

# MANAGEMENT OFFER TRASHES CONDITIONS & RIGHTS

## SAY NO

There are extensive examples of stripping of conditions and rights within management's offer.

Here's a set of six to be stripped.

- **1. Consultation** – All organisational commitment to consult prior to a major change has been removed. This will mean managers will simply be able to tell unions and staff after a decision is made and only be bound to consult on implementation issues.
- **Job Security** – CSIRO's commitment to ongoing employment as the standard form of employment has been removed from the agreement. The removal of these clauses could well lead to an increased use of casual and term employment.
- **Miscellaneous Leave** – The commitment that supervisors should not unreasonably refuse an application has been stripped from the agreement, giving far greater scope for supervisors to refuse leave (including potentially the annual shut down).
- **Annual Performance Agreement** – There is no longer a commitment to discussion of work objectives, any escalation process if you disagree with your supervisor's assessment or appeal process if you believe you are wrongly denied a Performance and Development step.
- **Part-Time employment** – The rights of part-time officers have been significantly reduced. The requirement for a part-time agreement to be in writing will go, variation of arrangements only by agreement is gone and the right of reversion for full time officers who have gone temporarily part-time will no longer exist.
- **Principles and Facilities for Workplace Delegates and Representatives** – The rights and facilities for workplace delegates to represent members have been removed in the management offer.

### At a glance

**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.

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**.



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



**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](mailto: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:** \_\_\_\_\_