

# CSR & Holcim Staff Association

## CSR Staff Information Bulletin

**Topic:** CSR Staff (Consolidated) Award 2000 – Modernisation

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### Introduction

The purpose of this note is to update you on the modernisation of the CSR Staff (Consolidated) Award 2000 (the award), which underpins staff contracts of employment.

Under the Fair Work Act 2009, all enterprise awards must be “modernised” and approved by the Fair Work Commission (FWC) otherwise they will terminate and be replaced by appropriate modern industry awards. Applications to modernise enterprise awards had to be lodged by 31<sup>st</sup> December 2013, or else they would automatically lapse. On the 19<sup>th</sup> November 2013, the parties lodged a joint application to modernise the Award with the FWC. This action will temporarily keep the current award open, pending a decision on the application by the FWC.

### Why modernise the Award?

If the award was to be terminated, important statutory protection for some specific conditions, such as higher entitlements for redundancy, jury service, annual leave loading and rights to additional public holidays, would be removed. Both the Association and CSR believe it's in all staff employees' interests for the Award is maintained and modernised.

For further information please refer to the Association's Web-Page [www.csrandholcimsa.com](http://www.csrandholcimsa.com). Please review:

- 13 Dec 2013 Information Bulletin – Award Modernisation EBA Process.
- 5 Aug 2013 Staff Association Survey Results.
- 5 Aug 2013 Award Modernisation Diagram.

## Progress to date

The parties have held several discussions on the content of the draft modern award, and whilst at this stage have not reached final agreement, have agreed to communicate progress to staff and to continue working together in support of the joint application.

There have been two directions hearings in the FWC before Senior Deputy President Acton on 4<sup>th</sup> February and 4<sup>th</sup> March 2014. The latest directions are:

1. The parties to file in the FWC a draft of the modern enterprise award they seek, an outline of their submissions and any evidence on which they intend to rely in support of their application by COB 29 April 2014.
2. Other persons, who either support or oppose the application, are to file an outline of their submissions and any evidence on which they intend to rely by COB 27 May 2014.
3. Those seeking to cross examine any witness must notify the others who have made submissions and the FWC of their intention by COB 3 June 2014.
4. All material filed will be published on the FWC website: [www.fwc.gov.au](http://www.fwc.gov.au).
5. The matter will be listed for Hearing before a Full Bench of the FWC following a review of the material filed.

## Plebiscite

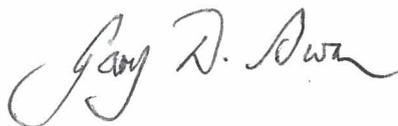
As part of our supporting evidence, it is intended to conduct a plebiscite (a direct vote) of all eligible staff to establish their support for the terms and conditions of employment under a modern enterprise award.

We will keep you advised of developments.



**Luke Murphy**

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**Gary Swan**

Secretary, CSR & Holcim Staff Association

## CSR & Holcim Staff Association

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