



**Collieries'
Staff and Officials
Association**

WHAT I DID WHEN RESTRUCTURING HIT

June 2016

When Mt. Arthur Coal Management announced a major restructure in March we were not really that surprised, rumor's had been circulating for months with many Staff reporting a sudden increase in disciplinary actions in their department. Staff knew BHP had something planned.

What was a surprise to Staff was BHP's total disregard for Staff and their constant refusal to consult with us and our union about the changes. I'd seen restructures before but never before had I seen Staff treated so badly.

Within days of making the announcement, BHP started meetings with Staff like me to hand us our termination notice. BHP told me there would be no role for me in the new structure and gave me an estimate of my retrenchment pay that was calculated some 4 weeks before they even announced the restructure.

Luckily for me and other Staff at Mt. Arthur many of us were already union members, with many more joining with us to ensure we got a fairer outcome. Through our numbers we made a difference, with record number of Staff attending meetings, signing joint letters calling on BHP to meet with Staff and answer questions about the new structure.

We also sought the assistance of the Fair Work Commission who ordered BHP to meet with Staff and our union before any further retrenchments were made. The meetings gave us a better understanding of the new structure and in the end many retrenched Staff were offered redeployment to other roles, it gave members a choice, and that's really important in the current climate.

What Mt. Arthur Staff proved is that by working together we can get a better outcome. It's important that if you see a change in Management's behaviour or if they announce changes at your site you call the union office straight away.

Improving safety, salaries and work lives.

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By joining together in our union we were able to win a fairer process at Mt. Arthur.

Come and hear more about how to secure your redundancy at the Moranbah Markets this Sunday from 9am.



Chris
Former Mt Arthur Employee

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