

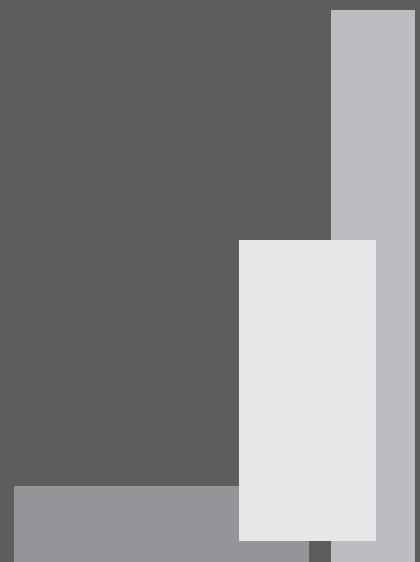


# 70 YEARS

CSR & Holcim Staff Association  
1942 TO 2012 | *Celebration Issue*

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# HOW IT ALL BEGAN

1-3 O'Connell Street  
Sydney

10th October, 1941

## **The Colonial Sugar Refining Company's Staff Officers' Association**

A suggestion has been made that members of the staff should form an Association and members of the staff are asked to attend a meeting to be held in the board room at O'Connell Street, on Tuesday afternoon on the 14th instant at 4:30pm to discuss the matter, and, if thought desirable, to form such an Association.

D.M. Baird  
Convenor of the meeting.

## MINUTES OF THE MEETING HELD AT

1 O'CONNELL STREET,

4:30 PM

14TH OCTOBER, 1941

Officers from Head Office, Pyrmont Refinery, Cane-ite Factory, The Distillery and Annexe were present. The Convenor, Mr D.M. Baird, addressed the meeting and briefly gave the reasons for it being called. Mr D.M. Baird was elected provisional Chairman on the motion of Mr R.T. Challinor, seconded by Mr S. Trumper.

### Formation of Association

The following motion was moved by Mr R.W. Garling, second by Mr S. Holliday:

*"That an Association, to be known as the Colonial Sugar Refining Company Limited Professional and Clerical Officers Association of Australia, be formed."*

An amendment was moved by Mr C. Isaacs, seconded by Mr P. Wheen, that the meeting be adjourned until a future date to permit further consideration being given to the motion. The amendment was declared lost on the voices, and the motion carried.

### Rules

The meeting expressed the wish that consideration of the proposed rules should be deferred until a later date.

### Election of Officers

The meeting then proceeded to elect officers of the Association provisionally.

### President

Mr D.M. Baird was elected to the position of President on the motion of Mr W.A.F. Latimer, seconded by Mr M.B. Heath.

### Vice President

Mr W.A.F. Latimer was elected Vice President, on the motion of Mr H. Hogarth, seconded by Mr J. Gard. Mr H.I. Hogarth was also nominated as Vice President but asked permission for his name to be withdrawn.

### Secretary

Mr W.R. Browne was elected secretary, on the motion of Mr B. Trivitt, seconded by Mr R.W. Garling.

### Treasurer

Mr F. Harry was elected Treasurer, on the motion of Mr D. Arnheim, seconded by Mr F. Culwyn.

### Three members of the Executive Council

Messrs G.L. King, J. Ball and C. Witney were elected executive officers on the motion of Mr E.L. Spencer, seconded by Mr H. Maraun.

A Vote of thanks to the Management for permitting the use of the Board Room was moved by Mr H. Clarke seconded by the President, Mr D.M. Baird and was carried by acclamation.

The meeting adjourned at 5:45 pm to a date to be fixed.

D.M. Baird

21st October, 1941

# REGISTRATION:

## 2ND FEBRUARY, 1942

In accordance with the Commonwealth Conciliation and Arbitration Act 1904 - 1934, a Certificate of Registration of an Association as an Organisation of Employees in the Commonwealth of Australia was issued on the 2nd of February 1942. The Association was registered as:

.....  
"The Colonial Sugar Refining Company Limited Professional and Clerical Officers' Association of Australia".  
.....

The Certificate of Registration noted the Association was registered. . .

.....  
". . . as an organisation of employees in or in connexion with the industry of growing sugar cane and of the production sale and distribution of sugar and associated products and any other industry in which the Colonial Sugar Refining Company Limited shall be for the time being engaged".  
.....

Subsequent changes including name changes have been made over the years.

# PRESIDENT'S MESSAGE

This year the CSR and Holcim Staff Association celebrate its 70th Anniversary and its rare these days for any organisation or enterprise to reach such a milestone. For the Association to reach such a milestone is a testament to the goals and ideals that the Association fosters and promotes.

The formation of the Association in 1942 and registered as The Colonial Sugar Refining Company Limited Professional and Clerical Officers Association was an Enterprise Union formed to specifically protect and advance the interests and working conditions of Salaried and Professional Staff working for CSR. So successful was the Association, many of the conditions negotiated and secured are still an integral part of our current Awards and Enterprise agreements.



"It's hard to imagine a period of greater change during the Association's 70 year existence than the last 10 years. The fact that the Association has been a point of constancy throughout this period of change is a credit to our Membership, the Association office and the Executive Council, past and present."

Since the 60th Anniversary in 2002 there have been significant changes to both the internal and external environments the Association operates within. CSR demerged, resulting in the formation of The Rinker Group which was subsequently acquired by CEMEX through a hostile takeover and then sold onto Holcim in 2009.

More recently CSR's sugar refining business was given its own identity and subsequently sold and became part of the Wilmar Group. Both of these businesses are poised to become positive contributors to the future aspirations of Holcim and Wilmar. Externally it was the replacement of Work Choices with Fair Work Australia and Award Modernisation that has resulted in a significant change in the way industrial relations is now conducted.

What's ahead? More change. Change is a given and for the Association to be able to support the interests of its members, it needs a strong membership base. Ensuring that we have a strong and sustainable membership base is a constant challenge.

The Association is unique, in 70 years it has only ever represented the Salaried Staff of CSR, Holcim and Sucrogen and is able to draw on strong and established relationships to meet the challenges that change will inevitably deliver.

There are many individuals that have contributed to the success of the Association over the last 70 years, some are recognised in this anniversary snap shot and I thank them for their contributions

Thank you for being a member of our Staff Association.

*Peter Hoskins*

President, CSR and Holcim Staff Association

# Message from Rob Sindel, Managing Director and CEO, CSR Limited

Happy 70th Anniversary CSR & Holcim Staff Association

Congratulations to the CSR & Holcim Staff Association on reaching its 70th anniversary! There are many unique aspects of working at CSR and the constructive relationship we have with the CSR Staff Association is one such unique relationship we are proud of. Like CSR, the Staff Association, has had to adapt to changes in our business as well as changes in the industrial relations environment. There have been many such changes since the creation of the Staff Association in 1942 and it is a credit to the people involved that this relationship has continued in a constructive way. Well done to the team at the Staff Association on reaching this milestone. CSR looks forward to continuing this unique partnership.

*Rob Sindel*



CEO



**Holcim**

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[www.holcim.com.au](http://www.holcim.com.au)

Friday, July 20, 2012

The President  
CSR & Holcim Staff Association  
Level 1, Trinité 3  
NORTH RYDE NSW 2113

**CSR & Holcim Staff Association 70<sup>th</sup> Anniversary**

Dear Denis,

2012 is a special year for both Holcim and the CSR & Holcim Staff Association, because this year we both celebrate special milestones.

At Holcim we reach our centenary and at the Association you reach 70 years.

This is an extraordinary effort for the Association and one I would like to personally recognise. So on behalf of Holcim I would like to extend my sincerest congratulations.

Looking back, the Association has achieved many commendable outcomes for its members.

Of particular note it addressed gender equality in the 1947 Award, anti-discrimination in 1997 and paid maternity leave in 2005 - just to name a few.

Many of our people at Holcim have benefited greatly from this work.

The Association has always supported its members through fair negotiation, maintaining positive and strong relationships with the company to help not hinder its achievements.

Personally I have been working with the Association for over 10 years and it has always been in a spirit of cooperation for the needs of our people. For this I am grateful.

In particular I would like to thank you Denis, for tirelessly advocating and building rational and cooperative relationships.

I look forward to continuing in this cooperative spirit and watching the Association achieve more great outcomes for its members in the years to come.

Yours sincerely,

Mark Campbell,  
CEO, Holcim Australia

20 July 2012

Mr Peter Hoskins  
CFO - Western Region and President  
CSR and Holcim Staff Association  
Holcim (Australia) Pty Ltd  
18 Brodie Hall Drive  
Bentley WA 6102



Dear Peter,

Congratulations to the members and staff of the Staff Association on celebrating their 70th year of operation.

Even though Sucrogen has only been around for a short time, we recognise and value our heritage as CSR Sugar.

We also recognise and value the unique culture of business built on a strong capability across our staff ranks.

The relationship with the Staff Association has been part of building our organisation and has played a positive role in helping us make our transition out of the CSR group.

Sucrogen looks forward to continuing a productive relationship with the Officers Association as we create a strong future working environment for our people.

Yours sincerely



Ian Glasson  
**Chief Executive Officer**

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# EMPLOYEE INDUSTRIAL RELATIONS MANAGER'S MESSAGE

The CSR and Holcim Staff Association received its Certificate of Registration of an Association as an Organization of Employees on the second day of February 1942 under The Commonwealth Conciliation and Arbitration Act 1904-1921.

At that time the Association was known as The Colonial Sugar Refining Company Limited Professional and Clerical Officers Association of Australia. As an organization of Employees, the Association's industry rule to cover staff employees was relied upon and read as follows (on the following page).



“In connexion with the Industry of growing Sugar Cane and the production sale and distribution of sugar and associated products and any other Industry in which the Colonial Sugar Refining Company Limited shall be for the time being engaged.”

The name of the organization has changed four times between 1974 and 2010, the name changes are as follows:

1. 13 August 1974 CSR LIMITED OFFICERS ASSOCIATION
2. 22 December 2003 CSR & Rinker Salaried Staff Association
3. 1 January 2009 CSR & CEMEX Staff Association
4. 2 March 2010 CSR & Holcim Staff Association.

Over those years the Association itself has evolved into a more inclusive organisation of employees. As you will note in the second name change the wording “Officers” has been dropped to include the wording “Salaried Staff”. This was brought about by the CSR vision of “One Workforce” where staff contracts of employment were offered to traditional blue collar award employees. Those staff contracts were underpinned by the CSR Staff (Consolidated) Award and or Certified Agreements that had the said award as its reference.

Traditional blue collar award employees then received the same terms and conditions that staff employees had been receiving. For many years the increased benefits included:

- 12% Superannuation
- 25% Annual Leave Loading
- 1.4 weeks per year of service for Long Service Leave pro rata for each year of service after 15 years
- 10 days sick leave per year of service that continues to accumulate each year of employment
- The Staff Redundancy and Retrenchment Agreement.

The most significant gain for blue collar workers in my opinion has been the superannuation benefit of 12%. It is still ongoing whilst the Federal Government and industry are still coming to grips with how to lift the current 9% to 12% that has now been talked about for nearly three years by the current government. The Association is looking to maintain relativity of 3% and negotiate a move to 15% employer contribution.



The Association has been in the background working for all salaried staff employees not only members. Whatever we have negotiated has benefited all staff employees for 70 years.

Like most unions today we struggle with membership. Over the last two years we have had to increase the fees of membership to the Staff Association caused by the increasing costs of operating your organisation and declining membership. This is due to a number of factors such as downsizing and lack of interest, lack of awareness that the Association exists.

A number of new members have joined when they have found themselves in difficulty. Some believe we don't need to join until we get into difficulty. All of this is perception; we do assist new members only after they have paid 12 months membership in advance. Then there is only limited assistance we will provide. Members who have joined because they wish to be a member and not because of difficulty with their employer will receive all the assistance we can provide given the circumstances that exist at the time of enquiry for assistance.

I take this opportunity to thank staff employees who have joined the CSR & Holcim Staff Association and wish them a Happy 70th Anniversary.

*Denis Boner*

Employee industrial Relations Manager  
CSR & Holcim Staff Association

# EXECUTIVE COUNCIL 2012



## **President**

Peter Hoskins  
CFO Western Region  
Holcim  
Bentley, WA



## **Vice President**

David Lane  
Manger Perth Concrete  
Holcim  
Bentley, WA



## **Executive Councillor**

Philip Carter  
Finance and Planning Mgr  
Humes  
Milton, QLD



## **Secretary**

Gary Swan  
Project Manager  
BioEthanol  
Sucrogen  
North Ryde, NSW



## **Treasurer**

Peter Hallissy  
National Commercial Mgr  
Workers Comp  
CSR  
North Ryde, NSW



## **Executive Councillor**

Tony Sinardi  
Assistant Production Mgr  
Sucrogen  
Ingham, QLD

# CONTRIBUTIONS FROM LIFE MEMBERS

Over the years, the Association has bestowed honorary Life Membership on special people. Some of them have kindly agreed to contribute to our publication (on the following pages).



# FRED BASTOCK

“

*Let me start by saying the Association is in capable hands. Many changes have taken place over 70 years. The Executive and Association staff over these years have done and continue to do a good job. Congratulations.*

*70 years as a registered industrial organisation. That speaks volumes for the Executive and Members. I was appointed the first full time Industrial Officer of the CSR Limited Officers' Association in January 1987.*

*I was joined later by Margaret Crowe (ex Sugar Division). Margaret was a real asset and made a great contribution to the Association*

*1987 was a year that membership was falling. At a meeting with the General Manager – CSR and the company's personnel manager a number of matters were discussed. One was that Association membership was falling. The outcome was that the Association Executive undertook even closer contact with worksite representatives and through them to encourage non-members to consider joining the Association. As a result we ended up with more representatives and increased membership which rose to 2000 plus in the following few years.*

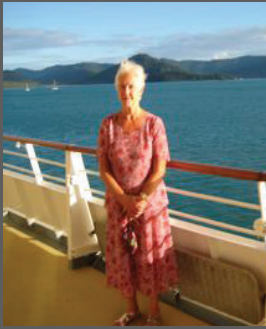
*Many changes have occurred since my tenure as Industrial Officer, locations, name changes, parties to the Staff Awards and membership.*

*70 years existence in the good and bad times of industrial relations proves that the Staff Association has a real and on-going role in Australian industrial relations. Best wishes for the future.*

”

*Fred Bastock.*





# KATH BERRY

“

*Thank you for a reminder of more productive years, and old friends. Although I am enjoying retirement and keeping busy, it does not seem like 12 years since I was part of CSR. I don't remember contributing a great deal, but helped the committee to form a few meaningful ideas which were debated by the Company and, in some cases, adopted.*

*When I look back on my years with CSROA as it was then, and look around me now, I do not think much has changed. But a great deal has. I feel in the 80's and 90's we were battling the amalgamation of Unions, the reluctance of people to join, and whether or not they were relevant. The biggest battle was redundancy, which I imagine are the same battles being fought today.*

*We had many issues before council, a number of discrimination issues, but two which I was personally involved in – we brought in a No Smoking Policy in the Association office and urged the company to bring a No Smoking Policy throughout all the sections of CSR. It did not make us popular with everyone even though we likened it to the Asbestos debacle of earlier years.*

*The second was the removal of the barrier at level 8 (of the salary scale) so that all staff could participate in Salary Sacrificing. Hopefully this allowed lower paid staff to save more for their retirement, amongst other benefits.*

”

*Kath Berry*



# RICHARD BLAXLAND

“

*I was always proud to be a member of the Association. I joined the Association in 1976, when I joined CSR and was a member for 33 years until I was retrenched in 2009. I was also honoured to be made a Life member. It was a privilege to work with this group of people. The tradition of the Association still lives on. The Association has always been well managed. The membership fees are low and the Association funds are spent and managed well.*

*The Association has fought hard for some significant staff entitlements, which staff still benefit from today. These include 12% company contribution to superannuation, 25% annual leave loading and generous long service leave and retrenchment entitlements. The Association has also represented members well when they have needed help.*

*The Association should be proud of its achievements over 70 years. Thank you to all the members over the years, who have contributed to this success. The Council and Denis Boner and his team are continuing on with this great work.*

”

*Richard Blaxland*



# JON HANLON

“

*Congratulations to the Association on the occasion of its 70th Anniversary, this is indeed a remarkable achievement.*

*In my opinion, enterprise based entities like the Association are the future of industrial relations in Australia.*

*The Fair Work Act 2009, Fair Work Australia and the attempts to 'modernise' awards by clotting together multiple awards have clearly been retrograde steps, reflected in the fact that academics, employer groups and unions have all criticised the new arrangements.*

*Nowhere is this better demonstrated than in the mining industry. It makes little sense to collect all, say, electricians in Australia under a single award – and for the ETU to represent them all – and far more sense for an association of Rio Tinto employees to bargain for their own wages and conditions.*

*So the Association is truly the way of the future, and I'm confident it will still be around in another 70 years.*

”

*Felicitations!*

*Jon Hanlon*

# LES STAGG

“

*My initial introduction to Unionism was in the 60's where I was handed the position of shop steward at a factory in NSW where I was working at the time. The reason being that nobody else would take on the job.*

*From there I came back to Queensland and started working at Macknade Sugar Mill at Ingham. Once again I was handed the job as shop steward and held that position until I left and ended up at the Haughton Sugar Mill.*

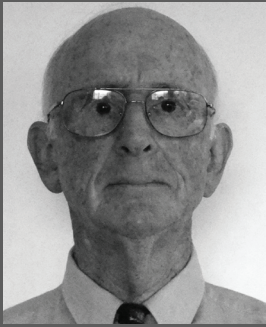
*CSR bought the Haughton Sugar Mill and after a period I was put on staff where I became the Officers Association Rep for Invicta. Before transferring to Inkerman Sugar Mill I handed the reins of Rep to Peter Downie.*

*Once I arrived at Inkerman Mill, in a very short time I again assumed the role of Association Rep. This position was held until my retirement in 2000 when the position was handed to Ross Kugatoff.*

*It came as a surprise to be honoured with life membership as I felt that I hadn't been flamboyant in the position, just tried to do what was required of me.*

”

*Les Stagg*



# IAN MEGGITT

“

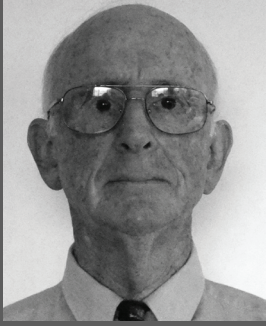
*Congratulations CSR & Holcim Staff Association on your 70 years of service to the Company's staff. I find it quite frightening to note that due to my Life Membership bestowed in 1999, I have been a member of the 'Association now for over 70% of its 70 years.*

*I joined in Sydney in 1962 because I wanted to join the Credit Union (couldn't then have the benefits of one without the other) and 50 years on I find I'm still a member of both - albeit both in different incarnations (although my Credit Union Membership Number from back then is still the one I use when logging on electronically today).*

*In the 1960s the other benefits I gained from being a member was being able to qualify for discounts from obscure wholesalers around town and whilst maintaining my membership continually during my employment with CSR (1962-99), it wasn't until the early 1980's I began to appreciate its value. It was then that a senior manager told me "If you think careers with CSR are for a life time any more, think again."*

*For what the Company believed was 'all the good reasons', the late 80s saw a big change in management style and the unwinding of Staff Departments (now Human Resources) in all Divisions and the delegation of hiring and firing to people certainly not qualified in this area – and many made a huge hash of it. At this time of my career I was travelling quite extensively for the Company in Australia and witnessed firsthand the devastating effects poor HR management was having on many people – across the whole spectrum from junior clerks to senior managers. As a result, I became quite militant (certainly from a right wing view), was elected to the Executive Council in 1989 (I think) and remained a member until my (early) retirement following an illness in 1999.*

”



“

*I believe I was able to advise and assist many people in their dealings with the Company during those years and look back on my membership of the Executive Council as being one of the highlights of my 37 years with CSR.*

*Ironically, I wasn't treated well by the Company when time for retirement came and I found the 'Association (in the form of Denis Boner – still going strong I note) a great help.*

*To all current staff who don't think membership of the 'Association is of use to them – think again!*

”

*Ian Meggitt*



# PETER NETTHEIM

“

*I was surprised, but thrilled and honoured to be awarded life membership of the CSR Limited Staff Officers Association in December 2003. I had been a member of the Association for almost 35 years, having joined the CSROA in the first year of my employment with CSR which commenced in January, 1969.*

*I regarded the CSROA as a very worthwhile Association and had no hesitation in maintaining my membership throughout my employment until my retrenchment in August 2003 due to the CSR/Rinker demerger.*

*The aims of the Association which include assisting its members gain/improve better terms and conditions of employment as well as ensuring its members are treated fairly and justly by their employer certainly appealed to me. I regarded being a member of the Association as a form of insurance for not all times are good times. The CSROA existed and acted to stand up for its members in unforeseen adverse circumstances and in difficult times such as the 80's as well as in more recent times when redundancies and retrenchments have become valuable management tools.*

*The past 20 or so years have been volatile cost-cutting times with continued employment no longer being just based on performance. Unfortunately good solid workers have been retrenched just for being in the wrong business at the wrong time. This is why we at CSR were fortunate to be represented by an efficient, effective and respected Association.*

*We owe a debt of gratitude to our founders and executive committees over the past 70 years for successfully resisting the several attempts of large industry unions to absorb our Association. This has ensured we belong to an Association that strongly represents the interests of the employees of just one or two companies such as CSR, Rinker and in more recent times CEMEX and Holcim.*

”



“

*Over time the CSROA has gone from strength to strength and is a very effectively run organisation. It certainly was a comfort to me, when employed by CSR to know that the CSROA would ensure that all members were fairly treated and that there was a strong mutual respect between both CSR and the CSROA. Members of the Association have been fortunate to have their interests looked after by many executive council members such as Bill Howell, Jim Dowling, Ian Gilroy and Linus Cole who gave of their own time so selflessly as well as by dedicated professional office staff such as Fred Bastock, Denis Boner and Georgina Terry.*

*During my last 7 years in my role as Manager, Corporate Accounting I had the pleasure of working closely with Denis on financial matters of mutual interest to both the Association and CSR and I was able to witness first hand his enthusiasm and effectiveness as the IR Manager of the Association.*

*I am proud to be a Life Member of the Association and congratulate the Executive Council and staff for the Association's achievements over its 70 years and wish the Association and it's members continued future success.*

”

*Peter Nettheim*



# OUR LONGEST SERVING MEMBERS

We asked some of our top members if they would like to include some reminiscences about their involvement with the Association over that time. The following pages include their stories.



# BOB TERRY

*Sucrogen member 48 years (joined 1965 till end of 2012)*

“

*I completed my schooling in 1964 and started as a trainee chemist in January 1965 with The Colonial Sugar Refining Company Ltd at Central Laboratory, Pyrmont.*

*After training I was posted in 1968 to South Pacific Sugar Mills, Fiji as Shift Chemist at Penang Sugar Mill, Raki Raki returning to Australia in 1970 as Shift Chemist, Pyrmont Distillery. A stint in Melbourne followed in 1977 as Sales Representative for distillery products and I returned to Sales Administration, Distilleries Group, Sydney in 1980.*

*Following the closure of Pyrmont Distillery in 1995 I was posted to Melbourne as Customer Service Supervisor for all distilleries products firstly at Yarraville Distillery and later relocating to Port Melbourne.*

*The Staff Association has helped in many ways with the various relocations for my family over time and have always supported the fair treatment of all staff members by the company.*

”

*Thank you.*

*Bob Terry*

# INEZ LARSEN

*Sucrogen member 39 years (joined 1/7/73)*

“

*Congratulations to the CSR & Holcim Staff Association on reaching your 70th anniversary. I have been a member of the Staff Association for approximately 38 years whilst employed at CSR Sugar and currently at Sucrogen.*

*The Staff Association is to be complimented on their achievements and the support they have provided to their members during the above period while maintaining a professional, yet disciplined link between the CSR, Holcim and Sucrogen businesses.*

*I wish to extend my thanks and best wishes to the Executive Council of the CSR & Holcim Staff Association and may you continue to provide a quality representation of Association members.*

”

*Inez Larsen*

# BRIAN GILL

*Holcim member 36 years (joined 1/1/76)*

“

*I have been a committed member of the Association since I joined after starting in the Legal Department of CSR Limited in December 1975. I was the Secretary of the Association for a few years in the late 1970's (being a former Federal union secretary is one thing which Bob Hawke has in common with me!) It was during that period that, with a downturn in the Australian economy, CSR commenced to retrench staff for the first time in its long history.*

*It was a major cultural change for the old timers who had been reassured when they joined CSR that “keep your hand out of the till, son, and you’ve got a job for life”. No longer did employees have unquestioning loyalty for their employer and the Association’s role changed as a consequence.*

*I wish the Association a very happy 70th birthday. It can be very proud of its history and its ongoing good work.*

”

Brian Gill



# SUSAN QUAY

*Holcim member 32 years (joined 1/1/76)*

“

*I am reassured that the Staff Association is there for me, in good times and in bad.*

”

*Susan Quay*

## OUR LONGEST SERVING MEMBERS

For the interest of readers, set out below is a list of our current 20 longest serving members:

No.	Member	Company	Location	Date joined
1	Robert Terry	Sucrogen	Yarraville, VIC	01 / 10 / 65
2	Gregory Neil	CSR	Wetherill Park, NSW	13 / 01 / 69
3	Inez Larsen	Sucrogen	Townsville, QLD	01 / 07 / 73
4	Peter Turner	CSR	North Ryde, NSW	21 / 01 / 74
5	Leslie Russell	Sucrogen	North Ryde, NSW	01 / 08 / 75
6	Brian Gill	Holcim	Chatswood, NSW	01 / 01 / 76
7	Dave Lukin	Sucrogen	North Ryde, NSW	01 / 08 / 76
8	Gary Swan	Sucrogen	North Ryde, NSW	01 / 07 / 78
9	Christopher Watson	Sucrogen	Townsville, QLD	07 / 08 / 79
10	Lino Santarossa	Sucrogen	Townsville, QLD	04 / 03 / 81
11	Mario Russo	CSR	Wetherill Park, NSW	24 / 03 / 81
12	Julian Venning	Sucrogen	Townsville, QLD	27 / 04 / 81
13	Paul Giordani	Sucrogen	Burdekin, QLD	17 / 09 / 81
14	Geoffrey Masotti	Sucrogen	Townsville, QLD	19 / 11 / 81
15	Martin Speers	Sucrogen	Yarraville, VIC	10 / 03 / 82
16	Susan Quay	Holcim	Chatswood, NSW	10 / 03 / 83
17	Gerri Martlew	Holcim	Bella Vista, NSW	01 / 07 / 83
18	Bruce Thompson	Holcim	Chatswood, NSW	01 / 07 / 83
19	Gregory Gordon	Sucrogen	Pioneer Mill, QLD	07 / 09 / 83
20	Richard Irbe	CSR	BSC, WA	26 / 10 / 83

“ THE ASSOCIATION WOULD LIKE TO THANK  
ALL OUR MEMBERS FOR SUPPORTING US ”  
OVER THE PAST 70 YEARS.

# REPRESENTATIVES

Name	Company	Location	Joined Company	Joined Association
Peter Hallissy	CSR	North Ryde, NSW	07 / 10 / 03	08 / 12 / 03
Linda Lennox	CSR	Schofields, NSW	27 / 02 / 96	15 / 12 / 98
Gary Swan	Sucrogen	North Ryde, NSW	15 / 01 / 73	01 / 07 / 78
Ross Kugatoff	Sucrogen	Inkerman Mill, QLD	10 / 02 / 76	19 / 06 / 00
Tony Sinardi	Sucrogen	Victoria Mill, QLD	11 / 10 / 71	16 / 05 / 88
Peter Connor	Holcim	Narellan, NSW	06 / 04 / 98	08 / 04 / 98
Justine Dwyer	Holcim	Chatswood, NSW	24 / 09 / 01	12 / 03 / 03
Gerri Martlew	Holcim	Baulkham Hills, NSW	20 / 06 / 61	01 / 07 / 83
Richard Peter	Holcim	Ballina, NSW	27 / 02 / 89	21 / 07 / 95
Helen Rhodes	Holcim	Baulkham Hills, NSW	06 / 02 / 84	20 / 05 / 88
Jenny Wadley	Holcim	Fyshwick, ACT	07 / 09 / 87	16 / 04 / 91
Glen Moroney	Holcim	Echuca, VIC	27 / 04 / 92	07 / 07 / 10
Ron Webster	Holcim	Springvale, VIC	02 / 03 / 82	16 / 04 / 91
Philip Carter	Holcim	Milton, QLD	19 / 09 / 05	26 / 09 / 05
Evelyn Dobbins	Holcim	Townsville, QLD	17 / 04 / 00	29 / 10 / 01
Greg Northcott	Holcim	Eagle Farm, QLD	23 / 04 / 75	21 / 12 / 89
Gayle Smith	Holcim	Milton, QLD	12 / 06 / 90	22 / 01 / 91
Glen Doupain	Holcim	Karratha, WA	09 / 11 / 06	18 / 01 / 08
Wayne Gonsalves	Holcim	Welshpool, WA	04 / 10 / 94	17 / 11 / 97
Peter Hoskins	Holcim	Bentley, WA	04 / 06 / 73	16 / 02 / 99
David Lane	Holcim	Martin, WA	18 / 06 / 69	26 / 02 / 88
Mick Moore	Holcim	Welshpool, WA	30 / 08 / 76	27 / 06 / 89
Peter Craig	Holcim	Burrup Peninsula, WA	22 / 06 / 92	05 / 05 / 97

“THE ASSOCIATION WOULD LIKE TO THANK  
OUR REPRESENTATIVES FOR THEIR VALUED  
ASSISTANCE OVER THE YEARS.”

# ASSOCIATION MILESTONES

14 October 1941

Decision to form CSROA.

27 January 1942

Application for registration filed.

2 February 1942

CSROA registered under the name of The Colonial Sugar Refining Co. Ltd. Professional and Clerical Officers' Association of Australia.

20 April 1942

Application sought by Federated Clerks Union for cancellation of the CSROA registration.

28 August 1942

Hearing of the Clerk's Union application commences in the Commonwealth Conciliation and Arbitration Commission before Judge O'Mara. The CSROA's "bona fides" are questioned.

2 October 1942

Judge O'Mara, after commenting on further explanations and information received, concludes that the evidence "...is not sufficient to justify a decision that this Association is not a bona fide organisation of employees.." – "I dismiss the application" (to cancel our registration)

16 February 1944

First Award made, operative from 1 Jan 1944. Title – the Colonial Sugar Refining Officers' Award.

31 March 1954

Separate Awards made for males and females. Titles – the Colonial Sugar Refining Officers' (Males) Award and the Colonial Sugar Refining Officers' (Females) Award. Both Awards operative from 1 January 1954.

14 June 1961

The Male and Female Awards were varied by the introduction of Part 11 – Long Service Leave.

30 November 1967

Part 11 of the Males Award revoked and a new Award made – the Colonial Sugar Refining Officers' (Males) Long Service Leave Award. Female staff remained covered for Long Service Leave under Part II of their Award.

20 November 1972

A new Award made, covering both male and female staff – the Colonial Sugar Refining Officers' (Long Service Leave) Award.

13 August 1974

The name of the CSROA changed to CSR Limited Officers' Association. Part II of the Female Award revoked.

1 December 1974

The Separate Male and Female Awards were revoked and replaced by the CSR Officers' Award.



9 March 1987	The 1974 Officers' Award revoked and the CSR Officers' (Consolidated) Award handed down operative 9 March, 1987. By "consolidation" is meant that all variations made between 1974 and 1987 were incorporated in the new Award.
1 April 1987	The Rules of the CSROA were changed to allow for election of office bearers to be conducted by the Australian Electoral Commission (saves us a great deal of money and time each year).
1 July 1990	Statutory alterations to the Rules of the CSROA. Requirement to advise new members of financial obligations, and circumstances and manner in which a member may resign from the organisation.
14 January 1992	A new Award, the CSR Staff (Consolidated) Award, handed down by the President of the Australian Industrial Relations Commission. This Award completes to date all matters pursued under the Structural Efficiency Principles (Award Restructuring).
2 February 1992	50th Anniversary of the CSROA's registration.
1 January 1993	New (Staff) Redundancy and Retrenchment Agreement.
January 1993	Through consultation between CSROA and CSR introduction of no fixed retiring age for CSR salaried staff employees.
1993	BIQ introduced throughout CSR.
1993 - 1994	CSROA involvement in distribution of actuarial surplus in the Defined Benefits Division of SSF.
1993	Industrial Relations Reform Act 1993 reviewed small organisations, coming up with a requirement for unions to have a minimum of 10,000 members.
January 1994	Federal Government proclaimed legislation repealing the above provisions. Much work by the CSROA had been involved re looking into the (then) possible situation of needing to amalgamate with another union.
1 April 1995	Changes to CSR Award: <ul style="list-style-type: none"> <li>• Introduction of Family Leave (Clause 17A)</li> <li>• Parental Leave (Appendix B) which included maternity, paternity and adoption leave</li> <li>• Staff access to some of their sick leave entitlements to look after family members who are sick</li> <li>• Extended period of notice to employees over 45 years of age who completed 2 years service</li> <li>• Confirmation that the Annual Leave Loading would be payable in December each year.</li> </ul>
1995	EBA's at four Burdekin Mills, Victoria and Macknade Mills.

1995	Ord River (WA) Sugar Mill, Kununurra – negotiations on conditions and industrial coverage of “one workforce” site regulated by one package of conditions.
1 September 1996	Redundancy & Retrenchment Agreement formula changed to “3 months’ salary and 0.6 months per year of service, pro rata to completed days of service”.
9 September 1996	“Agreement for Reviewing Staff Working Patterns involving rostered days off” signed by A.G. Pilat (CSR G.M. People & Quality) and CSROA.
1996	Issues resulting from the merger of Monier PGH with CSR Building Materials with members seeking employment advice.
1996	Introduction of new Workplace Relations Act 1996.
9 September 1996	Denis Boner, CSROA Employee Industrial Relations Manager, commenced employment.
20 September 1996	Pymont Distillery closed after 95 years.
27 March 1997	Change of Rules of CSROA, particularly incorporating gender changes and CSR subsidiary companies.
2 May 1997	Variations to CSR Award, amongst other areas to include new clause 23 “Prevention and Elimination of Discrimination”.
1997	CSROA secured an agreement guaranteeing staff of Timber Products who transferred to Linfox the same terms and conditions of employment (transmission of business).
1 August 1997	Fred Bastock retired. Fred managed the CSROA office for many years.
December 1997	CSROA Homepage becomes available to members.
1997/98	Formation of Sugar Australia Joint Venture.
1997/98	Redundancy payment increased to three months up front plus 0.7 months per year of service.
1997/98	Salary sacrifice for all Job Grades became available for superannuation contributions made by staff over and above the 12% paid by the Company.
1998/99	Sugar Australia harmonisation of terms and conditions of employment, as set out in the Certified Agreement between the Joint Venture parties.
1998/99	CSR Award 1992 underwent the award simplification process conducted as part of the Federal Government’s reform in I.R.
June 1999	CSR Award Booklet “The Guide” issued to all members.
1 September 1999	Ambit Log of Claims lodged by CSROA to comply with the Australian Constitution.

December 1999	CSROA Life Membership Scheme introduced.
2000	Ord Sugar Mill sold: CSROA agrees to maintain a role representing staff employees.
2000	Redundancy calculations included in the CSR Award.
2001	Counselling and Discipline Policy devised by CSR and CSROA.
2001	The Refined Sugar Services Award 2001 reviewed in line with the National Wage Case 2001.
2 February 2002	60th Anniversary of the CSROA's registration.
30 March 2003	Demerger of CSR Limited and Rinker Group.
13 May 2003	Change to CSROA Rules approved by AIRC to include coverage of Rinker Group of companies.
22 December 2003	Name change to CSR & Rinker Salaried Staff Association approved by AIRC.
23 December 2003	Rinker gets own Award – Readymix Holdings (Staff) Award 2003.
1 January 2005	Resulting from the Association's discussions with CSR management, CSR introduces 6 weeks paid Maternity Leave.
1 April 2005	Resulting from the Association's discussions with Rinker management, Rinker introduces 6 weeks paid Maternity Leave.
1 January 2009	Change of name to CSR and CEMEX Staff Association
2009	Through the Global Financial Crisis the Association has been responsible and proactive on behalf of all staff members by keeping open the lines of communication with CSR, Holcim and Sucrogen to maintain all current terms and conditions of employment. This has been beneficial to all staff, especially those who are no longer with us due to Redundancy and Retrenchment.
2 March 2010	Change of name to CSR & Holcim Staff Association.
22 December 2010	CSR sells Sucrogen to Wilmar International Limited
2011	Resulting from discussions with the Association, CSR increases Paid Maternity Leave.
2011	Resulting from discussions with the Association Holcim increases Paid Maternity Leave.
1 May 2012	Resulting from discussions with the Association, Light Weight Systems introduce fortnightly pay for JG1-8.

70 YEARS

## CSR & Holcim Staff Association

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