



**Collieries'  
Staff and Officials  
Association**

# Staff at the Coalface

15 March 2016

## UNION FORCES MOUNT ARTHUR TO HALT TERMINATIONS

On Tuesday 8 March, Mount Arthur Coal announced a significant restructure, and within days called Staff into one on ones to tell them that their position was redundant, or that they would be redeployed. No consultation, no discussion re VR, just management telling.

**The problem with this approach is that it totally ignores any input or ideas Staff and your union may have about how to avoid redundancies, or reduce the impact on individuals.**

The minimum standard in Australia that employers are meant to follow is that when a major change like this occurs employers should consult with their Staff and their union.

Members of the union at Mt Arthur strongly voiced their concerns via their union. They were clear that they wanted an open and transparent process for all Staff that is fair for both those that go and those who stay. It's disappointing that to date Mt Arthur Staff have felt left out and let down by a lack of communication and information from their own Management.

To ensure that Mt Arthur Staff get a fairer process, and to send a clear message to all employers that Staff must be consulted, your Staff union challenged the Mount Arthur's approach in the Fair Work Commission (FWC) last Friday. With the assistance of the FWC your union was able to secure the following commitments from Mt Arthur Coal.

### Key Wins

- Mt Arthur will **NOT** issue any further termination notice before noon on Friday the 18th of March (one week delay);

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### Improving safety, salaries and work lives.

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- Staff who have been offered redeployment to a “lesser” role will be given until Friday the 18th of March
- to consider the new position before making a decision to either take the new role or take a voluntary redundancy.
- Mt Arthur agreed to provide the union with further information, and agreed we can hold **union meetings on site** this week to allow Staff to discuss with their representatives the proposal and alternative positions you might like the company to consider.
- Mt Arthur agreed to at least 2 more scheduled meetings with the union this week to consider your proposals.

The FWC will continue to monitor this process and has scheduled a report back on Thursday the 17th of March.

This type of behavior by Mt Arthur is demonstrative of how Companies would treat employees if unions were not present. It reminds us how collective processes will always achieve a better result than being singled out and individually targeted.

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