

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 2016 — s 193 — certification of an agreement

Rockhampton Regional Council

AND

The Australian Workers' Union of Employees Queensland

AND

Transport Workers' Union of Australia, Queensland Branch

(Matter No. CB/2020/17)

**ROCKHAMPTON REGIONAL COUNCIL WASTE AND RECYCLING
CERTIFIED AGREEMENT 2018**

Certificate of Approval

On 29 April 2020 the Commission certified the attached written agreement in accordance with s 193 of the Industrial Relations Act 2016:

Name of Agreement: *Rockhampton Regional Council Waste and Recycling Certified Agreement 2018*

Parties to the Agreement:

- Rockhampton Regional Council
- and
- The Australian Workers' Union of Employees Queensland
- and
- Transport Workers' Union of Australia, Queensland Branch

Amendments: None

Operative Date: 29 April 2020

Nominal Expiry Date: 1 July 2022

Previous Agreements: *Rockhampton Regional Council Waste and Recycling Certified Agreement 2012*

**Termination Date of
Previous Agreements:** 29 April 2020 (Matter No. CB/2020/16)

By the Commission

29 April 2020



Rockhampton Regional Council

Waste and Recycling

Certified Agreement 2018



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Administrative Arrangements

1.1. Title

- 1.1.1.1. This Agreement shall be known as the Rockhampton Regional Council Waste and Recycling Certified Agreement 2018 (Agreement).
- 1.1.1.2. This Agreement supersedes and replaces all previous Certified Agreements and other industrial arrangements that had application to Rockhampton Regional Council and Employees employed as Waste Collections Operators and Waste Facilities Employees.
- 1.1.1.3. The only exception is that terms of the Rockhampton Regional Council External Certified Agreement 2018 are to be read and applied in conjunction with this Agreement. In the event of any inconsistency between the Rockhampton Regional Council External Certified Agreement 2018 and this Agreement, this Agreement shall prevail to overcome any inconsistency.

1.2. Parties Bound

- 1.2.1.1. The Parties bound by this Agreement are:
 - Rockhampton Regional Council; and
 - Employees employed as Waste Collections Operators and Waste Facilities Employees who carry out duties at the Rockhampton Landfill who are members of the following unions or are eligible to become so and for whom a classification contained in this Agreement applies:
 - AWU – The Australian Workers' Union of Employees, Queensland
 - TWU – Transport Workers Union of Australia, Queensland Branch

1.3. Date and Period of Operation

- 1.3.1.1. This Agreement shall be effective from the date of certification by the QIRC and shall continue to have effect from the date of certification or until varied or terminated in accordance with the relevant legislation in place at the time. Where this Agreement is not varied or terminated in accordance with the relevant legislation, it shall continue to have full effect until it is varied or terminated.
- 1.3.1.2. The Parties to this Agreement agree to have their respective logs of claims presented to commence negotiations for a new collective agreement at least six (6) months prior to the expiry of this Agreement, with the view to concluding the negotiations prior to the nominal expiry date of this Agreement. The nominal expiry date is 1 July 2022.

1.4. Renegotiation

- 1.4.1.1. If the renegotiation activity conducted in accordance with clause 1.3.1.2 hereof has not resulted in a new agreement to take effect from 1 July 2022, unless this delay has been caused by a lack of Good Faith Bargaining by the Parties, as determined by the QIRC, to this Agreement, the Employer agrees to pay an increase equivalent to the Consumer Price Index (CPI) for the relevant March Quarter All Groups, applicable to Brisbane

percentage change (from the corresponding quarter of the previous year) CPI catalogue 6401.0 as published by the Australian Bureau of Statistics, pending the successful completion of negotiations. Such increase will be absorbed into any increase negotiated for that new agreement.

1.5. Relationship to Industrial Agreements

- 1.5.1.1. This Agreement shall be read and applied in conjunction with the terms of the:
 - a) Rockhampton Regional Council External Employees Certified Agreement 2018; and
 - b) Local Government Industry Award (Stream B) – State 2017.
- 1.5.1.2. In the event of any inconsistency between the Local Government Industry Award (Stream B) – State 2017, the Rockhampton Regional Council External Employees Certified Agreement 2018 and this Agreement, this Agreement shall prevail to the extent of the inconsistency.

1.6. Objectives of the Agreement

- 1.6.1.1. Provide a framework to define the employment terms and conditions and associated remuneration for a flexible team of competently qualified Waste Collections and Waste Facilities Employees engaged at the Rockhampton Landfill that meet the current and future business needs of the Employer's waste and recycling operations.
- 1.6.1.2. Provide a consultative environment for the Employer, Council's Leadership Team, Waste Collections Operators and Waste Facilities Employees engaged at the Rockhampton Landfill and their Unions to develop and engage in continuous improvement, efficient work practices and improved service delivery.

1.7. Vision and Values

- 1.7.1.1. Council has embarked on an organisational journey to achieve Our Vision of One Great Council that is efficient, flexible, and focused in the delivery of services.
- 1.7.1.2. Everything Council does and aspires to do; now and into the future; is underpinned by its values which define the culture of the organisation and the behaviours that form our interactions with each other, our families and the community. Our Values are:

Accountable – Customer Focussed – People Development – One Team – Continuous Improvement

1.8. Definitions

- 1.8.1.1. Agreement – shall mean the Rockhampton Regional Council Waste and Recycling Certified Agreement 2018.
- 1.8.1.2. CEO – the Chief Executive Officer of the Rockhampton Regional Council.

- 1.8.1.3. Consultation – Shall mean the timely exchange of information by the Parties and the Employees that enables all the participants to genuinely contribute to the decision making process, taking into consideration all relevant views of the participants.
- 1.8.1.4. Employer – shall have the same meaning as that cited in the *Local Government Act 2009*, i.e. Chief Executive Officer.
- 1.8.1.5. LGIA – Local Government Industry Award (Stream B) – State 2017
- 1.8.1.6. QIRC – shall mean the Queensland Industrial Relations Commission.
- 1.8.1.7. Rockhampton Landfill – shall mean Lakes Creek Road Landfill or any other landfill site so nominated by the Employer.
- 1.8.1.8. The Act – shall mean, except where otherwise stated, the *Industrial Relations Act 2016*.

1.9. Posting of the Agreement

- 1.9.1.1. A true copy of this Agreement shall be displayed in the workplace immediately following certification with convenient access to Employees. Further, the Employer undertakes to provide education and/or awareness training to all Employees regarding the intent and application of this Agreement within three (3) months of the date of certification.

2.1 Notification of Change

- 1.9.1.2. Before making a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on Employees, the Employer shall notify the Employees who may be affected by the proposed changes and the relevant union.
- 1.9.1.3. “Significant effects” include termination of employment, major changes in the composition, operation or size of the Employer’s workforce or in the skills required; the elimination or diminishing of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; changes to work rosters; the need for retraining or transfer of Employees to other work or locations; and the restructuring of jobs provided that where the Award makes provision for alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect.
- 1.9.1.4. The Employer shall discuss with the Employees affected and the relevant union among others, the introduction of the changes referred to in clauses 2.1.1.1 and 2.1.1.2 hereof, the effects the changes are likely to have on Employees, measures to avert or mitigate the adverse effects of such changes on Employees (e.g. by finding alternative employment) and shall give genuine consideration to matters raised by the Employees and/or the relevant union in relation to the changes.
- 1.9.1.5. The discussions shall commence as early as practicable after a proposal has been made by the Employer to make the changes referred to in clause 2.1.1.1 hereof.
- 1.9.1.6. For the purposes of such discussion, the Employer shall provide in writing to the Employees concerned and the relevant union all relevant information about the changes including the nature of the changes proposed; the expected effects of the changes on Employees and any other matters likely to affect Employees provided that

the Employer shall not be required to disclose confidential information the disclosure of which would be detrimental to the Employer's interests.

- 1.9.1.7. Where the Employer is proposing to undertake organisational restructuring that has significant effects the Employer will provide affected Employees and their relevant union a summary of the proposed changes to the new structure including any current positions which are likely to be displaced and/or deemed redundant, proposed new positions, and a list of potentially affected Employees, including the Employer's proposal to mitigate the effects on each affected Employee.
- 1.9.1.8. The Employer agrees to consult on the acquisition and transfer of any plant and equipment as well as any required modifications for the plant and equipment with any directly affected Employees. Purchase and/or transfer are able to proceed once relevant Employees are consulted as required. The Employer will ensure that new plant and equipment being received is fit for purpose and not requiring unknown or unplanned modifications.

1.10. Dispute Resolution Procedure

- 1.10.1.1. Effective communication between Employees and the Employer is a pre-requisite to good industrial relations and the following procedure is set down in order that any grievance or dispute may be resolved quickly to maintain sound work relationships.
- 1.10.1.2. This procedure aims to avoid industrial disputes, or where a dispute occurs, to provide a means of settlement based on consultation, cooperation and discussion and the avoidance of interruption to work performance.
- 1.10.1.3. During any dispute the status quo existing immediately prior to the matter giving rise to the dispute will remain and work shall continue as it was prior to the dispute without stoppage, of the imposition of any ban, limitation or restriction. No party shall be prejudiced as to final settlement by the continuance of work in accordance with this clause.
- 1.10.1.4. Where a bona fide Work Health and Safety issue is involved, an Employee shall not work in an unsafe environment. Where appropriate, the Employee shall accept reassignment to alternative suitable duties or an alternative work environment whilst a resolution to the matter is pending.
- 1.10.1.5. In the event of any dispute/grievance arising between any Parties subject to this Agreement and any employment related matters, the following procedures shall be applied:
- 1.10.1.6. Discussions at any Step of the procedure shall not be unreasonably delayed by any party. Sensible time limits shall be allowed for the completion of the various stages. Generally, Steps 1 and Step 2 above should, if possible, take place within 24 hours and should not extend beyond seven (7) days after the request of the Employee or the Employee's Union representative. This process should not exceed 14 days for Step 3. If further time is required at any Step; Parties will discuss extending the period and the reasons for the extension.
- 1.10.1.7. Step 1

Any Employee with a dispute/grievance will promptly raise the matter with the immediate supervisor who will endeavour to resolve the matter as soon as possible. The Employee may request union representation or a nominated support person.

1.10.1.8. Step 2

If the matter is not resolved at this level, the Employee shall discuss the matter at issue with their Manager. The Employee may request union representation or a nominated support person. A Workforce and Governance representative may also become involved at this stage.

1.10.1.9. Step 3

Should the matter remain unresolved, it should then be referred to the CEO who will attempt to facilitate a resolution with the Employee. The Employee may request union representation or a nominated support person. The CEO may delegate to a senior officer to facilitate the process on the CEO's behalf.

1.10.1.10. Step 4

If the matter remains unresolved, it may be referred by either party to the QIRC for conciliation and finally arbitration if no agreement can be reached. The arbitrated decision of the QIRC will be binding on all Parties to the matter, subject to the Parties' rights of appeal under the relevant legislation.

1.10.1.11. Either party may raise the issue to a higher stage at any time having regard to the issue involved. Provided that a dispute shall not be referred to the next stage until a genuine attempt to resolve the matter has been made at the appropriate stage.

1.10.1.12. There shall be a commitment by the Parties to achieve adherence to this procedure including the earliest possible advice by one party to the other of any issue or problem which may give rise to a grievance or dispute. Throughout all stages of the procedure all relevant facts shall be clearly identified and recorded.

1.10.1.13. The above procedure does not restrict the Employer or an authorised officer of the relevant Union from making representations to each other at any stage in this procedure.

Employee Benefits

1.11. Wage/Salary Increase

1.11.1.1. Base remuneration rates for Employees who have their terms and conditions of employment regulated by this Agreement are detailed in Appendix 1 to this Agreement. The schedule also provides information of wage increases over the life of this Agreement.

1.11.1.2. Annualised remuneration rates have been developed under clause 3.3 and the wage increases applicable to that remuneration over the life of this Agreement are provided in Appendix 2.

- 1.11.1.3. Any decision of the QIRC that has the effect of adjusting the ordinary hourly rates of classifications of any Award mentioned in clause 1.5 or any other Award covering Employees covered by this Agreement shall not apply.

1.12. Classification levels for Waste Collections Operators

- 1.12.1.1. In recognising the technical components in operating a Euro five (5) class engine Waste Collections vehicle and the ancillary collection monitoring and routing systems all Waste Collections Operators that are required to operate this type of vehicle shall be remunerated at StrB level 5 of the LGIA, as indicated in Appendix 1.
- 1.12.1.2. To be eligible to receive the higher level as indicated in clause 3.2.1.1 the Operator shall possess and maintain verification of competency; from an Officer of the Employer who is a competently qualified assessor for a Single Driver (side loading) Waste Collections Vehicle; and shall possess and maintain a heavy rigid class driver's licence.
- 1.12.1.3. If a Waste Collections Operator is required to operate a Euro five (5) class engine Waste Collections vehicle but they do not possess and maintain certification as outlined in clause 3.2.1.2 they shall be remunerated at StrB level 4 of the LGIA, as indicated in Appendix 1 until such time that they do possess and maintain the required certification. New and existing Waste Collections Operators shall be provided with a three (3) month timeframe to obtain the appropriate certification.
- 1.12.1.4. If the timeframe mentioned in clause 3.2.1.3 needs to be amended due to unforeseen circumstances, consultation shall occur between the relevant Manager and the Employee.
- 1.12.1.5. To remove any doubt, any Waste Collections Operators who will be eligible to be remunerated at StrB level 5 in accordance with this clause 3.2 shall be identified by name in an exchange of letters between the parties post certification of this Agreement and each Employee shall be notified in writing.

1.13. Classification levels for Rockhampton Waste Facilities Employees

- 1.13.1.1. All base classification levels for all Employees who carry out duties at the Rockhampton Landfill shall be remunerated in accordance with classifications levels within the LGIA. The base remuneration rates are detailed in Appendix 1.
- 1.13.1.2. For Waste Facilities Employees only, the Employer in determining the annualised remuneration has given consideration to the ordinary hours, scheduled overtime hours worked, relevant penalty rates in relation to the current roster arrangements and the relevant annualised allowances. Specific details of remuneration calculations tables for Waste Facilities Employees only are provided in Appendix 2.
- 1.13.1.3. All work undertaken by Waste Facilities Employees on either a Saturday or Sunday shall be paid at the rate of double time, this penalty rate has been incorporated into the annualised remuneration as detailed in Appendix 2.
- 1.13.1.4. From the commencement of this Agreement, superannuation contributions shall be based on the annualised remuneration rates as referred to in clause 3.3.1.2 and Employee superannuation contributions may be deducted as a salary sacrifice in

accordance with clause 5.2 of the Rockhampton Regional Council External Employees Certified Agreement 2018.

1.14. Skill Development

- 1.14.1.1. During the life of this Agreement the Employer will investigate and, if practicable, progress the development of a program for Waste Facility Employees to broaden their skills base with a view to becoming competent in the use of plant utilised in waste operations so that those Waste Facility Employees can assist in the usual or emergent operations of the Employer's waste facilities.
- 1.14.1.2. Where an Employee is directed by the Employer to undertake responsibilities at a higher level as a result of a program developed under clause 3.4.1.1 they shall be paid at the higher classification level in accordance with clause 9.19 of the Rockhampton Regional Council External Employees Certified Agreement 2018.

Hours of Work

1.15. Hours of Work for Waste Collections Operators

- 1.15.1.1. All Waste Collections Operators shall be required to work an average of 38 ordinary hours per week as well as a reasonable amount of overtime as may be required from time to time.
- 1.15.1.2. All Waste Collections Operators shall be entitled to an unpaid lunch break of 30 minutes. Subject to agreement by the relevant work team, the two (10) minute rest pauses may be banked and taken as one twenty (20) minute break prior to the lunch period. The Employer has the right to stagger the time taken for rest pauses. Rest pauses will be taken on the job, if adequate amenities are available.
- 1.15.1.3. All Waste Collections Operators shall be entitled to a rostered day off. These provisions are outlined in clause 7.4 of the Rockhampton Regional Council External Employees Certified Agreement 2018.
- 1.15.1.4. If during the life of this Agreement there is an operational need to alter the roster clause 2.1 shall be adhered to if alterations are required.

1.16. Hours of Work for Rockhampton Waste Facilities Employees.

- 1.16.1.1. All Employees who carry out duties at the Rockhampton Landfill shall be required to work 38 hours per week which shall be worked on any four (4) consecutive days in the week, Monday to Sunday inclusive.
- 1.16.1.2. All Employees who carry out duties at the Rockhampton Landfill shall be entitled to an unpaid lunch break of 30 minutes. Subject to agreement by the relevant work team, the two (10) minute rest pauses may be banked and taken as one twenty (20) minute break prior to the lunch period. The Employer has the right to stagger the time taken for rest pauses. Rest pauses will be taken on the job, if adequate amenities are available.

- 1.16.1.3. It is the intention of the Employer to maintain the current roster; however, if during the life of this Agreement there is an operational need to alter the roster, clause 2.1 shall be adhered to if alterations are required.

1.17. Public Holiday Arrangements for Rockhampton Waste Facilities Employees

- 1.17.1.1. Each year in the month of December preceding the commencement of the next calendar year, the Employer shall distribute correspondence to applicable Employees enabling the Employee to indicate if they wish to;
- a) be remunerated for all public holidays at the applicable rates, or
 - b) have a maximum of five (5) public holidays worth of time in any calendar year accredited to the Employee's annual leave accruals minus the leave loading component plus being paid at the applicable rates for the other public holidays that may occur in that calendar year; or
 - c) bank the equivalent number of hours for the ordinary work time on those public holidays to the Employee's Accrued Time Bank.
- 1.17.1.2. If an Employee has indicated they wish to receive time for a maximum of five (5) public holidays in any calendar year it is at the Employer's discretion which five (5) public holidays they shall be; the Employer will take into account the preferences of the Employee.
- 1.17.1.3. Employees who are rostered on to work on a public holiday shall be remunerated at double time and half (2.5) for the hours worked or if the Employee has indicated they wish to receive time for the public holiday, as indicated in clause 4.3.1.1, the Employee shall be remunerated at time and half (1.5) and the remaining time shall be accredited to the Employee's annual leave accruals minus the leave loading component or banked to the Employee's Accrued Time Bank.
- 1.17.1.4. The use of the Accrued Time Bank shall be in accordance with clause 7.6 of the Rockhampton Regional Council External Employees Certified Agreement 2018.
- 1.17.1.5. Employees who are not rostered on to work on a public holiday shall be remunerated for ordinary rostered hours applicable for the day on which the public holiday falls or if the Employee has indicated they wish to receive time for the public holiday as indicated in clause 4.3.1.3, the Employee shall be accredited ordinary rostered hours applicable for the day on which the public holiday falls to their annual leave accruals minus the leave loading component.
- 1.17.1.6. If the *Holidays Act 1983* is amended to include any additional public holidays in any one calendar year, for the life of this Agreement, the maximum number of public holidays that can be accredited to the Employee's annual leave accruals minus the leave loading component shall remain at five (5).

Allowances

1.18. Cleaning of Unclean Plant Allowance

- 1.18.1.1. For Rockhampton Waste Facilities Employees engaged in the operation of plant at the Rockhampton Landfill and are required to clean the Employer's plant shall be paid an allowance of \$1.15 per hour in addition to the weekly annualised rate when engaged in such work.

Miscellaneous

1.19. All Other Terms and Conditions

- 1.19.1.1. All other terms and conditions not specifically identified in this Agreement will be covered by the Rockhampton Regional Council External Employees Certified Agreement 2018 in the first instance or by the LGIA where not specifically referred to in the Rockhampton Regional Council External Employees Certified Agreement 2018.

1.20. No Extra Claims

- 1.20.1.1. The Parties agree that in the life of this Agreement no extra claims shall be sought for the life of this Agreement.
- 1.20.1.2. State Wage Case variations shall not apply during the life of this Agreement. Any Arbitrated Safety Net Adjustments or general adjustments shall be absorbable.

APPENDIX 1 – BASE REMUNERATION CLASSIFICATION STRUCTURE

The following table includes the annual increases of 2.2% or Consumer Price Index (CPI) whichever is the greater per year commencing from 1 July 2018 subject to this Agreement being certified by the QIRC.

CPI - shall be the relevant March Quarter All Groups, applicable to Brisbane percentage change (from corresponding quarter of the previous year) CPI catalogue 6401.0 as published by the Australian Bureau of Statistics.

* Please note that the rates listed below are base rates only and do not include any allowances, scheduled overtime hours, or relevant penalty rates.

** Decimals for annum figures have been rounded up/down accordingly.

Level	Current as at 30/06/2018		As at 1/07/2018 Plus 2.2%		As at 1/07/2019 Plus 2.2%		As at 1/07/2020 Plus 2.2%		As at 1/07/2021 Plus 2.2%	
	Weekly	Annual	Weekly	Annual	Weekly	Annual	Weekly	Annual	Weekly	Annual
Operational Services										
StrB L1 <6mths	\$980.06	\$50,963	\$1,001.62	\$52,084	\$1,023.66	\$53,230	\$1,046.18	\$54,401	\$1,069.19	\$55,598
StrB L1 >6mths	\$996.41	\$51,813	\$1,018.33	\$52,953	\$1,040.73	\$54,118	\$1,063.63	\$55,308	\$1,087.03	\$56,525
StrB L2	\$1,012.72	\$52,661	\$1,035.00	\$53,819	\$1,057.77	\$55,004	\$1,081.04	\$56,214	\$1,104.82	\$57,450
StrB L3	\$1,029.03	\$53,509	\$1,051.67	\$54,686	\$1,074.81	\$55,889	\$1,098.45	\$57,119	\$1,122.62	\$58,376
StrB L4	\$1,045.49	\$54,365	\$1,068.49	\$55,561	\$1,092.00	\$56,783	\$1,116.02	\$58,033	\$1,140.57	\$59,309
StrB L5	\$1,064.96	\$55,377	\$1,088.39	\$56,596	\$1,112.33	\$57,841	\$1,136.81	\$59,113	\$1,161.81	\$60,414
StrB L6	\$1,099.08	\$57,152	\$1,123.26	\$58,409	\$1,147.97	\$59,694	\$1,173.23	\$61,007	\$1,199.04	\$62,350
StrB L7	\$1,133.89	\$58,962	\$1,158.84	\$60,259	\$1,184.33	\$61,585	\$1,210.39	\$62,940	\$1,237.01	\$64,324
StrB L8	\$1,167.57	\$60,713	\$1,193.26	\$62,049	\$1,219.51	\$63,414	\$1,246.34	\$64,809	\$1,273.76	\$66,235
StrB L9	\$1,203.85	\$62,600	\$1,230.33	\$63,977	\$1,257.40	\$65,384	\$1,285.06	\$66,823	\$1,313.34	\$68,293

APPENDIX 2 – ANNUALISED REMUNERATION STRUCTURE FOR WASTE FACILITIES EMPLOYEES ONLY

The following table includes the annual increases of 2.2% or Consumer Price Index (CPI) whichever is the greater per year commencing from 1 July 2018 subject to this Agreement being certified by the QIRC.

CPI - shall be the relevant September Quarter All Groups, applicable to Brisbane percentage change (from corresponding quarter of the previous year) CPI catalogue 6401.0 as published by the Australian Bureau of Statistics.

* Please note that the annualised rates listed below incorporate the rostered ordinary hours, scheduled overtime hours, relevant penalty rates, 152 hours of annual leave loading (17.5%) and the annualised site allowance. Annual wage increases are calculated on the base rate and not the annualised rate.

** Decimals for annum figures have been rounded up/down accordingly.

Level	As at 30/06/2018		As at 1/07/2018 Plus 2.2%		As at 1/07/2019 Plus 2.2%		As at 1/07/2020 Plus 2.2%		As at 1/07/2021 Plus 2.2%	
	Weekly	Annual	Weekly	Annual	Weekly	Annual	Weekly	Annual	Weekly	Annual
Operational Services										
StrB L3	\$1,351.98	\$70,303	\$1,388.54	\$72,204	\$1,418.08	\$73,740	\$1,448.26	\$75,309	\$1,479.12	\$76,914
StrB L3 + leading hand level 1	\$1,392.83	\$72,427	\$1,429.39	\$74,328	\$1,458.93	\$75,864	\$1,489.11	\$77,434	\$1,519.97	\$79,038
StrB L6	\$1,441.40	\$74,953	\$1,479.93	\$76,955	\$1,511.48	\$78,597	\$1,543.72	\$80,274	\$1,576.67	\$81,987

Signatories to the Certified Agreement

Signed for and on behalf of the

ROCKHAMPTON REGIONAL COUNCIL

.....

E PARDON

CHIEF EXECUTIVE OFFICER

In the presence of (Printed Name)

.....

T PEGREM

Signed for and on behalf of the
THE AUSTRALIAN WORKERS' UNION OF
EMPLOYEES, QUEENSLAND

.....

S BAKER
STATE SECRETARY

In the presence of

.....

S SCHINNERL

.....

Signed for and on behalf of the
TRANSPORT WORKERS' UNION OF
EMPLOYEES, QUEENSLAND BRANCH.

.....

P BIAGINI

STATE SECRETARY

In the presence of

.....

K LIGHT

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