



# Staff at the Coal Face

## **Collieries' Staff and Officials Association Success in achieving improved conditions for Yancoal Staff**

Today the Member for Hunter, Joel Fitzgibbon initiated a meeting with Yancoal about their plans to move Staff over to another company, forcing them to sign away their conditions with a gun to their head. Shadow Minister Fitzgibbon called Yancoal to account on their shoddy secretive process.

This meeting combined with our weeks of negotiations, workplace meetings, conciliation in Fair Work, hundreds of letters of support from other Collieries' Staff and Officials Association members, a protest supported by the community outside Abel mine, and our initiating media coverage to shine a light on Yancoal's behaviour of the issue on the Newcastle radio, TV and newspapers has resulted in some improvements for Yancoal Staff.

Remember, initially they were confronted with a "sign away your rights or lose your job – with no redundancy paid" demand from Yancoal. Today, we have improved the conditions, like redundancy which will continue for another 12 months, and accident pay, ensuring sick leave will be paid out on retrenchment at the salary rate, stopping forced transfers outside of the Hunter, and a promise that they are currently finalising a deed which makes other Company entities responsible for entitlements if the new company (YMS) falls over.

By working together with other Staff and everyone joining the Union we were able to provide a united front at workplace meetings, and negotiations. Yancoal soon realised that even though Staff were on individual contracts - Staff were a collective with a strong voice through their Union, the Collieries' Staff and Officials Association.

A special note of thanks must go to the Member for Hunter, Joel Fitzgibbon for his role in calling Yancoal to account.

Along with Yancoal Staff we will continue to work on resolving all the remaining issues including the finalised deed.

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



**Collieries'  
Staff and Officials  
Association**

## Consultation Meeting on ALP Emissions Reduction Plan

The Collieries' Staff and Officials Association met with Mark Butler, Shadow Minister for the Environment, Climate Change and Water, the Member for Hunter, Joel Fitzgibbon, the Member for Newcastle, Sharon Clayton, and the Member for Charlton, Pat Conroy.

The plan is about domestic reduction in Australia, and not our export markets. We emphasised the need for a well thought out transition plan which provides adequate resources to retrain Staff for other roles in regional areas. Of course, the transition plan must provide job and new industry creation at the same time.

Members who are interested in being part of the Collieries' Staff and Officials Association reference group on these issues should email your name to [infocsd@apesma.com.au](mailto:infocsd@apesma.com.au) by 4 March 2016.

## REMINDER

### Now's the time to complete your Salary Survey

Just a reminder to complete the 2015 Collieries' Staff and Officials Association Employment and Remuneration online Survey.

All you need to do is grab your most recent payslip and [click here](#) to complete the survey.

By filling in the Survey, you will help Staff in their negotiations for increased pay and conditions across the coal mining industry.

Please ensure your Survey is completed by 26 February 2016.

If you have any questions about the survey, don't hesitate to contact your Staff Union on (02) 9269 0688 or [infocsd@professionalsaustralia.org.au](mailto:infocsd@professionalsaustralia.org.au).

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