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Members to vote on proposed agreement.

Background

After months of campaigning and negotiating for a better Enterprise Agreement the point has now been reached where members must decide whether or not to accept the new proposed CSIRO Enterprise Agreement. A copy of the full draft agreement will be available on our website csirobargaining2011.org early next week.

A members vote on the proposed new agreement

Members meetings are being held nationally from Wednesday next week for members to vote on the proposed new agreement. Please attend your meeting to have your vote counted. The CSIRO Staff Association Council considered the proposed agreement and passed the following motion:

'The Staff Association Council notes that:

- 1. positive movement has been achieved on the outstanding issues of consultation and redundancy and redeployment;*
- 2. little movement has been achieved on the outstanding issues of pay and parental leave;*
- 3. the proposed agreement will improve employment conditions overall;*
- 4. the proposed agreement is a disappointing outcome on pay;*
- 5. the proposed agreement is the best negotiated outcome that can be achieved, without consideration of escalation of industrial action by members;*
- 6. escalated industrial action would not necessarily achieve improved outcomes on the outstanding issues.*

In consideration of this, the Staff Association Council recommends that members vote on the proposed agreement."

The Staff Association Council will be directed by the outcome of the vote by members to either accept the proposed agreement or to collectively take escalated action to seek to achieve improved outcomes.

Pay – compensation for a delayed agreement but pay quantum disappointing.

Following bans and a second round of industrial action by members, the CSIRO Executive slightly improved its pay offer in two ways:

1. the pay amounts have been equalised throughout the agreement (3.5% on commencement in July 2011; 3.5% from 5 July 2012 and 3.5% from 4 July 2013) and not 'back loaded' as sought by the CSIRO Executive (3.25% in 2011, 3.5% in 2012, 3.75% in 2013).
2. the pay offer is now an annualised 3% from the nominal expiry date of the current agreement (16 February 2011), not from the date when the agreement will commence in July 2011. This represents an improvement of ~1.1% over the duration of the agreement. The annualised 3% pay quantum is still a disappointing outcome for staff.

What are the improvements to conditions?

Consultation and redundancy and redeployment provisions have been improved due to the collective action of members in the campaign. A number of other improvements to conditions have also been achieved in the new proposed agreement.

- Consultation. A requirement 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.
- Redundancy and redeployment. Abolition of the 'spill and fill' process and an increase in the age at which redundancy termination entitlements reduce from 65 to 67.
- Parental leave. Employer superannuation payments to be paid on periods of unpaid parental leave up to 52 weeks. Increased flexibility in when paid parental leave can be taken.
- Travel within and outside the bandwidth to be time on duty.
- Accommodation changes. Where there are planned changes to accommodation, the new accommodation must be suitable for the work role and function.
- Miscellaneous leave maximum increased from 12 to 15 days (17 days for Alice Springs).
- Annual shut down. Where staff are directed to work during the annual shut down, they can take an equivalent time period as miscellaneous leave in the following month.
- Learning and development. A new minimum entitlement of five days a year for all staff.
- Workplace delegates rights have been expanded and improved.

A number of entitlements currently contained in CSIRO policy will be included in the new agreement. This is important as it makes these conditions enforceable. These include:

- Permanent relocation conditions and processes.
- Motor vehicle allowance eligibility and rates.
- The reclassification appeals process.
- Clothing reimbursement eligibility and payment.

What about the effort logging and credit card reconciliation bans?

These bans are to remain in place unless and until members vote nationally to accept the proposed new CSIRO Enterprise Agreement. Members meetings are scheduled from Wednesday 4 May to Friday 13 May. The bans will therefore remain in place until at least Monday 16 May, when the Staff Association Council will meet to act on the members vote.

Authorised by Sam Popovski, Secretary, CSIRO Staff Association, April 2011

