

17 July 2012

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## Chubb Moorooka Redundancies

**If you and your co-workers have been advised that jobs are to be made redundant, the least you may expect from your employer is that there is a fair and transparent process for the selection of those employees who will be terminated.**

To date, Chubb has not provided that process. First they informed you that they expected that the first round of redundancies would be announced either Friday 13th July or Monday 16th July 2012. Chubb HR has made no reference to an actual date for jobs to go.

The Union says Chubb should provide all employees with a draft statement of what your entitlements would be if you were made redundant in order for you to make an informed decision, then all employees could express an interest in being made voluntarily redundant.

Because Chubb advised you that the jobs were to go, the Union provided them a 48 hour period to proceed through the expressions of interest. This timeframe was to ensure that all employees would have a chance to think about your options and submit an EOI. We required this timeframe in order to not delay the process any longer than necessary. Chubb could have accepted this process to ensure fairness and transparency to the selection but they have not.

Chubb have chosen instead, to put to you that if you had either a genuine medical or compassionate grounds that you could express an interest. Whilst this is not unreasonable it does not provide an opportunity for all employees to express an interest.

Chubb denies that their selection criteria for jobs is not subjective. The selection criteria includes: staff complaints, awards, goes above and beyond, availability, flexibility to change shifts and more. These criteria should play no part in the selection of individuals to be terminated.

### Workplace Meetings

**ASU Delegate, Gavin Janson and Senior Organising Advocate, Jo Justo are looking to conduct further meetings to bring you the latest information.**

**The next meeting will be held on Thursday, 19th July, 2012 at 7.00pm in the cash room.**

**YOUR UNION – PEOPLE WORKING TOGETHER**