



**Collieries'  
Staff and Officials  
Association**

# Staff at the Coal Face

4 June 2018

## Collieries' Staff and Officials Association Takes on Glencore Unfair Termination Pay

Staff and Deputies at Blakefield South in NSW are due to finish up within weeks, as the underground mine closes.

At times like this, Staff and their families need every dollar to tide them over to a new job. Glencore is ripping off Staff when it comes to Long Service Leave payments by only paying accrued Long Service Leave at 80% of their salary package rate. This means an average loss of \$6000 - \$8000 for many members.

After negotiations failed, your Union took Glencore to Fair Work for conciliation. At conciliation the Long Service Leave Corporation said that they would reimburse Glencore the amount Glencore claims, so all Glencore needs to do is claim. Glencore stubbornly refused to pay out at the higher rate.

Your Union has now lodged an application in the Federal Court on behalf of members. This case will affect all members who have been retrenched by Glencore and were paid out their Long Service leave at the 80% (notional base salary) rate, like ex West Wallsend members.

If you have been retrenched by Glencore, please check your termination payments for Long Service Leave. Was it paid at your notional base salary? If it was, please email [infocsd@professionalsaustralia.org.au](mailto:infocsd@professionalsaustralia.org.au) your name, mine site, estimate of retrenchment benefits document, and final payment document.

## Appin Deputies vote down inferior enterprise agreement

Last week the Appin Deputies resoundingly voted down an agreement that South32 pushed to a vote. This is off the back of the majority of Deputies there being forced into a roster change in 2017, which sees them working an extra 4 hours per week with no extra pay.

The Appin Mine has faced many challenges in the past year, with multiple gas exceedances, prohibition notices from the regulator and several overhauls of senior management. It's the Deputies and Staff who worked through all these challenges to ensure a safe, long-term viable future for Appin and they want to be fairly remunerated for it.

The Deputies last Friday engaged in protected action and held a stop-work meeting where they planned their way forward.

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

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