



Secure your working future

csirobargaining2011.org

Negotiations fail. Stoppage action commences.

Background

Staff Association members in December overwhelmingly endorsed a motion stating that in order for an agreement to be supported, the CSIRO Executive needed to change its position positively on the outstanding issues of consultation, redundancy and redeployment, pay and parental leave. In February, members comprehensively voted in a protected action ballot and 91% endorsed the taking of industrial action unless there was significant movement from the CSIRO Executive on outstanding issues.

Negotiations on Friday 11 March fail to resolve outstanding issues

Last week, Staff Association representatives met with Deputy CEO Craig Roy and Corporate HR to seek to resolve the outstanding issues. Final discussions on the afternoon of Friday 11 March failed to achieve an agreement that is acceptable to staff.

What is the status of the outstanding issues?

Consultation: CSIRO Executive are still seeking to retain discretion on which changes and decisions will be subject to prior consultation and which will not. The Staff Association have proposed wording for a new consultation clause which only allows for specific exclusions on prior consultation for changes and decisions that are commercial or government in-confidence. This has not been agreed to date by the CSIRO Executive.

Redundancy and Redeployment: CSIRO Executive are still proposing a one month cut to the 'slow track' retention/redeployment period and are refusing to apply the same redundancy termination benefits for all staff over 65yo who are made redundant. Both issues are important to Staff Association members.

Pay: No movement at all from the CSIRO Executive on the average annual pay rise of 3% over the length of a new agreement (3-4 years). The Staff Association's willingness to discuss and recognise productivities and negotiate a better outcome has been rejected.

Parental Leave: No provision for any additional parental leave from the CSIRO Executive. The Staff Association's willingness to negotiate improved provisions has been rejected.

Stoppage action commences

Two hour stoppages of work are underway this week at Geelong/AAHL (Tuesday), Marsfield and Werribee (Wednesday) and Aspendale and Lindfield/Macquarie University (Thursday). At meetings last week, members discussed and supported the taking of two hour stoppages (in addition to the current ongoing ban on effort logging). Escalation of two hour stoppages across other CSIRO sites are scheduled next week unless there is significant movement from the CSIRO Executive on the outstanding issues.

Stand together and take action to support your colleagues

The only way a better outcome can now be achieved is by placing additional pressure on the CSIRO Executive. Negotiations to date have failed to reach an agreement that is acceptable to staff. We urge all members to stand together and take action at this crucial time.

What if I'm not a union member?

If you are not yet a Staff Association member, now is an important time to show your support and achieve a better outcome for all CSIRO staff. 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

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

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.

Please separate along Perforation and Tape Here