

**Holcim AUSTRALIA Pty Ltd**  
**CONCRETE CARRIERS CONTRACT**  
**SCHEDULE D**

**EQUAL OPPORTUNITY OF TRIPS**  
**GUIDELINES**

The Company will operate an equal opportunity of trips' system as between all trucks in the fleet regardless of the terms of the contracts relating to trucks or whether a truck is owned by the company.

It will be assessed monthly on a 12 month rolling period.

The number of trips for each truck will be adjusted to reflect the time that the truck is unavailable for use by the company for whatever reason, provided that the company's equipment is not the cause of the unavailability.

Liaison will take place between a representative of the company and the LOD or the LOD Representative to ensure fairness of trips' allocation and agree on the allocation of trucks to batch plants so as to give effect to the system.

The intention is that there be no significant discrepancies between:

- the average load sizes relative to capacity of each truck in the fleet
- the average lead for the trips undertaken by each truck in the fleet

**1. Operation of EOT**

- 1.1 The guidelines recognise there will be extenuating circumstances and unique "one off" situations that will be considered as they occur. They do not replace existing contractual arrangements.
- 1.2 Each LOD can request further details from Holcim or ask his LOD Representative to arrange a meeting with Holcim to resolve any issues.
- 1.3 The procedures may be amended to reflect changes in operating requirements or circumstances.

**2. Records Sheet**

- 2.1 All missed opportunities (MO), as defined in Section 6, are to be recorded on the Plant's Missed Opportunity Record and faxed to CSC by 9am the following day.

- 2.2 Following the end of each month, a report listing the progressive figures including missed opportunities for each truck shall be provided by Holcim to each LOD.
- 2.3 Holcim will also compile sufficient data to enable the EOT committee to determine future rosters.

### **3. Roster**

- 3.1 Subject to availability, trucks will commence work in the order set out in the roster.
- 3.2 After the last truck has left the yard, trucks will go out in the order in which they have returned to the yard.

### **4. Saturday**

- 4.1 Saturday is a normal contract working day.
- 4.2 CSC will make an assessment of the number of trucks needed at each plant by approximately 2pm on Friday.
- 4.3 If a plant is closed and trucks allocated to that plant are not required to work, no missed opportunities will be recorded. If the plant is closed and trucks are needed at other plants, then Holcim will determine which trucks are rostered elsewhere.
- 4.4 If the plant is open and there are surplus trucks for the expected work, the last rostered truck(s) will be offered time off and no missed opportunities will be recorded.
- 4.5 Where the volume of work is uncertain, Holcim may offer the last truck(s) to remain on standby until 9am Saturday. No missed opportunities will apply if the truck is not required.

### **5. Sundays and Night Work**

- 5.1 Trips done on Sundays and at Night will not be considered in the EOT assessment.
- 5.2 Night is defined as work that commences after 6 pm and before 5 am the next morning.
- 5.3 Any LOD interested in Sunday and Night Work will inform Holcim. A separate roster will be prepared listing LOD's in the order that requests are received.
- 5.4 Work will be offered according to the roster. After the opportunity is offered, the LOD's name is placed on the bottom of the roster.

- 5.5 LOD's have the right to request their name to be added or deleted from the roster at any time.
- 5.6 No traveller is paid for this work.
- 5.7 Should a large concrete pour commence before 5 am and extend into normal working hours, the normal roster and EOT will apply.

## **6. Missed Opportunities (MO)**

- 6.1 A Missed Opportunity is a trip forgone by a LOD if his truck is unavailable.
- 6.2 Each LOD will be allowed six working days per year for truck servicing without incurring a missed opportunity penalty. The days may be taken as full or half days. The time must be agreed with Holcim in advance, or taken with Holcim's approval.
- 6.3 Missed opportunities will not be incurred for any time lost relating to agitator servicing and breakdowns.
- 6.4 Missed opportunities will not be incurred by a LOD who is required to take time off to attend any meeting at the request of Holcim.
- 6.5 The daily number of missed opportunities is calculated as the number of trips per truck for all trucks operating from the home plant on that day.
- 6.6 A missed opportunity will be rounded off to the nearest trip (ie 1.4 trips or less = 1 trip, 1.5 trips or more = 2 trips).
- 6.7 Missed opportunities equivalent to a half day (ie 50% of the daily number defined in Clause 6.5 above) will be applied to any truck that is temporarily off the road if that truck misses a complete round of the roster. The same penalty applies if the LOD chooses to leave work early for any reason other than specified in Clauses 6.2, 6.3 and 6.4.
- 6.8 A LOD who has his truck stood down for any misdemeanour will receive the number of missed opportunities defined in Clause 6.5, on each day the truck is stood down.
- 6.9 A LOD who has a load rejected because the slump is out of specification will have one missed opportunity imposed in addition to not being paid for the cartage of the rejected load.
- 6.10 A driver who arrives late for work and the next truck on the roster has already been ticketed will have one missed opportunity imposed.
- 6.11 A driver who arrives late and has not notified Holcim of his delay may, at the discretion of Holcim, not be required to work that day. The penalty will be the number of missed opportunities defined in Clause 6.5.
- 6.12 If a truck is a low opportunity truck it may, after consultation with Holcim, choose to have a number of missed opportunities added to its monthly and

progressive total of trips to enable it to either work fewer hours or stay at a quiet plant.

- 6.13 At the end of each month, the average trips per day for each truck will be determined. The averages will be adjusted for and include missed opportunities and grouped by plant location. The performance of any truck that is more than 5% below the average for that location will be reviewed to determine how performance can be improved or if the truck should be classified as a low opportunity truck.
- 6.14 Any LOD who believes the MO imposed during the month is unwarranted, may request the penalty to be reviewed.

### ***Example only***

## **DETERMINATION OF UTILISATION LEVEL**

Paid metres available for the period <b>(V)</b>	=	19,500m <sup>3</sup>
Base fleet of Trucks <b>(T)</b>	=	13
Working days in the quarter <b>(W)</b>	=	67.2

### **UNAVAILABLE DAYS**

	<b>Days</b>
Annual leave	10.0
Sick leave	4.0
Requested & Granted Early Knock off	3.5
Vehicle breakdown	11.7
Late Start	0.8
Bereavement	0
Special approved leave	2.0
Unauthorised leave	4.0
Failure to report	4.0
<b>TOTAL DAYS</b>	<b>40.0</b>

Formula :  $U = V / ( T - R )$  , where  $R = S / W$

Therefore  $U = 19,500 / ( 13 - R )$  where  $R = 40 / 67.2 = 0.6$

$= 19,500 / ( 13 - 0.6 )$

**= 1573m<sup>3</sup> per Truck** for the quarter

[ END SCHEDULE D ]