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A section of the Community and Public Sector Union



10 October 2016

Mr Clint Smith  
Policy Manager  
Workplace Relations and Policy  
Human Resources  
CSIRO

By email [clint.smith@csiro.au](mailto:clint.smith@csiro.au)  
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## Distorted information on poster about EA proposal

Dear Clint,

Over the last two working days, the Staff Association has received a large amount of feedback from Councillors, delegates and members, about new information that CSIRO has communicated in a poster about the EA 2016-2020 proposal.

I refer to the poster entitled '**CSIRO Enterprise Agreement 2016-2020. YES. I want to keep all my existing EA entitlements.**'

It is the Staff Association's view that the use of the phrases 'keep all' and 'existing EA entitlements' distorts information and discussions that have occurred in negotiations between bargaining representatives and with staff throughout this lengthy process.

We do acknowledge that the current ballot is occurring in a highly contested environment and we accept CSIRO's ability to communicate to staff in a variety of ways.

However in this instance, many staff are not willing to accept what they consider is a distortion of information that is being promulgated by CSIRO Executive and Human Resources into workplaces through this poster.

Staff have expressed the view that CSIRO, at the highest level, should be demonstrating behaviours consistent with the Code of Conduct, in particular the obligation to 'act in good faith'. All staff have this obligation. Many staff believe that CSIRO Executive and Human Resources are failing to do so in regards to the information in this poster.

The current bargaining impasse is not a situation desired by the Staff Association. We have represented staff interests earnestly and responded to feedback and requests as appropriate. On 5 September 2016 for example, we removed a range of materials from CSIRO workplaces when the first timetable for an EA ballot was postponed.

On behalf of members, we hereby request that CSIRO amend the information in the aforementioned poster.

Yours sincerely



Sam Popovski  
Secretary