

What to expect this year

Enterprise bargaining... what to expect in 2019

The Staff Association [provided a FAQ](#) on the Enterprise Bargaining 2020 campaign to members in late June. Since then, the fight against the implementation of the Average Staffing Level (ASL) cap in CSIRO has intensified, but it's now time to consider what's in store for enterprise bargaining for the rest of 2019.

Staff Association Council strategy

The Staff Association Council, made up of representatives from every State and Territory, endorsed a plan for Enterprise Bargaining 2020 at its meeting on 1 August.

The plan outlines the strategy, potential tactics and indicative activities for each month up until the nominal expiry of the current Enterprise Agreement on 14 November 2020.

What's the plan?

The Staff Association plan includes strategic imperatives to seek to prevent delays in enterprise bargaining, ensure the protection of existing conditions, allow for development of new conditions and the achievement of decent pay outcomes.

The precise tactics and activities will be further developed with members as the campaign proceeds and will not be disclosed to CSIRO senior management.

What has the Staff Association done so far?

The Staff Association has written to the Minister for Science Karen Andrews, formally requesting that the Government's bargaining policy not apply to CSIRO. In response, the Minister stated that '...my office and the department do not have responsibility for such policies, and I suggest that you contact CSIRO directly to discuss further.'

The Staff Association has also been compiling a comprehensive list of issues raised by members since the current agreement commenced in 2017.

These issues range from updating existing clauses through to new initiatives to support a better work environment for CSIRO staff.

What will be happening next?

Later this month the Staff Association will commence the process to develop our bargaining position, through the distribution of a survey to all members.

The survey will be the first step to ascertain the views of members on the key issues that the Staff Association will be progressing in bargaining.

What's planned for the rest of 2019?

Workplace activities, including member meetings and morning teas, will enable members to get together and discuss enterprise bargaining issues with Staff Association delegates and organisers.

The Staff Association will be seeking to take an endorsed bargaining position to CSIRO senior management early in 2020, so that negotiations on a new Enterprise Agreement can begin as early as possible.

Does the Staff Association control the formal commencement of bargaining?

No. Under the Fair Work Act, bargaining commences when 'the employer agrees to bargain, or initiates bargaining for the agreement'.

As a result, the Staff Association's objective in coming months is to put maximum pressure on Chief Executive Larry Marshall and the Executive team to initiate bargaining early in order to achieve a new agreement in time.

Not a member?

If you're not a member and want to support the achievement of better pay and employment conditions at CSIRO, join the Staff Association today. Complete the form overleaf, then scan and email csstaff@cpsu.org.au or talk to your local workplace delegate or organiser.

This resource was produced by the CSIRO Staff Association and paid for by union members. Every member contributes to the resources, strength and capacity of the Staff Association to protect working conditions at CSIRO. Non-members are encouraged to support their colleagues by joining today.

For more information about membership talk to your local organiser, email csstaff@cpsu.org.au or visit www.cpsu-csiro.org.au

Important points

- Our fight against implementation of ASL cap in CSIRO continues but we must also focus on enterprise bargaining.
- Workplace representatives on Staff Association Council recently met and endorsed a comprehensive bargaining strategy and timeline.
- An all member survey – first step in developing a Staff Association bargaining position – will be launched in September.
- More activities are planned for the remainder of 2019.
- Non-members are strongly encouraged to join the CSIRO Staff Association.



**CSIRO STAFF
ASSOCIATION**



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:** _____