

## CSR STAFF MODERN AWARD 2015 – Q&As – MODERNISATION PROCESS

Questions and Answers from CSR Limited (CSR) and the CSR & Holcim Staff Association (Staff Association)

The CSR Staff Modern Award 2015 is a unique document that applies to all CSR staff employees on annual salaries. The CSR Staff Modern Award 2015 will contain conditions of employment more beneficial than those in other modern industry awards. It is in your interest to support the award modernisation process. The rationale for this process has been advised in earlier communications to you from CSR and the Staff Association on 6<sup>th</sup> March 2014.

You can support the award modernisation process by participating in the upcoming Plebiscite (i.e. casting your vote in response to a question on award modernisation). The results from the upcoming Plebiscite will form part of the evidence we present to the Full Bench of the Fair Work Commission (FWC) in support of the award modernisation process.

In determining the application for the CSR Staff Modern Award 2015, the FWC will consider the wishes of staff employees who have exercised their right in the upcoming Plebiscite.

Questions and Answers:

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| 1. | Q | What happens if the CSR Staff (Consolidated) Award 2000 (CSR Staff Award) is not modernised?  |
|    | A | Your statutory entitlements under the current CSR Staff Award will cease.   |
| 2. | Q | What statutory entitlements under the CSR Staff Award will cease?   |
|    | A | If the CSR Staff Award is terminated, important statutory protection for some specific conditions, such as higher entitlements for minimum salaries, redundancy, jury service, annual leave loading and public holidays, would be removed.  |
| 3. | Q | Will the proposed CSR Staff Modern Award 2015 contain the same statutory entitlements?  |
|    | A | Yes – with the exception of: i) All staff employees long service leave entitlements are protected under a memorandum of understanding between CSR and the Staff Association; ii) a reduction in the private vehicle allowance (the private vehicle allowance will be as per ATO guidelines); and iii) a cap of 15 months on redundancy for salaried staff employed <u>on or after</u> the date the CSR Staff Modern Award 2015 is certified by the FWC. |

4. Q Why does LSL not form part of the proposed CSR Staff Modern Award 2015?

A LSL is excluded under the Fair Work Act 2009, but coverage for LSL will be provided for under an MOU as discussed in point 3. Q&A above.

5. Q What can I do as an employee to support the award modernisation process before the FWC?

A You can support the award modernisation process by participating in the upcoming Plebiscite (i.e. casting your vote in response to a question on award modernisation). The results from the upcoming Plebiscite will form part of the evidence we present to the Full Bench of the FWC in September 2015 in support of the award modernisation process.

6. Q What award would apply to my employment in the event the award modernisation process was unsuccessful before the FWC?

A Your employment may be subject to another modern award such as: Manufacturing and Allied Industries and Occupations Award 2010; Clerks – Private Sector Award 2010; Professional Employees Award 2010; and Storage Services and Wholesale Award 2010.

7. Q Are the conditions in the modern industry awards as beneficial as in our award?

A No.

8. Q Will the FWC automatically approve the award modernisation where a joint consent application has been made?

A No - but it will provide the parties with a better chance for the award to be modernised.

9. Q What is the Fair Work Commission?

A The Fair Work Commission is the national workplace relations tribunal. It is an independent body with power to carry out a range of functions including award modernisation. Please refer to the Fair Work Commission web site for additional information at [www.fwc.gov.au](http://www.fwc.gov.au).

10. Q What are the next steps after the plebiscite and when will a decision be made?

A The results of the plebiscite will be provided to the Fair Work Commission and form part of the evidence in the proceedings before the Full Bench of the Fair Work Commission. The Fair Work Commission will make a decision concerning modernisation of the CSR Staff Modern Award 2015 after the matter (or Application) is heard by the Full Bench of the Fair Work Commission.

11. Q How will I be kept informed of the progress of the award modernisation process?

A Updated information on the progress of the award modernisation process will be sent to CSR Limited staff employees by email. Updated information will also be provided on the CSR Limited, CSR & Holcim Staff Association and Fair Work Commission websites.