

# WOOLWORTHS LIMITED

A.B.N. 88 000 014 675

1 July 2010

Mr Tim Kennedy  
Branch Secretary  
NUW Victoria  
PO Box 343  
NORTH MELBOURNE VIC 3051

Fax (03) 9287 1818

Dear Tim,

## **Re: Upcoming Renegotiation of the Barnawartha and Hume Enterprise Agreements**

Thank you for your letter dated 18 June 2010, regarding the Union's suggested proposal for negotiating the upcoming Barnawartha and Hume Enterprise Agreements.

As highlighted in your letter, the last round of negotiations involved extended delays. As detailed you have suggested establishing a centralised bargaining committee of both management and union representatives to negotiate both agreements concurrently.

The Company understands the basis for your suggested shared site negotiation approach. However, as each DC plays a unique role within our business we believe it is important to negotiate site agreements separately. As such, we would not be in a position to agree to your suggestion completely but we are keen to explore a more centralised approach to improve timeliness of each site agreement negotiation this time around.

In more recent EA negotiations the Company has adopted a more centralised approach. While each site would still be negotiated separately the negotiation process would involve the following:

- Key Company representatives involved in each site negotiation ie Kon Tzimokas, Regional Manager and Alison Merner, HR Manager Operations. This would assist with speeding up the decision making process and minimise any issues associated with key legislative or company wide related matters.



- Key Union representative/s to be involved in each site negotiation ie Union organiser and Branch Secretary. Again, this assists to speed up decision making and can minimise any issues associated with key legislative or union related matters.
- Delegates from each site would participate in their own site negotiation.
- Logistics Manager, HR Manager and Business Analyst would be involved in their particular site negotiation providing immediate opportunities to review business models and costings and draft clauses.
- Each site negotiation would involve 2-3 concurrent days of negotiations to ensure most key items can be discussed and resolved.
- A further 2-3 day period within four weeks of the initial negotiations for each site could also be arranged to ensure any outstanding matters are finalised quickly.

As stated such an approach has been adopted by the business in several recent negotiations and has significantly reduced the time required to negotiate a mutually agreed outcome.

We would welcome the opportunity to conduct the negotiations at your training facility. As part of the approach each site negotiating team would require a break out room containing access to the internet and a printer.

I would appreciate the opportunity to discuss this further and once an approach has been agreed set key separate dates to commence the negotiations for Barnawartha and Hume Enterprise Agreements. I can be contacted on either (02) 8885 3883 or mobile 0439 248 367.

I look forward to hearing from you.

Yours sincerely



Alison Merner  
HR Manager – Operations  
Logistics Division  
Woolworths Ltd