



**Collieries'
Staff and Officials
Association**

Staff at the Coal Face

5 December 2014

YOUR REDUNDANCY AT RISK?

Centennial has denied proper redundancy payments to Staff close to and age 60, in the recent closure of Newstan Mine. Centennial have now said that they will also deny Staff close to and age 60 at Angus Place their proper redundancy pay when that Mine goes onto care and maintenance in March 2015. In the last week, Cornwell Coal in Tasmania has also said that it will not pay proper redundancy pay to Staff close to and age 60.

Your Association has written to the Fair Work Commission, asking for an urgent Hearing on our application to remove the age 60 cap from the Award redundancy clause. With the industry in downturn, it is essential that this matter is heard quickly.

Unfortunately, the coal mining employers are arguing that if the age 60 cap is deleted from the Award, then the whole coal mining industry redundancy scheme of 3 weeks per year of service should be deleted as well. It is really disappointing that at the time employees need their redundancy payment the most, employers are arguing to get rid of our redundancy scheme. Show your support and sign the petition to stop Centennials attacks on Redundancy payments ([link below](#)).

We will update members as soon as we have a Hearing date from the Fair Work Commission.

APPIN DEPUTIES AND STAFF JOINTLY DISPUTE NO PAY FOR INCREASED HOURS

After negotiations with local management stalled, Staff and Deputies at Appin Mine have jointly lodged a dispute with Appin Mine about the proposal for them to work an extra hour each shift, or 4 hours per week, with no extra pay.

Over at Westcliff Mine, which is soon to join with Appin Mine, Deputies have been offered a 5% work pattern allowance on day shift for the extra 4 hours.

We are hopeful that sense will prevail at Appin and a negotiated resolution will be possible.

DENDROBIUM REDUNDANCY CASE IN FEDERAL COURT THIS WEDNESDAY

Deputies at Dendrobium Mine have an enterprise agreement covering what will occur if there is a need for retrenchments. When we negotiated this clause it was clearly agreed by the parties that before there were any forced retrenchments, there would be voluntary redundancies and redeployment to other Deputy roles within the three mines in Illawarra Coal. Everyone agreed that this was a sensible approach to the difficult

Improving safety, salaries and work lives.

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issue of retrenchments. In the first test of this clause, Dendrobium Mine unilaterally ruled out voluntary redundancy and said that there were no available jobs for redeployment, despite there being a number of contract Deputies and Step - Up Deputies employed in Illawarra Coal. Rather than taking the agreed sensible approach, Dendrobium management told two Deputies they were being made forcibly redundant, and there were no equivalent jobs available. They were told to leave the mine-site that day, and that they need not return again.

Your Staff Union has challenged Dendrobium's action in the Federal Court and it will be heard this Wednesday. Your Staff Union will argue that the words in the Dendrobium Enterprise Agreement mean voluntary redundancy or redeployment must occur before forced retrenchment.

We will update members further as this matter develops.

UNION OFFICE CHRISTMAS CLOSEDOWN

The Collieries' Staff & Officials Association Team wishes you and your family a Merry Christmas and a happy and safe New Year.

The Collieries' Staff & Officials Association office will be closed for Christmas and New Year from 4pm on Wednesday 24th December 2014, and will re-open at 9am on Monday 5th January 2015.

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