company will pay all necessary fees and the cost of essential textbooks, literature and stationery.

- e) This Agreement does not include employees receiving leave to attend training (however described) provided by the trade union.
- f) An employee required by the Company to attend a meeting or Company Sponsored Training course either onsite or externally including online, will be paid a follows:
  - i. If the meeting/Company Sponsored training occurs during ordinary work hours, ordinary time rates of pay will be paid.
  - ii. If a meeting/Company Sponsored training occurs outside of ordinary work hours online, the applicable Overtime rates will apply for such attendance for the duration of the meeting/training only.
  - iii. If a meeting/ Company Sponsored training occurs outside of ordinary work hours and is held onsite at the PGH Bricks and Pavers Bringelly site, the applicable Overtime rates will apply for a minimum of 4 hours work which considers the travel to and from the site.
  - iv. An employee required to attend a Company sponsored training course which is held away from the workplace will be paid their ordinary time rate of pay for a maximum of 8 hours if rostered on, or for a maximum of the employee's normal rostered hours for that day, provided that the course is conducted during normal business hours. If rostered on, and the duration of training is less than normal rostered hours, the employee shall attend site for the remaining hours if so requested.
  - v. Where training and/or meetings are available and offered onsite within Ordinary time, this will be the first preference.

## **26. Site Drug and Alcohol Testing**

Employees agree to comply with any policy and/or procedure applied by the Company, including specifically policies in relation to:

- a) workplace health and safety;
- b) site security and surveillance; and
- c) drugs and alcohol testing.

Employees may access support through the Company or union Employee Assistance Provider (EAP).

## **27. Delegates Rights**

Clause 40A of the Manufacturing and Associated Industries and Occupations Award 2020 is taken to be a term of this Agreement.

- a) The company recognises up to two union delegates who will be allowed, following consultation with their supervisor, reasonable time during their shift to conduct legitimate on-site union business.

- b) The Company will consider any reasonable request for union delegate training made by an appointed union delegate. Where a reasonable request for training is made, a minimum of 3 weeks' notice shall be provided.

## **28. Self-loading of Trucks**

It is agreed that the provision for brick trucks to load themselves continues. This provision is only to be used when it is to the advantage of all stakeholders (employees, management, and business), and with the following caveats:

- a) The load is planned (low volume, by exception).
- b) No one is available to load the truck (permanent employees must be given the opportunity to load the trucks first).
- c) The load is prepicked from a docket and marked.
- d) The normal Yard restrictions with regard to hours are adhered to.

## **29. Compliance**

The parties agree that they will comply with any legislative changes that occur during the life of this agreement. The parties to this agreement recognise that these changes may affect parts of this agreement, some of which may become unenforceable.

## **30. Flexibility**

- a) The Company and employee covered by this enterprise agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the agreement if:
  - (i) the agreement deals with 1 or more of the following matters:
    - a. arrangements about when work is performed;
    - b. overtime rates;
    - c. penalty rates;
    - d. allowances;
    - e. leave loading; and
  - (ii) the arrangement meets the genuine needs of the Company and employee in relation to 1 or more of the matters mentioned in paragraph 1; and
  - (iii) the arrangement is genuinely agreed to by the Company and employee.
- b) The Company must ensure that the terms of the individual flexibility arrangement:
  - (i) are about permitted matters under section 172 of the Act; and
  - (ii) are not unlawful terms under section 194 of the Act; and
  - (iii) result in the employee being better off overall than the employee would be if no arrangement was made.

- c) The Company must ensure that the individual flexibility arrangement:
  - (i) is in writing; and
  - (ii) includes the name of the Company and employee; and
  - (iii) is signed by the Company and employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and
  - (iv) includes details of:
    - (a) the terms of the enterprise agreement that will be varied by the arrangement; and
    - (b) how the arrangement will vary the effect of the terms; and
    - (c) how the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
  - (v) states the day on which the arrangement commences.
- d) The Company must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- e) The Company or employee may terminate the individual flexibility arrangement:
  - (i) by giving not more than 28 days written notice to the other party to the arrangement; or
  - (ii) if the Company and employee agree in writing -- at any time.



## Appendix A: Wage Rates & Allowances

- (a) All systems include:
  - (i) travel allowances;
  - (ii) manganese, soda ash allowance;
  - (iii) spread of hours allowance;
  - (iv) 17.5 percent annual leave loading;
  - (v) KPI bonus for systems

The allowances listed in Appendix A (a)(i-v) & (h) are the only allowances that will be recognised under the Agreement for Production and Yard employees. The allowances payable to Maintenance employees are listed in Appendix A (h). This clause supersedes the allowances provided for in the Award.

- (b) For the purpose of calculating base rates of pay, the Monday to Friday day-shift hourly rate is used to calculate the base rate of pay across all roster patterns detailed in this agreement. Note that this base rate includes all items listed in Appendix A (a)
- (c) Wages-Production Systems B & E and Maintenance Team Systems B, E, F, G,H,I, include 28.8% percent loading on base, calculated to provide for the occasions of working public holidays and weekends, as well as providing for ordinary-time rate for public holidays not worked.
- (d) When working under one system and changing to another system, then payment is made for the system to be worked at the level for which the employee is classified e.g. If an employee is working 4 on/4 off in the System B and the employee changes to Monday to Friday System A, then the employee will be paid at the System A rate for as long as the employee works in the system.
- (e) Systems E includes a 30% loading on ordinary hours on weeknights except public holidays, calculated on the base rate to provide for working night shift. This negates any entitlement to any other night shift allowance.
- (f) Maintenance System F also includes 30% loading worked 50% of the time on weeknights, except public holidays, calculated on the base rate to provide for working night shift. This negates any entitlement to any other night shift allowance.
- (g) Wages – Production system C includes a 15% afternoon shift loading calculated on the base rate to provide for working night shift. This negates any entitlement to any other afternoon shift allowance.
- (h) Wages -Production system H and Maintenance team system C includes a 30% nightshift loading calculated on the base rate to provide for working night shift. This negates any entitlement to any other night shift allowance.
- (i) Overtime, for 4 on/4 off workers, and Monday to Friday workers, first aid allowance and meal allowance will be paid as detailed in the body of this Agreement
- (j) An employee engaged for more than four hours during one day or shift on duties carrying a higher wage than their ordinary classification must be paid the higher wage for such a day or shift.
- (k) Where standard clock time changes to Daylight Savings time in NSW and vice versa, employees working shift will be paid for hours worked.
- (l) 5 minutes' wash-up time after shift will be incorporated into Rostered hours.
- (m) In accordance with this agreement a wage increase is payable as follows:

The hourly paid rate in the Wages Rates table is the actual number rounded up or down. The weekly and annual wages are calculated on the actual paid rate.

**Wage Rates – Production**

	Current Rates						
	A Dayshift Mon-Fri Days	C Mon-Fri Afternoon 1	B 4On/4Off Days 11 Hr Shifts	E 4On/4Off Nights 11 Hr Shifts	F 4On/4Off Days 12 & 8.1 Hr Shifts	G 4On/4Off Nights 12 & 8.1 Hr Shifts	H Mon-Fri Nights 7.6 hour shifts
Skill Level	38	38	38.5	38.5	38.5	38.5	38
1	\$59,768.34	\$68,733.59	\$77,277.99	\$93,830.93	\$78,746.27	\$95,613.71	\$75,817.86
	\$1,149.39	\$1,321.79	\$1,486.12	\$1,804.44	\$1,514.35	\$1,838.72	\$1,458.04
	\$30.25	\$34.79	\$38.60	\$46.87	\$39.34	\$47.76	\$38.37
2	\$63,199.66	\$72,679.61	\$81,794.88	\$99,315.34	\$83,348.99	\$101,202.33	\$80,161.59
	\$1,215.38	\$1,397.69	\$1,572.97	\$1,909.91	\$1,602.86	\$1,946.20	\$1,541.57
	\$31.99	\$36.78	\$40.86	\$49.61	\$41.63	\$50.55	\$40.57
3	\$64,988.11	\$74,736.33	\$84,132.92	\$102,154.19	\$85,731.44	\$104,095.12	\$82,409.39
	\$1,249.77	\$1,437.23	\$1,617.94	\$1,964.50	\$1,648.68	\$2,001.83	\$1,584.80
	\$32.88	\$37.82	\$42.02	\$51.03	\$42.82	\$52.00	\$41.71
4	\$66,772.89	\$76,788.83	\$86,469.74	\$104,991.55	\$88,112.66	\$106,986.39	\$84,687.57
	\$1,284.09	\$1,476.71	\$1,662.88	\$2,019.07	\$1,694.48	\$2,057.43	\$1,628.61
	\$33.79	\$38.86	\$43.20	\$52.45	\$44.02	\$53.44	\$42.86
5	\$77,358.09	\$88,961.80	\$100,358.91	\$121,855.77	\$102,265.73	\$124,171.03	\$98,113.65
	\$1,487.66	\$1,710.81	\$1,929.98	\$2,343.38	\$1,966.65	\$2,387.90	\$1,886.80
	\$39.15	\$45.02	\$50.13	\$60.87	\$51.08	\$62.03	\$49.65
6	\$80,922.05	\$93,060.36	\$105,031.38	\$127,529.10	\$107,026.98	\$129,952.15	\$102,639.64
	\$1,556.19	\$1,789.62	\$2,019.83	\$2,452.49	\$2,058.21	\$2,499.08	\$1,973.84
	\$40.96	\$47.10	\$52.46	\$63.71	\$53.45	\$64.92	\$51.94

6 June 2024 Rates 4% Increase							
	A Dayshift Mon-Fri Days 7.6-hour shifts	C Mon-Fri Afternoon 1 7.6-hour shifts	B 4On/4Off Days 11 Hr Shifts	E 4On/4Off Nights 11 Hr Shifts	F 4On/4Off Days 12 & 8.1 Hr Shifts	G 4On/4Off Nights 12 & 8.1 Hr Shifts	H Mon-Fri Nights 7.6-hour shifts
Skill Level	38	38	38.5	38.5	38.5	38.5	38
1	\$62,159.07	\$71,482.93	\$80,369.11	\$97,584.17	\$81,896.12	\$99,438.26	\$80,806.80
	\$1,195.37	\$1,374.67	\$1,545.56	\$1,876.62	\$1,574.93	\$1,912.27	\$1,553.98
	\$31.46	\$36.18	\$40.14	\$48.74	\$40.91	\$49.67	\$40.89
2	\$65,727.65	\$75,586.79	\$85,066.68	\$103,287.95	\$86,682.95	\$105,250.42	\$85,445.94
	\$1,263.99	\$1,453.59	\$1,635.90	\$1,986.31	\$1,666.98	\$2,024.05	\$1,643.19
	\$33.26	\$38.25	\$42.49	\$51.59	\$43.30	\$52.57	\$43.24
3	\$67,587.63	\$77,725.78	\$87,498.24	\$106,240.36	\$89,160.70	\$108,258.92	\$87,863.92
	\$1,299.76	\$1,494.73	\$1,682.66	\$2,043.08	\$1,714.63	\$2,081.90	\$1,689.69
	\$34.20	\$39.33	\$43.71	\$53.07	\$44.54	\$54.08	\$44.07
4	\$69,443.81	\$79,860.38	\$89,928.53	\$109,191.21	\$91,637.17	\$111,265.85	\$90,276.95
	\$1,335.46	\$1,535.78	\$1,729.39	\$2,099.83	\$1,762.25	\$2,139.73	\$1,736.10
	\$35.14	\$40.42	\$44.92	\$54.54	\$45.77	\$55.58	\$45.69
5	\$80,452.41	\$92,520.28	\$104,373.27	\$126,730.00	\$106,356.36	\$129,137.87	\$104,588.14
	\$1,547.16	\$1,779.24	\$2,007.18	\$2,437.12	\$2,045.31	\$2,483.42	\$2,011.31
	\$40.71	\$46.82	\$52.13	\$63.30	\$53.13	\$64.50	\$52.93
6	\$84,158.93	\$96,782.77	\$109,232.64	\$132,630.26	\$111,308.06	\$135,150.24	\$109,406.61
	\$1,618.44	\$1,861.21	\$2,100.63	\$2,550.58	\$2,140.54	\$2,599.04	\$2,103.97
	\$42.59	\$48.98	\$54.56	\$66.25	\$55.60	\$67.51	\$55.37

6 June 2025 Rates 4% Increase							
	A Dayshift Mon-Fri Days	C Mon-Fri Afternoon 1	B 4On/4Off Days 11 Hr Shifts	E 4On/4Off Nights 11 Hr Shifts	F 4On/4Off Days 12 & 8.1 Hr Shifts	G 4On/4Off Nights 12 & 8.1 Hr Shifts	H Mon- Fri Nights 7.6 hour shifts
Skill Level	38	38	38.5	38.5	38.5	38.5	38
1	\$64,645.44	\$74,342.25	\$83,583.87	\$101,487.53	\$85,171.97	\$103,415.79	\$84,039.07
	\$1,243.18	\$1,429.66	\$1,607.38	\$1,951.68	\$1,637.92	\$1,988.77	\$1,616.14
	\$32.72	\$37.62	\$41.75	\$50.69	\$42.54	\$51.66	\$42.53
2	\$68,356.75	\$78,610.27	\$88,469.34	\$107,419.47	\$90,150.27	\$109,460.44	\$88,863.78
	\$1,314.55	\$1,511.74	\$1,701.33	\$2,065.76	\$1,733.66	\$2,105.01	\$1,708.92
	\$34.59	\$39.78	\$44.19	\$53.66	\$45.03	\$54.68	\$44.97
3	\$70,291.14	\$80,834.81	\$90,998.17	\$110,489.97	\$92,727.13	\$112,589.28	\$91,378.48
	\$1,351.75	\$1,554.52	\$1,749.96	\$2,124.81	\$1,783.21	\$2,165.18	\$1,757.28
	\$35.57	\$40.91	\$45.45	\$55.19	\$46.32	\$56.24	\$46.24
4	\$72,221.56	\$83,054.79	\$93,525.67	\$113,558.86	\$95,302.65	\$115,716.48	\$93,888.03
	\$1,388.88	\$1,597.21	\$1,798.57	\$2,183.82	\$1,832.74	\$2,225.32	\$1,805.54
	\$36.55	\$42.03	\$46.72	\$56.72	\$47.60	\$57.80	\$47.51
5	\$83,670.51	\$96,221.09	\$108,548.20	\$131,799.20	\$110,610.61	\$134,303.39	\$108,771.66
	\$1,609.05	\$1,850.41	\$2,087.47	\$2,534.60	\$2,127.13	\$2,582.76	\$2,091.76
	\$42.34	\$48.69	\$54.22	\$65.83	\$55.25	\$67.08	\$55.05
6	\$87,525.29	\$100,654.08	\$113,601.94	\$137,935.47	\$115,760.38	\$140,556.25	\$113,782.88
	\$1,683.18	\$1,935.66	\$2,184.65	\$2,652.61	\$2,226.16	\$2,703.00	\$2,188.13
	\$44.29	\$50.94	\$56.74	\$68.90	\$57.82	\$70.21	\$57.58

6 June 2026 Rates 3.5% Increase							
	A Dayshift Mon-Fri Days	C Mon-Fri Afternoon 1	B 4On/4Off Days 11 Hr Shifts	E 4On/4Off Nights 11 Hr Shifts	F 4On/4Off Days 12 & 8.1 Hr Shifts	G 4On/4Off Nights 12 & 8.1 Hr Shifts	H Mon- Fri Nights 7.6 hour shifts
Skill Level	38	38	38.5	38.5	38.5	38.5	38
1	\$66,908.03	\$76,944.23	\$86,509.31	\$105,039.60	\$88,152.98	\$107,035.34	\$86,980.43
	\$1,286.69	\$1,479.70	\$1,663.64	\$2,019.99	\$1,695.25	\$2,058.37	\$1,672.70
	\$33.86	\$38.94	\$43.21	\$52.47	\$44.03	\$53.46	\$44.02
2	\$70,749.24	\$81,361.62	\$91,565.77	\$111,179.15	\$93,305.53	\$113,291.56	\$91,974.01
	\$1,360.56	\$1,564.65	\$1,760.88	\$2,138.06	\$1,794.34	\$2,178.68	\$1,768.73
	\$35.80	\$41.17	\$45.74	\$55.53	\$46.61	\$56.59	\$46.55
3	\$72,751.33	\$83,664.03	\$94,183.10	\$114,357.12	\$95,972.57	\$116,529.91	\$94,576.73
	\$1,399.06	\$1,608.92	\$1,811.21	\$2,199.18	\$1,845.63	\$2,240.96	\$1,818.78
	\$36.82	\$42.34	\$47.04	\$57.12	\$47.94	\$58.21	\$47.86
4	\$74,749.31	\$85,961.71	\$96,799.07	\$117,533.42	\$98,638.25	\$119,766.56	\$97,174.11
	\$1,437.49	\$1,653.11	\$1,861.52	\$2,260.26	\$1,896.89	\$2,303.20	\$1,868.73
	\$37.83	\$43.50	\$48.35	\$58.71	\$49.27	\$59.82	\$49.18
5	\$86,598.98	\$99,588.82	\$112,347.38	\$136,412.17	\$114,481.99	\$139,004.00	\$112,578.67
	\$1,665.36	\$1,915.17	\$2,160.53	\$2,623.31	\$2,201.58	\$2,673.15	\$2,164.97
	\$43.83	\$50.40	\$56.12	\$68.14	\$57.18	\$69.43	\$56.97
6	\$90,588.67	\$104,176.98	\$117,578.01	\$142,763.22	\$119,811.99	\$145,475.71	\$117,765.28
	\$1,742.09	\$2,003.40	\$2,261.12	\$2,745.45	\$2,304.08	\$2,797.61	\$2,264.72
	\$45.84	\$52.72	\$58.73	\$71.31	\$59.85	\$72.67	\$59.60

**Wage Rates – Maintenance**

Current Rates												
		A	C	D	B	E	F	G	H	I	J	K
		Dayshift Mon-Fri	Mon-Fri Night	Mon-Thur Afternoon PM Crew	4On/4Off Days 11 H SHIFTS	4 On/4 Off Nights 11 H SHIFTS	4 On/4 Off Rotating 11 H SHIFTS	4 On/4 Off Days 12 H SHIFTS	4 On/4 Off Nights 12 H SHIFTS	4 On/4 Off Rotating 12 H SHIFTS	4On/4Off Days 8.1 & 12 H SHIFTS	4 On/4 Off Nights 8.1 & 12 H SHIFTS
Skill Level	Hrs/ week	38	38	38	38.5	38.5	38.5	42	42	42	38.5	38.5
1	Annual	\$70,604.91	\$92,998.26		\$91,989.52	\$112,736.30	\$102,375.04	\$104,767.70	\$128,396.40	\$116,595.87	\$93,737.32	\$114,878.29
	Weekly	\$1,357.79	\$1,788.43		\$1,769.03	\$2,168.01	\$1,968.75	\$2,014.76	\$2,469.16	\$2,242.23	\$1,802.64	\$2,209.20
	Hourly	\$35.73	\$47.06		\$45.95	\$56.31	\$51.14	\$47.97	\$58.79	\$53.39	\$46.82	\$57.38
2	Annual	\$74,317.18	\$97,884.08		\$96,842.57	\$118,657.02	\$107,761.93	\$110,294.88	\$135,139.56	\$122,731.04	\$98,682.58	\$120,911.50
	Weekly	\$1,429.18	\$1,882.39		\$1,862.36	\$2,281.87	\$2,072.34	\$2,121.06	\$2,598.84	\$2,360.21	\$1,897.74	\$2,325.22
	Hourly	\$37.61	\$49.54		\$48.37	\$59.27	\$53.83	\$50.50	\$61.88	\$56.20	\$49.29	\$60.40
3	Annual	\$80,113.10	\$105,524.17	\$92,830.61	\$104,389.06	\$127,902.07	\$116,133.43	\$118,889.65	\$145,668.83	\$132,265.42	\$106,372.45	\$130,332.21
	Weekly	\$1,540.64	\$2,029.31	\$1,785.20	\$2,007.48	\$2,459.66	\$2,233.34	\$2,286.34	\$2,801.32	\$2,543.57	\$2,045.62	\$2,506.39
	Hourly	\$40.54	\$53.40	\$46.98	\$52.14	\$63.89	\$58.01	\$54.44	\$66.70	\$60.56	\$53.13	\$65.10
4	Annual	\$82,843.42	\$109,116.68	\$95,992.02	\$107,931.78	\$132,269.82	\$120,112.93	\$122,924.49	\$150,643.30	\$136,797.71	\$109,982.49	\$134,782.94
	Weekly	\$1,593.14	\$2,098.40	\$1,846.00	\$2,075.61	\$2,543.65	\$2,309.86	\$2,363.93	\$2,896.99	\$2,630.73	\$2,115.05	\$2,591.98
	Hourly	\$41.92	\$55.22	\$48.58	\$53.91	\$66.07	\$60.00	\$56.28	\$68.98	\$62.64	\$54.94	\$67.32
5	Annual	\$92,183.96	\$121,403.09	\$106,793.52	\$120,112.93	\$147,192.94	\$133,652.93	\$136,797.71	\$167,639.38	\$152,218.54	\$122,395.08	\$149,989.60
	Weekly	\$1,772.77	\$2,334.67	\$2,053.72	\$2,309.86	\$2,830.63	\$2,570.25	\$2,630.73	\$3,223.83	\$2,927.28	\$2,353.75	\$2,884.42
	Hourly	\$46.65	\$61.44	\$54.05	\$60.00	\$73.52	\$66.76	\$62.64	\$76.76	\$69.70	\$61.14	\$74.92

6 June 2024 Rates 4% Increase												
		A	C	D	B	E	F	G	H	I	J	K
		Dayshift Mon-Fri	Mon-Fri Night	Mon-Thur Afternoon PM Crew	4On/4Off Days 11 H SHIFTS	4 On/4 Off Nights 11 H SHIFTS	4 On/4 Off Rotating 11 H SHIFTS	4 On/4 Off Days 12 H SHIFTS	4 On/4 Off Nights 12 H SHIFTS	4 On/4 Off Rotating 12 H SHIFTS	4On/4Off Days 8.1 & 12 H SHIFTS	4 On/4 Off Nights 8.1 & 12 H SHIFTS
Skill Level	Hrs/ week	38	38	38	38.5	38.5	38.5	42	42	42	38.5	38.5
1	Annual	\$73,429.11	\$95,457.84		\$95,669.10	\$117,245.75	\$106,470.04	\$108,958.41	\$133,532.26	\$121,259.70	\$97,486.81	\$119,473.42
	Weekly	\$1,412.10	\$1,835.73		\$1,839.79	\$2,254.73	\$2,047.50	\$2,095.35	\$2,567.93	\$2,331.92	\$1,874.75	\$2,297.57
	Hourly	\$37.16	\$48.31		\$47.79	\$58.56	\$53.18	\$49.89	\$61.14	\$55.52	\$48.69	\$59.68
2	Annual	\$77,289.87	\$100,476.83		\$100,716.27	\$123,403.30	\$112,072.41	\$114,706.68	\$140,545.14	\$127,640.28	\$102,629.88	\$125,747.96
	Weekly	\$1,486.34	\$1,932.25		\$1,936.85	\$2,373.14	\$2,155.24	\$2,205.90	\$2,702.79	\$2,454.62	\$1,973.65	\$2,418.23
	Hourly	\$39.11	\$50.85		\$50.31	\$61.64	\$55.98	\$52.52	\$64.35	\$58.44	\$51.26	\$62.81
3	Annual	\$83,317.62	\$108,312.91	\$96,543.83	\$108,564.62	\$133,018.15	\$120,778.77	\$123,645.24	\$151,495.58	\$137,556.04	\$110,627.35	\$135,545.50
	Weekly	\$1,602.26	\$2,082.94	\$1,856.61	\$2,087.78	\$2,558.04	\$2,322.67	\$2,377.79	\$2,913.38	\$2,645.31	\$2,127.45	\$2,606.64
	Hourly	\$42.16	\$54.81	\$48.86	\$54.23	\$66.44	\$60.33	\$56.61	\$69.37	\$62.98	\$55.26	\$67.71
4	Annual	\$86,157.16	\$112,004.30	\$99,831.70	\$112,249.05	\$137,560.61	\$124,917.45	\$127,841.47	\$156,669.03	\$142,269.62	\$114,381.79	\$140,174.26
	Weekly	\$1,656.87	\$2,153.93	\$1,919.84	\$2,158.64	\$2,645.40	\$2,402.26	\$2,458.49	\$3,012.87	\$2,735.95	\$2,199.65	\$2,695.66
	Hourly	\$43.60	\$56.68	\$50.52	\$56.07	\$68.71	\$62.40	\$58.54	\$71.73	\$65.14	\$57.13	\$70.02
5	Annual	\$95,871.32	\$124,632.71	\$111,065.26	\$124,917.45	\$153,080.66	\$138,999.05	\$142,269.62	\$174,344.96	\$158,307.28	\$127,290.88	\$155,989.18
	Weekly	\$1,843.68	\$2,396.78	\$2,135.87	\$2,402.26	\$2,943.86	\$2,673.06	\$2,735.95	\$3,352.79	\$3,044.37	\$2,447.90	\$2,999.79
	Hourly	\$48.52	\$63.07	\$56.21	\$62.40	\$76.46	\$69.43	\$65.14	\$79.83	\$72.49	\$63.58	\$77.92

6 June 2025 Rates 4% Increase												
	A	C	D	B	E	F	G	H	I	J	K	
	System Cov erage	Dayshift Mon-Fri	Mon-Fri Night	Mon-Thur Afternoon PM Crew	4On/4Off Days 11 H SHIFTS	4On/4Off Nights 11 H SHIFTS	4On/4Off Rotating 11 H SHIFTS	4On/4Off Days 12 H SHIFTS	4On/4Off Nights 12 H SHIFTS	4On/4Off Rotating 12 H SHIFTS	4On/4Off Days 8.1 & 12 H SHIFTS	4On/4Off Nights 8.1 & 12 H SHIFTS
Skill Level	Hrs/ week	38	38	38	38.5	38.5	38.5	42	42	42	38.5	38.5
1	Annual	\$76,366.27	\$99,276.15		\$99,495.86	\$121,935.58	\$110,728.84	\$113,316.74	\$138,873.55	\$126,110.09	\$101,386.29	\$124,252.36
	Weekly	\$1,468.58	\$1,909.16		\$1,913.38	\$2,344.92	\$2,129.40	\$2,179.17	\$2,670.65	\$2,425.19	\$1,949.74	\$2,389.47
	Hourly	\$38.65	\$50.24		\$49.70	\$60.91	\$55.31	\$51.88	\$63.59	\$57.74	\$50.64	\$62.06
2	Annual	\$80,381.46	\$104,495.90		\$104,744.92	\$128,339.43	\$116,555.30	\$119,294.94	\$146,166.95	\$132,745.89	\$106,735.08	\$130,777.88
	Weekly	\$1,545.80	\$2,009.54		\$2,014.33	\$2,468.07	\$2,241.45	\$2,294.13	\$2,810.90	\$2,552.81	\$2,052.60	\$2,514.96
	Hourly	\$40.68	\$52.88		\$52.32	\$64.11	\$58.22	\$54.62	\$66.93	\$60.78	\$53.31	\$65.32
3	Annual	\$86,650.33	\$112,645.43	\$100,405.59	\$112,907.21	\$138,338.88	\$125,609.92	\$128,591.05	\$157,555.41	\$143,058.28	\$115,052.44	\$140,967.32
	Weekly	\$1,666.35	\$2,166.26	\$1,930.88	\$2,171.29	\$2,660.36	\$2,415.58	\$2,472.90	\$3,029.91	\$2,751.12	\$2,212.55	\$2,710.91
	Hourly	\$43.85	\$57.01	\$50.81	\$56.40	\$69.10	\$62.74	\$58.88	\$72.14	\$65.50	\$57.47	\$70.41
4	Annual	\$89,603.44	\$116,484.48	\$103,824.97	\$116,739.01	\$143,063.04	\$129,914.15	\$132,955.13	\$162,935.79	\$147,960.40	\$118,957.06	\$145,781.23
	Weekly	\$1,723.14	\$2,240.09	\$1,996.63	\$2,244.98	\$2,751.21	\$2,498.35	\$2,556.83	\$3,133.38	\$2,845.39	\$2,287.64	\$2,803.49
	Hourly	\$45.35	\$58.95	\$52.54	\$58.31	\$71.46	\$64.89	\$60.88	\$74.60	\$67.75	\$59.42	\$72.82
5	Annual	\$99,706.17	\$129,618.02	\$115,507.87	\$129,914.15	\$159,203.88	\$144,559.01	\$147,960.40	\$181,318.75	\$164,639.57	\$132,382.52	\$162,228.75
	Weekly	\$1,917.43	\$2,492.65	\$2,221.31	\$2,498.35	\$3,061.61	\$2,779.98	\$2,845.39	\$3,486.90	\$3,166.15	\$2,545.82	\$3,119.78
	Hourly	\$50.46	\$65.60	\$58.46	\$64.89	\$79.52	\$72.21	\$67.75	\$83.02	\$75.38	\$66.13	\$81.03



6 June 2026 Rates 3.5% Increase												
	A	C	D	B	E	F	G	H	I	J	K	
	System Coverage	Dayshift Mon-Fri	Mon-Fri Night	Mon-Thur Afternoon PM Crew	4On/4Off Days 11H SHIFTS	4On/4Off Nights 11 H SHIFTS	4On/4Off Rotating 11 H SHIFTS	4On/4Off Days 12 H SHIFTS	4On/4Off Nights 12 H SHIFTS	4On/4Off Rotating 12 H SHIFTS	4On/4Off Days 8.1 & 12 H SHIFTS	4On/4Off Nights 8.1 & 12 H SHIFTS
Skill Level	Hrs/week	38	38	38	38.5	38.5	38.5	42	42	42	38.5	38.5
1	Annual	\$79,039.09	\$102,750.82		\$102,978.22	\$126,203.33	\$114,604.35	\$117,282.83	\$143,734.12	\$130,523.95	\$104,934.81	\$128,601.19
	Weekly	\$1,519.98	\$1,975.98		\$1,980.35	\$2,426.99	\$2,203.93	\$2,255.44	\$2,764.12	\$2,510.08	\$2,017.98	\$2,473.10
	Hourly	\$40.00	\$52.00		\$51.44	\$63.04	\$57.24	\$53.70	\$65.81	\$59.76	\$52.41	\$64.24
2	Annual	\$83,194.81	\$108,153.26		\$108,411.00	\$132,831.31	\$120,634.74	\$123,470.27	\$151,282.79	\$137,392.00	\$110,470.81	\$135,355.10
	Weekly	\$1,599.90	\$2,079.87		\$2,084.83	\$2,554.45	\$2,319.90	\$2,374.43	\$2,909.28	\$2,642.15	\$2,124.44	\$2,602.98
	Hourly	\$42.10	\$54.73		\$54.15	\$66.35	\$60.26	\$56.53	\$69.27	\$62.91	\$55.18	\$67.61
3	Annual	\$89,683.09	\$116,588.02	\$103,919.78	\$116,858.96	\$143,180.74	\$130,006.27	\$133,091.73	\$163,069.85	\$148,065.32	\$119,079.28	\$145,901.17
	Weekly	\$1,724.67	\$2,242.08	\$1,998.46	\$2,247.29	\$2,753.48	\$2,500.12	\$2,559.46	\$3,135.96	\$2,847.41	\$2,289.99	\$2,805.79
	Hourly	\$45.39	\$59.00	\$52.59	\$58.37	\$71.52	\$64.94	\$60.94	\$74.67	\$67.80	\$59.48	\$72.88
4	Annual	\$92,739.56	\$120,561.43	\$107,458.84	\$120,824.88	\$148,070.24	\$134,461.14	\$137,608.56	\$168,638.55	\$153,139.02	\$123,120.56	\$150,883.57
	Weekly	\$1,783.45	\$2,318.49	\$2,066.52	\$2,323.56	\$2,847.50	\$2,585.79	\$2,646.32	\$3,243.05	\$2,944.98	\$2,367.70	\$2,901.61
	Hourly	\$46.93	\$61.01	\$54.38	\$60.35	\$73.96	\$67.16	\$63.01	\$77.22	\$70.12	\$61.50	\$75.37
5	Annual	\$103,195.89	\$134,154.65	\$119,550.65	\$134,461.14	\$164,776.02	\$149,618.57	\$153,139.02	\$187,664.91	\$170,401.96	\$137,015.91	\$167,906.76
	Weekly	\$1,984.54	\$2,579.90	\$2,299.05	\$2,585.79	\$3,168.77	\$2,877.28	\$2,944.98	\$3,608.94	\$3,276.96	\$2,634.92	\$3,228.98
	Hourly	\$52.22	\$67.89	\$60.50	\$67.16	\$82.31	\$74.73	\$70.12	\$85.93	\$78.02	\$68.44	\$83.87

## Wage Rates – Yard

Skill Level	38 Hours/week	Current Rate	4% Increase from 6 June 2024	4% Increase from 6 June 2025	3.5% Increase from 6 June 2026
Y1	Annual	\$64,976.64	\$67,575.71	\$70,278.73	\$72,738.49
	Weekly	\$1,249.55	\$1,299.53	\$1,351.51	\$1,398.82
	Hourly	\$32.88	\$34.20	\$35.56	\$36.81
Y2	Annual	\$66,772.89	\$69,443.81	\$72,221.56	\$74,749.31
	Weekly	\$1,284.09	\$1,335.45	\$1,388.87	\$1,437.49
	Hourly	\$33.79	\$35.14	\$36.55	\$37.83
Y3	Annual	\$69,143.96	\$71,909.72	\$74,786.11	\$77,403.62
	Weekly	\$1,329.69	\$1,382.88	\$1,438.19	\$1,488.53
	Hourly	\$34.99	\$36.39	\$37.85	\$39.17
Y4	Annual	\$79,031.54	\$82,192.80	\$85,480.51	\$88,472.33
	Weekly	\$1,519.84	\$1,580.63	\$1,643.86	\$1,701.39
	Hourly	\$40.00	\$41.60	\$43.26	\$44.77

## Allowances

Allowance Type	Per	Current Rate	4% Increase from 6 June 2024	4% Increase from 6 June 2025	3.5% Increase from 6 June 2026
First Aid	week	\$27.19	\$28.28	\$29.41	\$30.44
Meal Allowance	occasion	\$19.15	\$19.92	\$20.71	\$21.44
Confined Space	week	\$22.34	\$23.23	\$24.16	\$25.01
Kiln Attendance	hour	\$1.02	\$1.06	\$1.10	\$1.14
Leading Hand	day	\$9.57	\$9.95	\$10.35	\$10.71
Supervisor Allowance	hour	\$3.68	\$3.83	\$3.98	\$4.12

**Signatories**

**Signed on behalf of  
Construction, Forestry, Mining, Maritime & Energy Union (CFMEU)**

*By its duly authorised officer:*

  
(Signature of Authorised Officer)

Phillip Pasfield  
(Name of Authorised Officer)

LEVEL 2, 63 MILLER ST. PYRMONT 2009  
(Address of Authorised Officer)

20.9.24  
(Date)

**Executive Officer  
[Position Title]**

*In the presence of:*

  
(Signature of Authorised Officer)

Tianne Wagner  
(Name of Authorised Officer)

263 MILLER STREET  
PYRMONT NSW 2009  
(Address of Authorised Officer)

20/9/24  
(Date)

**NSW Administration  
[Position Title]**

**Signed on behalf of  
Bricks Australia Services Pty Limited T/A PGH Bricks & Pavers**

*By its duly authorised officer:*

  
(Signature of Authorised Officer)

Tony West  
(Name of Authorised Officer)

Lot 2 Greendale Rd, Bringelly NSW 2556  
(Address of Authorised Officer)

23/9/2024  
(Date)

**Plant Manager  
[Position Title]**

*In the presence of:*

  
(Signature of Authorised Officer)

Patricia Conca  
(Name of Authorised Officer)

39 Delhi Rd, North Ryde NSW  
(Address of Authorised Officer)

23.09.2024  
(Date)

**HR Business Partner  
[Position Title]**