

Enterprise bargaining: what you need to know

Many staff in CSIRO have been talking about the next enterprise bargaining process. Here's a concise FAQ on what we know so far.

When does the current Enterprise Agreement expire?

14 November 2020 (about 18 months from now). The Staff Association's goal is to have a new agreement negotiated well before this date.

Are there more pay rises to come?

No. The third and last pay rise (1.5%) of the current Agreement has been paid to all staff in the last pay period of May this year.

When will the Staff Association be commencing its bargaining campaign?

From July, the Staff Association will begin talking to members about our campaign timeframe, including the development of a bargaining position with members.

Can delays in reaching agreement and future pay rises be avoided?

The Staff Association will be ready to negotiate well before the current Agreement expires. Under the Fair Work Act, the formal commencement of bargaining is determined by the employer.

The Staff Association will be placing pressure on CSIRO Executive to commence negotiations early.

Will CSIRO Executive be directed by the Minister to apply the Government's bargaining policy?

This is not resolved.

The Staff Association will be advocating to the Minister for Science and the CSIRO Board and Executive in order for the public service bargaining policy not to apply to CSIRO.

How will the Staff Association develop its bargaining position?

There will be a range of mechanisms, online and in the workplace, for members to input, influence and ultimately endorse the position the Staff Association takes to the negotiation table.

What are likely to be the main issues?

Despite the difficulties imposed in the last bargaining round, about 90% of conditions were retained in the Agreement.

Members will look to protect and strengthen a range of important working conditions and achieve a decent pay increase.

Are the salaries of CSIRO staff behind others in the market?

Yes, for many staff.

The last bargaining round resulted in an effective 1% per annum pay rise over six years, meaning CSIRO salaries are now out of step with university and other competitor salaries.

What chance do we have to improve the current agreement?

By standing together through bargaining, staff will exert the greatest influence on CSIRO Executive and the Government.

It will not be easy, but improvements need to be made so CSIRO and staff can continue to deliver in the future.

What is the Staff Association asking of members now?

Stay informed as we begin regular communications on bargaining. Keep contacting us at csstaff@cpsu.org.au with questions or comments. Join the Staff Association (membership form overleaf).



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: _____ **SURNAME:** _____ **FIRST NAME:** _____

DR/MR/MRS/MS/MISS (Circle one) **D.O.B:** _____ **M / F (Circle one)** **ATSI ORIGIN YES / NO (Circle one)**

BUSINESS UNIT: _____ **LOCATION:** _____

CSIRO LEVEL/ STEP: _____ **FULL or PART TIME (Circle one)** **TENURE: INDEFINITE or SPECIFIED (Circle one)**

HOME ADDRESS: _____

POSTAL ADDRESS: _____

WORK EMAIL: _____

HOME EMAIL: _____

PH (Mob): _____ **(Work):** _____ **(Home):** _____

SIGNATURE: _____ **DATE:** _____

Please complete the bottom section of the form, then hand it to your delegate, email to csstaff@cpsu.org.au or post to: CSIRO Staff Association, Level 7, 350 Queen Street, 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 CSIRO Staff Association (a section of the CPSU) collects members’ personal information for: campaigning and representation, provision of membership benefits and services and membership administration. Signing the membership form indicates your consent to the collection of information. Our full privacy policy, including details on use, disclosure, security, access and correction and complaints, is available on our website at www.cpsu-csiro.org.au or by calling us on (03) 8620 6348.

AUTHORISATION FOR PAYROLL DEDUCTION

TO: THE CSIRO PAY OFFICER

Please credit 0.65% of my salary to Bank Australia from the first available pay period after receipt of this authority. This is in addition to previous authorities for deductions to Bank Australia and should remain in force until further notice.

The amount to be deducted and credited to Bank Australia 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: _____ **SURNAME:** _____ **FIRST NAME:** _____

D.O.B: _____ **WORK EMAIL:** _____

CSOF LEVEL/STEP: _____ **LOCATION:** _____

SIGNATURE: _____ **DATE:** _____