

Five things you need to know about



CSIRO enterprise bargaining

1) CSIRO Executive are thinking about not bargaining

Spurred on by the Federal Government, CSIRO Executive have raised the possibility of a 'rollover' of pay and conditions with the Staff Association. In some Australian Public Service (APS) agencies, this 'rollover' is explicitly being used to avoid bargaining. Section 32 of the *Science and Industry Research (CSIRO) Act* states that 'the terms and conditions of service of officers appointed under this section are such as are determined by the Chief Executive.' As a result, Larry Marshall could determine pay and conditions at CSIRO, without bargaining with staff for a new agreement.

2) Avoiding bargaining is a bad idea

Bargaining enables a fully enforceable, new agreement to be put in place. Negotiations occur on a range of matters and staff ultimately determine the outcome. Although a determination by a Chief Executive could appear to be tempting, the power to revoke any or all pay rises; coupled with the possible loss of enforceable working conditions due to the existing agreement expiring and being terminated; are fundamental threats to future guaranteed pay and conditions. A determination requires no consultation with staff. The Staff Association is opposed to Larry Marshall and the Executive avoiding bargaining.

3) The Science Minister says that bargaining is a matter for CSIRO, not the Government

The Staff Association wrote 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 contacted CSIRO Executive to commence bargaining negotiations, independent of Government, in November this year.

4) Negotiations cannot start until CSIRO Executive chooses to start bargaining

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 is to put maximum pressure on Larry Marshall and the Executive to initiate bargaining early in order to achieve a new agreement before the current agreement expires on 14 November 2020.

5) Being and becoming a Staff Association member is crucial

The Staff Association will achieve the best outcome by applying pressure on Larry Marshall and the Executive. This means having a large and active membership. If you are not yet a member, support better pay and conditions by joining today using the form overleaf.



**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:** _____