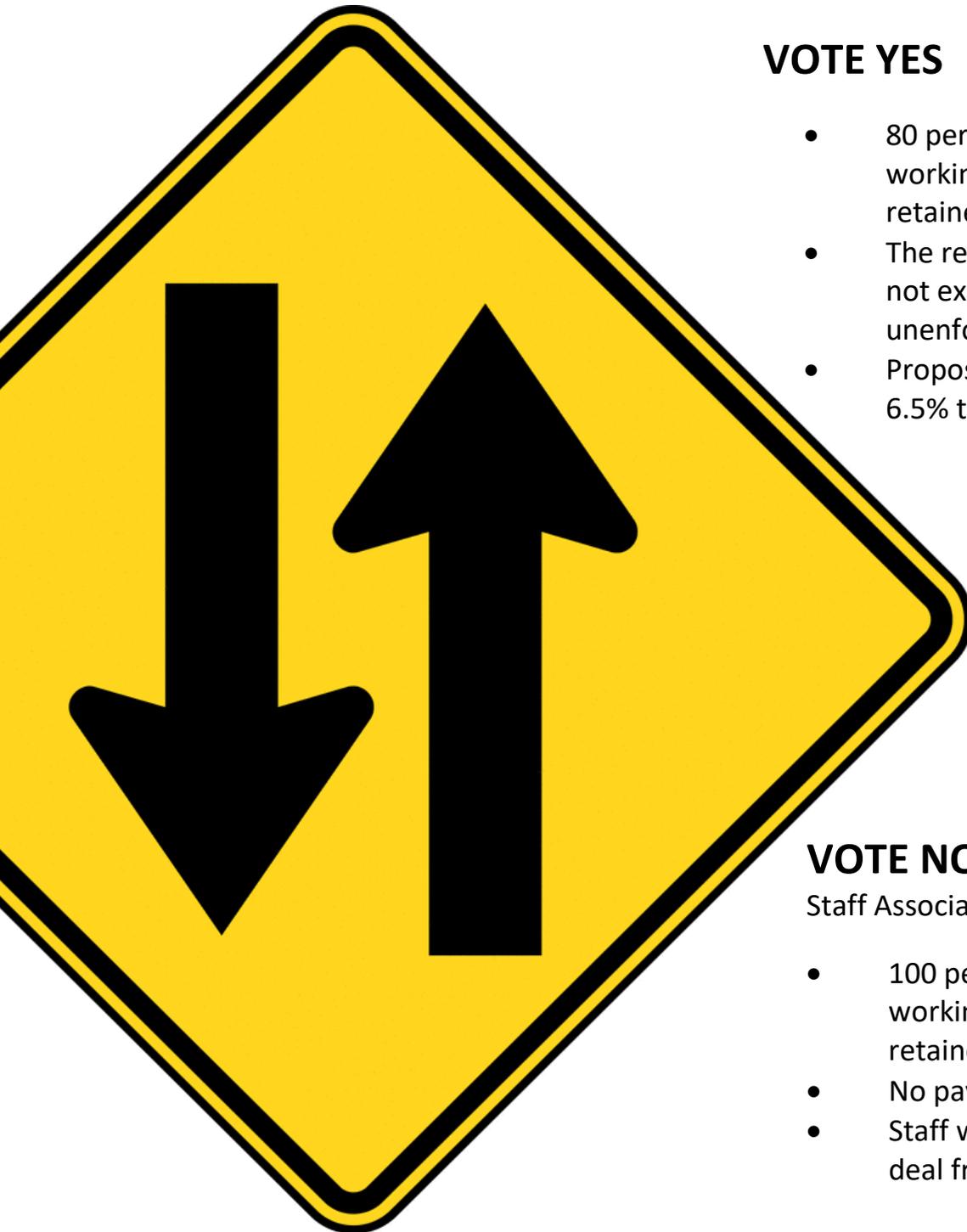


# All CSIRO staff face an important choice in June. So what will happen based on your vote?



## VOTE YES

- 80 per cent of rights and working conditions will be retained
- The remaining 20 per cent will not exist or be legally unenforceable
- Proposed pay rises will occur, 6.5% total over 39 months

## VOTE NO

Staff Association recommendation

- 100 per cent of rights and working conditions will be retained
- No pay rise will occur
- Staff will campaign for a fairer deal from CSIRO Executive.

VOTE OPENS 16 JUNE



## THREATS TO STAFF CONSULTATION, REPRESENTATION & JOB SECURITY

# Your rights at risk

**Management's offer will remove 20 per cent of legal protections for CSIRO working conditions.**

**Here's more detail of your rights at risk:**

- **Consultation:** No rights to consultation unless a 'definite decision' is made and it involves a 'major change'. The worst consultation proposal in the 25 year history of CSIRO bargaining.
- **Representation:** No rights to time or facilities for representatives. Will make it more difficult for staff to access advice and support from the Staff Association.
- **Rates of Pay:** 6.5% total over the next 39 months. Given bargaining delay, an average 1.0% per annum, less than cost of living increases. CSIRO salaries will be 10-20% lower than university salaries.
- **Individual Flexibility Arrangements:** Could be offered to any staff member to undermine conditions of the EA, particularly leave. Major concerns for more vulnerable staff, particularly new starters.
- **Work Classification Standards:** Could be changed by CSIRO Executive to disadvantage staff, without requiring the agreement of staff and the Staff Association.
- **Specified Term Employment:** The removal of specific criteria that are required to justify term employment. Will make it more difficult for staff to convert to indefinite employment.
- **Casual Employment:** No consultation required before a staff member works more than 662 casual hours in a year. Will likely result in unchecked practices in CSIRO.
- **Outsourcing:** No consultation required before outsourcing decisions are made. Will likely result in more work being done by external consultants and contractors.

These rights and conditions are at risk because of the application of the Government bargaining policy by CSIRO Executive.

Voting NO will protect these rights in our current Enterprise Agreement.

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

Visit [www.cpsu-csiro.org.au](http://www.cpsu-csiro.org.au) for more information

**VOTE NO to protect CSIRO conditions & rights**

### **Cuts to our agreement -**

Management's latest proposed agreement aims to remove up to 20 per cent of legal protections for CSIRO employee rights.

**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.

### **Consultation crunched -**

Crucially, the right of staff to be consulted - before CSIRO management makes a decision - is set to be stripped.

**Job insecurity -** Protections against outsourcing, term, casual employment and the increased use of individual contracts at CSIRO would also be significantly weakened.

### **Pay rise less than 1% per**

**annum -** The proposed pay rise - when calculated since the last increase - is less than 1 per cent per annum.

**VOTE NO -** Send a strong message that CSIRO staff deserve better. **VOTE NO.**

