

CSR & Holcim Staff Association

Wilmar Member Update - July 2016

Topic: Wilmar Member Update – Employment Contracts
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On 26 February 2016 Wilmar wrote to all salaried employees providing a status update on the *CSR Staff (Consolidated) Award 2000* (the CSR Award) and the *Refined Sugar Services Staff Award 2000* (the RSSS Award), both of which had previously applied to Wilmar.

To re-cap the RSSS Award expired on 15 December 2014 and the CSR Award expired on 16 November 2015 as neither of the Awards were modernized by the Fair Work Commission (FWC) as part of the Award modernization process.

On 18 December 2014 and again on 15 December 2015 Wilmar wrote to salaried employees advising that the status quo of the CSR Award and RSSS Award will be maintained by the Company until further notice.

In Wilmar's 2016 February Update the Company stated amongst other things that:

- Long service leave and redundancy entitlements that were provided in the old Staff Awards were more generous than in applicable modern awards, NES and legislation and that as such Wilmar will continue to honor these entitlements by incorporating these offerings into existing employment contracts.
- The Company planned "to complete the necessary amendments to existing employment contracts in the first half of this year" (i.e. the first half of 2016).

The Staff Association understands that some staff may have recently received amended Employment Contracts from Wilmar. To assist Members with any queries they may have concerning their amended Employment Contracts please contact the Staff Association immediately for a confidential discussion.

Members may be interested to know that on 24 May 2016 the FWC approved the Staff Association's Application for an Enterprise Agreement with CSR Limited to protect salaried employee's entitlements. The *CSR Salaried Staff Agreement 2016* is located at URL address: <http://www.csrholcimwilmar.com/csr-holcim-wilmar-awards-enterprise-agreements/csr-awards-enterprise-agreements> – take a look at the LSL and Redundancy benefits CSR agreed to provide their salaried employees.

It is noteworthy that Enterprise Agreements can provide real benefits to salaried employees like you and employers like Wilmar.

**** Place a copy of this Wilmar Member Update on your Notice Board at work ****

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