

Know your rights: CSIRO Staff Association protected industrial action

Who can take Protected Action?

- All Staff Association members who are to be covered by the proposed agreement can take protected industrial action.
- People who join the union before industrial action is taken can take protected action.
- You don't have to have voted in the Protected Action Ballot to take protected action.
- This week an email was sent by Senior Management that may cause confusion amongst members. To clarify, every member of the Staff Association is protected when taking actions voted for in the Protected Action Ballot. These actions include stoppages and members are protected when taking the two hour stoppage called for this Thursday 19th November 2015 between 9-11am (local time).

What is protected industrial action?

Taking protected industrial action means that any stoppages or work bans that members undertake will be legally protected. This means your employer can't take any adverse action against you.

Do I tell my employer that I intend to take part BEFORE the action takes place?

That is up to you. Your employer can ask if you intend taking action. If you are happy to say you intend to take industrial action then say so, however you are not obliged to tell them until the action takes place.

Can you get into trouble for participating in protected industrial action?

No. An employer cannot take or threaten to take adverse action against an employee simply because they take protected industrial action. Also an employer cannot use the code of conduct against an employee as a repercussion for taking protected industrial action, but the code of conduct relating to standards of behavior still applies. This includes dealing with others (including supervisors) respectfully.

Will my wages be docked for taking protected industrial action?

Yes. The employer is bound by the *Fair Work Act* to dock you two hours of salary for taking a stoppage between 9am and 11am on Thursday 19th November 2015 (local time).

What if my usual start time is before the stoppage?

You should attend work as usual and at 9am (local time) start the stoppage.

Where can I get assistance about any issues when taking protected action?

If you have any further questions please speak with your local Staff Association workplace delegate or organiser.



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