

MANAGEMENT OFFER STRIPS CONDITIONS & RIGHTS

SAY NO

The Staff Association has finally seen CSIRO management's proposed agreement offer.

It isn't pretty.

More than a year after the nominal expiry date of the current agreement, management have served up a terrible deal that cuts conditions and strips rights in return for paltry pay increases. Some key features:

- **Cuts to conditions and rights** – management's offer slashes the current 94 clauses in the agreement down to 59. Our current agreement has literally been torn in half, 103 pages down to 46. Conditions and rights that have been stripped include; consultation, management accountability, grievance procedure, travel entitlements and accommodation changes.
- **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.
- **Paltry pay offer** – The pay offer is 1.75 per cent on commencement, followed by a 1.5 per cent increase after 12 months and another 1.5 per cent after 24 months. But as there is no back pay from the nominal expiry date, the average pay increase is actually at best 1.1 per cent per annum.

The central position of Staff Association members is that there should be no loss of current conditions and rights from the agreement. This offer grossly fails to achieve this position.

Management have stated they have no time table for a vote. There is another meeting scheduled with bargaining representatives in two weeks.

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



CSIRO STAFF
ASSOCIATION

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

Detail to come

More detailed analysis of the offer will be provided shortly. We know that:

- this offer was developed behind closed doors between CSIRO management and the Australian Public Service Commission; and
- very similar bad offers are being voted down across the public sector, including recently at Border Protection and Immigration, where 91% of staff voted NO.

Over the past two years, CSIRO has had its funding slashed, with thousands of jobs cut and important research abandoned.

Unless we want to see working conditions and rights go the same way, we need to take a strong stand and **SAY NO**.

SAY NO to protect CSIRO conditions & rights



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:** _____