



**Collieries'  
Staff and Officials  
Association**

11 July 2014

## **Centennial denies proper Redundancy pay to redundant employees**

Centennial have today announced that they are placing their Newstan mine onto Care and Maintenance, with up to 100 employees to be made Redundant.

In April 2012 Centennial Staff were asked to terminate their long standing Enterprise Agreements in favor of individual contracts which would provide them with increased benefits such as payout of entitlements on termination and redundancy at their Total Package Rate (TEC).

At the time Company HR manager John Edwards said:

*"If the Company's proposal is accepted and you sign the contract, the terms and conditions in the new contract of employment cannot be unilaterally changed by the Company. The contract will be a legally enforceable document which as stated above, cannot be changed without your consent."*

The Staff contracts say that *"you will be entitled to redundancy payments in accordance with the Award and will be paid at your T E C."*

Now Centennial are not only refusing to pay Staff close to and over age 60 their full redundancy payment of three weeks per year of service, but are also refusing to pay Staff their Total Package Rate on redundancy according to their contract. **At the Federal Court hearing last Friday Centennial said that if they are wrong and they have to pay Staff aged over 60 the proper redundancy entitlements, then they only will pay Staff at the minimum award rate, which in some cases is up to \$100,000 less than the actual Total Package Rate in their contract. This is a disgrace.**

Your Staff Union has taken Centennial to Court on this matter and a hearing has been scheduled for October. Your Staff Union is aghast that Centennial would treat their Staff this way.

**Catherine Bolger  
DIRECTOR**

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**Improving safety, salaries and work lives.**

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