

Staff at the coalface

APESMA – Collieries Staff Division

June

2012 Edition

Centennial Enterprise Agreement

Margaret Buchanan, Industrial Officer

Negotiations are about to commence for staff at Centennial's sites at Mandalong, Mannering and Newstan for new Enterprise Agreements.

Staff at these sites want an Enterprise Agreement for long term security, the ability to collectively negotiate and to address issues such as a lack of parity with other mine employees, and to resolve issues about shifts and overtime.

Getting to this point has been a struggle because the company has not been willing to automatically enter into negotiations with Staff for replacement agreements at these and other Centennial sites.

This has not been the case for other groups of employees at Centennial where Enterprise Agreements have been negotiated. As a result delegates at various Centennial sites have been involved in gathering majority support statements that show a majority of Staff want an Enterprise Agreement.

Centennial then conducted its own ballots of employees to establish whether they wanted to retain the current Enterprise Agreements or have those terminated and have new individual contracts instead.

Everything came to a head at Fair Work Australia where APESMA brought its applications for majority support determinations and Centennial brought its applications to terminate the current Enterprise Agreements at its northern sites. Following an initial hearing Centennial agreed to commence negotiations at Mandalong, Mannering and Newstan and went ahead with its applications to terminate the Enterprise Agreements at Myuna and Fassifern.

This has shown that working together is the only way to ensure security, worklife balance, monetary parity and improving conditions across the industry. Collective Bargaining - It's not too much to ask.

Organising across the country

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Since the last staff at the coalface, APESMA CSD organisers have continued to go out and meet members across the country.

Organisers have been to mine sites around Mudgee, Musswellbrook, Maitland, Lake Macquarie, Lithgow, Wollongong, Emerald, Blackwater, Tieri and Moranbah.

Have you not had an organiser come to your mine? Call **(02) 9269 0688** and we'll arrange a time for an organiser to come out and meet with members.

Queensland Round-up, by Kristy Harper, Industrial Officer

Broadmeadow

Broadmeadow Staff have been attempting to bargain for an Enterprise Agreement with BMA since late 2010.

On 21st May, Fair Work Australia finished hearing the application by APESMA with Staff, that BMA has not been bargaining in good faith at their Broadmeadow mine. It is expected a decision will be handed down by Fair Work Australia at the end of June.

Norwich Park

Following the announcement of the closure of Norwich Park mine, members contacted APESMA concerned that they would be required to move to positions with lower pay or duties at another BMA site, or they would be forced into travelling unreasonable distances.

APESMA requested consultation with BMA on the process, and queried some of the options provided to staff. APESMA was able to get BMA to commit to ensuring staff would not be financially disadvantaged, would be given their first preference wherever possible, have personal circumstances and travel times considered, and would work with Staff one on one to ensure staff were comfortable with their options.

Warning: Ensure you check contracts and payout documents carefully

Over the past few months, quite a few members have been almost caught out signing new contracts, step up agreements, redundancy and retirement packages which contained significant errors or miscalculations. Luckily, all had contacted their Staff union, to have the documents checked over prior to signing. In one circumstance, a member had their payout miscalculated by over \$90,000, and another member found that they were entitled to approximately an extra \$1000 a fortnight than had been offered in a step up agreement, and were missing some key award terms in their contract.

It is a good lesson to all members to contact your APESMA Industrial Officer to have contracts, offers, and other documents double checked prior to signing.

BMA CFMEU Action

APESMA understands that the CFMEU may establish picket lines in some areas as part of their industrial action this week.

If you have any reason to be concerned that your welfare or worried by crossing a picket line, or for any other reason, please contact Kristy Harper on 0417 702 254.

What's going on with your Super?

Being in my mid-20's it may seem strange to many I am talking to you about Super. Yet for many understanding Super is like an illusion in a magic show; easy to watch but difficult to master.

Until recently I was in the same boat. I was happy to sail along, agreeing to sign up to a new superfund at each new job.

As a gen Y'er super has been with me my entire working life. I never thought to ask the tough questions about where my money was going, what fees and charges I faced or the performance of the fund.

In late 2011 I began to take notice of the ACTU campaign to raise super from 9 to 12%. On initial research I was startled by the yawning gap

between industry and retail superfunds. The higher fees, lower performance and a smaller profit return going to shareholders shocked me out of my apathy. This revelation made me take a good look at all the superfunds that I had opened across my short working life.

Realising that I have been losing money I recently sought to rectify the situation. While I cannot proclaim a happy ending as yet, this tale hopefully offers timely advice for all members to take the time to look at ones super on a regular basis.

Keeping your membership up to date

You may recently have had a call from me (Kristy Harper) on updating your membership information or letting you know about a site visit.

By keeping up to date information with APESMA we are able to give you relevant information that directly relates to you and the industry.

If you have recently moved jobs, home or changed emails please [click here](#) to change your details.

Alternatively call us on (02) 9269 0688 or email us at infocsd@apesma.com.au.

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