

INTERIM PRESS ROOM ROSTER AGREEMENT

No. AG 11 of 1991

1. - TITLE

This agreement shall be known as the Interim Press Room Roster Agreement.

2. - SCOPE

This agreement applies to employees of West Australian Limited, members of the respondent union and chapel, employed in the night shift press room at the Company's Herdsman printing establishment.

3. - TERM

This agreement shall cease to operate upon any of the following;

- (1) The Company reverting to the use of 5 presses on a Friday night, at which time the roster attached as attachment 1 hereof will be immediately reverted back to;
- (2) Subject to 4 (4) hereof, the Company introducing "off-line" production;
- (3) The giving of one (1) weeks notice by either party, for whatever reason, of its intention to revert back to the roster that forms attachment (1) hereof.

4. - AGREEMENT

- (1) The roster attached as attachment 1 will cease to operate as from the date of the signing of this agreement.
- (2) The roster which forms attachment 2 of this agreement will come into effect upon the signing of this agreement. This roster will result in a full group being rostered off on a Friday night on a rotating basis.
- (3) In the event that the Company, after making every reasonable effort, is unable to make up the shortfall the existing custom and practice of manning the presses in this situation will continue.
- (4) It is agreed that the parties will examine the roster requirements prior to the introduction of "off-line" production. In the event that agreement cannot be reached between the parties employees will revert to the roster that is attachment (1) hereof on the date that off-line production commences.
- (5) If there are any production difficulties experienced as a result of absenteeisms, despite every reasonable effort of the Company and the Chapel to replace such absent staff, then this agreement will immediately become null and void and the roster set out as attachment 1 hereof will be reinstated immediately notwithstanding the provision of clause 14. - Hours of Work, subclause 17(a) of the Printing (Newspaper) Award 1979.

- (f) Nothing in this agreement will impede or jeopardize the production of the Saturday edition of The West Australian, the re-introduction of the fifth press, or the introduction of "off-line" production.

ON BEHALF OF WEST AUSTRALIAN NEWSPAPERS LIMITED;

Mr David Kleemann

ON BEHALF OF THE PRINTING AND KINDRED INDUSTRIES UNION
(WEST AUSTRALIAN BRANCH);

Mr Gary Bucknall

ON BEHALF OF THE WEST-NEWS CHAPEL;

Mr Fred Murray

Signed in Perth this the 30 day of October, 1991.

APPENDIX - RESOLUTION OF DISPUTES REQUIREMENT

- (1) This Appendix is inserted into the award/industrial agreement as a result of legislation which came into effect on 16 January 1996 (Industrial Relations Legislation Amendment and Repeal Act 1995) and further varied by legislation which came into effect on 23 May 1997 (Labour Relations Legislation Amendment Act 1997).
- (2) Subject to this appendix, and in addition to any current arrangements the following procedures shall apply in connection with questions, disputes or difficulties arising under this award/industrial agreement.
 - (a) The persons directly involved, or representatives of person/s directly involved, shall discuss the question, dispute or difficulty as soon as is practicable.
 - (b)
 - (i) If these discussions do not result in a settlement, the question, dispute or difficulty shall be referred to senior management for further discussion.
 - (ii) Discussions at this level will take place as soon as practicable.
- (3) The terms of any agreed settlement should be jointly recorded.
- (4) Any settlement reached which is contrary to the terms of this award/industrial agreement shall not have effect unless and until that conflict is resolved to allow for it.
- (5) Nothing in this appendix shall be read so as to exclude an organisation party to or bound by the award/industrial agreement from representing its members.
- (6) Any question, dispute or difficulty not settled may be referred to the Western Australian Industrial Relations Commission provided that with effect from 22 November 1997 it is required that persons involved in the question, dispute or difficulty shall confer among themselves and make reasonable attempts to resolve questions, disputes or difficulties before taking those matters to the Commission..

CURRENT ROSTER

**NIGHT
PRESS
ROOM**

FROM.....

TO.....

S U N	A+B	F+A	E+F	D+E	C+D	B+C	A+B	F+A	E+F	D+E	C+D	B+C
M O N	A+C	F+B	E+A	D+F	C+E	B+D	A+C	F+B	E+A	D+F	C+E	B+D
T U E	D	C	B	A	F	E	D	C	B	A	F	E
W E D	D	C	B	A	F	E	D	C	B	A	F	E
T H U	E+F ²	D+E ²	C+D ²	B+C ²	A+B ²	F+A ²	E+F ¹	D+E ¹	C+D ¹	B+C ¹	A+B ¹	F+A ¹
F R I	F ¹	E ¹	D ¹	C ¹	B ¹	A ¹	F ²	E ²	D ²	C ²	B ²	A ²

(FULL GROUP OFF FRIDAY NIGHT)

**NIGHT
PRESS
ROOM**

FROM..... TO.....

S U N	A+B	F+A	E+F	D+E	C+D	B+C	A+B	F+A	E+F	D+E	C+D	B+C
M O N	A+C	F+B	E+A	D+F	C+E	B+D	A+C	F+B	E+A	D+F	C+E	B+D
T U E	D	C	B	A	F	E	D	C	B	A	F	E
W E D	D	C	B	A	F	E	D	C	B	A	F	E
T H U	E	D	C	B	A	F	E	D	C	B	A	F
F R I	F	E	D	C	B	A	F	E	D	C	B	A

VARIATION RECORD**INTERIM PRESS ROOM ROSTER AGREEMENT****NO. AG 11 OF 1991**

Delivered 05/05/92 at 72 WAIG 1070
Consolidated at

CLAUSE NO.	EXTENT OF VARIATION	ORDER NO.	OPERATIVE DATE	GAZETTE REFERENCE
1. Title				
2. Scope				
3. Term				
4. Agreement				
Appendix - Resolution of Disputes Requirement				
	Ins. Appendix	693/96	16/07/96	76 WAIG2768
	(1),(6), Del. (7)	2053/97	22/11/97	77 WAIG 3079

TABLES**Current Roster****Full Group off Friday Night**