

SALARED STAFF UNITED NEWSLETTER

SEPTEMBER 2022

80 Year Celebration Issue

1942 to 2022

What an Achievement !

You may wonder why, in a world heavily influenced by all things temporary or disposable and within a climate where union membership has been progressively declining, why has this Association stood the test over all these years.

Why?

*It is because of **YOU, the members!***

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- **Members make the Association**
 - **Members fund the Association**
 - **Members run the Association**

CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United (SSU)

is a Registered Organisation under the Fair Work (Registered Organisations) Act 2009.

This is a celebratory edition of the SSU Newsletter.



To mark the occasion we will be introducing you to some Members of the current and previous Executive Council .

SSU has played a key role in developing the majority of improvements to your working environment, & in doing so, making CSR, Holcim, Wilmar, Sugar Australia and Viridian better places to work!

SSU is here to assist its members to maintain or gain better terms and conditions of employment, represent them in industrial tribunals, provide timely accurate information on Modern Award, Enterprise Agreement and other industrial matters and intervene on their behalf as and when required.

We hear and support you!

Member Support

Recent Issues

Hot Topics were:

- *Job re-evaluations*
- *Pay increases*
- *Performance meeting support*
- *Redundancy*
- *Restructuring*
- *LSL & annual leave entitlements*

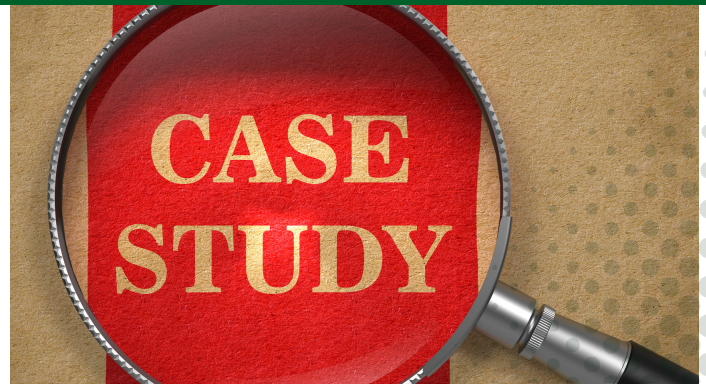
Member Case Study 1

Member: I want to take annual leave, but we have a number of vacancies in the department, do you think the company will approve them?

SSU Response 2:

Not so long ago most Companies were pushing employees to take their leave even if the timing did not suit the employee.

Every employee is entitled to a break, so apply for your annual leave, and yes there are staff shortages and many departments are running with less employees but I do not see the staff shortage situation changing anytime soon so if you are requiring annual leave, apply and if you have any issues, please contact the SSU immediately.



Member Case Study 2

Member: Recently one of my work mates was telling us about General Protections Dispute – termination. Can you explain what that is?

SSU Response 2:

What are your rights

Your employer must not take unlawful adverse action against you (terminate your employment) because or partly because of one or more of the following:

- *Your race, colour, sex, sexual preference, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion, national extraction or social origin.*
1. *You have taken a temporary absence from work due to illness or injury in accordance with the Act's regulations.*
 2. *Trade union membership or non-membership OR*
 3. *You engaged in industrial activity.*

Is there something about your workplace conditions that you're not sure of?

Talk to SSU and ask the question.

support@salariedstaffunited.zoho.desk.com.au

Phone: 02 9964 1747

What's Happening Around US



Australia's jobs and skills summit: what's the plan?

In September the Australian Federal Government hosted a Jobs and Skills Summit.

Jobs and Skills Summit - SSU

SSU is watching closely to understand what the changes mean for our members.

The Government pledges legislative reforms to Enterprise bargaining, modification of the "Better off Overall Test" (BOOT) and access to flexible work arrangements.

They promise swift policy review of the Fair Work Act.

How this will play out we believe will be known more by Christmas this year.



Read more SSU commentary on the SSU website at:

<https://www.salariedstaffunited.com.au/files/29/Latest-News/145/SSU-Sep-2022-Aust-Jobs---Skills-Summit-Print.pdf>

SSU Updates

Holcim Staff Agreements

On 10th June 2022 the Commissioner declared the Agreement WA agreement approved and the SA agreement was approved on 23rd August 2022.

The acceptance of the Holcim Australia Staff Enterprise agreements in Western and South Australia successfully concludes the EBA negotiations for all states with Holcim. You can access the Holcim agreements using this link

[https://www.salariedstaffunited.com.au/csr-holcim-wilmar-awards-enterprise-agreements/holcim-awards-enterprise-agreements?view=frontlist&catid\[0\]=31](https://www.salariedstaffunited.com.au/csr-holcim-wilmar-awards-enterprise-agreements/holcim-awards-enterprise-agreements?view=frontlist&catid[0]=31)

or go to www.salariedstaffunited.com.au and select Awards and Enterprise Agreements



If any member has a question about the terms and conditions of your EBA, we at SSU are only too happy to speak with you and clarify.

SSU Staff - Have a Question?

Cheryl and Jean are ready to take your calls, emails, answer your questions, resolve issues and generally support you as our members.

Find out a bit more about them in the next newsletter.

SSU Updates

Results of SSU Member Survey

Firstly, a HUGE thank you to all members who were able to help us here at SSU by completing the survey and offering feedback

The four question survey invitation was emailed to all SSU members in July 2022. and The response rate was over 20% of our member base.

It's good to see that many members can see the value in what we are trying to achieve with the newsletter publications. They say knowledge is power!

We've summarised the survey results below and you can access a more detailed review of the results on the SSU website.

<https://www.salariedstaffunited.com.au/files/29/Latest-News/144/SSU-Sep-2022-Member-Survey-Results-Print.pdf>

1 - How can SSU improve service around communication?

Top Responses:

- Newsletters - 41%
- Site Reps - 23%
- Video conferences - 19%
- Other - 17%. Including:
 - individual phone & video calls
 - group video meetings
 - email
 - site visits
 - mailouts (snail mail)
 - information on staff & EC

2 - Feedback: What would you like to see SSU do more of?

Most feedback related to communication and request for face to face meetings along with negotiations regarding salary.

As a trial, quarterly video meetings have commenced at Humes Welshpool and SSU staff are excited about the prospect of rolling this service out further.

If you want to initiate a video Q&A and update meeting at your site, contact SSU Support via email or phone.

3 - Are you interested in becoming an SSU Site Representative

Although a high % of members want site reps, only a few are interested in volunteering. Some who said "yes" did not provide contact details.

The main role of a site rep is to assist with communication, providing membership information to non-members and new starters.

4 - SSU Website - easy to use?

Most said they had no issues, but many did not access the site - we're working on more engaging content. Got any ideas? Share with us.

CONGRATULATIONS to the WINNERS

July Members' survey draw



\$50 store cards to the lucky winners:

- Kate Hearne, CSR Limited
- Roger Barretto, Holcim Australia
- Karen O'Connor, CSR Limited
- Andrew Wotherspoon, Sugar Aust.
- Daniel Ellis, Wilmar Australia

At the request of the Members

An introduction to SSU Staff and Executive Council

PRESIDENT

Fred Adams

EC member and President
since March 2018

General Manager NSW/ACT
Aggregates
Holcim (Australia) Pty Ltd



I have now worked in the construction industry for 40 years, 37 of which with Holcim Australia.

I have held positions in a number of business units including Commercial, Operations and Logistics across NSW, ACT, WA and NT; including General Manager of Aggregates WA/NT.

From November 2020 I have been overseeing the aggregate and sand operations of 12 quarries having been appointed to the position of General Manager NSW/ACT Aggregates.

I am the current President of SSU, a member of the CCAA (Concrete, Cement and Aggregates Australia) and also the Institute of Quarrying Australia.

In all my years working with people it has been profoundly obvious to me that the most valuable resources of companies are the people they employ. It was this view that prompted me to offer to serve on the Executive Council of SSU as I thought my experience could make me a valuable contributor to the team.

Yes, it is difficult at times trying to juggle the responsibilities of my paid position within Holcim and a family life added to the volunteer role being SSU President. There have been pluses and minuses along the way, mostly with more greys, and less hair overall, but joking aside, I still see Salaried Staff United, in its 80th year as being as relevant to members as it was in 1942, even if sometimes the nature of the assistance provided to members has changed over the years.

My term with SSU is coming close to 5 years now and I feel that my contribution to our Association has had a positive impact on the workings of the EC team and for the benefit of my member colleagues.

It's not a burden it is a privilege .

VICE PRESIDENT

Jacqueline Wilson

EC Member since October 2021

Senior Facilities Manager &
Property Assistant
CSR Limited



Hi everyone, I'm Jacqueline Wilson, but most people call me Jacks.

For the last 3 years, I've work at CSR's head office in North Ryde, NSW as our Senior Facilities Manager. My motto, being our site manager is, I want our employees to feel safe, welcomed and cared for.

Prior to that, I worked in the Property Team at Holcim. I am the only current EC member to have worked across two of our members' companies.

People, their rights and their well-being have always been a passion of mine and I continue to study outside of work to expand my knowledge within HR, Safety and Finance.

So I am always there for you; reach out directly or on LinkedIn/any other platform as I want to support you the best I can. This is the reason I wanted to join the EC, I wanted us to have a voice and be heard.

TREASURER

Meshach Kamoda

EC Member since October 2019

Finance Manager- Sales-
Masonry and Insulation
CSR Limited



I am the Sales Finance Manager for the Masonry and Insulation(M&I) business unit in CSR. The M&I brands include Bradford Insulation, PGH Bricks and Pavers and Monier Roofing amongst others.

My prior work experiences over the past 17 years includes holding finance roles in steel and bricks manufacturing as well as a purely operational role for a few years at a manufacturing plant, to understand operations in a hands-on fashion.

It is essential that the connection between the processes and more importantly people are well understood in relation to numbers. This allows incredible value to be added to the decision-making process.

I have been with the Staff association for the last 3 years. I was motivated to join the association when I saw the dedication and support provided by the committee to their members. Together with the committee, this has given me the opportunity to contribute to the helping of our members across various concerns and with the management of the financial aspects of the organisation.

I would encourage any prospective member to join the association with the knowledge that they will have a dedicated point of HR/IR advice should a need arise. Giving you the peace of mind and clarity when needed.

COUNCIL MEMBERS

John Denyer, Manager Transaction Services, CSR - EC member since October 2019

I'm the Manager of Transactional Accounting Services (TAS) for CSR based in Sydney. TAS is basically back-office finance - AP, Credit, Expenses etc. I've been with CSR since my family and I came to Australia 12 years ago, before that I was with Hanson in the UK.

I joined the association because as a manager I was impressed by the way the association fully supported staff in a realistic way that achieved a balanced outcome. When I heard the association needed people to fill committee member positions I volunteered as I thought the association worth preserving. As a committee member, I'd like to see the Association continue to offer the services it does and add to those membership benefits.

We can always do with, and it's great to have additional help on the committee or more member representatives to help make this association of members even better. If you are interested in becoming a member representative (to help with communications) or a member of the Executive Council, reach out at any time or look out for the SSU bi-annual election nominations. If you are an SSU member, you can nominate in the election process. It's as easy as that.

As a member it gives me peace of mind that someone independent and experienced is looking at what is happening across all the businesses in addition to helping individuals with their specific needs when required.

Kyle Houlden, Production Manager, Humes Holcim Australia
EC member since October 2021

I have been paying tax for 41 years with a Trades certificate in Boilermaking. I started working for Humes in 1994 as a Boilermaker and continued as the Maintenance Supervisor at Humes Eagle Farm 2000, before progressing to Production Supervisor 2002 and then transitioning to Production Manager Humes Structural 2004. Then came a 2014 move into Humes Ipswich Drycast Pipe Production and in 2017, to Wetcast Ipswich. I'm continuing to enjoy the fast pace of Production Management and continuing to pay tax. 😊

The SSU were recommended to me by a colleague in a staff position and I could see the benefit of being involved as a member in a strong team. The SSU offers members confidential support from an experienced, compassionate, and knowledgeable Executive team if required and I enjoy the sense of strength and support by being an active member of the Association.

The Executive Team are successful peers in our industries who really care and enjoy helping others succeed in their working life.

I nominated for the Council as I felt that I could learn, listen and then contribute to the success of all SSU members.

This has been my first year on the Executive Council, and I have listened and learnt and know that my contribution has been worthwhile.

COUNCIL MEMBERS



Andrew Dowsley, Engineering Manager, CSR – EC member since October 2021

I am the Engineering Manager at CSR Bradford Ingleburn. I have worked at CSR for the past 12 years, starting my CSR career at Gyprock Wetherill Park before moving to Bradford 10 years ago.

The reason I applied to join the SSU executive council? I thought I could contribute in making the SSU stronger. I believed the SSU was not fulfilling its potential and I did not want to sit back complaining. Therefore I made the decision to be part of the Association and contribute to driving a stronger more effective staff union.

Any member can nominate to be an SSU Executive Council member. Elections are held every two years.



Wayne Gonsalves, Production Supervisor, Humes Holcim Australia
EC member since October 2021

I first joined Humes as a casual worker at Welshpool back in 1994 and Humes still part of the CSR Group and joined the SSU around 1997 after a bit of a tumultuous and pressured IR period. I took over as SSU Welshpool Member Rep around 2008.

I take my “rep” role very seriously and have assisted SSU IR Managers by representing my local colleagues and working with management on behalf of both.

I involved myself as a strong liaison between SSU and local members during the recent Holcim WA EBA negotiations, helping put forward concerns and ideas from co-workers.

My colleagues often asked questions and I wanted to understand how the Association was run from the inside. After joining the EC, I was not surprised that I was required to undergo mandatory ROC Governance training. What did surprise me was the amount of hours that are invested by the EC Members in running the Association. Contrary to what some other members thought, I confirmed that the EC members work for the Association as unpaid volunteers.

I continue to encourage membership of the Association as I've seen first hand the benefits and relief that are so often provided to SSU members when they have needed it most.



Trent Vernon, Senior Logistics Officer, Wilmar – EC member since October 2019

I am the current EC member for Wilmar. I joined Wilmar on my second and current duration in 2004 at Kalamia Sugar Mill, in 2009 I moved to Invicta Sugar Mill and in 2012 moved to Plane Creek Sugar Mill. I have worked extensively in the Cane Supply & Transport side of our business. But do enjoy the opportunity to work with the Milling section of the business when these moments come along.

My work experiences include Locomotive Driver & Assistant, Traffic Officer (train controller), Logistics Officer, Cane Railway Superintendent & Senior Logistics Officer.

Fundamentally I believe our Wilmar, and all members are genuinely going about their business with best intentions. The SSU has and will always be there as a safety net for our members in times of need. I encourage you to take the time to peruse our newsletters and get involved with any other communications the organisation sends out to you, this new activity is the organisation steering a path to show you that we are here and we do care.

PREVIOUS COUNCIL MEMBERS

Gary Swan, Wilmar Australia, former SSU Secretary, July 2011 to July 2021

I am on LSL, having retired from active service as Capital Projects Manager with Wilmar Bioethanol in November 2021. I joined CSR in January 1973 as a cadet engineer, worked in engineering and operations roles in sugar refineries, CSR's Technical Group & Building Materials, Hebel, Roofing and Bricks, and also HQ group safety. In 2007 I transferred back into CSR Sugar via Bioethanol. before CSR Sugar was sold to Wilmar in 2010.

I have been a member of the Staff Association since July 1978, and served on the Executive Council as Secretary of the Association from 2011 to July 2021.

The mix of skills on the Executive Council varies after each election and reflects the diversity of the membership of the Association. Past EC members have included company HR & IR managers, accountants, commercial managers, operators, supervisors, & many members (such as myself) with extensive IR experience through factory/operations management.

My endeavours to treat people fairly and respectfully aligns with the objects of the Staff Association, which is I why I accepted the role of Secretary when asked to stand for EC election.

I have been privy to many instances where the Association intervened to protect members and obtain fair and reasonable outcomes for them. When you are suddenly caught by a change in personnel (a la Obama to Trump) your working environment can change overnight. I would strongly advise all staff to join the Association.

Don McArthur, CSR Limited, former EC member, Sep 2015 to Oct 2021

I joined CSR 1992 as Technical and QA manager at Gyprock Wetherill Park and I think signed up to the Staff Association pretty much straight away on recommendation from my manager, and I've been giving the same advice for 30 years.

I never expected to stay with CSR this long, having been seconded to every division in CSR, and having seen most of all sites around Aus. and NZ. I've worked with many talented and inspiring people in operations, technical, IT projects, and even a 3 year stint in Townsville with Sugar.

As a council member I have seen many disputes resolved, and I can definitely see the benefit the SSU brings to individual members.

Change is one thing you can rely on and I have seen many changes in CSR over my 30 years. So though you may have a good relationship with your manager now, don't rely on that. Management and staff turn-over, restructures, and relationships can all change very quickly. I see membership of the association like an insurance policy just in case something goes wrong.

I would urge you to also consider involving yourself in the Association. The EC and member reps can come from anywhere, any job role, you just need to be a paid up member.

On a lighter note, I'm currently on LSL. Swimming and riding keep me busy and reasonably fit. I did my first cross-triathlon recently; 1km ocean swim, 29km mountain bike and 8km trail run. Nearly killed me, but managed 2nd in my age-group (the old-fart category), so was happy with that.

Happy for anyone to contact me to talk about the SSU, working for CSR in general or to talk about triathlon. 😊

SSU Member Support Phone: 02 9964 1747
Email: support@salariedstaffunited.zohodesk.com.au

 **SALARIED STAFF UNITED**