

CSR & Holcim Staff Association

Enterprise Agreement Information Session

CSR Salaried Staff Agreement 2016



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CSR Salaried Staff Agreement 2016

- As a valued CSR staff member this is your guide to the CSR Salaried Staff Agreement 2016 and next steps.
- To provide you with certainty and protect your existing entitlements, the important terms and conditions contained in the CSR Staff (Consolidated) Award 2000 (the CSR Award) will form the basis of the CSR Salaried Staff Agreement 2016 (the New Agreement).
- This presentation explains key terms and conditions that will continue under the New Agreement.



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- The CSR Award underpinned CSR staff contracts of employment and many of the significant employment benefits enjoyed by staff.
- The significant benefits in the CSR Award were negotiated for CSR staff by the Staff Association over many years.
- The rich history of the Staff Association negotiating employment benefits for CSR staff with CSR spans more than 72 years (i.e. since the early 1940s).



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Protecting the interests of CSR Staff

- Since late 2013 the Staff Association and CSR have worked tirelessly, and invested substantial manpower and financial resources to modernise the CSR Award.
- On 16 November 2015 the FWC refused the application to modernise the CSR Award. The implication of this decision was that the CSR Award ceased operating on the same day.
- With no CSR Award in play the loss to staff of important statutory protection for some specific conditions, such as higher entitlements for minimum salaries, redundancy, jury service, annual leave loading and public holidays was a real possibility.



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Protecting the interests of CSR Staff

- To protect the interests of CSR staff and in the spirit of good IR practice the Staff Association and CSR negotiated to safeguard and maintain existing terms and conditions expressed in the CSR Award until an alternative was found. This led to the creation of the New Agreement.
- Our New Agreement is very much about being a 'Fair Work Agreement' for CSR staff and was the result of an intensive negotiation process that initially included the Staff Association and CSR agreeing to a framework supporting a modern award which generally contained many of the provisions now found in the New Agreement.



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Protecting the interests of CSR Staff

- We know that CSR staff valued similar terms and conditions that were detailed as part of the modern award process in 2014 and 2015, as 92% of CSR staff who voted for a modern award in September 2015 voted “yes” to those terms and conditions.
- The New Agreement builds upon the terms and conditions that existed in the CSR Award with many of the terms and conditions maintained or improved under the New Agreement.



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Protecting the interests of CSR Staff

To ensure CSR staff continue to receive significant benefits as was provided by the CSR Award the key benefits provided under the New Agreement include:

- ✓ Coverage
- ✓ Redundancy
- ✓ Superannuation
- ✓ Long Service Leave
- ✓ Unfair Dismissal Protection
- ✓ Classifications / Adult Min. Salary
- ✓ Allowances
- ✓ Annual Leave Loading
- ✓ Shift Allowances



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Key benefits for CSR Staff:

Coverage	All existing CSR staff will be covered at the commencement of the New Agreement
Redundancy	<ol style="list-style-type: none">1) Preserves current provisions from the CSR Award which are most favourable when compared to the NES that would apply in the absence of this New Agreement2) Provides that JG11+ employees shall be paid at their Total Fixed Remuneration rates less SGC of 9.5% as opposed to the current 75% rule
Superannuation	Ensures that the current 12% super is maintained for JG1-10 which is 2.5% above the legislation. This is a significant benefit for many CSR staff

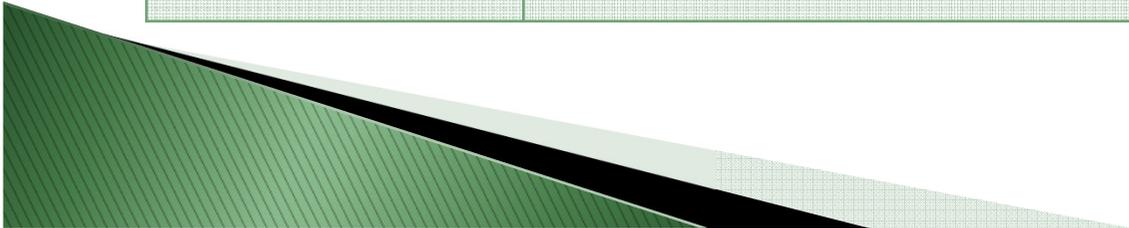


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Key benefits for CSR Staff:

Long Service Leave	Long service leave shall: <ol style="list-style-type: none">1) Maintain what was provided in the CSR Award with entitlement to LSL from 7 years' service2) Provide for accrual rates far higher than State legislation especially from 7 and 15 years' service3) Provide additional benefits for CSR Staff aged 52 and over especially if made redundant4) JG11+ CSR staff will be paid at their Total Fixed Remuneration rates less SGC of 9.5% as opposed to the current 75% rule
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Key benefits for CSR Staff:

Unfair Dismissal Protection	Unfair dismissal protection for CSR staff will be maintained under the New Agreement and translates to better and fairer protection for CSR staff
Classifications and Adult Minimum Salaries	Revised classification structure defining minimum rates of pay – simplified and fairer
Allowances	Updated and linked with annual CPI measures to ensure currency and a fairer approach to allowances for CSR staff



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Key benefits for CSR Staff:

Annual Leave Loading	Annual leave loading benefit preserved for JG1-10 and the cap will increase each year CSR staff with annual leave loading entitlements – this is fairer and simpler
Shift Allowances	Shift allowances have moved from a fixed \$ amount to a percentage (%) based amount which is more contemporary and fairer



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The Next Steps

- The New Agreement will be provided to CSR staff by way of an electronic link from 12 February 2016.
- This communication and other relevant material concerning the next phase will be placed onto the Staff Association and CSR websites at:
 - <http://www.csrholcimwilmar.com> (Current News link) &
 - <http://intranet.csr.com.au/Pages/default.aspx> (MY HR link)



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Frequently Asked Questions

1	Q	Where can I find a full copy of the CSR Salaried Staff Agreement 2016?
	A	A full copy of the New Agreement will be located on the CSR web site at http://intranet.csr.com.au/Pages/default.aspx (MY HR link)
2	Q	Who will be covered by the CSR Salaried Staff Agreement 2016?
	A	The New Agreement will cover CSR staff as identified in the New Agreement .
3	Q	Who can I speak to if I have questions in relation to the New Agreement?
	A	You can contact your HR manager or Mark Port from the Staff Association.

The CSR logo consists of the letters 'CSR' in a white, bold, sans-serif font, centered within a solid red square.

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Frequently Asked Questions

4	Q	What is the voting process for CSR staff on the CSR Salaried Staff Agreement 2016?
	A	CSR will be asking CSR staff to vote on the New Agreement electronically.
5	Q	Do I have to vote for the CSR Salaried Staff Agreement 2016?
	A	No, voting is not compulsory. However, the New Agreement will cover terms and conditions relevant to your employment, so it is important that you vote and have your say on the CSR Salaried Staff Agreement 2016.



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Frequently Asked Questions

6	Q	When is the CSR Salaried Staff Agreement 2016 approved?
	A	The CSR Salaried Staff Agreement 2016 is approved if the majority of CSR staff vote “yes” for the New Agreement electronically (i.e. via Survey Monkey). The New Agreement is then lodged with the FWC for approval within 14 days of the successful vote. We will update staff of the final certification from the FWC.



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About the Staff Association

- National IR and Employment support & assistance for Staff who are Members of the Staff Association
- Website address: <http://www.csrholcimwilmar.com>
- Over 72 years of history with CSR and CSR staff
- Located on Level 1, Trinita 3, North Ryde NSW 2113
- The Staff Association has secured > \$2.6M in benefits and entitlements for Members in the last 2 years
- Membership is currently < \$1 per day inclusive of GST (i.e. Membership is \$360 per year or \$30 per month inclusive of GST)
- Membership fees are tax deductible



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Staff Association Membership

- Complete a Membership Application Form
- Include your CSR Employee Number on the form and ensure the form is signed by you
- Send the completed to Mark Port by email at mport@csr.com.au and it be processed in 1 to 2 working days' with Membership commencing from lodgement date
- Contact Mark Port on 0417-018816 for a confidential discussion if you have any questions or queries



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End
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