



Sitzler Bros (Darwin) Pty Ltd
Collective Agreement
Variation 2007

1. TITLE

- 1.1. The title of this variation shall be the Sitzler Bros (Darwin) Pty Ltd Collective Agreement Variation 2007.

2. PARTIES TO THE VARIATION AND COVERAGE

- 2.1. This Variation shall be binding on the parties being Sitzler Bros (Darwin) Pty Ltd (17 091 273 013) and its employees who are covered by the Sitzler Bros (Darwin) Certified Agreement 2006-2011.

3. OPERATIVE DATE AND DURATION

- 3.1. This Variation shall take effect from the date the variation is lodged with the Office of the Employment Advocate and will remain in force for a period of time equalling the period of operation of the Sitzler Bros (Darwin) Pty Ltd Certified Agreement 2006 – 2011.

4. VARIATIONS

The following variations are made to the Sitzler Bros (Darwin) Pty Ltd Certified Agreement 2006 – 2011.

Variation 1

8. REMUNERATION

Clause 8.5 shall now read as;

8.5 Employees undertaking a traineeship which is based on attainment of certificate levels will receive the following percentages of Classification Level 3 contained in Appendix 1 of this agreement;

| | |
|-----------------|-----|
| Certificate I | 50% |
| Certificate II | 70% |
| Certificate III | 85% |

Where the trainee reaches the age of 21 the minimum rate of pay will be Level 1 of Appendix 1. The employee will be paid this minimum until the above schedule is higher than the minimum.

Clause 8.6 shall now read as;

8.6 Un-Apprenticed junior employees shall receive the following percentage of level 1 rate as per Appendix 1.

| | |
|-----------------------------|------|
| Up to 18 years of age | 65% |
| At 18 years of age | 75% |
| At 19 years of age and over | 100% |

Insertion of clause 8.7

8.7 The casual hourly rate contained in Appendix 1 is inclusive of any casual loading that may apply as set by the Australian Fair Pay Commission.

Variation 2

9. SUPERANNUATION

Clause 9.2 shall now read as;

9.2 The employer will pay superannuation contributions into the CBUS fund.

Variation 3

21. DISPUTE RESOLUTION PROCEDURE

Point (7) shall now read;

(7) If a third party is given the ability to arbitrate or otherwise impose an outcome to settle the dispute, the third party must not impose an outcome that would be inconsistent with the National Code of Practice for the Construction Industry and the Guidelines or inconsistent with legislative obligations.

(8) In this section:

Variation 4

22. ANTI-DISCRIMINATION

This clause shall now read;

The parties to this agreement agree to adhere to the application of the Anti Discrimination Act (NT) and Regulations as amended from time to time throughout the course of employment.

Variation 5

Appendix 1

Appendix 1 shall now read as;

Appendix 1

| Level | 2006/07 |
|----------------|---------|
| Level 1 | \$20.00 |
| Level 2 | \$21.00 |
| Level 3 | \$22.00 |
| Level 4 | \$23.00 |
| Level 5 | \$24.00 |
| Level 6 | \$25.00 |
| Casual Level 1 | \$23.00 |
| Casual Level 2 | \$24.00 |
| Casual Level 3 | \$25.00 |
| Casual Level 4 | \$26.00 |
| Casual Level 5 | \$27.00 |
| Casual Level 6 | \$29.00 |

Level Descriptions

- Level 1 Entry level labourer
- Level 2 Labourer – basic skills with forklift or hoist licence
- Level 3 Labourer – skilled labourer with scaffolder or basic rigger
Plant Operator – basic skills
- Level 4 Labourer – skilled labourer with dogman
Plant Operator - experienced
- Level 5 Tradesman
- Level 6 Tradesman – Leading Hand/Crane Operator

SIGNING PAGE

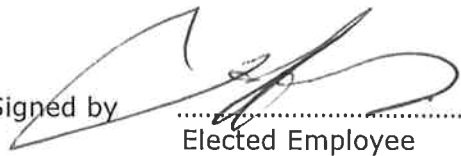
Signed by 
.....
Managing Director
Sitzler Bros (Darwin) Pty Ltd

Name Steve Margehc
.....

Date 8/3/07
.....

Witness Pasqualina Catalano
Name
.....

Witness P Catalano
Signature
.....

Signed by 
.....
Elected Employee
Representative

Name Jeff Harvey
.....

Date 8/3/07
.....

Witness Pasqualina Catalano
Name
.....

Witness P Catalano
Signature
.....