

**Don't risk  
a 'determination'**

**Vote No**

**Support bargaining  
for a new agreement**

**CSIRO Executive's snap bargaining survey is now open.** Vote No. Don't risk a determination at CSIRO. Support bargaining for a new agreement.

**There's no guarantee on pay.** A 'determination' does not guarantee a 2 per cent pay rise in November 2020. It is not binding. It is not a legal contract between the organisation and staff (unlike an enterprise agreement). Will Larry Marshall or a future CSIRO Chief Executive revoke the determination in the future if times get tougher?

**Support a protected agreement.** A new agreement is the only way for CSIRO staff to secure future pay rises and working conditions. Bargaining is due to commence in November this year. CSIRO Executive could offer staff 2 per cent (per annum) pay increases and existing conditions immediately through the bargaining process. This would result in all future pay rises and working conditions being locked in and enforceable.

**Don't risk a determination. Vote No.** Support bargaining for a new and enforceable agreement that protects CSIRO pay and working conditions.

Authorised Sam Popovski, Secretary CSIRO Staff Association



**CSIRO STAFF  
ASSOCIATION**

A section of the CPSU