



**Collieries'
Staff and Officials
Association**

20 June 2014 Staff at the Coal Face

UNION WINS AN EXTRA \$25 MILLION FOR STAFF AT VALE

Staff at the Vale mines at Glennies Creek and Camberwell in NSW have successfully ensured redundancy payments are paid in line with the Black Coal Mining Award, increasing redundancy payouts to workers by \$25 million, to a total of \$45 million.

The action comes in response to Vale placing both Glennies Creek and Camberwell mines on a care and maintenance footing, and redundancy terms having been a big issue at several Vale sites over the last year.

Issues first arose at Carborough where in the Deputies' bargaining, Vale tried to reduce redundancy from the Black Coal Mining Award standard of three weeks per year of service down to "legislation", meaning the National Employment Standards which cap payments at a miserly twelve weeks, regardless of the number of years of service.

The Carborough Deputies rejected the NES redundancy and got the Black Coal Mining Award three weeks per year of service.

Following the strong stand in bargaining by the Carborough Deputies, Staff and Deputies at Glennies Creek and Camberwell became active around this issue.

After investigation, your Staff union found out that Vale had unilaterally changed their redundancy policy to the NES, completely ignoring the Black Coal Mining Award and the Staff enterprise agreement at Camberwell.

Staff raised with management this unilateral change to policy, and working with your Staff union, Vale later "clarified" the policy to include the Black Coal Mining Award and the Staff enterprise agreement for redundancy.

What does all of this mean?

Today, the General Manager of Operations confirmed that Vale had budgeted on employee entitlements of the closure costing \$20 million, as they based payouts on the NES for redundancy, and did not include payout of sick leave or long service leave.

Our members' collective action of reminding the Brazilian multinational Vale of their obligations meant that Staff got their correct entitlements which took the overall budget to \$45million.

Needless to say, our thoughts remain with Staff at Glennies Creek and Camberwell at this difficult time.

Improving safety, salaries and work lives.

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