



Secure your working future

ENTERPRISE BARGAINING CAMPAIGN 2011 "SECURE YOUR WORKING FUTURE"

FREQUENTLY ASKED QUESTIONS.

Q. If a Protected Action Ballot is successful and I take protected industrial action can CSIRO management take action against me under the code of conduct or any other provision?

A. No. Section 448 of the Fair Work Act prohibits this. It states in part:

"An employer must not:

- (a) dismiss an employee, injure an employee in his or her employment or alter the position of an employee to the employee's prejudice; or
 - (b) threaten to dismiss an employee, injure an employee in his or her employment or alter the position of an employee to the employee's prejudice;
- wholly or partly because the employee is proposing to engage, is engaging, or has engaged in protected action."

Q. Can an employer be fined for breaching this section of the Act?

A. Yes.

Q. If I take protected industrial action, can my pay be docked?

A. Yes. But only for the period the action was taken.

Q. Who can vote in the Protected Action Ballot?

A: Financial members of the CSIRO Staff Association up to 3 February 2011.

Q. If I join the Staff Association after 3 February 2011, can I participate in protected industrial action if it goes ahead?

A: No. You would be unprotected and could be exposed to penalties under the Act.

Q: If the ballot is successful, who is able to take protected industrial action?

A: All staff that were financial members of the CSIRO Staff Association up to 3 February 2011.

Q: If I am not able to access my home mail during the period that the ballot is open, what can I do to vote?

A: You must immediately contact the AEC (Sonny Yeoh, Returning Officer, 02 6249 7943, sonny.neoh@aec.gov.au) to inform them of your situation. The AEC will provide you with advice.

Q: When does the ballot close?

A: Thursday 3 March at 10am. You should put your completed ballot in the mail no later than 5pm Friday 25 February in order to be received by the AEC in time to have your vote counted