

# CSR & Holcim Staff Association

## Member Update #2 – March 2019

**Topic:** Member Update – Proposed Eligibility Rule Change for CSRHSA  
**Author:** Gary Swan, Secretary, CSR & Holcim Staff Association  
**Date:** 11 March 2019

Dear Members,

Following the Executive Council election in 2017 the Australian Electoral Commission requested that changes to the Association Rules be implemented to address some deficiencies in the Association's nomination and election rules.

Over the past twelve months the Executive Council of the CSR & Holcim Staff Association has been discussing issues with the rules of the Association, including the following issues with the current Eligibility Rule (Rule 5 – Membership):

1. The current eligibility rule does not clearly allow prospective salaried employees to join the Association to obtain advice on their contract of employment during their recruitment stage.
2. The current eligibility rule does not clearly allow terminated employees who were CSR & Holcim Staff Association members at the time of termination to be represented by the Association in unfair dismissal or general protection proceedings.

After research and analyses of eligibility rules by the Industrial and Operating Manager of the Association the Executive Council sought expert legal advice on the matter which was received on 21 December 2018. After considering the expert legal advice the eligibility rule was redrafted and, in accordance with Rule 52 - Alteration to Rules, a written proposal to alter the eligibility rules of the CSR & Holcim Staff Association was provided to all Executive Council members on 15 January 2019.

On 1 March 2019 the six current Executive Council members voted unanimously to change the eligibility rule of the Association.

This week the Association will lodge an application under with **Section 158 of the Fair Work (Registered Organisations) Act 2009** with the Fair Work Commission to change the eligibility rule of the Association to cover prospective employees of the companies and terminated members.

**\*\* Please place a copy of this Member Update on your Notice Board at work \*\***

CSR & Holcim Staff Association - office telephone: (02) 9964-1747

Email: [csrholcimsa@csr.com.au](mailto:csrholcimsa@csr.com.au)

[www.csrholcimwilmar.com](http://www.csrholcimwilmar.com)