

stronger better together



Let's make an agreement to support science workers • Enterprise Bargaining 2015

UPDATE 19

Secret back room agreement deal soon to be offered to CSIRO staff.

CSIRO Executive/HR management and Australian Public Service Commission develop an agreement offer. After having no pay and agreement offer to put to staff 19 months after receiving the Staff Association's bargaining position and over 12 months since the first negotiation meeting, it appears management are close to finally revealing their hand.

The prospective agreement deal to staff has been developed in secret through discussions occurring with the Australian Public Service Commission (APSC) and the Department of Finance (DoF) - not with bargaining representatives. At the latest meeting on the 4th of August, Staff Association representatives were again told "we will not talk to you about discussions with the APSC". It is these discussions that have developed the agreement offer that we now believe is likely to be made to staff within a month.

What do we know about what is likely to be in this agreement offer?

Management did divulge that the offer would be "complex", "heavily streamlined" (stripped of a range of working conditions and rights), would contain a pay offer, would look "very different" from the current agreement and that there would be a range of explanatory material provided to staff. We expect the pay offer to be the "standard" 1.5% per annum with no back pay being dictated by the APSC. The agreement offer is currently awaiting final "approval" from the DoF.

Through specific questioning, Staff Association representatives did manage to ascertain that some of the conditions management had previously indicated they may cut are now off the table. Included amongst these are increasing the APA test to "exceeds expectations" in order to achieve a performance and development step and reduction or abolition of the year end shutdown. This is similar to changes that have been made in other agreement offers in the Australian Public Sector following widespread industrial action by union members.

It still appears inevitable however that the agreement offer will be substantially worse overall than the current agreement, in an unprecedented move to send the working conditions and rights of CSIRO staff backwards. Any such offer will be opposed by the Staff Association.

Staff Association Council is meeting to consider next steps.

Your Staff Association Council is meeting on the 6th and 7th of August to consider our next steps. Further information will be provided to members following this meeting. Members can visit our campaign website for updates <http://cpsu-csiro.org.au/campaigns/enterprise-bargaining-2015/>

Join to make sure our working conditions and rights are protected.

If you are not already a Staff Association member, join today to be informed and help protect fair working conditions, rights and pay at CSIRO. Email csstaff@cpsu.org.au for more information or talk to your local workplace delegate.



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:** _____