INCREASING STATUTORY PROTECTION FOR TERMS & CONDITIONS Letter of Offer (Common Law Letter of Contract) Offer Common Law Contract) Letter of Offer **Enterprise Agreement** (Common Law EA's within CSR, Holcim or Sucrogen) Contract) Modern Enterprise Award Letter of Modern Enterprise Award (Safety net provided by modern **Enterprise Agreement** Offer (Safety net provided by modern CSR, Holcim & Sucrogen Staff Awards) EA's within CSR, Holcim or Sucrogen CSR, Holcim & Sucrogen Staff Awards) (Common Law Contract) **National Employment Standards National Employment Standards National Employment Standards** National Employment Standards (Fair Work Act 2009) (Fair Work Act 2009) (Fair Work Act 2009) (Fair Work Act 2009) Holcim has a number of EA's which are

Holcim has a number of EA's which are currently being renewed.

The widespread use of EA's may make it difficult to succeed in an application for a modern award for Holcim.

- Conditions included in Enterprise Agreements & NES's protected by Fair Work Australia
- Disputes over other conditions in individual Letters of Offer resolved in Local, District or Supreme Court

This is the level of protection the Association is seeking for CSR & Sucrogen staff, & those Holcim staff not covered by an Enterprise Agreement

- Conditions included in Modern Enterprise Awards & NES's protected by Fair Work Australia
- Disputes over other conditions in individual Letters of Offer resolved in Local, District or Supreme Court

If the Association applies for a modern award for Holcim & is successful those Holcim staff covered by an Enterprise Agreement would have the protection of the Enterprise Award if the Enterprise Agreement was terminated

- Conditions included in Enterprise Agreements, Modern Enterprise Awards & NES's protected by Fair Work Australia
- Disputes over other conditions in individual Letters of Offer resolved in Local, District or Supreme Court

- Basic conditions included in NES's protected by Fair Work Australia
- Disputes over other conditions in individual Letters of Offer resolved in Local, District or Supreme Court