

## CSIRO Enterprise Bargaining

### What is the status of Enterprise Bargaining at CSIRO?

CSIRO and the negotiation parties have reached a point where all claims have been considered and responded to.

At this stage the union and CSIRO are still in disagreement and the draft proposal does not meet the Staff Association bargaining position. The unions, bargaining representatives and CSIRO do not have to agree for an all staff ballot on the proposed agreement to occur.

### Can CSIRO now proceed to a ballot of staff to endorse the EA?

CSIRO is required by the Government's bargaining policy to seek final approval for the draft agreement from the APSC Commissioner. CSIRO must comply with this step prior to proceeding to an all staff ballot.

Due to caretaker period now coming into effect, the APSC is unlikely to sign off on any proposed offer an agency puts to it. Therefore the odds that CSIRO will move to ballot staff before the Federal Election seem increasingly remote.

### So where does that leave bargaining?

Ultimately, bargaining negotiations and discussions can continue, however CSIRO can not put a proposal to all staff to vote on until Public Service Commissioner grants approval – a development increasingly unlikely to occur until the caretaker period has expired or a new Government has been sworn in.

### What does the management's proposal look like?

It's a terrible proposal that aims to drastically reduce CSIRO working conditions and rights, with more than 50 per cent of the content of the current agreement stripped into unenforceable policy.

The Staff Association has done a comparison between the current agreement and CSIRO management's revised proposal.

### What happens if a majority of staff VOTE NO to a proposed offer?

If this occurs, bargaining must continue. Rejecting an agreement sends a strong message to CSIRO and the Government that conditions and entitlements must be protected and that the proposal in its current form must be dramatically altered for staff to accept.

VOTING NO is one of the usual steps in a bargaining campaign to deliver a better agreement.

## USEFUL RESOURCES

### Management's revised proposal

With changes tracked clause-by-clause against the content of the current enterprise agreement\*

### Staff Association analysis

Our industrial experts have broken down the management proposal and provided a detail explanation of the changes and what they mean for the CSIRO workforce.

### Progress of staff bargaining position

The democratic process to endorse the staff bargaining position involved the participation of more than a thousand Staff Association members. We've now produced a document tracking the progress of staff claims.

All resources available at [www.cpsu-csiro.org.au/campaigns/enterprise-bargaining-2016](http://www.cpsu-csiro.org.au/campaigns/enterprise-bargaining-2016)

\* Where a clause or schedule is completely missing from this document, this means that management's proposal is to wholly remove that clause or schedule from the current enterprise agreement.

**Join the CSIRO Staff Association today**

visit [www.cpsu-csiro.org.au/campaigns/enterprise-bargaining-2016](http://www.cpsu-csiro.org.au/campaigns/enterprise-bargaining-2016)



**CSIRO STAFF  
ASSOCIATION**

A section of the CPSU