



**Collieries'
Staff and Officials
Association**

Staff at the Coalface

24 June 2015

Coal Mining Industry Employers plan to rip off your redundancy pay

Despite the Fair Work Commission rejecting a previous submission for a cap at 9 years of your retrenchment pay, the Coal Mining Industry Employer Group (CMIEG), who represent all the coal mining companies, last week have confirmed that they will pursue severe cuts to your safety net Award redundancy entitlement.

The Commission has given the Coal Mining Industry Employer Group until 10 July 2015 to put their claim in writing, and also to list in detail all of the coal mining employers they are representing.

We expect the Coal Mining Industry Employer Group will once again pursue a 9 year cap.

It is shocking that at the very time you need the back up of redundancy pay – when the industry is in decline – your employer has chosen to attack your safety net Award entitlements.

We hope that reasonable employers will rethink their strategy and remove themselves from the application to the Fair Work Commission to cut your entitlements.

Why does your safety net Award matter?

The Black Coal Mining Industry Award 2010 is the safety net below which your contract or enterprise agreement cannot fall (unless you have signed an Award Free contract).

75% of Staff do not have their redundancy locked into their contracts, so rely on the safety net Award. Other Staff have their enterprise agreement up for renegotiation in the next 12-18 months.

If the employers continue to press for a 9 year cap, how would it affect you?

See chart below

Improving safety, salaries and work lives.

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 • E infocsd@professionalsaustralia.org.au



WHAT WOULD A CAP REDUCING AWARD REDUNDANCY PAY MEAN FOR YOU AND YOUR FAMILY?				
Years of Service	What your Award currently says	If there is a 9 year cap	How Many Weeks you Lose	Your Calculation ?
Up to 9 Years of Service	27 weeks	27 weeks	zero	
10 Years of Service	30 weeks	27 weeks	-3 weeks	
15 Years of Service	45 weeks	27 weeks	-18 weeks	
20 Years of Service	60 weeks	27 weeks	-33 weeks	
25 Years of Service	75 weeks	27 weeks	-48 weeks	
30 Years of Service	90 weeks	27 weeks	-63 weeks	

What Can You Do?

You can work with your Delegates and colleagues to let everyone at your Mine know what could be at risk. The best way to do this is to make sure everyone has this newsletter and can then use the chart above to calculate how much they stand to lose. You could even collectively calculate how much is at risk at your Mine. Then please contact our office and give us your feedback.

Even if some Staff don't have 9 years' service now, everyone hopes to be employed into the future and it will affect them at some time. This issue will equally affect all Staff – whether they are currently members of the union or not. Now is the time for everyone to get on board and join the union to collectively fight the attack on your redundancy entitlements.

Please contact our office on 02 92690688 for more information and to arrange a meeting for Staff at your mine.

Improving safety, salaries and work lives.