



## 5. Workplace Delegates Rights



CSIRO Staff Association

This is the fifth in a series of fact sheets to assist CSIRO union members and Workplace Delegates to better understand and enforce our rights at work. The source of these rights is the new CSIRO Enterprise Agreement 2011-2014 (EA). The main clause in the agreement covering workplace delegates rights is clause 59. Members are encouraged to read this clause in its entirety.

### Why are Union Workplace Delegates rights important?

For the Staff Association to be successful in organising and representing members effectively, we need trained workplace delegates in place to represent the union members in their workplace. In order for our delegates to do their job properly, it is important that their role is supported by members and respected and facilitated by CSIRO management. In a major step forward, the new EA contains improved rights and facilities for workplace delegates. After our annual election cycle, the Staff Association currently has over 100 Delegates and Deputy Delegates in place.

### What are the key rights and facilities for Workplace Delegates?

- The role of Workplace Delegates is to be respected and facilitated by CSIRO (clause 59a)
- CSIRO and Workplace Delegates must deal with each other in good faith (clause 59b)
- CSIRO shall ensure that Workplace Delegates will have their role and reasonable paid time required to perform their role agreed as part of their APA objectives (clause 59c)
- The right to be treated fairly and to perform their role without discrimination in their employment (59f)
- Recognition by CSIRO that they speak on behalf of members in their workplace (59f)
- The right to consultation, and access to relevant information about the workplace and CSIRO (59f)
- The right to reasonable paid time to provide information and seek information from all employees in the workplace (59f)
- Reasonable paid time off to represent union members in CSIRO at relevant union forums
- The right to reasonable paid time to represent the interests of members to CSIRO, including through involvement in working parties, consultative meetings, dispute settlement processes and industrial tribunals (59f).
- Reasonable access to CSIRO facilities for the purpose of carrying out work as a Workplace Delegate and consulting with workplace colleagues and the union (59f)
- Reasonable paid time to access appropriate training in workplace relations matters to enhance their effectiveness, including through training provided by a union (59f)
- The right to participate in collective bargaining on behalf of those they represent (59f).

### Do CSIRO have to facilitate official union communication with employees?

Yes. CSIRO will seek to facilitate official union communication with employees by means that include:

- The use of email as means of communicating with union members and employees who wish to opt-in to receive union communications, and other means of information sharing, including written materials, notice boards, electronic billboards and access to websites;
- The provision of information about relevant unions for new employees within online induction materials; and
- Group or individual meetings between employees and Workplace Delegates.