



## **A new name for APESMA and the Collieries' Staff Division**

**August 2013**

In our last edition of Staff at the Coal Face (5 July 2013), we reported that APESMA is changing its name to Professionals Australia. This change was decided upon after extensive research, to reflect the many diverse occupational/membership groups that we represent.

This change presented an opportunity for Collieries' members to decide on a new name for our division. Your Delegates then made a short list of two names for you to choose from: Collieries' Staff and Officials Union or Collieries' Staff and Officials Association.

After a month of voting you have chosen the name Collieries' Staff and Officials Association (68% preferred this name). After a period of transition this will become the new name for the Collieries' Staff Division. We hope that this name will better reflect our unique membership, the important work you perform in the coal mining industry and will assist us to grow and become a stronger voice for Staff and Officials in the industry.

If you have any questions please contact us on 02 9269 0688.

## **Queensland Redundancies**

A couple of weeks ago Xstrata announced approximately 450 redundancies across its Oaky Creek North and Newlands operations, with a portion of these to be Staff and Deputies.

Members at both sites pressed Xstrata for formal consultation with their Union, paving the way for the Association to engage in discussions with Xstrata regarding the redundancies and the steps proposed to be undertaken by Xstrata to minimise the impact of them on Staff.

Members own suggestions, questions and concerns about the process were collated by their local mine site representatives, and were put forward by the Association during consultation meetings with the Company. This included making suggestions that the Company offer Voluntary Redundancies, allow for job swap processes, and in the case of forced redundancies, ensure that Staff are paid their proper entitlements and get assistance with costs to move.

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Staff and Officials  
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Members at both sites have worked together to ensure a fair and transparent process is implemented for their colleagues that are made redundant, and to provide certainty for those members that remain behind.

While the consultation process with Xstrata is still ongoing, the Company has already adopted some of the proposals suggested by our members, including offering Voluntary redundancies in some areas, and agreeing to pay reasonable removalists costs to employees that are made redundant. A good win for members working together.

### **NSW Redundancies**

In NSW, unfortunately we are continuing to hear from our members on a regular basis who have either been retrenched or are concerned about their job security. There have been significant losses at a number of sites including Tasman mine, Integra Underground and several Xstrata and Peabody operated mines, amongst others.

Companies have a legal obligation to consult with you and your union when they're making significant changes (such as restructures and down-sizing) and to explore ways to minimise job losses (such as redeployment and transfers). Some companies have shown themselves to be much better at undertaking consultation in a genuine way, to have minimal impact on Staff. If you hear of a restructure or down-sizing occurring at your site, it's vital that you contact us.

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