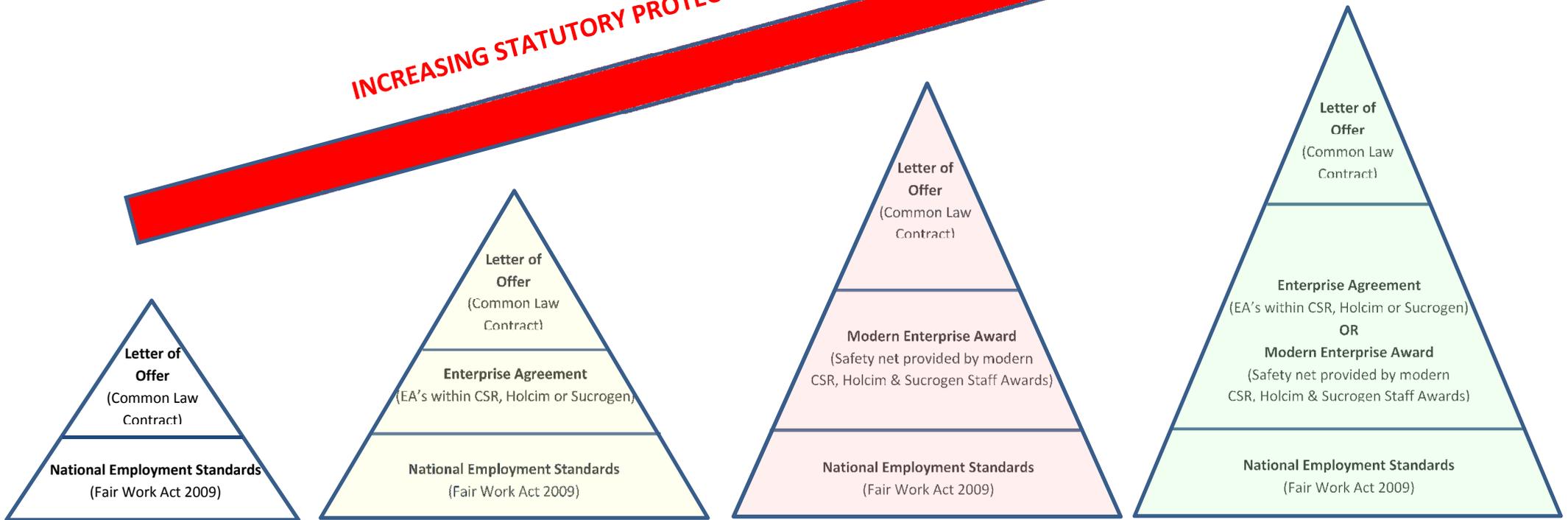


INCREASING STATUTORY PROTECTION FOR TERMS & CONDITIONS



Holcim has a number of EA's which are currently being renewed. The widespread use of EA's may make it difficult to succeed in an application for a modern award for Holcim.

This is the level of protection the Association is seeking for CSR & Sucrogen staff, & those Holcim staff not covered by an Enterprise Agreement

If the Association applies for a modern award for Holcim & is successful those Holcim staff **covered by an Enterprise Agreement** would have the protection of the Enterprise Award if the Enterprise Agreement was terminated

- Basic conditions included in NES's protected by Fair Work Australia
- Disputes over other conditions in individual Letters of Offer resolved in Local, District or Supreme Court

- Conditions included in Enterprise Agreements & NES's protected by Fair Work Australia
- Disputes over other conditions in individual Letters of Offer resolved in Local, District or Supreme Court

- Conditions included in Modern Enterprise Awards & NES's protected by Fair Work Australia
- Disputes over other conditions in individual Letters of Offer resolved in Local, District or Supreme Court

- Conditions included in Enterprise Agreements, Modern Enterprise Awards & NES's protected by Fair Work Australia
- Disputes over other conditions in individual Letters of Offer resolved in Local, District or Supreme Court