

MISSION AUSTRALIA COMMUNITY SERVICES AGREEMENT 2008

Your pay and all your working conditions are up for negotiation. Do you want to get the best Agreement possible?

Your current Agreement has fallen below the wages and conditions received by all other community workers in some key areas:

- all community sector workers in NSW will receive a further 3.5% pay increase on 1 July 2008, and **your current pay rates are slightly less** than what other community sector workers already receive
- increments in your Agreement are based on performance, **other workers receive these automatically**
- if you work at Mission at **nights or weekends, there are many conditions which are less than other shift workers** in the industry including: sleepover conditions, shift penalties on the full shift, public holiday payments, camps/excursions, entitlement to an extra weeks annual leave
- you currently have **no option for paid overtime** – all Award workers have this option
- you have **no first aid allowance** – this is an Award entitlement

- you currently can be required to work split shifts with no compensation – **the Award does not allow split shifts**
- you have **no right to be consulted about change in the workplace** – this is an Award entitlement
- you have **no right to be represented by your union in grievances or disputes** – this is contrary to principles of freedom of association.

Whilst there are some good conditions in our current Agreement such as paid parental leave, other important conditions have fallen behind. Our work is difficult and vitally important, we deserve what all other workers receive at a minimum!

We will need a strong, independent and informed voice to ensure we receive the best wages and conditions possible for the vital work we do. How do we ensure this happens? Fill in the attached ASU survey so your views are represented and ASU members can speak as a strong collective voice.

Join the ASU if you are not already a member
Vote to ensure the Agreement remains a Union agreement.

What's the difference between a Union and non-Union Agreement under WorkChoices?

This Agreement will be negotiated under the WorkChoices laws – some of the worst laws for working people in the world. Your employer aims to finalise the Agreement under these laws.

N.B. Even though the government will outlaw AWA's early this year, the new laws about bargaining will not be in place when your Agreement is being negotiated.

Under WorkChoices, if you do not have a Union Agreement, only individuals can enforce anything under the Agreement. This means individuals would have to take Federal Court action in order to ensure the Agreement is followed. This puts individuals in an incredibly weak position. Only a Union Agreement ensures employees are not left to fend for themselves in expensive courts just to receive basic rights.

If you have any queries please call the ASU on 9310 4000 or email Daniel at daniel@asu.org.au



AUSTRALIAN SERVICES UNION

ASU

application for membership

I apply for membership of the ASU NSW/ACT (Services Branch) and to the ASU of NSW, and I agree to abide by the Rules of each Union.

Full Time Part Time Casual Other (please tick one)

MRS MS MR OTHER M F (PLEASE PRINT)

SURNAME FIRST NAME DATE OF BIRTH (OPTIONAL)

HOME ADDRESS

SUBURB POSTCODE

HOME PHONE MOBILE

EMAIL ADDRESS

YOUR EMPLOYER

YOUR JOB TITLE

YOUR WORK LOCATION/ADDRESS (INCLUDING FLOOR)

SUBURB POSTCODE

WORK PHONE WORK FAX

DO YOU IDENTIFY AS ABORIGINAL OR A TORRES STRAIT ISLANDER? YES NO

SIGNATURE OF APPLICANT DATE

FAX OR MAIL THIS APPLICATION TO: Australian Services Union NSW & ACT (Services) Branch PO Box 1865 Strawberry Hills NSW 2012

FAX 02 9698 8936 T 02 9310 4000 Outside Sydney Area 1300 784 278 www.asuservices.labor.net.au

Table with 3 columns: INCOME, Weekly, and price. Rows include income brackets from 'Up to \$12,999' to '\$33,000 and over' with corresponding weekly rates and checkboxes.

payment options (PLEASE TICK ONE PAYMENT OPTION AND FILL OUT THE APPROPRIATE SECTION BELOW)

DIRECT DEBIT (FORTNIGHTLY PERIODICAL PAYMENT)

CUSTOMERS AUTHORITY I/WE NAME OF CUSTOMERS GIVING THE DIRECT DEBIT REQUEST

AUTHORISE ASU NSW/ACT SERVICES BRANCH USER ID NUMBER 063003 TO ARRANGE FOR FUNDS TO BE DEBITED FROM MY/OUR ACCOUNT AT THE FINANCIAL INSTITUTION IDENTIFIED BELOW THROUGH THE BULK ELECTRONIC CLEARING SYSTEM (BECS).

DETAILS OF THE ACCOUNT TO BE DEBITED. ALL DETAILS MUST BE SUPPLIED

NAME OF FINANCIAL INSTITUTION BRANCH ACCOUNT NAME BSB NUMBER ACCOUNT NUMBER

WE AUTHORISE THE FOLLOWING: 1. THE DEBIT USER TO VERIFY THE DETAILS OF THE ABOVE MENTIONED ACCOUNT WITH MY/OUR FINANCIAL INSTITUTIONS. 2. THE FINANCIAL INSTITUTION TO RELEASE INFORMATION ALLOWING THE DEBIT USER TO VERIFY THE ABOVE MENTIONED ACCOUNT DETAILS. WE UNDERSTAND AND ACKNOWLEDGE THAT: 1. THE DEBIT USER MAY, IN ITS ABSOLUTE DISCRETION, DETERMINE THE ORDER OF PRIORITY OF PAYMENTS IF ANY OF ANY MONEYS PURSUANT TO THIS REQUEST OR ANY AUTHORITY MANDATE. 2. THE DEBIT USER MAY, IN ITS ABSOLUTE DISCRETION, AT ANY TIME BY NOTICE IN WRITING TO ME/US TERMINATE THIS REQUEST AS TO FUTURE DEBITS. 3. THE DEBIT USER MAY BY PRIOR ARRANGEMENT AND ADVICE TO ME/US, VARY THE AMOUNT OF FREQUENCY OF FUTURE DEBITS.

SIGNATURE DATE

CREDIT CARD (PERIODIC PAYMENT)

PLEASE TICK MONTHLY THREE MONTHLY SIX MONTHLY ANNUALLY MASTERCARD BANKCARD VISA (please tick one)

CREDIT CARD NUMBER

EXPIRY DATE

SIGNATURE DATE

I would like to be involved in

- (please tick) ACTIVIST LISTS UNION TRAINING EMAIL LISTS A SUB BRANCH AND/OR WORKPLACE COMMITTEE BECOMING A DELEGATE DISTRIBUTING UNION INFORMATION

PLEASE FAX BACK TO 02 9698 8936