

CSR Salaried Staff Agreement 2016 - Update

As a valued CSR staff member this is your guide to the CSR Salaried Staff Agreement 2016 and the next steps.

To provide you with certainty and protect your existing entitlements, the important terms and conditions contained in CSR Staff (Consolidated) Award 2000 (the CSR Award) will form the basis of the CSR Salaried Staff Agreement 2016 (the New Agreement). This information brochure explains the key terms and conditions that will continue under the New Agreement.

The CSR Award underpinned CSR staff contracts of employment and many of the significant benefits enjoyed by CSR staff. The significant benefits in the CSR Award were negotiated for CSR staff by the CSR & Holcim Staff Association (the Staff Association) over many years. The rich history of the Staff Association negotiating employment benefits for CSR staff with CSR spans more than 72 years.

Protecting the interests of CSR Staff

Since late 2013 the Staff Association and CSR have worked tirelessly, and invested substantial manpower and financial resources to modernise the CSR Award.

On 16 November 2015 the FWC refused the application to modernise the CSR Award. The implication of this decision was that the CSR Award ceased operating on the same day.

With no CSR Award in play the loss to staff of important statutory protection for some specific conditions, such as higher entitlements for minimum salaries, redundancy, jury service, annual leave loading and public holidays was a real possibility.

To protect the interests of CSR staff and in the spirit of good IR practice the Staff Association and CSR negotiated to safeguard and maintain existing terms and conditions expressed in the CSR Award until an alternative was found. That alternative is the creation of the New Agreement.

Our New Agreement is very much about being a 'Fair Work Agreement' for CSR staff and was the result of an intensive negotiation process that initially included the Staff Association and CSR agreeing to a framework supporting a modern award which generally contained many of the provisions now found in the New Agreement. We know that CSR staff valued similar terms and conditions that were detailed as part of the modern award process in 2014 and 2015, as 92% of CSR staff who voted for a modern award in September 2015 voted "yes" to those terms and conditions.

The New Agreement builds upon the terms and conditions that existed in the CSR Award with many of the terms and conditions maintained or improved under the New Agreement.

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To ensure CSR staff continue to receive significant benefits as was provided by the CSR Award the key benefits provided under the New Agreement include:

<i>Benefit</i>	<i>Type</i>	<i>Description</i>
✓	Coverage	All existing CSR staff will be covered at the commencement of the New Agreement.
✓	Redundancy	<ol style="list-style-type: none"> 1) Preserves current provisions from the CSR Award which are most favourable when compared to the NES that would apply in the absence of this New Agreement. 2) Provides that JG11+ employees shall be paid at their Total Fixed Remuneration rates less SGC of 9.5% as opposed to the current 75% rule.
✓	Superannuation	Ensures that the current 12% super is maintained for JG1-10 which is 2.5% above the legislation. This is a significant benefit for many CSR staff.
✓	Long Service Leave	<p>Long service leave shall:</p> <ol style="list-style-type: none"> 1) Maintain what was provided in the CSR Award with entitlement to LSL from 7 years' service. 2) Provide for accrual rates far higher than State legislation especially from 7 and 15 years' service. 3) Provide additional benefit for CSR Staff aged 52 and over especially if made redundant. 4) JG11+ CSR staff will be paid at their Total Fixed Remuneration rates less SGC of 9.5% as opposed to the current 75% rule.
✓	Unfair Dismissal Protection	Unfair dismissal protection for CSR staff will be maintained under the New Agreement and translates to better and fairer protection for CSR staff.
✓	Classifications and Adult Minimum Salaries	Revised classification structure and minimum rates of pay – simplified and fairer.
✓	Allowances	Updated and linked with annual CPI measures to ensure currency and a fairer approach to allowances for CSR staff.

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✓	Annual Leave Loading	Annual leave loading benefit preserved for JG1-10 and the cap will increase each year for CSR staff JG1-10 entitled to annual leave loading - this is fairer and simpler.
✓	Shift Allowances	Shift allowances moved from a fixed \$ amount to a % which is more contemporary and fairer.

The Next Phase

The New Agreement will be provided to CSR staff by way of an electronic link in mid-February and prior to some staff briefing sessions.

This communication and other relevant material concerning the next phase will be placed onto the Staff Association and CSR websites at:

- CSR & Holcim Staff Association: <http://www.csrholcimwilmar.com> (Current News link)
- CSR Limited: <http://intranet.csr.com.au/Pages/default.aspx> (MY HR link)

Frequently Asked Questions

1.	Q	Where can I find a full copy of the CSR Salaried Staff Agreement 2016?
	A	A full copy of the New Agreement will be located on the CSR website at http://intranet.csr.com.au/Pages/default.aspx (MY HR link)
2.	Q	Who will be covered by the CSR Salaried Staff Agreement 2016?
	A	The New Agreement will cover CSR staff as identified in the New Agreement.
3.	Q.	Who can I speak to if I have questions in relation to the New Agreement?
	A.	You can contact your HR manager or Mark Port from the Staff Association
4.	Q	What is the voting process for CSR staff on the CSR Salaried Staff Agreement 2016?
	A	CSR will be asking CSR staff to vote on the New Agreement electronically.
5.	Q	Do I have to vote for the CSR Salaried Staff Agreement 2016?
	A	No, voting is not compulsory. However, the New Agreement will cover the terms and conditions of your employment, so it is important that you vote and have your say on the CSR Salaried Staff Agreement 2016.

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6. Q When is the CSR Salaried Staff Agreement 2016 approved?

A The CSR Salaried Staff Agreement 2016 is approved if the majority of CSR staff vote “yes” for the New Agreement electronically (i.e. via Survey Monkey). The New Agreement is then lodged with the Fair Work Commission for approval within 14 days of the successful vote. We will update staff of the final certification from the Fair Work Commission.