TIMBER TRADE INDUSTRIAL ASSOCIATION

TIMBER INDUSTRY AWARD 2010

Note: This summary has been prepared as an easy reading guide for Members of the Timber Trade Industrial Association. It is not intended to replace the award but to be read in conjunction.

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1. ADULT WAGES (FROM 1 JULY 2016)

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>MIN WEEKLY WAGE $</th>
<th>MIN HOURLY RATE $</th>
<th>CASUAL RATE PER HOUR (includes 25% loading)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>854.60</td>
<td>22.48</td>
<td>$28.10</td>
</tr>
<tr>
<td>6</td>
<td>807.70</td>
<td>21.25</td>
<td>$26.57</td>
</tr>
<tr>
<td>5</td>
<td>783.30</td>
<td>20.61</td>
<td>$25.77</td>
</tr>
<tr>
<td>4</td>
<td>743.30</td>
<td>19.56</td>
<td>$24.45</td>
</tr>
<tr>
<td>3</td>
<td>718.60</td>
<td>18.91</td>
<td>$23.64</td>
</tr>
<tr>
<td>2</td>
<td>692.10</td>
<td>18.21</td>
<td>$22.77</td>
</tr>
<tr>
<td>1</td>
<td>672.70</td>
<td>17.70</td>
<td>$22.13</td>
</tr>
</tbody>
</table>

2. UNAPPRENTICED JUNIORS

Unapprenticed juniors are paid the following percentages of level 2

At 16 years & under 40%
At 17 years 55%
At 18 years 70%
At 19 years 85%
At 20 years 100%

Commencing 1/1/2014 for new apprentices who have completed Year 12 only, First and Second Year percentages have been increased to 55% and 65% respectively. Please contact the TTIA if in doubt.

3. SAW DOCTOR APPRENTICES

Saw doctor apprentices are paid the following percentages of Level 6

First year 50% OR 55%
Second year 60% OR 65%
Third year 75%
Fourth year 90%

4. APPRENTICES (other than saw doctors)

The Other Apprentices are paid a percentage of Level 5

First year 50% OR 55%
Second year 60% OR 65%
Third year 75%
Fourth year 90%
5. PIECEWORKERS
The award provides for “piecework”. A pieceworker is an employee who is not a weekly employee but is engaged to work away from the employer’s mill in connection with felling, snigging, hauling or obtaining of logs. The rates of remuneration depend only on the work performed irrespective of the hours or times. The remuneration shall be fixed by agreement between the employer and employee at rates that would enable an average employee to earn not less than 25% above the appropriate weekly award rate for the class of work performed.

6. TRANSPORT WORKERS
Transport workers under the Timber Industry Award 2010 are deemed to be employees who haul logs from the forest to a mill and drive the following classes of vehicles:

- An articulated vehicle with 3 axles and GCM of 22.4 tonnes or less;
- A rigid truck and heavy trailer combination with more than 3 axles and a GCM greater than 22.4 tonnes – over 15 tonnes up to 21 tonnes capacity;
- An articulated vehicle with more than 3 axles and a GCM greater than 22. tonnes – capacity up to or over 22 tonnes;
- A low loader with GCM up to or over 43 tonnes;
- A double articulated vehicle up to and including 53.4 tonnes GCM, including B doubles.

The minimum pay rate for this driver classification will be a level 5 under this award.

Driver of a rigid vehicle with trailer combinations or articulated vehicle with trailer combinations exceeding 94 tonne GCM – minimum pay rate level 6 under this award.

(Transport workers who make general deliveries will be covered by the Road Transport and Distribution Award 2010.)

7. ALLOWANCES (% are of Level 5)

<table>
<thead>
<tr>
<th>Allowance</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Car</td>
<td>$0.78 per kilometer</td>
</tr>
<tr>
<td>First Aid Duties</td>
<td>2% per week</td>
</tr>
<tr>
<td>Leading Hand</td>
<td></td>
</tr>
<tr>
<td>2 to 6 workers</td>
<td>3.3%</td>
</tr>
<tr>
<td>7 or more workers</td>
<td>5.1%</td>
</tr>
<tr>
<td>Meal Money</td>
<td>$13.81 per meal</td>
</tr>
<tr>
<td>Handling Charred Timber</td>
<td>0.7%</td>
</tr>
</tbody>
</table>

Forest Work
All employees (other than pieceworkers) working in forests will be paid an allowance of 3.2% of the standard rate per week which will be treated as part of the ordinary wage for the purposes of this award. This allowance compensates for all disabilities encountered in this type of work (including difficult terrain and dense undergrowth) whilst so engaged.
8. CASUAL
Casuals to be paid 1/38th of the weekly rate per hour plus **25%**. Minimum payment per day of 4 hours.
Casuals are **not** entitled to annual leave, personal leave.
Casuals are entitled to overtime if they work in excess of the ordinary hours fixed for weekly employees on any day and shall be paid overtime calculated on the casual rate.

9. PART-TIME
Part-time employees may be engaged on a regular pattern of hours averaging less than 38 hours per week. Hours must be set prior to the hours being worked. Part-time agreements should be reduced to writing and specify details. Changes can be made by consent.
Minimum hours per shift shall be not less than 3 or as agreed between the parties. All agreements must be in writing.
Part-time employees who work in excess of the agreed hours will be paid at overtime rates for all time so worked.
Part-time employee to be entitled to annual leave and sick leave on a proportionate basis.
A Part-time employee is entitled to a public holiday if the day falls on a day that the employee would normally work.
All provisions of the award will apply to a part time employee.

10. HOURS
38 hours ordinary time per week to be worked between 6.30am and 6.00pm Monday to Friday.
Where genuine agreement exists hours can be worked on any day of the week, Saturday and Sunday inclusive.
The penalties for working ordinary time on a Saturday is time and one half and on a Sunday it is double time.

11. MEAL & TEA BREAKS
Meal break each day of up to 60 minutes and to be taken no later than 5 hours after commencing duty.
All work done during a normal meal break time shall be paid at double time and the employee is then paid at time and one half until released for the break.
12. OVERTIME

Time and one half for the first 2 hours on any one day, double time thereafter. Each day’s overtime stands alone.

Saturday work by weekly employees, time and a half for the first two hours, double after that with a minimum payment for three hours. Sunday work at double time (minimum payment for three hours). Work on public holidays to be paid at double time and one half with a minimum payment for three hours.

Overtime during the week may be converted proportionately to time off in lieu subject to genuine agreement with the employee. Overtime for casuals is calculated on casual rate of pay.

Where overtime is worked there must be a 10 hour break before recommencing work.

All overtime for a watchperson will be paid at time and one half.

13. CRIB TIME

Where an employee works overtime of 2 hours or more at the instruction of the employer they are allowed a crib break of 20 minutes prior to the commencing of overtime. If the period of overtime continues for four and one half hours then a further crib break is allowed.

An employee working overtime on a Saturday & Sunday shall be allowed a crib break of 20 minutes after working four and one half hours (please note the crib break is to be paid at ordinary rates if the break occurs between 10am and 1pm).

14. SHIFTWORK

Afternoon shift finishing between 6.00pm and midnight 15% loading
Night shift finishing between midnight and 8.00am 30% loading
Night shift which rotates with another shift 15% loading

Where a shift worker works overtime on Saturday, Sunday or public holiday they must work or be paid for a minimum of 3 hours.

**Breaks on Shift Work**

A shift worker must have a meal break within 5 hours of commencing the shift. All work done during a normal meal break time shall be paid at double time, and the employee is then paid at time and one half until released for the break.

Where the roster provides for a continuous shift a shift worker is entitled to a 20 minute paid crib break to be taken during the shift at a time convenient to the employer, employee or majority of employees.
15. TERMINATION
Except in cases of summary dismissal, the following notice or pay in lieu of notice must be given (or a combination thereof) by the employer.

- Employee with 1 year’s or less service: 1 week notice
- Employee with 1 – 3 years’ service: 2 weeks notice *
- Employee with 3 - 5 years’ service: 3 weeks notice *
- Employee with 5 years’ + service: 4 weeks notice *

* Employees with more than 2 year’s continuous service over 45 years of age are entitled to one additional weeks notice or pay in lieu.

In order to resign, employees are required to give the same notice as the employer, except for the 45yrs + additional week.

REDUNDANCY PAYMENTS
The payments are as follows for Companies with less than 15 employees:

<table>
<thead>
<tr>
<th>Periods of continuous service</th>
<th>No of weeks to be paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 1 year</td>
<td>Nil</td>
</tr>
<tr>
<td>More than 1 and up to 2</td>
<td>4 weeks</td>
</tr>
<tr>
<td>More than 2 and up to 3</td>
<td>6 weeks</td>
</tr>
<tr>
<td>More than 3 and up to 4</td>
<td>7 weeks</td>
</tr>
<tr>
<td>More than 4 years</td>
<td>8 weeks</td>
</tr>
</tbody>
</table>

The payments are as follows for Companies with more than 15 employees:

<table>
<thead>
<tr>
<th>Period of continuous service</th>
<th>Severance pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 1 year</td>
<td>Nil</td>
</tr>
<tr>
<td>1 year and less than 2 years</td>
<td>4 weeks’ pay</td>
</tr>
<tr>
<td>2 years and less than 3 years</td>
<td>6 weeks’ pay</td>
</tr>
<tr>
<td>3 years and less than 4 years</td>
<td>7 weeks’ pay</td>
</tr>
<tr>
<td>4 years and less than 5 years</td>
<td>8 weeks’ pay</td>
</tr>
<tr>
<td>5 years and less than 6 years</td>
<td>10 weeks’ pay</td>
</tr>
<tr>
<td>6 years and less than 7 years</td>
<td>11 weeks’ pay</td>
</tr>
<tr>
<td>7 years and less than 8 years</td>
<td>13 weeks’ pay</td>
</tr>
<tr>
<td>8 years and less than 9 years</td>
<td>14 weeks’ pay</td>
</tr>
<tr>
<td>9 years and less than 10 years</td>
<td>16 weeks’ pay</td>
</tr>
<tr>
<td>10 years and over</td>
<td>12 weeks’ pay*</td>
</tr>
</tbody>
</table>

*Severance pay less because service of over ten years attracts long service leave.

Employers are reminded of the termination of employment and unfair dismissals legislation. If terminating an employee, Members should contact a TTIA Officer for assistance and advice.

16. PERSONAL LEAVE
76 hours per year. Personal leave accrues at the end of every four week period. The calculation for a four week period is 38 hours x 4 weeks divided by 26 = 5.846 hours.

An employee must prove to the satisfaction of the employer that they were sick, e.g. doctor’s certificate.
Where an employee has more than 15 days of accumulated untaken personal leave, the employee may elect in writing that a payment shall be made to the employee and the employer shall pay such an employee for any accumulated untaken personal leave exceeding 15 days, up to a maximum payment of 64 hours per year. No payout on termination.

17. ANNUAL LEAVE

Is in accordance to the NES. 4 weeks per year (accrues at 2.92 hours per week).

Holiday pay shall include allowances, leading hand, tool and first aid allowances.

Overtime special rates or any other payment which might be payable to the employee as a reimbursement for expenses are NOT included in the calculation.

17 1/2% loading payable during annual leave (including leave granted in advance). Also payable on any annual leave pay due at annual shutdown. Loading is not payable on any public holidays.

Loading is payable on untaken leave which has not been taken for a full 12 months. Under 12 months loading is only applicable if the employee has completed 3 months service AND the employment is terminated by the employer (except in cases of misconduct). If an employee has between 3 - 12 months service but resigns their employment, no loading is payable.

18. PUBLIC HOLIDAYS

Public holidays are paid in accordance with the NES. TTIA provides a list of gazetted holidays.

By agreement the employer and the majority of employees in the enterprise, an alternative day may be taken as the public holiday instead of any of the days prescribed.

19. SUPERANNUATION

Note that relevant contributions as a percentage of ordinary time earnings under the Superannuation Guarantee legislation for 2016/2017 contributions are set at 9.5%.

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