



**Collieries'
Staff and Officials
Association**

8 July 2015

Coal Employers repay loyalty with an attack on your Award redundancy entitlement. Staff with more than 9 years targeted.

Yesterday, the following coal employers confirmed they are part of the push to cap your Award redundancy at 9 years:

- **Anglo American;**
- **BHP Coal (BHP Mitsubishi Alliance);**
- **Centennial Coal;**
- **Ensham;**
- **Glencore;**
- **Jellinbah;**
- **Peabody;**
- **Vale;**
- **Westfarmers;**
- **Whitehaven; and**
- **Yancoal.**

Why is your Award redundancy important?

Your Award safety net is really important to you as a Staff member because your Award is your fall back. If your Award changes and you do not have a clear legal entitlement to redundancy pay locked into your contract, or locked into an enterprise agreement, all you have is a Company redundancy policy.

As some members have learnt by bitter experience employers sometimes change policies without prior consultation and agreement from Staff.

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 • E infocsd@professionalsaustralia.org.au



How can we fight the redundancy rip off?

Step one calculate the potential loss at your Mine

Everyone at your Mine needs to know what could be at risk. Each Staff member needs to calculate how much you would lose if a 9 year cap comes in the Award. (See chart below). Your Delegate has more copies of the chart.

We are asking delegates, shift reps and area contacts to collate how many weeks would be lost at their mine in total. So you need to tell your delegate how many weeks you would lose.

Even for those Staff who don't have 9 years' service now, you will in the future and it will affect you then.

Remember 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.

	WHAT WOULD A CAP REDUCING AWARD REDUNDANCY PAY MEAN FOR YOU?			
<i>Years of Service</i>	<i>What your Award currently says</i>	<i>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	

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