



**Collieries'
Staff and Officials
Association**

Coal Mining Industry Employers plan to rip off your redundancy pay

10 July deadline

3 July 2015

In seven day's time, it will be confirmed whether your employer has joined the attack on your Award safety-net redundancy pay.

It is perplexing that at the very time you and your family need the security of your redundancy pay that employers in the Coal Mining Industry plan to tear apart your Award safety net security. We hope reasonable employers will see sense and not join, or withdraw from the application to reduce your Award entitlements.

Illawarra Coal

One employer, Illawarra Coal has said they will not join the application. We welcome this and are working with Illawarra Coal to clarify that they will not apply the outcome of the Award case if it does end up in a cap to Staff and Deputies at Dendrobium, Appin and Westcliff.

What would it mean to you?

Unless we hear differently on 10 July, we expect the employers will once again pursue a 9 year cap on Award safety net redundancy.

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

Improving safety, salaries and work lives.

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WHAT WOULD A CAP REDUCING AWARD REDUNDANCY PAY MEAN FOR YOU AND YOUR FAMILY?				
<i>Years of Service</i>	<i>What your Award currently says</i>	<i>If there is a 9 year cap</i>	<i>How Many Weeks you Lose</i>	<i>Your Calculation?</i>
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?

Everyone at your Mine needs to 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. 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.

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