



**Collieries'  
Staff and Officials  
Association**

# Staff at the Coal Face

27 June 2014

## **CSOA CHALLENGES SHODDY REDUNDANCY PROCESSES AT DENDROBIUM**

Your Union initiated a challenge in the Fair Work Commission about Illawarra Coal's redundancy processes, concerned that Dendrobium had not properly consulted with Deputies at Dendrobium about the redundancy processes as required by the Enterprise Agreement. Your Union wants to know why Illawarra Coal has made people redundant without properly talking to Deputies and the Union on what measures could be taken to prevent the need for forced redundancies. Your Union believes that Illawarra Coal could instigate other options such as calling for voluntary redundancies, or allowing job swaps to eliminate the need for forced redundancies.

Your Union will continue to seek that Illawarra Coal properly consult on its' redundancy processes, and amend its decision to not offer voluntary redundancy or explore other options to reduce numbers at Dendrobium.

This is a timely reminder of the importance of strong consultation requirements within collective agreements to provide you with a chance to have your say when major changes are taking place at work.

## **CSOA CONTINUES TO FIGHT TO SECURE ENTITLEMENTS AT WAMBO**

Your Union has sought assistance from the Fair Work Commission to help Staff at Wambo legally secure key conditions such as redundancy and accident pay in an Enterprise Agreement.

Currently, some key conditions such as redundancy are only provided for in Company policy which can be changed at the discretion of the Company at any time. This leaves Staff vulnerable should the Company decide to reduce redundancy conditions from the industry standard of three weeks per year of service paid at their salary rate.

With the uncertainty across the industry at present, it is more important now than ever to secure entitlements that are legally binding, and not subject to change at the whim of the Company.

---

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

Authorised by Catherine Bolger, Collieries Staff and Officials Association. Level 1, 491 Kent Street, Sydney, NSW 2000  
T (02) 9269 0688 • F (02) 9269 0611 • W [www.collieries.org.au](http://www.collieries.org.au) • E [infocsd@professionalsaustralia.org.au](mailto:infocsd@professionalsaustralia.org.au)