

MANAGEMENT OFFER TRASHES CONDITIONS & RIGHTS NO RESPECT FOR CSIRO STAFF OR ENTERPRISE AGREEMENT

VOTE NO

Management's offer is designed to remove extensive legal protections for CSIRO working conditions and rights.

Here's a list of five critical areas set to be stripped:

- **Job Security** – No protection of ongoing employment being the standard form of employment at CSIRO. Removal of all of criteria and rights underpinning specified term employment. No right of review for tenure status. Cuts to part-time work conditions from the agreement. Removal of any protections from outsourcing.
- **Consultation** – No commitment to consult staff or the union prior to a definite decision being implemented. No legal obligations to consult staff or the union other than on issues of 'major change'. No right to a genuine opportunity to influence the decision maker.
- **Redundancy and Redeployment** – No requirement to provide individual information to staff that are made potentially redundant. Removal of the process for group assessments, including the right to procedural fairness. Removing the minimum two month redeployment-retention period for all redundancy substitutions.
- **Miscellaneous Leave** – Removing the examples for which staff can access miscellaneous leave. Removing the right to not have a leave application unreasonably refused based on the examples, including for leave during the annual shut down period.
- **Annual Performance Agreement** – No right to a discussion of APA objectives or any escalation process if staff disagree with the objectives or with assessments of performance. No appeal processes. Removal of all protections for staff within the management of underperformance process. No rights to representation.

The Staff Association calls on all CSIRO employees to VOTE NO to this offer.

Visit www.cpsu-csiro.org.au for more information

VOTE NO to protect CSIRO conditions & rights

Quick look

Cuts to our agreement - management's offer slashes the current 94 clauses in the agreement down to 60. Our current agreement has literally been torn in half, 103 pages down to 47.

No protection - stripping conditions and rights into CSIRO policy makes them **legally unenforceable**. Management could totally remove or change these conditions and rights at any time, without agreement.

Pay rise no more than 1% per annum - The pay offer is 2.75% on commencement, followed by a 2% increase after 12 months and another 1.75% after 24 months, followed by no pay rise for a further 15 months. But with no offer of back pay from the nominal expiry date of the current agreement, the average pay increase is actually no more than 1.0 per cent per annum.

VOTE NO – A strong NO vote will send a clear message to Larry Marshall and the Gov't that CSIRO conditions and rights are not for sale.





APPLICATION FOR MEMBERSHIP

I apply for membership of the CSIRO Staff Association (a section of the CPSU) and declare that 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/MS/MISS** (Circle one) **FIRST NAME:** _____

SURNAME: _____ **D.O.B:** _____ **M/F** (Circle one)

FLAGSHIP: _____ **LOCATION:** _____

CSOF LVL & STEP: _____ **TENURE (Indefinite or Specified):** _____ **FULL or PART TIME** (Circle one)

HOME ADDRESS: _____

POSTAL ADDRESS: _____

WORK EMAIL: _____

HOME EMAIL: _____

PH (Mob): _____ **(Work):** _____ **(Home):** _____

SIGNATURE: _____ **DATE:** _____

Please complete the next section of the form, then hand to your delegate, fax to (03) 8620 6347, email to csstaff@cpsu.org.au or post reply paid to: CSIRO Staff Association, Reply Paid 66490, MELBOURNE VIC 3000

FOR YOUR INFORMATION

To be financial, a member must have paid all subscriptions and all other amounts owed within 30 days of becoming due. In order to resign from the union, a member must give 2 weeks notice, in writing, to the union.

Privacy Statement: The CPSU uses members' personal information for membership management and services. Any personal information collected will only be used for this or a directly related purpose. In that context, we may contact you at a later date. Your personal information will not be disclosed to anyone or any organisation outside of the CPSU unless you consent or we are required to do so by law. You can access our privacy policy and any information we hold about you by calling 1300 137 636 8am to 8pm (AEST) Monday to Friday.

AUTHORISATION FOR PAYROLL DEDUCTION

TO: THE CSIRO PAY OFFICER

Please credit 0.60% 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 and credited to MECU/LCU may be varied from time to time and the amount of variation shall be as certified and advised to you by the CSIRO Staff Association office.

CSIRO IDENT: _____ **FIRST NAME:** _____ **SURNAME:** _____

D.O.B: _____ **CSOF LVL/STEP:** _____ **LOCATION:** _____

SIGNATURE: _____ **DATE:** _____