

**TT LINE SHORE BASED EMPLOYEES
ENTERPRISE AGREEMENT 2009**

PART A - AGREEMENT FORMALITIES

1. TITLE

The Agreement shall be known as the *TT Line Shore Based Employees Enterprise Agreement 2009 (Agreement)*.

2. ARRANGEMENT

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3. SCOPE AND PARTIES BOUND

The parties to the Agreement ("Parties") are:

- 3.1. TT-Line Company Pty Ltd ("TT-Line") Of the Esplanade, East Devonport, Tasmania; ("Employer").
- 3.2. The Maritime Union of Australia of Level 2, 365-375 Sussex Street, Sydney, NSW; and ("Union").
- 3.3. Shore Based Employees who are engaged within the classification structure in clause 9 of this Agreement. ("Employees")

4. TERM OF AGREEMENT

This Agreement shall operate from 7 days after it is approved by Fair Work Australia until 30 June 2014.

5. OBJECTIVES OF AGREEMENT

5.1 The objectives of this Agreement are:

- 5.1.1 To establish a profitable and enduring enterprise through the efficient and effective provision of high quality services for the benefit of the Employer's customers, the Employer's shareholders, the Employees and the Tasmanian and Victorian communities.
- 5.1.2 To develop a workforce with the skills necessary for the Employer to provide these services on a consistent basis;
- 5.1.3 To improve the efficiency and productivity of the Employer's operations; and
- 5.1.4 Linking the employment relationship with the realisation of the Employer's corporate strategy and in particular, achieving the following strategic objectives:
 - 5.1.4.1 The achievement of excellence in service
 - 5.1.4.2 Successfully competing with other forms of transportation for the enhancement of Tasmanian tourism;
 - 5.1.4.3 The development of international best practice for passenger vessel operations;
 - 5.1.4.4 Ensuring the long term viability of the sea link to and from Tasmania;
 - 5.1.4.5 And consolidating and expanding the freight business.

5.2 In achieving these objectives, the parties to the Agreement are committed to:

- 5.2.1 Basing terms and conditions of employment on the specific needs of the enterprise and the Employees and ensuring all Employees enjoy conditions of employment commensurate with industry standards;
- 5.2.2 Ensuring that the Employer's shore based operations promote to the fullest extent possible, excellent customer service, efficiency of operation, use of technology and appropriate work practices;
- 5.2.3 Seeking improvements in safety, work organisation, work environment, quality and other areas, which promote the effectiveness of the Employer's operations;

- 5.2.4 Avoiding any action that might disrupt or impede delivery of services by using effective communication, consultation and grievance handling to achieve prompt resolution of Employee concerns;
- 5.2.5 Training Employees to ensure that they achieve their potential within the enterprise and meet its changing needs;
- 5.2.6 Undertaking work in a flexible and efficient manner;
- 5.2.7 Developing work relationships between the Parties to promote mutual trust, open communication and co-operation;
- 5.2.8 Maintaining standards of conduct and attendance, which promote safe and efficient operations and provide excellent customer service;
- 5.2.9 Implementing a remuneration system that encourages employees to improve skills, abilities and performance that reflect the operational needs of the enterprise;
- 5.2.10 Equal opportunity in employment and career advancement by identifying the training and development requirements of individual employees that meet the needs of the employer.

6. WORKPLACE CONSULTATIVE COMMITTEE (WCC)

- 6.1 The parties acknowledge it is important that this agreement be implemented in a manner that is consistent with the intentions of the parties when making the agreement. To assist in this, the parties agree that a Workplace Consultative Committee (WCC) will be established.
- 6.2 To facilitate a smooth transition to the new Enterprise Agreement, the EBA employee representatives will continue in the role of WCC membership for a period of three months, during which time elections will be conducted.
- 6.3 Membership of the WCC will include equal numbers of members representing the employer and employees. Where possible the membership of the WCC will be fully representative of all areas under which this Agreement covers.
- 6.4 The WCC will maintain a charter to include the following roles:
 - 6.4.1 Consult with employees and provide advice and/or recommendations to management on a range of workplace issues;
 - 6.4.2 Oversight implementation of this Agreement;

- 6.4.3 Identify any variations to the agreement that might be required during the life of the Agreement; and
- 6.4.4 Gather input for the TT Line Shore Based successor Agreement.
- 6.5 The WCC may establish sub-committees from time to time.
- 6.6 As agreed by the parties to this Agreement, the WCC will establish specific sub-committees as may be required to identify, investigate and report on a range of matters including, but not restricted to:
 - 6.6.1 Productivity improvement initiatives;
 - 6.6.2 Career path opportunities and structures; and
 - 6.6.3 Discuss matters relating to company policies.
- 6.7 Elected members of the WCC will establish local mechanisms for information sharing with their constituents.
- 6.8 The WCC will meet at least three times per year.
- 6.9 To facilitate the WCC'S work and to ensure effective representation of employees, reasonable facilities, including time to attend meetings, access to communication systems and office equipment and notice boards will be available to employees in relation to the work of the WCC.
- 6.10 Members of the WCC shall be entitled to three days per annum paid leave to attend training programs that will assist them to perform their role.

7. SALARY INCREASES/SALARY CONTINUANCE

- 7.1 The rates of pay contained in the classification structure in Appendix A have been adjusted to reflect the following increases in the rates of pay which are effective from the first full pay period on or after each of the following dates:

| | | | | | |
|-----------|--------------|-----------|-----------|-----------|-----------|
| July 2009 | January 2010 | July 2010 | July 2011 | July 2012 | July 2013 |
| 2.5% | 0.5% | 3.5% | 4.0% | 4.0% | 4.5% |

7.2 Salary Continuance

The company will provide to permanent and part time employees salary continuance as a group membership from an agreed broker. The

employee's position will be kept open for the duration of the insurance provision.

PART B - TERMS OF EMPLOYMENT

8. ENGAGEMENT OF EMPLOYEES

The Employer will notify each Employee in writing of his or her employment as either a:

8.1 Full-time Employee

A full-time Employee is employed by the week and will be:

- 8.1.1 Rostered to work an average of 36.5 hours per week and Group C 33.25 hours per week in accordance with Clause 16 of this Agreement; and
- 8.1.2 Graded in accordance with Clause 9; and
- 8.1.3 Paid in accordance with the classification structure contained in Appendix A.

8.2 Part-time Employee

- 8.2.1 The Parties are committed to providing full-time positions within the organisation and do not intend that part-time employment is substituted for full-time employment. Where part-time employment is offered, it shall be in strict accordance with this clause.
- 8.2.2 A part-time Employee is a permanent Employee who will:
- 8.2.3 Work an agreed regular number of hours and days per week;
- 8.2.4 Work a minimum of 4 hours continuous per day and 15 hours per week;
- 8.2.5 Group C minimum 3 hours continuous per day and 42 hours per fortnight. Employees who commence employment on or after 1 January 2011 may be rostered to work 21 hours per fortnight.
- 8.2.6 Work a maximum of 30 hours per week;
- 8.2.7 Be graded in accordance with clause 9;
- 8.2.8 Be paid, on a pro rata basis, in accordance with the classification structure contained in Schedule A;

- 8.2.9 Be entitled to the same conditions as a full time Employee on a pro rata basis, with the exception of leisure days; and
- 8.2.10 By agreement with the Employer be able to reduce their agreed regular number of hours.
- 8.2.11 A part-time employee may be offered work in addition to their regular number of hours. If the employee accepts the offer of additional hours he/she will be paid at the ordinary hourly rate of pay plus 25% loading for all such times worked. The 25% loading is in lieu of annual leave, sick leave, public holiday and superannuation entitlements for the additional hours.
- 8.2.12 The ordinary hourly rate is the annual salary for an equivalent full-time position divided by 1898 or 1729 for a Group C.
- 8.2.13 If a Part Time employee works above 60 hours per fortnight, then overtime rates will apply.

8.3 Casual Employee

A Casual Employee is employed by the hour and paid by the hour, with a minimum employment of 4 continuous hours on any day. A Casual Employee will be classified in accordance with Clause 9 and be paid a loading of 25% in addition to the ordinary hourly rate for all time worked. Group C will be a 3-hour minimum.

8.4 Temporary Employee

A Temporary Employee is employed on either a full or part time basis to work in a position, which is temporary in nature, for a specified period of time and/or for a specific project, task or tasks. The duration of a Temporary Employee's engagement will not exceed 6 months, except that a period of 12 months will be permissible when a temporary Employee is engaged to replace an Employee absent on maternity leave or extended leave without pay.

The Employer will:

- 8.4.1 Upon request, advise the Union of the number of temporary employees engaged and the purpose of their engagement; and
- 8.4.2 Not dispense with a permanent position for the purpose of creating temporary position(s).

8.5 Job Share

Where the Parties agree, an employee may enter a job share arrangement.

9 CLASSIFICATION STRUCTURE

9.1 Introduction

The Parties recognise that the Employer's business is a seven (7) day per week operation and accordingly, it is necessary to establish and define four discrete groups of Employees which will be defined in the position description, namely:

9.1.1 Group A Employees

Group A Employees are Employees who may be rostered to work over 7 days including time outside the Spread of Hours specified by Clause 16.1.9

The salaries prescribed by the classification structure for Group A Employees are annualised salaries, to the extent that they include payment for weekend overtime, weekend penalties.

9.1.2 Group B Employees

Group B Employees are defined to mean Employees who will only be rostered to work within the Spread of Hours specified by Clause 13 over the period Monday to Friday.

The salaries prescribed by the classification structure for Group B Employees are annualised salaries, but they do not include payment for weekend overtime, weekend penalties and public holiday penalties. Payment for such work will be in accordance with Clauses 17 and 19 of this Agreement.

9.1.3 Group C Employees

Employees that work in a roster over a seven (7) day period, Sunday to Saturday within the spread of hours 5.45am to 9.30 pm as per Clause 13.

Overtime will apply only when work is performed outside the spread of hours and public holidays.

The salaries prescribed by the classification structure for Group C employees are annualised salaries, to the extent that they include payment for weekend overtime.

Hours per year required for full time work will be equated on a 66.5 per fortnight 1729 per year.

All leave entitlements will accrue on these hours and pro rata for Part time employees.

9.1.4 Group D employees

Employees work a weekend roster working 1 in 3 weekends within the spread of hour 5.45am to 9.30 pm as per Clause 13.

Overtime will apply when working outside the spread of hours and additional weekends.

The salaries prescribed by the classification structure for Group D are annualized salaries, to the extent that they include payment for weekend overtime.

9.2 Classification Definitions

9.2.1 General

The classification definitions set out below are based upon:

- 9.2.1.1 Years of service;
- 9.2.1.2 Relevant experience;
- 9.2.1.3 Satisfactory performance; and
- 9.2.1.4 Skills required for the relevant position.

These factors will be taken into account when classifying and re-classifying current Employees and in appointing new Employees to a classification.

9.2.2 Grade 1

Definition: Grade 1 Employees are Employees who work under general supervision, performing duties that require the exercise of some initiative and minor decision-making within established guidelines.

- 9.2.2.1 Skills required:
- 9.2.2.2 Basic levels of reading, writing and numeracy are essential;
- 9.2.2.3 Secondary school education, minimum level Year 10; and
- 9.2.2.4 Additional skills necessary for the position are expected to be acquired through on-the-job training; however, generalist office skills will be highly regarded.
- 9.2.2.5 Progression:
 - 9.2.2.5.1 Level A of Grade 1 applies to

Employees in their first year of continuous service.

9.2.2.5.2 Level B of Grade 1 applies to Employees in their second year of continuous service.

9.2.2.5.3 Level C of Grade 1 applies to Employees in their third year of continuous service.

9.2.2.5.4 Level D of Grade 1 applies to Employees who:

9.2.2.5.5 Have completed 3 years of continuous service.

9.2.3 Grade 2

Grade 2 Employees are Employees who are:-

9.2.3.1 People appointed to the position in accordance with the skills required at this level.

9.2.3.2 Skills Required:

9.2.3.3 Working with minimum supervision;

9.2.3.4 Exercising responsibility, initiative and some decision making;

9.2.3.5 Occasional supervision of junior staff;

9.2.3.6 Secondary school education, year 10-12;

9.2.3.7 Substantial product/industry knowledge gained through experience.

9.2.3.8 Progression Within Grade 2

An Employee will progress to the next Level within Grade 2 on the completion of 12 month's continuous service from the Employee's appointment to a Grade 2 Level, provided the Employee has completed a satisfactory performance review and attained and utilised the skills required of a Grade 2 Employee.

9.2.4 Grade 3

Grade 3 Employees are Employees who:

- 9.2.4.1 May perform supervisory functions and have the skills necessary to work across all areas in their respective departments; or
- 9.2.4.2 Hold a specialist position in an administrative or technical capacity.
- 9.2.4.3 Skills Required:
 - 9.2.4.3.1 Ability to supervise staff;
 - 9.2.4.3.2 Regularly exercise initiative and decision making;
 - 9.2.4.3.3 May require the application of formal qualifications or a reasonable degree of knowledge in a specialised field, and may involve an employee having attained substantial knowledge and expertise in an appropriate area of the employer's operation where the employee is required to utilise such knowledge or expertise in performing his or her duties.
- 9.2.4.4 Progression:
 - 9.2.4.4.1 An Employee will progress:
 - 9.2.4.4.2 To Grade 3 by appointment, after internal advertisement;
 - 9.2.4.4.3 To the next Level within Grade 3 on the basis of high levels of performance, as assessed in the yearly performance review and the Employer's discretion.

9.2.5 Grade 4

Grade 4 employees are highly skilled employees who hold specialist positions.

- 9.2.5.1 Skills required:
 - 9.2.5.1.1 Involve exercising managerial and supervisory functions;
 - 9.2.5.1.2 Perform administrative responsibilities and decision making at an appropriate level of the Employer's business.

9.2.5.2 Progression:

An Employee will progress:

9.2.5.2.1 To Grade 4 by appointment; after internal advertisement;

9.2.5.2.2 To the next Level within Grade 4 on the basis of high levels of performance, as assessed in the yearly performance review and at the Employer's discretion.

10 PAYMENT OF SALARIES

10.1 Process

The Employer will pay an Employee:

10.1.1 Fortnightly by Electronic Funds Transfer; and

10.1.2 In the case of a full-time Employee for group A, B, D, for an average of 36.5 hours worked, even though more or less than 36.5 hours may have been worked during a particular week of the Employee's Roster Period; and for Group C 33.25 hours.

10.1.3 In the case of a part-time Employee, for average hours worked.

10.2 Wage Statement

The Employer will give an Employee, on or before payday, a pay slip showing:

10.2.1 The date of payment;

10.2.2 The period covered by the payment;

10.2.3 The number of hours or days worked by the Employee during that period;

10.2.4 All deductions made from the Employee's gross pay;

10.2.5 Any superannuation contributions made on the Employee's behalf;

10.2.6 The Employee's gross pay and the amount actually paid to the Employee; and

10.2.7 How the amount paid is made up.

11 ALLOWANCES

11.1 Meal Money

An Employee will receive a meal allowance of \$36 if

- 11.1.1 He or she is required to work overtime for more than two hours; and
- 11.1.2 He or she has not received at least 24 hours notice of the requirement to work Overtime; and
- 11.1.3 The Employer does not provide an adequate meal.

11.2 Travel Money

The Employer will pay up to \$58.05 per day to employees travelling away from the worksite for reimbursement for out-of-pocket expenses. The employee will be required to complete a prescribed expense claim sheet and provide receipts to be entitled to travel money.

11.3 Increase to Allowances

Allowances in 11.1 and 11.2 shall increase on the first full pay period in July of each year during the nominal life of the Agreement starting with July 2010. The increase will be as per the annual Consumer Price Index for Australia for the March quarter.

11.4 Transport Allowance

- 11.4.1 When an employee is requested by the employer to use his or her own vehicle on the Employer's business, he or she shall be reimbursed at the following rate:

| Engine Capacity | Rate/Km |
|---|----------|
| 1.6 litre or less | 63 cents |
| More than 1.6 litre and up to 2.6 litre | 74 cents |
| Over 2.6 litre | 75 cents |

- 11.4.2 If an Employee is required to work away from his or her normal work location the Employer will reimburse the

Employee for any excess public transport fares.

11.5 Higher Duty Allowance

An Employee, who relieves another Employee in a higher position, shall be entitled to an allowance subject to the following conditions:

- 11.5.1 The employee relieved is a higher grade;
- 11.5.2 The period of relief must be continuous and from day 1 of higher duties will apply
- 11.5.3 The higher duties allowance will be calculated by applying the rate of pay for the higher classification to the percentage of duties performed at the higher classification during the period of relief, to be evaluated and agreed by the Employer and Employee, in advance;
- 11.5.4 Where the Employee relieved is on annual leave, the calculation of the period of relief shall exclude public holidays falling within that period;
- 11.5.5 Written application for an allowance must be made prior to the commencement of the period of relief, and
- 11.5.6 An employee is not entitled to higher duties if undergoing training.

12 PROBATION PERIOD

- 12.1 A six (6) month probation period applies to all new employees during this period. The new employee's performance will be assessed in accordance with proper management practices.
- 12.2 The Employer will recognise the Employee's service from the date of commencement, not the date on which the Employee's employment was made permanent.
- 12.3 Permanent employees who relieve in a long-term vacancy (eg: maternity leave) will have their substantive positions held open for the period of the relief.

PART C - HOURS OF WORK AND OVERTIME

13 SPREAD OF HOURS

The Spread of Hours for:

- 13.1.1 Group A Employees:

Monday to Saturday 7am to 7 pm

13.1.2 Group B Employees:

Monday to Friday 7am to 7pm

13.1.3 Group C Employees:

Sunday to Saturday 5.45am to 9.30pm

13.1.4 Group D Employees:

Sunday to Saturday 5.45am to 9.30pm

14 NORMAL HOURS WORKED

14.1.1 Group A Employees

Full time Group A Employees will work an average of 36.5 hours per week, to be averaged over a three (3) week period (i.e. 109.5 hours per three weeks).

14.1.2 Group B employees

Full time Group B Employees will work an average of 36.5 hours per week

14.1.3 Group C employees

Full time will be 66.5 hours per fortnight

14.1.4 Group D employees

Full time will work an average of 36.5 hours per week

15 ROSTERED DAYS

Employees are entitled to one leisure day per month providing they are a Group B full time employee on grade 3 E or lower, providing the appropriate hours are worked (7 hours 40 minutes per day over a nineteen day cycle). Employees who commence with TT Line on or after 1 January 2011 will not be entitled to rostered days off.

16 ROSTERING

16.1 The Parties agree that it is a characteristic of the Agreement that

the development of flexible working arrangements will take into consideration the needs of the Employer's customers, the Employer (particularly the operational requirements of the Vessel) and the preferences of its Employees, subject to the following conditions:

16.1.1 Employees will be rostered to work within the Spread of Hours, provided that Group B Employees will not normally be rostered to work on weekends or public holidays.

16.1.2 Full-time Employees in Group A will be required to work a total of 109.5 hours over a three week cycle ("Roster Period").

16.1.3 Part-time Group A and B employees will be required to work a minimum of 15 hours per week.

Part-time Group C and D will be required to work a minimum of 9 hours per week.

An Employee cannot be rostered to work less than 4 hours on any one day. The minimum for group C will be 3 hours.

16.1.4 An Employee will normally be rostered to work not more than 9 hours on any one day, provided that an Employee may be rostered to work ten (10) hours on any day by consent. For the purpose of this paragraph, a lunch break is not counted as time worked

16.1.5 An interval of ten (10) hours must elapse between finishing work on one day and commencing work on the following day or by agreement this may vary for split shifts. If for any reason the interval is less than ten (10) hours, then overtime rates will apply for the period of time worked until a ten (10) hour interval has elapsed, or equivalent time off may be provided in lieu of overtime by mutual agreement.

16.1.6 Over any given Roster Period, Group A Employees must receive a minimum of six (6) days off and not rostered more than seven (7) days consecutive unless agreed.

16.1.7 Group C employees must not be rostered to work more than five (5) consecutive days and may only work in excess of five (5) days by agreement, or seven (7) days over a fortnight for full time employees or more hours by agreement. After working a

weekend, the next weekend will be off.

- 16.1.8 Unless otherwise agreed, whenever a full time Group A Employee is required to work on a weekend in accordance with his or her roster, the Employee is entitled to three consecutive days off on either the weekend proceeding, or the weekend following, the Saturday on which the Employee is required to work.

The three consecutive days off will be either Friday, Saturday and Sunday or Saturday, Sunday and Monday, subject to the Employer's agreement.

- 16.1.9 Group A Employees may be rostered to work on a Sunday and outside the spread of hours. The hours of work may be included into normal rostered hours as per Clause 14, the appropriate overtime rates will apply for all worked performed on Sunday and outside the spread of hours.

Sunday work will be allocated on a roster basis with preference given to volunteers.

The weekend shift will be worked 1 in 3 as per the roster period.

The hours worked for Sunday will not exceed 7.5 hours unless by agreement.

- 16.2 The Employee will be given a roster containing regular starting and finishing times for the Roster Period at least 7 days before the commencement of the Roster Period.
- 16.3 The roster cannot be varied unless the Employer gives at least 7 days' notice to the Employee. However, the Employer can give less than 7 days' notice where a change to the roster is made necessary by the late arrival or departure of the Vessel, an emergency or the Employer and the Employee agree.

17 OVERTIME

- 17.1 Definition

Overtime means any work performed by an Employee at the request of the Employer, which is:

- 17.1.1 In excess of hours worked over a Roster Period;
- 17.1.2 In excess of the agreed regular number of hours averaged over the Roster Period for part time Employees, subject to clause 16;

- 17.1.3 Outside the Spread of Hours;
- 17.1.4 In excess of 9 hours on any one day for Group A, B
- 17.1.5 In excess of 9.5 hours on any one day for Group C, D;
- 17.1.6 Overtime does not include mutually agreed, flexible working arrangements within the Spread of Hours.
- 17.1.7 Any such arrangements will be documented in the Employee file, which will enable the Employee to nullify such arrangements and return to their previously agreed arrangement.

17.2 Rates of Pay for Overtime

Subject to Clauses 17.3 and 17.8, the Employer will pay an Employee for Overtime at:

- 17.2.1 The ordinary hourly rate plus 50 per centum for the first two hours;
- 17.2.2 The ordinary hourly rate plus 100 per centum for all further hours.

17.3 Weekend Overtime

- 17.3.1 The Employer will pay an Employee for Overtime on Saturday at the ordinary hourly rate plus 100 per centum for all time worked.
- 17.3.2 The Employer will pay an Employee for Overtime on Sunday at the ordinary hourly rate plus 150 per centum for all time worked.

17.4 Vessel Delayed

The Employer may require an Employee to work Overtime in circumstances where the Vessel's arrival or departure is inadvertently delayed.

17.5 Long Period of Overtime

Where an Employee is so long on Overtime following his or her normal finishing time that he or she has not had ten (10) hours break before his or her next regular starting time, the Employer will:

- 17.5.1 Allow the Employee at least ten (10) consecutive hours interval without deduction of pay; or
- 17.5.2 Pay Overtime rates for all work performed by the

Employee until the Employee has had at least ten hours break.

17.6 Out of Hours Transport

The Employer will provide an Employee with appropriate transport where the Employee is required to commence work before 7.00am or finish work after 8.00pm and the Employee's usual means of transport is not available.

17.7 Time Off in Lieu of Payment for Overtime

The Employee may decide to take time off in lieu of payment for Overtime if agreed by the Employer. The time off in lieu is calculated by reference to the applicable overtime rates in clauses 17.2 and 17.3.

17.8 Employees Not Entitled to Overtime

Employees classified at Grade 4A or higher are not entitled to any extra payment for overtime.

17.9 Stand Alone

Overtime on any day shall stand alone.

18 MEAL BREAKS

18.1 An Employee will not be required to continuously work more than 5 hours without a meal break. Such meal breaks will be taken at an agreed time within the five hours.

18.2 Meal breaks will be for an unbroken period of not less than 30 minutes and not more than one hour.

18.3 Meal breaks are unpaid and will not be counted as time worked.

18.4 Where an Employee is entitled to a second meal break and the Employee elects not to take such break, the Employee will be paid meal money in accordance with clause 11.1, subject to the requirements of Clause 11.1 being satisfied.

19 PUBLIC HOLIDAYS

19.1 Gazetted Days

19.1.1 The Employer will allow Employees the following public holidays without loss of pay;

19.1.1.1 New Years Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queens Birthday,

Christmas Day, Boxing Day.

19.1.2 The Employer will also allow Employees additional public holidays that are identified by government prescription. For the purposes of this Agreement, the current additional public holidays are:

19.1.2.1 Melbourne Cup Day for Melbourne Employees.

19.1.2.2 Devonport Show Day, Recreation Day and a half day Devonport Cup Day for Devonport Employees.

19.2 Substitute Days

19.2.1 When Christmas Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 27 December.

19.2.2 When Boxing Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 28 December.

19.2.3 When New Years Day or Australia Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on the next Monday.

19.2.4 If a leisure day falls on a public holiday, that day is to be added to annual leave.

19.3 Wages for Work Performed on Public Holidays

19.3.1 Employees required to work on a public holiday (other than Christmas Day) will be paid at the ordinary hourly rate plus:

19.3.1.1 A loading of 150% per hour (time and a half); or

19.3.1.2 A loading of 50% and paid hours added to the Employee's annual leave;

As agreed between the Employer and the Employee.

19.3.2 Any Employee who is required to work on Christmas Day will be paid at the ordinary hourly rate plus a loading of 150% per hour (time and a half) and have paid hours added to their annual leave.

19.3.3 Any Employee who is required to work on Easter Sunday will receive a loading of 150% per hour (time

and a half).

19.4 Additional Days

Where in a State or locality public holidays are declared or prescribed on days other than those set out above, those days shall constitute additional holidays for the purpose of this Agreement.

19.5 Definition of "a Day"

For the purposes of this Clause, a day is defined to mean 7.3 hours.

PART D - LEAVE

20 ANNUAL LEAVE

20.1 Entitlement

The Employer will grant:

20.1.1 A full-time Employee 20 days of annual leave or 146 hours on the completion of a year's continuous service; and Group C will accrue 133.00 hours based on a fortnight working 66.5 hours. Annual leave accrues progressively.

20.1.2 A part-time Employee will be entitled to annual leave on a pro-rata basis.

20.2 Pro-rata Calculation

A part-time Employee will receive annual leave calculated on their agreed regular number of hours of work.

Any further hours worked are compensated for in the 25% loading payment as per Clause 8.2.

20.3 Payment of Annual Leave

If requested, an Employee will be paid annual leave in a lump sum in advance of the commencement of that leave.

20.4 Public Holidays

Annual leave is exclusive of public holidays. Public holidays falling during an Employee's annual leave will be added to the Employee's accumulated annual leave.

20.5 Arrangement

20.5.1 An Employee will take annual leave in accordance with the TT-Line Leave Policy and National Employment Standards.

20.5.2 Unless otherwise agreed, an Employee will not be required to take annual leave unless the Employer provides the Employee with at least three months prior notice.

20.6 Annual Leave Loading

Annual leave loading is 17.5% and is paid out to employees in December of each year.

20.7 Termination of Employment

When the employment of an Employee has been terminated, the Employer will pay to the Employee his or her accrued entitlement to annual leave.

21 PERSONAL LEAVE

21.1 Entitlement

An Employee may take 13 days per annum paid personal/carer's leave if the leave is taken:

21.1.1 Because the Employee is unfit for work as a result of personal illness or injury (sick leave); or

21.1.2 To provide care and support to a member of the Employee's immediate family or household who requires care or support because of a personal illness or personal injury affecting the member, or an unexpected emergency affecting the member (carer's leave)

21.1.3 Part time employees are entitled to pro rata personal leave.

21.1.4 The amount of personal leave permanent and part time employees are entitled to is based on their grading as per clause 9 of this agreement.

21.2 Undertaking other employment

If an Employee undertakes any other employment while on Personal leave without the Employer's approval, the Employee may be subject to disciplinary action which may include summary dismissal.

21.3 Workers compensation

The Employee shall not be entitled to be paid for any absence for any period for which he or she is entitled to workers' compensation

21.4 Notice

An Employee shall notify his or her immediate supervisor before the Employee's rostered starting time of his or her inability to attend for duty, unless genuine reasons exist which would prevent the Employee from doing so. The Employee should state the estimated duration of their absence.

21.5 Reduction

An Employee who has taken Personal leave will have his or her accrued Personal leave reduced by the number of hours that the Employee was absent from work on the day on which Personal leave was taken. If an Employee is absent from work for a full day, the Employee's accrued Personal leave will be reduced by the number of hours that he or she was rostered to work.

21.6 Personal leave during period of annual leave

An Employee on annual leave is entitled to use his or her Personal leave in substitution of annual leave for the number of days that the Employee is unavailable for duty, provided the Employee supplies the Employer with a medical certificate from a legally qualified medical practitioner or other evidence that would satisfy a reasonable person.

21.7 Cumulative

10 days of the 13 days personal leave is cumulative. Unused personal leave is not paid out on termination of employment.

21.8 Granting extra leave when entitlement is exhausted

The Chief Executive Officer of the Employer will consider providing paid sick leave to any Employee who has no accrued entitlement to sick leave.

22 COMPASSIONATE LEAVE

22.1 An Employee will be entitled to a maximum of five (5) days' leave:

22.1.1 up to the date of the funeral, without loss of pay, on each occasion of the death of a member of the Employee's immediate family or household;

22.1.2 to spend time with a member of the Employee's immediate family or household who has contracted or

developed a personal illness or sustained a personal injury that poses a serious threat to his or her life.

22.2 At the discretion of the employer, an Employee will be entitled to one day of compassionate leave, without loss of pay, to attend the funeral of any other person with whom the Employee shares a close emotional relationship.

22.3 An Employee will be entitled to the following leave for the purposes of attending an interstate or international funeral of a relative, as defined in Clause 22.1:

22.3.1 7 days where the funeral is in Australia; or

22.3.2 30 days where the funeral is outside of Australia;

Provided that only Five (5) days will be paid leave in accordance with Clause 22.1.1

22.4 An Employee will be entitled to seek from the Employer discretionary unpaid compassionate leave on each occasion of the death of a friend or relative not included above.

23 EDUCATION/TRAINING LEAVE

Education and Training leave is fully covered in the Company's TT-Line 4 Me Policy which all employees have access to and outlines TT-Line's requirements for employee performance reviews.

Compliance with this policy is mandatory.

The objective of this policy is to ensure that TT-Line has a process to:

Set goals and objectives for employees that are clearly understood and achievable, and

Align and support the business unit, division, and company's goals, objectives and values.

Identify employee development and training requirements to achieve their goals and objectives.

24 PAID PARENTAL LEAVE

Maternity leave will be provided on the following table:

| Period of Service | Entitlement |
|--------------------------|---------------------|
| 0 - 12 months | No paid leave |
| 12 - 24 months | 4 weeks paid leave |
| 24+ months | 12 weeks paid leave |

A permanent or permanent part time employee is entitled to three days paid paternity leave providing the employee has worked for the employer for a minimum of twelve months.

All other matters relevant to parental leave are as per the company policy.

25 LONG SERVICE LEAVE

Long service leave will be in accordance with the *Tasmanian Long Service Leave (State Employees) Act 1994* (as amended).

PART E - OTHER MATTERS

26 OCCUPATIONAL SUPERANNUATION

The Employer will advise all new Employees of the Spectrum Retirement Fund (Company Fund), Maritime Superannuation Fund and the Tasmanian Government Retirement Benefits Fund and make superannuation contributions to their choice of fund for that employee. Australian Government's legislative requirements for occupational superannuation will apply.

Superannuation payments will be remitted at least every 28 days.

27 CHILD CARE

27.1 The Parties recognise that balancing work and family issues are significant to all Employees.

27.2 The Parties acknowledge that good quality, accessible child-care is appropriate when pursuing equal opportunity in the Employer's business.

27.3 The Employer will endeavour to provide to Employees who request information on child-care issues any relevant information that is at hand covering Commonwealth Childcare programmes.

28 TERMINATION OF EMPLOYMENT

28.1 Notice of Termination by Employer

28.1.1 The Employer will give the following notice in respect of the termination of a full-time or part-time Employee's employment:

28.1.1.1 Without notice in the Probation Period;

28.1.1.2 With the following notice after the Probation Period:

| Period of Continuous Service | Period of Notice |
|-------------------------------------|-------------------------|
| Less than 1 year | 2 weeks |
| 1 year but less than 5 years | 4 weeks |
| 5 years but less than 10 years | 5 weeks |
| 10 years and over | 6 weeks |

28.1.2 In addition to the notice above, an Employee over 45 years of age at the time of the Employer giving notice, with at least two years continuous service, will be entitled to an additional week's notice.

28.1.3 In lieu of notice, the Employer may make a payment to the Employee or the Employer may give part of the applicable notice and part payment in lieu thereof

28.1.4 The Employer will calculate any payment in lieu of notice using the wages the Employee would have received for ordinary time had he or she worked during the period of notice.

28.1.5 The Employer may instantly dismiss an Employee where the Employee's conduct is such that it would be unreasonable for the Employer to continue to employ the Employee for the duration of the notice period specified in paragraph (a) above.

28.2 Notice of Termination by Employee

28.2.1 An Employee will give the Employer at least 2 weeks notice of termination.

28.2.2 Subject to any financial obligations imposed on the Employer by any Act, the Employer may withhold monies due to an Employee who fails to give notice, up to the maximum amount the Employee would have been entitled to if the Employee was paid at the ordinary rate for the period of notice not given.

28.3 Statement of Employment

The Employer will, if requested by an Employee whose employment has been terminated, give the Employee a written statement specifying the period of his or her employment and the classification or the type of work performed.

28.4 Time Off During Notice Period

Where the Employer has given notice of termination to an Employee, the Employee shall be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off shall be taken at times that are convenient to the Employee after consultation with the Employer.

29 CONSULTATION ABOUT CHANGE

29.1 This Agreement recognises that Company management is obligated to carry out its responsibilities in accordance with Company policies and additionally, where such policies relating to production, program, organisation or technology may also affect the rights and interests of its Employees, Company management is also obligated to consider the rights and interests of its Employees in the implementation of such policies. Accordingly:

Company Duty to Notify

29.2 Where the Company intends to introduce changes in production, program, organisation, structure or technology that are likely to have significant effects on Employees, the Company undertakes to notify the Employees who may be affected by the proposed changes and the National Secretary and relevant Branch Secretary of the Union

29.3 Without limiting the generality thereof, significant effects includes termination of employment, changes in the composition, operation or size of the workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the alteration of hours of work, the need for retraining or relocation or transfer of Employees to other work or locations and the restructuring of jobs.

Company Duty to Discuss Change

29.4 The Company undertakes to discuss with the Employees affected and the Union in good faith, inter alia, the introduction of the changes referred to in Clause 29.2 and 29.3, the effects the changes are likely to have on Employees, measures to avert or mitigate any adverse effects of such changes on Employees and give prompt consideration to matters raised by the Employees and/or the Union in relation to the changes.

29.5 The discussion shall commence as early as practicable after the Company has determined it is likely to make the changes referred to in Clause 29.2 and 29.3,. For the purposes of such

discussion, the Company undertakes to provide in writing to the Employees concerned and the Union, all appropriate relevant information about the changes including the nature of the proposed changes, the expected effects of the changes on Employees and any other matters likely to affect Employees. The company in providing relevant reasons is not required to give commercially, sensitive information.

- 29.6 The Company must act in good faith in relation to the consultation and the procedure provided within this Clause.

Implementation of Change

- 29.7 It is agreed between the parties that after the above notification and discussion has taken place that the Company, after careful genuine consideration of the views of Employees may implement the change with seven days notice.

Roster Changes

- 29.8 The rosters within this Agreement are based on current arrangements at the commencement of this Agreement and the salaries reflect those rosters. (The basis for any roster is to provide secure permanent rostered jobs and maintain as much regularity and predictability of working shifts as possible as well as the flexibility to ensure rostered shifts are generally worked within an Employees primary skill
- 29.9 When ship berthing arrangements change and the Company has an essential need for roster changes, the Union/Employees shall provide the flexibility to address the necessary changes. Any such changes will be implemented in accordance with Clauses 29.3 and 29.4. In these circumstances, information relating to changed berthing arrangements will be provided to the Union and Employees to facilitate such discussions.
- 29.10 The requirement for roster change may not only be based on changed working arrangements, but also be based on maintaining and increasing, where appropriate, permanent, rostered jobs and ensuring shifts are generally worked within an Employees primary skill so that the integrity of the roster is maintained.
- 29.11 Any change agreed shall not be inconsistent with the intent of this Agreement, and shall not erode or diminish conditions of employment. Any change to a roster may occur only after all other mechanisms and alternatives have been considered and proved ineffective.

Status Quo

29.12 Where subject to the provisions of this Clause, the Company makes the final decision to implement change in the workplace and the Union disagrees with that decision, subject to there being no stoppage of work as a result of the decision of the Company, the Union may refer the matter in dispute to Fair Work Australia for conciliation and/or arbitration. While the matter is being referred and heard by Fair Work Australia, the status quo will remain.

30 DISPUTE RESOLUTION PROCEDURE

30.1 In the event of any matter, breach and/or dispute arising under this Agreement, and/or in relation to the interpretation or application of this Agreement or the National Employment Standard, or any matter arising in the course of employment, the following procedure will apply.

Step 1: The matter will in the first instance be discussed between the Employee/s and the immediate manager / supervisor involved.

If the matter remains unresolved;

Step 2: It will be referred for discussion between an employee representative and manager / supervisor

If the matter remains unresolved;

Step 3: It will be referred for discussion, if requested, between the appropriate Union Branch Official and relevant Manager

If the matter remains unresolved;

Step 4: It will be referred for discussion between the appropriate National Union Official and the nominated Senior Management Representative.

If the matter remains unresolved;

Step 5: In the event that the preceding steps have failed to resolve the matter and/or dispute, any person bound/covered by this Agreement may refer the dispute to Fair Work Australia (FWA) for conciliation and/or arbitration pursuant to Section 739 and Section 595 of the Act.

30.2 It is the intention of the parties that in fulfilment of this Clause, FWA shall exercise any of its powers and functions including but not limited to those normally associated with conciliation, arbitration and Section 739(4). Accordingly, the parties expressly confer upon FWA, a full range of powers and functions necessary to resolve the matter or matters in dispute

or in breach.

- 30.3 For the avoidance of doubt, the parties consent to the FWA exercising any powers or functions reasonably incidental to the conciliation and/or arbitration of the dispute.
- 30.4 The parties bound/covered by this Agreement agree that any decision or determination of FWA under this Clause shall be binding and final by virtue of this Clause but note that a decision of a single member of FWA can be appealed to the Full Bench of FWA.
- 30.5 By agreement between the parties bound/covered by this Agreement any or all of the above steps may be bypassed in the interest of speedy resolution of the dispute and/or matter. The parties will exhaust all avenues of discussion to resolve a matter prior to requesting FWA involvement.
- 30.6 Whilst the matter is being progressed, work will continue under the conditions and arrangements that existed before the dispute arose.
- 30.7 Employees and their representatives who are directly involved in the matter will be released from normal duties without loss of pay to assist in case preparation and to attend any proceedings.
- 30.8 The parties to this dispute and their representatives must act in good faith in relation to the resolution of the dispute and the above dispute resolution procedure.

31 REDUNDANCY

31.1 Definitions

31.1.1 A "Redundant Employee" is an Employee whose employment is terminated as being surplus to existing requirements by reason of the closing down or reorganisation of the whole or part of the Employer's operations or by amalgamation of the Employer's operation with the operation of another Employer.

31.1.2 An Employee will not be entitled to severance pay unless he or she has completed 12 months' continuous service.

31.2 Period of Notice

The notice to terminate employment will be in accordance with Clause 28.1 of the Agreement. The period of notice will not apply to circumstances where an Employer has arranged another position for an Employee and that Employee has accepted that position.

31.3 Quantum

Severance pay for a redundant Employee will be 4 weeks' pay per completed year of continuous service and pro rata for a broken part of a year with a maximum of 100 weeks severance pay.

31.4 Transfer of Employment

Severance pay will not be paid to an Employee who, by mutual Agreement, transfers employment to another Employer under an arrangement where all entitlements and service are fully portable. Any dispute as to this will be determined under the Disputes Resolution Procedure.

31.5 Saving

Nothing in this arrangement will be construed as limiting the Employer's rights to terminate employment.

31.6 Time off

Employees under notice will be given reasonable time off (with pay) to seek another position.

32 EQUAL OPPORTUNITY

The Employer has

32.1 Formalised its policies in respect of equal opportunity, anti-discrimination and sexual harassment to ensure compliance with all relevant legislation; and

32.2 Taken reasonable steps to promote a work environment that fosters equal employment opportunity and avoidance of discrimination or sexual harassment.

33 FLEXIBILITY

33.1 An employer 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

33.1.1 The Agreement deals with the following matter:

33.1.2 Arrangements about when work is performed;

33.1.3 The arrangement meets the genuine needs of the employer and employee in relation to the matter mentioned in paragraph (a) and

33.1.4 The arrangement is genuinely agreed to by the

employer and employee.

- 33.2 The employer must ensure that the terms of the individual flexibility arrangement:
 - 33.2.1 are about permitted matters under section 172 of the Fair Work Act 2009; and
 - 33.2.2 are not unlawful terms under section 194 of the Fair Work Act 2009; and
 - 33.2.3 result in the employee being better off overall than the employee would be if no arrangement was made.
- 33.3 The employer must ensure that the individual flexibility arrangement:
 - 33.3.1 is in writing; and
 - 33.3.2 includes the name of the employer and employee; and
 - 33.3.3 is signed by the employer and employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and
 - 33.3.4 includes details of:
 - 33.3.5 the terms of the Enterprise Agreement that will be varied by the arrangement; and
 - 33.3.6 how the arrangement will vary the effect of the terms; and
 - 33.3.7 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
 - 33.3.8 states the day on which the arrangement commences.
- 33.4 The employer must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- 33.5 The employer or employee may terminate the individual flexibility arrangement:
 - 33.5.1 by giving no more than 28 days written notice to the other party to the arrangement; or
 - 33.5.2 if the employer and employee agree in writing at any time.

34 GYMNASIUM

Employees are entitled to \$235 per annum towards membership at a gymnasium. Production of proof of membership is required.

This figure will be increased in July of each year according to the national consumer price index.

35 PAID TRADE UNION LEAVE

35.1 Subject to the provisions of this Clause, an employee nominated by the Branch Secretary of the Union, shall be entitled to paid trade union leave without loss of earnings. Paid trade Union leave shall include but not limited to union training, union education, conferences and or participation in the operation of the Union.

35.2 The manager of the Company shall not unreasonably withhold approval for such leave provided that the Branch Secretary forwards reasonable written notice setting out the date/s, venue and general description of the paid trade union leave.

35.3 Unless otherwise agreed to by the Manager, paid trade union leave under this Clause shall be limited to five days leave for each employee nominated in each year from the date of implementation of this Agreement.

35.4 For the purposes of this Clause, earnings means the earnings for shifts that the employee would have otherwise been rostered to work in accordance with their contract of employment, other than for approval to attend paid trade union leave. Salaried employees shall be paid at the salaried rate as specified for the employee's classification in the relevant section of this Agreement. Leave of absence granted pursuant to this Clause, shall count as service for all purposes of this Agreement.

36 SAVINGS

No Employee will have his or her wages for ordinary hours reduced as a result of this Agreement.

37 LEAVE RESERVED

The parties agree to a review of the salary grading. As such a committee of three employees will be selected to investigate, review and make recommendations to management. Neither party is committed to accepting the findings of the review.

PART F - DECLARATION AND SIGNATORIES

38 DECLARATION

38.1 The Agreement has been negotiated through extensive consultation between the Employer, the Union and the Employees. The content of the Agreement has been canvassed with all parties. All parties are entering into the Agreement with full knowledge as to the content and effect of the document.

38.2 The parties declare that the Agreement:

Is not contrary to public interest;

Is not unfair, harsh or unconscionable;

Was at no stage entered into under duress, and;

Reflects the interests and desires of the parties.


Deputy National Secretary
Michael Debono

Michael Debono
Deputy National Secretary
12/12/2014

SIGNATORIES

For and on behalf of TT Line Company Pty Ltd:

Name: George Geoffrey Wood

Signature: 

Position: Manager HR Operations

Address: 65 Leith Rd Leith Tas 7715

Date: 26/10/10

For and on behalf of Maritime Union of Australia:

Name: **Michael Doleman**
Deputy National Secretary

Signature: 

Position: **MARITIME UNION OF AUST.**
LEVEL 2
365-375 SUSSEX STREET
SYDNEY NSW 2000

Address: **AUSTRALIA**

Date: 1 November 2010

APPENDIX A

Classification Structure and Rates of Pay

Group A Employees

Jul-09

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 2.5% | | | |
| A | \$ 35,451 | \$ 41,492 | \$ 46,279 | \$ 55,855 |
| B | \$ 36,939 | \$ 42,689 | \$ 48,273 | \$ 57,849 |
| C | \$ 39,595 | \$ 43,885 | \$ 50,269 | \$ 59,843 |
| D | \$ 41,492 | \$ 45,082 | \$ 52,265 | \$ 61,840 |
| E | | | \$ 54,258 | \$ 63,834 |

Group A Employees

Jan-10

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 0.5% | | | |
| A | \$ 35,628 | \$ 41,699 | \$ 46,510 | \$ 56,134 |
| B | \$ 37,123 | \$ 42,902 | \$ 48,514 | \$ 58,138 |
| C | \$ 39,793 | \$ 44,104 | \$ 50,520 | \$ 60,142 |
| D | \$ 41,699 | \$ 45,307 | \$ 52,526 | \$ 62,149 |
| E | | | \$ 54,529 | \$ 64,153 |

Group A Employees

Jul-10

| Grade | 1 | 2 | 3 | 4 |
|-------|-------------|-----------|-----------|-----------|
| Level | 3.5% | | | |
| A | \$ 36,875 | \$ 43,158 | \$ 48,138 | \$ 58,098 |
| B | \$ 38,422 | \$ 44,403 | \$ 50,212 | \$ 60,173 |
| C | \$ 41,186 | \$ 45,647 | \$ 52,288 | \$ 62,247 |
| D | \$ 43,158 | \$ 46,893 | \$ 54,364 | \$ 64,324 |
| E | | | \$ 56,437 | \$ 66,398 |

Group A Employees

Jul-11

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4% | | | |
| A | \$ 38,350 | \$ 44,884 | \$ 50,063 | \$ 60,422 |
| B | \$ 39,959 | \$ 46,179 | \$ 52,220 | \$ 62,580 |
| C | \$ 42,833 | \$ 47,473 | \$ 54,379 | \$ 64,737 |
| D | \$ 44,884 | \$ 48,769 | \$ 56,538 | \$ 66,897 |
| E | | | \$ 58,694 | \$ 69,054 |

Group A Employees

Jul-12

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4% | | | |
| A | \$ 39,884 | \$ 46,679 | \$ 52,065 | \$ 62,839 |
| B | \$ 41,557 | \$ 48,026 | \$ 54,309 | \$ 65,083 |
| C | \$ 44,546 | \$ 49,372 | \$ 56,554 | \$ 67,326 |
| D | \$ 46,679 | \$ 50,720 | \$ 58,799 | \$ 69,573 |
| E | | | \$ 61,042 | \$ 71,816 |

Group A Employees

Jul-13

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4.5% | | | |
| A | \$ 41,679 | \$ 48,779 | \$ 54,408 | \$ 65,667 |
| B | \$ 43,427 | \$ 50,187 | \$ 56,753 | \$ 68,012 |
| C | \$ 46,550 | \$ 51,594 | \$ 59,099 | \$ 70,355 |
| D | \$ 48,779 | \$ 53,002 | \$ 61,445 | \$ 72,704 |
| E | | | \$ 63,789 | \$ 75,048 |

Group B Employees

Jul-09

| Grade | 1 | 2 | 3 | 4 |
|-------|-------------|-----------|-----------|-----------|
| Level | 2.5% | | | |
| A | \$ 33,835 | \$ 39,489 | \$ 46,279 | \$ 55,855 |
| B | \$ 35,255 | \$ 40,698 | \$ 48,273 | \$ 57,849 |
| C | \$ 37,791 | \$ 41,907 | \$ 50,269 | \$ 59,843 |
| D | \$ 39,489 | \$ 43,116 | \$ 52,265 | \$ 61,840 |
| E | | | \$ 54,258 | \$ 63,834 |

Group B Employees

Jan-10

| Grade | 1 | 2 | 3 | 4 |
|-------|-------------|-----------|-----------|-----------|
| Level | 0.5% | | | |
| A | \$ 34,004 | \$ 39,686 | \$ 46,510 | \$ 56,134 |
| B | \$ 35,431 | \$ 40,901 | \$ 48,514 | \$ 58,138 |
| C | \$ 37,980 | \$ 42,116 | \$ 50,520 | \$ 60,142 |
| D | \$ 39,686 | \$ 43,331 | \$ 52,526 | \$ 62,149 |
| E | | | \$ 54,529 | \$ 64,153 |

Group B Employees

Jul-10

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 3.5% | | | |
| A | \$ 35,194 | \$ 41,075 | \$ 48,138 | \$ 58,098 |
| B | \$ 36,671 | \$ 42,332 | \$ 50,212 | \$ 60,173 |
| C | \$ 39,309 | \$ 43,590 | \$ 52,288 | \$ 62,247 |
| D | \$ 41,075 | \$ 44,847 | \$ 54,364 | \$ 64,324 |
| E | | | \$ 56,437 | \$ 66,398 |

Group B Employees

Jul-11

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4% | | | |
| A | \$ 36,602 | \$ 42,718 | \$ 50,063 | \$ 60,422 |
| B | \$ 38,138 | \$ 44,025 | \$ 52,220 | \$ 62,580 |
| C | \$ 40,881 | \$ 45,333 | \$ 54,379 | \$ 64,737 |
| D | \$ 42,718 | \$ 46,641 | \$ 56,538 | \$ 66,897 |
| E | | | \$ 58,694 | \$ 69,054 |

Group B Employees

Jul-12

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4% | | | |
| A | \$ 38,066 | \$ 44,427 | \$ 52,065 | \$ 62,839 |
| B | \$ 39,663 | \$ 45,786 | \$ 54,309 | \$ 65,083 |
| C | \$ 42,516 | \$ 47,146 | \$ 56,554 | \$ 67,326 |
| D | \$ 43,865 | \$ 48,506 | \$ 58,799 | \$ 69,573 |
| E | | | \$ 61,042 | \$ 71,816 |

Group B Employees

Jul-13

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4.5% | | | |
| A | \$ 39,779 | \$ 46,426 | \$ 54,408 | \$ 65,667 |
| B | \$ 41,448 | \$ 47,846 | \$ 56,753 | \$ 68,012 |
| C | \$ 44,429 | \$ 49,267 | \$ 59,099 | \$ 70,355 |
| D | \$ 45,839 | \$ 50,689 | \$ 61,445 | \$ 72,704 |
| E | | | \$ 63,789 | \$ 75,048 |

Group C Employees

Jul-09

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 2.5% | | | |
| A | \$ 37,463 | \$ 43,845 | \$ 48,903 | \$ 59,022 |
| B | \$ 39,034 | \$ 45,110 | \$ 51,011 | \$ 61,129 |
| C | \$ 41,839 | \$ 46,374 | \$ 53,119 | \$ 63,237 |
| D | \$ 43,845 | \$ 47,640 | \$ 55,228 | \$ 65,348 |
| E | | | \$ 57,335 | \$ 67,454 |

Group C Employees

Jan-10

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 0.5% | | | |
| A | \$ 37,650 | \$ 44,064 | \$ 49,147 | \$ 59,317 |
| B | \$ 39,229 | \$ 45,335 | \$ 51,266 | \$ 61,434 |
| C | \$ 42,048 | \$ 46,606 | \$ 53,384 | \$ 63,553 |
| D | \$ 44,064 | \$ 47,878 | \$ 55,504 | \$ 65,675 |
| E | | | \$ 57,621 | \$ 67,791 |

Group C Employees

Jul-10

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 3.5% | | | |
| A | \$ 38,968 | \$ 45,606 | \$ 50,867 | \$ 61,393 |
| B | \$ 40,602 | \$ 46,922 | \$ 53,060 | \$ 63,584 |
| C | \$ 43,519 | \$ 48,237 | \$ 55,252 | \$ 65,777 |
| D | \$ 45,606 | \$ 49,554 | \$ 57,446 | \$ 67,973 |
| E | | | \$ 59,638 | \$ 70,163 |

Group C Employees

Jul-11

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4% | | | |
| A | \$ 40,527 | \$ 47,430 | \$ 52,901 | \$ 63,849 |
| B | \$ 42,226 | \$ 48,799 | \$ 55,182 | \$ 66,127 |
| C | \$ 45,260 | \$ 50,166 | \$ 57,462 | \$ 68,408 |
| D | \$ 47,430 | \$ 51,536 | \$ 59,744 | \$ 70,692 |
| E | | | \$ 62,023 | \$ 72,969 |

Group C Employees

Jul-12

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4% | | | |
| A | \$ 42,148 | \$ 49,327 | \$ 55,017 | \$ 66,403 |
| B | \$ 43,915 | \$ 50,751 | \$ 57,389 | \$ 68,772 |
| C | \$ 47,070 | \$ 52,172 | \$ 59,760 | \$ 71,144 |
| D | \$ 49,327 | \$ 53,597 | \$ 62,134 | \$ 73,519 |
| E | | | \$ 64,503 | \$ 75,888 |

Group C Employees

Jul-13

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4.5% | | | |
| A | \$ 44,044 | \$ 51,547 | \$ 57,493 | \$ 69,391 |
| B | \$ 45,891 | \$ 53,035 | \$ 59,971 | \$ 71,867 |
| C | \$ 49,188 | \$ 54,520 | \$ 62,449 | \$ 74,345 |
| D | \$ 51,547 | \$ 56,009 | \$ 64,930 | \$ 76,827 |
| E | | | \$ 67,405 | \$ 79,303 |

Group D Employees

Jul-09

| Grade | 1 | 2 | 3 | 4 |
|-------|-------------|-----------|-----------|-----------|
| Level | 2.5% | | | |
| A | \$ 39,352 | \$ 46,056 | \$ 51,369 | \$ 61,999 |
| B | \$ 41,003 | \$ 47,386 | \$ 53,584 | \$ 64,212 |
| C | \$ 43,950 | \$ 48,713 | \$ 55,799 | \$ 66,427 |
| D | \$ 46,056 | \$ 50,041 | \$ 58,013 | \$ 68,643 |
| E | | | \$ 60,226 | \$ 70,856 |

Group D Employees

Jan-10

| Grade | 1 | 2 | 3 | 4 |
|-------|-------------|-----------|-----------|-----------|
| Level | 0.5% | | | |
| A | \$ 39,549 | \$ 46,286 | \$ 51,626 | \$ 62,309 |
| B | \$ 41,208 | \$ 47,623 | \$ 53,852 | \$ 64,533 |
| C | \$ 44,170 | \$ 48,956 | \$ 56,078 | \$ 66,759 |
| D | \$ 46,286 | \$ 50,291 | \$ 58,303 | \$ 68,986 |
| E | | | \$ 60,527 | \$ 71,210 |

Group D Employees

Jul-10

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 3.5% | | | |
| A | \$ 40,933 | \$ 47,906 | \$ 53,433 | \$ 64,490 |
| B | \$ 42,650 | \$ 49,290 | \$ 55,737 | \$ 66,791 |
| C | \$ 45,716 | \$ 50,669 | \$ 58,041 | \$ 69,095 |
| D | \$ 47,906 | \$ 52,051 | \$ 60,343 | \$ 71,400 |
| E | | | \$ 62,645 | \$ 73,702 |

Group D Employees

Jul-11

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4% | | | |
| A | \$ 42,570 | \$ 49,822 | \$ 55,570 | \$ 67,070 |
| B | \$ 44,356 | \$ 51,261 | \$ 57,966 | \$ 69,462 |
| C | \$ 47,544 | \$ 52,696 | \$ 60,362 | \$ 71,859 |
| D | \$ 49,822 | \$ 54,133 | \$ 62,757 | \$ 74,256 |
| E | | | \$ 65,151 | \$ 76,650 |

Group D Employees

Jul-12

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4% | | | |
| A | \$ 44,273 | \$ 51,815 | \$ 57,793 | \$ 69,753 |
| B | \$ 46,130 | \$ 53,311 | \$ 60,284 | \$ 72,240 |
| C | \$ 49,446 | \$ 54,804 | \$ 62,776 | \$ 74,733 |
| D | \$ 51,815 | \$ 56,298 | \$ 65,267 | \$ 77,226 |
| E | | | \$ 67,757 | \$ 79,716 |

Group D Employees

Jul-13

| Grade | 1 | 2 | 3 | 4 |
|-------|-----------|-----------|-----------|-----------|
| Level | 4.5% | | | |
| A | \$ 46,265 | \$ 54,146 | \$ 60,393 | \$ 72,892 |
| B | \$ 48,206 | \$ 55,710 | \$ 62,997 | \$ 75,491 |
| C | \$ 51,671 | \$ 57,270 | \$ 65,601 | \$ 78,096 |
| D | \$ 54,146 | \$ 58,831 | \$ 68,204 | \$ 80,701 |
| E | | | \$ 70,806 | \$ 83,303 |