



**Collieries'
Staff and Officials
Association**

Staff at the Coal Face

2 July 2018

Carborough Downs

Deputies at Carborough Downs have successfully bargained with Fitzroy Resources for their new Enterprise Agreement.

Deputies have been bargaining since the start of the year and members initially voted down the company's first offer (which included annual pay increases, Accident Pay locked into the Agreement and up to one weeks' cash out of personal carers leave every year). After the ballot, members met to discuss the outstanding issues that Deputies found most important and that they wanted in the new Agreement.

Deputy reps and their Union took the proposals back to the company for further negotiation and the company agreed to improve their offer to also include permanent allocation of rooms for Deputies at the camp. The majority of Deputies voted for this new Agreement and it has been sent to the Fair Work Commission for approval.

Troubles at Austar Mine

Yancoal has recently announced that the bulk of Staff and Deputies at their Austar Mine near Cessnock will be stood down from 9 July, while Yancoal awaits approvals from the regulator.

This is a blow to Staff and Deputies there who feel as though they've been in limbo for a considerable time and they will now be forced to use their leave balances. CSOA have called on Yancoal to open up a voluntary redundancy process for Staff and Deputies to allow those who want to move on to do so.

The consultation process will continue over the coming days.

Appin Deputies

Following recent protected industrial action engaged in by the Appin deputies, South32 have agreed to resume negotiations.

The Appin deputies with CSOA have been in negotiations with South32 for over two years. On 24 and 25 May 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.

Improving safety, salaries and work lives.

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