

# CSR & Holcim Staff Association

## Members' Information Bulletin

**Topic:** Award Modernisation, EBA Progress Report  
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### **RSS AWARD**

This year has seen the Association lodge *AM2013/4 Application* for the modernisation of the RSS Award. The staff employees covered by the RSS Award are staff employees from Sugar Australia. The application was lodged in The Fair Work Commission (FWC) on Thursday 11 April 2013.

The Association and its Solicitors served Wilmar with a Draft Modern Award for discussion.

The first Mention for the modernisation of the RSS Award at the Fair Work Commission (FWC) was 30 August 2013.

The outcome of the Mention was an ongoing commitment given by the parties to FWC to prepare a 'Like for Like' Modern Award.

Wilmar HR and their Senior Leadership Team (SLT) held meetings in Townsville to prepare Wilmar's 'Like for Like' proposal for a negotiation with the Association. Part of this process includes communication with members. When agreement is reached between the Association and Wilmar on the proposed modern award, it is intended that all staff receive a copy of the proposed modern award for review.

A plebiscite of all staff will be held to vote on either accepting or rejecting the proposed modern award. (*plebiscite meaning: a vote by a whole electorate to decide a question of importance*)

### **CSR Staff Award**

The Association is still in discussion with CSR regarding the CSR Staff (Consolidated) Award on when to lodge the application to modernise the said Award.

The Association's solicitors have prepared the application to modernise the CSR Award and are awaiting instructions from the Association to file the application at the FWC.

### **Holcim EBA's**

On 23 September 2013 The Association commenced negotiations with Holcim to establish an Agreement covering members in Qld/NT. The Association has presented a log of claims to Holcim on behalf of members. The log of claims has been emailed to members.

On the 14 October 2013 the Association will begin the process of Enterprise Bargaining negotiations on behalf of members in Victoria. The Association will be presenting to Holcim a log of claims on behalf of members. The log of claims has been emailed to members.

Any Agreement that is reached between Holcim and the Association must be voted upon by all JG1-10 staff employees engaged by Holcim and Humes.

In recent months the Association represented members in WA, NSW/ACT and finalised negotiations of two new Agreements. Those two Agreements were overwhelmingly supported by staff and have now been ratified by the Fair Work Commission.

To view the Agreements please go to [www.csrandholcimsa.com](http://www.csrandholcimsa.com), select "Click on Award and Over award Conditions", then select Holcim Staff Agreements.

**CSR & Holcim Staff Association**  
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