



# Secure your working future

csirobargaining2011.org

## Agreement decision time approaches for members

### Introduction

Bans, stoppages and campaign actions by Staff Association members have resulted in improvements in bargaining outcomes on consultation and redundancy and redeployment, but little movement on pay and parental leave.

### Cut to 'slow track' period defeated and age redundancy entitlement improved

The CSIRO Executive have withdrawn their proposal to cut the 'slow track' redeployment/retention period by four weeks and have agreed to change the age where redundancy termination payments reduce from 65 to 67. Whilst this does not remove the age discrimination as sought by the Staff Association, it will be a practical improvement for many staff who are made involuntarily redundant.

### Consultation clause agreed

After months of strong campaigning by members, a consultation clause has now been agreed which provides for consultation with staff and unions in all circumstances where initiatives and proposals have implications for the employment of staff or affect the way work is to be performed. This is an important additional provision to the required minimum Government standard, which provides for consultation subsequent to a definite decision being made to introduce a major change.

### A new pay offer

There has only been slight movement from the CSIRO Executive from their initial 3% annualised pay offer. The Staff Association successfully argued to improve the offer to compensate staff for the delay in not reaching agreement from 16 February 2011 (the current agreement's nominal expiry date). This was not part of the Executive's initial offer, which was 3% annualised from the commencement of a new agreement, whenever that date occurred.

As a result, the new pay offer has pay rises of 3.5% on commencement of a new agreement (in ~2 months) and 3.5% on 1 July 2012; 3.5% on 1 July 2013 and an expiry date of 16 August 2014 (3.5 years period from 16 February 2011). This is still a 3% annualised pay outcome (3.5% + 3.5% + 3.5% over 3.5 years) but is an improvement on the Executive's initial offer, as it compensates staff for the delay in reaching agreement.

The Staff Association argued for a component of the pay increase to be a flat dollar amount. The CSIRO Executive outright rejected this proposal as they did not support 'compressing' pay levels, despite the foreseeable disproportionate cost of living pressures for staff employed at lower CSOF levels. The Staff Association also argued for a shorter agreement duration of two and a half years – this too was rejected.

### Attend your membership meeting

It is clear there are no more improvements that can be achieved in the negotiating room. Overall, pay is a disappointment however employment conditions have been improved. The current outcome is the best deal that can be achieved following the determined efforts of members in the campaign. Membership meetings will now be held nationally (commencing 3 May) to contemplate and vote on the outcome.

### What if I'm not a union member?

If you are not yet a Staff Association member, now is an important time to support your colleagues and have a say. Join today by filling in the form on the back of this bulletin and hand it to your workplace delegate, fax to 03 8620 6347 or scan and email to [csstaff@cpsu.org.au](mailto:csstaff@cpsu.org.au)

**CSIRO Staff Association - A Section of the Community and Public Sector Union**

**Application for Membership**

I apply for membership of the CSIRO Staff Association (a section of the CPSU) and declare the information provided is true and correct and agree that if admitted, I will abide by the Constitution and Rules of the Union.

CSIRO IDENT DR/MR/MRS/MISS/MS SURNAME

MALE/FEMALE INITIALS PREFERRED GIVEN NAME DATE OF BIRTH

QUALIFICATIONS CSOF LEVEL/STEP DIVISION/UNIT

LOCATION WORKPLACE DELEGATE

TENURE - Indefinite or Specified (date period ends) FULL OR PART-TIME ( hours per week)

HOME ADDRESS

POSTAL ADDRESS

TELEPHONE (Work) (Home) (EMAIL)

SIGNATURE WITNESS SIGNATURE DATE

**For your information** - To be financial, a member must have paid all subscriptions and all other amounts owed within 30 DAYS of them becoming due. In order to resign from the union, a member must give 2 weeks notice, in writing, to the Union.

**To: The CSIRO Pay Officer**

Please credit 0.55% of my salary to MEMBERS AND EDUCATION CREDIT UNION (MECU)/LABORATORY CREDIT UNION (LCU) from the first available pay period after receipt of this authority. This is in addition to previous authorities for deductions to MECU/LCU and should remain in force until further notice.

The amount to be deducted from salary and credited to MECU/LCU may be varied from time to time and the amount of any variation shall be as certified and advised to you by MECU/LCU.

IDENT SURNAME GIVEN NAME

CSIRO DIVISION/UNIT LOCATION

CSOF LEVEL/STEP HOME ADDRESS

TELEPHONE ( ) EMAIL

DATE OF BIRTH SIGNATURE DATE

**PLEASE NOTE: YOUR DEDUCTION WILL CEASE WHEN YOUR EMPLOYMENT WITH CSIRO IS TERMINATED OR YOU GO ON LEAVE WITHOUT PAY. IF YOU RESIGN FROM THE UNION AND REMAIN IN CSIRO, IT IS YOUR RESPONSIBILITY TO AUTHORISE THE PAY OFFICER TO CEASE YOUR DEDUCTION.**

**Please hand to your delegate, fax to 03 8620 6347 or email to [csstaff@cpsu.org.au](mailto:csstaff@cpsu.org.au)**

**Privacy Information of CSIRO Staff Association/CPSU Members**

The CPSU is committed to protecting your personal information consistently with principles set out in the Commonwealth Privacy Act 1988. This petition is being undertaken for the purpose of eliciting information on conditions of work of CPSU members and potential members. We will only use any personal information you provide for the purpose for which you have provided it. In this context, we may contact you further to clarify the information you have provided or to otherwise follow-up on the issues raised about your workplace. We will not disclose any personal information to anyone or any organisation outside of the CPSU unless you consent or we are required to do so by law. You can access any information we hold about you by contacting us on 1300 137 636. This statement relates only to this document. For a copy of the CPSU's privacy policy visits <http://www.cpsu.org.au/site/privacy.html> or ring 1300 137 636.

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